



Australian Government

Defence Force Remuneration Tribunal

DECISION

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

ROYAL AUSTRALIAN NAVY: CRYPTOLOGIC SAILORS (Matter 12 of 2017)

MS I. ASBURY, PRESIDENT

MR A. MORRIS, MEMBER

CANBERRA, 19 DECEMBER 2017

RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

[1] This decision concerns an application¹ made under s.58H of the *Defence Act 1903* (the Act) for the Australian Defence Force (ADF) to restructure the Cryptologic employment category within Navy and make changes to the development and stability of the workforce in order to expand its maritime intelligence capability.

[2] We considered this matter on the papers and in conference. We were assisted in our discussions by Captain D. McCourt RANR, DSM, OAM, Director *Project Metis*, on 8 December 2017.

Background

[3] The cryptologic workforce is primarily responsible for intercepting, recording, analysing and disseminating intelligence. In 2011 Navy established *Project Metis* to determine the sailor workforce component of their maritime intelligence capability and undertake a review of its cyber capability, operations and requirements. The ADF submit that this proposal is based on the outcomes of that project and a subsequent ‘intelligence sailor workforce requirement plan’ known as *Plan Prometheus*.

Submissions

- [4] In their submission the ADF specifically propose to:
- a. amalgamate the Cryptologic Linguist (CTL) and Cryptologic Systems (CTS) employment categories into one broad employment category of Cryptologic Sailor (CT);
 - b. create a new entry-level skill grade Cryptologic Operator (CTO); and
 - c. remove the redundant employment categories for Cryptologic Submariners.²
- [5] The ADF seek a commencement date of 20 April 2018.
- [6] Additionally, the ADF state they intend to return to the Tribunal “*in the near future*” to establish a third ‘networks’ specialisation stream in the CT category.³
- [7] The Commonwealth supports the ADF proposal.⁴

Considerations

- [8] We considered the written evidence that the category is significantly under resourced and that one of the outcomes from *Plan Prometheus* is the expansion of the cryptologic category by 70 positions.⁵
- [9] In creating a new entry-level skill grade of CTO we accept “*that the current career development of CTS and CTL sailors is tri-Service focussed*” and that “*as a consequence these sailors have little understanding of Navy specific tactical operations and requirements at sea*”.⁶ To address this concern we considered the proposed establishment of a ‘cryptologic trainee’ role to instil an increased understanding of Naval service and maritime operations. We accept that on completion of this Navy specific training a sailor will be promoted to the rank of Seaman and employed as a CTO.
- [10] We note that personnel are not directly recruited into the Reserve Forces as CT sailors and that the only personnel employed in the Reserves under this structure will be former Permanent Navy members or personnel seeking to transfer to the Reserves from the Army or Air Force.

Conclusion

- [11] We agree that the proposed restructure of the cryptologic employment category has addressed the current critical workforce issues and contributes to the modernisation of maritime intelligence capability.
- [12] We agree with the amalgamation of the current CTS and CTL workforce into one CT category and accept it will be “*a single broad employment category having specialist functions based on the current CTL and CTS categories*”.⁷

[13] We agree that the development of a cryptologic trainee, and the new entry-level role of CTO, creates a sailor who understands Navy service at sea and ashore, develops an identity with Navy, and is gainfully contributing to operational outcomes earlier in their career.⁸

[14] We accept that the proposal does not seek to change any matters in relation to submariners and simply removes redundant employment categories.

[15] We note that the ADF will return to us in 2018 to make provision for a cryptologic network specialist sailor within the CT category.

[16] Determination 14 of 2017 will give effect to this decision from 20 April 2018.

MS I. ASBURY, PRESIDENT
MR A. MORRIS, MEMBER
RADM J. GOLDRICK AO CSC RAN RTD, MEMBER

¹ DMR/OUT/2017/37 Listing Application – Salaries – *Navy Cryptologic Sailors* dated 12 September 2017

² ADF submission: *Royal Australian Navy Cryptologic Sailors*.

³ ADF submission page 24 paragraph 7.7

⁴ Commonwealth letter *Navy: Cryptologic Sailors* dated 31 October 2017.

⁵ ADF submission page 12 paragraph 4.6

⁶ ADF Submission page 14 paragraph 4.16

⁷ ADF submission page 16 paragraph 5.2

⁸ ADF submission page 19 paragraph 5.34