



DEFENCE FORCE WELFARE ASSOCIATION
Patron-in-Chief: His Excellency General The Honourable David Hurley AC DSC (Retd)
NATIONAL OFFICE

PO Box 4166
KINGSTON ACT 2604

10 August 2020

DEFENCE FORCE WELFARE ASSOCIATION

**SUBMISSION TO THE
DEFENCE FORCE REMUNERATION TRIBUNAL**

**ADF WORKPLACE REMUNERATION ARRANGEMENT 2020 - 2023
MATTER NO 12 OF 2020**

Introduction

1. The Defence Force Welfare Association (the Association) has previously been granted leave to intervene on this Matter.
2. The Association represents the interests of serving members of the ADF and as an independent body is able to provide the Tribunal with an impartial and independent view of ADF members' views on DFRT matters under consideration.

Data Collection

3. The Association advised ADF members about the proposed Offer, and invited them to provide comment, by:
 - a. publishing an article in our magazine *Camaraderie*;
 - b. directly contacting by email all ADF members on our membership database; and
 - c. inviting ADF members and family members to provide comment via our social media pages.

The DFWA position advised to members

4. When soliciting responses, the Association put the view to members that it intends to broadly support the following:

- a. That the Offer would involve a two percent per annum salary increase over a three year period, with no loss of any Conditions of Service.
- b. That the first 2% increase will be delayed from November 2020 to May 2021, with the second and third increases in November 2021 and November 2022, respectively.
- c. That the Association will continue to support the principle of no loss any Conditions of Service (a principle we successfully championed in a previous WRA).
- d. That the Association will submit that any changes to the Offer, including any situation caused by a resurgence of COVID-19, must be subject to full submissions by the parties. In such a case we would seek to intervene in any consideration of any such changes during the life of the Arrangement.

ADF Members' responses

5. The Association received only a limited number of responses from ADF members, and, in consideration of the current COVID-19 crisis, the majority indicated broad agreement with the Offer, with little adverse feedback received. However, the following concerns were put by some members:
 - a. That the 2% pa quantum would in reality not keep up with the real cost of living increase (which is different to CPI) and indeed, had not done so in past years.
 - b. Given the increased tempo of operations in recent years, specifically noting the demands put on members by ADF involvement in flood relief in late 2019, bushfires in early 2020 and more recently COVID 19, that the CDF should have sought a higher increase for its members.
 - c. That should a six-month delay in the first 2% increase occur, that Defence should not increase any of its charges generally, and particularly in regard to rental on Defence Housing via the Group Rental Scheme, during that time. Whilst the Association understands that control of such charges are not within the mandate of the Tribunal, we wish to emphasise them as consideration of the Parties' WRA proposal without corresponding awareness of other Defence charges directly affecting ADF members would be, in our view, unacceptable. This would be particularly true should the normal timeframe of a salary increase be fettered for economic reasons whilst imposition of higher charges are not similarly fettered.
6. The Association will maintain a watching brief on the matter raised at para 5c.

Conclusions / The Association's Position

7. Whilst the Association supports the Offer submitted by the Commonwealth and the ADF, we acknowledge and support the concerns made by some of our members (para 5) and advise that we will seek to intervene in any consideration of any changes that may be made during the life of the Arrangement (para 4d).

DMR and DFRT Secretariat Support

8. The DFWA wishes to thank the staff of DMR and the DFRT Secretariat for their continuing assistance and advice during the Association's consideration of this matter.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Kel Ryan', with a horizontal line underneath the name.

Kel Ryan
National President
Defence Force Welfare Association