



Australian Government

Defence Force Remuneration Tribunal

DECISION

Defence Act 1903

s.58H(1) — Determination of the salaries and relevant allowances to be paid to members

Air Intelligence Analyst
(Matter No. 10 of 2012)

THE HON. A. HARRISON, PRESIDENT
THE HON. A. BEVIS, MEMBER

CANBERRA, 29 May 2013

[1] This decision relates to an application by the Australian Defence Force (ADF) pursuant to s.58H of the *Defence Act 1903* (the Act) to create a new Air Force employment category titled Air Intelligence Analyst (AIA) and establish an appropriate salary structure for the category. The ADF sought to restructure the existing intelligence categories and create three new specialist streams within the AIA employment category. This decision relates to the statement we published on 26 November 2012 and Defence Force Remuneration Tribunal Determination 15 of 2012, which we also issued on 26 November 2012. The operative date of effect for Determination 15 of 2012 was on and from 14 February 2013.

[2] At the hearing in Canberra on 31 October 2012, Mr R. Kenzie AM, QC appeared on behalf of the ADF and Mr J. O'Reilly appeared on behalf of the Commonwealth. Wing Commander Collin William Coghill and Flight Sergeant Suzanne Joy Harvey, appeared as witnesses for the ADF. Affidavits for both witnesses were tendered with Exhibit ADF1 during the hearing. The hearings were informed through inspections of the Aerospace Operational Support Group and Defence Science and Technology Organisation at the Edinburgh South Australia precinct conducted on 25 September 2012.

Background

[3] The current Air Force Aerospace Intelligence Employment Group (AIEG) consists of the following employment categories:

- Geospatial Imagery-Intelligence Analyst (GIA)
- Signals Operator – Technical (SIGSOP(T))
- Signal Operator – Linguist (SIGSOP(L))
- Security Police – Counter Intelligence (SECPOL CI)
- Photographer (PHOTO)

[4] The GIA employment category was last reviewed in Matter 3 of 2008 Graded Other Ranks Pay Structure, in which the Pay Grades 3 – 6 placements were endorsed. Similarly, the SIGSOP(T) and SIGSOP(L) employment categories were last reviewed in 2008 and

recognising the increase in work value for these categories, a value added transition into GORPS, spanning Pay Grades 4 – 7 was approved. The Air Force Security Police employment category was reviewed in Matter 7 of 2012, which resulted in Defence Force Remuneration Tribunal Determination 16 of 2012 being made, with an operative date of effect 27 November 2012. The PHOTO employment category was last reviewed in GORPS and underwent a simple transition into the structure at Pay Grades 4 to 5.

Basis of the Application

[5] The ADF has proposed to establish the AIA mustering as a new employment category by combining the GIA, SIGSOP(L) and SIGSOP(T) employment categories. The ADF submitted that the new AIA category will be comprised of three specialist streams:

- Geospatial Intelligence (GEOINT)
- Operator Intelligence (OPINT)
- Signals Intelligence (SIGINT)

[6] The ADF submitted that the new AIA category will have a common entry standard and span GORPS Pay Grades 4 – 7, with the specialist career stream culminating at Intelligence Manager Skill Grade 5 position. The ADF proposed that should this application be approved, the existing GIA, SISOP(L) and SIGSOP(T) employment categories will be disbanded. The ADF submitted that the Counter Intelligence functions performed by the SECPOL mustering and intelligence roles performed by the PHOTO employment category will be incorporated into the AIA steams.

[7] As justification for the proposal, the ADF submitted an internal review (Project Casper) had demonstrated that a new employment category within the intelligence trades should be established and set up in a manner that would lead to greater flexibility and enhanced intelligence capability for Air Force. The ADF further submitted that the proposed AIA category will provide common skills and establish a knowledge base that will further enhance the capability.

[8] With regard to the GIA category, the ADF submitted this mustering is responsible for providing imagery intelligence which supports mission planning in the conduct of aerospace operations. The ADF submitted that Project Casper outcomes demonstrated that the GIA category has undergone a rapid expansion in skills to meet the enhanced capability and deployment requirements. The ADF submitted, through the introduction of new technologies and associated capabilities, the GIA category has had a significant increase in work value since the last review in 2002 and the GORPS 2008 placements. The ADF additionally submitted that through the introduction of new technology and enhanced capability, the category can now provide an increased speed of response to aerospace operations, issues and demands, which further demonstrates the increase in work value.

[9] The ADF also submitted that Project Casper outcomes had demonstrated that the greater integration of the SIGSOP(T) and SIGSOP(L) employment categories would only continue to enhance Air Force intelligence capabilities and improve aerospace operations. The counter intelligence capability is considered to be essential for safe aerospace operations as the primary role of this function is to assist in protecting friendly personnel, information, assets, reputation and operations. Project Casper had also demonstrated that the counter intelligence capability should be included in the AIA employment category as this would provide a career stream for counter intelligence members and enhance the capability.

[10] The ADF submitted that the PHOTO category makes positive contributions to the intelligence community and will further support and enhance AIA functions and capabilities.

The ADF also submitted that Project Casper outcomes demonstrated the PHOTO employment category should be retitled to become Air Force Imagery Specialist, and become the subject of a review by the Defence Force Remuneration Tribunal in the future. The ADF submitted that until the review is completed, the PHOTO employment category will be managed under the AIEG.

[11] The ADF submitted that having a standardised analytical skill set and common intelligence functions is now what best meets Air Force and wider ADF needs. The ADF further submitted that the AIA category will provide specialist analysis and advice in the air, land and maritime environments and cyberspace domains. The AIA category will make ‘mission critical’ contributions by identifying and producing accurate and timely intelligence that will enable *“commanders to achieve greater situational awareness and decision superiority”*¹.

[12] The ADF contended that the proposed career structure will provide a common base that develops the understanding of intelligence functions and progressively builds this capability with increases in work value and knowledge. Advanced networking in the air intelligence field was considered to be highly desirable and necessary.

[13] The ADF sought an operative date of effect of 14 February 2013 to allow sufficient time to implement the required recruitment and training initiatives. It also submitted that a ‘robust’ transition strategy had been developed with careful consideration being given to all affected personnel, with consultations having been conducted with the category sponsors.

[14] The ADF described the consultation with the affected workforce members which had been undertaken and, while some SIGSOP(T) and SIGSOP(L) personnel had raised some concerns regarding their ability to undertake their roles within the proposed AIA mustering, these issues had been addressed. Under the transition plan, the ADF submitted where appropriate salary non-reduction provisions should be applied to affected personnel, with a maximum operative period for the non-reduction provisions being set at 5 years. The ADF further submitted that the proposed pay grade placements for the AIA category are consistent with the Navy and Army GORPS Intelligence Family Group placements.

[15] The Commonwealth supported the following ADF propositions:

- Establish the new AIA Mustering by combining the existing GIA, SIGSOP(L) and SIGSOP(T) employment categories, which will be subsequently disbanded;
- The introduction of the three specialist streams within the AIA category being GEOINT, SIGINT and OPINT, which will culminate at the Skill Grade 5 Intelligence Manager position.

However, it does not support the ADF proposal for the common pay group placement spanning GORPS pay grades 4 – 7, as it does not consider the ADF has presented a substantive case that supports the increased work value of the GIA employment category. It submitted that the ADF had not adequately identified how the work value changes have impacted each of the four existing GIA skill grades.

[16] The Commonwealth submitted that while new technology has been introduced, this is an evolutionary rather than revolutionary change which may lead to increased work volumes, however this increase does not necessarily translate to an increase in work value, i.e. it is primarily a workload issue. The Commonwealth further submitted that while the pace of analysis and reporting has increased due to the introduction of new technology, this increased speed does not necessarily translate into more complex or responsible jobs, nor had the ADF submission articulated how the GIA role will be brought into command decision making.

[17] The ADF responded to the Commonwealth and submitted that since the GORPS 2008 review, the GIA employment category has had a significant increase in work value which is

supported by the Project Casper findings that overall, the category has undergone a rapid expansion in its roles and functions². The ADF submitted that the increase in work value for the GIA category includes the devolution of responsibility and technical expertise to lower skill grades in achieving the delivery of weapons on target on time and that response timeframes have been substantially reduced³.

Considerations

[18] We consider that the ADF submissions regarding Project Casper outcomes, as presented, demonstrate that there is a need to change how intelligence functions operate and that the shift from an isolated stovepipe career and employment category model to an employment structure which combines core intelligence functions and enhances intra-operability is appropriate.

[19] We also consider that proposed AIA career structure will provide a common base that will further support the development and understanding of intelligence functions, which supports building the intelligence capability of the employment category. Accordingly, we are persuaded that the proposed AIA employment category and associated specialist employment streams, culminating in the Skill Grade 5 Intelligence Manager position should be approved.

[20] We consider there is merit to the proposed amalgamation and rolling the GIA, SIGSOP(L), SIGSOP(T) Security Police Counter Intelligence and PHOTO category intelligence functions into the proposed AIA structure. Accordingly, we also consider it appropriate that the GIA, SIGSOP(L), SIGSOP(T) employment categories should be disbanded.

[21] We consider that the speed of change in technology, as submitted by the ADF with regard to weapon systems and capability has had a direct impact upon the GIA role. In reaching our decision we have been assisted by the inspections, written evidence and oral testimony provided by the ADF regarding the devolution of responsibility to members at lower ranks regarding weapon application and intelligence functions. We are persuaded by the ADF submissions that the GIA category has undergone an increase in work value.

[22] Being consistent with the GORPS Intelligence Family Group Placements, we consider the proposed AIA skill grade structure and associated Pay Grade Placements are appropriate and we are persuaded that a meritorious case has been presented.

Conclusions

[23] Having considered the submissions, and evidence, we have decided to approve the amendments sought in the ADF submissions, specifically:

- Establish the Air Intelligence Analyst employment category, and the associated three specialist streams:
 - Geospatial Intelligence
 - Operator Intelligence
 - Signals Intelligence
- The Air Intelligence Analyst employment category will span GORPS Pay Grades 4 – 7 and will have a common entry point and culminate at the Intelligence Manager Skill Grade 5 position.
- The existing Geospatial Imagery-Intelligence Analyst, Signals Operator – Technical and Signal Operator – Linguist employment categories are to be disbanded.

- The Security Police Counter Intelligence and Photographer employment category functions will be rolled into the Air Intelligence Analyst employment category.
- Where appropriate, salary non-reduction provisions shall be applied to affected members in accordance with the proposed transition plan.

[24] These amendments to salary levels and increments in Defence Force Remuneration Tribunal Determination No. 15 of 2008, *Salaries* came into effect from 14 February 2013.

THE HON. A. HARRISON, PRESIDENT
THE HON. A. BEVIS, MEMBER

Appearances:

Mr. R. Kenzie, AM QC with Squadron Leader J. Magro for the Australian Defence Force

Mr J. O'Reilly with Mr. R. Tarlinton for the Commonwealth

¹ Exhibit ADF1 Page 15 Para 45

² Transcript 31 October 2012 Page 9 Lines 44 - 45

³ Transcript Page 17 Line 16 – Page 17 Line 43