



Defence Force Remuneration Tribunal

STATEMENT

Defence Act 1903

s.58H—Functions and powers of Tribunal

ROYAL AUSTRALIAN AIR FORCE: TECHNICAL AND ENGINEERING WORKFORCE – LEADING AIRCRAFTMEN AND LEADING AIRCRAFTWOMEN – SUPERVISOR

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 22 DECEMBER 2022

[1] This decision arises from a listing application¹ made by the Australian Defence Force (ADF) under s.58H of the *Defence Act 1903*. The listing application seeks to reassess the work value and associated Skill Grades of Leading Aircraftmen and Leading Aircraftwomen (LAC/W) of selected aviation and ground technical and engineering employment categories within Air Force.

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

Background

[3] Air Force Technical and Engineering employment categories provide operational capability through the design, construction, maintenance, operation and repair of Air and Ground platforms and system within the Aerospace, Electronic and Mechanical technical fields.

[4] The role of an LAC/W supervisor is to provide oversight, guidance and organisation of technical maintenance activities and lead small teams in complex tasks or multiple teams across concurrent tasks.

Submissions

[5] The ADF submits, “*changes brought about technical regulations and training in Australia and Air Force has affected the employment of aviation and ground technical employment categories. These changes allow suitably qualified technical personnel at the rank of LAC/W to supervise members of the same rank or higher in cases where a member has yet to obtain their supervision authorisation*”.²

[6] Specifically the Air Force seeks to reassess the work value and associated skill grades of selected LAC/W of the following eight aviation and ground technical and engineering employment categories:

- a. Aeronautical Life Support Fitter;
- b. Aircraft Structural Technician;
- c. Aircraft Technician;
- d. Armament Technician;
- e. Avionics Technician;
- f. Communication Electronic Technician;
- g. Ground Mechanical Engineering; and
- h. Ground Support Equipment.³

[7] The Commonwealth “*does not oppose the proposed submission*”.⁴

Consideration

[8] We considered the evidence that, since the establishment of the Graded Other Ranks Pay Structure in 2008, when LAC/W’s “*were not required, nor expected to perform supervision, the role of an LAC/W Supervisor has changed and evolved to provide oversight, guidance and organisation of technical maintenance activities for themselves, junior experienced personnel and those whom they supervise*”.⁵

[9] We accept that Air Force currently has a large number of LAC/W who are qualified, formally authorised by senior maintenance executives, and directed to perform technical supervision.

[10] We considered the evidence that “*the placement of LAC/W Supervisors on the Supervisor Skill Grade of their respective trade acknowledges that ‘technical supervision’ is difference from ‘military supervision’ provided by Corporal rank*”.⁶

Conclusion

[11] We accept that the supervisory work currently carried out by LAC/W performing technical supervision as submitted is no longer commensurate with the pay and skill grade conditions and agree that the implementation of an LAC/W supervisor pay and skill grade recognises the contemporary roles of aviation and ground technical personnel currently performing technical maintenance and supervision.

[12] We agree these adjustments will remunerate eligible LAC/W's who hold the formal authorisation to conduct technical supervision within the supervisor skill grade of their respective employment categories. No amending determination is required to give effect to this proposal and we approve the changes as submitted from the date of this decision.

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

¹ DMR/OUT/2022/36 *Multiple Listing Application request* dated 30 October 2022.

² ADF Submission *Royal Australian Air Force Technical and Engineering Leading Aircraftmen/Leading Aircraftwomen Supervisor – Matter 14 of 2022* (ADF1) page 7 paragraph 1.7.

³ ADF1 page 5 paragraph 1.2.

⁴ Commonwealth letter *Matter 14 of 2022 – Commonwealth reply* dated 21 December 2022.

⁵ ADF1 page 6 paragraph 1.5.

⁶ ADF1 page 29 paragraph 4.2.