



Defence Force Remuneration Tribunal

DECISION

Defence Act 1903

s.58H—Functions and powers of Tribunal

ROYAL AUSTRALIAN NAVY: MARITIME CYBER WARFARE SAILOR

(Matter 13 of 2022)

MS I. ASBURY, PRESIDENT

CANBERRA, 18 JANUARY 2023

MR A. MORRIS, MEMBER

[1] This decision arises from a listing application for a determination to be made under Section 58H of the *Defence Act 1903*. The listing application¹ seeks to align Navy’s cyber workgroup with Army and Air Force, and establish a new sailor employment category to be known as Maritime Cyber Warfare (MCW).

Background

[2] This proposal was foreshadowed by the ADF in late 2021 and detailed in our statement in Matter 13 of 2021 – *Navy: Cryptologic Sailors – Report Back*, which stated “*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*”.²

[3] The proposed MCW employment category will sit within the Navy Information Warfare family and have the same core job functions as the current Cryptologic Network (CTN) stream.

[4] We considered this matter in conference, on the papers, on 6 December 2022.

Submissions

[5] The ADF submits that the MCW category will “*provide direct support to maritime cyber requirements and provide the Navy with the means to contribute to the joint ADF cyber warfare capability*”. To achieve this the ADF specifically proposes the following changes:

- a. alignment of Navy’s cyber employment category with Army’s Cyber Specialist corps and Air Force’s Cyberspace Warfare Analyst mustering;
- b. establishment of a new MCW employment category with the workforce derived from the current CTN stream sailors by disestablishing the CTN stream from the CT Sailor workgroup; and
- c. amend Navy’s cyber workgroup pay grade placements to align with those of the Army and Air Force at paygrades 4 through to 7 across five skill grades.³

[6] The Commonwealth “*does not oppose*” the ADF submission.⁴

Consideration

[7] We considered the evidence that the new category will be established by transferring the existing Cryptologic Sailor category into the MCW employment category while retaining the same job functions.

[8] We accept evidence that the MCW structure will not go beyond the existing pay grade 7 ceiling for CTN sailors, and accept that while it does remove pay grade 3, it sets the entry point for the category at pay grade 4 consistent with Army and Air Force.

Conclusion

[9] We agree this proposal aligns the MCW sailor with Army’s Cyber Specialist Corps and Air Force’s Cyberspace Warfare Analyst and establishes the same career pathway and pay and skill grades across all three Services.

[10] Determination 1 of 2023 gives effect to this decision from 16 February 2023.

MS I. ASBURY, PRESIDENT
MR A. MORRIS, MEMBER

¹ DMR/OUT/2022/36 *Multiple Listing Application – Navy Maritime Cyber Warfare* dated 30 October 2022.

² [Statement - Navy: Cryptologic Sailor - Report Back](#)

³ ADF Submission *Royal Australian Navy Maritime Cyber Warfare Matter 13 of 2022* (ADF1) page 3 paragraphs 1.5 and 1.6.

⁴ Commonwealth letter *Matter 13 of 2022 – Commonwealth reply* dated 21 December 2022.