



Australian Government
Defence Force Remuneration Tribunal

STATEMENT

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

**1st RECRUIT TRAINING BATTALION – RECRUIT INSTRUCTOR –
REPORT BACK**
(Matter 14 of 2017)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 26 APRIL 2018

RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

[1] This statement arises from Matter 2 of 2015 – *1st Recruit Training Battalion – Recruit Instructor* in which the Tribunal issued a decision on 10 September 2015.¹ In this matter, three components of a specified remuneration structure were combined to provide an incentive for Army Corporals and Sergeants to accept a posting to 1st Recruit Training Battalion (1RTB) as a Recruit Instructor (RI). This statement should be read in conjunction with the September 2015 decision.

Background

[2] In its decision the Tribunal required a ‘report back’ in 2017 on “*whether the influence on workforce behaviour does, in fact, have the desired effect*”. The Tribunal also sought feedback in regard to “*data on Army’s ability to have met the career management intent for individuals as well as the practical implications of those results.*”² We agreed that the report back be deferred until early 2018 in order to gather input from those RIs who commenced their posting under the full suite of remuneration components.³

[3] As determined in Matter 2 of 2015, this interim review forms the basis for a full review to be presented in 2020. This review also assists in meeting our statutory requirement for review of determinations under s58H(6) of the *Defence Act 1903*.

[4] A conference in respect to this matter was held on 22 March 2018 with the ADF and Commonwealth.

Submissions

[5] In its report back the ADF concludes that the measures introduced in 2015 “*remain an appropriate and enduring mechanism to incentivise and remunerate RI’s at 1RTB. It also values these instructors’ contribution to Army’s capability and enables enhanced professional development.*”⁴

[6] The ADF state that it is too early to fully assess the impact and that Army will also undertake an in-depth review in 2019 “*once the remuneration measures and career management incentives have been embedded for a minimum of four years.*”⁵

[7] During this interim review the ADF submit it has recognised two issues:

- a. members with the required qualifications, who were temporarily moved to RI positions but were not ‘posted’ to 1RTB, were inadvertently made ineligible for the components of the package; and
- b. the interaction between the RI sustainability allowance and the Special Forces sustainability allowance risked double-payment.

As a result the ADF propose amendments to two consolidated Tribunal determinations⁶ to rectify these issues.

[8] The Commonwealth is satisfied that the ADF submission meets the requirements of the interim report back and agree with the amendments to the consolidated determinations to make provision for the two issues raised above.⁷

Consideration

[9] During the conference we considered the feedback from focus groups held at 1RTB to determine the effects the three components have had on capability⁸. We address those outcomes in order:

- a. the first component was a salary increase of a plus one pay grade while posted as an RI at 1RTB and we note that all 223 instructors have received a plus one pay grade during their posting to 1RTB;
- b. the second, a disability allowance was established to compensate, in part, for hours of duty and we accept that while this cannot be measured the ADF consider the rate remains appropriate for the disabilities experienced at 1RTB; and
- c. the third component, a sustainability allowance, was developed to persuade and encourage Corporal and Sergeants to serve as RI’s at 1RTB. We accept that there has been a significant reduction in vacancies at the rank of Corporal, however note that vacancies at the Sergeant rank have not reduced.

[10] We gave consideration to the potential that the posting of eligible Special Forces personnel to 1RTB as RIs could result in an unintended over-payment to those members. We accept that this has not occurred, and that there are no members in receipt of double payment. We considered the amendment to the determination in order to ensure that a member is only paid the higher of the two relevant rates.

[11] We considered the evidence that Army has identified instances in which members were temporarily moved into RI positions. As a result, the ADF seeks to amend the eligibility conditions of each component to include members performing CDF approved temporary duty as an RI.

[12] In giving consideration to the non-financial aspects of the interim review we note the feedback on measures from a command and career management perspective. We accept that the ability to measure and analyse the impact of the components on the workforce behaviour is constrained by the timing of the career management cycle which can start 15 months before a member commences their posting.

[13] We note that Army has advocated an RI posting as a personally and professionally rewarding opportunity through a range of methods. We also note that incentives such as assurance of a preferred posting when leaving 1RTB appear to be having the desired effect with nine out of 10 members of one ‘focus group’ receiving their preferred posting.⁹

Conclusion

[14] We agree that the interim review as submitted demonstrates that the ADF has implemented the measures determined in Matter 2 of 2015 and has set the conditions for a comprehensive review on workforce behaviours in 2020.

[15] We agree that members temporarily posted to 1RTB should have remunerative provisions made, and that Special Forces members posted as an RI at 1RTB should only receive the higher of two relevant rates during their posting. Determination 4 of 2018 will give effect to these amendments from 26 April 2018.

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

¹ http://www.dfrt.gov.au/_data/assets/pdf_file/0006/69198/RM-Workspace-Decision-1RTB-10.9.2015.pdf

² http://www.dfrt.gov.au/_data/assets/pdf_file/0006/69198/RM-Workspace-Decision-1RTB-10.9.2015.pdf paragraph 37.

³ DMR/OUT/2017/19 Matter 2 of 2015 – *1st Recruit Training Battalion – Recruit Instructor* dated 11 May 2017.

⁴ ADF submission *Recruit Instructor Salary and Allowances (interim) Review* dated March 2018 paragraph 7.1

⁵ ADF submission paragraph 7.2

⁶ Consolidated Determinations 2 of 2017 – *Salaries* and 11 of 2013 - *Allowances*

⁷ Commonwealth letter Matter 14 of 2017 – *Recruit Instructor Salary and Allowances (interim) Review* dated 19 March 2018

⁸ ADF submission paragraphs 4.1 to 4.14

⁹ ADF submission paragraph 3.12.