

**SENATE FOREIGN AFFAIRS, DEFENCE AND TRADE
REFERENCES COMMITTEE**

**INQUIRY INTO RECRUITMENT & RETENTION
OF DEFENCE PERSONNEL**

SUBMISSION

Submission No: 52

Submittor: Michael J Nixon
Warrant Officer
HMAS CERBERUS

Address:

Telephone No:

Fax:

E-Mail: michael.nixon@defence.gov.au

No. of Pages: 1

Attachments: No

Barsdell, Paul (SEN)

From: michael.nixon2@defence.gov.au
Sent: Thursday, 17 May 2001 4:19 PM
To: fadt.sen@aph.gov.au
Cc: EFDIVWO's@army.defence.gov.au; David.Wilson@cbr.defence.gov.au
Subject: SEC: UNCLASSIFIED:-INQUIRY INTO RECRUITMENT AND RETENTION OF ADF PERSONNEL [Clean-Virus Free]



Mac Word 3.0

Senator John Hogg

Dear Sir,

Please find attached a Submission for inclusion into the Inquiry into Recruitment and Retention of ADF Personnel.

This submission has my approval to be placed on Public Record.

Regards

Michael J Nixon
Warrant Officer
HMAS CERBERUS

(See attached file: Senate Enquiry.doc)



PAYMENT	POETP 1989	POMT 2001	WOMTE 2001
Salary	\$25,086.10 pa	\$41,550.00 pa	\$50,113.00 pa
Service Allowance	\$4,110.60 pa	\$6,866.00 pa	\$6,866.00 pa
Uniform Maintenance Allowance	\$387.92 pa	\$472.94 pa	\$472.94 pa
Tax	\$8,034.00 pa	\$11,310.00 pa	\$14,092.00 pa
Married Quarter Rent	\$120.75 pf \$3,139.50 pa	\$239.00 pf \$6,214.00 pa	\$271.20 pf \$7,051.20 pa

I have tabled the differences in pay between a Petty Officer in 1989 and 2001. Also is the difference in pay between a Petty Officer (Junior NCO) and a Warrant Officer (Senior NCO).

I personally feel that to retain the more senior personnel in the Navy, a substantial increase in salary would be justified. A difference of \$11,000.00 (approx) between Junior and Senior NCO's is not sufficient compared to the amount of responsibility and work load placed on senior personnel with minimum manning nowadays. I think that if you compared a foreman to a manager there would be a large difference in pay.

Service Allowance is paid to us to compensate irregular hours worked and the unique work conditions placed upon Service personnel. Since 1989 Service Allowance has only increased by \$2,700.00 (approx). This is really a pittance compared to what we as Service personnel endure through no fault of our own. Civilian counterparts can in most cases earn this amount in overtime for a month.

As we progress through the Ranks our uniforms change. Granted that we get issued some new uniform on promotion, the amount of Uniform Maintenance Allowance (UMA) is nowhere near enough to compensate for the prices required to replace worn or old clothing. Since 1989, UMA has only increased \$85.00 pa (approx). This is only just enough to buy a pair of shoes at 2001 prices, let alone buy trousers and shirts as well.

One other point that I feel will retain personnel is that we be allowed to access our Lump Sum Payments from our Retirement schemes so as to have enough to purchase a house without the Banks saying your spouse has to be working also to get the amount you require.

Michael J. Nixon
Warrant Officer
HMAS CERBERUS

17 May 2001

03 5959 7675