



Defence Force Remuneration Tribunal

STATEMENT

Defence Act 1903

s.58H—Functions and powers of Tribunal

ADF MEDICS – TEMPORARY ENTRY PLACEMENTS FINAL REPORT BACK

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 6 JULY 2022

MAJGEN G. FOGARTY AO RETD, MEMBER

[1] This statement should be read in conjunction with our decision issued in Matter 8 of 2020 – *ADF Medics – Temporary Entry Placement¹s* and the initial report back considered in Matter 5 of 2021 – *ADF Medic employment categories – temporary entry placements – Report Back*.²

[2] This final report back is issued following the requirement for temporary salary placements that arose during the COVID-19 pandemic when trainee medics were unable to complete their required training and professional placements, and were required instead to deliver urgent operational health support. We considered this report back on the papers as submitted on 21 June 2022.³

[3] This report back addresses the three key performance indicators submitted in Matter 8 of 2020:

- a. the number of members affected by the temporary provisions;
- b. the number of members who have completed, or are yet to complete, the required practicum placements and how this is being managed; and

- c. the impact on the health workforce modelling/organisational structure and the career continuum and how this is being managed.

[4] In finalising the reporting requirements for this matter, we accept 38 trainees were affected (11 Navy, 26 Army and 1 Air Force member). We also accept that all have since completed their placements and graduated. Finally, we accept the advice that the COVID disruptions had “*no further impact on workforce throughput*” and “*have not caused any long term deleterious impact to the ADF health workforce’s modelling or organisational structure*”.

[5] Noting there is no further requirement for the pay placements we accept this final report back. We consider the temporary provisions successfully provided a short-term solution to address the extraordinary impact of COVID-19 on this select cohort.

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

¹ <https://www.dfrt.gov.au/matters/adf-medics-temporary-entry-placements>

² <https://www.dfrt.gov.au/matters/adf-medic-employment-categories-temporary-entry-placements-report-back>

³ ADF Submission *ADF Medic Employment Categories – temporary entry placements – Final Report Back* and Commonwealth submission – *ADF Medic Employment Categories – Temporary Entry Placements Final Report Back*.