



## Defence Force Remuneration Tribunal Determination No. 10 of 2025, Space 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 2025 – Space Employment Categories.

Dated 6 August 2025

Bernadette O'Neill  
President

Andrea Lester  
Member

Major General Gerard Fogarty, AO (Retd)  
Member

# Contents

1	Name .....	1
2	Commencement.....	1
3	Authority .....	1
4	Schedules .....	1
<b>Schedule 1—Space employment categories amendments</b>		<b>2</b>
<i>DFRT Determination No. 2 of 2017, Salaries</i>		<i>2</i>

## 1 Name

1. This Determination is the Defence Force Remuneration Tribunal Determination No. 11 of 2025, Space employment categories amendment.
2. This Determination may also be cited as DFRT Determination No. 10 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	8 September 2025

**Note:** This table relates only to the provisions of this instrument as originally made.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Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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—Space employment categories amendments

## DFRT Determination No. 2 of 2017, Salaries

**1 After section C.1.7**

Insert:

**C.1.8 Transition – space 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. Space Operations Officer.
      - ii. Space System Supervisor.
      - iii. Space Mission Supervisor.
      - iv. Space Mission Manager.
    - b. The rate of salary for the member’s new employment category is lower than the rate of salary payable for their previous employment category under Part B Division 2, Division 4 or Division 5.
  - 2. Despite Part B, the member is paid the rate of salary payable to them immediately before they transferred, as varied by subsection 3, from the day the transfer takes effect.
  - 3. The member’s rate of salary payable to them immediately before they transferred is adjusted in accordance with 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 earlier of the following.
    - a. Five years after the day the member transferred to the employment category.
    - b. A 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.2, Part 2, Pay Grade 4 (after table item 23)**

Insert:

23A.	Space Operations Officer	Foundation
------	--------------------------	------------

**3            Schedule B.2, Part 2, Pay Grade 5 (after table item 28)**

Insert:

28A.	Space Operations Officer (0-3 years)	Foundation
28B.	Space Operations Officer (0-3 years)	Intermediate

**4            Schedule B.2, Part 2, Pay Grade 6 (after table item 45)**

Insert:

45A.	Space Operations Officer (4-6 years)	Intermediate
------	--------------------------------------	--------------

**5            Schedule B.2, Part 2, Pay Grade 7 (after table item 54)**

Insert:

54A.	Space Operations Officer	Intermediate
54B.	Space Operations Officer	Advanced

**6            Schedule B.2, Part 2, Pay Grade 8 (after table item 48)**

Insert:

48A.	Space Operations Officer	Advanced
48B.	Space Operations Officer	Master
48C.	Space Operations Officer (Command)	Advanced
48D.	Space Operations Officer (Command)	Master

**7            Schedule B.2, Part 3, Pay Grade 4 (after table item 33)**

Insert:

33A.	Space Operations Officer	Foundation
------	--------------------------	------------

**8 Schedule B.2, Part 3, Pay Grade 5 (after table item 33)**

Insert:

33A.	Space Operations Officer (0-3 years)	Foundation
33B.	Space Operations Officer (0-3 years)	Intermediate

**9 Schedule B.2, Part 3, Pay Grade 6 (after table item 34)**

Insert:

34A.	Space Operations Officer (4-6 years)	Intermediate
------	--------------------------------------	--------------

**10 Schedule B.2, Part 3, Pay Grade 7 (after table item 66)**

Insert:

66A.	Space Operations Officer	Intermediate
66B.	Space Operations Officer	Advanced

**11 Schedule B.2, Part 3, Pay Grade 8 (after table item 44)**

Insert:

44A.	Space Operations Officer	Advanced
44B.	Space Operations Officer	Advanced PSC
44C.	Space Operations Officer	Advanced RPE (CM)
44D.	Space Operations Officer	Master
44E.	Space Operations Officer	Master PSC
44F.	Space Operations Officer	Master RPE (CM)
44G.	Space Operations Officer (Command)	Advanced
44H.	Space Operations Officer (Command)	Master

**12        Schedule B.2, Part 4, Pay Grade 4 (after table item 37)**

Insert:

37A.	Space Operations Officer	Foundation
------	--------------------------	------------

**13        Schedule B.2, Part 4, Pay Grade 5 (after table item 36)**

Insert:

36A.	Space Operations Officer (0-3 years)	Foundation
36B.	Space Operations Officer (0-3 years)	Intermediate

**14        Schedule B.2, Part 4, Pay Grade 6 (after table item 14)**

Insert:

14A.	Space Operations Officer (4-6 years)	Intermediate
------	--------------------------------------	--------------

**15        Schedule B.2, Part 4, Pay Grade 7 (after table item 24)**

Insert:

24A.	Space Operations Officer	Intermediate
24B.	Space Operations Officer	Advanced

**16        Schedule B.2, Part 4, Pay Grade 8 (after table item 47)**

Insert:

47A.	Space Operations Officer	Advanced
47B.	Space Operations Officer	Master
47C.	Space Operations Officer (Command)	Advanced
47D.	Space Operations Officer (Command)	Master

**17 Schedule B.9, Part 1, Pay Grade 8 (after table item 58)**

Insert:

59.	Space Operations Manager – Master	A
60.	Space Operations Manager – Master	B

**18 Schedule B.9, Part 1, Pay Grade 9 (after table item 26)**

Insert:

27.	Space Operations Manager – Master	C
-----	-----------------------------------	---

**19 Schedule B.9, Part 2, Pay Grade 8 (after table item 45)**

Insert:

45A.	Space Operations Manager – Master	A
45B.	Space Operations Manager – Master	B

**20 Schedule B.9, Part 2, Pay Grade 9 (after table item 19)**

Insert:

19A.	Space Operations Manager – Master	C
------	-----------------------------------	---

**21 Schedule B.9, Part 3, Pay Grade 8 (after table item 55)**

Insert:

55A.	Space Operations Manager – Master	A
55B.	Space Operations Manager – Master	B

**22 Schedule B.9, Part 3, Pay Grade 9 (after table item 42)**

Insert:



42A.	Space Operations Manager – Master	C
------	-----------------------------------	---

**23      Schedule B.11, Part 1, Pay Grade 4 (after table item 35)**

Insert:

35A.	Space System Operator	Foundation
------	-----------------------	------------

**24      Schedule B.11, Part 1, Pay Grade 5 (after table item 48)**

Insert:

49.	Space System Operator	Foundation
50.	Space System Operator	Intermediate

**25      Schedule B.11, Part 1, Pay Grade 6 (after table item 45)**

Insert:

46.	Space System Supervisor	Intermediate
-----	-------------------------	--------------

**26      Schedule B.11, Part 1, Pay Grade 7 (after table item 54)**

Insert:

55.	Space Mission Supervisor	Advanced
56.	Space Mission Supervisor	Intermediate

**27      Schedule B.11, Part 1, Pay Grade 8 (after table item 43)**

Insert:

44.	Space Mission Manager	Advanced
45.	Space Mission Manager	Master

**28            Schedule B.11, Part 2, Pay Grade 4 (after table item 81)**

Insert:

81A.	Space System Operator	Foundation
------	-----------------------	------------

**29            Schedule B.11, Part 2, Pay Grade 5 (after table item 85)**

Insert:

85A.	Space System Operator	Foundation
85B.	Space System Operator	Intermediate

**30            Schedule B.11, Part 2, Pay Grade 6 (after table item 49)**

Insert:

49A.	Space System Supervisor	Intermediate
------	-------------------------	--------------

**31            Schedule B.11, Part 2, Pay Grade 7 (after table item 25)**

Insert:

25A.	Space Mission Supervisor	Advanced
25B.	Space Mission Supervisor	Intermediate

**32            Schedule B.11, Part 2, Pay Grade 8 (after table item 18)**

Insert:

18A.	Space Mission Manager	Advanced
18B.	Space Mission Manager	Master

**33            Schedule B.11, Part 3, Pay Grade 4 (after table item 39)**

Insert:

39A.	Space System Operator	Foundation
------	-----------------------	------------

**34            Schedule B.11, Part 3, Pay Grade 5 (after table item 49)**

Insert:

49A.	Space System Operator	Foundation
49B.	Space System Operator	Intermediate

**35            Schedule B.11, Part 3, Pay Grade 6 (after table item 46)**

Insert:

46A.	Space System Supervisor	Intermediate
------	-------------------------	--------------

**36            Schedule B.11, Part 3, Pay Grade 7 (after table item 32)**

Insert:

32A.	Space Mission Supervisor	Advanced
32B.	Space Mission Supervisor	Intermediate

**37            Schedule B.11, Part 3, Pay Grade 8 (after table item 28)**

Insert:

28A.	Space Mission Manager	Advanced
28B.	Space Mission Manager	Master

# EXPLANATORY STATEMENT

## Defence Force Remuneration Tribunal Determination No. 10 of 2025, Space employment categories 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 introduce 6 new space employment categories for Navy, Army and Air Force in Schedules B.2, B.9 and B.11 of the Principal 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 8 September 2025.

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 – Salaries amendments

Item 1 inserts a new section C.1.8 into Part C of the Principal Determination which provides a transitional provision for members who transfer to a space employment category. The purpose of this section is to provide salary non-reduction for a member who transfers to a space employment category if their pay grade before their transfer is higher than that of the level of the space employment category. This section ceases to apply when the member's salary that has been preserved is lower than that payable for their space employment category.

Items 2 to 16 amend Schedule B.2 of the Principal Determination which provides the officer employment categories. Space Operations Officer has been inserted into Pay Grades 4 to 8 of Parts 2 to 4 of the Schedule.

Items 17 to 22 amend Schedule B.9 of the Principal Determination which provides the Warrant Officer Class 1 employment categories. Space Operations Manager – Master has been inserted into Pay Grades 8 and 9 of Parts 1 to 3 of the Schedule.

Items 23 to 37 amend Schedule B.11 of the Principal Determination which provides the other rank employment categories. Space System Operator, Space System Supervisor, Space Mission Supervisor and Space Mission Manager have been inserted into Pay Grades 4 to 8 of Parts 1 to 3 of the Schedule.

Section 58H  
*Defence Act 1903*