



AUSTRALIAN ARMY

ARMY HEADQUARTERS

R1-4-B003, Russell Offices, CANBERRA ACT 2600

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See distribution

CA DIRECTIVE 06/09

SPECIAL FORCES TRADE COMPETENCY REMEDIATION

References:

- A. DFRT Determination 22 of 2006, dated 29 Mar 07
- B. DFRT Determination 02 of 2008, dated 5 Mar 08
- C. SOCOMD Directive 01/09, dated 7 Jan 09

INTRODUCTION

1. Inadequate administrative procedures related to the implementation of Reference A and B have impacted adversely on a number of Army members, their families and Army's reputation. Initial action to resolve the issue was piecemeal and ineffective. I therefore directed a complete SF Trade and Remuneration Review be conducted to establish the full extent of trade and remuneration anomalies that exist within SOCOMD and remediate them as necessary. Reference C outlines the methodology to be applied to identify all personnel impacted by trade / pay issues.

2. Army's inability to implement the referenced DFRT determinations has generated public comment and criticism, including criticism of the DFRT itself. Criticism of the DFRT is unwarranted. In the case of these two determinations, Army received from the DFRT exactly what it requested. I admire the Tribunal's processes and, in particular, the support Army receives from the DFRT.

PURPOSE

3. This Directive outlines the administrative action that is to be taken to remediate all trade competencies and pay anomalies in order to bring this unacceptable matter to a close.

SITUATION

4. On 29 Mar 07, the DFRT signed off on reference A. This Determination approved the roll-in of the Qualifications and Skills components of Special Action Forces Allowance, Special Operations Allowance, Flying and Submarine Allowance into salary, creating a 16 pay group structure. This Determination came into effect on 09 Aug 07.

5. As a result of this Determination, SF members were mapped into the new 16 pay group structure by adding a number of pay groups that corresponded with the amount of allowance they were entitled to, against their previous pay group placement.

6. On 05 Mar 08, the DFRT issued reference B. This Determination placed SF Officers into the Graded Officers Pay Structure (GOPS). A consequential placement of Commando Other Ranks was also conducted at this time. Evidence presented to the DFRT as part of this

submission detailed that Category A and Category B members undertook the same training continuum and are required to be trained to the same standard.

7. In applying the outcomes of reference B, it has become apparent that a lack of administrative control and command governance in formally recording personal competencies within PMKeys has created significant ambiguity in identifying the correct pay grades for all SF personnel. Furthermore, whilst it is acknowledged that a number of soldiers are currently performing the duties required within SOCOMD, as determined by the DFRT workplace value, they either have not completed formal trade assessments or were not formally recognised through competency based training. The end state of this poor administration has caused lengthy delay in implementing the outcomes of the new pay structures.

MISSION

8. SOCOMD is to complete a detailed audit of all SF personnel against employment specifications impacted by DFRT Determinations by 27 Apr 09, IOT remediate trade/pay and training anomalies.

EXECUTION

Chief of Army's Intent

9. During the remediation period, no soldier is to be financially disadvantaged until all proficiencies have been audited, deficiencies identified and adequate training opportunities provided to enable affected soldiers to demonstrate proficiency.

10. All remediation action is to be command driven and afforded significant priority in order to reduce the impact on personnel and their families.

General Outline

11. SOCAUST is to formally advise me on the outcomes of reference C, Phase II, NLT 27 Apr 09. Outcomes of this audit are to be presented by name against the following three classifications;

- a. Classification 1: those personnel, who are qualified, have been fully assessed, but whose proficiencies are not recorded on PMKeyS;
- b. Classification 2: those personnel, who can demonstrate, through the Recognition of Current Competencies (RCC) or Recognition of Prior Learning (RPL) processes, that they meet the assessment criteria to have their proficiencies recorded on PMKeyS; and
- c. Classification 3: those personnel, who require additional training and trade assessment to comply with the range of determined competencies.

12. Finalisation of this audit sets the pre-conditions for the administrative action needed to remediate all anomalies, including establishing an appropriate timeline for the provision of additional training, re-training where appropriate and trade assessment.

IMPLEMENTATION

13. On receipt of this directive the following designated appointments are to take the action indicated:

a. **SOCAUST:**

- (1) provide outcomes of the SF Trade Audit to me NLT 27 Apr 09, IAW the three classifications detailed in paragraph 10;
- (2) for members in Classification 1, enter proficiencies into PMKeyS NLT 11May 09;
- (3) for members in Classification 2, provide me a decision brief on recommended RCC/RPL action NLT 11 May 09;
- (4) within seven days of receiving my RCC/RPL decision, ensure approved RCC/RPL are correctly entered into PMKeyS IAW Personnel Development and Training (PD&T) business processes;
- (5) for members in Classification 3, provide me a training / competency remediation plan NLT 11 May 09, including the implications to trade and pay grades if full competencies are not achieved. This remediation plan is to recommend a timeline for each individual to attain required competencies, after due consideration of operational commitments and training capacity, including the need for re-testing where appropriate. Re-testing is to be conducted IAW current policy. The plan is to also outline any related TARP implications;
- (6) develop a targeted communication plan to ensure all affected members in Classification 1 and 2 are advised of the remediation action that is occurring and, for members in Classification 3, all affected members are advised of their respective training/competency remediation plan and the implications on their pay should they fail to attain the required competencies by the specified date;
- (7) provide me, NLT 01 Jun 09, confirmation that all affected members have been advised IAW sub sub-para 6 above; and
- (8) provide me monthly updates, through DGPERS-A, by the 5th of each month on outstanding action to effect remediation by affected member.

b. **DGPERS-A:**

- (1) within two days of receiving my RCC/RPL decision, disseminate approved RCC/RPL action to CCMA to enable revised skill grade placement;
- (2) within two days of receiving my RCC/RPL decision, disseminate approved RCC/RPL action to SOCOMD for loading session management IAW PMKeyS PD&T business processes;
- (3) provide technical assistance to SOCOMD for the correct recording of proficiencies within PMKeyS;

- (4) liaise with DMSA-P and DEFPAC to ensure both organisations remain engaged during the remediation period;
 - (5) within two weeks of receiving my RCC/RPL decision, conduct a 100% check of records on PD&T, to ensure correct processing has occurred;
 - (6) defer any current SF pay debt notices that are within the scope of this audit until individual trade competency assessment have been completed IAW the approved training/competency remediation plan;
 - (7) ICW SOCOMD, by 11 May 09, re-assess placement of members who have had their pay grade adjusted as a direct result of previous administrative action to implement Reference A and B;
 - (8) take action to reinstate appropriate members identified at task 13 c (5), to their correct pay grade IAW provisions of this directive. Corrections to placement are to be actioned retrospectively, as applicable, to correct previous pay adjustments; and
 - (9) produce by 01 Aug 09 a DI(A) on the management of Army pay cases that clearly articulates the Army wide processes that are to be followed in order to prevent a similar occurrence.
- c. **CCMA:**
- (1) seek DGPERS-A clearance before implementing any SF skill grade changes within the scope of this audit.
- d. **COFS AHQ:**
- (1) By the 7th day of each month, provide Ministerial updates on the progress of the remediation.

Timings

14. Timings are as follows:

- a. SOCAUST audit outcomes by classification to me NLT 27 Apr 09.
- b. SOCAUST decision brief on RCC/RPL recommendations to me NLT 11 May 09.
- c. SOCAUST training / remediation plan to me NLT 11 May 09.
- d. SOCAUST confirmation to me that all affected members have been adequately informed NLT 1 Jun 09.
- e. DGPERS-A reimburse members who have already commenced or completed servicing debt notices or who have had their pay grade adjusted as a direct result of previous administrative action to implement Reference A and B by 1 Jun 09.
- f. SOCAUST monthly updates to me by the 5th of each month.

- g. COFS monthly Ministerial updates by the 7th of each month.
- h. The duration of the remediation period is TBA.

Primary Points of Contact

- 15. Primary points of contact are;
 - a. DGPERS-A BRIG G. Fogarty,
 - b. COFS AHQ – BRIG D. Mullhall, and
 - c. SOHQ – BRIG P.W. Gilmore.

CONCLUSION

16 DFRT determinations in 07 and 08 recognised the high workplace value that SF personnel provide to achieve Army's overall directed capability. It is now Army's responsibility to ensure that all members are provided adequate competency training and detailed administrative support to enable them to be remunerated at the appropriate pay grade level.

17. Current processes have been poorly administered, which has created significant ambiguity to the placement of soldiers' competency levels that in turn are directly impacting on individual pay grades. Army's inability to implement DFRT determinations in timely manner has generated considerable comment and criticism.

18. To expedite this oversight, the current remediation process will be command driven and has my direct focus. SOCAUST is responsible for the trade competency remediation for all SF personnel, to ensure member pay is not adversely affected through the incorrect recording of trade competency assessments. DGPERS-A is to provide support through technical guidance on the correct recording of competencies and pay skill variations into PMKeyS.

K. J. GILLESPIE
Lieutenant General
Chief of Army

February 2009

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