



**Australian Government**  
**Defence Force Remuneration Tribunal**

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## **DECISION**

*Defence Act 1903*

s.58H(2)(a)—Determination of the salaries and relevant allowances to be paid to members

**Army Preventative Medicine**

(Matter No. 1 of 2013)

**Combat Medical Attendant – Army Reserve**

(Matter No. 2 of 2013)

THE HON. A. HARRISON, PRESIDENT  
THE HON. A. BEVIS, MEMBER  
BRIGADIER W. ROLFE, AO (Ret'd), MEMBER

CANBERRA, 12 AUGUST 2013

[1] This decision concerns an application by the Australian Defence Force (ADF) for amendment to the current salary structure for the Army Preventative Medicine employment category, pursuant to s.58H of the *Defence Act 1903* (the Act). The ADF seeks to make adjustments to pay grades and skill grades within the Army Preventative Medicine employment category, and to rename skill grades within the Army Preventative Medicine and Combat Medical Attendant – Army Reserve employment categories.

[2] A hearing was conducted in Canberra on 12 March 2013 in relation to Matter 1 of 2013 Army Preventative Medicine. Matter 2 of 2013 Combat Medical Attendant – Army Reserve was considered on papers.

[3] During the hearing Mr R Kenzie, AM, QC assisted by Ms S Robertson appeared on behalf of the ADF, and Mr J O'Reilly assisted by Ms S Farrelly appeared on behalf of the Commonwealth. Major Francesco Scalzo appeared as a witness for the ADF. He provided an affidavit dated 22 February 2013 which was tendered as evidence during the hearing.

## **Basis for application**

[4] The ADF sought to make adjustments to the pay placement for the Preventative Medicine (PVNT MED) employment category and to adjust the naming conventions for both the PVNT MED<sup>1</sup> and Combat Medical Attendant<sup>2</sup> employment categories. The ADF proposed these changes following a redefinition of capability and associated training requirements for both employment categories.

### *Army Preventative Medicine*

[5] The ADF sought to establish a new skill grade PVNT MED Grade 1 at Pay Grade 1 as a Reserve placement so capability can be used in a limited way before full qualification. The ADF also sought an additional skill grade PVNT MED Advanced at Pay Grade 3 based on structural differences combined with additional training and tasks when compared with PVNT MED Grade 3, also at Pay Grade 3.<sup>3</sup>

[6] Higher pay grade placements were sought for Manager PVNT MED and Managers PVNT MED WO 1 Tier A (from Pay Grade 4 to Pay Grade 5) based on increased monitoring and investigation of industrial hygiene hazard exposure, new requirements under the *Work Health and Safety Act 2011*, and common core training at the manager level. The removal of PVNT MED WO 1 Tier B was also sought on the basis that there was no requirement for the Tier B classification to be used. The proposed revised naming convention for the PVNT MED employment category incorporates the skill grade adjustments outlined above<sup>4</sup>.

[7] During the proceedings, the ADF called as a witness Major Francesco Scalzo in his role as the Army's senior Environmental Health Officer. Major Scalzo outlined the role of preventative medicine in managing environmental factors that impact on the short- and long-term health of deployed personnel. Recent changes due to work health and safety legislation had also impacted on the training for preventative medicine, particularly regarding increased expectations for the Supervisor and Manager skill grades<sup>5</sup>. Major Scalzo outlined the need for the introduction of a new PVNT MED Advanced skill grade beyond that needed at PVNT MED Grade 3<sup>6</sup>.

### *Combat Medical Practitioner - Army Reserve*

[8] The ADF sought to update the naming of the skill grades for the Combat Medical Attendant. The ADF also advised that the training continuum for Combat Medical Practitioners had been revised to focus more on casualty evacuation and first responder first aid capability<sup>7</sup>. Triggers for pay grade movements had also been revised, with the final trigger for movement from pay grade 3 to pay grade 4 now requiring promotion to Warrant Officer Grade 2.<sup>8</sup>

## **Commonwealth response**

[9] The Commonwealth did not object to the skill grade name changes as proposed by the ADF for both the PVNT MED and Combat Medical Attendant employment categories. The Commonwealth supported the proposal for PVNT MED Grade 1, noting it is a Reserve placement only. The Commonwealth also supported the pay grade placement for PVNT MED Advanced and a revised PVNT MED Grade 3, accepting on balance the work value difference in skill grades was not significant and Pay Grade 3 for both was appropriate.<sup>9</sup> The increased pay grade for Manager PVNT MED and Manager PVNT MED WO1 Tier A was supported, as was the removal of the redundant Manager PVNT MED WO1 Tier B. Regarding Combat Medical Attendants, the

Commonwealth was satisfied on balance that the changes to the training continuum did not represent a significant change in net work value.<sup>10</sup>

## **Decision**

[10] We believe a meritorious case has been presented and have decided to approve the amendments sought by the ADF. We adopt the reasons put forward by the ADF in their submission.

[11] The amendments to salary levels and increments in Defence Force Remuneration Tribunal Determination No. 15 of 2008 Salaries shall be effective on and from 12 August 2013. The Determination reflecting our decision will be No. 4 of 2013 and will be issued today.

THE HON. A. HARRISON, PRESIDENT

THE HON. A. BEVIS, MEMBER

BRIGADIER W. ROLFE, AO (Ret'd), MEMBER

### *Appearances:*

*Mr R. Kenzie, AM, QC assisted by Ms S. Robertson for the Australian Defence Force*

*Mr J. O'Reilly assisted by Ms S. Farrelly for the Commonwealth*

### *Witness:*

*Major F. Scalzo*

### *Hearing Details:*

2013.

Canberra.

March, 12

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<sup>1</sup> Exhibit ADF 1 page 3, para 3

<sup>2</sup> ADF submission - Combat Medical Attendant Matter No. 2 of 2013, page 3 para 3

<sup>3</sup> Exhibit ADF 1 page 9, para 18

<sup>4</sup> Exhibit ADF 1 page 3, para 3

<sup>5</sup> Exhibit ADF 2 page 4, paras 14-15

<sup>6</sup> Exhibit ADF 2 page 5, para 18

<sup>7</sup> ADF submission – Combat Medical Attendant Matter No. 2 of 2013, page 7, paras 12 and 13

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<sup>8</sup> ADF submission – Combat Medical Attendant Matter 2 of 2013, page 12, para 22

<sup>9</sup> Exhibit CWLTH 1 page 1 para 6

<sup>10</sup> Exhibit CWLTH 1 page 3, para 14