



Defence Force Remuneration Tribunal Determination No. 16 of 2025, Increment and salary preservation for certain members

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*. It relates to Matter No. 4 of 2025 – Targeted Workforce Segments.

Dated 13 November 2025 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
5	Definitions.....	1
6	Increment for certain members.....	1
7	Salary preservation for certain members	2

Schedule 1—Transitional provisions	3
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1 Name

1. This Determination is the Defence Force Remuneration Tribunal Determination No. 16 of 2025, Increment and salary preservation for certain members
2. This Determination may also be cited as DFRT Determination No. 16 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	On the date of 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Note: This table relates only to the provisions of this instrument as originally made.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Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

5 Definitions

In this Instrument, the following apply.

Salaries Determination means *DFRT Determination 2 of 2017, Salaries*, as in force from time to time.

6 Increment for certain members

The following apply.

- a. The member with the employee identification number 8549478 has the increment of OA21 for the purposes of Part 3 of Schedule B.14 of the Salaries Determination.
- b. The member with the employee identification number 8618707 has the increment of OA15 for the purposes Part 3 of Schedule B.14 of the Salaries Determination.

7 Salary preservation for certain members

1. Despite section C.1.4 of Salaries Determination, the follow apply.
 - a. The member with the employee identification number 8537480 is to be paid salary at the rate payable under Schedule B.3 of the Salaries Determination for pay grade 9 increment 2 for their rank.
 - b. The member with the employee identification number 8548063 is to be paid salary at the rate payable under Schedule B.12 of the Salaries Determination for pay grade 9 increment 2 for their rank.
2. This section ceases to apply to a member on the earlier of the following.
 - a. Five years after the day the member's salary was preserved under section C.1.4 of the Salaries Determination.
 - b. The day the rate of salary payable to the member under subsection 1 is lower than the rate of salary that would be payable to the member under Part B of the Salaries Determination, had this section not applied.
 - c. The day they cease to be in a Nuclear Powered Submarine employment category.

Schedule 1—Transitional provisions

1 Increment for certain members from 5 June 2025

1. This clause applies to a member whose increment is affected by section 6 of this Determination.
2. Section 6 of this Determination applies to the member as though this Determination had been in force between 5 June 2025 and the commencement of this Determination.

2 Salary preservation for certain members from 5 June 2025

1. This clause applies to a member whose salary is preserved by section 7 of this Determination.
2. Section 7 of this Determination applies to the member as though this Determination had been in force between 5 June 2025 and the commencement of this Determination.

EXPLANATORY STATEMENT

Defence Force Remuneration Tribunal Determination No. 16 of 2025, Increment and salary preservation for certain members

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 ensure that the certain members will not experience an initial and ongoing financial disadvantage as a consequence of DFRT Matter 4 of 2025, Targeted Workforce Segments.

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 the Determination is signed.

Section 3 provides that this Determination 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.

Section 5 provides the definition of “Salaries Determination” which applies to the Determination.

Section 6 provides the OA increment for certain members. Setting the member’s OA increment under this Determination is as a consequence of the following.

- An error in *Defence Force Remuneration Tribunal Determination No. 4 of 2025, Targeted workforce segments*.
- An unforeseen placement anomaly, which needs to be corrected based on the nuclear powered submariner placement principles.

Section 7 provides the pay grade placement for certain members. Setting the pay grade placement for these members is a consequence of the members’ initial increment placement from a lower salary point than they would have had had the targeted workforce segments increment been applied.

The application of this Determination will ensure that the members to which it applies will not experience an initial and ongoing financial disadvantage as a consequence of DFRT Matter 4 of 2025, Targeted Workforce Segments.

Schedule 1 – Transitional provision

Clause 1 provides that if section 6 of this Determination applies to a member the increment placement provided under section 6 also applies to the member between 5 June 2025 and the commencement of this Determination.

Clause 2 provides that if a member’s salary is preserved under section 7 of this Determination the member salary is also preserved between 5 June 2025 and the commencement of this Determination in accordance with section 7 of this Determination.

Clause 3 provides that the changes made by Schedule 1 of this Determination apply to a member as though they had been in force between 5 June 2025 and the commencement of this Determination. If a member is effected by this clause they may receive an adjustment to their salary for the period to account for any consequential increase in pay grade.

Section 58H
Defence Act 1903