

DEFENCE FORCE REMUNERATION TRIBUNAL

ADF STAR RANKS REMUNERATION ARRANGEMENT: 2004 – 2006

REASONS FOR DECISION

On 25 March 2004 the Tribunal considered an application by the Australian Defence Force (ADF) and the Commonwealth for the introduction of the ADF Star Ranks Remuneration Arrangement: 2004 – 2006. The Arrangement applies to 127 Officers in the ranks of Brigadier (and equivalent) and Major General (and equivalent).

THE ARRANGEMENT

The Arrangement is an agreement between the ADF and the Commonwealth. The Tribunal was requested to give effect to the Arrangement pursuant to section 58KD of the *Defence Act 1903* which provides that:

The Tribunal may in making a determination, give effect to any agreement reached between the Minister, acting on behalf of the Commonwealth, and the Chief of the Defence Force, acting on behalf of the members of the Australian Defence Force, in relation to a matter to which the determination relates.

The Arrangement “recognises the continuing and significant program of workplace reform within the ADF under the Defence White Paper and related activities. It acknowledges the commitment of ADF star ranks to ensuring the effective implementation of these reforms. It acknowledges the cooperation of ADF star ranks and their families in accepting organisational change and in identifying and pursuing other reform initiatives.”

The Arrangement provides for a thirty month duration commencing on 6 May 2004 and concluding on 30 November 2006. The salary and pay related allowance adjustments provide the same outcome as for ADF members covered by the Workplace Remuneration Arrangement: 2004 – 2006. The increases sought are:

- 2.5% with effect from 6 May 2004;
- 4.0% with effect from 4 November 2004;
- 2.0% with effect from 2 June 2005; and
- 1.5% with effect from 9 March 2006.

It is also proposed that an amount of \$400 be rolled into salary in lieu of reimbursement of the home based computer Internet Service Provider costs.

The Returned and Services League of Australia, Regular Defence Force Welfare Association and the Armed Forces Federation of Australia supported the Arrangement.

DECISION

Having considered the Arrangement and all of the submissions the Tribunal is prepared to make determinations to give effect to the salary increases and adjustment to pay related allowances provided in the Arrangement.

APPEARANCES: R Kenzie QC, Defence Force Advocate with Lieutenant Commander A Bradshaw, for the Australian Defence Force

J Shingles and M Montalban for the Commonwealth

DATE AND PLACE OF HEARING:

25 March 2004

Canberra