



Defence Force Remuneration Tribunal

STATEMENT

Defence Act 1903
s.58H—Functions and powers of Tribunal

ANNUAL REVIEW OF DETERMINATIONS: SALARIES AND ALLOWANCES

(Matter 1 of 2025)

MS B O'NEILL, PRESIDENT

MS A LESTER, MEMBER

CANBERRA, 23 DECEMBER 2025

MAJGEN G FOGARTY AO RETD, MEMBER

[1] Subsection 58H(6) of the *Defence Act 1903* (the Act) prescribes that ‘*where a determination of the Tribunal in respect to the salaries and relevant allowances to be paid to members is in force, the Tribunal shall inquire into and make a further determination in respect of those salaries and allowances:*

- a. *Within two years of the first-mentioned determination taking effect; or*
- b. *If the Minister, by notice in writing given to the President, requires the Tribunal to make a further determination in respect of those salaries and allowances within a shorter period of the first-mentioned determination taking place – within the shorter period’.*

[2] Pursuant to this obligation, the Australian Defence Force (ADF) submitted all determinations made by the Tribunal during 2023 for its review¹. A hearing in this matter was held on 10 April 2025, with formal submissions lodged from both the ADF and the Commonwealth.

Background

[3] We describe the task of this legislated review as an ‘*Annual Review*’ although we note that s.58H (6) of the Act refers to the obligation to ‘*inquire into*’ determinations. As with prior years, we will continue to adopt that description.

[4] Each Annual Review process incorporates analysis of the effect of each determination by re-examining the:

- a. determination and explanatory statement;
- b. Tribunal decision, or any statement, published in the related matter;
- c. transcript of the related hearing (if any);
- d. related submissions from the ADF;
- e. related submissions from the Commonwealth; and
- f. witness affidavits in the matter (if any).

[5] Determinations for the ADF Workplace Remuneration Arrangement(s) (WRA) are excluded from the Annual Review, as we consider those determinations to have been reviewed annually when each increment is determined.

[6] Similarly, neither Determination 5, 6, 9, 10, 12 nor 14 will be reviewed. These determinations either introduced the broad range of measures known collectively as the Military Factor ADF Allowance reforms, or consisted of administrative changes. These amendments are considered to have taken effect with no further action required.²

[7] The Annual Review process does not preclude the ADF from filing further applications in respect of any of the determinations reviewed.

[8] In the conduct of this 2025 Annual Review we gave consideration to 9 determinations which took effect from 16 January 2023 to 1 February 2024. Review of one of these determinations was delayed from 2024, based on the date of effect of the determination and the proximity to the 2024 Annual Review.

[9] We consider all of the reviewed determinations to have taken effect and require no further action. The remaining 2 determinations from 2023 will be held over to review in 2026, based on their date of effect, as detailed in the table below:

| Determination Number | Matter Number | Effect | Outcome |
|----------------------|---------------|--|------------------------------------|
| 8 of 2022 | 12 of 2022 | Direct entry pathways for Navy and Army Physical Training Instructors | Took effect. No further action. |
| 1 of 2023 | 13 of 2022 | Creation of Maritime Cyber Warfare | Took effect. No further action. |
| 2 of 2023 | 11 of 2022 | Amending nomenclature and skill grades for Imagery Specialists | Took effect. No further action |
| 3 of 2023 | 9 of 2022 | Reforming the remuneration structure for Electrical and Mechanical Ground Trades | Took effect. No further action |
| 4 of 2023 | 2 of 2023 | Submarine Capability Assurance Payment | Took effect. No further action |
| 5 of 2023 | 8 of 2022 | Military Factor Framework | |
| 6 of 2023 | 8 of 2022 | Military Factor Framework | |
| 7 of 2023 | 3 of 2023 | Navy Retention Incentive Payment | Took effect. No further action |
| 8 of 2023 | 4 of 2023 | Amending Army medical nomenclature and Boatswains Mate pay grades | Took effect. No further action |
| 9 of 2023 | 4 of 2023 | Amending placement errors for the Boatswains Mate employment category | |
| 10 of 2023 | 8 of 2022 | Amending Clearance Diver allowance rates for instructional positions | |
| 11 of 2023 | 9 of 2021 | Amending Construction Engineer employment categories | Took effect. No further action |
| 12 of 2023 | 7 of 2022 | Amendments to Boatswains Mate employment categories | |
| 13 of 2023 | 7 of 2023 | Amending nomenclature to align Cyber categories across the services | Took effect. No further action |
| 14 of 2023 | 5 of 2023 | Executive Vehicle Allowance | |
| 15 of 2023 | 8 of 2023 | WRA | |
| 16 of 2023 | 6 of 2023 | Amendments to Airborne Electronics Analyst, including ground based roles | Held over to 2026 |
| 17 of 2023 | 10 of 2023 | Submarine Capability Assurance Payment | Considered with Determination 4 |
| 18 of 2023 | 9 of 2023 | Alignment of Special Forces Operator Salaries, introduction of new roles | Held over to 2026 |

[10] The ADF completed its submissions to the Annual Review by filing a table of changes concerning ‘*training regimes, administration or structures of an employment category previously described or explained in a submission*’ in November 2025.³ These changes do not represent a shift in work value or remuneration propositions, however it is beneficial to inform all parties of any updates that have occurred since the last submission into each matter.

[11] Within this table of changes we note the need for a technical amendment in relation to the ‘Definitions’ clause in Determination 6 of 2024 ADF Military Factor Framework. The ADF submits that *‘the definition should include Combat Controller and Combat Controller Officer as these members are eligible [for an allowance] when posted against a Special Forces Operator Position’*⁴.

[12] With the exception of this technical amendment, which we will assess when the amended determination is formally filed, we agree that none of the reviewed determinations require further consideration.

[13] Our analysis of these determinations, in conjunction with this Statement, fulfil the inquiry requirement stated by the Act.

MS B O’NEILL, PRESIDENT
MS A LESTER, MEMBER
MAJGEN G FOGARTY AO RETD, MEMBER

Appearances:

Ms K Hagan for the ADF assisted by Squadron Leader L Hawkett

Mr K Wong for the Commonwealth assisted by Mr C Johnson

¹ Annual Review of Salary and Allowance Determinations (ADF1) dated 17 March 2025

² ADF1, page 3, paragraph 1.4

³ ADF1, page 13, paragraph 3.3

⁴ ADF Submission Matter 1 of 2025 – Annual Review of Determinations, Part 3, Notification of changes to ADF Submissions, filed 27 November 2025