



Australian Government
Defence Force Remuneration Tribunal

STATEMENT

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

ROYAL AUSTRALIAN NAVY: GAP YEAR OFFICERS

(Matter 14 of 2018)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 31 JULY 2019

RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

[1] This statement should be read in conjunction with our previous decisions¹ in relation to this matter in which we agreed to determine an interim salary rate for the initial Navy Gap Year officer program in January 2019, and then extend that rate to the second cohort of entrants in July 2019.

[2] In our statement of 19 March 2019 we required the Australian Defence Force (ADF) to return to us to provide further consideration of trainee rates of salary across all three Services, including the rates available for the Gap Year programs. This information was sought to allow us to determine an enduring rate of salary for Navy Gap Year Officer participants, aligned with the Australian Defence Force Academy (ADFA) Navy Officer Year One (NOYO) program, from January 2020.

[3] The ADF subsequently undertook to “*review the trainee rates of salary currently prescribed and ascertain the anchor point relevance, ongoing application of, and appropriateness of each of those rates, now and into the future, and set out any need for modification (if any).*”²

[4] In a supplementary submission the ADF consider that the trainee salary structure “*accommodates the Services’ respective Other Rank and Officer Gap Year programs.*”³ The submission detailed the intent to treat Navy Gap Year Officers the same way, in nearly every respect, as NOYO entrants from January 2020 and proposed, therefore, that there was solid justification for them to be remunerated at the same rate. The Commonwealth accepted the review outcomes and intent of this proposal.⁴

[5] In conference with the ADF and Commonwealth on 12 July 2019 we considered the ADF advice that the trainee salary structure remains “*relevant, fit for purpose and appropriately set so as to provide adequate remuneration to ADF members within the framework.*”⁵

[6] We agree that the structure accommodates the respective Gap Year programs and provides compatibility across the Services in pay progression and graduated increases to trainees upon successful completion of training milestones.⁶ In conclusion, we agree that from January 2020 the rate of salary for Navy Gap Year Officers be the same as the rate paid to NOYO trainees of \$32 476 per annum as determined in Schedule B.13 of DFRT Determination 2 of 2017.

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

¹ https://www.dfrt.gov.au/sites/default/files/decision_-_navy_gap_year.pdf and https://www.dfrt.gov.au/sites/default/files/statement_-_navy_gap_year_officers_14_march_2019.pdf

² ADF supplementary submission dated June 2019 page 3 paragraph 3.

³ ADF supplementary submission page 21 paragraph 63d.

⁴ Commonwealth letter *Navy Gap Year Officers supplementary submission – Review of trainee salary rates - dated 26 June 2019*

⁵ ADF supplementary submission page 21 paragraph 63c.

⁶ We note that the review did identify an issue with trade categories which have extensive training regimes and that the ADF may choose to return to us in due course for consideration of those categories.