

**14 May 2001**

**DEFENCE FORCE REMUNERATION TRIBUNAL**

**MATTER NO. 1 OF 2001**

**ELECTRONIC WARFARE CATEGORIES**

**Statement**

The Australian Defence Force (ADF) has sought a restructure and new Pay Groups for Navy and Air Force Electronic Warfare Trades.

The Tribunal undertook inspections between 27 February and 2 March 2001 in the Australian Capital Territory, New South Wales and South Australia. In the course of those inspections the Tribunal was provided with comprehensive briefings and demonstrations of the work of the Electronic Warfare classifications in Navy and Air Force. We wish to express our appreciation to the members of the Navy and Air Force EW categories and others involved for the professional manner in which the inspections were conducted and the case prepared.

We have heard detailed submissions and evidence about the proposed changes in the structure, about the increases in work value and responsibility and developments in the equipment used. We have also been provided with evidence regarding the training carried out by the Electronic Warfare categories.

The matter is agreed by the Commonwealth and supported by the interveners, the Returned and Services League and the Armed Forces Federation of Australia.

On the basis of the evidence before us we have decided to approve the new structure and introduce the Pay Groups sought by the ADF. There have been significant changes in the roles of the Electronic Warfare trades, there have been new skills acquired and increased levels of responsibility throughout the rank structure. We note that the new structure will take two years to implement and that courses are being developed to underpin the new structure. We require the ADF to report back in March 2002 on the progression of the courses and progress with implementation of the new structure.

The principal functions of the Electronic Warfare categories are classified and because of the special nature of the work of these trades we have decided that it is not appropriate to provide detailed written reasons for our decision.

In terms of the issue of non-reduction we note the undertaking of the Defence Force Advocate to provide documents for clarification and consideration.

Determinations will be issued in due course. The effective date for the new structure will be the first pay period commencing after today.