

FACT SHEET

Pay and Financial Benefits

Engineering Family Remuneration Review

Developing a salary submission to the Defence Force Remuneration Tribunal for Engineering and Technical Work Groups in the short term to attract new talent and retain the current and future skilled Navy workforce.

Approach

The Engineering Family Remuneration Review (EFRR) is pursuing improved short-term salary structures within the boundaries of existing remuneration structures (e.g. GOPS/GORPS) across Engineering and Technical Workgroups. The focus is on short-term salary changes, as the [ADF Remuneration Package Review](#) is looking at options for a contemporary ADF Remuneration Package Framework that will support current needs and future growth to 2040. There are two core elements of the EFRR:

- Workgroup-wide remuneration change for the 11 targeted workgroups, to **analyse and respond to the suitability** of the current remuneration package with comparable roles in the external labour market.
- Changes which **support and contribute towards Navy Engineering Mastery Review (NEMR) initiatives** and which require Defence Force Remuneration (DFRT) approval for implementation.

Broader Defence efforts in retention and remuneration have changed the landscape of the ADF remuneration package since EFRR was established. They have introduced additional and interrelated factors that require coordination and consultation to be accounted for in the EFRR case.

Next steps

- Review remunerative and non-remunerative workgroup health/retention issues.
- Determine the limits of ongoing and planned non-remunerative actions to address workforce issues.
- Articulate where changes to remuneration can positively influence workgroup attraction, re-attraction and retention.
- Negotiate intra-service and cross-service agreement for remuneration options.
- Submit the revised salary proposition through service and ADF committees up to the DFRT, while giving consideration to:
 - The impact of Commonwealth decision making on force structure and overall Navy capability.
 - Prioritisation of this case amongst Navy and ADF pay case priorities, and available DFRT windows in 2025.

Outcome sought

A revised remuneration package that will now be submitted to the November 2024 Employment Category Remuneration Review Committee, for a DRFT hearing in Q2/Q3 2025.

Further details

Contact the EFRR team at efrr.project@defence.gov.au or view the EFRR intranet page at <http://dnet/navy/NECDB/DNECTR/Pages/EFRR.aspx>.

Status: Work Underway

Lead: Deputy Chief of Navy

TARGETING

11 Technical Workgroups
AE ME WE MESM WESM
ATA ATV ET MT ETSM MTSM
(Conventional submariners only)

WHEN

2024 / 2025

YOU GET

A pay review



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navy.gov.au/stay-onboard

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