



Australian Government
Defence Force Remuneration Tribunal

DECISION

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

ROYAL AUSTRALIAN NAVY: AEROSPACE ENGINEER OFFICERS (Matter 13 of 2018)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 15 NOVEMBER 2018

RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

[1] This decision relates to a listing application¹ made by the Australian Defence Force (ADF) under s.58H of the *Defence Act 1903* in Matter 13 of 2018 – *Royal Australian Navy – Aerospace Engineer Officers* to amalgamate the Aeronautical Engineer and Weapons Electrical Aircraft Engineer categories into one ‘Aerospace Engineer’ category.

[2] We considered this matter on the papers as submitted.

Background

[3] At present the Navy has a demand of 67 Aeronautical Engineers and 40 Weapons Electrical Aircraft Engineers. Due to the small size of each category they are both susceptible to changes in separation and training failures with promotion and recruiting numbers determined by supply and demand.

Submissions

[4] The ADF states that Navy proposes to amalgamate the Aeronautical and Weapons Electrical Engineer categories “*to simplify posting actions, career and workforce management requirements and to ensure a broader pool of engineering candidates for future demand.*”²

[5] The Commonwealth supports the proposal.³

Consideration

[6] We considered that both of the categories are structured the same in terms of pay and skill grades and that they are “*effectively managed as one aerospace engineer family and almost all positions can be filled by either an aeronautical engineer or a weapons electrical aircraft engineer.*”⁴

[7] We accept that all current aeronautical and weapons electrical aircraft engineers undertake a common Aircraft Engineer Application Course and progress through the same competency and qualification milestones during their career.

Conclusion

[8] We agree that the amalgamation has no impact on current placements, work value or career progression.

[9] We agree that the title ‘Aerospace Engineer’ aligns with industry conventions and provides identity and comparators with peers.

[10] Determination 13 of 2018 gives effect to our decision from 14 January 2019.

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

¹ DMR/OUT/2018/35 Listing application *Navy Aerospace Engineer Officer* dated 25 September 2018

² Ibid

³ Commonwealth letter dated 17 October 2018.

⁴ DMR/OUT/2018/34 Matter 13 of 2018 – *Navy Aerospace Engineer Officer* dated 2 October 2018.