

**DEFENCE FORCE REMUNERATION TRIBUNAL**

**MATTER NO 11 OF 2006**

**RESTRUCTURE OF CLERK ADMINISTRATIVE,  
OPERATOR SUPPLY AND CLERK FINANCE CATEGORIES**

**STATEMENT**

The Australian Defence Force (ADF) has sought a restructure of the Clerk Administrative, Operator Supply and Clerk Finance categories.

Clerk Administrative

The Clerk Administrative (CLK ADMIN) category provides clerical, administrative, financial, travel and personnel management support, together with operational staff support to Army. The ADF proposed:

- to rename the category Operator Administrative;
- that a significant change in the nature of work of the CLK ADMIN Advanced warrants an increase in pay group from Pay Group 2 to Pay Group 3; and
- that a significant change in the nature of work of the CLK ADMIN Supervisor, Manager and Technical Manager warrants an increase in pay group from Pay Group 3 to Pay Group 4.

Operator Supply

The Army Operator Supply (OP SUP) category provides supply support and ancillary services to Army. The ADF submitted that the working environment has moved from a base support area to employment in hand and Special Operations Commands.

The ADF proposed:

- that a significant change in the nature of work warrants a movement in pay group from Pay Group 2 to Pay Group 3; and
- that a significant change in the nature of work of an OP SUP Supervisor and Manager warrants an increase in pay group from Pay Group 3 to Pay Group 4.

#### Clerk Finance

The Clerk Finance (CLK FIN) category provides payroll support, financial management support and financial services to Army. The ADF submitted that the nature of work had undergone a “revolutionary change” due to a shift from base-oriented payroll support tasks to provision of support in the Land and Special Operations Command environment.

The Commonwealth supported the restructure and new pay groups as sought by the ADF. The Commonwealth provided external comparators in relation to the Australian Public Service salaries and salaries contained in the 2006 Chandler McLeod Market Salary Survey which, in the Commonwealth’s view, supported the remuneration levels sought.

The Armed Forces Federation of Australia also supported the ADF proposal.

Having considered the submissions and evidence, on balance we have decided to approve the structure and pay groups proposed. In coming to our decision we have had regard to the support of the Commonwealth and to the proposition that there have been increased levels of responsibility, autonomy and accountability for the three categories. We are unable to discern change affecting the payroll function, in particular, that is fundamentally different from change to this category of work generally. We continue to be sceptical of arguments based generally on technology change, but on software development especially. Nevertheless, we accept the joint submission that the placements proposed are appropriate by comparison to other internal benchmarks and have proceeded on that basis. This decision does not provide the basis for review of other categories.

20 December 2006

The date of effect for the new structure is on and from 14 December 2006.

The parties should provide a draft determination to the Tribunal Secretariat by the end of January 2007.