



Australian Government
Defence Force Remuneration Tribunal

DECISION

Defence Act 1903

s.58H(2)(a)—Determination of the salaries and relevant allowances to be paid to members

ROYAL AUSTRALIAN ARMOURED CORPS (RAAC) – ARMOURED PERSONNEL CARRIER CREWMAN

(Matter No. 1 of 2015)

THE HON. A. HARRISON, PRESIDENT

THE HON. A. BEVIS, MEMBER

CANBERRA, 8 APRIL 2015

BRIGADIER W. ROLFE, AO (Ret'd), MEMBER

[1] This decision arises from an application by the Australian Defence Force (ADF) pursuant to s.58H of the *Defence Act 1903* (the Act) to re-introduce the crewman employment category for the Armoured Personnel Carrier (APC) and allow Army to meet an armoured cavalry regiment capability under '*Plan Beersheba*'.

[2] This matter has been considered on the basis of written submissions made by the ADFⁱⁱ and the Commonwealthⁱⁱⁱ. We were further informed by an Army Service Workforce Brief presented to us by the Director-General Personnel – Army, Brigadier P. Daniel AM^{iv}.

Background

[3] In 1997 the Tribunal reviewed the RAAC^v and introduced a single crewman category which included six skill grades across four pay grades to support a variety of Armoured Fighting Vehicle (AFV) platforms^{vi}. In 2005 as part of the *Defence Capability Plan 2004-2014* the APC fleet was phased out and the remaining vehicles utilised in other support roles. As a result the crewman category specific to APCs was no longer required. In 2009 the Army moved away from the single crewman category and created two categories that were platform based.

[4] With the advent of *Plan Beersheba* the Army now proposes to reintroduce five of the previous six skill grades endorsed during the 1997 review.

Submissions

[5] The ADF propose to introduce an APC category with five skill grades^{vii} and four pay grades as follows:

- a. APC Crewman Grade 1 at pay grade 2;
- b. APC Crewman Grade 2 at pay grade 3;
- c. APC Commander at pay grade 4;
- d. Supervisor APC Troop Operations at pay grade 5; and
- e. Supervisor APC Squadron operations also at pay grade 5.

[6] The ADF bases the pay grade placements for the APC Crewman on the crewman category work value assessment conducted in 1997^{viii} and submit that there has been no substantial change in the work value of the roles since then.

[7] They state that there are 100 personnel currently operating in APC's while employed in AFV platforms. Of these, 29 are reportedly performing an APC Commander role and so the ADF propose they be transitioned to pay grade 4.

[8] The ADF state they are currently undertaking a wider RAAC Employment Category Review to design the workforce structure required to deliver the full armoured cavalry regiment capability to Army. They expect this review to be complete by the end of 2015 and presented to the Tribunal in 2016^{ix}. They submit that, in the meantime, establishment of the APC Crewman will present an interim solution to meet the armoured lift capability directed by *Plan Beersheba*.

[9] The ADF submits re-establishment of the APC Crewman category will enable Army to recruit personnel into the category in an *ab initio* manner in order to meet recruiting targets^x. The category is a Regular Army category and is not open to Reserves.

[10] The Commonwealth supports the ADF proposition to re-introduce the APC Crewman category based on "*it giving Army more flexibility and control to raise, train and sustain a growing APC capability*"^{xi}. The Commonwealth further support the allocation of pay grades as submitted by the ADF and based on the 1997 work value review.

Consideration

[11] We accept that the APC crewman's principle responsibility is to provide an armoured lift capability to infantry and other troops and that this has not changed considerably from the role as reviewed by the Tribunal in Matter 7 of 1997 – RAAC Trade Structure Review.

[12] We considered the evidence that 29 personnel are presently serving as APC Commanders and so will be afforded transfer to pay grade 4 on establishment of the APC Crewman category.

Conclusion

[13] We accept that the re-establishment of an employment category for APC Crewman will provide greater employment opportunities and support the Army's force structure as outlined in *Plan Beersheba*.

[14] We agree the proposal in its entirety and expect the ADF to present a reassessment of the RAAC trade structure to the Tribunal in 2016.

[15] We will shortly issue a determination giving effect to our decision.

THE HON. A. HARRISON, PRESIDENT
THE HON. A. BEVIS, MEMBER
BRIGADIER W. ROLFE, AO (Ret'd), MEMBER

ⁱ Plan Beersheba is a phased program adjusting Army's force structure and will, in part, establish three multirole combat brigades; each brigade will include an Armoured Cavalry Regiment.

ⁱⁱ Royal Australian Armoured Corps Employment Category Re-raise for Armoured Personnel Carrier Crewman.

ⁱⁱⁱ Army – RAAC Armoured Personnel Carrier Crewman Re-raise dated 27 February 2015.

^{iv} Presented on 5 March 2015 as part of annual Tri-Service workforce briefings made to the Tribunal.

^v DFRT Matter 7 of 1997 – RAAC Trade Structure Review.

^{vi} A platform sub-set known as Armoured Personnel Carriers provided lift capability to move and protect troops.

^{vii} The 'crewman specialist' skill grade has been removed as it is no longer considered by the ADF to be pertinent to the APC stream.

^{viii} DFRT Determination 4 of 1998.

^{ix} ADF submission page 4, paragraph 2.

^x ADF submission page 8, paragraph 21.

^{xi} Commonwealth submission page 2, paragraph 9.