

LEGAL OFFICER CAREER AND PROFESSIONAL DEVELOPMENT COMMITTEE

OUT-OF-SESSION DECISION OF 13 SEP 18 COMMITTEE DECISION 74/18

Subject: Policy – Amendment to LOSOCS Policy

The Committee noted:

1. The Defence Force Remuneration Tribunal (DFRT) Decisions on the Legal Officers' Specialist Officer Career Structure (LOSOCS) and the ADF LOSOCS Policy last approved on 17 May 18.
2. That a criteria that all legal officers must satisfy in order to advance in LL under paragraph 27 of the LOSOCs policy is to have been promoted to the prescribed minimum 'substantive' rank for that LL.
3. That at the time this criteria was included in the LOSOCs policy, 'substantive' rank was defined in sub-regulation 32 of the *Defence (Personnel) Regulations 2002* to mean the rank to which an officer is promoted (including provisional promotion under regulation 33 or limited tenure promotion under regulation 35) but not temporary promotion under regulation 34.
4. That the *Defence (Personnel) Regulations 2002* have since been repealed and replaced by the *Defence Regulation 2016* which no longer defines 'substantive' rank.
5. That the extant equivalent to 'substantive' rank is a promotion under paragraph 13(1)(a) of the *Defence Regulation 2016* with or without specified conditions but would not include a direction to act in a higher rank under paragraph 13(1)(b) (the equivalent to the old temporary promotion).

The Committee decided to:

1. **Agree** to amend the main body of the LOSOCS Policy by:
 - a. inserting a foot note to the term 'substantive' wherever it appears in all Tables under sub-paragraphs 27 (a)-(d) to define the term to mean:
'promoted to the prescribed minimum rank pursuant to paragraph 13(1)(a) of *Defence Regulation 2016* with or without specified conditions but does not include a direction to act in a higher rank pursuant to paragraph 13(1)(b) of that Regulation.'
 - b. delete the word 'supervisor' (sic) and insert the word 'supervisor' instead wherever it occurs;
 - c. delete foot notes 21 and 25 to the term 'minimum rank in sub-paragraphs 28(c) and 31(b); and

- d. delete the word 'Manag't' (sic) in the headings of the fifth column of Table 5 in paragraph 29 and the fourth column of Table 6 in paragraph 32 and insert instead the word 'Management'.

LOSOCS Policy Amendments

APPROVED / NOT APPROVED



P.W. BOWERS
CDRE, RAN
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