



**Australian Government**  
**Defence Force Remuneration Tribunal**

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## DECISION

*Defence Act 1903*  
s.58H—Functions and powers of Tribunal

**ROYAL AUSTRALIAN NAVY: ELECTRONIC WARFARE  
SUBMARINER**  
(Matter 10 of 2018)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 4 OCTOBER 2018

RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

[1] This decision arises from an application<sup>1</sup> made under s.58H of the *Defence Act 1903* by the Australian Defence Force (ADF) to restructure the Electronic Warfare Submariners (EWSM) employment category.

[2] We considered this matter on the papers on 5 September 2018.

### **Background**

[3] The Royal Australian Navy's EWSM workforce consists of sailors who provide specialist electronic warfare and intelligence capabilities within submarines. All electronic warfare sailors enter the Navy and, following recruit training, undertake initial employment training (IET) in electronic warfare specialist subjects. Following completion of IET, sailors are streamed into platform-specific training on either surface ships or submarines.

## Submissions

[4] The ADF submits<sup>2</sup> that Navy commenced a review of electronic warfare training in 2015 with a view to aligning the common initial employment training requirements for sailors serving in the surface fleet and submarines and that these reviews have recognised common elements which will enable efficiencies across the training regimes. The ADF identifies that “*only at skill grade 2 does the training and skill requirements differ because of the different operating equipment and job requirements for the respective platforms, ie surface and submarines.*”<sup>3</sup>

[5] Consequently, Navy now intends to restructure the EWSM category from a four skill grade structure to a three skill grade one while seeking to retain the current pay grade placement range of pay grades 7 through to 9. The ADF states that “*the roles, responsibilities and training for electronic warfare (surface fleet) has not changed*”; the submission did not propose any amendments for this stream.

[6] The ADF seeks a date of effect of 24 January 2019.

[7] The Commonwealth supports the ADF application.<sup>4</sup>

## Consideration

[8] We had regard to the basic recruit training and IET common course components that EWSM sailors must complete, along with the course contents for platform specific training as outlined in the submission.

[9] We considered evidence that the commonality of training provides a range of benefits for Navy including: a single training authority at the School of Maritime Warfare at HMAS *Watson*; the broad exposure and expertise provided by instructors across both surface and submarine fleets; and a stronger sense of identity across the category. We note that the submission and reviews are linked to future submarine workforce requirements in *Plan Delphinus*.<sup>5</sup>

[10] We gave particular consideration to the ADF proposal that salary non-reduction provisions be afforded to allow time for those affected to complete the higher skill pre-requisites if required.

## Conclusion

[11] We agree with the proposal as submitted and that the restructure of the EWSM category is able to provide for three skill grades while retaining pay grades 7 through to 9.

[12] We require the ADF to return to us in two years to report on the progress and application of the agreed non-reduction provisions.

[13] Determination 8 of 2018 will give effect to this decision from 24 January 2019.<sup>6</sup>

MS I. ASBURY, PRESIDENT  
MR A. MORRIS, MEMBER  
RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

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<sup>1</sup> DMR/OUT/2018/23 *Listing Application – Navy – Electronic Warfare Submariner* dated 29 June 2018.

<sup>2</sup> ADF Submission *Royal Australian Navy Electronic Warfare Submariner* undated

<sup>3</sup> ADF submission page 12 paragraph 4.2

<sup>4</sup> Commonwealth letter Matter 10 of 2018 - *RAN Electronic Warfare Submariner* dated 29 August 2018.

<sup>5</sup> *Plan Delphinus* is the Submarine Workforce Transition Plan which contributes to the provision of an enduring submarine capability.

<sup>6</sup> Determination 8 of 2018 also gives effect to outcomes from Matter 11 of 2018 – *Royal Australian Navy – Physical Training Instructors*.