



Defence Force Remuneration Tribunal

DECISION

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

NAVY AND ARMY – PHYSICAL TRAINING INSTRUCTOR – DIRECT ENTRY PATHWAY (Matter 12 of 2022)

MS I. ASBURY, PRESIDENT

CANBERRA, 15 DECEMBER 2022

MR A. MORRIS, MEMBER

[1] This decision arises from a listing application made by the Australian Defence Force (ADF) for a determination to be made under Section 58H of the *Defence Act 1903*. The listing application¹ seeks to create direct entry pathways to broaden the recruitment pool of Physical Training Instructor candidates into Navy and Army. To facilitate this change, the ADF seeks to establish new skill and pay grades within the Graded Other Ranks Pay Structure (GORPS).

[2] We considered this matter, on the papers, in conference on 6 December 2022.

Background

[3] Physical Training Instructors (PTIs) in the ADF are responsible for delivering physical training and conditioning for members of the ADF. This includes rehabilitation, fitness assessments, coordination of sports activities and the implementation and monitoring of workplace health and safety practices and requirements for physical fitness, self-defence, sport and outdoor recreational activities.

[4] We were notified of revised avenues of entry for Air Force PTIs during the Annual Review process in 2019, which expanded the workforce to include civilian trade and partially trade-qualified applicants.

Submissions

- [5] The ADF submits the restructure of the ADF PTI employment categories will:
- a. contemporise the capability;
 - b. improve workforce flexibility;
 - c. introduce multiple entry pathways;
 - d. improve the ability for members to transfer between Service Categories (SERCATs); and
 - e. potentially assist in the retention of PTIs.

[6] The Navy seeks to establish PTI – Pay Grade 3, skill grade 1 at the ranks of Seaman and Able Seaman utilising pay and skill grades already determined in the GORPS.

- [7] The Army specifically seeks to establish new pay grades of:
- a. PTI – Pay Grade 2 at the rank of Private; and
 - b. PTI – Pay Grade 3 at the rank of Lance Corporal.²

[8] Both Navy and Army request a commencement date of 16 January 2023 to provide a timeframe for a targeted recruitment round to align with the commencement of the 2023 training year.³

[9] The Commonwealth “*does not oppose*” the proposal and “*acknowledges that a direct entry pathway will support a broader recruitment pool*”.⁴ It further observes, “*the proposal will ensure that qualified candidates are now able to be employed directly into the PTI employment category, and accept this will reduce the training burden and liability constraints on other workforces and enable greater workforce flexibility for the employment of PTIS within Army and Navy*”.⁵

Considerations

[10] We accept that, currently, a member’s entry into the PTI employment category for Navy and Army is limited to in-Service transfers.

[11] We accept that Navy will require applicants to possess a minimum Certificate IV in Fitness and either demonstrate a minimum 12 months of experience, or possess substantial experience in an area of fitness that is deemed satisfactory through Recognition of Prior Learning.⁶

[12] We accept that, for Army, a direct entry pathway will require applicants to possess a minimum Certificate IV in Fitness and demonstrate industry currency through workplace experience.⁷

[13] We considered the reasons for the proposed distinctions in pay grade, and accept that the additional pay grade 2 placement requested by Army will enable it greater flexibility to utilise PTI Reserve members.⁸

[14] Finally, we accept the evidence that, for both Services “*Direct Entry pathways will leverage off civilian qualified fitness industry personnel to reduce the training liability to Defence and provide rapid workforce scalability to meet future demands*”.⁹

Conclusion

[15] We agree that common recruitment, career pathways and a shared training continuum (where applicable) will enable a joint capability across the wider ADF and agree that the introduction of direct entry pathways for Navy and Army will “*broaden the recruitment pool to create the flexibility required to satisfy any future growth initiatives*”.¹⁰

[16] Determination 8 of 2022 will give effect to this decision from 16 January 2023.

MS I. ASBURY, PRESIDENT
MR A. MORRIS, MEMBER

¹ DMR/OUT/2022/36 Multiple Listing Application request: *Navy and Army Physical Training Instructor – Direct Entry Pathways* dated 30 October 2022.

² ADF submission *ADF Review of the Physical Training Instructor employment categories – Navy and Army Direct Pathways* – Matter 12 of 2022 (ADF1) page 4 paragraphs 1.4 and 1.5.

³ ADF1 page 4 paragraph 1.6.

⁴ Commonwealth submission *ADF Review of the Physical Training Instructor employment categories – Navy and Army Direct Entry Pathways* dated December 2022 (CWLTH1) page 4 paragraph 19.

⁵ CWLTH1 page 4 paragraph 20.

⁶ ADF1 page 14 paragraph 5.3.

⁷ ADF1 page 17 paragraph 5.17.

⁸ CWLTH1 page 4 paragraph 22.

⁹ ADF1 page 12 paragraph 4.1.

¹⁰ ADF1 page 12 paragraph 4.1.