



**Australian Government**  
**Defence Force Remuneration Tribunal**

---

## DECISION

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

**ROYAL AUSTRALIAN NAVY: MARITIME LOGISTICS –  
PERSONNEL OPERATIONS**  
(Matter 11 of 2017)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 19 DECEMBER 2017

RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

[1] This decision concerns an application<sup>1</sup> made under s.58H of the *Defence Act 1903* (the Act) by the Australian Defence Force (ADF) to align the Navy Maritime Logistics – Personnel Operations employment category with all Navy Maritime Logistics (ML) employment categories.

[2] There was no hearing in relation to this matter and we dealt with the application on the papers.

### **Background**

[3] The Maritime Logistics – Personnel Operations workforce, formerly known as the Writer category, provides specialised personnel management and administration functions to Commanding Officers, individuals, Command teams and operations ashore and at sea. The Maritime Logistics - Personnel Operations (ML-P) is one of four ML workgroups with Chef, Support Operations and Supply Chain making up the other three.

[4] Navy has undertaken a series of internal reviews of the ML workforce and we most recently dealt with a related application in Matter 10 of 2016 – *Royal Australian Navy Maritime Logistics – Support Operations*.<sup>2</sup>

## Submissions

[5] This ADF submission seeks to align the ML categories and, in doing so, specifically proposes to:

- a. consolidate the ML-P five skill grade structure to a four grade structure, by removing ML-P Grade 5 (Manager at Sea) and incorporating the training required to gain that skill grade into the ML-P Grade 4 (Manager);
- b. amend the pay grade placement of ML-P Grade 4 (Manager) from pay grade 3 to pay grade 4 to reflect the consolidation;
- c. amalgamate the first three skill grades into two skill grades by reassigning the pay grade placements of ML-P Grade 1 (Trainee Operator) and ML-P Grade 2 (Operator) to pay grade 2;
- d. establish new trigger points for skill grade advancement;
- e. remove the requirement for completion of a competency evidence-based journal while under training; and
- f. provide eligible personnel with non-reduction provisions for a three year period so as not to disadvantage any member.<sup>3</sup>

[6] The ADF seek a commencement date of 8 March 2018.

[7] The Commonwealth supports the ADF proposal in its entirety.<sup>4</sup>

## Considerations

[8] We consider that the reduction of five skill grades to four will be achieved by removing the ML-P Grade 5 (Manager at sea) role and incorporating the training required to gain that skill grade into the ML-P Grade 4 (Manager) training.

[9] We note that the category restructure involves expansion of the training continuum with training to be conducted over longer periods than at present (for example: initial employment training of 14 weeks increased from 12 weeks and the supervisors course of four weeks increased from three).<sup>5</sup>

[10] We gave detailed consideration to the written evidence that the expansion in training requirements and the subsumption of journal assessment into the classroom will result in the ML-P Operator no longer being required to assess or correct journals. We agree that this will result in less impost on the ML-P Operator and consider it is also likely to result in a member being proficient, without requiring ongoing journal assessment, following their initial employment training. We agree that this will result in a reduction in the complexity of work and work value and that reduction of the pay placement from pay grade 3 to pay grade 2 is justified.

[11] We note that the ML-P Reserve Forces presently consists only of former Permanent Navy members and the same trigger points and pay placements will apply to both the Reserve and Permanent Forces.

### Conclusion

[12] We accept that the amendments are principally structural in nature and align with placements across the ML workgroup. We agree the proposed structure as outlined below:

Previous structure	Previous 'triggers'	Agreed structure	Agreed 'triggers'	Pay Grade
Grade 1 Operator	Completion of initial employment training	Grade 1 (Trainee) Operator	Completion of initial training	2
Grade 2 Operator	Has the skills and experience to be employed at sea	Grade 2 Operator	Demonstration of ability to perform ML-P role by being promoted to rank of Able Seaman	
Grade 3 Supervisor	Completion of competency evidence journal	Grade 3 Supervisor	Completion of Supervisors Course	3
Grade 4 Manager	Completion of Manager course	Grade 4 Manager	Completion of Manager Course	4
Grade 5 Manager	Completion of Manager at Sea course			

[13] We agree that the restructure, coupled with the expansion of training, will allow for a 'job-ready' sailor on completion of each course and that the removal of competency evidence-based journal assessment also reduces the complexity and value of work undertaken by supervisory staff. We note the advice that those personnel who have a journal liability from previous courses "*have been advised that they are required to have their journal completed by 31 August 2018*".<sup>6</sup>

[14] We agree with the reduction from pay grade 3 to pay grade 2 at the Operator Grade 2 level and approve non-reduction provisions for the "*approximately 20*" personnel affected.<sup>7</sup>

[15] We require the ADF to return to us during 2020 with particular regard to the non-reduction provisions made and on the progress of the transition at that time.

[16] Determination 12 of 2017 will give effect to this decision from 8 March 2018. It is to be noted that this determination also makes minor amendment to another Navy employment category and renames ‘Physical Trainer’ to ‘Physical Training Instructor’<sup>8</sup> to standardise terminology across all three Services; it has been incorporated into this determination for administrative simplicity.

MS I. ASBURY, PRESIDENT  
MR A. MORRIS, MEMBER  
RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

---

<sup>1</sup> DMR /OUT/2017/34 Listing application – *Maritime Logistics – Personnel Operations* dated 24 August 2017.

<sup>2</sup> Decision – Matter 10 of 2016 – *Royal Australian Navy: Maritime Logistics – Support Operations* dated 30 March 2017.

<sup>3</sup> ADF Submission: *Maritime Logistics – Personnel Operations employment category submission*.

<sup>4</sup> Commonwealth letter *Navy: Maritime Logistics – Personnel Operations* dated 31 October 2017.

<sup>5</sup> ADF submission Annexes A and B

<sup>6</sup> ADF submission page 17 paragraph 6.1

<sup>7</sup> ADF submission page 17 paragraph 6.4

<sup>8</sup> Matter 16 of 2017 – *Navy: employment categories*. DMR/OUT/2017/44 letter dated 26 October 2017