

DEFENCE FORCE REMUNERATION TRIBUNAL

MATTER NO. 2 OF 2003

REMUNERATION REFORM PROJECT

STATEMENT

At the conclusion of proceedings in this matter on Thursday 8 December 2005 the ADF and the Commonwealth undertook to provide an agreed pay structure model.

In this context the Tribunal gives the following indications on structural matters:

1. The General Officer Pay Structure should apply to officers in the 01 to 06 ranks.
2. A separate salary structure should apply to senior officers in ranks 07 and 08.
3. The General Officer Pay Structure should not apply to Warrant Officer Class 1 (and equivalent). A separate scale for warrant officers, based on the same principles as the General Officer Pay Structure, should be provided.

In respect to officers in ranks 07 and 08, different views were put by the ADF and the Commonwealth. We will continue inquiry to determine the salary structure to apply to these officers and will do so at the earliest opportunity. We do not see this continuing inquiry as being any barrier to the prompt determination of the pay structures for General Officers 01 to 06 and Warrant Officers Class 1 (and equivalent).

We accept that there is much administrative work to adjust the ADF's pay systems and associated elements. However, it is important that the new arrangements are implemented promptly.

We remain concerned that if implementation is delayed, the effect of changes taking several years risks undermining confidence in the new structures.

We encourage the ADF to apply the requisite effort and resources to ensure the success of the new system.

Our reasons for decision will follow in due course.