



## **Defence Force Remuneration Tribunal**

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### **STATEMENT**

*Defence Act 1903*

s.58H—Functions and powers of Tribunal

#### **ROYAL AUSTRALIAN NAVY: CRYPTOLOGIC SAILOR EMPLOYMENT CATEGORY – REPORT BACK**

(Matter 13 of 2021)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 29 SEPTEMBER 2021

MAJGEN G. FOGARTY AO RETD, MEMBER

[1] This statement is made in response to a Report Back provided by the Australian Defence Force (ADF) in relation to the outcomes of Matter 12 of 2017 – *Royal Australian Navy: Cryptologic Sailors*.<sup>1</sup> It should be read in conjunction with the previous documents issued in that matter.

[2] We considered this matter by video hearing on 20 September 2021 where Mr J. Phillips SC appeared for the ADF and Mr H. Miller for the Commonwealth.

[3] In its original submission in Matter 12 of 2017 the ADF stated it:

*“proposes to review the effect of the changes set out in this submission in the annual review of determinations in 2020 that will report on the implementation of the changes to the Cryptologic Sailor employment category and whether the short term remediation has had an effect on separation rates. A subsequent review will be provided through the annual review of determinations in 2022 that will measure the success of the changes on this employment category’s strength and retention of CT sailors”.*<sup>2</sup>

[4] Although a Report Back at this time was not expressly sought by the Tribunal, the information it provides us is beneficial. We accept the ADF has chosen to make this submission early because it considers it is in “*a sound position to provide the evaluation of the success of the strength and retention of Cryptologic Sailors now, rather than waiting to provide it in the 2022 annual review as promised*”.<sup>3</sup>

[5] We accept the Report Back details a “*general increase in health to the category across the Linguistic and Systems streams for the surface fleet, and a general improvement demonstrated overall*” - although this is with the exception of the Petty Officer cohort, which has not improved in line with the other ranks. We accept the result is, therefore, that the workforce remains a ‘critical’ category and “*more needs to be done*”.<sup>4</sup> We agree with the Commonwealth that, despite this, it is encouraging “*to see the evidence of overall improvement in the health of the category*”.<sup>5</sup>

[6] In particular, we note the evidence that the Network stream within the Cryptologic workforce is progressing well. While “*high rates of change and Navy’s understanding of cyber warfare requirements has led to evaluating various aspects of the Cryptologic Sailor Network (CTN) work*”, we accept Navy now “*believes that extracting the Network stream from the Cryptologic Sailor employment category and establishing it as a separate employment category may be more effective, focusing on the cyber networks as a dedicated capability output*”.<sup>6</sup>

[7] In accepting this Report Back we note the current intent of the ADF to return to the Tribunal “*within 12 or 18 months*”<sup>7</sup> and welcome a further submission on the CTN workforce at that time, should it elect to do so.

MS I. ASBURY, PRESIDENT  
MR A. MORRIS, MEMBER  
MAJGEN G.FOGARTY AO RETD, MEMBER

*Appearances:*

*Mr J. Phillips SC for the ADF assisted by Mr P. Blady*

*Mr H. Miller for the Commonwealth assisted by Mr J. O’Reilly*

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<sup>1</sup> <https://www.dfrt.gov.au/matters/navy-cryptologic-sailors>

<sup>2</sup> ADF Submission Matter 12 of 2017 – *Navy: Cryptologic Sailor* page 24 paragraph 7.6.

<sup>3</sup> ADF Submission Matter 13 of 2021 – *Royal Australian Navy Cryptologic Sailor Employment Category Report Back* undated. (ADF1) page 1 paragraph 3.

<sup>4</sup> ADF 1 page 2 paragraphs 6 and 7.

<sup>5</sup> Commonwealth Submission *Royal Australian Navy Cryptologic Sailor Employment Category Report Back* dated September 2021 (CWLTH 1) page 4 paragraph 14.

<sup>6</sup> ADF 1 page 6 paragraph 28.

<sup>7</sup> Transcript 20 September 2021 page 1 lines 39 and 40.