

DEFENCE FORCE REMUNERATION TRIBUNAL

ELECTRONIC WARFARE ANALYST CATEGORY

REASONS FOR DECISION

The Australian Defence Force (ADF) has sought to establish a structure for a new Electronic Warfare Analyst (EWA) category in the RAN Submarine Arm and to introduce appropriate Pay Groups for the category.

The roles of the EWA category are submarine safety and threat avoidance, early warning, tactical picture compilation and intelligence. The category also has a range of non electronic warfare responsibilities. There are currently 65 EWA positions.

BACKGROUND

Members of the proposed category are currently paid as Radio Operator Electronic Warfare (ROEW) or Electronic Warfare (Operator) (EW[O]), both of these categories are in Pay Group 5.

On the basis of the ADF submissions at the time, these categories were not considered as part of the Seaman Category Rationalisation Structure approved by the Tribunal in 1993 and were not included in the list of Electronic Warfare categories introduced by the Tribunal in 1994.

In 1996 the Navy renamed the ROEW category as Electronic Warfare Analyst but the Tribunal was not asked to introduce the new category name because the Navy was still formalising the training and operational role of the category.

In 2001 the Tribunal introduced new structures and Pay Groups for the other Navy Electronic Warfare categories of Electronic Warfare Technician and Electronic Warfare Linguist. These new structures provided for career progression from Pay Group 3 to Pay Group 7 inclusive.

INSPECTION

On 27 March 2003 the Tribunal inspected the work of the EWA category at HMAS STIRLING in Western Australia. The Tribunal was briefed on the range of duties carried out by the category and spoke with members about their work and responsibilities.

SUBMISSIONS

The ADF submitted that a new structure for the Electronic Warfare Analyst should be introduced in Pay Groups 3 to 6. It was stated that the existing ROEW and EW(O) structures are “inconsistent with other RAN technical categories and reflect an outdated career and category structure devoid of structural balance and reliant on rank movement only for career advancement”. The ADF submitted that the present structure does not provide an acceptable relationship between remuneration and competency and provides no incentive to seek career and category development.

It was stated that the primary roles of the EWA Submarine sailor are in the areas of:

- Submarine Safety and Threat Avoidance. This is achieved by the prompt reporting and monitoring of all emissions throughout the electromagnetic spectrum to ensure emissions do not reach a level that would lead to detection.
- Early Warning. This is achieved by reporting the results of the intercept and identification and localisation of all Command-tasked emitters.
- Assist Command in Tactical Picture Compilation. This is achieved by the input of the analysed results of the Early Warning function to assist the Command in the development of tactical actions.
- Intelligence and Intelligence Collection. The interpretation and dissemination of Intelligence to the Command as well as the recording and reporting of the analysed results of electromagnetic intercepts.

It was submitted that additional duties included:

- Seamanship. To ensure proper husbandry, cleanliness and appearance of the submarines casing, fin and pressure hull. The conduct of seamanship evolutions such as berthing/slipping, towing, boat transfers, anchoring, helicopter transfers, man overboard, small boat coxswain, lookout duties, special operations and helmsman.
- Small Arms Weaponry. The safeguarding, maintenance, accounting, firing and control of 9mm pistol, F88 Austeyr and SLR weapons and ammunition. This role was previously performed by the Underwater Weapons category in Oberon submarines.
- Explosive Ordnance and Pyrotechnics. The safeguarding, accounting, loading and firing of explosive ordnance, pyrotechnic stores and electronic countermeasures from the submarine's on board Submerged Signals Ejectors. This role was previously performed by the Underwater Weapons category in Oberon submarines.
- Safety Equipment. The maintenance, repair and accounting of Survival Equipment.
- Weapons Embarkation/Disembarkation. The embarkation and disembarkation of Torpedoes and Missiles onto the submarine casing. This also involves the transportation of the weapons into the submarine.
- Whole Ship Coordination. This is only conducted at the Chief Petty Officer rank with the Petty Officer understudying this position during periods of absence.
- Petty Officer of the Watch. Responsible for dived helmsmanship, surfaced navigation, Target Motion Analysis, Track Management, Contact Evaluation, Plot Management and the running of submarine routines whilst surface running.

The ADF stated that there has been a significant increase in the complexity and range of equipment operated by an EWA and that this has been accompanied by substantial increases in training. It was submitted that the current EWA undertakes 131 weeks of training up to supervisor level while the EWA supervisor on the Oberon submarines undertook 44 weeks of training.

It was also stated that the proposed structure is consistent with other RAN Electronic Warfare structures. The proposed structure is at Annex A.

Under the proposed structure members would complete initial employment training and start as EWA Grade 1 in Pay Group 3. At this level members will be responsible for radar detection, identification, localisation and signal analysis. The Grade 1 would also be responsible for non-core functions such as the operation and firing of pyrotechnics and performance of seaborne evolutions such as seamanship and damage control. Further responsibilities would include maintenance of safety equipment and small arms weaponry.

On completion of a 6 months competency log members would progress to Electronic Warfare Analyst Submarines (EWASM) Grade 2 in Pay Group 4.

After further training and a completion of competency log members would move to EWASM Grade 3 in Pay Group 5. At this level members become sub-microwave Electronic Warfare specialists and provide a supervisory role over all EWASM responsibilities including the non-core functions.

Members can then progress to EWASM Grade 4 in Pay Group 6 as the Senior Electronic Warfare Specialist on board the submarine. These members would ensure that the command is briefed on intelligence aspects relating to the current tactical situation and act as Petty Officer of the Watch. They are responsible for the management of the standards of the EWASM Grade 2 and 3.

Finally members can progress to the position of Chief of the Boat/EWA Manager which is also in Pay Group 6.

It was submitted that the proposed structure is competency based with progression based on attainment of identified competencies, training and experience and with members completing skill grade modules prior to becoming eligible for promotion.

The EW Technical category was said to be the closest of the other RAN categories to the EWASM but it was submitted, that although the proposed structures are comparable up to Grade 4 level, the EW Technical progresses further to Pay Group 7 because of the significant increase in work value those category members achieve after attaining the supervisor level.

The ADF submitted that the placement of the EWASM Grades 1 and 2 at remuneration levels below that currently applying, Pay Group 5, is consistent with work value and the structural levels of other relevant categories. Members transferring to EWA from other categories who have appropriate skills and competencies will have those skills and competencies recognised and this will provide an incentive for transfer of category.

In addressing transition arrangements the ADF submitted that a four year non-reduction period would be desirable to enable time for existing members to gain appropriate competencies.

Witness evidence was provided by Commander I Salter, Chief of Staff to the Commander Australian Submarine Group and Warrant Officer D Nasato, Category Sponsor – Electronic Warfare Analyst Submarines. Additional statements were provided by Able Seaman V Trinder; Leader Seaman S Velterop and Petty Officer K Bromfield.

The Commonwealth and Armed Forces Federation of Australia supported the introduction of the new structure and Pay Groups.

The Commonwealth submitted that the new structure, if adopted, would better reflect the contemporary circumstances of the EWA, with skills and responsibilities being appropriately recognised in the career progression and proposed Pay Group placements. The Armed Forces Federation of Australia submitted that the proposed EWA structure is consistent with other ADF Electronic Warfare structures.

CONSIDERATION

The ADF is seeking a four tiered structure for the new Electronic Warfare Analyst category which is employed in submarines. It is proposed that the new category be in Pay Group 3 to 6.

It was submitted that the proposed structure would provide:

- a clearly defined career and skill path for advancement;
- remuneration aligned with the acquisition of competencies and consolidation of skills;

- appropriate and timely training; and
- would assist in retaining some incentive for sailors to pursue long-term careers within submarines.

The new structure reflects significant increases in work value and Commander Salter stated that these increases flow from:

- Expansion of roles and responsibilities, specifically in the strategic areas (not only in the core area of Electronic Warfare but also extra responsibility assumed from now obsolete categories when the Collins class was introduced).
- Changes in capability requirements.
- Increased capability and range of equipment.
- Resultant increased training requirements.

Commander Salter further submitted that the introduction of the proposed structure would remove inequities with other Electronic Warfare trades and reward and encourage additional training.

On the basis of the submissions and evidence we have decided to introduce the new structure and Pay Groups as sought by the ADF and agreed by the Commonwealth and Armed Forces Federation of Australia. There has been an increase in the roles and responsibilities of the EWA which have resulted from the acquisition of the Collins class submarine; an expansion of both the tactical and strategic roles of the category; an increase in the complexity of tasks; an increase in responsibility and increases in training.

We consider that the new structure will provide an appropriate career path that aligns increases in remuneration with increased skill, competency and experience levels.

We have also decided to introduce the four year non-reduction provision, as agreed by the parties, to enable existing members to gain the appropriate competencies to reach their existing remuneration level.

The new structure and Pay Groups will apply on and from 22 May 2003.

APPEARANCES: R Kenzie QC, Defence Force Advocate, with Lieutenant Commander
C Galloway, for the Australian Defence Force

M Frawley with L Cullen for the Commonwealth

G Howatt for the Armed Forces Federation of Australia

DATE AND PLACE OF HEARING:

15 May 2003 Canberra

INSPECTION:

27 March 2003 Western Australia

Proposed Electronic Warfare Analyst Submarines Career Progression

