



Australian Government
Defence Force Remuneration Tribunal

DECISION

Defence Act 1903
s.58H—Functions and powers of Tribunal

**ROYAL AUSTRALIAN NAVY: SUBMARINER EMPLOYMENT
CATEGORIES FOR WARRANT OFFICERS**
(Matter 12 of 2018)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 15 NOVEMBER 2018

RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

[1] This decision relates to a listing application¹ made by the Australian Defence Force (ADF) under s.58H of the *Defence Act 1903* in Matter 12 of 2018 – *Royal Australian Navy – Submariner Employment Categories for Warrant Officers* to provide pay placement beyond the rank of Chief Petty Officer within the Medical submariner employment category.

[2] We considered this matter on the papers submitted.

Background

[3] Plan *Delphinus*² requires the submarine workforce to increase in order to provide the required crews for the current Collins class submarines as well as for the future Shortfin Barracuda submarines.

[4] At present several submariner employment categories do not extend beyond the rank of Chief Petty Officer in the Graded Other Ranks Pay Structure (GORPS) which has resulted in an inability for Navy to create and fill some managerial positions and develop the submarine workforce.

Submissions

[5] The ADF states that to meet the requirements of the growing workforce “*new leadership and managerial positions will need to be established at the Warrant Officer level due to the specialist submariner capability knowledge and experience required to effectively manage submariner training, mentor junior sailors, as well as the command and leadership responsibilities inherent with such positions.*”³

[6] The ADF submits that although several submariner categories will need pay grade placements determined at Warrant Officer level the category that requires “*immediate attention to permit rank expansion to Warrant Officer is that of Medical – Submariners.*”⁴

[7] The Commonwealth supports the proposed changes and notes that “*the proposition does not involve any work value change and is only the rank value.*”⁵

Consideration

[8] We considered the advice that the Medical Submariner category contains mostly seagoing positions with limited opportunity for career progression and that the creation of a shore position at the Warrant Officer level will provide a command and leadership position to oversee Medical Submariners across the Fleet.

[9] We considered that the proposed expansion does not involve change to the current pay grade placement other than to provide a placement at pay grade 8 which maintains the relativities between extant surface fleet and submariner categories.

Conclusion

[10] We agree that the creation of a Warrant Officer position within the Medical Submariner category will provide leadership and specialist knowledge to mentor and develop Medical Submariner training into the future.

[11] We note the advice that “*as Navy works through its workforce expansion implications more submariner employment categories are being identified that need similar rank provision.*”⁶

[12] We require the ADF to return to us in a timely manner to deal with other submariner employment categories and will consider each case as it arises.

[13] Determination 12 of 2018 will give effect to our decision from 3 December 2018.

MS I. ASBURY, PRESIDENT
MR A. MORRIS, MEMBER
RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

¹ DMR/OUT/2018/28 *Listing Application – Submariner Employment Categories for Warrant Officers* dated 2 August 2018.

² Plan *Delphinus 2.0* details Navy's plan to transition the submarine workforce structure to meet the growth required by the *Navy Submarine Workforce Growth Strategy 2014-2025*.

³ DMR/OUT/2018/33 Matter 12 of 2018 – *Submariner Employment Categories for Warrant Officers* dated 18 September 2018.

⁴ *ibid*

⁵ Commonwealth letter of 17 October 2018.

⁶ DMR/OUT/2018/33 Matter 12 of 2018 – *Submariner Employment Categories for Warrant Officers* dated 18 September 2018.