## Schedule B.2: Officer pay grades

## Part 2: Navy

**[from DFRT Determination No. 2 of 2017]**

**Pay grade 2**

| Item | Employment Category | Classification |
|---|---|---|
| 1. | Administration | Primary Qualification |
| 2. | Bandmaster | Under Training |
| 3. | Former Warrant Officer | On becoming an Officer |
| 4. | Instructor | Primary Qualification |
| 5. | Intelligence | Under Training |
| 6. | Intelligence NIR | Under Training |
| 7. | Intelligence NIR | Primary Qualification |
| 8. | Maritime Aviation Warfare Officer Competency Progression | Under Training |
| 9. | Maritime Aviation Warfare Officer Competency Progression | Wings Under Training |
| 10. | Maritime Aviation Warfare Officer Time Progression | Under Training |
| 11. | Maritime Logistics | Under Training |
| 12. | Maritime Trade Operations | Under Training |
| 13. | Maritime Warfare Officer | Under Training |
| 14. | Medical Administrator | Under Training |
| 15. | Medical Administrator | Primary Qualification |
| 16. | Naval Police Coxswain Officer | Under Training |
| 17. | Naval Police Coxswain Officer | Primary Qualification |
| 18. | Nurse | Under Training |
| 19. | Pilot Competency Progression | Under Training |
| 20. | Pilot Competency Progression | Wings Under Training |
| 21. | Pilot Time Progression | Under Training |
| 22. | Public Relations | Under Training |
| 23. | Public Relations | Primary Qualification |

**Pay grade 3**

| Item | Employment Category | Classification |
|---|---|---|
| 1. | Aerospace Engineer | Under Training |
| 2. | Bandmaster | Primary Qualification |
| 3. | Intelligence | Tier 1 — Operator Primary Qualification |
| 4. | Marine Engineering | Under Training |
| 5. | Maritime Aviation Warfare Officer Competency Progression | Basic |
| 6. | Maritime Aviation Warfare Officer Competency Progression | Basic Under Training |
| 7. | Maritime Aviation Warfare Officer Time Progression | Fly 0-2 |
| 8. | Maritime Aviation Warfare Officer Time Progression | Fly 0-2 Under Training |
| 9. | Maritime Human Resource Officer | Primary Qualification |
| 10. | Maritime Logistics | Primary Qualification |
| 11. | Maritime Trade Operations | Primary Qualification |
| 12. | Nurse | Primary Qualification |
| 13. | Pilot Competency Progression | Basic |
| 14. | Pilot Competency Progression | Basic Under Training |
| 15. | Pilot Time Progression | Fly 0-2 |
| 16. | Pilot Time Progression | Fly 0-2 Under Training |
| 17. | Psychologist | Under Training |
| 18. | Psychologist | Primary Qualification |
| 19. | Training Systems | Under Training |
| 20. | Training Systems | Primary Qualification |
| 21. | Weapon Electrical Engineering | Under Training |

**Pay grade 4**

| Item | Employment Category | Classification |
|---|---|---|
| 1. | Bandmaster | Officer In Charge |
| 2. | Maritime Trade Operations | Level 2B |
| 3. | Intelligence | Tier 1A — Operator Specialist |
| 4. | Management Executive | Tier 1 — Specialist |
| 5. | Medical Administration | Specialist |
| 6. | Naval Police Coxswain Officer | Director of Policing and Security — Navy |
| 7. | Maritime Aviation Warfare Officer Competency Progression | Intermediate |
| 8. | Maritime Aviation Warfare Officer Competency Progression | Intermediate Under Training |
| 9. | Maritime Aviation Warfare Officer Time Progression | Fly 2-4 |
| 10. | Maritime Aviation Warfare Officer Time Progression | Fly 2-4 Under Training |
| 11. | Maritime Combat Officer | Primary Qualification |
| 12. | Maritime Human Resource Officer | Foundation |
| 13. | Maritime Warfare Officer | Primary Qualification |
| 14. | Pilot Competency Progression | Intermediate |
| 15. | Pilot Competency Progression | Intermediate Under Training |
| 16. | Pilot Time Progression | Fly 2-4 |
| 17. | Pilot Time Progression | Fly 2-4 Under Training |
| 18. | Training Systems | Specialist |

**Pay grade 5**

| Item | Employment Category | Classification |
|---|---|---|
| 1. | Aeronautical Engineering | Primary Qualification |
| 2. | Instructor Maritime Geospatial Officer Meteorology | Qualified |
| 3. | Intelligence | Tier 2 — Intelligence Manager |
| 4. | Management Executive | Tier 2 — Strategic Specialist |
| 5. | Marine Engineering | Primary Qualification |
| 6. | Maritime Aviation Warfare Officer Competency Progression | Highly Proficient |
| 7. | Maritime Aviation Warfare Officer Competency Progression | Highly Proficient Under Training |

**Pay grade 5 cont'd**

| Item | Employment Category | Classification |
|---|---|---|
| 8. | Maritime Aviation Warfare Officer Time Progression | Fly 4-6 |
| 9. | Maritime Aviation Warfare Officer Time Progression | Fly 4-6 Under Training |
| 10. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Fly 4-6 |
| 11. | Maritime Combat Officer | Minor War Vessel Command |
| 12. | Maritime Combat Officer ADQUAL | Qualified |
| 13. | Maritime Geospatial Officer Hydrographer | Qualified |
| 14. | Maritime Geospatial Officer Meteorology | Qualified |
| 15. | Maritime Logistics | Charge Qualified |
| 16. | Maritime Logistics | Qualified non Supply Charge Board before 1 January 1998 |
| 17. | Maritime Warfare Officer | Minor War Vessel Command |
| 18. | Maritime Warfare Officer ADQUAL | Qualified |
| 19. | Maritime Warfare Officer Specialist | Qualified before 1 July 2004 |
| 20. | Mine Clearance Diver Officer | Qualified |
| 21. | Nurse | Specialist |
| 22. | Pilot Competency Progression | Highly Proficient |
| 23. | Pilot Competency Progression | Highly Proficient Under Training |
| 24. | Pilot Time Progression | Fly 4-6 |
| 25. | Pilot Time Progression | Fly 4-6 Under Training |
| 26. | Pilot Time Progression ADQUAL | Fly 4-6 |
| 27. | Principal Warfare Officer | Qualified |
| 28. | Psychologist | Specialist |
| 29. | Training Systems | Senior Training Specialist |
| 30. | Training Systems Maritime Geospatial Officer Meteorology | Qualified |

**Pay grade 5 cont'd**

| Item | Employment Category | Classification |
|---|---|---|
| 31. | Weapons Electrical Aircraft Engineering | Primary Qualification |
| 32. | Weapons Electrical Engineering | Primary Qualification |

**Pay grade 6**

| Item | Employment Category | Classification |
|---|---|---|
| 1. | Administration | Shore Charge |
| 2. | Aeronautical Engineering | Charge Qualified |
| 3. | Aeronautical Engineering | Shore Charge |
| 4. | Aircrew | Appointment |
| 5. | Bandmaster | Director of Music |
| 6. | Bandmaster | Shore Charge |
| 7. | Former Warrant Officer | Shore Charge |
| 8. | Instructor Maritime Geospatial Officer Meteorology – Advanced | Masters of Science and Oceanography Qualified |
| 9. | Intelligence | Shore Charge |
| 10. | Intelligence | Tier 3 — Senior Intelligence Officer |
| 11. | Management Executive | Shore Charge |
| 12. | Management Executive | Tier 3 — Senior Strategic Specialist |
| 13. | Marine Engineer | Charge Qualified |
| 14. | Marine Engineering | Shore Charge |
| 15. | Marine Engineering SM | Qualified |
| 16. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Qualified |
| 17. | Maritime Clearance Diver Officer | Shore Charge |
| 18. | Maritime Combat Officer | Shore Charge |

**Pay grade 6 cont'd**

| Item | Employment Category | Classification |
|---|---|---|
| 19. | Maritime Geospatial Officer Hydrographer — H1 | Hydrographic Officers Long Course or Masters Degree in Hydrographic Science Qualified |
| 20. | Maritime Geospatial Officer Hydrographer — H1 | Shore Charge |
| 21. | Maritime Geospatial Officer Meteorology — Advanced | Masters of Science and Oceanography Qualified |
| 22. | Maritime Geospatial Officer Meteorology | Shore Charge |
| 23. | Maritime Human Resource Officer | Shore Charge |
| 24. | Maritime Logistics | Shore Charge |
| 25. | Maritime Trade Officer | Shore Charge |
| 26. | Maritime Warfare Officer SM | Qualified |
| 27. | Maritime Warfare Officer | Shore Charge |
| 28. | Medical Administrator | Officer In Charge |
| 29. | Medical Administrator | Shore Charge |
| 30. | Mine Clearance Diving Officer Force Warfare Officer | Qualified |
| 31. | Mine Clearance Diver Officer TAG | Qualified |
| 32. | Naval Police Coxswain Officer | Commanding Officer Defence Police Training Centre |
| 33. | Naval Police Coxswain Officer | Shore Charge |
| 34. | Nurse | Officer In Charge |
| 35. | Nurse | Shore Charge |
| 36. | Pilot Competency Progression ADQUAL | Qualified |
| 37. | Principal Warfare Officer ADQUAL | Qualified |
| 38. | Psychologist | Shore Charge |
| 39. | Public Relations | Shore Charge |
| 40. | Training Systems | Principal Training Specialist |
| 41. | Training Systems | Shore Charge |
| 42. | Training Systems Maritime Geospatial Officer Meteorology — Advanced | Masters of Science and Oceanography Qualified |
| 43. | Weapons Electrical Aircraft Engineering | Charge Qualified |

**Pay grade 6 cont'd**

| Item | Employment Category | Classification |
|---|---|---|
| 44. | Weapons Electrical Engineer | Charge Qualified |
| 45. | Weapons Electrical Engineering | Shore Charge |
| 46. | Weapons Electrical Engineering SM | Qualified |

**Pay grade 7**

| Item | Employment Category | Classification |
|---|---|---|
| 1. | Aeronautical Engineering | Head of Department |
| 2. | Instructor Maritime Geospatial Officer Meteorology | Director of Meteorology |
| 3. | Marine Engineering | Marine Engineering Officer Major Fleet Unit |
| 4. | Marine Engineering SM | Charge Qualified |
| 5. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Executive Officer Squadron |
| 6. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Ship’s Flight Commander |
| 7. | Maritime Aviation Warfare Officer Competency Progression | Executive Officer Squadron |
| 8. | Maritime Aviation Warfare Officer Competency Progression | Ship’s Flight Commander |
| 9. | Maritime Aviation Warfare Officer Time Progression | Fly 6-8 |
| 10. | Maritime Aviation Warfare Officer Time Progression | Fly 6-8 Under Training |
| 11. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Fly 6-8 |
| 12. | Maritime Geospatial Officer Hydrographer | Executive Officer Major Fleet Unit |
| 13. | Maritime Geospatial Officer Hydrographer | Minor War Vessel Command |
| 14. | Maritime Geospatial Officer Hydrographer H1 | Minor War Vessel Command |
| 15. | Maritime Geospatial Officer Meteorology | Director of Meteorology |
| 16. | Maritime Geospatial Officer Meteorology | Minor War Vessel Command |

**Pay grade 7 cont'd**

| Item | Employment Category | Classification |
|---|---|---|
| 17. | Maritime Geospatial Officer Meteorology — Advanced | Minor War Vessel Command |
| 18. | Maritime Geospatial Officer Meteorology — Advanced | Director of Meteorology |
| 19. | Maritime Logistics | Maritime Logistics Officer Major Fleet Unit |
| 20. | Maritime Warfare Officer | Executive Officer Major Fleet Unit |
| 21. | Maritime Warfare Officer ADQUAL | Executive Officer Major Fleet Unit |
| 22. | Maritime Warfare Officer SM | Executive Officer Major Fleet Unit |
| 23. | Maritime Warfare Officer SM | Minor War Vessel Command |
| 24. | Maritime Warfare Officer SM | Warfare Officer |
| 25. | Maritime Warfare Officer Specialist | Minor War Vessel Command |
| 26. | Mine Clearance Diver Officer | Executive Officer Major Fleet Unit |
| 27. | Mine Clearance Diver Officer | Minor War Vessel Command |
| 28. | Mine Clearance Diver Officer | Clearance Diving Team Command |
| 29. | Mine Clearance Diver Officer Force Warfare Officer | Executive Officer Major Fleet Unit |
| 30. | Mine Clearance Diver Officer Force Warfare Officer | Minor War Vessel Command |
| 31. | Mine Clearance Diver Officer Force Warfare Officer | Clearance Diving Team Command |
| 32. | Mine Clearance Diver Officer TAG | Executive Officer Major Fleet Unit |
| 33. | Mine Clearance Diver Officer TAG | Minor War Vessel Command |
| 34. | Mine Clearance Diver Officer TAG | Clearance Diving Team Command |
| 35. | Pilot Competency Progression ADQUAL | Executive Officer Squadron |
| 36. | Pilot Competency Progression ADQUAL | Ship’s Flight Commander |
| 37. | Pilot Competency Progression | Executive Officer Squadron |
| 38. | Pilot Competency Progression | Ship’s Flight Commander |
| 39. | Pilot Time Progression | Fly 6-8 |
| 40. | Pilot Time Progression | Fly 6-8 Under Training |
| 41. | Pilot Time Progression ADQUAL | Fly 6-8 |

**Pay grade 7 cont'd**

| Item | Employment Category | Classification |
|---|---|---|
| 42. | Principal Warfare Officer Legacy | Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section |
| 43. | Principal Warfare Officer | Executive Officer Major Fleet Unit |
| 44. | Principal Warfare Officer | Minor War Vessel Command |
| 45. | Principal Warfare Officer ADQUAL Legacy | Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section |
| 46. | Principal Warfare Officer ADQUAL | Executive Officer Major Fleet Unit |
| 47. | Principal Warfare Officer ADQUAL | Minor War Vessel Command |
| 48. | Training Systems Maritime Geospatial Officer Meteorology | Director of Meteorology |
| 49. | Weapons Electrical Aircraft Engineering | Head of Department |
| 50. | Weapons Electrical Engineering | Weapon Electrical Engineering Officer Major Fleet Unit |
| 51. | Weapons Electrical Engineering SM | Charge Qualified |

**Pay grade 8**

| Item | Employment Category | Classification |
|---|---|---|
| 1. | Administration | Shore Command |
| 2. | Aerospace Engineer | Principal Engineer or Subordinate Materiel Governance Authority |
| 3. | Aerospace Engineer | Shore Command |
| 4. | Aircrew | Shore Command |
| 5. | Bandmaster | Shore Command |
| 6. | Former Warrant Officer (Commissioned) | Shore Command |
| 7. | Instructor | Shore Command |
| 8. | Instructor Maritime Geospatial Officer Meteorology | Shore Command |
| 9. | Intelligence | Shore Command |
| 10. | Management Executive | Shore Command |
| 11. | Marine Engineer | Shore Command |

**Pay grade 8 cont'd**

| Item | Employment Category | Classification |
|---|---|---|
| 12. | Marine Engineering | Principal Engineer or Subordinate Materiel Governance Authority |
| 13. | Marine Engineering SM | Principal Engineer or Subordinate Materiel Governance Authority |
| 14. | Marine Engineering SM | Marine Engineering Officer SM |
| 15. | Marine Engineering SM | Shore Command |
| 16. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Shore Command |
| 17. | Maritime Aviation Warfare Officer Competency Progression | Shore Command |
| 18. | Maritime Aviation Warfare Officer Time Progression | Shore Command |
| 19. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Shore Command |
| 20. | Maritime Combat Officer | Shore Command |
| 21. | Maritime Combat Officer ADQUAL | Shore Command |
| 22. | Maritime Geospatial Officer Hydrographer | Shore Command |
| 23. | Maritime Geospatial Officer Hydrographer H1 | Shore Command |
| 24. | Maritime Geospatial Officer Meteorology | Shore Command |
| 25. | Maritime Geospatial Officer Meteorology Advanced | Shore Command |
| 26. | Maritime Human Resource Officer | Shore Command |
| 27. | Maritime Logistics | Shore Command |
| 28. | Maritime Trade Operations | Shore Command |
| 29. | Maritime Warfare Officer | Shore Command |
| 30. | Maritime Warfare Officer ADQUAL | Shore Command |
| 31. | Maritime Warfare Officer SM | Shore Command |
| 32. | Medical Administrator | Shore Command |
| 33. | Mine Clearance Diver Officer | Shore Command |
| 34. | Mine Clearance Diver Officer Force Warfare Officer | Shore Command |
| 35. | Mine Clearance Diver Officer TAG | Shore Command |
| 36. | Naval Police Coxswain Officer | Shore Command |

**Pay grade 8 cont'd**

| Item | Employment Category | Classification |
|---|---|---|
| 37. | Nurse | Shore Command |
| 38. | Pilot Competency Progression | Shore Command |
| 39. | Pilot Competency Progression ADQUAL | Shore Command |
| 40. | Pilot Time Progression | Shore Command |
| 41. | Pilot Time Progression ADQUAL | Shore Command |
| 42. | Principal Warfare Officer | Shore Command |
| 43. | Principal Warfare Officer ADQUAL | Shore Command |
| 44. | Psychologist | Shore Command |
| 45. | Public Relations | Shore Command |
| 46. | Training Systems | Shore Command |
| 47. | Training Systems Maritime Geospatial Officer Meteorology | Shore Command |
| 48. | Weapons Electrical Engineering | Principal Engineer or Subordinate Materiel Governance Authority |
| 49. | Weapons Electrical Engineering SM | Principal Engineer or Subordinate Materiel Governance Authority |
| 50. | Weapons Electrical Engineering SM | Shore Command |
| 51. | Weapons Electrical Engineering SM | Weapons Electrical Engineering Officer SM |
| 52. | Weapons Electrical Engineer | Shore Command |

**Pay grade 9**

| Item | Employment Category | Classification |
|---|---|---|
| 1. | Maritime Aviation Warfare Officer Competency Progression | Squadron Command |
| 2. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Squadron Command |
| 3. | Maritime Aviation Warfare Officer Time Progression | Fly 8-10 |
| 4. | Maritime Aviation Warfare Officer Time Progression | Fly 8-10 Under Training |
| 5. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Fly 8-10 |
| 6. | Maritime Geospatial Officer Hydrographer | Major Fleet Unit Command |
| 7. | Maritime Geospatial Officer Hydrographer H1 | Major Fleet Unit Command |
| 8. | Maritime Geospatial Officer Meteorology | Major Fleet Unit Command |
| 9. | Maritime Geospatial Officer Meteorology — Advanced | Major Fleet Unit Command |
| 10. | Maritime Warfare Officer | Major Fleet Unit Command |
| 11. | Maritime Warfare Officer ADQUAL | Major Fleet Unit Command |
| 12. | Maritime Warfare Officer SM | Major Fleet Unit Command |
| 13. | Maritime Warfare Officer SM | SM Command |
| 14. | Mine Clearance Diver Officer | Major Fleet Unit Command |
| 15. | Mine Clearance Diver Officer TAG | Major Fleet Unit Command |
| 16. | Mine Clearance Diving Officer Force Warfare Officer | Major Fleet Unit Command |
| 17. | Pilot Competency Progression | Squadron Command |
| 18. | Pilot Competency Progression ADQUAL | Squadron Command |
| 19. | Pilot Time Progression | Fly 8-10 |
| 20. | Pilot Time Progression | Fly 8-10 Under Training |
| 21. | Pilot Time Progression ADQUAL | Fly 8-10 |
| 22. | Principal Warfare Officer | Major Fleet Unit Command |
| 23. | Principal Warfare Officer ADQUAL | Major Fleet Unit Command |

**Pay grade 10**

| Item | Employment Category | Classification |
|---|---|---|
| 1. | Maritime Aviation Warfare Officer Time Progression | Fly 10+ |
| 2. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Fly 10+ |
| 3. | Pilot Time Progression | Fly 10+ |
| 4. | Pilot Time Progression ADQUAL | Fly 10+ |