



# Defence Force Remuneration Tribunal Determination No. 9 of 2024, Salaries – Nuclear submarine employment categories – amendment

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*. It relates to Matter No. 11 of 2024 – Non-nuclear submarine workforce.

Dated 9 September 2024

Bernadette O'Neill  
President

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Adrian Morris  
Member

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Major General Gerard Fogarty, AO Rtd  
Member

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## 1 Name

1. This Determination is Defence Force Remuneration Tribunal Determination No. 9 of 2024, Salaries – Nuclear submarine employment categories – amendment.
2. This Determination may also be cited as DFRT Determination No. 9 of 2024.

## 2 Commencement

Each provision of this instrument specified in column 1 of the table commences, or is taken to have commenced, in accordance with column 2 of the table. Any other statement in column 2 has effect according to its terms.

Commencement information	
Column 1	Column 2
Provisions	Commencement
1. The whole of this instrument	1 December 2024

**Note:** This table relates only to the provisions of this instrument as originally made. It will not be amended to deal with any later amendments of this instrument.

## 3 Authority

This instrument is made under section 58H of the *Defence Act 1903*.

## 4 Schedules

Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended, is amended as set out in Schedule 1 of this Determination.

# Schedule 1—Non-nuclear submarine workforce

## *DFRT Determination No. 2 of 2017, Salaries*

### **1 After section C.1.4**

Insert:

#### **C.1.5 Transition – Navy non-nuclear submariner employment categories**

1. This section applies to a member who meets all of the following.
  - a. The member transfers into one of the following employment categories.
    - i. Electronics Technician Fire Control – Submariner.
    - ii. Electronics Technician Navigation – Submariner.
    - iii. Hospitality Specialist – Submariner.
    - iv. Information Systems Communications – Submariner.
    - v. Information Systems Technician Electronic Warfare – Submariner.
    - vi. Machinist's Mate Auxiliary – Submariner.
    - vii. Machinist's Mate Weapons – Submariner.
    - viii. Sonar Technician – Submariner.
  - b. The rate of salary for the member's employment category is lower than the rate of salary payable for their previous employment category under Part B Division 4 or Division 5.
2. Despite Part B, the member is paid the rate of salary payable immediately before they transferred, as varied by subsection 3, from the day the transfer takes effect.
3. The member's rate of salary is adjusted by both of the following.
  - a. An advance in increment under Defence Determination 2016/19, *Conditions of service*, Chapter 3 Part 2 Division 3.
  - b. An ADF Workplace Remuneration Arrangement general salary adjustment determined by the DFRT.
4. This section ceases to apply to a member on the day the rate of salary payable to the member under subsection 2 is lower than the rate of salary that would be payable to the member under Part B, had this section not applied.

**Note:** If the member ceases to be in an employment category listed in paragraph 1.a they no longer meet the conditions of this section and it ceases to apply.

### **2 Schedule B.9 (Part 1, Pay Grade 7, after table item 24)**

Insert:

24A.	Hospitality Specialist – Submariner (HS-SM) — Grade A	A
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**3 Schedule B.9 (Part 1, Pay Grade 8, after table item 58)**

Insert:

59.	Sonar Technician – Submariner (ST-SM)	A
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**4 Schedule B.9 (Part 1, Pay Grade 9, after table item 15)**

Insert:

15A.	Electronics Technician Fire Control – Submariner (ETFC-SM)	A
15B.	Electronics Technician Navigation – Submariner (ETV-SM)	A
15C.	Information Systems Technician Communications – Submariner (ITR-SM)	A
15D.	Information Systems Technician Electronic Warfare – Submariner (ITE-SM)	A
15E.	Machinist’s Mate Auxiliary – Submariner (MMA-SM)	A
15F.	Machinist’s Mate Weapons – Submariner (MMW-SM)	A

**5 Schedule B.11 (Part 1, Pay Grade 2, after table item 4)**

Insert:

4A.	Electronics Technician Fire Control – Submariner (ETFC-SM)	Grade 1
4B.	Electronics Technician Navigation – Submariner (ETV-SM)	Grade 1
4C.	Information Systems Technician Communications – Submariner (ITR-SM)	Grade 1
4D.	Information Systems Technician Electronic Warfare – Submariner (ITE-SM)	Grade 1
4E.	Machinist’s Mate Auxiliary – Submariner (MMA-SM)	Grade 1
4F.	Machinist’s Mate Weapons – Submariner (MMW-SM)	Grade 1

**6 Schedule B.11 (Part 1, Pay Grade 2, after table item 11D)**

Insert:

11E.	Sonar Technician – Submariner (ST-SM)	Grade 1
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**7 Schedule B.11 (Part 1, Pay Grade 3, after table item 16)**

Insert:

16A.	Hospitality Specialist – Submariner (HS-SM)	Grade 1
16B.	Hospitality Specialist – Submariner (HS-SM)	Grade 2

**8 Schedule B.11 (Part 1, Pay Grade 6, after table item 33)**

Insert:

33A.	Electronics Technician Fire Control – Submariner (ETFC-SM)	Grade 2
33B.	Electronics Technician Navigation – Submariner (ETV-SM)	Grade 2

**9 Schedule B.11 (Part 1, Pay Grade 6, after table item 38)**

Insert:

38A.	Information Systems Technician Communications – Submariner (ITR-SM)	Grade 2
38B.	Information Systems Technician Electronic Warfare – Submariner (ITE-SM)	Grade 2
38C.	Machinist’s Mate Auxiliary – Submariner (MMA-SM)	Grade 2
38D.	Machinist’s Mate Weapons – Submariner (MMW-SM)	Grade 2

**10 Schedule B.11 (Part 1, Pay Grade 6, after table item 46)**

Insert:

47.	Sonar Technician – Submariner (ST-SM)	Grade 2
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**11 Schedule B.11 (Part 1, Pay Grade 7, after table item 28)**

Insert:

28A.	Electronics Technician Fire Control – Submariner (ETFC-SM)	Grade 3
28B.	Electronics Technician Navigation – Submariner (ETV-SM)	Grade 3
28C.	Hospitality Specialist – Submariner (HS-SM)	Grade 3
28D.	Hospitality Specialist – Submariner (HS-SM)	Grade 4
28E.	Hospitality Specialist – Submariner (HS-SM)	Grade 5
28F.	Information Systems Technician Communications – Submariner (ITR-SM)	Grade 3
28G.	Information Systems Technician Electronic Warfare – Submariner (ITE-SM)	Grade 3
28H.	Machinist’s Mate Auxiliary – Submariner (MMA-SM)	Grade 3
28I.	Machinist’s Mate Weapons – Submariner (MMW-SM)	Grade 3

**12 Schedule B.11 (Part 1, Pay Grade 7, after table item 44)**

Insert:

45.	Sonar Technician – Submariner (ST-SM)	Grade 3
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**13 Schedule B.11 (Part 1, Pay Grade 8, after table item 17)**

Insert:

17A.	Electronics Technician Fire Control – Submariner (ETFC-SM)	Grade 4
17B.	Electronics Technician Navigation – Submariner (ETV-SM)	Grade 4
17C.	Information Systems Technician Communications – Submariner (ITR-SM)	Grade 4
17D.	Information Systems Technician Electronic Warfare – Submariner (ITE-SM)	Grade 4
17E.	Machinist’s Mate Auxiliary – Submariner (MMA-SM)	Grade 4
17F.	Machinist’s Mate Weapons – Submariner (MMW-SM)	Grade 4

**14 Schedule B.11 (Part 1, Pay Grade 8, after table item 20)**

Insert:

21.	Sonar Technician – Submariner (ST-SM)	Grade 4
22.	Sonar Technician – Submariner (ST-SM)	Grade 5

**15            Schedule B.11 (Part 1, Pay Grade 9, after table item 6)**

Insert:

6A.	Electronics Technician Fire Control – Submariner (ETFC-SM)	Grade 5
6B.	Electronics Technician Navigation – Submariner (ETV-SM)	Grade 5
6C.	Information Systems Technician Communications – Submariner (ITR-SM)	Grade 5
6D.	Information Systems Technician Electronic Warfare – Submariner (ITE-SM)	Grade 5
6E.	Machinist’s Mate Auxiliary – Submariner (MMA-SM)	Grade 5
6F.	Machinist’s Mate Weapons – Submariner (MMW-SM)	Grade 5



# EXPLANATORY STATEMENT

## Defence Force Remuneration Tribunal No. 9 of 2024, Salaries – Nuclear submarine employment categories – amendment

This Determination amends Defence Force Remuneration Tribunal (DFRT) Determination No. 2 of 2017, Salaries (the Principal Determination), made under section 58H of the *Defence Act 1903* (the Act) and in accordance with subsection 33(3) of the *Acts Interpretation Act 1901* (AIA Act). The Principal Determination sets out provisions dealing with salary for members of the Australian Defence Force (ADF).

The purpose of this Determination is to introduce 8 new submariner employment categories for submariners who are not required to hold a nuclear qualification but will work on nuclear powered submarines.

Section 1 of this Determination sets out the manner in which this Determination may be cited.

Section 2 of this Determination provides that the Determination commences on 1 December 2024.

Section 3 provides that this instrument has authority under section 58H of the *Defence Act 1903*.

Section 4 provides that each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

### Schedule 1 – Non-nuclear submarine workforce

Item 1 inserts a new section C.1.5 into the Principal Determination which provides a transitional provision for members who transition into a Navy non-nuclear submariner employment category. The purpose of this section is to provide salary non-reduction for a member who transfers to a non-nuclear qualified submariner employment category if their pay grade before their transfer is higher than that of the level of the non-nuclear submariner employment category. This section ceases to apply when the member's salary that has been preserved is lower than that payable for their non-nuclear submariner employment category.

Items 2 to 4 amend Part 2 of Schedule B.9 of the Principal Determination which provides the Navy employment categories for Warrant Officers Class 1. The Schedule has been amended in the following ways.

- To insert the new employment category of Hospitality Specialist – SM into pay grade 7.
- To insert the new employment category of Sonar Technician – SM into pay grade 8.
- To insert the following new employment categories into pay grade 9.
  - Electronics Technician Fire Control – SM.
  - Electronics Technician Navigation – SM.
  - Information Systems Technician Communications – SM.
  - Information Systems Technician Electronic Warfare – SM.
  - Machinist's Mate Auxiliary – SM.
  - Machinist's Mate Weapons – SM.

Items 5 to 15 amend Part 1 of Schedule B.11 of the Principal Determination which provides the Navy employment categories for other rank members. This schedule has been amended to insert the following new employment categories into pay grades 2, 3, 6, 7, 8 and 9.

- Electronics Technician Fire Control – SM.
- Electronics Technician Navigation – SM.
- Hospitality Specialist – SM.
- Information Systems Technician Communications – SM.
- Information Systems Technician Electronic Warfare – SM.
- Machinist's Mate Auxiliary – SM.
- Machinist's Mate Weapons – SM.
- Sonar Technician – SM.

**Authority:** Section 58H of the  
*Defence Act 1903*