



## **Defence Force Remuneration Tribunal**

---

### **STATEMENT**

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

#### **ROYAL AUSTRALIAN AIR FORCE: PHYSICAL TRAINING INSTRUCTOR** (Matter 10 of 2022)

MS I. ASBURY, PRESIDENT

CANBERRA, 13 DECEMBER 2022

MR A. MORRIS, MEMBER

[1] This statement arises from a listing application<sup>1</sup> made by the Australian Defence Force (ADF) under Section 58H of the *Defence Act 1903*. The listing application seeks to restructure the training requirements for Air Force Physical Training Instructors (PTIs) following a review into the category, and its realignment from the ‘Defence and Discipline’ family to the ‘Health’ family.

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

#### **Background**

[3] PTIs are physical training specialists responsible for research, design and delivery of individual and collective physical training to optimise human performance in peacetime and on operations. This includes:

- a. specialist military skills training;
- b. assessing and developing individual fitness programs;
- c. physical reconditioning and remedial training; and
- d. sporting events, recreational and adventurous training activities.

## Submissions

[4] The ADF submits that the realignment of the Air Force PTI category to the ‘Health’ family necessitated a review of training. The review, requested in 2018 by (the then) Air Commander Australia, Air Vice Marshal Iervasi OAM, resulted in a revised Concept of Operations (CONOPS) for the category and found the training needed to be “*contemporised for effective attainment of knowledge, skills and attitudes so that Air Force PTIs are capable of delivering capability in accordance with the revised CONOPS*”.<sup>2</sup>

[5] As a result Air Force now specifically seeks to:

- a. remove the ADF Operational Safety Trainer (OST) Qualifier course requirement from the PTI Skill Grade 2 competency requirements, and replace it with an accredited course (Australian Strength and Conditioning Association (ASCA) Level 1 course;
- b. add the ASCA Level 2 course to the competency requirements for a PTI Skill Grade 3; and,
- c. remove the Expeditionary Combat Support Squadron (ECSS) Evacuation Handling Centre (EHS) Operations from Skill Grade 4.<sup>3</sup>

[6] The Commonwealth did not oppose the submission and submit it “*scrutinised the proposed training amendments to ascertain whether any substantive change in work value was observed*”.<sup>4</sup> As a result, the Commonwealth “*is satisfied that the proposal does not give rise to significant change which materialises in a Skill Grade or Pay Grade argument within the Air Force PTI employment category*”.<sup>5</sup>

## Consideration

[7] We considered the evidence that the proposed changes complement industry training and assessment to an accredited standard while also meeting the needs of Air Force. We accept the use of ASCA courses aligns the workforce with the national regulatory authority, and utilises the workforce safety accreditation system available through the Air Force Human Performance and Safety Directorate.<sup>6</sup>

[8] We considered the evidence that the OST Qualifier course, and the ECSS EHC training, no longer align with the CONOPS and will be replaced with ASCA Level 1 and 2 training requirements at Skill Grade 2 and 3 respectively.

[9] We note that both Navy and Army support this proposal.<sup>7</sup>

## Conclusion

[10] We agree that the revised training continuum will contemporise and enhance the PTI capability as well as improve human performance and safety.

[11] No determination is required to give effect to these amendments and we agree the changes as submitted from the date of this decision.

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

---

<sup>1</sup> DMR/OUT/2022/23 Listing Application – *Royal Australian Air Force Physical Training Instructor – Contemporise training continuum* dated 25 August 2022.

<sup>2</sup> ADF Submission – *Australian Defence Force Air Force Physical Training Instructors – Matter 10 of 2022 (ADF1)* page 8 paragraph 3.8

<sup>3</sup> ADF1 page 4 paragraph 1.5

<sup>4</sup> Commonwealth submission *Air Force Physical Training Instructors Matter 10 of 2022 – December 2022 (CWLTH 1)* page 4 paragraph 21.

<sup>5</sup> CWLTH 1 page 4 paragraph 23.

<sup>6</sup> ADF 1 page 12 paragraph 5.4

<sup>7</sup> ADF 1 page 12 paragraph 5.2