



# Defence Force Remuneration Tribunal Determination No. 13 of 2023, Salaries – Cyber Warfare Employment Categories – amendment

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*.

Dated 10 July 2023

Ingrid Asbury  
President

Adrian Morris  
Member

Major General Gerard Fogarty, AO Rtd  
Member



## 1 Name

1. This Determination is Defence Force Remuneration Tribunal Determination No. 13 of 2023, Salaries – Cyber Warfare Employment Categories – amendment.
2. This Determination may also be cited as DFRT Determination No. 13 of 2023.

## 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	The day after signature.

**Note:** This table relates only to the provisions of this instrument as originally made.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

---

## NOTE

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended by DFRT Determinations Nos. 1,2,3,6,8,9,11 and 12 of 2023 .

**Schedule 1—Cyber Warfare employment categories amendment**  
***DFRT Determination No. 2 of 2017, Salaries***

**1            Schedule B.2 (Officer pay grades), Part 4: Air Force, Pay grade 2, table item 10**

Repeal the item, substitute:

10.	Cyber Warfare Officer	Grade 1
-----	-----------------------	---------

**2            Schedule B.2 (Officer pay grades), Part 4: Air Force, Pay grade 3, table item 13**

Repeal the item, substitute:

13.	Cyber Warfare Officer	Grade 2
-----	-----------------------	---------

**3            Schedule B.2 (Officer pay grades), Part 4: Air Force, Pay grade 4, table item 13**

Repeal the item, substitute:

13.	Cyber Warfare Officer	Grade 3
-----	-----------------------	---------

**4            Schedule B.2 (Officer pay grades), Part 4: Air Force, Pay grade 6, table item 11**

Repeal the item, substitute:

11.	Cyber Warfare Officer	Grade 4
-----	-----------------------	---------

**5            Schedule B.2 (Officer pay grades), Part 4: Air Force, Pay grade 6, table item 12**

Repeal the item, substitute:

12.	Cyber Warfare Officer	Grade 5
-----	-----------------------	---------

**6            Schedule B.2 (Officer pay grades), Part 4: Air Force, Pay grade 7, table item 18**

Repeal the item, substitute:

18.	Cyber Warfare Officer Grade 4	Command Level 1
-----	-------------------------------	-----------------

**7 Schedule B.2 (Officer pay grades), Part 4: Air Force, Pay grade 7, table item 19**

Repeal the item, substitute:

19.	Cyber Warfare Officer Grade 5	Command Level 1
-----	-------------------------------	-----------------

**8 Schedule B.2 (Officer pay grades), Part 4: Air Force, Pay grade 7, table item 20**

Repeal the item, substitute:

20.	Cyber Warfare Officer	Grade 6
-----	-----------------------	---------

**9 Schedule B.2 (Officer pay grades), Part 4: Air Force, Pay grade 8, table item 15**

Repeal the item, substitute:

15.	Cyber Warfare Officer Grade 6	Command Level 1
-----	-------------------------------	-----------------

**10 Schedule B.2 (Officer pay grades), Part 4: Air Force, Pay grade 8, table item 16**

Repeal the item, substitute:

16.	Cyber Warfare Officer Grade 6	Command Level 2
-----	-------------------------------	-----------------

**11 After Schedule B.9 (Warrant Officer Class 1 pay grades), Part 1: Navy, Pay grade 7, table item 17**

Insert:

17A.	Cyber Warfare Specialist	A
17B.	Cyber Warfare Specialist	B

**11 Schedule B.9 (Warrant Officer Class 1 pay grades), Part 1: Navy, Pay grade 7, table item 28A**

Repeal the item.

**12 Schedule B.9 (Warrant Officer Class 1 pay grades), Part 1: Navy, Pay grade 7, table item 28B**

Repeal the item.

**13 After Schedule B.9 (Warrant Officer Class 1 pay grades), Part 1: Navy, Pay grade 8, table item 35**

Insert:

35A.	Cyber Warfare Specialist	C
------	--------------------------	---

**14 Schedule B.9 (Warrant Officer Class 1 pay grades), Part 1: Navy, Pay grade 8, table item 43A**

Repeal the item.

**15 Schedule B.9 (Warrant Officer Class 1 pay grades), Part 2: Army, Pay grade 7, table item 18**

Repeal the item, substitute:

18.	Cyber Warfare Specialist	A
-----	--------------------------	---

**16 Schedule B.9 (Warrant Officer Class 1 pay grades), Part 2: Army, Pay grade 7, table item 19**

Repeal the item, substitute:

19.	Cyber Warfare Specialist	B
-----	--------------------------	---

**17 Schedule B.9 (Warrant Officer Class 1 pay grades), Part 3: Air Force, Pay grade 7, table item 19**

Repeal the item, substitute:

19.	Cyber Warfare Specialist	A
-----	--------------------------	---

**18 After Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 4, table item 12**

Insert:

12A.	Cyber Warfare Specialist	Grade 1
------	--------------------------	---------

**19 Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 4, table item 21A**

Repeal the item.

**20 After Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 5, table item 24**

Insert:

24A.	Cyber Warfare Specialist	Grade 2
------	--------------------------	---------

**21 Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 5, table item 37A**

Repeal the item.

**22 After Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 6, table item 28**

Insert:

28A.	Cyber Warfare Specialist	Grade 3
------	--------------------------	---------

**23 Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 6, table item 40A**

Repeal the item.

**24 After Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 7, table item 21**

Insert:

21A.	Cyber Warfare Specialist	Grade 4
21B.	Cyber Warfare Specialist	Grade 5

**25 Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 7, table item 30A**

Repeal the item.

**26 Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 7, table item 30B**

Repeal the item.

**27 Schedule B.11 (Other rank pay grades), Part 2: Army, Pay grade 4, table item 38**

Repeal the item, substitute:

38.	Cyber Warfare Specialist	Grade 1
-----	--------------------------	---------

**28 Schedule B.11 (Other rank pay grades), Part 2: Army, Pay grade 5, table item 26**

Repeal the item, substitute:

26.	Cyber Warfare Specialist	Grade 2
-----	--------------------------	---------

**29 Schedule B.11 (Other rank pay grades), Part 2: Army, Pay grade 6, table item 19**

Repeal the item, substitute:

19.	Cyber Warfare Specialist	Grade 3
-----	--------------------------	---------

**30 Schedule B.11 (Other rank pay grades), Part 2: Army, Pay grade 7, table item 19**

Repeal the item, substitute:

19.	Cyber Warfare Specialist	Grade 4
-----	--------------------------	---------

**31 Schedule B.11 (Other rank pay grades), Part 3: Air Force, Pay grade 4, table item 24**

Repeal the item, substitute:



24.	Cyber Warfare Specialist	Grade 1
-----	--------------------------	---------

**32 Schedule B.11 (Other rank pay grades), Part 3: Air Force, Pay grade 5, table item 34**

Repeal the item, substitute:

34.	Cyber Warfare Specialist	Grade 2
-----	--------------------------	---------

**33 Schedule B.11 (Other rank pay grades), Part 3: Air Force, Pay grade 6, table item 19**

Repeal the item, substitute:

19.	Cyber Warfare Specialist	Grade 3
-----	--------------------------	---------

**34 Schedule B.11 (Other rank pay grades), Part 3: Air Force, Pay grade 7, table item 22**

Repeal the item, substitute:

22.	Cyber Warfare Specialist	Grade 4
-----	--------------------------	---------

**35 Schedule B.11 (Other rank pay grades), Part 3: Air Force, Pay grade 7, table item 23**

Repeal the item, substitute:

23.	Cyber Warfare Specialist	Grade 5
-----	--------------------------	---------

# EXPLANATORY STATEMENT

## Defence Force Remuneration Tribunal Determination No. 13 of 2023, Salaries – Cyber Warfare 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 amend employment categories under Schedule B.2, B.9 and B.11 of the Principal Determination to amend the title of the various cyber warfare related employment categories to either Cyber Warfare Officer or Cyber Warfare Specialist.

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 the day after signature.

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 – Cyber Warfare employment categories amendment.

Sections 1 to 10 amend items in Part 4: Air Force of Schedule B.2 (Officer pay grades) of the Principal Determination. The table sets out the rate of salary for a member on becoming an officer. The amendments are administrative in nature and change the name of the Cyberspace Warfare Officer to Cyber Warfare Officer.

Sections 11 to 17 amend items in Schedule B.9 (Warrant Officer Class 1 pay grades) of the Principal Determination. The table sets out the rate of salary for a member on becoming a Warrant Officer Class 1. The amendments are administrative in nature and change the name of the various cyber employment categories to Cyber Warfare Specialist.

Sections 18 to 35 amend items in Schedule b.11 (Other rank pay grades) of the Principal Determination. The table sets out the rate of salary for a member for the employment category. The amendments are administrative in nature and change the name of the various cyber employment categories to Cyber Warfare Specialist.

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