

Joint Committee Public Accounts and Audit  
Parliament House  
Canberra, ACT 2600

04 June 2018

Re: Inquiry into the 2016-17 Defence Major Projects

Acknowledgement:

I wish to thank the Secretariat for allowing me to make this late submission due to personal and medical reasons.

Foreword:

The Royal Commission into Misconduct in the Banking Superannuation and Financial Services has paved the way by showing how even the most trusted institutions have been exposed as deficient in their probity to their customer base and how they were able originally, to 'delay, defer, deter' their regulatory authorities.

I will pose the question that this has been the same tactic employed by the Department of Defence on its regulatory authorities being the JCPAA, the Senate Estimates, the Parliament, and the Minister(s).

I will also pose the question that the Department of Defence's conduct when it comes to procurement and sustainment could and should be tested under the Department of Finance's Detriment caused by Defective Administration ([CDDA Scheme](#)).

I do not make this suggestion lightly, as I have had the experience of my fraud complaint in 1995 mishandled and whitewashed into history.

Background:

2014 – Senate Estimates – Finance Portfolio

[F147](#) Senator Xenophon

[Overview of public sector fraud and financial error](#)

**"Agencies reported 12,798 instances of non-compliance with the financial management framework in 2011-12 and 14,027 instances in 2012-13. This aggregate number includes serious issues such as fraud, financial errors and minor technical breaches. The nature of the information collected does not enable an overall figure for fraud to be determined."**

Defence was a major contributor to the instances of non-compliance with the financial management framework.

2014 – Senate Estimates – Defence Portfolio

**Budget Estimates Hearing – 2 & 3 June 2014**

**Question on Notice No. 63 - Defence Fraud/ANAO Audit Implementation**

**Senator Xenophon** provided in writing:

In the February 2014 Additional Estimates, I asked about the 'Busuttil Report'. You advised that the 'Report of LCDR J. P. Busuttil RANR Concerning RANAD Newington' was reported on the 18th December 1996.

- (1) Did the contents of the report warrant reporting to the then Chief of Navy? If so, on what date was the Chief of Naval Staff/Chief of Navy informed?
- (2) Did the contents warrant advising the responsible Minister? If so, on what date was the responsible Minister advised?
- (3) Can you advise what inventory a Royal Australian Naval Arms Depot would be expected to carry and have on hand in the 1990's? Say at RANAD Newington?
- (4) Can you advise what value in dollar terms was written off from the RANAD Newington inventory in the years 1995-96, 1996-97, 1997-98 as a result of fraud, financial error and theft or just lost?

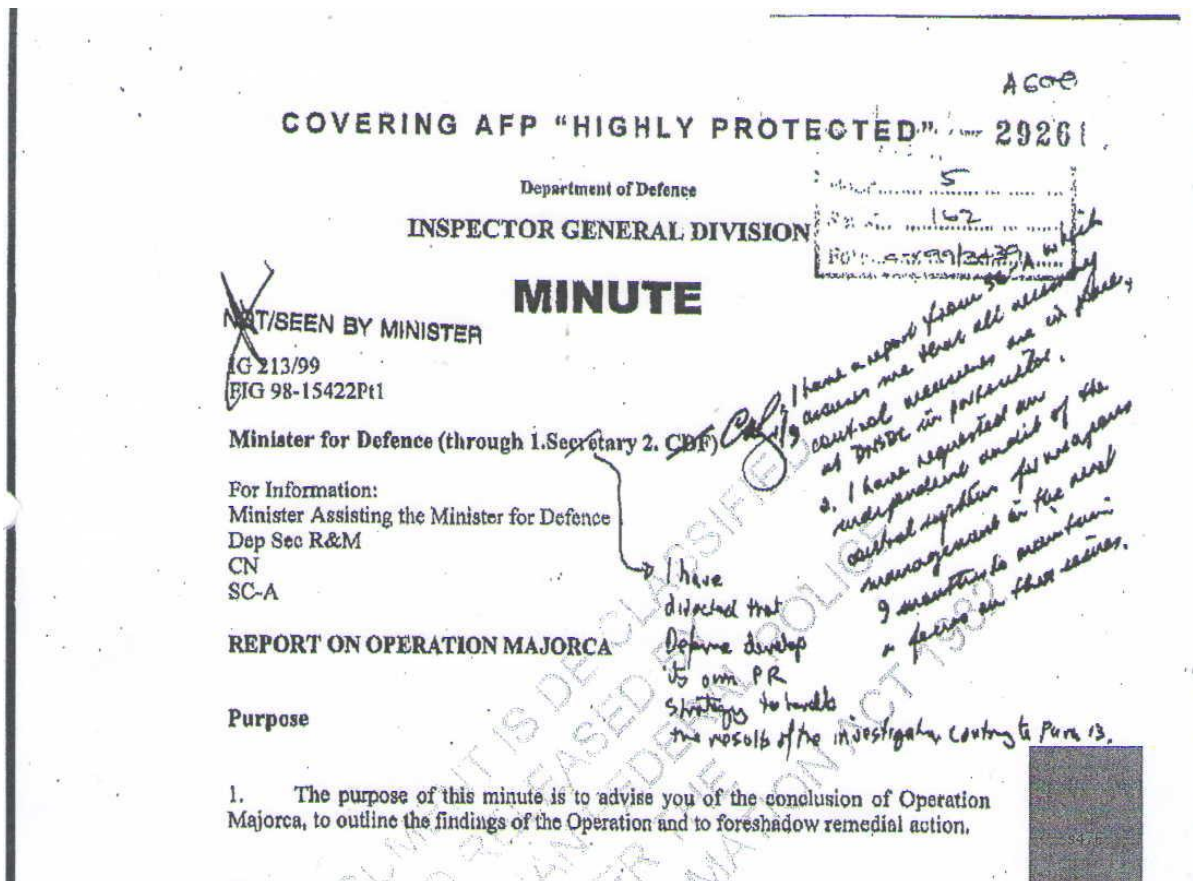
**Response:**

- (1) Correspondence registers indicate that a copy of the report was received in the office of Chief of Navy on 21 December 2000.
- (2) A search of the Ministerial Advice database indicates that no advice was provided to the Minister regarding the contents of the report.
- (3) As an Armaments Depot in the 1990's, RANAD Newington could be expected to hold armaments from across the entire spectrum of Royal Australian Navy use at the time, including: missiles, torpedoes, large calibre weapons and small calibre weapons.
- (4) The Busuttil Report identified the value of equipment which was missing from RANAD Newington. As the Busuttil Report was conducted under the *Defence (Inquiry) Regulations 1985*, release of any part of the Report will require specific authorisation from the Minister for Defence.

This answer to Senate Estimates should be balanced by the final report of the Australian Federal Police's final report into Operation Majorca, their investigation of Defence's Busuttil Report.

AFP FOI: [31-2016](#) aka 2016/568 which was released 26 August 2016

AFP FOI: [31-2016](#) aka 2016/568 has been removed from the AFP website.



The above enclosed image gives evidence that the answers provided to Senate Estimates can be questionable, if not inaccurate, but a minimum obfuscated.

2016-17 – JCPAA – Report 468 Defence Major Projects Report (2015-16)

Michael Wunderlich ([PDF 711 KB](#))

1.1 Supplementary to submission 1 ([PDF 4896 KB](#))

1.2 Supplementary to submission 1 ([PDF 610 KB](#))

1.3 Supplementary to submission 1 ([PDF 1561 KB](#))

1.4 Supplementary to submission 1 ([PDF 4010 KB](#))

Plus unpublished correspondence.

2018

Sydney Morning Herald – 06 January 2018 – Michael Inman

[Defence criminal investigations hamstrung by discipline laws: prosecutor](#)

‘Brigadier Woodward warned that without reform, most fraud offences committed by defence force personnel would need to be investigated and prosecuted by civilian authorities.’

‘She said the laws often prevented the Australian Defence Force Investigative Service from collecting enough material to form a brief of evidence.’

2018

This brings me to last Tuesday, the 29<sup>th</sup> May 2018 @8:51pm.

Defence Internal Review released their response for review of FOI 314/17/18.

Too late for me to take advantage of Defence Estimates that day.

My application had been for the following:

2. The applicant’s request was for access to the following documents under the FOI Act:

*“I request the following documents in relation to the Defence Major Projects Report (2016-17) released by the ANAO 23 January 2018.*

*Item 1 - A list of Audit Reports and Management Directed Tasks: FY 2016-17.*

*Item 2 – Documents that show as at 30 June 2017:*

- 1 - How many service providers were employed by CASG?*
- 2 - Has CASG been able to remove the qualification required for their 2015-16 response?*
- 3 - How many APS personnel were employed by CASG?*
- 4 - How many uniformed Defence personnel were employed by CASG?*
- 5 - APS Salary Range 2017 per previous FOI 280/16/17*
- 6 - APS/SOS/SES headcount as at 30 June 2017*
- 7 - Army/Navy/RAAF headcount as at 30 June 2017*
- 8 - Uniformed personnel salary range as at 30 June 2017*

*Item 3 - List of the Major Projects considered and reported by the DARC to the Defence Secretary and the CDF within the scope of Defence Major Projects 2016-17.*

*Excluding personal email addresses, signatures, PMKeyS numbers and mobile telephone numbers, contained in documents that fall within the scope of the FOI request. In addition, excluding duplicates of documents.”*

### **Internal review decision**

8. DPG advised that they are unable to provide the information in a different format as this is how the material is produced in reports. Taking into account the advice from DPG, I have decided to uphold the original decision to release in full Item 2, Serials 3, 4 and 8. I have not provided another copy of the documents as the applicant has already been provided this in the original decision.

From my previous submission to this Committee I was able to extrapolate the figure for the unfunded liability for CASG employment based on previously released data, based on 708 months (59 years) slippage.

See [Supplementary submission 1.2](#)

Given that the total schedule slippage has increased to 793 months (66 years) for the 2016-17 MPR, I am afraid that any submission I put forward without the Rank/APS numbers and median pay rate would be refuted by Defence CASG.

This result has to be now compared with what was provided,

Senate Estimates – Supplementary Budget Estimates

Q122 DMO Staffing Page 196 of 323 of the PDF

Defence FOI 208/16/17

From the above FOI 208/16/17 I had been able to ascertain that on the

30<sup>th</sup> June 2015 DMO employed 6150 service providers

30<sup>th</sup> June 2016 CASG employed 6260 service providers

Defence CASG gave a qualified answer to this figure.

From the above FOI 208/16/17 and Senate Estimates, the total APS headcount on the

1<sup>st</sup> October 2011 DMO employed 6134 APS personnel

30<sup>th</sup> June 2015 DMO employed 4542 APS personnel

30<sup>th</sup> June 2016 CASG employed 4028 APS personnel

From the above FOI 2018/16/17 and Senate Estimates, total uniformed count on the

1<sup>st</sup> October 2011 DMO employed 1316 uniformed personnel

30<sup>th</sup> June 2015 DMO employed 1534 uniformed personnel

30<sup>th</sup> June 2016 DMO employed 1546 uniformed personnel

Due to Defence's 'inability' to provide such usable information as that what was supplied to Senate Estimates and FOI 2018/16/17, and given the time constraints that apply to the Committee I am unable to further improve on my work supplied to your previous inquiry.

I thank you for your consideration.

Michael Wunderlich  
92 ANZAC Highway  
Everard Park SA 5035

For Reference.

FOI 314/17/18

Item 1

ITEM 1. AUDIT REPORTS AND MANAGEMENT DIRECTED TASKS: FY 2016-17

<b>Audit Reports</b>	<b>17</b>
Governance and Management of Essential Infrastructure	
Terrestrial communication network implementation (JP2047 Phase 3)	
ICT Governance	
Base Services Retender (BSR) reform	
Amphibious Capability Planning and Governance	
Garrison and Estate Management System (GEMS) – AAI 1.8 Assurance	
Procurement and Effective Use of Contractors and Outsourced Services	
Defence Attaché Management	
Annual Public Key Infrastructure Compliance Audit 2015/16	
Risk Management of Capability Development for Offshore Patrol Vessel/Future Frigates	
Promulgation of the Defence White Paper and Strategic Policy	
Implementation of Software as a Service (SaaS) applications (Cloud Services) in Defence	
Employee debt recovery processes	
APS leave	
Compliance with AusTender reporting requirements	
Review rental assistance and rental allowance	
Defence's Management of Fuel Cards	
<b>Management Directed Tasks</b>	<b>14</b>
Review of DLTP Delivery	
CFO requested review 2015-16	
Defence Cooperation Program Support to PNG DOD	
Joint Committee of Public Accounts and Audit (JCPAA) recommendation into Air Warfare Destroyer (AWD) contractual arrangements	
ICCPM Procurements	
Maritime Safety Bureau PGPA Act Review	
Management of the Defence Infrastructure Panel Retender Process	
Defence Cooperation Program Support to PNG Department of Defence (DoD)	
Army Financial Compliance	
Procurement of Services for PBSPO	
Review of Recruitment Policy	
End User Computing (EUC) Gate 4a Readiness Review	
Defence One AAI 1.8 Gate 4 Review	
Defence Export Controls	

**FREEDOM OF INFORMATION REQUEST NO. 314/17/18**  
**SCHEDULE OF DOCUMENTS**

Item	Serial	Date	Document title	Author	Addressee	Number of pages	Document description	Decision under the Act	Reason for decision
1		08 Mar 2018	Audit Reports and Management Directed Tasks completed FY 2016-17	Mr Ken Martens	N/A	1	Table	Full access	
2	1		How many service providers were employed by CASG?					Refuse Access	Refuse access under section 24A [documents cannot be found, do not exist or have not been received]
2	2		2016-17 Major Projects Report	ANAO				Not provided	Publicly Available Document
2	3 and 4	01 Mar 2018	APS and Defence Personnel employed by CASG as at 30 June 2017	Mrs Sonia Baird	Mr Matthew Ashauer; FOI email mailbox	3	Email	Full access	Deletions made in accordance with section 22 [Irrelevant material] of the FOI Act
2	5		Defence Enterprise Agreement 2017-2020					Not provided	Publicly Available Document
2	6		Defence Annual Report 2016-17					Not provided	Publicly Available Document
2	7		Defence Annual Report 2016-17					Not provided	Publicly Available Document
2	8		ADF Pay Rates_03 Nov 2016	N/A	N/A	4	Table	Full access	
3			2016-17 Major Projects Report	ANAO				Not provided	Publicly Available Document



**ITEM 1. AUDIT REPORTS AND MANAGEMENT DIRECTED TASKS: FY 2016-17**

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## Ashauer, Matthew MR

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### *How many APS personnel were employed by CASG?*

The CASG APS actual headcount as at 30 June 2017 was 3,852.

### *How many uniformed Defence personnel were employed by CASG?*

Data table below. Included is a service breakdown if it is required.

#### ADF permanent & Active Reserve headcount in CASG as at 1 July 2017

CASG headcount	REG	Active Reserve	Total
Navy	326	106	432
Army	352	21	373
Air Force	758	30	788
Total	1,436	157	1,593

Data was sourced from the HR Data warehouse on 01 March 2018.

The ADF REG numbers are consistent with data used for 2017 DSWP refresh.

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# ADF Permanent Pay Rates - 3 November 2016

The Defence Force Remuneration Tribunal approved the following changes:

- Workplace Remuneration Arrangement 2% increase from 3 November 2016
- Recruit Instructor allowance from 10 March 2016
- Field Allowance amendment from 25 February 2016
- Senior Dental Officer amendments from 25 November 2015

The tables show salaries and allowances for ADF members. The **base salary rates** (ie not inclusive of Service Allowance: **Permanent Force - \$13,717 pa**) are shown.

This brochure is a guide only. For further information on policy and entitlements, refer to the ADF Pay and Conditions Manual:

\* Intranet - [intranet.defence.gov.au/PeopleConnect](http://intranet.defence.gov.au/PeopleConnect)

\* Internet - [www.defence.gov.au/dpe/pac](http://www.defence.gov.au/dpe/pac)

## Trainees

No	Item	\$ pa
1	Recruit - basic training	36,571
2	Initial employment trg	
	0-6 months	41,795
	6-12 months	44,407
	12 months +	47,020
3	Degree and Off trg or prep:	
	Matriculation or equivalent:	25,540
	1st year of training	31,215
	2nd year of training	36,891
	3rd year of training	42,566
	4th year of training	48,242
4	Undergrad entry scheme:	
	with 4 years to grad	31,215
	with 3 years to grad	36,891
	with 2 years to grad	42,566
	in final year	48,242
	1st postgrad legal yr	56,755
	1st postgrad med yr	71,848

No	Item	\$ pa
5	Officer Tertiary Rct Scheme:	
	5 or 6 years to grad	25,540
	with 4 years to grad	31,215
	with 3 years to grad	36,891
	with 2 years to grad	42,566
	in final year	48,242
6	Officer training, no degree course:	
	• Army or RAAF:	
	without a degree (0-6 months)	42,566
	without a degree (6 + months)	48,242
	with a degree	48,242
	• Navy:	
	without a degree (1st year)	42,566
	without a degree (2nd year)	48,242
	with a degree	48,242
7	Graduate medical scheme:	
	1st year	60,443
	2nd year	62,594
	3rd year	64,840
	4th year	67,123
	1st postgrad yr	71,848

## Warrant Officers Class 1

Rank	Incr	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	0	-	-	-	-	-	-	-	107,070	112,242	117,821
WO1 - Tier B	0	-	-	-	89,954	93,754	97,858	102,286	107,070	112,242	117,821
WO1 - Tier A	1	78,165	80,708	83,963	87,475	91,276	95,376	99,810	104,593	109,761	115,343
	0	76,552	79,090	82,346	85,866	89,664	93,762	98,195	102,979	108,147	113,728

## Senior Officers

Navy	Army	RAAF	Point	1	2	3
VADM	LTGEN	AJRMShL	salary	390,024	390,024	390,024
			position	-	37,493	72,293
			Incr	1	2	3
			1	243,731	-	-
			0	230,975	-	-
RADM	MAJGEN	AVM				
			1	195,180	207,061	211,032
			0	189,501	201,036	204,890

## Service Warrant Officers

Rank	\$ pa
WO1 - Tier D	117,821

## Other Ranks

Navy	Army	RAAF	Incr	1	2	3	4	5	6	7	8	9	10
CPO	WO2	FSGT	1	71,995	74,533	77,790	81,308	85,108	89,208	93,639	98,424	103,590	109,173
			0	70,508	73,046	76,304	79,821	83,620	87,722	92,152	96,937	102,103	107,685
	SSGT		0	68,143	70,681	73,937	77,455	81,253	85,356	89,784	94,569	99,737	105,320
PO	SG7	SGT	2	63,545	66,083	69,342	72,859	76,658	80,759	85,189	89,974	95,142	100,723
			1	62,223	64,762	68,018	71,537	75,335	79,438	83,864	88,651	93,820	99,402
			0	60,927	63,466	66,724	70,241	74,040	78,142	82,571	87,356	92,524	98,107
LS	CPL	CPL	2	54,926	57,465	60,720	64,238	68,039	72,138	76,568	81,353	86,520	92,103
			1	53,776	56,316	59,573	63,090	66,888	70,989	75,421	80,205	85,371	90,952
			0	52,649	55,188	58,445	61,962	65,759	69,863	74,293	79,078	84,245	89,829
	LCPL		0	48,430	50,968	54,223	57,743	61,541	65,643	70,072	74,857	80,023	85,607
AB	PTE(P)	LAC	0	47,429	49,969	53,225	56,742	60,542	64,646	69,073	73,857	79,026	84,606
SMN	PTE	AC	0	46,448	48,990	52,244	55,762	59,562	63,663	68,095	72,877	78,045	83,629

## Officers

Navy	Army	RAAF	Incr	1	2	3	4	5	6	7	8	9	10
CAPT	COL	GPCAPT	1	149,117	153,365	158,267	162,514	167,252	172,561	177,891	183,654	189,424	193,278
			0	144,875	149,123	154,028	158,273	163,010	168,321	173,646	179,415	185,184	189,037
CMDR	LTCOL	WGCDR	1	127,375	131,624	136,531	140,776	145,512	150,820	156,150	161,919	167,684	171,539
			0	123,216	127,465	132,371	136,617	141,352	146,662	151,988	157,759	163,525	167,380
LCDR	MAJ	SQNLDR	2	92,152	96,399	101,303	105,552	110,288	115,597	120,925	126,693	132,459	138,314
			1	89,237	93,488	98,389	102,635	107,372	112,682	118,011	123,778	129,547	133,398
			0	86,313	90,564	95,466	99,712	104,448	109,758	115,086	120,857	126,624	130,476
LEUT	CAPT	FLTLT	5	81,464	85,714	90,618	94,865	99,601	104,910	110,238	116,008	121,776	125,628
			4	78,690	82,940	87,844	92,092	96,828	102,136	107,464	113,231	119,001	122,854
			3	75,909	80,158	85,061	89,308	94,045	99,355	104,683	110,451	116,220	120,071
			2	73,144	77,396	82,298	86,543	91,282	96,590	101,916	107,687	113,458	117,307
			1	70,379	74,626	79,529	83,777	88,514	93,824	99,150	104,918	110,686	114,541
			0	67,603	71,848	76,751	80,999	85,735	91,044	96,375	102,142	107,908	111,763
SBLT	LT	FLGOFF	3	62,876	67,123	72,025	76,274	81,007	86,316	91,646	97,416	103,183	107,038
			2	60,592	64,840	69,744	73,989	78,726	84,035	89,365	95,133	100,902	104,753
			1	58,347	62,594	67,499	71,746	76,482	81,789	87,119	92,889	98,656	102,509
			0	56,197	60,443	65,348	69,596	74,331	79,642	84,969	90,734	96,505	100,359
ASLT	2LT	PLTOFF	1	54,351	58,601	63,505	67,750	72,486	77,797	83,123	88,891	94,660	98,513
			0	52,505	56,755	61,656	65,904	70,640	75,949	81,280	87,045	92,816	96,668

## Other Rank Appointed as Officer - Transitional (Closed to New Entrants)

Navy	Army	RAAF	Incr	1	2	3	4	5	6	7	8	9	10
LEUT	CAPT	FLTLT	3	81,464	85,714	90,618	94,865	99,601	104,910	110,238	116,008	121,776	125,628
			2	79,507	83,755	88,658	92,906	97,643	102,950	108,280	114,047	119,814	123,670
			1	77,543	81,790	86,698	90,942	95,678	100,990	106,315	112,085	117,850	121,705
			0	75,589	79,838	84,744	88,992	93,726	99,035	104,360	110,131	115,901	119,753
SBLT	LT	FLGOFF	3	73,637	77,885	82,788	87,034	91,772	97,081	102,410	108,176	113,945	117,798
			2	71,679	75,927	80,830	85,079	89,813	95,123	100,451	106,219	111,990	115,840
			1	69,721	73,972	78,873	83,120	87,859	93,166	98,493	104,262	110,029	113,884
			0	67,759	72,008	76,909	81,156	85,892	91,201	96,529	102,298	108,068	111,918
ASLT	2LT	PLTOFF	0	65,808	70,057	74,957	79,206	83,942	89,251	94,581	100,347	106,116	109,969



## ADF Specialist Pay Rates - 3 November 2016

Aviation Officers				
Class	Level	\$ pa	\$/day	
4. COL (E) Aircrew at Tier 1/2 (GSO 8) FTE at Tier 1/2	AS 29	178,763	489.76	
	AS 28	176,299	483.01	
	AS 27	173,834	476.26	
	AS 26	171,366	469.50	
3. Aircrew FTE	AS 25	168,903	462.75	
	AS 24	166,436	455.99	
	AS 23	163,971	449.24	
	AS 22	161,508	442.49	
	AS 21	159,042	435.73	
2. Aircrew JBAC Detach Cmd FTE	AS 20	156,577	428.98	
	AS 19	154,112	422.22	
	AS 18	151,645	415.47	
1. Aircrew All JBAC FTE	AS 17	149,180	408.71	
	AS 16	145,483	398.58	
	AS 15	141,785	388.45	
	AS 14	138,089	378.33	
	AS 13	134,390	368.19	
	AS 12	130,692	358.06	
	AS 11	126,994	347.93	
	AS 10	123,297	337.80	
	AS 9	119,598	327.67	
	AS 8	115,902	317.54	
	AS 7	112,204	307.41	
	AS 6	108,507	297.28	
	AS 5	104,807	287.14	
	AS 4	101,111	277.02	
	AS 3	97,412	266.88	
	AS 2	93,716	256.76	
	AS 1	90,015	246.62	
	AS 0	86,318	236.49	

Medical Procedural Specialist					
Navy	Army	RAAF	Level	\$ pa	\$/day
LCDR and below	MAJ and below	SQNLDR and below	6	328,520	900.05
			5	320,165	877.16
			4	309,723	848.56
			3	295,908	810.71
			2	283,613	777.02
			1	273,169	748.41
			entry	262,724	719.79
CMDR and above	LTCOL and above	WGCDR and above	6	342,237	937.64
			5	333,881	914.74
			4	323,439	886.13
			3	309,625	848.29
			2	297,329	814.60
			1	286,886	785.99
			entry	276,441	757.37

Chaplains			
Class	Level	\$ pa	\$/day
Div 5	CL 3-2	161,628	442.82
	CL 3-1	159,275	436.37
Div 4	CL 3-2	147,803	404.39
	CL 3-1	143,273	392.53
Div 3	CL 3-2	135,409	370.98
	CL 3-1	131,357	359.88
Div 2	CL 3-3	107,728	295.15
	CL 3-2	105,616	289.36
	CL 3-1	103,544	283.68
	CL 2-4	101,514	278.12
	CL 2-3	99,525	272.67
	CL 2-2	97,575	267.33
Div 1	CL 2-1	95,662	262.09
	CL 2-3	93,787	256.95
	CL 2-2	90,626	248.29
	CL 2-1	87,557	239.88
	CL 1-2	84,586	231.74
	CL 1-1	81,696	223.82

## Notes:

\* For higher duties or temporary duty only.

This brochure is a guide only. For further information on policy and entitlements, refer to the ADF Pay and Conditions Manual:

\* Internet - [www.defence.gov.au/dpa/pac](http://www.defence.gov.au/dpa/pac)\* Intranet - [intranet.defence.gov.au/PeopleConnect](http://intranet.defence.gov.au/PeopleConnect)

Legal Officers					
Navy	Army	RAAF	Level	\$ pa	\$/day
RADM	MAJGEN	AVM	LL5-2	245,699	673.15
			LL5-1	232,870	638.00
CDRE	BRIG	AIRCDCRE	LL5-2	208,778	571.99
			LL5-1	202,710	555.37
CAPT	COL	GPCAPT	LL-A	-	490.34
			LL-B	-	475.17
			LL 5-2	191,030	523.37
			LL 5-1	184,517	505.53
			LL 4	178,976	490.35
			LL 3*	170,713	467.71
			LL-A	-	490.34
CMDR	LTCOL	WGCDR	LL-B	-	475.17
			LL 5	178,976	490.35
			LL 4-2	173,437	475.17
			LL 4-1	167,276	458.29
			LL 3-2	162,451	445.07
			LL 3-1	157,725	432.12
			LL-A	-	489.81
LCDR	MAJ	SQNLDR	LL-B	-	474.64
			LL 4-4	150,541	412.44
			LL 4-3	146,741	402.03
			LL 4-2	143,163	392.23
			LL 4-1	139,809	383.04
			LL 3-4	134,460	368.38
			LL 3-3	126,285	345.93
LEUT	CAPT	FLTLT	LL 3-2	122,172	334.72
			LL 3-1	113,754	311.65
			LL 2-4	97,587	267.36
			LL 2-3	96,399	264.11
			LL 2-2	93,488	256.13
			LL 2-1	90,564	248.12
			LL-A	-	489.81
SBLT	LT	FLGOFF	LL-B	-	474.64
			LL 3-2	106,012	290.44
			LL 3-1	97,587	267.36
			LL 2-6	85,714	234.83
			LL 2-5	82,940	227.23
			LL 2-4	80,158	219.61
			LL 2-3	77,396	212.04
SBLT	LT	FLGOFF	LL 2-2	74,626	204.45
			LL 2-1	71,848	196.84
			LL 1	69,486	190.37
			LL 1	60,443	165.60

Dental Officers					
Navy	Army	RAAF	Level	\$ pa	\$/day
CDRE	BRIG	AIRCDCRE	DL4	215,317	589.91
			DL3	203,797	558.35
CAPT	COL	GPCAPT	DL 4	203,646	557.93
			DL 3	192,125	526.37
CMDR	LTCOL	WGCDR	DL 4	187,498	513.69
			DL 3	176,896	484.65
			DL 2*	167,325	431.03
LCDR	MAJ	SQNLDR	DL 4	164,388	450.38
			DL 3-3	154,426	423.08
			DL 3-2	149,591	409.84
			DL 3-1	144,896	396.98
			DL 2-3	136,038	372.71
			DL 2-2	131,737	360.92
			DL 2-1	127,561	349.48
LEUT	CAPT	FLTLT	DL 4	149,856	410.56
			DL 3-3	140,719	385.53
			DL 3-2	136,280	373.37
			DL 3-1	131,974	361.57
			DL 2-3	123,846	339.30
			DL 2-2	119,900	328.49
			DL 2-1	116,067	317.99
LEUT	CAPT	FLTLT	DL 1-2	90,539	248.05
			DL 1-1	87,169	238.82
			DL 1-1	87,169	238.82

Medical Officers					
Navy	Army	RAAF	Level	\$ pa	\$/day
RADM	MAJGEN	AVM	ML 4	281,674	771.71
			ML 3	261,408	716.19
CDRE	BRIG	AIRCDCRE	ML 4	257,581	705.70
			ML 3	237,313	650.17
CAPT	COL	GPCAPT	ML 4-4	245,908	673.72
			ML 4-3	241,143	660.67
			ML 4-2	236,380	647.62
			ML 4-1	231,618	634.57
			ML 3-5	225,661	618.25
			ML 3-4	218,517	598.68
			ML 3-3	211,371	579.10
			ML 3-2	204,225	569.52
			ML 3-1	197,078	539.94
			ML 2-7	187,018	512.38
			ML 2-6	179,874	492.81
			ML 2-5	172,727	473.22
			ML 2-4	165,582	453.65
			ML 2-3	159,257	436.32
			ML 2-2	157,100	430.41
			ML 2-1	152,878	418.84
CMDR	LTCOL	WGCDR	ML 4-4	233,998	641.09
			ML 4-3	229,235	628.04
			ML 4-2	224,471	614.99
			ML 4-1	219,708	601.94
			ML 3-5	213,752	585.62
			ML 3-4	206,607	566.05
			ML 3-3	199,462	546.47
			ML 3-2	192,317	526.90
			ML 3-1	185,171	507.32
			ML 2-7	175,110	479.75
LCDR	MAJ	SQNLDR	ML 2-6	167,964	460.18
			ML 2-5	160,818	440.60
			ML 2-4	153,673	421.02
			ML 2-3	147,348	403.89
			ML 2-2	145,193	397.79
			ML 2-1	140,968	386.21
			ML 4-4	210,792	577.51
			ML 4-3	206,030	564.47
			ML 4-2	201,266	551.41
			ML 4-1	198,502	538.36
LEUT	CAPT	FLTLT	ML 3-5	190,547	522.05
			ML 3-4	183,402	502.47
			ML 3-3	176,257	482.90
			ML 3-2	169,111	463.32
			ML 3-1	161,966	443.74
			ML 2-7	151,905	416.18
			ML 2-6	144,769	396.60
			ML 2-5	137,613	377.02
			ML 2-4	130,467	357.44
			ML 2-3	124,143	340.12
SBLT	LT	FLGOFF	ML 2-2	120,134	329.13
			ML 2-1	116,242	318.47
			ML 1-2	93,614	256.48
			ML 1-1	90,564	248.12
			ML 4-4	200,075	548.15
			ML 4-3	195,312	535.10
			ML 4-2	190,547	522.05
			ML 4-1	185,784	509.00
			ML 3-5	179,830	492.68
			ML 3-4	172,686	473.11
SBLT	LT	FLGOFF	ML 3-3	165,539	453.53
			ML 3-2	158,393	433.95
			ML 3-1	151,247	414.38
			ML 2-7	141,187	386.81
			ML 2-6	134,042	367.24
			ML 2-5	126,895	347.66
			ML 2-4	119,751	328.08
			ML 2-3	111,387	305.17
			ML 2-2	107,751	295.21
			ML 2-1	104,219	285.53
SBLT	LT	FLGOFF	ML 1-2	83,958	230.02
			ML 1-1	81,121	222.25
Resident			-	71,848	196.84



## ADF Reserve Pay Rates - 3 November 2016

Other Ranks (\$ per day)													
Navy	Army	RAAF	Incr	1	2	3	4	5	6	7	8	9	10
				RAA	RAB	RAC	RAD	RAE	RAF	RAG	RAH	RAI	RAJ
CPO	WO2	FSGT	1	197.25	204.20	213.12	222.76	233.17	244.41	256.55	269.65	283.81	299.10
			0	193.17	200.13	209.05	218.69	229.10	240.33	252.47	265.58	279.73	295.03
PO	SSGT	SGT	0	186.69	193.65	202.57	212.21	222.61	233.85	245.98	259.09	273.25	288.55
			2	174.10	181.05	189.98	199.61	210.02	221.26	233.39	246.50	260.66	275.95
LS	CPL	CPL	1	170.47	177.43	186.35	195.99	206.40	217.64	229.76	242.88	257.04	272.33
			0	166.92	173.88	182.81	192.44	202.85	214.09	226.22	239.33	253.49	268.79
	LCPL		2	150.48	157.44	166.36	175.99	186.41	197.64	209.78	222.88	237.04	252.34
			1	147.33	154.29	163.21	172.85	183.25	194.49	206.63	219.74	233.89	249.18
			0	144.24	151.20	160.12	169.76	180.16	191.41	203.54	216.65	230.81	246.11
			0	132.68	139.64	148.56	158.20	168.61	179.84	191.98	205.09	219.24	234.54
AB	PTE(P)	LAC	0	129.94	136.90	145.82	155.46	165.87	177.11	189.24	202.35	216.51	231.80
SMN	PTE	AC	0	127.25	134.22	143.13	152.77	163.18	174.42	186.56	199.66	213.82	229.12

Warrant Officers (\$ per day)													
Rank	Incr	1	2	3	4	5	6	7	8	9	10		
WO1 - Tier C													
	0	-	-	-	-	-	-	-	RXR	RXS	RXT		
WO1 - Tier B													
	0	-	-	-	RXD	RXE	RXF	RXG	RXH	RXI	RXJ		
WO1 - Tier A													
		RWA	RWB	RWC	RWD	RWE	RWF	RWG	RWH	RWI	RWJ		
	1	214.15	221.11	230.04	239.66	250.07	261.30	273.45	286.56	300.72	316.01		
	0	209.73	216.68	225.61	235.25	245.65	256.88	269.03	282.13	296.29	311.58		

Other Rank Appointed as Officer - Transitional (Closed to New Entrants) (\$ per day)													
Navy	Army	RAAF	Incr	1	2	3	4	5	6	7	8	9	10
				RSA	RSB	RSD	RSF	RSI	RSJ	RSK	RSL	RSM	RSN
LEUT	CAPT	FLTLT	3	223.19	234.83	248.27	259.90	272.88	287.42	302.02	317.83	333.63	344.19
			2	217.83	229.47	242.90	254.54	267.52	282.05	296.66	312.46	328.26	338.82
			1	212.45	224.08	237.53	249.16	262.13	276.68	291.27	307.08	322.88	333.44
			0	207.09	218.73	232.18	243.81	256.78	271.33	285.92	301.73	317.54	328.09
SBLT	LT	FLGOFF	3	201.75	213.38	226.82	238.45	251.43	265.98	280.58	296.37	312.18	322.73
			2	196.38	208.02	221.45	233.09	246.06	260.61	275.21	291.01	306.82	317.37
			1	191.02	202.66	216.09	227.73	240.71	255.25	269.84	285.65	301.45	312.01
			0	185.64	197.28	210.71	222.35	235.32	249.87	264.46	280.27	296.08	306.62
ASLT	2LT	PLTOFF	0	180.30	191.94	205.36	217.00	229.98	244.52	259.13	274.92	290.73	301.28

Officers (\$ per day)													
Navy	Army	RAAF	Incr	1	2	3	4	5	6	7	8	9	10
				RGA	RGB	RGD	RGF	RGI	RGJ	RGK	RGL	RGM	RGN
CAPT	COL	GPCAPT	1	408.54	420.18	433.61	445.24	458.22	472.77	487.37	503.16	518.97	529.53
			0	396.92	408.56	421.99	433.82	446.60	461.15	475.74	491.55	507.35	517.91
CMDR	LTCOL	WGCDR	1	348.97	360.61	374.06	385.69	398.66	413.21	427.81	443.61	459.41	469.97
			0	337.58	349.22	362.66	374.29	387.27	401.81	416.41	432.22	448.01	458.58
LCDR	MAJ	SQNLDR	2	252.47	264.11	277.54	289.18	302.16	316.70	331.30	347.10	362.90	373.46
			1	244.48	256.13	269.56	281.19	294.17	308.72	323.32	339.12	354.92	365.47
			0	236.47	248.12	261.55	273.18	286.16	300.71	315.30	331.12	346.92	357.47
LEUT	CAPT	FLTLT	5	223.19	234.83	248.27	259.90	272.88	287.42	302.02	317.83	333.63	344.19
			4	215.59	227.23	240.67	252.31	265.28	279.82	294.42	310.22	326.03	336.59
			3	207.97	219.61	233.04	244.68	257.66	272.21	286.80	302.61	318.41	328.96
			2	200.39	212.04	225.47	237.10	250.09	264.63	279.22	295.03	310.84	321.39
			1	192.82	204.45	217.89	229.53	242.50	257.05	271.64	287.45	303.25	313.81
			0	185.21	196.84	210.28	221.92	234.89	249.44	264.04	279.84	295.64	306.20
SBLT	LT	FLGOFF	3	172.26	183.90	197.33	208.97	221.94	236.48	251.08	266.89	282.69	293.25
			2	166.01	177.64	191.08	202.71	215.69	230.23	244.84	260.64	276.44	286.99
			1	159.85	171.49	184.93	196.56	209.54	224.08	238.68	254.49	270.29	280.85
			0	153.96	165.60	179.04	190.67	203.65	218.20	232.79	248.59	264.40	274.96
ASLT	2LT	PLTOFF	1	148.91	160.55	173.99	185.62	198.59	213.14	227.73	243.54	259.34	269.90
			0	143.85	155.49	168.92	180.56	193.53	208.08	222.68	238.48	254.29	264.84

Trainees (\$ per day)	
Rank	RET
Recruit - basic training	100.19
PTE (E), not completed cat trg/mil trade test	114.51
Officer Training Unit - without degree	RT8 116.62
Officer Training Unit - degree	RT9 132.17

Senior Officers (\$ per day)						
Navy	Army	RAAF	Incr	1	2	3
ADM	GEN	ACM	0	1,625.69		
VADM	LTGEN	AIRMSHL	0	1,068.56		
RADM	MAJGEN	AVM	1	667.76		
			0	632.81		
CDRE	BRIG	AIRCORE	1	534.74	567.29	578.17
			0	519.18	550.78	561.34

**Notes:**

\* PMKEYS pay grade codes are displayed in red.

# ADF Allowance Rates - 3 November 2016

Service	\$ pa	\$/day
Service	13,717	-
Trainee	10,288	-
Reserve	-	28.19

Submarine Escape Disability	\$ pa	\$/day
Rate	6,679	39.84
Open water ascent <90m	-	181.26
Open water ascent >90m	-	362.50

Maritime	\$ pa	\$/day
<b>Disability</b>		
Major Fleet Unit	11,966	32.78
Minor War Vessel	14,142	38.74
Submarine	17,950	49.18

<b>Sustainability</b>		
Completed 3 but less than 6 yrs	10,878	29.80
Completed 6 but less than 11 yrs	17,405	47.68
Completed 11 or more years	19,581	53.65

<b>Boarding Party</b>	-	65.70
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Unpredictable Explosives	\$ pa	\$/occure
Low Risk Search	4,141	32.78
High Risk Search	9,552	79.60
Render Safe	15,520	130.61
Render Safe (non continuous)	8,640	-

Paratrooper	\$ pa	\$/day
Free Fall Instructor	11,966	32.78
PJI at PTS	9,552	26.17
PJI - other unit	6,679	18.30
Jump master	5,779	15.83
Free Fall Paratrooper	5,004	13.71
FFI in non-para posting (<3 yrs after)	2,730	-
Paratrooper duties	-	39.84
1 CDO, 2 CDO, 4 Sqn, PTS, SASR, SOER, SOLS, equiv o/s unit	4,141	11.35
Other para units	2,070	5.67
PJI in non-para posting (<3 yrs after)	2,070	-
HAPO Descent - jumper	-	379.53
HAPO Descent - non-jumper	-	189.76

Clearance Diver	\$ pa	\$/day
CD Team	21,237	58.18
CD Other	15,520	42.52
CD Trainee	11,966	32.78
CD Support Member and AMWCDTG	6,679	18.30

Deep Dive	\$/Occur	\$/Add Hr
Per dive	325.55	-
Hourly rate - max 5 hrs	-	33.43

Experimental Dive	\$/On-Occur	\$/Add hr
Grade 1	217.48	21.75
Grade 2	351.28	39.84
Grade 3	589.09	63.43
Grade 4	1,178.09	199.38

Special Forces	\$ pa	\$/day
<b>Disability</b>		
Qual SF incl SFSS Regimental posted or similar foreign		
Cdo, TAG CD	32,673	67.14
SAS	40,840	67.14

<b>SFSS within SOCOMD or similar foreign</b>		
Support 1B	6,679	18.30
Support 1C	9,552	26.17
Support 2/3	24,506	67.14

<b>Cbt Controller/Officer</b>	24,506	67.14
<b>SF incl SFSS posted to SF School</b>		
Cdo, SAS, TAG CD, Trainee, SF Instruct	24,506	67.14
SF Support 2/3	15,520	42.52

<b>Designated Special Duty</b>		
Tier A	-	245.82
Tier B	-	158.39
Tier C	-	95.02

<b>Sustainability</b>		
<b>Qual SF Posted to SF Instr</b>		
Cdo	4,446	-
SASR	9,552	-
<b>Qual SF Posted Outside Special Force Regt</b>		
Cdo	15,520	-
SASR	19,581	-
<b>Disablement Tech Outside SOCOMD</b>	6,679	-

Field	\$/day
Tier 1	65.70
Tier 2	38.74

Separation	\$ pa
MWD(U)	2,730
MWD (Continuous exposure)	726

Arduous Conditions Navy SSS	\$ pa
Safety Officer/Conducting Staff	726

Diving	\$/rate
Instructor (pa)	6,679
Qualified Diver (per day)	65.70
Trainee / RCC (per day)	49.04

Recruit Instructor	\$ pa
Sustainability	6,679
Disability allowance	8,640

Adventurous Training Instructor	\$/rate
Instructor (pa)	6,679
Leader (per day)	49.04

Flying Disability	\$/rate
Annual	8,640
Daily	23.67

Language Proficiency	\$ pa
<b>Lower</b>	
Group 1	1,110
Group 2	1,668
Group 3	2,223

<b>Intermediate</b>	
Group 1	2,223
Group 2	3,333
Group 3	4,446

<b>Higher</b>	
Group 1	3,333
Group 2	5,557
Group 3	7,769

<b>Advance</b>	
Group 1	4,446
Group 2	7,769
Group 3	11,101





**Australian Government**  
**Department of Defence**

AF32917710

**FOI 314/17/18 STATEMENT OF REASONS UNDER THE FREEDOM OF INFORMATION ACT**

1. I refer to the application by Mr Michael Wunderlich under the *Freedom of Information Act 1982* (FOI Act), for access to:

*"I request the following documents in relation to the Defence Major Projects Report (2016-17) released by the ANAO 23 January 2018.*

*Item 1 - A list of Audit Reports and Management Directed Tasks: FY 2016-17.*

*Item 2 – Documents that show as at 30 June 2017:*

*1 - How many service providers were employed by CASG?*

*2 - Has CASG been able to remove the qualification required for their 2015-16 response?*

*3 - How many APS personnel were employed by CASG?*

*4 - How many uniformed Defence personnel were employed by CASG?*

*5 - APS Salary Range 2017 per previous FOI 280/16/17*

*6 - APS/SOS/SES headcount as at 30 June 2017*

*7 - Army/Navy/RAAF headcount as at 30 June 2017*

*8 - Uniformed personnel salary range as at 30 June 2017*

*Item 3 - List of the Major Projects considered and reported by the DARC to the Defence Secretary and the CDF within the scope of Defence Major Projects 2016-17."*

*excluding personal email addresses, signatures, PMKeyS numbers and mobile telephone numbers, contained in documents that fall within the scope of the FOI request. In addition, excluding duplicates of documents."*

**FOI decision maker**

2. I am the accredited officer pursuant to section 23 of the FOI Act to make a decision on this FOI request.

**Documents identified**

3. I identified three documents as matching the description of the request.

4. The decision in relation to each document is detailed in a schedule of documents.

5. I have added an FOI reference number and Item/Serial number to each of the documents, which corresponds with the schedule.

**Decision**

6. I have decided to:

- a. release three documents in full;
- b. refuse access to documents at Item 2 Serial 1 of the request under subparagraph 24A(1)[Requests may be refused if documents cannot be found, do not exist or have not been received] of the FOI Act; and
- c. remove irrelevant material as referred to in the scope of the request in accordance with section 22(1)(b)(ii) of the FOI Act.

### **Material taken into account**

7. In making my decision, I had regard to:
  - a. the terms of the request;
  - b. the content of the identified documents in issue;
  - c. relevant provisions in the FOI Act;
  - d. the Guidelines published by the Office of the Australian Information Commissioner under section 93A of the FOI Act (the Guidelines);
  - e. feedback received from Audit and Fraud Control Division, Defence People Group (DPG) and Capability Acquisition & Sustainment Group.

### **Reasons for decision**

#### **Section 24A – Request may be refused if documents cannot be found, do not exist or have not been received**

8. Section 24A(1) of the FOI Act states;
  - (1) *An agency or Minister may refuse a request for access to a document if:*
    - (a) *all reasonable steps have been taken to find the document; and*
    - (b) *the agency or Minister is satisfied that the document:*
      - (i) *is in the agency's or Minister's possession but cannot be found;*  
*or*
      - (ii) *does not exist.*

9. The applicant requested at Item 2, Serial 1: How many service providers were employed by CASG? Advice was received from CASG that they do not track or record data on service providers.

10. Based on the above, I am satisfied that the documents cannot be found or do not exist. Accordingly, I have decided to refuse access under section 24A of the FOI Act.

### **Further Information**

11. Documents requested at Item 2, Serial 2 and Item 3 is addressed in the Auditor-General's opinion within the 2016-17 Major Projects Report which was tabled on 23 January 2018 and is publicly available on the ANAO's website at the following link:

<https://www.anao.gov.au/>

12. Documents requested at Item 2, Serial 5 are publicly available in the Defence Enterprise Agreement 2017-2020 at the following link and are not provided as part of this request:

<http://www.defence.gov.au/PayandConditions/APS/DEA-2017-2020.pdf>

13. Documents requested at Item 2, Serials 6 and 7 are publicly available in the Defence Annual Report 2016/17 at the following link and are not provided as part of this request :

<http://www.defence.gov.au/AnnualReports/16-17/>

14. The ADF Allowance rates at Item 2, Serial 8 are dated 3 November 2016 but are applicable as at 30 June 2017 as requested by the applicant.

Ken Martens  
Accredited Decision Maker  
Associate Secretary Group

28 March 2018



**Australian Government**  
**Department of Defence**

Reference: Objective ID: [R34243171]

**FOI 314/17/18 STATEMENT OF REASONS UNDER THE FREEDOM OF INFORMATION ACT**

1. I refer to the email of 27 April 2018, in which Mr Wunderlich sought an internal review under section 54 of the *Freedom of Information Act 1982* (FOI Act) of the Accredited Decision Maker's decision dated 26 March 2018.

2. The applicant's request was for access to the following documents under the FOI Act:

*"I request the following documents in relation to the Defence Major Projects Report (2016-17) released by the ANAO 23 January 2018.*

*Item 1 - A list of Audit Reports and Management Directed Tasks: FY 2016-17.*

*Item 2 – Documents that show as at 30 June 2017:*

- 1 - How many service providers were employed by CASG?*
- 2 - Has CASG been able to remove the qualification required for their 2015-16 response?*
- 3 - How many APS personnel were employed by CASG?*
- 4 - How many uniformed Defence personnel were employed by CASG?*
- 5 - APS Salary Range 2017 per previous FOI 280/16/17*
- 6 - APS/SOS/SES headcount as at 30 June 2017*
- 7 - Army/Navy/RAAF headcount as at 30 June 2017*
- 8 - Uniformed personnel salary range as at 30 June 2017*

*Item 3 - List of the Major Projects considered and reported by the DARC to the Defence Secretary and the CDF within the scope of Defence Major Projects 2016-17.*

*Excluding personal email addresses, signatures, PMKeyS numbers and mobile telephone numbers, contained in documents that fall within the scope of the FOI request. In addition, excluding duplicates of documents."*

**Contentions**

3. In his application, the applicant requested an internal review of the original decision. By email on 2 May 2018, the applicant confirmed with Defence that he is seeking access to material in a different format (as provided to him in FOI 280/16/17). This relates to documents matching Item 2 Serials 3, 4 and 8 which was released in full to the applicant.

4. The purpose of this statement of reasons is to provide the applicant with a fresh decision relating to the documents.

### **Reviewing officer**

5. I am authorised to make this internal review decision under arrangements approved by the Secretary of Defence under section 23 of the FOI Act.

### **Documents subject to internal review**

6. Taking into account the applicant's contentions at paragraph 3, the documents matching Item 2, Serials 3, 4 and 8 are subject to this internal review.

### **Material taken into account**

7. In arriving at my decision, I had regard to:
- a. the scope of the applicant's request and subsequent internal review application;
  - b. the original decision;
  - c. the content of the documents subject to the internal review;
  - d. relevant provisions in the FOI Act;
  - e. the *Guidelines published by the Office of the Australian Information Commissioner under section 93A of the FOI Act* (the Guidelines); and
  - f. advice from Defence People Group (DPG).

### **Internal review decision**

8. DPG advised that they are unable to provide the information in a different format as this is how the material is produced in reports. Taking into account the advice from DPG, I have decided to uphold the original decision to release in full Item 2, Serials 3, 4 and 8. I have not provided another copy of the documents as the applicant has already been provided this in the original decision.

Mr Jarrod Howard  
Authorised Decision Maker – Internal Review