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ACTION PRECEDENCE: ROUTINE  
ORIGINATORS DTG: 070421Z AUG 09  
ORIGINATORS NO: CDFDET 08/09  
SICs: WAO -CONDITIONS OF SERVICE

FROM: CDF AUSTRALIA

ACTION: AIG 3600

- DMO NPO\*

AIG 3602

- CIOG MILSET\*  
- DGICD CANBERRA\*  
- CN AUSTRALIA\*  
- CDF AUSTRALIA\*

RAN ALL SHORE 1/3

- DEFENCE CANBERRA\*  
- CN AUSTRALIA\*  
- ADHQ\*

RAN ALL SHORE 2/3

- DMO NPO\*

RAN ALL SHORE 3/3

- CIOG MILSET\*  
- TEWSPO CANBERRA\*

AIG 13135

- 1 GL GP (BCD)\*  
- CDF AUSTRALIA\*

AIG 13137

- CIOG MILSET\*  
- TEWSPO CANBERRA\*  
- DGICD CANBERRA\*  
- DEFENCE CANBERRA\*  
- ADHQ\*

AIG 3808

- CIOG MILSET\*

AIG 3818

- CIOG MILSET\*

AIG 3820

- CIOG MILSET\*  
- HQJOC AOC-DIPA\*  
- HQJOC AOC-ISR\*  
- HQJOC AOC-AME\*  
- HQJOC AOC-JACC\*  
- HQJOC AOC-PLANS\*  
- HQJOC AOC-OPS\*  
- DGICD CANBERRA\*  
- DEFENCE CANBERRA\*  
- CDF AUSTRALIA\*  
- ADHQ\*

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FROM CDF FOR ALL COMMANDERS

SUBJ: UPDATE AND MEASUREMENT OF THE LEVEL OF SUPPORT FOR THE ADF  
WORKPLACE REMUNERATION ARRANGEMENT - 09-11.

1. UPDATE.

2. SUMMARY. THIS MESSAGE IS A FOLLOW UP TO THE ADVICE PROVIDED IN JUN 09 TO ADF MEMBERS ON THE DEVELOPMENT OF THE NEXT ADF WORKPLACE REMUNERATION ARRANGEMENT (WRA). MEASUREMENT OF ADF MEMBER SUPPORT WILL ONCE AGAIN BE CONDUCTED USING THE CHAIN OF COMMAND. END SUMMARY.

3. BACKGROUND. THE CURRENT WRA IS DUE TO EXPIRE ON 3 NOV 09 AND IT IS INTENDED THAT THE NEW WRA COMMENCE ON 4 NOV 09. A HEARING BY THE DEFENCE FORCE REMUNERATION TRIBUNAL (DFRT) HAS BEEN SCHEDULED FOR 16 OCT 09 TO ENABLE THE NEW WRA TO COMMENCE ON TIME.

4. CONSULTATION. YOU WOULD BE AWARE THAT THE CONSULTATION ROADSHOW FOR THE NEXT WRA COMMENCED IN JUN 09 AND WILL CONTINUE THROUGH TO THE

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END OF AUG 09. THE WRA PAY PROPOSAL IS BEING PUT TO ADF MEMBERS FOR THEIR CONSIDERATION AT THESE BRIEFINGS. MEMBERS AT THESE BRIEFINGS ARE PROVIDING AN ENCOURAGING LEVEL OF FEEDBACK ON THE PROPOSAL. THE VIEWS OF MEMBERS WILL BE TAKEN INTO ACCOUNT WHEN DEVELOPING AND PROGRESSING THE WRA TO THE DFRT.

5. KEY DETAILS. DETAILS OF THE PAY PROPOSAL FOR THE PROPOSED WRA ARE:

A. 2 YEARS DURATION COMMENCING ON 4 NOV 09.

B. AVERAGE INCREASE OF 3.1 PERCENT PER YEAR OVER THE LIFE OF THE ARRANGEMENT, PAID IN THE FOLLOWING INSTALMENTS:

I. 3.5 PER CENT ON 12 NOV 09.

II. 2.7 PER CENT ON 11 NOV 10.

C. CUMULATIVE INCREASE OF 6.2 PER CENT.

D. NO CONDITIONS OF SERVICE TO BE USED AS OFFSETS.

E. APPLIES TO ALL ADF MEMBERS UP TO AND INCLUDING COL (E).

6. SCOPE. THE WRA IS CONFINED TO PAY AND PAY RELATED ALLOWANCES ONLY.

IN OTHER WORDS, THOSE REMUNERATION MATTERS THAT FALL UNDER THE JURISDICTION OF THE DFRT. PAY, ALLOWANCES AND OTHER CONDITIONS OF SERVICE TOGETHER MAKE UP THE TOTAL ADF EMPLOYMENT PACKAGE. OTHER CONDITIONS OF SERVICE SUCH AS DEPLOYMENT ALLOWANCES, DOMESTIC ALLOWANCES, LEAVE AND HOUSING SIT OUTSIDE THE WRA UNDER THE JURISDICTION OF THE MINISTER FOR DEFENCE.

7. THE PROPOSED WRA INCREASE IS IN ADDITION TO OTHER INCREASES THAT MEMBERS MAY RECEIVE THROUGH SALARY RELATED ALLOWANCE REVIEWS AND OTHER RANKS AND OFFICER EMPLOYMENT CATEGORY REVIEWS BY THE DFRT DURING THE PERIOD OF THE NEXT WRA.

8. PRODUCTIVITY. THE GOVERNMENTS POLICY PARAMETERS FOR WAGE SETTING REQUIRE THAT ANY WHOLE-OF-ORGANISATION INCREASE IN PAY ARE LINKED TO PRODUCTIVITY AND/OR EFFICIENCY GAINS, AND THAT PAY INCREASES APPLY PROSPECTIVELY. THE PRODUCTIVITY INITIATIVES HAVE BEEN ARTICULATED IN THE STRATEGIC REFORM PROGRAM.

9. MEASUREMENT OF SUPPORT.

10. AIM. THIS MESSAGE DIRECTS COMMANDERS TO REPORT ON THE LEVEL OF ADF MEMBER SUPPORT FOR THE PROPOSED WRA USING THE CHAIN OF COMMAND.

11. GUIDANCE. THE DFRT REQUIRES THE ADF TO PROVIDE EVIDENCE OF GENUINE CONSULTATION AND SUPPORT OF THE MAJORITY OF ADF MEMBERS BEFORE IT APPROVES THE WRA. AN INDICATIVE LEVEL OF SUPPORT IS BEING ASSESSED VIA THE ROADSHOW BRIEFINGS, BUT THE NUMBER OF ATTENDEES SO FAR HAS BEEN LIMITED AND A MORE ROBUST ASSESSMENT IS NEEDED.

12. COMMANDERS ARE TO ENSURE THAT MEMBERS UNDER THEIR COMMAND ARE AWARE OF THE DETAIL OF THE PAY PROPOSAL TO BE MADE UNDER THE NEXT WRA.

13. REPORTING OF THE ADF MEMBER SUPPORT. ONCE COMMANDERS ARE ASSURED THEIR MEMBERS ARE AWARE OF THE PAY PROPOSAL, I REQUIRE THAT YOU REPORT THE NUMBER OF PERSONNEL WHO SUPPORT OR DO NOT SUPPORT THE PROPOSED WRA VIA THE CHAIN OF COMMAND TO RESPECTIVE SERVICE HEADQUARTERS.

14. SERVICE HEADQUARTERS WILL PROMULGATE DETAILS OF HOW THE LEVEL OF SUPPORT IS TO BE RECORDED, BUT COMMANDERS SHOULD BE PREPARED TO PROVIDE RETURNS NLT 7 SEP 09 IN ORDER FOR THE ADF SUBMISSION TO THE DFRT TO BE FINALISED.

15. MORE INFORMATION. THE WRA BRIEF IS AVAILABLE AT THE PAY AND CONDITIONS WEBSITE ON THE DEFWEB AND IS SUITABLE FOR USE BY UNITS OR SUPERVISORS WHO MAY WISH TO CONDUCT INTERNAL BRIEFINGS TO COMPLEMENT THIS PROCESS. SEPARATE DISTRIBUTION IN ELECTRONIC AND HARD COPY FORMATS MAY BE ARRANGED ON REQUEST FOR THOSE WITHOUT EASY DEFWEB ACCESS (SUCH AS OVERSEAS LOCATIONS AND OUTLYING OR ISOLATED UNITS, SHIPS AND ESTABLISHMENTS), VIA THE SERVICE CHAINS OF COMMAND.

16. MEMBERS ARE ENCOURAGED TO VISIT THE PAY AND CONDITIONS WEBSITE ON THE DEFWEB AT [HTTP://INTRANET.DEFENCE.GOV.AU/PAC/](http://intranet.defence.gov.au/pac/) AND FOLLOW THE ADF REMUNERATION ARRANGEMENTS (WRA 2009-11) LINKS FOR UPDATED INFORMATION ON THE PROGRESS OF THE NEXT ARRANGEMENT.

17. THE INFORMATION IN THIS MESSAGE IS FOR WIDEST DISSEMINATION.

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