



STATEMENT

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

AIR FORCE: EMPLOYMENT CATEGORY NAME CHANGES (Matter 15 of 2020)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 12 NOVEMBER 2020

RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

[1] This decision arises from a listing application¹ made by the Australian Defence Force (ADF) under Section 58H of the *Defence Act 1903* to change the names of four Air Force employment categories. The application proposes this will better reflect the roles, align the titles with similar civilian roles, and correspond with Navy and Army categories.

[2] In circumstances where the current COVID-19 pandemic limits the capacity of the Tribunal from conducting in-person hearings and with the consent of the parties, we considered this matter on the papers submitted by video-conference on 5 November 2020.

Background

[3] The roles proposed for amendment are:

- a. **Cooks** – who are responsible for all aspects of ration procurement and management, meal planning, preparation and production utilising various facilities, in a range of environments, to prepare meals including bulk cookery, a la carte and fine dining;

- b. **Laboratory** - personnel who aid medical practitioners in the diagnosis, monitoring and prevention of disease through analysis and pathology;
- c. **Medical Assistants** – who provide health care to ADF personnel within a group of health professionals across primary health care, education and training, equipment maintenance and medical administration; and
- d. **General Hand(s)** – who provide a semi-skilled, Reserve only, workforce employed to assist fully trained personnel.

Submissions

[4] The ADF submits that:²

- a. changing the name from Cook to Chef allows for the proper recognition of the qualifications as the Air Force trains to a Chef qualification;
- b. the change from Laboratory to Scientific Officer is considered a more contemporary title reflecting both the civilian sector and the Army Scientific Officer category;
- c. changing the category name from Medical Assistant to Medical Technician better reflects the change in paraprofessional medical and nursing responsibilities of the workforce and recognises the increased training and development requirements of the role; and
- d. the General Hand category name change to General Duties Airmen is a more contemporary name that better reflects the role.

[5] There is no impact on current pay placements, skill grades, training, work value or career continua in regard to any of the categories.

[6] The Commonwealth supports the proposal in its entirety.³

Conclusion

[7] We agree that changing the names of the Air Force employment categories from Cook to Chef; Laboratory to Scientific Officer; Medical Assistant to Medical Technician; and General Hand to General Duties Airmen will better reflect the capability delivered by these roles and align with nomenclature used by equivalent Navy and Army categories and comparable civilian roles.

[8] Determination 9 of 2020 will give effect to these name changes from 7 January 2021.

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

¹ DMR letter DMR/OUT/2020/27 Listing Application: *Air Force employment category name changes* dated 23 September 2020.

² ADF Submission *Air Force employment category name changes Matter 15 of 2020* undated.

³ Commonwealth letter Matter 15 of 2020 – *Air Force employment category name changes* dated 2 October 2020.