The Proposal

Details of the 2014 Workplace Remuneration Arrangement (2014 WRA) proposal have been announced by the Chief of the Defence Force (CDF).

The 2014 WRA proposal:

- Applies to all ADF members (excluding Statutory Office Holders such as the Chief and Vice Chief of the Defence Force and the three Service Chiefs);
- Applies to salary and the 15 salary related allowances (ie Service, Maritime, Field and Flying allowance);
- Provides for a three year duration (commencing on 4 November 2014 and ending on 1 November 2017); and
- Provides for a total increase of 4.5 per cent, delivered in three equal instalments from:
  - 6 November 2014;
  - 5 November 2015; and
  - 3 November 2016.

Productivity Savings

To support the pay rise, the ADF to the extent practicable, applied the same rules and conditions that apply to all Government agencies.

Improvements in salary are to be affordable and offset by measurable improvements through productivity gains, and reform to work practices or conditions.

The CDF and Service Chiefs agreed that the following productivity improvements will be achieved to support the 2014 WRA:

- ceasing of Commanders discretion to approve Extra Recreation Leave (ERL) due to the availability of other types of leave that compensate for extraordinary or arduous duty;
- removal of one day stand-down at the end of the working year;
- replacing the current three rates of motor vehicle allowance with one rate of 63 cents/km. This will reduce the administrative burden accredited with managing the current vehicle allowances;
• increasing the allowable driving limits that a member may drive in one day with a trailer, from 360km to 500km and without a trailer from 480km to 600km. This increase in travel distance recognises improvements in the national road infrastructure and capacity of modern vehicles;

• removal of Food Allowance for members with dependants (unaccompanied) and replaced by a one-off larder payment; and

• increasing the minimum qualifying period for higher duties from five to ten days.

Next Steps

The 2014 WRA proposal will be presented to the Defence Force Remuneration Tribunal on 15 October 2014.

If approved by the Defence Force Remuneration Tribunal, the WRA will commence on 4 November 2014 with the first pay rise to take effect from 6 November 2014.

Where can I find out more information?  
PeopleConnect Intranet website
ADF Pay and Conditions Internet website

You can access this information by simply scanning the QR code below with a smart phone.