



## Defence Force Remuneration Tribunal Determination No. 7 of 2021, Salaries – Navy Communications and Information Systems – amendment

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*. It relates to Matter 10 of 2020 – Navy: Communications and Information Systems CIS-Information and CIS-Communications Streams.

Dated 13 April 2021

Ingrid Asbury  
President

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Adrian Morris  
Member

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Major General Gerard Fogarty, AO (Retd)  
Member

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## 1 Name

1. This Determination is Defence Force Remuneration Tribunal Determination No. 7 of 2021, *Salaries — Navy Communications and Information Systems – amendment*.
2. This Determination may also be cited as DFRT Determination No. 7 of 2021.

## 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 July 2021

**Note:** This table relates only to the provisions of this instrument as originally made.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

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

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## NOTE

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended by DFRT Determination Nos. 2, 3, 4 and 5 of 2021.

**Schedule 1—Navy Communications and Information Systems**  
**DFRT Determination No. 2 of 2017, Salaries**

**1 Schedule B.9 (Warrant Officer Class 1 pay grades), Part 1: Navy, Pay grade 6, table**

Omit the table, substitute:

**Pay grade 6**

Item	Employment Category	Tier
1.	Combat Systems Manager	A
2.	Combat Systems Manager Mine Warfare — Navigation Watchkeeping Certificate	A
3.	Electronic Technician — Grade 4	A
4.	Hydrographic Systems Manager — Navigation Watchkeeping Certificate	A
5.	Imagery Specialist — Grade 3	A
6.	Marine Technician — Grade 4	A
7.	Maritime Logistics Support Operations — SM	A
8.	Medical	A
9.	Naval Police Coxswain — Australian Defence Force Investigator Grade 2	A

**2 Schedule B.9 (Warrant Officer Class 1 pay grades), Part 1: Navy, Pay grade 7, table**

Omit the table, substitute:

**Pay grade 7**

Item	Employment Category	Tier
1.	Aircrewman — Grade 4 (Competency Progression)	A
2.	Aircrewman — Grade 4 (Competency Progression)	B
3.	Aircrewman — Grade 5 (Competency Progression)	A
4.	Aircrewman — Grade 5 (Competency Progression)	B
5.	Aviation Support	B
6.	Aviation Technician Aircraft — Grade 5	A
7.	Aviation Technician Aircraft — Grade 5	B

8.	Aviation Technician Avionics — Grade 5	A
9.	Aviation Technician Avionics — Grade 5	B
10.	Boatswain	B
11.	Combat Systems Manager	B
12.	Combat Systems Manager Mine Warfare	B
13.	Communications and Information Systems	B
14.	Communications and Information Systems — Communications — Information Warfare Advisor	A
15.	Communications and Information Systems — Information — Information Warfare Advisor	A
16.	Cryptologic Sailor	A
17.	Cryptologic Sailor	B
18.	Dental Manager	B
19.	Electronic Technician	B
20.	Electronic Technician — Grade 4 Fire Control Officer	A
21.	Electronic Technician — Grade 5	A
22.	Electronic Technician — Grade 5 Fire Control Officer	A
23.	Electronic Warfare	A
24.	Electronic Warfare	B
25.	Hydrographic Systems Manager	B
26.	Imagery Specialist	B
27.	Marine Technician	B
28.	Marine Technician — Grade 5	A
29.	Maritime Logistics Chef	B
30.	Maritime Logistics Chef — SM	A
31.	Maritime Logistics Chef — SM	B
32.	Maritime Logistics Supply Chain	B
33.	Maritime Logistics Supply Chain — SM	A
34.	Maritime Logistics Supply Chain — SM	B
35.	Maritime Logistics Support Operations	B

36.	Maritime Logistics Support Operations — SM	B
37.	Maritime Personnel Manager	B
38.	Medical	B
39.	Musician	B
40.	Naval Police Coxswain	B
41.	Physical Training Instructor	B

**3 Schedule B.9 (Warrant Officer Class 1 pay grades), Part 1: Navy, Pay grade 8, table**

Omit the table, substitute:

**Pay grade 8**

Item	Employment Category	Tier
1.	Acoustic Warfare Analyst Submarines — Grade 3 SM	A
2.	Acoustic Warfare Analyst Submarines — Grade 3 SM	B
3.	Acoustic Warfare Analyst Submarines — Grade 3 SM	C
4.	Aircrewman — Grade 2 Fly 8-10	A
5.	Aircrewman — Grade 2 Fly 8-10	B
6.	Aircrewman — Grade 2 Fly 8-10	C
7.	Aircrewman — Grade 2 Fly 10+	A
8.	Aircrewman — Grade 2 Fly 10+	B
9.	Aircrewman — Grade 2 Fly 10+	C
10.	Aircrewman — Grade 3 Fly 8-10	A
11.	Aircrewman — Grade 3 Fly 8-10	B
12.	Aircrewman — Grade 3 Fly 8-10	C
13.	Aircrewman — Grade 4 (Competency Progression)	C
14.	Aircrewman — Grade 5 (Competency Progression)	C
15.	Aircrewman — Grade 6 (Competency Progression)	A
16.	Aircrewman — Grade 6 (Competency Progression)	B
17.	Aircrewman — Grade 6 (Competency Progression)	C

18.	Aviation Support	C
19.	Aviation Technician Aircraft	C
20.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	A
21.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	B
22.	Aviation Technician Avionics	C
23.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	A
24.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	B
25.	Boatswain	C
26.	Clearance Diver	A
27.	Clearance Diver	B
28.	Clearance Diver	C
29.	Combat Systems Manager	C
30.	Combat Systems Manager Mine Warfare	C
31.	Communications and Information Systems	C
32.	Communications and Information Systems — Information Grade 4 SM	A
33.	Communications and Information Systems — Information Grade 4 SM	B
34.	Communications and Information Systems — Information Grade 4 SM	C
35.	Cryptologic Sailor	C
36.	Dental Manager	C
37.	Electronic Technician	C
38.	Electronic Warfare	C
39.	Imagery Specialist	C
40.	Hydrographic Systems Manager	C
41.	Marine Technician	C
42.	Marine Technician — Senior Technical Officer	A
43.	Marine Technician — Senior Technical Officer	B
44.	Maritime Logistics Chef	C
45.	Maritime Logistics Chef — SM	C
46.	Maritime Logistics Supply Chain	C

47.	Maritime Logistics Supply Chain — SM	C
48.	Maritime Logistics Support Operations	C
49.	Maritime Logistics Support Operations — SM	C
50.	Maritime Personnel Manager	C
51.	Medical	C
52.	Medical — SM	A
53.	Medical — SM	B
54.	Medical — SM	C
55.	Musician	C
56.	Naval Police Coxswain	C
57.	Photographer	C
58.	Physical Training Instructor	C

**4 Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 5, table**

Omit the table, substitute:

**Pay grade 5**

Item	Employment Category	Grade
1.	Aircrewman — Fly 0-2	Grade 1
2.	Aircrewman — Fly 2-4	Grade 1
3.	Aircrewman — (Competency Progression)	Grade 1
4.	Aircrewman — (Competency Progression)	Grade 2
5.	Aircrewman — Fly 0	Grade 2
6.	Aircrewman — Fly 0-2	Grade 2
7.	Aircrewman — Fly 0	Grade 3
8.	Aviation Support	Grade 4
9.	Aviation Technician Aircraft	Grade 2
10.	Aviation Technician Avionics	Grade 2
11.	Boatswain — Navigation Watchkeeping Certificate	Grade 3



12.	Boatswains Mate — Navigation Watchkeeping Certificate	Grade 3
13.	Combat Systems Manager	Grade 3
14.	Combat Systems Manager Mine Warfare	Grade 3
15.	Combat Systems Operator — Anti-Submarine Aircraft Controller	Grade 2
16.	Combat Systems Operator — Anti-Submarine Aircraft Controller	Grade 3
17.	Combat Systems Operator	Grade 3
18.	Combat Systems Operator Mine Warfare	Grade 3
19.	Combat Systems Supervisor	Grade 3
20.	Combat Systems Supervisor — Anti-Submarine Aircraft Controller	Grade 3
21.	Combat Systems Supervisor Mine Warfare	Grade 3
22.	Communications and Information Systems — Communications	Grade 3
23.	Communications and Information Systems — Information	Grade 3
24.	Cryptologic Sailor	Grade 3
25.	Dental Manager	–
26.	Electronic Technician — Fire Control Officer	Grade 2
27.	Electronic Technician	Grade 3
28.	Electronic Warfare	Grade 3
29.	Electronic Warfare Operator	–
30.	Hydrographic Systems Manager	Grade A
31.	Hydrographic Systems Manager — Navigation Watchkeeping Certificate	Grade B
32.	Hydrographic Systems Operator	Grade 3
33.	Hydrographic Systems Operator — Laser Airborne Depth Sounder	Grade 2
34.	Hydrographic Systems Operator — Limited Navigation Watchkeeping Certificate	Grade 2
35.	Imagery Specialist	Grade 2
36.	Marine Technician	Grade 3
37.	Medical — Underwater Medical Clinician	–
38.	Musician	Grade 3
39.	Naval Police Coxswain — Australian Defence Force Investigator	Grade 1
40.	Naval Police Coxswain — Limited Navigation Watchkeeping Certificate	Grade 3

41.	Non-aligned Air Technical	Grade 3
42.	Non-aligned Electrical Technical	Grade 3
43.	Non-aligned Electrical Technical	Grade 4
44.	Non-aligned Marine Technical	Grade 3
45.	Physical Training Instructor	Grade 3
46.	Radio Operator	–
47.	Radio Operator Special	–

**5 Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 6, table**

Omit the table, substitute:

**Pay grade 6**

<b>Item</b>	<b>Employment Category</b>	<b>Grade</b>
1.	Aircrewman — Fly 4-6	Grade 1
2.	Aircrewman — Fly 2-4	Grade 2
3.	Aircrewman — Competency Progression	Grade 3
4.	Aircrewman — Fly 0-2	Grade 3
5.	Acoustic Warfare Analyst Submarine	Grade 1
6.	Aviation Technician Aircraft	Grade 3
7.	Aviation Technician Avionics	Grade 3
8.	Boatswains Mate — SM	Grade 1
9.	Boatswains Mate — SM	Grade 2
10.	Boatswains Mate — SM	Grade 3
11.	Clearance Diver	Grade 1
12.	Combat Systems Manager	Grade 4
13.	Combat Systems Manager — Air Interceptor Controller	Grade 3
14.	Combat Systems Manager — Air Interceptor Controller	Grade 4
15.	Combat Systems Manager — Anti-Submarine Aircraft Controller	Grade 3
16.	Combat Systems Manager — Anti-Submarine Aircraft Controller	Grade 4

17.	Combat Systems Manager Mine Warfare — Navigation Watchkeeping Certificate	–
18.	Combat Systems Operator — Air Interceptor Controller	Grade 3
19.	Combat Systems Operator Mine Warfare — Navigation Watchkeeping Certificate	Grade 3
20.	Combat Systems Supervisor	Grade 4
21.	Combat Systems Supervisor — Air Interceptor Controller	Grade 3
22.	Combat Systems Supervisor — Air Interceptor Controller	Grade 4
23.	Combat Systems Supervisor — Anti-Submarine Aircraft Controller	Grade 4
24.	Combat Systems Supervisor Mine Warfare — Navigation Watchkeeping Certificate	–
25.	Communications and Information Systems — Communications	Grade 4
26.	Communications and Information Systems — Information	Grade 4
27.	Communications and Information Systems — Information SM	Grade 1
28.	Cryptologic Sailor	Grade 4
29.	Electronic Technician	Grade 4
30.	Electronic Technician — Fire Control Officer	Grade 3
31.	Electronic Technician — SM	Grade1
32.	Electronic Warfare	Grade 4
33.	Hydrographic Systems Manager — Laser Airborne Depth Sounder	Grade A
34.	Hydrographic Systems Manager — Navigation Watchkeeping Certificate	Grade A
35.	Hydrographic Systems Operator — Laser Airborne Depth Sounder	Grade 3
36.	Hydrographic Systems Operator — Navigation Watchkeeping Certificate	Grade 3
37.	Imagery Specialist	Grade 3
38.	Marine Technician	Grade 4
39.	Marine Technician — SM	Grade1
40.	Maritime Logistics Steward — SM	Grade 2
41.	Maritime Logistics Steward — SM	Grade 3
42.	Maritime Logistics Steward — SM	Grade 4
43.	Medical	Grade 3
44.	Naval Police Coxswain — Australian Defence Force Investigator	Grade 2

**6 Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 7, table**

Omit the table, substitute:

**Pay grade 7**

<b>Item</b>	<b>Employment Category</b>	<b>Grade</b>
1.	Acoustic Warfare Analyst Submarines	Grade 2
2.	Aircrewman — Fly 6-8	Grade 1
3.	Aircrewman — Fly 8-10	Grade 1
4.	Aircrewman — Fly 4-6	Grade 2
5.	Aircrewman — Fly 6-8	Grade 2
6.	Aircrewman — Fly 2-4	Grade 3
7.	Aircrewman — Fly 4-6	Grade 3
8.	Aircrewman — (Competency Progression)	Grade 4
9.	Aircrewman — (Competency Progression)	Grade 5
10.	Aviation Technician Aircraft	Grade 4
11.	Aviation Technician Aircraft	Grade 5
12.	Aviation Technician Avionics	Grade 4
13.	Aviation Technician Avionics	Grade 5
14.	Clearance Diver	Grade 2
15.	Combat Systems Operator Mine Warfare — SM	Grade 1
16.	Combat Systems Operator Mine Warfare — SM	Grade 2
17.	Combat Systems Operator Mine Warfare — SM	Grade 3
18.	Communications and Information Systems — Communications	Grade 5
19.	Communications and Information Systems — Information	Grade 5
20.	Communications and Information Systems — Information SM	Grade 2
21.	Cryptologic Sailor	Grade 5
22.	Electronic Technician	Grade 5
23.	Electronic Technician — Fire Control Officer	Grade 4
24.	Electronic Technician — Fire Control Officer	Grade 5

25.	Electronic Technician — SM	Grade 2
26.	Electronic Warfare	Grade 5
27.	Electronic Warfare Submarines — SM	Grade 3
28.	Marine Technician	Grade 5
29.	Marine Technician — SM	Grade 2
30.	Maritime Logistics Chef — SM	Grade 3
31.	Maritime Logistics Chef — SM	Grade 4
32.	Maritime Logistics Chef — SM	Grade 5
33.	Maritime Logistics Supply Chain — SM	Grade 3
34.	Maritime Logistics Supply Chain — SM	Grade 4
35.	Medical — SM	Grade 2
36.	Naval Police Coxswain — SM	Grade 1
37.	Naval Police Coxswain — SM	Grade 2

# EXPLANATORY STATEMENT

## Defence Force Remuneration Tribunal Determination No. 7 of 2021, Salaries – Communications and Information Systems - 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* (AI 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 amend the Navy pay grades for the Navy Communication and Information Systems (CIS) employment category.

The CIS employment category exists in both the surface fleet and submarine fleet. The remuneration structure for sailors in both fleets is similar but not the same. The Communication and Information System category consists of three specialisations – Communication, Information, and Information Systems Submariner. The amendments to the Principal Determination will deal with the surface fleet sailors known as General Service.

This Determination amends the pay grade tables in the Graded Other Ranks Pay Structure and Warrant Officer Pay Structure in the Principal Determination as follows:

- Increase the pay placements for Communications and Information Systems, Skill Grades 4 and 5 employment categories due to increased complexities in the roles and responsibilities in the current operating environment in the Graded Other Ranks Pay Structure.
- Establish a Warrant Officer Communications and Information Systems — Information Warfare Advisor (IWA) employment category to provide specialist communications advice to Command in the Warrant Officer Pay Structure.
- Disestablish Warrant Officer Communications and Information Systems Grade 5 — Tier A for both Communications and Information streams in the Warrant Officer Pay Structure.

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 July 2021.

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 – Navy Communications and Information Systems – amendment

Section 1 omits and substitutes the table for Pay Grade 6 in Schedule B.9, Warrant Officer Class 1 pay grades, Part 1 (Navy) of the Principal Determination. The amendment removes both of the following items from the table.

- Communications and Information Systems — Communications Grade 5 — Tier A.
- Communications and Information Systems — Information Grade 5 — Tier A.

Section 2 omits and substitutes the table for Pay Grade 7 in Schedule B.9, Warrant Officer Class 1 pay grades, Part 1 (Navy) of the Principal Determination. The amendment inserts the following items into the table.

- Communications and Information Systems — Tier B.

- Communications and Information Systems — Information — Information Warfare Advisor — Tier A.
- Communications and Information Systems — Communications — Information Warfare Advisor — Tier A

The following employment categories have been removed from the table.

- Communications and Information Systems — Communications — Tier B.
- Communications and Information Systems — Information — Tier B.

Section 3 omits and substitutes the table for Pay Grade 8 in Schedule B.9, Warrant Officer Class 1 pay grades, Part 1 (Navy) of the Principal Determination. The amendment inserts the following item into the table.

- Communications and Information Systems — Tier C.

The following employment categories have been removed from the table.

- Communications and Information Systems — Communications — Tier C.
- Communications and Information Systems — Information — Tier C.

Section 4 omits and substitutes the table for Pay Grade 5 in Schedule B.11, Other rank pay grades, Part 1 (Navy) of the Principal Determination. The following employment categories have been removed from the table.

- Communications and Information Systems — Communications Grade 4.
- Communications and Information Systems — Information Grade 4.

Section 5 omits and substitutes the table for Pay Grade 6 in Schedule B.11, Other rank pay grades, Part 1 (Navy) of the Principal Determination. The amendment inserts the following items into the table.

- Communications and Information Systems — Communications Grade 4.
- Communications and Information Systems — Information Grade 4.

The following employment categories have been removed from the table.

- Communications and Information Systems — Communications Grade 5.
- Communications and Information Systems — Information Grade 5.

Section 6 omits and substitutes the table for Pay Grade 7 in Schedule B.11, Other rank pay grades, Part 1 (Navy) of the Principal Determination. The following employment categories have been inserted into the table.

- Communications and Information Systems — Communications Grade 5.
- Communications and Information Systems — Information Grade 5.

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