



## Defence Force Remuneration Tribunal Determination No. 7 of 2025, Salaries – Cyber warfare pay structure – amendment

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*. It relates to Matter No. 5 of 2025 – Cyber Warfare Employment Categories.

Dated 22 July 2025

Bernadette O'Neill

President

Andrea Lester

Member

Major General Gerard Fogarty, AO (Retd)

Member

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## 1 Name

1. This Determination is the Defence Force Remuneration Tribunal Determination No. 7 of 2025, Salaries – Cyber warfare pay structure – amendment.
2. This Determination may also be cited as DFRT Determination No. 7 of 2025.

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**Note:** This table relates only to the provisions of this instrument as originally made.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

Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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 pay structure amendments

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

### 1 After Division 3A

Insert:

## **Division 3B: Cyber warfare members**

### **B.3B.1 Purpose**

This Division provides the increment placement and the rate of salary for cyber warfare members.

### **B.3B.2 Definitions**

In this Division, the following apply.

**Cyber warfare member** means a member who is a cyber warfare officer or a cyber warfare specialist.

**Cyber warfare officer** means a member of the cyber warfare officer employment category who is in one of the following pathways under this Division.

- a. The command pathway.
- b. The specialist pathway.
- c. The staff pathway.

**Cyber warfare specialist** means a member of a cyber warfare specialist employment category who is in the enlisted pathway under this Division.

### **B.3B.3 Member this Division applies to**

This Division applies to a cyber warfare member.

### **B.3B.4 Rate of salary for a cyber warfare member**

A cyber warfare member who has an increment in column 2 of the table in one of the following is to be paid the rate of salary in column 3 of the same item of the table.

- a. If the member is on continuous full-time service — Part 3 of Schedule B.14.
- b. If the member is a member of the Reserves who is not on continuous full-time service — Part 4 of Schedule B.14.

### **B.3B.5 Cyber warfare increments**

1. The cyber warfare increment for a member is the increment in the table in one of the following annexes that corresponds with the member's rank and number of years in rank completed in their pathway.
  - a. If the member is in the command pathway — Annex B.3B.A.
  - b. If the member is in the specialist pathway — Annex B.3B.B.
  - c. If the member is in the staff pathway — Annex B.3B.C.
  - d. If the member is in the enlisted pathway — Annex B.3B.D.
2. A member's cyber warfare increment under subsection 1 may be modified by Chapter 3 Part 2 Division 4C of Defence Determination 2016/19, *Conditions of service*, as in force from time to time, in connection with any of the following.
  - a. On entry into the cyber warfare pay structure.
  - b. On promotion.
  - c. On appointment as an officer if the member was an enlisted member immediately before being appointed.
  - d. On transfer to a different pathway within the cyber warfare pay structure.
  - e. On increment advancement.
3. For the purpose of subsection 1, Chapter 3 Part 2 Division 4C of Defence Determination 2016/19, *Conditions of service* determines when a member has completed a year in rank.

### **B.3B.6 Member ceases to be a cyber warfare member**

If a member ceases to be a cyber warfare member, all of the following occur.

- a. They cease to be paid a rate of salary under this Division.
- b. They are paid the rate for their employment category.

### **B.3B.7 Salary ceases to be payable under other Divisions**

A member who is paid a rate of salary under this Division ceases to be eligible for all of the following.

- a. The payment of salary under Division 2, Division 3, Division 3A, Division 4 or Division 5.
- b. Any salary preservation that applied to the member on the day immediately before this Division applied to the member.

## Annex B.3B.A: Cyber Warfare Pay Structure Command Pathway — Increment Range

Column 1 Rank	Column 2 Years in rank					
	0	1	2	3	4	5+
<b>Group Captain</b>	OA33	OA34	OA35	OA36	OA36	OA36
<b>Wing Commander</b>	OA23	OA24	OA25	OA26	OA26	OA26
<b>Squadron Leader</b>	OA18	OA19	OA20	OA21	OA21	OA21
<b>Flight Lieutenant</b>	OA7	OA9	OA11	OA13	OA15	OA17
<b>Flying Officer</b>	OA2	OA3	OA4	OA5	OA5	OA5
<b>Pilot Officer</b>	OA1	OA2	OA3	OA4	OA4	OA4

## Annex B.3B.B: Cyber Warfare Pay Structure Specialist Pathway — Increment Range

Column 1 Rank	Column 2 Years in rank														
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14+
<b>Group Captain</b>	OA33	OA34	OA35	OA36	OA36	OA36	OA36	OA36	OA36	OA36	OA36	OA36	OA36	OA36	OA36
<b>Wing Commander</b>	OA23	OA24	OA25	OA26	OA27	OA28	OA29	OA30	OA31	OA32	OA33	OA34	OA35	OA36	OA36
<b>Squadron Leader</b>	OA18	OA19	OA20	OA21	OA22	OA23	OA24	OA25	OA26	OA26	OA26	OA26	OA26	OA26	OA26
<b>Flight Lieutenant</b>	OA7	OA8	OA9	OA10	OA11	OA12	OA13	OA14	OA15	OA16	OA17	OA18	OA19	OA20	OA21
<b>Flying Officer</b>	OA2	OA3	OA4	OA5	OA5	OA5	OA5	OA5	OA5	OA5	OA5	OA5	OA5	OA5	OA5

### **Annex B.3B.C: Cyber Warfare Pay Structure Staff Pathway — Increment Range**

<b>Column 1 Rank</b>	<b>Column 2 Years in rank</b>
	<b>0+</b>
<b>Group Captain</b>	OA33
<b>Wing Commander</b>	OA23
<b>Squadron Leader</b>	OA18
<b>Flight Lieutenant</b>	OA7
<b>Flying Officer</b>	OA2
<b>Pilot Officer</b>	OA1

## Annex B.3B.D: Cyber Warfare Pay Structure Enlisted Pathway — Increment Range

Column 1 Rank			Column 2 Years in rank								
Navy	Army	Air Force	0	1	2	3	4	5	6	7	8+
Warrant Officer	Warrant Officer Class 1	Warrant Officer	OA14	OA15	OA15	OA15	OA15	OA15	OA15	OA15	OA15
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	OA12	OA13	OA14	OA15	OA15	OA15	OA15	OA15	OA15
	Staff Sergeant*										
Petty Officer	Sergeant	Sergeant	OA8	OA9	OA10	OA11	OA12	OA13	OA14	OA15	OA15
Leading Seaman	Corporal	Corporal	OA5	OA6	OA7	OA8	OA9	OA10	OA11	OA12	OA13
	Lance Corporal		OA3	OA4	OA5	OA6	OA7	OA7	OA7	OA7	OA7
Able Seaman	Private Proficient**	Leading Aircraftman	OA1	OA2	OA3	OA4	OA5	OA6	OA7	OA7	OA7
Seaman	Private	Aircraftman	OA0	OA0	OA0	OA0	OA0	OA0	OA0	OA0	OA0

\* The rank of Staff Sergeant is not used in the Cyber warfare pay structure, but included for completeness.

\*\* Private Proficient is not an ADF rank. It is a proficiency point for which a higher rate of salary is provided.

## 2 After section C.1.6

Insert:

### C.1.7 Transition – cyber warfare employment categories

1. This section applies to a member who meets all of the following.
  - a. The member becomes a cyber warfare member.

**Note:** A cyber warfare member is defined in Division B.3B.
  - b. The rate of salary for the member's cyber warfare pathway is lower than the rate of salary payable for their previous employment category under Part B Division 2, Division 3, 3A, 4 or Division 5.
2. Despite Part B Division 3B, 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.

**Note:** The member remains on this salary until paragraph 4.b applies.
3. The member's rate of salary is adjusted, from time to time by both of the following.
  - a. On completion of a year in rank as defined in Chapter 3 Part 2 Division 4C of Defence Determination 2016/19, *Conditions of service*,.
  - b. An ADF Workplace Remuneration Arrangement general salary adjustment determined by the DFRT.
4. This section ceases to apply to a member on the earlier of the following.
  - a. Five years after the day the member transferred to the employment category.
  - b. The day the rate of salary payable to the member under subsection 2, as adjusted from time to time, is lower than the rate of salary that would be payable to the member under Part B Division 3B, had this section not applied.

**Note:** If the member ceases to be a cyber warfare member they no longer meet the conditions of this section and it ceases to apply.

# Schedule 2—Consequential amendments

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

**1        Section B.0.2 (table of contents)**

After the entry for Division 3A, insert:

Division 3B    Cyber warfare members

**2        Section B.2.2 (exception)**

Omit “or Division 3”, substitute “, Division 3, Division 3A or Division 3B”.

**3        Subsection B.3.8.1.**

Omit “Officer Aviation increments”, substitute “increments”.

**4        Paragraph B.3A.3.a**

Omit “Division 2”, substitute “Division 2, Division 3, Division 3B”.

**5        Amendments of listed provisions—Officer Aviation increment**

In the following sections, omit “Officer Aviation increment”, substitute “increment”.

- a.      Subsection B.3.7.1.
- b.      Paragraph B.3.8.5.a.
- c.      Paragraph B.3.8.5.b.
- d.      Paragraph B.3.8.6.a.
- e.      Paragraph B.3.8.6.b.
- f.      Paragraph B.3.8.6.c.

**6        Amendments of listed provisions—Officer Aviation increment**

In the following sections, omit “Officer Aviation increment”, substitute “Increment”.

- a.      Schedule B.14 (Part 3 table column 2 heading).
- b.      Schedule B.14 (Part 4 table column 2 heading).

# EXPLANATORY STATEMENT

## Defence Force Remuneration Tribunal Determination No. 7 of 2025, Salaries – Cyber warfare pay structure – amendment

This Determination is 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 purpose of this Determination is to amend DFRT Determination No. 2 of 2017 (the Salaries Determination) to create the new cyber warfare pay structure, which adopts the pay spine in Schedule B.14 for determining the salary of members in the cyber warfare officer and cyber warfare specialist employment categories. Members paid in the new cyber warfare pay structure will not be paid in accordance with Schedules B.2, B.9 and B.11 of the Salaries Determination.

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 it is signed.

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 pay structure amendments

Item 1 inserts Division 3B into Part B of the Salaries Determination. The Division creates a new pay structure for cyber warfare officers and specialists to be paid under the pay spine in Schedule B.14 of the Salaries Determination. Specifically, the new Division does the following.

- Section B.3B.1 provides the purpose of this Division.
- Section B.3B.2 provides defined terms used within the Division. Specifically, this provision defines the 'cyber warfare officer' and 'cyber warfare specialist' as members who are in that employment category and in a pathway under this Division. The phrase 'cyber warfare member' is a generic phrase that encapsulates both cyber warfare officer and specialist employment categories.
- Section B.3B.3 provides that the Division applies to a member who is a cyber warfare member.
- Section B.3B.4 provides the rate of salary for an increment. Specifically, the rates for a member on continuous full-time service are provided in Part 3 of Schedule B.14, while the rates for a member of the Reserves are provided in Part 4 of the same Schedule.
- Section B.3B.5 provides the general rule for the member's increment placement for their rank and number of years in that rank on their pathway, as well as providing a cross-reference to the Annex that has the increment range for each pathway. Subsection 2 permits the Defence Determination 2026/19, *Conditions of service* (the Conditions of service determination) to make specific rules to amend the member's placement on entry to the scheme in specific circumstances, as well as for increment advancement on completion of a year in rank, promotion, appointment as an officer and when a member changes their pathway. The section also permits the Conditions of service determination to provide rules around completing a year in rank for the purpose of a member's increment advancement.
- Section B.3B.6 provides that a member who is no longer employed as a cyber warfare member is no longer paid under this Division and returns to another pay structure.
- Section B.3B.7 provides that a member paid under this Division will no longer be paid salary under any other Division in this Determination.

- Annex B.3B.A provides the increment range from Schedule B.14 for a member on the command pathway.
- Annex B.3B.B provides the increment range from Schedule B.14 for a member on the specialist pathway.
- Annex B.3B.C provides the increment range from Schedule B.14 for a member on the staff pathway.
- Annex B.3B.D provides the increment range from Schedule B.14 for a member on the enlisted pathway.

Item 2 inserts a new salary transition arrangement at C.1.7 to preserve affected members' salary. Under this section, members who are paid more on their current pay arrangements than they would be eligible for after the change to Schedule B.14 will be placed at the closest higher increment to their current salary.

#### Schedule 2 – Consequential amendments

Items 1, 2 and 4 amend provisions throughout the Salaries Determination to ensure that other pay structures do not allow for the inclusion of cyber warfare members to be paid under those structures.

Items 3, 5 and 6 amend various provisions in the Salaries Determination to remove the words 'officer aviation increment' and substitute with 'increment'. This allows for the use of the increments in pay structures other than officer aviation pay structure, such as the cyber warfare pay structure created in Schedule 1 of this determination.

Section 58H  
Defence Act 1903