

LEGACY SYSTEM

Who will be protected in the Legacy System

The Legacy System will provide protection for any aircrew officer who is currently paid under the existing time-based GOPS system, or who has been offered (and accepted) employment as ADF Pilot, ACO (except ACO ABM) or Naval Observer by the 30th of September 2009. Similarly, ATC officers will continue to utilise the competency based system under GOPS, with a protection mechanism to protect those on Pay Grades 3, 5, and 7 as a result of the change to the pay grade progression.

Aircrew who separate from the ADF and who subsequently rejoin may be required to enter the new system. Reserve aircrew will generally remain in the time based system provided they return effective service within a period of 3 years.

How do I transition to the legacy system?

There is no requirement to transition to the legacy system. If you are currently in an eligible category you will automatically reside in the Legacy system. Should you wish to transition from the Legacy system into the new GOPS competency system, please speak to your career manager.

CURRENT AIRCREW WORKFORCE PROTECTED THROUGH LEGACY SYSTEM

NAVY PG	2	3	4	5	6	7	8	9	10
Pilot		0-2	2-4	4-6		6-8		8-10	10+
Obs.		0-2	2-4	4-6		6-8		8-10	10+

ARMY PG	2	3	4	5	6	7	8	9	10
Pilot		0-2	2-4	4-6		6-8		8-10	10+

AIR FORCE PG	2	3	4	5	6	7	8	9	10
Pilot, Nav, AE		0-2	2-4	4-6		6-8		8-10	10+
ATC		First Pri Endors		Single Rating		Dual Rating Plus			

WHO TO CONTACT?

NAVY OARS.Navy@defence.gov.au
 ARMY Army.OARS@defence.gov.au
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Australian Government
 Department of Defence



UNDERSTANDING THE OFFICER AVIATION REMUNERATION STRUCTURE (OARS)

WHAT IS OARS?

The Officer Aviation Remuneration Structure (OARS) is a new pay structure for all Australian Defence Force (ADF) Aircrew and Air Traffic Control (ATC) officers. In contrast to the current time-based structure, OARS has been designed to recognise the differences in skills accrued by aircrew throughout a members' career, support career streaming, and provide flexibility to ensure employment in the ADF is more competitive to industry.

KEY FEATURES OF OARS

OARS will result in the following changes to remuneration for ADF Aircrew and ATC officers;

- Placement of all aircrew into the Graded Officer Pay Structure (GOPS). The GOPS is a competency based structure that recognises increases in skills and experience (technical mastery), and responsibility associated with command and management positions, with increases in Pay Grade placement.
- The creation of a Specialist Aviation Stream allowing members the option of choosing continued tactical employment rather than the traditional career progression of command and management.
- The implementation of a Legacy System to protect against any detrimental effects on the current Aircrew and ATC officer salaries resulting from a transition into the OARS. This is to ensure the existing workforce is protected.
- A supplement to Salary for eligible Aircrew and ATC officers. This supplementation is paid at the discretion of each Service to protect critical shortages in Aircrew and ATC officer skills.



GRADED OFFICER PAY STRUCTURE (GOPS)

The new Graded Officer Pay Structure (GOPS) will commence on 1 October 2009. Placement of Aircrew into this new structure is the final phase of the Remuneration Reform Project (RRP) which commenced in 2002. When effective, all new Aircrew entrants to the ADF will be placed within the new pay structure depicted below.

For all ADF pilots, RAAF Air Combat Officers (ACOs) and Navy Observers, this represents the commencement of a competency based salary structure. For RAAF Air Battle Managers (ACO(ABM)) and ATC officers, the OARS provides a redistribution of Pay Grades within the GOPS to better reflect the skill progressions within these specialisations. These revised placements will also take effect on 1 October 2009.

What is the basis for placement in the new competency based system?

The same system of placement used for non-aviation officers during the 2007 placement of GOPS population activity was applied for the placement of Aviation and ATC officers. Pay Grades 2 to 6 reflect advancements in tactical level skills (being flying and ATC operator qualifications), while Pay Grades 7 and on reflect the increased responsibility associated with command and management positions. The highest Pay Grades have been reserved for aviation command positions recognising the enduring operational and technical airworthiness responsibilities associated with these Commands.

	PG	2	3	4	5	6	7	8	9	10
NAVY	Pilot	WINGS	PARC	PARC +2	PARC +5	QFI, TP	FLTCDR XO	GOPS: Establishment Command	Aviation Command	
	Obs	WINGS	ORBC	ORBC +2	ORBC +5	QOI, ASQ, AvWO	FLTCDR XO	GOPS: Establishment Command	Aviation Command	
ARMY	PG	2	3	4	5	6	7	8	9	10
	Pilot	WINGS	ROBC	ROBC +2	ROBC +5	QFI, TP, A Cat GOPS: Sub Unit Command	GOPS: PSC Appointment	GOPS: Unit-Command		
AIR FORCE	PG	2	3	4	5	6	7	8	9	10
	Pilot	WINGS	OPCON (+ Hawk)	OPCON +2 (Hawk +2)	OPCON +5 (Hawk +5)	QFI, TP, FCI	TIER 3 Command & Management	TIER 2 Command & Management	TIER 1 Command & Management	
	ACO	WINGS	OPCON (+ Hawk)	OPCON +2 (Hawk +2)	OPCON +5 (Hawk +5)	QAI, FTSS, FCI/FCC, ABM, WMC	TIER 3 Command & Management	TIER 2 Command & Management	TIER 1 Command & Management	
	ATCO	SATC	1st PRIMARY Endorsement		SINGLE RATING	DUAL RATING plus	Detachment Commander	GOPS: plus 1 for Command		

SPECIALIST AVIATION STREAM

What is the specialist stream?

The Specialist Aviation Stream is a series of pay increments designed to provide an ongoing remuneration structure for Aviation officers who wish to specialise in flying or operational ATC employment. Inclusion of the Specialist Stream in OARS ensures Aviation officers, having forgone promotion opportunities above CAPT (E) rank (O3), will have access to a higher salary as they accrue skills. This will ensure members in this stream continue to progress in superannuable salary while employed in this stream.

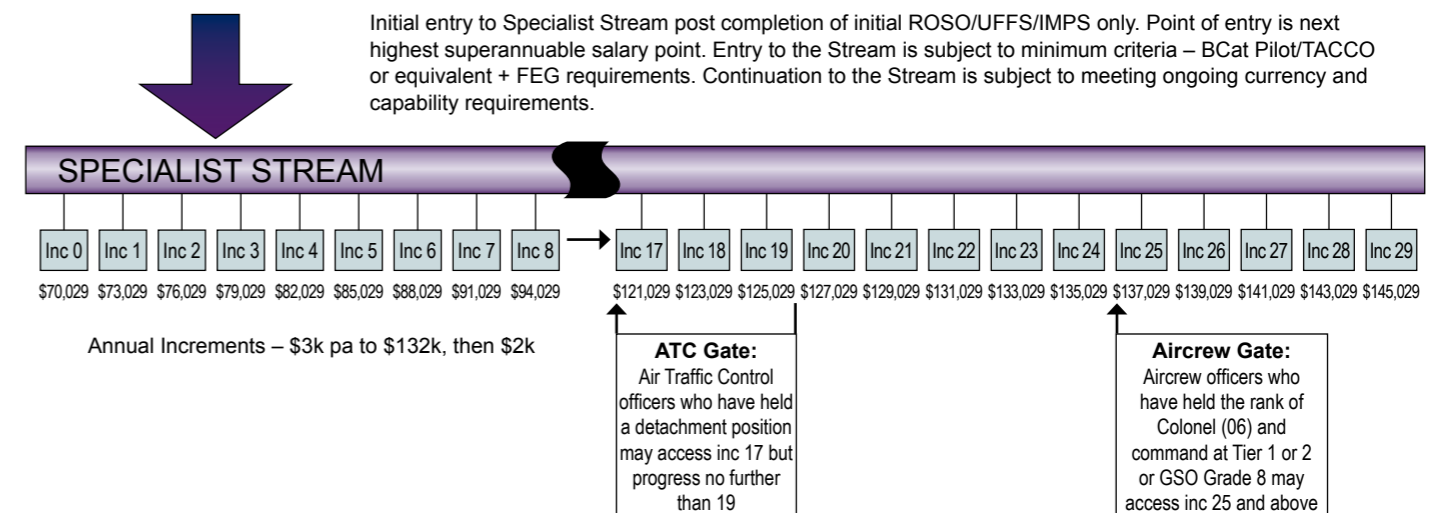
How can I get into the specialist aviation stream?

Access to the Specialist Stream is open to all pilots, Navy Observers and Air Force ACO and ATC officers who have completed their initial Return of Service Obligation (ROSO) or Initial Minimum Period of Service (IMPS).

Applicants to the stream must meet and maintain minimum entry criteria as set by the FEG Commander (or in the case of Army, COMD 16 Avn Bde). Positions will be limited and entry will be competitive. Successful candidates must sign up for an Undertaking for Further Service (UFFS) as set by the Service.

When will the Stream be populated?

Population of the Stream is likely to be phased at the discretion of the FEG or Brigade. The structure will be in effect from first quarter 2010.



SALARY SUPPLEMENTATION

The OARS proposal includes the use of a flexible supplement to salary (applied on top of GOPS, Specialist Stream and Legacy System superannuable salaries) to protect the investment in Aviation officers during periods of high industry demand. This supplementation is available for use if a clear risk to capability is identified, requiring Defence Force Remuneration Tribunal (DFRT) endorsement prior to implementation.

Who, how much and when?

Salary supplementation is only available to Aviation officers whose separation from the ADF is identified as representing an unacceptable risk to ADF capability. As the capability risks and requirements of the ADF change, so will the amount and targeting of the supplementation. Once a specific salary supplement is applied, its application will be set for a period of two years. This salary component will only change during this period if there is a significant change in the identified risks.

Due to the different capability needs of each Service, the application of this supplementation may differ between Navy, Army and Air Force, and even within a given Service.

Salary supplementation will be paid every six months as a lump sum and is subject to income tax. The payment will be retrospective, being for the previous six months of service. Consequently there is no associated commitment for service associated with the receipt of this payment.

