



Defence Force Remuneration Tribunal

STATEMENT

Defence Act 1903

s.58H—Functions and powers of Tribunal

ROYAL AUSTRALIAN CORP OF SIGNALS

(Matter 19 of 2025)

MS B O'NEILL, PRESIDENT

MS A LESTER, MEMBER

MAJGEN G FOGARTY AO RETD, MEMBER

CANBERRA, 23 December 2025

[1] This statement arises from the requirement, set by this Tribunal in Matter 5 of 2020 – Army: Royal Australian Corp of Signals (RA Sigs)¹ – for Army to provide an interim report back in 2022, and a final report back in 2025. This final report back statement should be read in conjunction with the initial decision of this Tribunal, as well as the interim report.²

[2] We considered this matter on the papers in December 2025.

[3] The RA Sigs matter aimed to update employment category naming conventions and revalue selected skill grades to better reflect modern career structures and training pathways. It provided salary non-reduction provisions pursuant to the Defence Determination 2016/19 *Conditions of Service*.³

Introduction

- [4] The RA Sigs decision approved the following changes:
- a. Disestablishing the Combat Signaller employment category;
 - b. Renaming of Communications Systems, Telecommunications Systems and Information Systems employment categories;
 - c. Modifying skill and pay grade (PG) placements, and prerequisites;
 - d. Establishing employment categories of Telecommunications Network Planner at PG 6 and Battlespace Communications Specialist Supervisor Grade 3 at PG 5; and
 - e. Updates to associated training, career continuum and job profiles for each Corp of Signals employment category.

[5] Paragraph 7.9 of the Australian Defence Force's (ADF's) submission in the RA Sigs matter proposed the following key performance indicators (KPIs) to report back on in 2022 and 2025:

- a. KPI 1: Evaluate consistency and interoperability from rationalised entry-level training.
- b. KPI 2: Assess career and training continuity following the disestablishment of the Combat Signaller employment category.
- c. KPI 3: Determine the effectiveness of restructuring the Information and Telecommunication Systems employment categories.

[6] The interim report back concluded that the changes approved within the RA Sigs matter had an overall positive effect on the employment category.

Key Performance Indicators Summary

KPI 1: Evaluate consistency and interoperability from rationalised entry-level training

[7] This KPI focuses on the success of both the Regular Army Common Signals Course and the Army Reserves Battlespace Communications Specialist Modules 1 and 2, in providing a consistent knowledge baseline and enhanced common awareness of how each of the Signals Corps employment categories work together as a whole.⁴

[8] **Established** – The ADF advises that these changes have delivered significant improvements across the training continua. The Common Signals training provides ‘*a consistent baseline of knowledge across all trades and continues to evolve in response to capability changes*’.⁵ The Battlespace Communications Specialist training focuses on foundational topics, offering an ab-initio entry pathway for the Signals Corp Reserve Forces.

[9] We note direct entry Reservist recruitment into select categories has ceased, due to the complexity of the courses and rapid technological changes.⁶

KPI 2: Assess career and training continuity following the disestablishment of the Combat Signaller employment category

[10] This KPI focuses on the effectiveness of the career structure and training continuity for the Signals Corps Army Reservists after the integration of the Combat Signaller employment category into the Battlespace Communications Specialist Grade 1.

[11] **Established** – The ADF advises the training for Communications System Operator Grade 1 provides ‘*a sound foundation of Royal Australian Corp of Signals knowledge for members and has proven to be an effective entry point for Reservists*’.⁷ This foundational knowledge is shared across the trades, despite the variance in technical proficiencies at higher levels.

[12] Most Reserve personnel affected by the disestablishment have progressed to the Telecommunications Network Detachment Commander skill grade, however we note further career advancement requires the completion of full time courses.⁸

KPI 3: Determine the effectiveness of restructuring Information and Telecommunication Systems employment categories

[13] This KPI focuses on the success of restructuring both the Information and the Telecommunication System employment categories to provide greater expertise and consistent capabilities.

[14] **Established** – The ADF advises that feedback from units indicates the changes have ‘*delivered deep technical expertise and consistent capability across the Royal Australian Corp of Signals*’.⁹ This is supported by an increase in proficiency demonstrated by personnel graduating from both the Information and the Telecommunication System trades, reinforcing the effectiveness of the revised training continua.¹⁰

Non-reduction provisions

[15] The ADF submissions in the RA Sigs matter set out several structural changes and skill grade prerequisites that may have financially disadvantaged personnel. This Tribunal agreed to provide non-reduction provisions for a period of 5 years.

[16] The ADF advises that all permanent members of the Information Systems employment category have transitioned to the new category structure, with two Service Category (SERCAT) 5 personnel intending to complete the training gap by the end of 2025. Reserve personnel who have not paraded in the previous 5 years received individual transition letters prepared by Employment Category Managers. They will be automatically

re-categorised to the All Corps employment category Assistant Instructor on PG 2 if they parade again.¹¹

[17] All Battlespace Communications Specialist personnel have now transitioned.¹²

[18] All SERCAT 5-7 personnel in both the Electronic Warfare and Telecommunications Network Engineering categories have transitioned.¹³ Any Reservists in these employment categories who have not paraded in the previous 5 years, will follow the process outlined above in paragraph 16.

Conclusion

[19] We note the Commonwealth's submissions in this matter.

[20] We agree with the ADF submission that the changes approved in RA Sigs have had a positive effect on the career structures and training pathways across the Corps.

[21] In closing, we are satisfied this reporting meets the intent for the required final report back and there are no further reporting requirements in this matter.

MS B O'NEILL, PRESIDENT

MS A LESTER, MEMBER

MAJGEN G FOGARTY AO RETD, MEMBER

¹ [Royal Australian Corps of Signals Modernisation | Defence Force Remuneration Tribunal](#)

² Report Back – Royal Australian Corps of Signal Modernisation – Interim Report Back undated

³ [Royal Australian Corps of Signals Modernisation | Defence Force Remuneration Tribunal](#)

⁴ ADF Submission *Matter 19 of 2025 Report Back on Matter 5 of 2020 Army: Royal Australian Corps of Signals*, filed 21 November 2025 (ADF1), page 3, paragraph 2.1

⁵ ADF1, page 3, paragraph 2.2

⁶ ADF1, page 3, paragraph 2.4

⁷ ADF1, page 4, paragraph 2.5

⁸ ADF1, page 4, paragraph 2.6

⁹ ADF1, page 4, paragraph 2.8

¹⁰ ADF1, page 4, paragraph 2.9

¹¹ ADF1, page 5, paragraph 2.11

¹² ADF1, page 5, paragraph 2.12

¹³ ADF1, page 5, paragraph 2.13