

# DEFENCE FORCE REMUNERATION TRIBUNAL

## SALARY PROTECTION PROVISION

### AIRFIELD DEFENCE GUARDS

#### DECISION

1. On 30 November 1999, the Australian Defence Force (ADF) wrote to the Defence Force Remuneration Tribunal seeking approval of a salary protection provision that would apply to personnel temporarily remustered to the Airfield Defence Guard (ADG) employment category.
2. The Tribunal convened a conference on this matter on 16 December 1999.
3. Group Captain L C Roberts, the Director Salary and Allowances in the Defence Personnel Executive, explained that the Royal Australian Air Force (RAAF) has identified a critical shortage of ADGs to meet the rotation commitment for East Timor.
4. Group Captain Roberts said that the RAAF had called for volunteers from all airman categories to undertake ADG training and subsequent employment as an ADG for a period of 12 to 15 months to meet the rotation commitment for East Timor. This commitment would include protection of airfields used by the International Force East Timor and subsequently the follow-on United Nations force.
5. Group Captain Roberts advised that 127 airmen with ranks up to and including Corporal volunteered for temporary service as an ADG of which 110 were considered suitable. The RAAF ruled out from the volunteers airmen in the technical trades due to current shortages in those trades. Twenty four members who volunteered have been selected for training and they will join 40 initial entrants on a course commencing on 29 January 2000.
6. Group Captain Roberts said that the salary protection provision is being sought for those volunteers who are at pay groups higher than that of ADG (Pay Groups 2 and 3) and for those who will be required to reduce rank for the duration of their ADG duties due to command and control considerations.
7. The Commonwealth supported the ADF proposal.
8. The Armed Forces Federation of Australia also supported the ADF proposal but sought assurance from the ADF that those members who would be required to reduce in rank would regain that rank after their employment as an ADG was completed. That assurance was provided.

9. Having considered the submissions of the parties the Tribunal has decided to approve the salary protection provision sought. A member who is transferred from an existing employment category to undergo ADG training and subsequent transfer to the Ground Defence Reserve Group (Operations) as an ADG to meet a shortfall in establishment, will be entitled, where the transfer is approved by the Chief of the Defence Force, to salary at the rate that would have been payable where that rate is a higher rate than for an ADG.
10. The salary protection provision shall apply on and from 22 December 1999 and shall cease to have effect on 1 July 2001.

**Appearances:** Group Captain L Roberts, with Lieutenant Commander M Duncan, for the Australian Defence Force

A O'Brien, with M Frawley, for the Commonwealth

G Howatt for the Armed Forces Federation of Australia

**Date and Place of Conference**

16 December 1999                      Canberra