

THE DEFENCE LEGAL SERVICE
CAREER AND PROFESSIONAL DEVELOPMENT COMMITTEE

DECISION OF 11 MAY 04

COMMITTEE DECISION 54/04¹

Subject: Policy – Recognition and Credit for Prior Military Experience

The Committee noted:

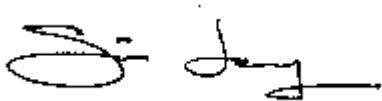
1. The invitation by the Secretary to various legal officers to make submissions seeking a policy decision from the Committee on the recognition of prior military service and credit for that service and the numerous submissions made pursuant to that invitation.
2. The DFRT Decision on the Legal Officers' Specialist Career Structure WEF 16 Mar 00 and the Committee's Decisions 11/00 in relation to applications for LL 3 by Legal Officers with Prior Legal Experience, 43/00, 58/00 and 32/01 in relation to applications for LL 4 by Legal Officers with Prior Legal Experience, 71/00 in relation to applications for LL 3 by Legal Officers with Service as an ADF LO Prior to Admission, 06/01 in relation to applications for LL 3 by Legal Officers with Prior ADF Paralegal Experience and 04/02 in relation to recognition of Prior Initial Officer Training.
3. That the Committee has previously approved policy that gave recognition to prior initial officer training, prior legal and paralegal experience and credit for that training or experience towards the required experience as a legal officer criterion.
4. That submissions from legal officers with prior experience as an officer covered a variety of issues, including that it was in the interests of equity that prior military experience should also be recognised.
5. That the Committee accepted as relevant those submissions from legal officers with prior experience as an officer that identified that prior military experience assisted those legal officers in the performance of legal officer functions and enabled those legal officers to achieve the demonstrated skill standard at a faster rate than legal officers who had no prior military service.
6. In particular, the Committee accepted that some prior military service gave the officer a practical grasp of the command and personnel management context and, therefore, enabled the officer as a legal officer to provide legal advice in context.
7. The Committee also accepted that some prior military service gave the member a greater awareness of military matters, such as weapons systems, employment of weapons, service tribunals, redresses of grievance and inquiries and, in some cases, contractual matters, that as a legal officer the member would be required to advise upon.

¹ This policy was amended by the Committee in CPDC Policy Decision 143/05.

8. That the Committee accepted those submissions that identified that it was in the interests of equity that relevant prior military experience should be recognised in a manner similar to the recognition of prior legal and paralegal experience.

The Committee decided to:

1. **Agree** that relevant prior military service, as distinct from prior initial officer training and prior legal and paralegal experience, should be recognised because it does enable a legal officer with that relevant prior military service to adapt more quickly to the role of a legal officer and probably enabled those legal officers to achieve the demonstrated skill standard at a faster rate than legal officers who had no prior military service.
2. **Agree** that where the Committee is satisfied that prior military service gave a member a practical grasp of the command and personnel management context and a greater awareness of military matters, such as weapons systems, employment of weapons, service tribunals, redresses of grievance, inquiries and contractual matters, that service may be credited at a rate of up to 25%, up to a maximum of one year **provided** the total credit granted to a legal officer for prior initial officer training, prior legal and paralegal experience and prior military experience does not exceed three years.



S.J. HARVEY
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