



Defence Force Remuneration Tribunal Determination No. 14 of 2025, Salaries – Nuclear Submariner Workforce – employment categories – amendment

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*. It relates to Matter No. 13 of 2025 – Nuclear Submarine Workforce – Tranche 3 – Logistics, Personnel and Health SSN Workforce.

Dated 27 November 2025

Bernadette O'Neill

President

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Andrea Lester

Member

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Major General Gerard Fogarty, AO (Retd)

Member

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1 Name

1. This Determination is the Defence Force Remuneration Tribunal Determination No. 14 of 2025, Salaries – Nuclear Submariner Workforce – employment categories – amendment.
2. This Determination may also be cited as DFRT Determination No. 14 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	1 December 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Note: This table relates only to the provisions of this instrument as originally made.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Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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—Nuclear submarine employment categories amendments

DFRT Determination No. 2 of 2017, Salaries

1 Paragraph C.1.5.1.a

After “employment categories”, insert “or employment category streams”.

2 After subparagraph C.1.5.1.a.viii

Insert:

- ix. Maritime Logistics Officer, in the Submariner employment category stream only.
- x. Maritime Personnel – Submariner.
- xi. Medical Sailor Nuclear – Submariner.
- xii. Supply Chain – Submariner.

3 Paragraph C.1.5.1.b

After “member’s employment category”, insert “or employment category stream”.

4 Schedule B.2, Part 2, Pay grade 6 (after table item 25)

Omit the table item, substitute:

25A.	Maritime Logistics Officer	Submariner
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5 Schedule B.9, Part 1, Pay grade 7 (after table item 23)

Insert:

23A.	Maritime Personnel – Submariner (MPERS-SM)	A
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6 Schedule B.9, Part 1, Pay grade 7 (after table item 27)

Insert:

28.	Supply Chain – Submariner (SC-SM)	A
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7 Schedule B.9, Part 1, Pay grade 8 (after table item 52)

Insert:

52A.	Medical Sailor Nuclear – Submariner – Medic Manager (MEDN-SM)	A
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8 Schedule B.11, Part 1, Pay grade 2 (after table item 10)

Insert:

10A.	Maritime Personnel – Submariner (MPERS-SM)	Grade 1
10B.	Supply Chain – Submariner (SC-SM)	Grade 1

9 Schedule B.11, Part 1, Pay grade 3 (after table item 26)

Insert:

26A.	Maritime Personnel – Submariner (MPERS-SM)	Grade 2
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10 Schedule B.11, Part 1, Pay grade 3 (after table item 39)

Insert:

39A.	Supply Chain – Submariner (SC-SM)	Grade 2
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11 Schedule B.11, Part 1, Pay grade 4 (after table item 23)

Insert:

23A.	Medical Sailor Nuclear – Submariner (MEDN-SM)	Grade 2
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12 Schedule B.11, Part 1, Pay grade 5 (after table item 37)

Insert:

37A.	Medical Sailor Nuclear – Submariner (MEDN-SM)	Grade 3
37B.	Medical Sailor Nuclear – Submariner (MEDN-SM)	Grade 4

13 Schedule B.11, Part 1, Pay grade 6 (after table item 41)

Insert:

41A.	Maritime Personnel – Submariner (MPERS-SM)	Grade 3
41B.	Maritime Personnel – Submariner (MPERS-SM)	Grade 4

14 Schedule B.11, Part 1, Pay grade 6 (after table item 46)

Insert:

47.	Supply Chain – Submariner (SC-SM)	Grade 3
48.	Supply Chain – Submariner (SC-SM)	Grade 4

15 Schedule B.11, Part 1, Pay grade 7 (after table item 47)

Insert:

47A.	Maritime Personnel – Submariner (MPERS-SM)	Grade 5
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16 Schedule B.11, Part 1, Pay grade 7 (after table item 56)

Insert:

57.	Supply Chain – Submariner (SC-SM)	Grade 5
58.	Supply Chain – Submariner (SC-SM)	Grade 6

17 Schedule B.11, Part 1, Pay grade 8 (after table item 36)

Insert:

36A.	Medical Sailor Nuclear – Submariner (MEDN-SM)	Grade 4
36B.	Medical Sailor Nuclear – Submariner – Medic Manager (MEDN-SM)	-
36C.	Medical Sailor Nuclear – Submariner – Medic Supervisor (MEDN-SM)	-

Schedule 2—Maritime Logistic Officer employment category amendments

DFRT Determination No. 2 of 2017, Salaries

1 Schedule B.2, Part 2, Pay grade 2 (table item 12)

Omit the table item, substitute:

12.	Maritime Logistics Officer	Under Training
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2 Schedule B.2, Part 2, Pay grade 3 (table item 11)

Omit the table item, substitute:

11.	Maritime Logistics Officer	Primary Qualification
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3 Schedule B.2, Part 2, Pay grade 5 (table items 13 and 14)

Omit the table items, substitute:

13.	Maritime Logistics Officer	Charge Qualified
14.	Maritime Logistics Officer	Qualified non Supply Charge Board before 1 January 1998

4 Schedule B.2, Part 2, Pay grade 6 (table item 25)

Omit the table item, substitute:

25.	Maritime Logistics Officer	Shore Charge
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5 Schedule B.2, Part 2, Pay grade 7 (table item 23)

Omit the table item, substitute:

23.	Maritime Logistics Officer	Maritime Logistics Officer Major Fleet Unit
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6 Schedule B.2, Part 2, Pay grade 8 (table item 28)

Omit the table item, substitute:

28.	Maritime Logistics Officer	Shore Command
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EXPLANATORY STATEMENT

Defence Force Remuneration Tribunal Determination No. 14 of 2025, Salaries – Nuclear Submariner Workforce – 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 introduce three new nuclear submariner employment categories and one new employment category stream for the Logistics, Personnel and Health workforce 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 1 December 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 – Nuclear submarine employment categories amendments

Items 1 to 3 amend section C.1.5 of the Principal Determination, which provides a salary non-reduction period for members who transfer into a Navy non-nuclear submariner employment category. Paragraphs 1.a and 1.b have been amended to provide that employment category streams are eligible categories for the purpose of salary non-reduction. Paragraph 1.a has also been amended to include the following employment categories and employment category stream as categories eligible for salary non-reduction.

- Maritime Logistics Officer, in the Submariner employment category stream only.
- Maritime Personnel – Submariner.
- Medical Sailor Nuclear – Submariner.
- Supply Chain – Submariner.

Item 4 amends Part 2 of Schedule B.2 of the Principal Determination which provides the officer employment categories for Navy. Maritime Logistics Officer – Submariner has been inserted into pay grade 6.

Items 5 to 8 amend Part 1 of Schedule B.9 of the Principal Determination, which provides the Warrant Officer Class 1 employment categories for Navy. The following changes have been made to the Schedule.

- Maritime Personnel – Submariner and Supply Chain – Submariner have been inserted into pay grade 7.
- Medical Sailor Nuclear – Submariner – Medic Manager has been inserted into pay grade 8.

Items 9 to 17 amend Part 1 of Schedule B.11 of the Principal Determination, which provides the other rank employment categories for Navy. The following changes have been made the Schedule.

- Maritime Personnel – Submariner has been inserted into pay grades 2, 3, 6 and 7.
- Medical Sailor Nuclear – Submariner has been inserted into pay grades 4, 5 and 8.

- Supply Chain – Submariner has been inserted into pay grades 2, 3, 6 and 7.

Schedule 2 – Maritime Logistics Officer employment category amendments

Items 1 to 6 amend Part 2 of Schedule B.2 of the Principal Determination which provides the officer employment categories for Navy. The “Maritime Logistics” employment category in Pay grades 2, 3, 5, 6, 7 and 8 has been renamed as “Maritime Logistics Officer” to ensure consistency in the naming of the employment category.

Section 58H
Defence Act 1903