

News Breakers

AIR FORCE Reserve

March 2008

Reserve Staff Group Transition Plan

There's movement in the Reserve, for the word has got around, an overflow of numbers is likely to occur when RSG is phased out next year.

The expected flow of RSG numbers will be the result of invitations to members, in most cases, to migrate to RAAF Active and Specialist Reserve with postings to any banded position, as the July 2009 changes will ultimately affect all members of the RSG.

Most members are likely to receive a posting to a Band 3 position in a unit and a fewer number posted to Band 4 positions. Revised conditions of service for Band 3 and 4 reservists are proposed and formal approval is expected shortly.

Active Reserve Band 3 members will receive a guaranteed annual allocation of 20 non-discretionary days (seven for Specialist Reserve). Band 4 funding will be similar to existing RSG arrangements in that there will be no allocation of non-discretionary days.

As with any Band 1 and Band 2 member, a Band 3 member can be allocated discretionary days (previously called 'RSG days'), to either work more days in their posted position, or to work for another unit – members working for another unit, must have Commanding Officer (CO) approval.

Project sponsors will be required to bid for discretionary days to employ Band 4 members.

Major tasks or ongoing jobs being undertaken for RSG sponsors which are greater than 12 months duration, will be evaluated for establishment as either a Band 1, 2 or 3 positions.

Where such positions are established, the RSG members who are currently undertaking the associated work will be invited to apply to transfer to the Active or Specialist Reserve as appropriate and posted accordingly.

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Air Force Reserve – Real opportunities! Real strength!



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An RSG member who is employed on a short term project is likely to be posted to a Band 4 position.

A summary of the revised conditions of service proposed are:

Band 3

- No requirement to be Individual Readiness (IR) compliant with regard weapons and Physical Fitness Test (PFT.)
- Complete an Annual Health Assessment (AHA) each year.
- Allocation of 20 non-discretionary days per financial year.
- Can be considered for promotion.
- \$600 Reserve Health Support Allowance (RHSA) per financial year.
- Posted to established position within units.

Band 4

- No requirement to be Individual Readiness (IR) compliant with regard to weapons and Physical Fitness Test (PFT.)
- Complete an Annual Health Assessment (AHA) each year.
- \$600 Reserve Health Support Allowance (RHSA) per financial year, provided the reservist completes 20 days Reserve service in the year if an Active Reserve member or 7 days Reserve service if a Specialist Reserve.

WGCDR Amanda Leslie, RAAF Standby Reserve Manager told News Breakers, “Every effort will be made to ensure all RSG members who are allocated discretionary days are transferred to Active or Specialist Reserve and can continue working”.

“Members of the RSG who are not currently allocated discretionary days will also be approached to determine their preference with regard to further Reserve employment”.

WGCDR Leslie added, “The new structure will provide improved conditions of service while keeping the flexibility of RSG employment”.



RSG Member WGCDR Colin Styles at HQ AFTG

Operations Officer Specialisation part of Permanent Air Force

Reservists have the experience

Air Force's decision to establish an Operations Specialisation will not only open opportunity for Permanent Air Force members (PAF) – highly experienced OPS reservists are likely to provide hot competition when expressions of interest are called for.

The establishment of the capability is seen as clear indication of the specialisation's importance to enable generation of airpower; but also recognition of the outstanding support Active Reserve OPSOs have provided in the execution of mission planning and coordination of air operations for many years.

Last month, Air Force News reported Air Force's commitment to the new full time OPS specialisation.

News Breakers can now report that development of the specialisation is being conducted with significant assistance from current Active Reserve OPSOs.

The OPS Specialisation Sponsor, Squadron Leader Matthew Harvey is responsible for establishing the specialisation and said, "Whenever I speak to senior officers, they all want OPSOs 'yesterday', because they recognise the important role OPSOs play".

"The experience resident with the Active Reserve OPSOs is essential to help bring it into the PAF and develop a capability that will improve the way we plan and conduct air operations".

SQNLDR Harvey added, "The benefits of establishing this specialisation will be experienced by those remaining in the Active Reserve with more job opportunities, a structured career, simpler transition between the PAF and Reserve and improved remuneration if the pay case is successful."

Planning and coordination of air operations by OPSOs is critical to the success of operational outcomes, as is the management of the work load balance that is likely to result from the installation of the OPS specialisation; which in turn will see the release of aircrew members to get on with the business of flying.



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OPSOs will be employed at Squadron and Wing level and the Air Operations Centre. The role is also expected to expand into planning and operations roles in higher joint headquarters.

20 PAF junior officers have already been offered positions as OPSOs and are being employed across all the Force Element Groups (FEG).

Active Reserve members are advised that expressions of interest may be called for this year or early 2009.

Any queries can be directed via email only, to Squadron Leader Harvey:

matthew.harvey@defence.gov.au

2008 Reserve Census and Attitude Survey

Unit Commanders and ADF Reserve personnel, please take notice!

The 2008 Reserve Census and Attitude Survey is on its way and Air Force Reserve needs your support.

A range of essential information for the effective management of ADF Reserves and the development of future policy to increase the employability and capability of the Reserves will be derived from the 2008 Reserve Census and Attitude Survey – it will build on information collected in earlier Reserve Attitude Surveys in 2001 and 2004.

The Directors General-Reserves of Navy, Army and Air Force have been consulted and have identified information requirements specific to their Service. The questionnaire will be mailed to all Reservists along with a reply-paid envelope for the return of the completed document.

All Reservists are requested to ensure their mailing address on PMKeyS is up to date.

Members of the High Readiness, Active and Specialist Reserve will be authorised to claim two hours duty on completion of the questionnaire. The Reserve Employer Support Division (RESO), Cost Centre Code will be advised to the Single Services.

Questionnaires will be mailed to members of the Navy, Army and Air Force Reserves during June 2008 for completion and return by 31 July, 2008.

It is anticipated that the report will be available in early 2009.

All members of the tri-service Reserves are encouraged to complete the 2008 Reserve Census and Attitude Survey as it is a means whereby individual members can provide essential feedback on the issues that reservists may be facing in their continuing service.

For further details contact:

CMDR Chris Stephens RANR
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Supply Trades Restructure March Approval

Breaking news for Clerk Supply/Supplier personnel

Defence Force Remuneration Tribunal (DFRT), approved the dissolution of the Clerk Supply (CLKSPLY) and Supplier (SPLR) musterings on 13 March, 2008 and replaced with the Supply (SUP) and Movements (MOV) musterings.

The new musterings come into existence on 1 July, 2008 and will be structured as follows:

- Movements/ Supply Skill Grade 1 – Pay Group 2
- Movements/ Supply Skill Grade 2 – Pay Group 3
- Movements/ Supply Skill Grade 3 – Pay Group 4

In general, this means existing personnel will transfer to:

- AC/W - Skill Grade 1
- LAC and CPL – Skill Grade 2
- SGT and above – Skill Grade 3

During the period 15 April to 12 May 2008, all CLKSPLY and SPLR personnel will have the opportunity to elect which of the new musterings they would prefer to join, or to elect to resign or transfer to a non-aligned mustering.

An election information pack will be distributed to all CLKSPLY and SPLR personnel via the Supply Trades Expert Panel members (STEP), at the various bases.

This pack provides vital information on the transition provisions, training requirements and election process for the introduction of the new musterings.

All CLKSPLY and SPLR personnel will be affected by the introduction of the new musterings, therefore all Reserve CLKSPLY and SPLR personnel are strongly encouraged to contact their local STEP member to arrange the collection of their information pack and election form.

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A list of STEP members can be found on the Supply Trades Restructure (STR) page of the Logistics Support Agency-Air Force (LSA-AF) website:

(<http://intranet.defence.gov.au/raafweb/sites/LSA-AF>)

– or the STR can be contacted on (02) 6128 7046 (SPLR) or (02) 6128 7049 (CLKSPLY) to confirm your STEP member.

The transfer of the entire CLKSPLY and SPLR workforce will be conducted via a bulk transfer instrument and will take effect in PMKeyS on 7 August, 2008.

Any difference in pay will be back-paid to 1 July, 2008 where appropriate.

Members who do not submit an election sheet will be automatically transferred to aligned mustering (ie) CLKSPLY to SUP and SPLR to MOV. Consequently, timely completion and submission of the election sheet is essential.



Profile - Reserve Nurse

FLTLT Elizabeth Jones of Heidelberg in Victoria is a nurse at Northern Hospital in the Melbourne suburb of Epping.

Elizabeth, 32yrs recently completed her initial officer course and specialty specialisation training, all of which was taken in block periods totalling nearly six months during the last 18 months.

To meet the flexibility between her demanding role as a mid-wife and taking her medical skills into the back of a C-130 heavy lift, Elizabeth like many other reservists has an employer that utilises the RAAF Employer Support Payment Scheme for ease of release to the Reserve.

But, more importantly, the Hospital recognises the valuable skill-sets gained from the Reserve 'medical world', much of which is already being shared with the leadership and management group at the Northern Hospital.

During March, 14 RAAF medical personnel, including medical officers, nursing officers and med-assists completed their Aeromedical Evacuation Course (AME) at RAAF Richmond.

FLTLT Jones, who experienced simulated combat medical care said, "We were taught the principles of health care at altitude and the impact of altitude on a variety of medical conditions and serious injuries".

"We were also taught the impact of altitude on us and how to recognise and plan for managing each other, in order to provide optimal medical and nursing care for our patients in flight".

She added. "In all, we had three flights in the 'Herc' that proved to be invaluable – one of the major restraints of patient care in flight is space restriction – it was another lesson on the importance of improvisation that I've also shared back at Northern".

"Also, you have with you only the equipment you take, that in itself highlights the importance of pre-flight planning – similar to pre-delivery planning in my civilian job".

FLTLT Jones concluded, "The skills gained in the Reserve, particularly during our AME, proved to not only endorse our civilian training at Northern, but provide real added value in leadership and management".

There are now 14 more medical personnel, including two reservists, who are trained and can contribute to enhancing the delivery of Air Force medical capability.



Graded Officer Pay Structure Update

The month of April will mark a step forward for officer rank payments in the Air Force Reserve.

The expected pay modifications will also represent yet another building block in the process of important workplace partnerships between reservists and Permanent Air Force (PAF) members.

The initial placement of RAAF Reserve officers within the Graded Officer Pay Structure (GOPS), is expected to be reflected in pay packets on and from 24 April, 2008.

The timing is derived from a broader ADF implementation plan that is now shifting Information Technology (IT) resources to Air Force and Navy Reserves.

The RAAF Reserve element of the project is being coordinated by Director of Personnel Reserves-Air Force (DPR-AF); some 800 officers have been provisionally placed by the project team onto the ten pay grades.

Officers will be advised of their respective pay grade placements by 28 March via email to members' DRN email accounts. The email will include advice on how to acknowledge and either accept, or query, the pay placement.

The four categories of reserve service that DPR-AF is coordinating for GOPS placement are:

- Active Reserve.
- Specialist Reserve non-Specialist Officer Career Structure/Specialist Officer Salary Structure (SOCS/SOSS).
- Reserve Staff Group.
- Standby Reserve members that have undertaken CFTS since 9 August, 2007

Air Force Reserve officers that do not receive their DRN email placement advice by 28 March, are to inform DPR-AF by emailing the GOPS mailbox at:

GOPSAF-QNA@drn.mil.au

The email is to include 'Reserve GOPS' in the subject heading, while in the text field include your Service details, posted unit, preferred email address and preferred phone number for follow up contact.



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Email communication will ensure the correct registering, tracking and actioning of members' inquiries.

Phone inquiries will not be actioned by DPR-AF because it circumvents establishment of an audit trail and undermines the methodical processing of inquiries.

Although 24 April is the planned start date for paying GOPS rates of pay to reservists, there is still much back-end activity and milestones to be accomplished between now and then. Much of this relates to loading and testing data and identifying and correcting data anomalies.

The tight timeframe to conclude this work means that the GOPS project team within DPR-AF will not be in a position to review individual pay placements and command placements before the end of April.

Reviews of pay placements and command placements will occur during May, with a priority on concluding specialisation placements, followed by command placements.

A small number of Air Force officers were unable to be allocated a provisional GOPS placement. This generally arose when there was a lack of relevant information in Service records.

Affected officers will be invited by DPR-AF to submit a case for pay placement, although this may also require the individual to pursue formal assessment and recording of proficiencies in PMKeyS.

Implementation of GOPS has been a significant project for DPR-AF. The office is closing in on 'pay day', and every effort will be made to see the new pay materialise on 24 April.

However, officers are warned not to commit themselves financially on the assumption that GOPS pay will be received on 24 April, or any other date.

Current glitches in delivering GOPS to permanent force members have highlighted the complexity of this project and that there is no guaranteed pay date.

DPR-AF greatly appreciates your patience since the Defence Force Remuneration Tribunal (DFRT), announced its decision last year.

Operations Officers to join intelligence circle

Difficulties in the lengthy training process of Reserve Direct Entrants as Intelligence Officers have driven a new approach to providing the capability.

Operations Officers (OPSO) will now have the opportunity to work in the intelligence support environment.

An amendment to the Operations Specialisation Occupational Specification is being drafted to reflect their intelligence related employment.

Following completion of Initial Officer and Operations Officer Basic training, reservists will be posted to an air intelligence organisation for employment and will undergo a series of short-duration training courses over a three year period.

The training program represents a significant personal time commitment, but is considerably less than that required to enter the Intelligence Specialisation.

Specialisation sponsors agree that the Operations Specialisation will be allied to the Intelligence Specialisation – this will provide for retention of rank on transfer if the Operations Officer completes the full suite of Intelligence Officer initial employment training courses and is deemed suitable.

The proposal to use Operations Officers to provide this support will enable the Reserve to effectively contribute to Air Force's intelligence capability.

Ground Defence Fires Green Flare

Outcomes from the review of Reserve ground defence capability, conducted late last year by then SQNLDR Tim Hurford, is expected to provide opportunity for growth and potential for greater retention.

The High Readiness Reserve and Active Reserve ground defence establishment represents about 50 per cent of total Air Force specialist ground defence capability.

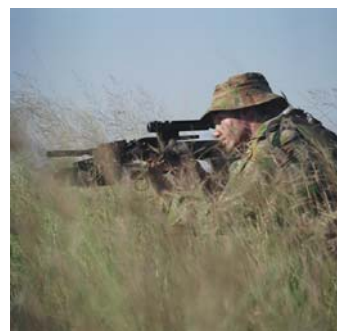
The Reserve establishment is also an Airfield Defence Guard (ADG) 'recruiting' ground for the Permanent Air Force (PAF). Consequently, Air Force is keen to encourage young, new entrants and to provide career progression opportunities to promote retention.

WGCDR Hurford's in depth review was wide ranging and during process, drilled deep into issues of recruiting, basic training, employment, promotion training and conditions of service.

His investigation also included matters relating to Reserve Ground Defence Officers and Airfield Defence Guards in the Ground Defence Reserve Group and other Reserve establishment areas.

News Breakers can reveal that WGCDR Hurford's post review report is in the initial staffing stages.

Supported outcomes of the review and action items will be conveyed to members of the Reserve Ground Defence community.



All Faiths Welcome

Registrations close 14 April

Operation Testament (Op TESTAMENT), the ADF's support for World Youth Day 2008, a large international youth festival, will be held in Sydney between 15-20 July.

Organised primarily by the Catholic Church, an estimated 600,000 people are expected to attend the week-long celebrations that will culminate in Pope Benedict XVI's first visit to Australia.

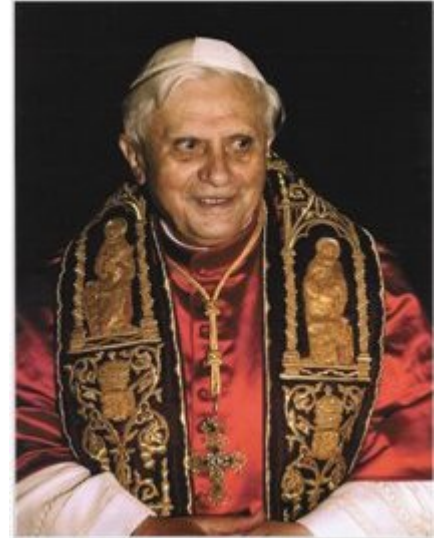
As part of Op TESTAMENT, the ADF will be hosting up to 1000 ADF and foreign military members as "pilgrims" to the event with accommodation at Randwick Barracks.

Although organised by the Catholic Church, ADF members of all faiths and denominations are most welcome to attend.

The enrolment date has been extended by two weeks to Monday, 14 April.

For more information and registration details, go to website:

<http://www.military.catholic.org.au/wyd2008/>



Airbase Protection Update

Late last year, a review of the Reserve airbase protection capability was conducted by SQNLDR Denis Anderson from Combat Support Unit (CSU), RAAF Richmond.

Airbase protection capability represents about 9 per cent of the Reserve establishment and currently holds a significant proportion of the Reserve workforce.

Airbase protection reservists have made a large contribution to security operations for many years.

Embedded Reserve members' working alongside Permanent Air Force (PAF) personnel not only provides a highly effective workforce; but offers vital experience for reservists in protection capability – the collaborative concept is strongly supported by Combat Support Group (CSG), which owns the capability

The November 2007 review focused on structural issues and training with main concerns centred on growth management and maintenance of airbase protection capability in certain geographic areas.

SQNLDR Anderson's report is currently being staffed within Headquarters CSG. Report outcomes which are expected shortly, will be conveyed to all Airbase protection reservists.

Work on standing up an Airbase Protection Reserve-unique mustering is progressing.



Note from the Editor

This month's News Breakers marks the second edition of our quarterly publication.

News Breakers is aimed at providing current information for reservists, their employers, stakeholders, government organisations and others who support our vital asset – the Air Force Reserve.

Story and image submissions are most welcome via email:

peter.meehan1@defence.gov.au