

**AUSTRALIAN GOVERNMENT**

**Defence Force  
Remuneration Tribunal**

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Annual Report



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2012-2013

**Period From 1 July 2012 – 30 June 2013**

## President's overview

The work of the Tribunal is complex due to the dynamic nature of Australian Defence Force (ADF) Service and its unique Service conditions. The Tribunal is required to give consideration to allowances and salaries in recognition of both the conditions experienced, and skills and capabilities acquired, by ADF members throughout their careers.

Matters brought before the Tribunal are predominantly initiated by the ADF. The Tribunal is well served by the Defence Force Advocate and the advocates for the Commonwealth and those who assist them. Their research, quality of submissions and high standards of presentation greatly assist the Tribunal in its deliberations.

Inspections and visits to ADF establishments are a valued and important part of the Tribunal's work. They allow Tribunal members the opportunity to meet with ADF personnel about salaries, allowances and conditions of service and the environment in which they serve.

Members of the ADF who have provided presentations and demonstrations for the Tribunal when on visits and inspections have always done so with enthusiasm, professionalism and skill. The Tribunal continues to welcome and value its constructive relationship with the Chief of Defence Force and the Service Chiefs, and their senior management teams. We thank them for their continued support. The Tribunal is consistently impressed by the capacity, character and calibre of the members of the ADF.

The Australian Public Service Commission (APSC) provides the staff who make up the Secretariat of the Tribunal and we thank them for the provision of that support. We are well served by them.

**The Hon Anne Harrison**

President

## **1. INTRODUCTION TO THE TRIBUNAL**

The Defence Force Remuneration Tribunal (the Tribunal) has been operating for over 28 years, having been established in 1984 to determine the pay and allowances of members of the ADF, considering the special nature of Defence Force service.

The Tribunal is an independent authority established under section 58H of the *Defence Act 1903* (the Act). The functions of the Tribunal are set out in section 58H of the Act as follows:

*(a) inquire into and determine the salaries and relevant allowances to be paid to members; and*

*(b) inquire into and make determinations in respect of prescribed matters that have been referred to the Tribunal.*

In addition under Section 58KD:

*The Tribunal may in making a determination, give effect to any agreement reached between the Minister, acting on behalf of the Commonwealth, and the Chief of Defence Force, acting on behalf of the members of the Australian Defence Force, in relation to a matter to which the determination relates.*

## **2. MEMBERSHIP OF THE TRIBUNAL**

The Tribunal consists of three members who are appointed by the Governor-General. In accordance with the relevant legislation, the President is a presidential member of the Fair Work Commission and members must also include a person who is experienced in industrial relations matters and a person who has previously been a permanent member of the ADF. The current members of the Tribunal are:

### **President: The Honourable Anne Harrison**

The Hon Anne Harrison is a Senior Deputy President of the Fair Work Commission, and has been a member of that tribunal and its predecessors, Fair Work Australia and the Australian Industrial Relations Commission, since 1991.

Before her appointment to the Commission, Senior Deputy President Harrison was a partner in private legal practice; she is a law graduate of the University of Adelaide and an accredited mediator.

On 9 February 2012, Senior Deputy President Harrison was appointed as President of the Tribunal for a period of five years.

### **Member: The Honourable Arch Bevis**

The Hon. Arch Bevis was appointed as a Member of the Tribunal for a five year period on 12 May 2011. Prior to his appointment, Mr Bevis served as a Member of the House of Representatives from 1990 to 2010, with particular responsibilities in Defence and Industrial Relations

Mr Bevis held various portfolio responsibilities including serving as Parliamentary Secretary for Defence, Shadow Minister for Defence, Shadow Minister for Industrial Relations and Shadow Minister for Homeland Security, Aviation and Transport Security. He chaired a number of Parliamentary committees including Defence and also the Joint Security and Intelligence Committee.

Mr Bevis was leader of Australian delegations to Japan and the NATO Assembly and an Australian participant in Australian American Leadership Dialogues on Security.

Mr Bevis is a Director of Defence Housing Australia.

From 2012 -2014 Mr Bevis was a member of the Anzac Centenary Advisory Board.

Before entering Parliament in 1990, Mr Bevis was a teacher before becoming an official and then senior officer of the Queensland Teachers' Union. He was a Board Member of Queensland Teachers' Union Health and Chairperson of the Union Shopper.

#### **Member: Brigadier William Rolfe, AO (Ret'd)**

Brigadier William (Bill) Rolfe graduated from the Royal Military College Duntroon in 1968, was allotted to Infantry and posted as a Platoon Commander with the 2nd Battalion Royal Australian Regiment. He was seriously wounded on operations in South Vietnam where he was mentioned in dispatches for distinguished service. On recovery he undertook legal studies at the Australian National University and on graduation was reallocated to the Army Legal Corps.

He served as a Legal Officer in North Queensland, Canberra and overseas in a number of postings, before appointment as the Director of Army Legal Services. He was appointed the first Director General Legal Services in a restructured Defence Legal organisation before retirement in 1992. In 1993 he joined the Commonwealth Attorney-General's Legal Practice in its Security Division. In 1997 he resigned to take up appointment as Principal Member of the Veterans' Review Board in the Veterans' Affairs portfolio. In 2007 he was appointed as a member of the Repatriation Commission and member of the Military Rehabilitation and Compensation Commission.

In 2008 he was awarded the Order of Australia for service to veterans. He has served as a member of the Commonwealth Administrative Review Council and as a member of the Order of Australia Council.

He is presently the patron of the ACT Branch of the Vietnam Veterans Federation, the ACT Branch of the TPI Association and is a Vice President of Canberra Legacy.

Brigadier Rolfe was appointed as a member of the Tribunal for a period of three years on 29 September 2011.

### **3. THE PERFORMANCE OF TRIBUNAL FUNCTIONS**

The Act provides that the Tribunal may regulate the conduct of its proceedings as it thinks fit and is not bound to act in a formal manner. The Tribunal may inform itself on any matter in such a manner as it thinks fit and is not bound by the rules of evidence.

### **4. THE OPERATIONS OF THE TRIBUNAL**

In order to have the Tribunal consider matters, the ADF makes applications to have a specific matter heard. The ADF and Commonwealth present written submissions to the Tribunal and recommend whether the matter should be heard formally, considered on papers or informed by conference. Some Tribunal decisions are informed by inspections.

On completion of hearings or conferences the Tribunal adjourns to consider the evidence and the draft determination put to them by the parties. This results in a formal written decision providing reasons for the Tribunal's conclusions. Both the decision and the determination are published on the Tribunal's website.

Determinations are subsequently tabled in Parliament by the Minister Assisting the Prime Minister for the Public Service.

### **5. PARTIES AND THEIR ADVOCATES**

The major parties appearing before the Tribunal are the ADF, represented by the Defence Force Advocate, and the Commonwealth, who are both entitled to be present and to make submissions during any proceedings.

The office of Defence Force Advocate is represented by Mr Richard Kenzie AM QC. The Commonwealth is represented by the Australian Public Service Commission. In the period of this report the Commonwealth was represented by Mr Roger Tarlinton, assisted by Mr James O'Reilly.

### **6. INTERVENERS**

Under Section 58K (10) of the Act where the Tribunal thinks that a person or body should be heard in relation to a matter they may permit them to make a submission, or seek leave to appear, before the Tribunal. On occasions the Returned and Services League of Australia (RSL) and the Defence Force Welfare Association (DFWA) act as interveners in this way.

### **7. BIENNIAL REVIEWS**

In addition to matters brought before the Tribunal they have a statutory obligation under Section 58H to inquire into and make a further determination in respect of these salaries and allowances:

- (a) within 2 years of the first-mentioned determination taking effect; or*
- (b) if the Minister, by notice in writing given to the President, requests the Tribunal to make a further determination in respect of those salaries and*

*allowances within a shorter period of the first-mentioned determination taking effect – within that shorter period.*

## **8. HEARINGS**

Where the Tribunal determines that a formal hearing is required it is usually held in Canberra and, unless security restrictions prevent it, conducted in public. Notices are placed in *The Canberra Times* informing the public of upcoming hearings.

## **9. INSPECTIONS**

Inspections may be initiated by the Tribunal or the parties where it is determined that a practical review of work performed by ADF members is critical to the Tribunal's understanding of a particular matter. Inspections are most beneficial in assisting the Tribunal to reach decisions as they can experience first-hand, albeit in a limited way, the working and living conditions of ADF members across a range of employment categories and localities. The ADF and Commonwealth parties, as well as the Secretariat, accompany the Tribunal on inspections. Four inspections were conducted during the year and these are detailed at Appendix B to this Report.

## **10. VISITS**

The Tribunal also undertakes visits to ADF units, establishments and vessels without specific regard to matters. These visits include open forums with ADF members at all ranks. The meetings are informal and include a short explanation of the role and function of the Tribunal, followed by a discussion period during which personnel have the opportunity to raise issues or ask questions. No visits, outside of formal inspections, were conducted in 2012/13.

## **11. MATTERS CONSIDERED IN 2012/13**

The complexity of matters means that they are often considered over a period of months and can involve a combination of hearings, inspections and conferences.

A list of all matters considered during the year, and any resultant determinations, are at Appendix A to this Report. The appendix also includes details of matters that remained in progress at the end of the year.

The major matters conducted in 2012/13 are summarised in the following pages.

### **Matter 4 of 2012 - Officer Aviation Remuneration Structure - Allowance**

In this matter the ADF sought to introduce a retention allowance payable to Air Force Members who are in the fast jet or fixed wing pilot streams. The proposed allowance includes payment of a lump sum payment at the end of each calendar year to eligible members. The aim of the allowance is to have a greater influence on the turnover of pilots which will improve the retention of skills and reduce training costs.

The payment of the lump sum allowance would be payable at ranks 04 (Squadron Leader) and 05 (Wing Commander) only for the first four years seniority at each level or where a member is in the Officer Aviation Specialist Stream (OASS), the payment will be available during 3-6 years

seniority at rank. It would not be payable should a pilot separate prior to end of December in any given year. The payment would coincide with posting cycles and minimise disruptions during the year. The allowance would be subject to annual report-backs to the Tribunal; however it would be at least two years before any real assessment of its effect could be made. It is planned that the allowance would not be increased by general pay increases.

The Commonwealth supported the introduction of the allowance and proposed that, if the introduction of the allowance did not address the identified workforce issues within four years, it should be re-considered at that time.

The Tribunal considered strategic workforce reforms, targeted remuneration, revised recruitment and training measures. These considerations were informed by evidence including market demand, promotion models and the nature of the allowance. In approving the allowance the Tribunal noted that the new remuneration system encompassed non-financial initiatives and provided workforce structures better able to meet capability requirements. The Tribunal agreed to a review of the outcomes in 2015 and subsequently implemented their decision in Determination 12 of 2012.

### **Matter 6 of 2012 – Legal Officer Specialist Career Structure and Matter 23 of 2012 – Post Graduate Legal Officer Trainees**

The ADF presented these two matters separately for the sake of clarity but requested a concurrent hearing to reflect the relationship between the matters. They proposed seven changes to the legal officer structure including better definitions for requirements and advancement for each legal level as well as changes to the training continuum for legal officers. The ADF further recommended the introduction of new levels for high-level specialist Reserve officers to ensure provision of specialised legal work and a trainee rate of salary for graduates not yet admitted to practice. At the same time, and with specific regard to pay structures, the ADF recommended removal of pay-points no longer in use, the removal of the short-term appointment tenure for legal officers and that senior legal officers be placed within the Senior Officer Graded Pay Structure consistent with other ADF senior officers.

The Commonwealth submitted objections regarding the replication of full time pay-points to Reserve pay-points but made no objections to any of the remaining proposals stating that the proposals would allow implementation of a clear pay arrangement and provide the ADF with greater access to specialist legal expertise.

While acknowledging the issues raised by the Commonwealth the Tribunal made one decision in relation to both matters. The Tribunal's decision approved the:

- introduction of specialist legal levels;
- removal of a fixed tenure for legal officers;
- introduction of additional pay increments;
- removal of pay points no longer in use; and
- transfer of senior legal officers' remuneration to the Senior Officer Graded Pay Structure.

Determination No. 11 of 2012 – Legal Officer Salaries – Specialist Officers – Amendment gave effect to their decision and commenced on 31 January 2013.

### **Matter 7 of 2012 - Air Force Security and Air Force Police**

The ADF sought to establish two new employment categories titled Air Force Security and Air Force Police to replace the then Security Police category and its three specialist streams: military working dog handler, security law enforcement and service investigator. The ADF proposed the introduction of a structure of four skill grades with a corresponding pay band.

The Commonwealth supported the proposal to create the two new musterings and disband the Security Police mustering providing Air Force increased asset protection and a focus on current and future force protection requirements.

The Tribunal gave consideration to how the introduction of new platforms and weapons systems, coupled with the revised structure, would allow the Air Force to better develop its policing capabilities. As part of their consideration of this matter the Tribunal undertook an inspection at the Amberley Air Force Base in October 2012.

The Tribunal noted the consultative process the Air Force undertook with its security and policing personnel as part of the preparation for this matter. The Tribunal recognised a divergence between the policing and security related capabilities to be delivered by the Air Force and approved the establishment of the new Air Force Security employment category and the disbanding of previous streams. The Tribunal approved the re-titling of the Security Police category to Air Force Police and issued determination 16 of 2012.

### **Matter 10 of 2012 – Air Intelligence Analyst**

In this matter the ADF sought to establish a new employment category, Air Intelligence Analyst, combining three existing categories: geospatial imagery analyst and signals operators; both technical and linguist. The Air Intelligence Analyst category would then comprise three streams entitled Geospatial Intelligence, Operational Intelligence and Signals Intelligence all having common career progression with a resultant increase of one pay grade. All streams would culminate at an Intelligence Manager level.

While agreeing with the proposal in regard to the signals operator stream, the Commonwealth did not consider there had been significant addition to the workload of the new Geospatial Intelligence stream to warrant an increase in one pay level compared to the existing work provided by the geospatial imagery analyst.

The Tribunal agreed that it was beneficial for the Air Force to change the operation of their intelligence functions in order to have greater flexibility and enhanced capabilities. In addition, having regard to technological changes, coupled with the speed at which these occur, the Tribunal acknowledged a flow on increase in work value and the resultant pay grade across all streams. To further inform their consideration of this matter the Tribunal undertook an inspection of RAAF Edinburgh. Accordingly the Tribunal approved the establishment of the new category and pay grade as proposed by the ADF. Determination 15 of 2012 implemented that decision.



## **Matter 21 of 2012 – Navy Imagery Specialist**

The ADF asserted a requirement for the then Imagery Specialist category to expand to strengthen the Navy's maritime imagery capabilities. They sought an additional skill grade in the Imagery Specialist structure in recognition of the need for personnel to have avenues to develop skills in strategic communications, imagery intelligence and geospatial analysis. The Commonwealth raised no issues and supported the proposal in its entirety.

The Tribunal recognised the enhanced geospatial imagery analysis role of the category and were satisfied that the attainment and deployment of these skills did lead to an increase in work value. They were particularly persuaded by the evidence presented by the witnesses. The Tribunal approved the introduction of the additional skill grade 3 for Imagery Specialist category personnel and determination 13 of 2012 gave effect to their decision.

## **Matter 22 of 2012 – Medical Procedural Specialists**

The ADF sought to replace a current single pay point with a revised pay scale comprising an 'on entry' rate and six annual increments for Medical Procedural Specialists. This proposed pay scale was based broadly on comparable market structures in the public health system. The ADF highlighted two key drivers for the introduction of a new pay scale:

- firstly, the introduction of the ADF Specialist Health Care plan and the related strategic alliance with Queensland Health, the Royal Brisbane and Women's Hospital and University of Queensland; and
- secondly, the need for a market-competitive pay structure to meet current and future capability needs.

The Commonwealth supported the new tiered structure but expressed concern that the evidence did not provide sufficient justification for the higher pay rates or adequately address the remunerative recognition for rank.

The Tribunal acknowledged the considerable effort, research, and analysis, provided in this matter which supported the comparison to equivalent salary levels in other public sector jurisdictions. They gave particular consideration to the competing labour market, coupled with the unique requirements of ADF service, and issued a statement approving the revised pay point structure. Determination 6 of 2013 gave effect to their decision.

## **Matter 4 of 2013 – Navy Training Systems Officer – Senior Training Specialist**

In its submission on this matter, the ADF sought to revise its current Navy Training Systems Primary Qualification structure to insert an additional pay grade placement at Pay Grade 5. The proposal would cater for the recently created Senior Training Specialist within the existing pay grade band of Navy Training Systems Officers and revise the titles of the Training System officers.

This new category was created following a category review in 2011 of the Navy Training System Primary Qualification. The Tribunal was informed by the ADF and Commonwealth submissions and the witness evidence at hearings. There was a clear delineation of duties and the increased work responsibility of the Training Systems Specialist following the introduction of the Australian Skills Quality Authority and the associated legislative changes which placed greater requirements

on Defence and Navy. These place additional responsibilities on senior staff to develop curricula, assessment tools, reports and policies and procedures which required a higher level of training specialist knowledge as well as management experience.

The Commonwealth was satisfied that the ADF had reasonably established the identified roles and functions of the Senior Training Specialist and that there was a sufficient 'step up' from the Pay Grade 4 role to the Pay Grade 5 role. They also agreed that additional responsibilities, skills and experience were required for this role.

The Tribunal gave consideration to a number of factors including the need for personnel to gain expertise in training systems and greater management experience. They also considered the evidence of the two witnesses and were satisfied that the role of Senior Training Specialist would have additional responsibilities and that the additional step up would assist in the development of members in bridging the gap to the strategic level. As a result, the Tribunal determined a new employment category via Determination 5 of 2013 – Navy Training Systems Officer – Amendment on 28 March 2013.

## **12. TRIBUNAL ADMINISTRATION**

### **Secretariat Support**

The Tribunal is supported by a Secretariat staffed by the Australian Public Service Commission (APSC). The APSC operates from premises in Aviation House, Woden ACT and from premises at 12 Moore Street, Canberra, ACT which are used when conferences and hearings are held.

### **Financial Matters**

The Tribunal's financial requirements are met through the APSC. There are no separate accounts applicable to the Tribunal.

### **Website**

The Tribunal's website is hosted by the APSC and includes information about the role and operation of the Tribunal, current membership and statements, decisions and determinations made in the matters that have come before it and matters scheduled for hearing.

### **Freedom of Information**

The Tribunal is subject to the *Freedom of Information Act 1982* and is required to publish information to the public as part of the Information Publication Scheme.

## APPENDIX A MATTERS CONSIDERED - 1 JULY 2012 – 30 JUNE 2013

Matter Number	Determination	Title
9 of 2011	10 of 2012	ADF Workplace Remuneration Arrangement 2011-2014 and ADF Senior Officer Remuneration Arrangement
3 of 2012		Salary Related Allowance Review <i>In progress</i>
4 of 2012	12 of 2012	Officer Aviation Remuneration Structure – Allowance
6 of 2012	11 of 2012	Legal Officer Specialist Career Structure
7 of 2012	16 of 2012	Air Force Security and Air Force Police
8 of 2012	5 of 2012	Unpredictable Explosives Allowance Amendment
9 of 2012		Chaplains Specialist Officer Career Structure <i>In progress</i>
10 of 2012	15 of 2012	Air Intelligence Analyst
11 of 2012	14 of 2012	Senior Officer Specialist Medical Officer Annual Review
12 of 2012	6 of 2012	Special Operations Engineer Regiment
13 of 2012	7 of 2012	Army Pilot Pay Grade 7 Amendment
14 of 2012	8 of 2012	Air Force Combat Controller
15 of 2012	9 of 2012	Air Force Training Systems Officer
16 of 2012	7 of 2013	Senior Officer Legal Officer Structure
17 of 2012		Senior Officer Graded Structure Review <i>In progress</i>
18 of 2012	8 of 2013	Non Statutory Office Holder 09 remuneration
19 of 2012		Senior Officer – Chaplain Remuneration <i>In progress</i>
20 of 2012		Dental Officer – Specialist Officer Career Structure <i>In progress</i>
21 of 2012	13 of 2012	Navy Imagery Specialist
22 of 2012	6 of 2013	Medical Procedural Specialists
23 of 2012	2 of 2013	Post Graduate Legal Officers
24 of 2012		Review of Sea Going Allowance and Submarine Service Allowance <i>In progress</i>
25 of 2012	1 of 2013	Royal Australian Signals Corps Amendment
1 of 2013	4 of 2013	Army Preventative Medicine
2 of 2013	4 of 2013	Combat Medical
3 of 2013		ADF Medic ( <i>matter for information only</i> )
4 of 2013	5 of 2013	Navy Training Systems Officer – Senior Training Specialist
5 of 2013	9 of 2013	Army Radar Operator

## **APPENDIX B INSPECTIONS CONDUCTED - 1 JULY 2012 – 30 JUNE 2013**

### **INSPECTION 1 – Shoal Water Bay Training Centre and RAAF Amberley – 10-11 July 2012**

The inspection was held to further inform the ADF submission on Flying and Flying Duties Allowance and Field Allowance reviews as part of Matter No. 3 of 2012 – Salary Related Allowance Review. This matter was not finalised in 2012/13. The inspection was held over two days visiting the Shoal Water Bay Training Area on day one and RAAF Amberley on the second day.

#### **Day 1 - Exercise Hamel – 10 July 2012**

The Tribunal members arrived by Chinook helicopter at Shoal Water Bay Training Area and were given a brief on Exercise Hamel including the objectives of the exercise and a detailed synopsis of live fire training.

The Tribunal members visited a Mechanised Combat Team and had the opportunity to talk to personnel about conditions experienced when working and living in these units. The Tribunal shared a 'ration pack' lunch with personnel from the Combat Team.

The final activity of the day was at Williamson Airfield in the Shoal Water Bay Training Area. A brief was conducted on the military rotary wing environment, and the inspection party had the opportunity to talk to members from the Aviation Squadron.

#### **Day 2 - RAAF Amberley – 11 July 2012**

On arrival at 23 SQN, the Commanding Officer (CO) welcomed the inspection party and provided a brief on Amberley Air Force Base. The inspection party also received detailed briefs on the experience of flying fast military jets. The Tribunal members toured the hangar to view the Super Hornet.

The CO 23 SQN briefed the inspection party on the KC-30A, the new mid-air refueller used to transport cargo and passengers, and the inspection party was given a tour of the aircraft. They visited 36 SQN and received briefings from the Officer Commanding Health Service Wing about the operations of the Wing and medical evacuations.

The inspection party observed Squadron members set up a C130 aircraft for medical evacuation tasking and took a flight on a C17 as part of a simulated mission.



*The Tribunal and party are briefed on Exercise Hamel during a tour of the Exercise area*

## **INSPECTION 2 - RAAF Edinburgh – 25 September 2012**

This inspection was held to inform Matter 10 of 2012 in support of Air Intelligence Analyst prior to hearings being held. As noted earlier in the report the ADF sought to establish a new employment category, Air Intelligence Analyst, combining three existing categories: geospatial imagery analyst and signals operators both technical and linguist.

Due to the security clearance level of the intelligence work undertaken by these members it is not possible to expand upon this inspection in detail.

The Tribunal members visited units of the Aerospace Operational Support Group at the Defence Science and Technology Organisation including visits to the Joint Electronic Warfare Operations Support Unit and No 87 Squadron. The aim of the inspection was to demonstrate to the Tribunal the range of work currently undertaken by members of existing Air Force mustering and compare this to future mustering that would be undertaken by the Air Intelligence Analyst.

Upon arrival at 87 SQN the Tribunal members were met by the CO and the party then met the Chief of Air Force, Air Marshal Geoff Brown AO, who spoke about the proposal to establish the single mustering and highlighted the need for a multi-skilled, core analysis role. Briefings were provided on overall capability and emerging requirements and demonstrations were provided. Personnel of each skill grade were available to discuss their roles and tasking with the Tribunal.



*The Tribunal President the Hon. Anne Harrison and Member the Hon. Arch Bevis watch a demonstration on equipment for base security and force protection in relation to Matter No. 7 of 2012.*

### **INSPECTION 3 - RAAF Amberley - 23 October 2012**

This inspection was held in support of Matter 7 of 2012 related to Air Force Security/Air Force Police. As noted earlier in the report the ADF sought to establish two new employment categories titled Air Force Security and Air Force Police to replace the then Security Police category and its three specialist streams: military working dog handler, security law enforcement and service investigator. The Tribunal considered an inspection was the most appropriate way to thoroughly understand the range of roles and functions to be undertaken by the new categories.

The Tribunal members were met by the Deputy Director of the Security Forces Implementation team. During the day the party visited both 23 SQN and 1 SQN and received briefs on topics ranging from the strategic background of the matter and the career continuum, through to security requirements for new platforms. Discussions covered the requirement for a deployed mission planning facility to be constructed whenever an aircraft squadron deployed and the security staffing levels of the Squadrons when at the Base.

The party visited the Air Base Command Post and learnt of the role of the Post as an Emergency Control Centre and of security measures in place such as perimeter fencing and security monitors. Demonstrations of the Entry Control point searches and Explosive Dog Detector searches were conducted. The party was briefed on the Expeditionary Tactical Automated Security System: a trailer based system of sensors designed specifically for mobile force protection and security. The party then visited the RAAF Security and Fire School and were briefed on the dog breeding program.



*Tribunal President the Hon. Anne Harrison at the RAAF Security and Fire School while being briefed on the dog breeding program.*

#### **INSPECTION 4 - HMA Ships *Melbourne*, *Choules* and *Albany* – 11-13 June 2013**

Three days of inspections were held as part of Matter 24 of 2012, Review of Seagoing Allowance and Submarine Sea Going Allowance. The Tribunal members conducted inspections of HMA Ships *Melbourne*, *Choules* and *Albany* and Army's amphibious units, in order to further inform them of the complexities of the ADF submission. Matter 24 of 2012 was still in progress at the end of the 2012/13 financial year.

##### *Day 1 – HMAS Melbourne*

The party observed HMAS *Melbourne* during a pre-deployment workup. Under the direction of the Sea Training Group (STG) the crew were undergoing exercises designed to assess their readiness for deployment.



*Tribunal President the Hon. Anne Harrison and Member the Hon. Arch Bevis being kitted out in safety gear aboard HMAS Melbourne during an inspection to inform the review of ADF Maritime Allowances.*



The inspection showed the conditions on board a Major Fleet Unit and highlighted the conditions and intensity of the work conducted by the STG who are engaged in intense and unrelenting work involving fire, damage control and other simulated exercises.

A tour of the accommodation areas showed the bunks and locker facilities for the ship's crew, and the ad-hoc arrangements in place for STG when on board.

#### Day 2 – HMAS *Choules*

This day concentrated on the impact of the proposal on Army members. The party met with the Ships Army Detachment, embarked Army forces, and the Amphibious Ready Element as well as the crew of *Choules* and STG members. The ship's landing craft transported the members of the Tribunal to HMAS *Choules*.



*Tribunal Members, the Hon Arch Bevis and BRIG Bill Rolfe AO (Ret'd), receive a briefing onboard HMAS Choules*



### Day 3 – HMAS *Albany*

On the final day of the inspections the Tribunal members embarked in HMAS *Albany* crewed at that time by Attack 1. This exposed the Tribunal to the conditions on board Minor War Vessels and they witnessed the crew being assessed for force assignment. A mock boarding was also demonstrated.



*The mock boarding exercise being demonstrated for the Tribunal members by Attack 1 crew, HMAS Albany*