

EXPLANATORY STATEMENT

Defence Force Remuneration Tribunal Determination No. 11 of 2019, Salaries – Navy Employment Categories – amendment

This Determination amends Defence Force Remuneration Tribunal (DFRT) Determination No. 2 of 2017, Salaries (the Principal Determination), made under section 58H of the *Defence Act 1903* (the Act) and in accordance with subsection 33(3) of the *Acts Interpretation Act 1901* (AIA Act). The Principal Determination sets out provisions dealing with salary for members of the Australian Defence Force (ADF).

This Determination has the following purposes.

- To insert the employment category Maritime Human Resource Officer and the relevant classifications into Schedule B.2: Officer pay grades, Part 2: Navy, pay grade tables 2, 3, 4, 5, 6 and 8.
- Remove the employment category Maritime Logistics Personnel Operations and the relevant classifications from Schedule B.9: Warrant Officer Class 1 pay grades, Part 1: Navy, pay grade tables 3, 4, 7 and 8.
- To insert the employment category Maritime Personnel Manager and the relevant classifications into Schedule B.9: Warrant Officer Class 1 pay grades, Part 1: Navy, pay grade tables 4, 7 and 8.
- Remove the employment category Maritime Logistics Personnel Operations and the relevant classifications from Schedule B.11: Other rank pay grades, Part 1: Navy, Pay grade tables 2, 3 and 4.
- To insert the employment category for Maritime Personnel Operator classifications Grade 1 and Grade 2 into Schedule B.11: Other rank pay grades, Part 1: Navy, Pay grade table 2.
- To insert the employment category for Maritime Personnel Supervisor classification Grade 3 into Schedule B.11: Other rank pay grades, Part 1: Navy, Pay grade table 3.
- To insert the employment category for Maritime Personnel Manager classification Grade 4 into Schedule B.11: Other rank pay grades, Part 1: Navy, Pay grade table 4.

Section 1 of this Determination sets out the manner in which this Determination may be cited.

Section 2 of this Determination provides that the Determination commences on 5 March 2020.

Section 3 provides that this instrument has authority under section 58H of the *Defence Act 1903*.

Section 4 provides that each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

Schedule 1 – Navy Employment Categories – amendments to the Principal Determination

Section 1 omits and substitutes the table in Schedule B.2 for Officer pay grades, Part 2: Navy Pay grade 2. The employment category Maritime Human Resource Officer with the classification 'Under Training' has been inserted into the table.

Section 2 omits and substitutes the table in Schedule B.2 for Officer pay grades, Part 2: Navy Pay grade 3. The employment category Maritime Human Resource Officer with the classification 'Primary Qualification' has been inserted into the table.

Section 3 omits and substitutes the table in Schedule B.2 for Officer pay grades, Part 2: Navy Pay grade 4. The employment category Maritime Human Resource Officer with the classification 'Foundation' has been inserted into the table.

Section 4 omits and substitutes the table in Schedule B.2 for Officer pay grades, Part 2: Navy Pay grade 5. The employment category Maritime Human Resource Officer with the classification 'Intermediate' has been inserted into the table.

Section 5 omits and substitutes the table in Schedule B.2 for Officer pay grades, Part 2: Navy Pay grade 6. The employment category of Maritime Human Resource Officer with the classification 'Advanced' and Master' has been inserted into the table.

Section 6 omits and substitutes the table in Schedule B.2 for Officer pay grades, Part 2: Navy Pay grade 8. The employment category of Maritime Human Resource Officer with the classification 'Shore Command' has been inserted into the table.

Section 7 omits and substitutes the table in Schedule B.9 for Warrant Officer 1 Pay grades, Part 1: Navy Pay grade 3. The employment category of Maritime Logistics Personnel Operations Grade 4, Tier A has been removed from the table. The employment category has been provided for in Pay grade 4.

Section 8 omits and substitutes the table in Schedule B.9 for Warrant Officer 1 Pay grades, Part 1: Navy Pay grade 4. The employment category of Maritime Logistics Personnel Operations Grade 5, Tier A has been removed from the table and substituted with Maritime Personnel Manager Tier A. The name change reflects the change of category from Logistics to a new Maritime Personnel Community.

Section 9 omits and substitutes the table in Schedule B.9 for Warrant Officer 1 Pay grades, Part 1: Navy Pay grade 7. The employment category of Maritime Logistics Personnel Operations Tier B has been removed from the table and substituted with Maritime Personnel Manager Tier B. The name change reflects the change of category from Logistics to a new Maritime Personnel Community.

Section 10 omits and substitutes the table in Schedule B.9 for Warrant Officer 1 Pay grades, Part 1: Navy, Pay grade 8. The employment category of Maritime Logistics Personnel Operations Tier C has been removed from the table and substituted with Maritime Personnel Manager Tier C. The name change reflects the change of category from Logistics to a new Maritime Personnel Community.

Section 11 omits and substitutes the table in Schedule B.11 for Other rank pay grades, Part 1: Navy, Pay grade 2. The employment category of Maritime Logistics Personnel Operations Grades 1 and 2 have been removed from the table and substituted with Maritime Personnel Operator Grades 1 and 2. The name changes reflect the change of category from Logistics to a new Maritime Personnel Community.

Section 12 omits and substitutes the table in Schedule B.11 for Other rank pay grades, Part 1: Navy Pay grade 3. The employment category of Maritime Logistics Personnel Operations Grade 3 has been removed from the table and substituted with Maritime Personnel Supervisor Grade 3. The name change reflects the change of category from Logistics to a new Maritime Personnel Community.

Section 13 omits and substitutes the table in Schedule B.11 for Other rank pay grades, Part 1: Navy Pay grade 4. The employment category of Maritime Logistics Personnel Operations Grade 4 has been omitted and substituted with Maritime Personnel Manager Grade 4. The name change reflects the change of category from Logistics to a new Maritime Personnel Community.

Schedule 2 – Navy Employment Categories – Salary Preservation Amendments

Section 1 inserts section C.2.1 into the Principal Determination, which provides salary preservation for Navy members who enter one of the following Human Resource employment categories inserted into the salary schedules by this Determination.

- Maritime Human Resource Officer, Under Training.
- Maritime Human Resource Officer, Primary Qualification.
- Maritime Human Resource Officer, Foundation.
- Maritime Human Resource Officer, Intermediate.
- Maritime Human Resource Officer, Shore Command.
- Maritime Personnel Manager.
- Maritime Personnel Operator.
- Maritime Personnel Supervisor.
- Maritime Personnel Manager.

A member who volunteers to transfer (and subsequently transfers) from the Management Executive – Strategic Military Human Capability Management employment category into a Human Resource employment category before 30 June 2020, will have their rate of salary preserved for five years from the day they transfer. The section also sets out the conditions where it ceases to apply to a member. The salary preservation provision is made because a reduction in a member's rate of salary would act as a disincentive to enter one of the newly created employment categories which are very important to Defence capability.

Authority: Section 58H of the
Defence Act 1903