



Defence Force Remuneration Tribunal

STATEMENT

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

1ST RECRUIT TRAINING BATTALION – RECRUIT INSTRUCTOR FINAL REPORT BACK (Matter 7 of 2021)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 9 APRIL 2021

MAJGEN G. FOGARTY AO RETD, MEMBER

[1] This statement arises from the requirement, set by this Tribunal, for the Australian Defence Force (ADF) to make a final report back on the progress of the specified remuneration structure determined in Matter 2 of 2015 – *1st Recruit Training Battalion – Recruit Instructor*. That matter established remunerative incentives for Army Corporals and Sergeants to accept a posting to 1st Recruit Training Battalion (1RTB) at Blamey Barracks Kapooka as a Recruit Instructor (RI).

[2] We considered this report back on the papers in conference on 8 April 2021.

[3] Previously in Matter 14 of 2017 the ADF submitted an interim report back that analysed the initial changes in workforce behaviour and demonstrated that it had implemented the measures proposed in Matter 2 of 2015. The 2017 report back concluded that the RI remunerative package remained an appropriate and enduring mechanism to incentivise and remunerate RI's at 1RTB. This statement should be read in conjunction with our previous correspondence in those matters.¹

[4] We note that progress since 2017 appears consistent and that “*a recent probe of recruit instructors posted to 1RTB indicated that the remuneration package was a contributing factor for the majority (60 per cent) of members volunteering for a posting as a recruit instructor, with the key contributing being non-financial career management incentives*”. We also note “*the remaining 40 per cent indicated that the remuneration benefits were key contributing factors*”.²

[5] However, we are conscious of the concern raised by the ADF that members may be “*seeking financial gain through the salary and allowances afforded to RI’s instead of personal and professional reward*” and accept Army intends to address this concern by maintaining a competitive selection process.³

[6] In our 2017 statement we observed that the “*ability to measure and analyse the impact of the components on the workforce behaviour is constrained by the timing of the career management cycle*.”⁴ We accept the evidence that Army has since “*adjusted its career management cycle to ensure increased partnership between the member, the member’s career advisor and the member’s chain of command*” and this is realised through “*a new career management cycle known as the Future Ready Career Management Cycle*.”⁵

[7] We accept that due to COVID restrictions it was not possible for the ADF to conduct the same degree of workforce surveys and focus groups as in 2017 and instead command-led discussions were held which provided a “*general consensus that remunerative incentives are extremely worthwhile, beneficial and deserved*”.⁶

[8] In conclusion we accept all considerations presented in the original submission remain relevant. We also accept the ADF advice that the “*rate remains appropriate for the disabilities experienced while performing the role of an RI at 1RTB*” and “*the sustainability allowance is delivering the desired workforce behaviour outcome of a continued supply of RIs to 1RTB*”.⁷

[9] We note that the Commonwealth “*supports the ADF’s claims*”.⁸

[10] We accept that it is encouraging that in 2020, five years after the advent of the remuneration package, 1RTB was staffed with a 96.7 per cent complement of RIs and agree with the ADF this indicates the current financial and non-financial incentives are achieving a high degree of success.

[11] This statement concludes the reporting requirements in relation to 1RTB RI’s and we thank the ADF for its continued assessment of this workforce in accordance with those requirements.

MS I. ASBURY, PRESIDENT
MR A. MORRIS, MEMBER
MAJGEN G. FOGARTY AO RETD, MEMBER

¹ <https://www.dfrt.gov.au/matters/1st-recruit-training-battalion-army-recruit-instructor> and

<https://www.dfrt.gov.au/matters/ist-recruit-training-battalion-army-recruit-instructor-report-back>

² ADF submission *1st Recruit Training Battalion Recruit Instructor Salary and Allowances Final Report Back Matter 7 of 2020* dated March 2021 page 5 paragraph 2.1

³ ADF submission page 10 paragraph 5.2.

⁴ <https://www.dfrt.gov.au/matters/ist-recruit-training-battalion-army-recruit-instructor-report-back> paragraph 12.

⁵ ADF submission page 3 paragraph 2.1

⁶ ADF submission page 6 paragraph 3.6

⁷ ADF submission page 8 paragraphs 4.6 and 4.7.

⁸ Commonwealth submission *Australian Defence Force – 1st Recruit Training Battalion Recruit Instructor Salary and Allowances Report Back* dated 29 March 2021.