



## Defence Force Remuneration Tribunal Determination No. 4 of 2021, ADF Workplace Remuneration Arrangement 2020–2023

The Defence Force Remuneration Tribunal make this Determination under section 58KD of the *Defence Act 1903*. It relates to Matter 12 of 2020 — ADF Workplace Remuneration Arrangement 2020-2023.

Dated 7 April 2021

Ingrid Asbury  
President

.....

Adrian Morris  
Member

.....

Major General Gerard Fogarty AO Rtd  
Member

.....



## 1 Name

1. This Determination is Defence Force Remuneration Tribunal Determination No. 4 of 2021, ADF Workplace Remuneration Arrangement 2020–2023.
2. This Determination may also be cited as DFRT Determination No. 4 of 2021.

## 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 | 13 May 2021  |

**Note:** This table relates only to the provisions of this instrument as originally made.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 58KD of the *Defence Act 1903*.

## 4 Schedules

Each instrument that is specified in a Schedule to this instrument is amended 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 Saved and transitional rates

1. The amount payable for any non-reduction supplement under sections 3.2.52, 3.2.52A, 3.2.56, 3.2.57 and 3.2.58 of Defence Determination 2016/19, *Conditions of service*, as amended, is increased by two per cent.
2. The amount payable for any salary preservation under Part C of Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended, is increased by two per cent.

# Schedule 1—Amendments to DFRT Determination No. 2 of 2017

## Defence Force Remuneration Tribunal Determination No. 2 of 2017, Salaries<sup>1</sup>

### 1 Schedule B.1 (Senior officer salary rates)

Omit Schedule B.1, substitute:

### Schedule B.1 Senior officer salary rates

#### Part 1: Member of the Permanent Forces (senior officer) — pay grade

| Column 1<br>Rank and increment |               |                  |           | Column 2<br>Yearly salary rate for pay grade |           |           |
|--------------------------------|---------------|------------------|-----------|----------------------------------------------|-----------|-----------|
| Navy                           | Army          | Air Force        | Increment | 1                                            | 2         | 3         |
| Rear Admiral                   | Major General | Air Vice Marshal | O8 – 1    | \$258,650                                    | –         | –         |
|                                |               |                  | O8 – 0    | \$245,113                                    | –         | –         |
|                                |               |                  |           |                                              |           |           |
| Commodore                      | Brigadier     | Air Commodore    | O7 – 1    | \$207,127                                    | \$219,735 | \$223,949 |
|                                |               |                  | O7 – 0    | \$201,100                                    | \$213,341 | \$217,431 |

#### Part 2: Member of the Reserves (senior officer) — pay grade

| Column 1<br>Rank and increment |               |                   |           | Column 2<br>Daily salary rate for pay grade |          |          |
|--------------------------------|---------------|-------------------|-----------|---------------------------------------------|----------|----------|
| Navy                           | Army          | Air Force         | Increment | 1                                           | 2        | 3        |
| Admiral                        | General       | Air Chief Marshal | O10 – 0   | \$1,725.19                                  | –        | –        |
|                                |               |                   |           |                                             |          |          |
| Rear Admiral                   | Major General | Air Vice Marshal  | O8 – 1    | \$708.63                                    | –        | –        |
|                                |               |                   | O8 – 0    | \$671.54                                    | –        | –        |
|                                |               |                   |           |                                             |          |          |
| Commodore                      | Brigadier     | Air Commodore     | O7 – 1    | \$567.47                                    | \$602.01 | \$613.56 |
|                                |               |                   | O7 – 0    | \$550.96                                    | \$584.50 | \$595.70 |

**Part 3: Member of the Permanent Forces (senior officer) — pay point**

| Column 1     |                    |             | Column 2  | Column 3               | Column 4                 |
|--------------|--------------------|-------------|-----------|------------------------|--------------------------|
| Rank         |                    |             | Pay point | Remuneration component | Yearly remuneration rate |
| Navy         | Army               | Air Force   |           |                        |                          |
| Vice Admiral | Lieutenant General | Air Marshal | 1         | base salary            | \$413,896                |
|              |                    |             |           | Positional             | \$0                      |
|              |                    |             |           |                        |                          |
|              |                    |             | 2         | base salary            | \$413,896                |
|              |                    |             |           | Positional             | \$39,788                 |
|              |                    |             |           |                        |                          |
|              |                    |             | 3         | base salary            | \$413,896                |
|              |                    |             |           | Positional             | \$76,718                 |

**Part 4: Member of the Reserves (senior officer) — pay point**

| Column 1     |                    |             | Column 2  | Column 3               | Column 4                |
|--------------|--------------------|-------------|-----------|------------------------|-------------------------|
| Rank         |                    |             | Pay point | Remuneration component | Daily remuneration rate |
| Navy         | Army               | Air Force   |           |                        |                         |
| Vice Admiral | Lieutenant General | Air Marshal | 1         | base salary            | \$1,133.96              |

## 2 Schedule B.3 (Officer salary rates)

Omit Schedule B.3, substitute:

### Schedule B.3 Officer salary rates

#### Part 1: Member of the Permanent Forces (officer)

| Column 1<br>Rank and increment |                    |                   |           | Column 2<br>Yearly salary rate for pay grade |           |           |           |           |           |           |           |           |           |
|--------------------------------|--------------------|-------------------|-----------|----------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Navy                           | Army               | Air Force         | Increment | 1                                            | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9         | 10        |
| Captain                        | Colonel            | Group Captain     | O6 – 1    | \$161,409                                    | \$166,007 | \$171,313 | \$175,910 | \$181,039 | \$186,785 | \$192,556 | \$198,793 | \$205,038 | \$209,211 |
|                                |                    |                   | O6 – 0    | \$156,818                                    | \$161,415 | \$166,725 | \$171,319 | \$176,447 | \$182,195 | \$187,959 | \$194,204 | \$200,449 | \$204,619 |
|                                |                    |                   |           |                                              |           |           |           |           |           |           |           |           |           |
| Commander                      | Lieutenant Colonel | Wing Commander    | O5 – 1    | \$137,874                                    | \$142,474 | \$147,786 | \$152,381 | \$157,506 | \$163,252 | \$169,021 | \$175,266 | \$181,507 | \$185,679 |
|                                |                    |                   | O5 – 0    | \$133,373                                    | \$137,971 | \$143,281 | \$147,879 | \$153,004 | \$158,752 | \$164,518 | \$170,763 | \$177,006 | \$181,179 |
|                                |                    |                   |           |                                              |           |           |           |           |           |           |           |           |           |
| Lieutenant Commander           | Major              | Squadron Leader   | O4 – 2    | \$99,749                                     | \$104,346 | \$109,654 | \$114,252 | \$119,380 | \$125,125 | \$130,894 | \$137,137 | \$143,377 | \$147,550 |
|                                |                    |                   | O4 – 1    | \$96,593                                     | \$101,194 | \$106,499 | \$111,096 | \$116,222 | \$121,972 | \$127,739 | \$133,982 | \$140,227 | \$144,394 |
|                                |                    |                   | O4 – 0    | \$93,428                                     | \$98,029  | \$103,335 | \$107,931 | \$113,058 | \$118,806 | \$124,574 | \$130,819 | \$137,061 | \$141,232 |
|                                |                    |                   |           |                                              |           |           |           |           |           |           |           |           |           |
| Lieutenant                     | Captain            | Flight Lieutenant | O3 – 5    | \$88,179                                     | \$92,780  | \$98,088  | \$102,684 | \$107,812 | \$113,558 | \$119,326 | \$125,571 | \$131,815 | \$135,984 |
|                                |                    |                   | O3 – 4    | \$85,176                                     | \$89,777  | \$95,085  | \$99,684  | \$104,810 | \$110,556 | \$116,322 | \$122,565 | \$128,811 | \$132,980 |
|                                |                    |                   | O3 – 3    | \$82,167                                     | \$86,765  | \$92,072  | \$96,669  | \$101,798 | \$107,546 | \$113,313 | \$119,555 | \$125,800 | \$129,967 |
|                                |                    |                   | O3 – 2    | \$79,173                                     | \$83,776  | \$89,082  | \$93,677  | \$98,806  | \$104,552 | \$110,317 | \$116,565 | \$122,809 | \$126,977 |
|                                |                    |                   | O3 – 1    | \$76,181                                     | \$80,778  | \$86,085  | \$90,683  | \$95,811  | \$101,557 | \$107,323 | \$113,566 | \$119,810 | \$123,983 |
|                                |                    |                   | O3 – 0    | \$73,176                                     | \$77,771  | \$83,078  | \$87,675  | \$92,803  | \$98,548  | \$104,319 | \$110,562 | \$116,802 | \$120,976 |
|                                |                    |                   |           |                                              |           |           |           |           |           |           |           |           |           |
| Sub-Lieutenant                 | Lieutenant         | Flying Officer    | O2 – 3    | \$68,060                                     | \$72,656  | \$77,963  | \$82,561  | \$87,685  | \$93,431  | \$99,201  | \$105,446 | \$111,689 | \$115,862 |
|                                |                    |                   | O2 – 2    | \$65,587                                     | \$70,185  | \$75,493  | \$80,088  | \$85,216  | \$90,963  | \$96,732  | \$102,976 | \$109,220 | \$113,388 |
|                                |                    |                   | O2 – 1    | \$63,156                                     | \$67,754  | \$73,064  | \$77,661  | \$82,786  | \$88,532  | \$94,300  | \$100,547 | \$106,789 | \$110,959 |
|                                |                    |                   | O2 – 0    | \$60,829                                     | \$65,426  | \$70,735  | \$75,333  | \$80,459  | \$86,207  | \$91,972  | \$98,214  | \$104,460 | \$108,631 |
|                                |                    |                   |           |                                              |           |           |           |           |           |           |           |           |           |

| Column 1<br>Rank and increment |                   |               |           | Column 2<br>Yearly salary rate for pay grade |          |          |          |          |          |          |          |           |           |
|--------------------------------|-------------------|---------------|-----------|----------------------------------------------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|
| Navy                           | Army              | Air Force     | Increment | 1                                            | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9         | 10        |
| Acting Sub-Lieutenant          | Second Lieutenant | Pilot Officer | O1 – 1    | \$58,832                                     | \$63,431 | \$68,740 | \$73,335 | \$78,461 | \$84,210 | \$89,975 | \$96,219 | \$102,463 | \$106,634 |
|                                |                   |               | O1 – 0    | \$56,833                                     | \$61,434 | \$66,739 | \$71,336 | \$76,463 | \$82,209 | \$87,980 | \$94,220 | \$100,466 | \$104,636 |

## Part 2: Member of the Reserves (officer)

| Column 1<br>Rank and increment |                    |                   |           | Column 2<br>Daily salary rate for pay grade |          |          |          |          |          |          |          |          |          |
|--------------------------------|--------------------|-------------------|-----------|---------------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Navy                           | Army               | Air Force         | Increment | 1                                           | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| Captain                        | Colonel            | Group Captain     | O6 – 1    | \$442.22                                    | \$454.81 | \$469.35 | \$481.95 | \$496.00 | \$511.74 | \$527.55 | \$544.64 | \$561.75 | \$573.18 |
|                                |                    |                   | O6 – 0    | \$429.64                                    | \$442.23 | \$456.78 | \$469.37 | \$483.42 | \$499.16 | \$514.96 | \$532.07 | \$549.18 | \$560.60 |
|                                |                    |                   |           |                                             |          |          |          |          |          |          |          |          |          |
| Commander                      | Lieutenant Colonel | Wing Commander    | O5 – 1    | \$377.74                                    | \$390.34 | \$404.89 | \$417.48 | \$431.52 | \$447.27 | \$463.07 | \$480.18 | \$497.28 | \$508.71 |
|                                |                    |                   | O5 – 0    | \$365.41                                    | \$378.00 | \$392.55 | \$405.15 | \$419.19 | \$434.94 | \$450.73 | \$467.84 | \$484.95 | \$496.38 |
|                                |                    |                   |           |                                             |          |          |          |          |          |          |          |          |          |
| Lieutenant Commander           | Major              | Squadron Leader   | O4 – 2    | \$273.28                                    | \$285.88 | \$300.42 | \$313.02 | \$327.07 | \$342.81 | \$358.61 | \$375.72 | \$392.81 | \$404.25 |
|                                |                    |                   | O4 – 1    | \$264.64                                    | \$277.24 | \$291.78 | \$304.37 | \$318.42 | \$334.17 | \$349.97 | \$367.07 | \$384.18 | \$395.60 |
|                                |                    |                   | O4 – 0    | \$255.97                                    | \$268.57 | \$283.11 | \$295.70 | \$309.75 | \$325.50 | \$341.30 | \$358.41 | \$375.51 | \$386.94 |
|                                |                    |                   |           |                                             |          |          |          |          |          |          |          |          |          |
| Lieutenant                     | Captain            | Flight Lieutenant | O3 – 5    | \$241.59                                    | \$254.19 | \$268.73 | \$281.33 | \$295.38 | \$311.12 | \$326.92 | \$344.03 | \$361.14 | \$372.56 |
|                                |                    |                   | O3 – 4    | \$233.36                                    | \$245.96 | \$260.51 | \$273.11 | \$287.15 | \$302.89 | \$318.69 | \$335.79 | \$352.91 | \$364.33 |
|                                |                    |                   | O3 – 3    | \$225.12                                    | \$237.71 | \$252.25 | \$264.85 | \$278.90 | \$294.65 | \$310.45 | \$327.55 | \$344.66 | \$356.07 |
|                                |                    |                   | O3 – 2    | \$216.91                                    | \$229.52 | \$244.06 | \$256.65 | \$270.70 | \$286.44 | \$302.24 | \$319.36 | \$336.46 | \$347.88 |
|                                |                    |                   | O3 – 1    | \$208.72                                    | \$221.31 | \$235.85 | \$248.45 | \$262.50 | \$278.24 | \$294.04 | \$311.14 | \$328.25 | \$339.68 |
|                                |                    |                   | O3 – 0    | \$200.48                                    | \$213.07 | \$227.61 | \$240.21 | \$254.25 | \$269.99 | \$285.81 | \$302.91 | \$320.01 | \$331.44 |
|                                |                    |                   |           |                                             |          |          |          |          |          |          |          |          |          |
| Sub-Lieutenant                 | Lieutenant         | Flying Officer    | O2 – 3    | \$186.47                                    | \$199.06 | \$213.60 | \$226.19 | \$240.23 | \$255.98 | \$271.78 | \$288.89 | \$306.00 | \$317.43 |
|                                |                    |                   | O2 – 2    | \$179.69                                    | \$192.29 | \$206.83 | \$219.42 | \$233.47 | \$249.21 | \$265.02 | \$282.13 | \$299.23 | \$310.65 |
|                                |                    |                   | O2 – 1    | \$173.03                                    | \$185.63 | \$200.18 | \$212.77 | \$226.81 | \$242.55 | \$258.36 | \$275.47 | \$292.57 | \$304.00 |
|                                |                    |                   | O2 – 0    | \$166.65                                    | \$179.25 | \$193.79 | \$206.39 | \$220.44 | \$236.18 | \$251.98 | \$269.08 | \$286.19 | \$297.62 |
|                                |                    |                   |           |                                             |          |          |          |          |          |          |          |          |          |
| Acting Sub-Lieutenant          | Second Lieutenant  | Pilot Officer     | O1 – 1    | \$161.18                                    | \$173.78 | \$188.33 | \$200.92 | \$214.96 | \$230.71 | \$246.51 | \$263.61 | \$280.72 | \$292.15 |
|                                |                    |                   | O1 – 0    | \$155.71                                    | \$168.31 | \$182.85 | \$195.44 | \$209.49 | \$225.23 | \$241.04 | \$258.14 | \$275.25 | \$286.67 |

### 3 Schedule B.4 (Other rank member appointed as officer – transitional salary rates)

Omit Schedule B.4, substitute:

## Schedule B.4 Other rank member appointed as officer - transitional salary rates

### Part 1: Member of the Permanent Forces (transition to officer)

| Column 1<br>Rank and increment |                   |                   |           | Column 2<br>Transitional yearly salary rates |          |          |           |           |           |           |           |           |           |
|--------------------------------|-------------------|-------------------|-----------|----------------------------------------------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Navy                           | Army              | Air Force         | Increment | 1                                            | 2        | 3        | 4         | 5         | 6         | 7         | 8         | 9         | 10        |
| Lieutenant                     | Captain           | Flight Lieutenant | O3 – 3    | \$88,179                                     | \$92,780 | \$98,088 | \$102,684 | \$107,812 | \$113,558 | \$119,326 | \$125,571 | \$131,815 | \$135,984 |
|                                |                   |                   | O3 – 2    | \$86,060                                     | \$90,660 | \$95,967 | \$100,564 | \$105,692 | \$111,436 | \$117,206 | \$123,449 | \$129,690 | \$133,864 |
|                                |                   |                   | O3 – 1    | \$83,936                                     | \$88,533 | \$93,845 | \$98,438  | \$103,566 | \$109,314 | \$115,078 | \$121,325 | \$127,564 | \$131,737 |
|                                |                   |                   | O3 – 0    | \$81,820                                     | \$86,420 | \$91,730 | \$96,328  | \$101,452 | \$107,199 | \$112,963 | \$119,210 | \$125,455 | \$129,625 |
|                                |                   |                   |           |                                              |          |          |           |           |           |           |           |           |           |
| Sub-Lieutenant                 | Lieutenant        | Flying Officer    | O2 – 3    | \$79,707                                     | \$84,306 | \$89,613 | \$94,209  | \$99,337  | \$105,083 | \$110,852 | \$117,094 | \$123,337 | \$127,508 |
|                                |                   |                   | O2 – 2    | \$77,588                                     | \$82,187 | \$87,494 | \$92,093  | \$97,216  | \$102,964 | \$108,731 | \$114,974 | \$121,222 | \$125,389 |
|                                |                   |                   | O2 – 1    | \$75,468                                     | \$80,069 | \$85,374 | \$89,972  | \$95,101  | \$100,846 | \$106,611 | \$112,856 | \$119,100 | \$123,272 |
|                                |                   |                   | O2 – 0    | \$73,344                                     | \$77,943 | \$83,248 | \$87,846  | \$92,972  | \$98,720  | \$104,487 | \$110,731 | \$116,977 | \$121,143 |
|                                |                   |                   |           |                                              |          |          |           |           |           |           |           |           |           |
| Acting Sub-Lieutenant          | Second Lieutenant | Pilot Officer     | O1 – 0    | \$71,232                                     | \$75,832 | \$81,136 | \$85,735  | \$90,862  | \$96,608  | \$102,377 | \$108,619 | \$114,863 | \$119,033 |



## Part 2: Member of the Reserves (transition to officer)

| Column 1<br>Rank and increment |                   |                   |        | Column 2<br>Transitional daily salary rates |          |          |          |          |          |          |          |          |          |
|--------------------------------|-------------------|-------------------|--------|---------------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Navy                           | Army              | Air Force         |        | 1                                           | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| Lieutenant                     | Captain           | Flight Lieutenant | O3 – 3 | \$241.59                                    | \$254.19 | \$268.73 | \$281.33 | \$295.38 | \$311.12 | \$326.92 | \$344.03 | \$361.14 | \$372.56 |
|                                |                   |                   | O3 – 2 | \$235.78                                    | \$248.38 | \$262.92 | \$275.52 | \$289.57 | \$305.30 | \$321.11 | \$338.22 | \$355.32 | \$366.75 |
|                                |                   |                   | O3 – 1 | \$229.96                                    | \$242.56 | \$257.11 | \$269.69 | \$283.74 | \$299.49 | \$315.28 | \$332.40 | \$349.49 | \$360.92 |
|                                |                   |                   | O3 – 0 | \$224.16                                    | \$236.77 | \$251.32 | \$263.91 | \$277.95 | \$293.70 | \$309.49 | \$326.60 | \$343.71 | \$355.14 |
|                                |                   |                   |        |                                             |          |          |          |          |          |          |          |          |          |
| Sub-Lieutenant                 | Lieutenant        | Flying Officer    | O2 – 3 | \$218.38                                    | \$230.98 | \$245.52 | \$258.11 | \$272.16 | \$287.90 | \$303.70 | \$320.81 | \$337.91 | \$349.34 |
|                                |                   |                   | O2 – 2 | \$212.57                                    | \$225.17 | \$239.71 | \$252.31 | \$266.35 | \$282.09 | \$297.89 | \$315.00 | \$332.12 | \$343.53 |
|                                |                   |                   | O2 – 1 | \$206.76                                    | \$219.37 | \$233.90 | \$246.50 | \$260.55 | \$276.29 | \$292.08 | \$309.19 | \$326.30 | \$337.73 |
|                                |                   |                   | O2 – 0 | \$200.94                                    | \$213.54 | \$228.08 | \$240.67 | \$254.72 | \$270.47 | \$286.27 | \$303.37 | \$320.48 | \$331.90 |
|                                |                   |                   |        |                                             |          |          |          |          |          |          |          |          |          |
| Acting Sub-Lieutenant          | Second Lieutenant | Pilot Officer     | O1 – 0 | \$195.16                                    | \$207.76 | \$222.29 | \$234.89 | \$248.94 | \$264.68 | \$280.48 | \$297.59 | \$314.69 | \$326.12 |

**4 Schedule B.5 (Specialist officer salary rates – Chaplain and Maritime Spiritual Wellbeing Officer)**

Omit Schedule B.5, substitute:

**Schedule B.5**

**Specialist officer salary rates – Chaplain and Maritime Spiritual Wellbeing Officer**

**Part 1: Member of the Permanent Forces in specialist career structure – Chaplain**

| <b>Column 1<br/>Classification</b> | <b>Column 2<br/>Competency level</b> | <b>Column 3<br/>Yearly salary<br/>rate</b> |
|------------------------------------|--------------------------------------|--------------------------------------------|
| Chaplain Division 1                | CL 1-1                               | \$88,431                                   |
|                                    | CL 1-2                               | \$91,559                                   |
|                                    | CL 2-1                               | \$94,774                                   |
|                                    | CL 2-2                               | \$98,097                                   |
|                                    | CL 2-3                               | \$101,519                                  |
|                                    |                                      |                                            |
| Chaplain Division 2                | CL 2-1                               | \$103,548                                  |
|                                    | CL 2-2                               | \$105,619                                  |
|                                    | CL 2-3                               | \$107,729                                  |
|                                    | CL 2-4                               | \$109,882                                  |
|                                    | CL 3-1                               | \$112,080                                  |
|                                    | CL 3-2                               | \$114,323                                  |
|                                    | CL 3-3                               | \$116,609                                  |
|                                    |                                      |                                            |
| Chaplain Division 3                | CL 3-1                               | \$142,185                                  |
|                                    | CL 3-2                               | \$146,571                                  |
|                                    |                                      |                                            |
| Chaplain Division 4                | CL 3-1                               | \$155,083                                  |
|                                    | CL 3-2                               | \$159,770                                  |
|                                    |                                      |                                            |

## Part 2: Member of the Reserves in specialist career structure – Chaplain

| Column 1<br>Classification | Column 2<br>Competency level | Column 3<br>Daily salary rate |
|----------------------------|------------------------------|-------------------------------|
| Chaplain Division 1        | CL 1-1                       | \$242.28                      |
|                            | CL 1-2                       | \$250.85                      |
|                            | CL 2-1                       | \$259.65                      |
|                            | CL 2-2                       | \$268.76                      |
|                            | CL 2-3                       | \$278.13                      |
|                            |                              |                               |
| Chaplain Division 2        | CL 2-1                       | \$283.69                      |
|                            | CL 2-2                       | \$289.37                      |
|                            | CL 2-3                       | \$295.15                      |
|                            | CL 2-4                       | \$301.05                      |
|                            | CL 3-1                       | \$307.07                      |
|                            | CL 3-2                       | \$313.21                      |
|                            | CL 3-3                       | \$319.48                      |
|                            |                              |                               |
| Chaplain Division 3        | CL 3-1                       | \$389.55                      |
|                            | CL 3-2                       | \$401.56                      |
|                            |                              |                               |
| Chaplain Division 4        | CL 3-1                       | \$424.88                      |
|                            | CL 3-2                       | \$437.73                      |
|                            |                              |                               |

## Part 3: Member of the Permanent Forces in specialist career structure – Maritime Spiritual Wellbeing Officer

| Column 1<br>Classification                   | Column 2<br>Competency level | Column 3<br>Yearly salary rate |
|----------------------------------------------|------------------------------|--------------------------------|
| Maritime Spiritual Wellbeing Officer Class 1 | CL 1-1                       | \$88,431                       |
|                                              | CL 1-2                       | \$91,559                       |
|                                              | CL 2-1                       | \$94,774                       |
|                                              | CL 2-2                       | \$98,097                       |
|                                              | CL 2-3                       | \$101,519                      |
|                                              |                              |                                |
| Maritime Spiritual Wellbeing Officer Class 2 | CL 2-1                       | \$103,548                      |
|                                              | CL 2-2                       | \$105,619                      |
|                                              | CL 2-3                       | \$107,729                      |
|                                              | CL 2-4                       | \$109,882                      |
|                                              | CL 3-1                       | \$112,080                      |
|                                              | CL 3-2                       | \$114,323                      |
|                                              | CL 3-3                       | \$116,609                      |
|                                              |                              |                                |
| Maritime Spiritual Wellbeing Officer Class 3 | CL 3-1                       | \$142,185                      |
|                                              | CL 3-2                       | \$146,571                      |
|                                              |                              |                                |
| Maritime Spiritual Wellbeing Officer Class 4 | CL 3-1                       | \$155,083                      |
|                                              | CL 3-2                       | \$159,770                      |
|                                              |                              |                                |

**Part 4: Member of the Reserves in specialist career structure – Maritime Spiritual Wellbeing Officer**

| <b>Column 1<br/>Classification</b>              | <b>Column 2<br/>Competency level</b> | <b>Column 3<br/>Daily salary<br/>rate</b> |
|-------------------------------------------------|--------------------------------------|-------------------------------------------|
| Maritime Spiritual<br>Wellbeing Officer Class 1 | CL 1-1                               | \$242.28                                  |
|                                                 | CL 1-2                               | \$250.85                                  |
|                                                 | CL 2-1                               | \$259.65                                  |
|                                                 | CL 2-2                               | \$268.76                                  |
|                                                 | CL 2-3                               | \$278.13                                  |
|                                                 |                                      |                                           |
| Maritime Spiritual<br>Wellbeing Officer Class 2 | CL 2-1                               | \$283.69                                  |
|                                                 | CL 2-2                               | \$289.37                                  |
|                                                 | CL 2-3                               | \$295.15                                  |
|                                                 | CL 2-4                               | \$301.05                                  |
|                                                 | CL 3-1                               | \$307.07                                  |
|                                                 | CL 3-2                               | \$313.21                                  |
|                                                 | CL 3-3                               | \$319.48                                  |
|                                                 |                                      |                                           |
| Maritime Spiritual<br>Wellbeing Officer Class 3 | CL 3-1                               | \$389.55                                  |
|                                                 | CL 3-2                               | \$401.56                                  |
|                                                 |                                      |                                           |
| Maritime Spiritual<br>Wellbeing Officer Class 4 | CL 3-1                               | \$424.88                                  |
|                                                 | CL 3-2                               | \$437.73                                  |
|                                                 |                                      |                                           |

**5 Schedule B.6 (Specialist officer salary rates – dental officer)**

Omit Schedule B.6, substitute:

**Schedule B.6  
Specialist officer salary rates – dental officer**

**Part 1: Member of the Permanent Forces (officer) in specialist career structure**

| Column 1<br>Rank        |                       |                      | Column 2<br>Dental level                       | Column 3<br>Yearly<br>salary rate |
|-------------------------|-----------------------|----------------------|------------------------------------------------|-----------------------------------|
| Navy                    | Army                  | Air Force            |                                                |                                   |
| Lieutenant              | Captain               | Flight<br>Lieutenant | DL 1-1                                         | \$94,354                          |
|                         |                       |                      | DL 1-2                                         | \$98,003                          |
|                         |                       |                      | DL 2-1                                         | \$125,634                         |
|                         |                       |                      | DL 2-2                                         | \$129,784                         |
|                         |                       |                      | DL 2-3                                         | \$134,055                         |
|                         |                       |                      | DL 3-1                                         | \$142,852                         |
|                         |                       |                      | DL 3-2                                         | \$147,514                         |
|                         |                       |                      | DL 3-3                                         | \$152,319                         |
|                         |                       |                      | DL 4                                           | \$162,209                         |
| Lieutenant<br>Commander | Major                 | Squadron<br>Leader   | DL 2-1                                         | \$138,075                         |
|                         |                       |                      | DL 2-2                                         | \$142,596                         |
|                         |                       |                      | DL 2-3                                         | \$147,252                         |
|                         |                       |                      | DL 3-1                                         | \$156,840                         |
|                         |                       |                      | DL 3-2                                         | \$161,923                         |
|                         |                       |                      | DL 3-3                                         | \$167,156                         |
|                         |                       |                      | DL 4                                           | \$177,940                         |
| Commander               | Lieutenant<br>Colonel | Wing<br>Commander    | DL 2 (higher duties or<br>temporary duty only) | \$170,294                         |
|                         |                       |                      | DL 3                                           | \$191,478                         |
|                         |                       |                      | DL 4                                           | \$202,953                         |
| Captain                 | Colonel               | Group<br>Captain     | DL 3                                           | \$207,963                         |
|                         |                       |                      | DL 4                                           | \$220,432                         |

## Part 2: Member of the Reserves (officer) in specialist career structure

| Column 1<br>Rank        |                       |                      | Column 2<br>Dental level                       | Column 3<br>Daily salary<br>rate |
|-------------------------|-----------------------|----------------------|------------------------------------------------|----------------------------------|
| Navy                    | Army                  | Air Force            |                                                |                                  |
| Lieutenant              | Captain               | Flight<br>Lieutenant | DL 1-1                                         | \$258.50                         |
|                         |                       |                      | DL 1-2                                         | \$268.50                         |
|                         |                       |                      | DL 2-1                                         | \$344.20                         |
|                         |                       |                      | DL 2-2                                         | \$355.57                         |
|                         |                       |                      | DL 2-3                                         | \$367.27                         |
|                         |                       |                      | DL 3-1                                         | \$391.38                         |
|                         |                       |                      | DL 3-2                                         | \$404.15                         |
|                         |                       |                      | DL 3-3                                         | \$417.31                         |
|                         |                       |                      | DL 4                                           | \$444.41                         |
| Lieutenant<br>Commander | Major                 | Squadron<br>Leader   | DL 2-1                                         | \$378.29                         |
|                         |                       |                      | DL 2-2                                         | \$390.67                         |
|                         |                       |                      | DL 2-3                                         | \$403.43                         |
|                         |                       |                      | DL 3-1                                         | \$429.70                         |
|                         |                       |                      | DL 3-2                                         | \$443.62                         |
|                         |                       |                      | DL 3-3                                         | \$457.96                         |
|                         |                       |                      | DL 4                                           | \$487.51                         |
|                         |                       |                      |                                                |                                  |
| Commander               | Lieutenant<br>Colonel | Wing<br>Commander    | DL 2 (higher duties or<br>temporary duty only) | \$466.56                         |
|                         |                       |                      | DL 3                                           | \$524.60                         |
|                         |                       |                      | DL 4                                           | \$556.04                         |
|                         |                       |                      |                                                |                                  |
| Captain                 | Colonel               | Group<br>Captain     | DL 3                                           | \$569.76                         |
|                         |                       |                      | DL 4                                           | \$603.92                         |
|                         |                       |                      |                                                |                                  |

**6 Schedule B.7 (Specialist officer salary rates – legal officer)**

Omit Schedule B.7, substitute:

**Schedule B.7  
Specialist officer salary rates – legal officer**

**Part 1: Member of the Permanent Forces (officer) in specialist career structure**

| <b>Column 1<br/>Rank</b> |                    |                   | <b>Column 2<br/>Legal level</b>             | <b>Column 3<br/>Yearly<br/>salary rate</b> |
|--------------------------|--------------------|-------------------|---------------------------------------------|--------------------------------------------|
| <b>Navy</b>              | <b>Army</b>        | <b>Air Force</b>  |                                             |                                            |
| Sub Lieutenant           | Lieutenant         | Flying Officer    | LL 1                                        | \$65,426                                   |
| Lieutenant               | Captain            | Flight Lieutenant | LL 1                                        | \$75,215                                   |
|                          |                    |                   | LL 2-1                                      | \$77,771                                   |
|                          |                    |                   | LL 2-2                                      | \$80,778                                   |
|                          |                    |                   | LL 2-3                                      | \$83,776                                   |
|                          |                    |                   | LL 2-4                                      | \$86,765                                   |
|                          |                    |                   | LL 2-5                                      | \$89,777                                   |
|                          |                    |                   | LL 2-6                                      | \$92,780                                   |
|                          |                    |                   | LL 3-1                                      | \$105,632                                  |
|                          |                    |                   | LL 3-2                                      | \$114,751                                  |
| Lieutenant Commander     | Major              | Squadron Leader   | LL 2-1                                      | \$98,029                                   |
|                          |                    |                   | LL 2-2                                      | \$101,194                                  |
|                          |                    |                   | LL 2-3                                      | \$104,346                                  |
|                          |                    |                   | LL 2-4                                      | \$105,632                                  |
|                          |                    |                   | LL 3-1                                      | \$123,131                                  |
|                          |                    |                   | LL 3-2                                      | \$132,242                                  |
|                          |                    |                   | LL 3-3                                      | \$136,673                                  |
|                          |                    |                   | LL 3-4                                      | \$145,544                                  |
|                          |                    |                   | LL 4-1                                      | \$151,333                                  |
|                          |                    |                   | LL 4-2                                      | \$154,965                                  |
|                          |                    |                   | LL 4-3                                      | \$158,837                                  |
|                          |                    |                   | LL 4-4                                      | \$162,950                                  |
| Commander                | Lieutenant Colonel | Wing Commander    | LL 3-1                                      | \$170,728                                  |
|                          |                    |                   | LL 3-2                                      | \$175,842                                  |
|                          |                    |                   | LL 4-1                                      | \$181,065                                  |
|                          |                    |                   | LL 4-2                                      | \$187,734                                  |
|                          |                    |                   | LL 5                                        | \$193,730                                  |
| Captain                  | Colonel            | Group Captain     | LL 3 (higher duties or temporary duty only) | \$184,785                                  |
|                          |                    |                   | LL 4                                        | \$193,730                                  |
|                          |                    |                   | LL 5-1                                      | \$199,726                                  |
|                          |                    |                   | LL 5-2                                      | \$206,777                                  |

## Part 2: Member of the Reserves (officer) in specialist career structure

| Column 1<br>Rank     |                    |                   | Column 2<br>Legal level                     | Column 3<br>Daily salary<br>rate |
|----------------------|--------------------|-------------------|---------------------------------------------|----------------------------------|
| Navy                 | Army               | Air Force         |                                             |                                  |
| Sub Lieutenant       | Lieutenant         | Flying Officer    | LL 1                                        | \$179.25                         |
|                      |                    |                   |                                             |                                  |
| Lieutenant           | Captain            | Flight Lieutenant | LL 1                                        | \$206.07                         |
|                      |                    |                   | LL 2-1                                      | \$213.07                         |
|                      |                    |                   | LL 2-2                                      | \$221.31                         |
|                      |                    |                   | LL 2-3                                      | \$229.52                         |
|                      |                    |                   | LL 2-4                                      | \$237.71                         |
|                      |                    |                   | LL 2-5                                      | \$245.96                         |
|                      |                    |                   | LL 2-6                                      | \$254.19                         |
|                      |                    |                   | LL 3-1                                      | \$289.40                         |
|                      |                    |                   | LL 3-2                                      | \$314.39                         |
|                      |                    |                   | LL-B                                        | \$513.76                         |
|                      |                    |                   | LL-A                                        | \$530.19                         |
|                      |                    |                   |                                             |                                  |
|                      |                    |                   |                                             |                                  |
| Lieutenant Commander | Major              | Squadron Leader   | LL 2-1                                      | \$268.57                         |
|                      |                    |                   | LL 2-2                                      | \$277.24                         |
|                      |                    |                   | LL 2-3                                      | \$285.88                         |
|                      |                    |                   | LL 2-4                                      | \$289.40                         |
|                      |                    |                   | LL 3-1                                      | \$337.35                         |
|                      |                    |                   | LL 3-2                                      | \$362.31                         |
|                      |                    |                   | LL 3-3                                      | \$374.45                         |
|                      |                    |                   | LL 3-4                                      | \$398.75                         |
|                      |                    |                   | LL 4-1                                      | \$414.61                         |
|                      |                    |                   | LL 4-2                                      | \$424.56                         |
|                      |                    |                   | LL 4-3                                      | \$435.17                         |
|                      |                    |                   | LL 4-4                                      | \$446.44                         |
|                      |                    |                   | LL-B                                        | \$513.76                         |
|                      |                    |                   | LL-A                                        | \$530.19                         |
|                      |                    |                   |                                             |                                  |
|                      |                    |                   |                                             |                                  |
| Commander            | Lieutenant Colonel | Wing Commander    | LL 3-1                                      | \$467.75                         |
|                      |                    |                   | LL 3-2                                      | \$481.76                         |
|                      |                    |                   | LL 4-1                                      | \$496.07                         |
|                      |                    |                   | LL 4-2                                      | \$514.34                         |
|                      |                    |                   | LL 5                                        | \$530.77                         |
|                      |                    |                   | LL-B                                        | \$514.34                         |
|                      |                    |                   | LL-A                                        | \$530.76                         |
|                      |                    |                   |                                             |                                  |
| Captain              | Colonel            | Group Captain     | LL 3 (higher duties or temporary duty only) | \$506.26                         |
|                      |                    |                   | LL 4                                        | \$530.77                         |
|                      |                    |                   | LL 5-1                                      | \$547.19                         |
|                      |                    |                   | LL 5-2                                      | \$566.51                         |
|                      |                    |                   | LL-B                                        | \$514.34                         |
|                      |                    |                   | LL-A                                        | \$530.76                         |



**7 Schedule B.8 (Specialist officer salary rates – medical officer)**

Omit Schedule B.8, substitute:

**Schedule B.8**

**Specialist officer salary rates – medical officer**

**Part 1: Member of the Permanent Forces (officer) in specialist career structure**

| Column 1<br>Rank        |         |                      | Column 2<br>Military Medical level | Column 3<br>Yearly salary<br>rate |
|-------------------------|---------|----------------------|------------------------------------|-----------------------------------|
| Navy                    | Army    | Air Force            |                                    |                                   |
| Lieutenant              | Captain | Flight<br>Lieutenant | MML 1-2 (resident)                 | \$77,771                          |
|                         |         |                      | MML 1-3 (senior resident)          | \$87,808                          |
|                         |         |                      | MML 1-4                            | \$101,079                         |
|                         |         |                      | MML 2A-1                           | \$123,010                         |
|                         |         |                      | MML 2A-2                           | \$126,833                         |
|                         |         |                      | MML 2A-3                           | \$130,769                         |
|                         |         |                      | MML 2A-4                           | \$139,823                         |
|                         |         |                      | MML 2B-1                           | \$147,555                         |
|                         |         |                      | MML 2B-2                           | \$155,291                         |
|                         |         |                      | MML 3-1                            | \$224,914                         |
|                         |         |                      | MML 3-2                            | \$231,661                         |
|                         |         |                      | MML 3-3                            | \$237,453                         |
|                         |         |                      | MML 3-4                            | \$243,389                         |
|                         |         |                      | MML 3-5                            | \$249,474                         |
|                         |         |                      | MML 3A-1                           | \$237,453                         |
|                         |         |                      | MML 3A-2                           | \$248,648                         |
|                         |         |                      | MML 3A-3                           | \$256,824                         |
|                         |         |                      | MML 3A-4                           | \$264,528                         |
|                         |         |                      | MML 4-1                            | \$249,474                         |
|                         |         |                      | MML 4-2                            | \$256,958                         |
|                         |         |                      | MML 4-3                            | \$264,668                         |
| Lieutenant<br>Commander | Major   | Squadron<br>Leader   | MML 1-3                            | \$98,029                          |
|                         |         |                      | MML 1-4                            | \$111,531                         |
|                         |         |                      | MML 2A-1                           | \$133,720                         |
|                         |         |                      | MML 2A-2                           | \$137,543                         |
|                         |         |                      | MML 2A-3                           | \$141,479                         |
|                         |         |                      | MML 2A-4                           | \$150,533                         |
|                         |         |                      | MML 2B-1                           | \$158,265                         |
|                         |         |                      | MML 2B-2                           | \$166,001                         |
|                         |         |                      | MML 3-1                            | \$235,624                         |
|                         |         |                      | MML 3-2                            | \$242,371                         |
|                         |         |                      | MML 3-3                            | \$248,163                         |
|                         |         |                      | MML 3-4                            | \$254,099                         |
|                         |         |                      | MML 3-5                            | \$260,184                         |
|                         |         |                      | MML 3A-1                           | \$248,163                         |
|                         |         |                      | MML 3A-2                           | \$258,848                         |
|                         |         |                      | MML 3A-3                           | \$267,534                         |
|                         |         |                      | MML 3A-4                           | \$275,238                         |
|                         |         |                      | MML 4-1                            | \$260,184                         |
|                         |         |                      | MML 4-2                            | \$267,668                         |
|                         |         |                      | MML 4-3                            | \$275,378                         |

**Part 1: Member of the Permanent Forces (officer) in specialist career structure (continued)**

| Column 1<br>Rank |                       |                   | Column 2<br>Military Medical<br>level | Column 3<br>Yearly salary<br>rate |
|------------------|-----------------------|-------------------|---------------------------------------|-----------------------------------|
| Navy             | Army                  | Air Force         |                                       |                                   |
| Commander        | Lieutenant<br>Colonel | Wing<br>Commander | MML 2A-1                              | \$159,220                         |
|                  |                       |                   | MML 2A-2                              | \$163,043                         |
|                  |                       |                   | MML 2A-3                              | \$166,979                         |
|                  |                       |                   | MML 2A-4                              | \$176,033                         |
|                  |                       |                   | MML 2B-1                              | \$183,765                         |
|                  |                       |                   | MML 2B-2                              | \$191,501                         |
|                  |                       |                   | MML 3-1                               | \$261,124                         |
|                  |                       |                   | MML 3-2                               | \$267,871                         |
|                  |                       |                   | MML 3-3                               | \$273,663                         |
|                  |                       |                   | MML 3-4                               | \$279,599                         |
|                  |                       |                   | MML 3-5                               | \$285,684                         |
|                  |                       |                   | MML 3A-1                              | \$273,663                         |
|                  |                       |                   | MML 3A-2                              | \$284,348                         |
|                  |                       |                   | MML 3A-3                              | \$293,034                         |
|                  |                       |                   | MML 3A-4                              | \$300,738                         |
|                  |                       |                   | MML 4-1                               | \$285,684                         |
|                  |                       |                   | MML 4-2                               | \$293,168                         |
|                  |                       |                   | MML 4-3                               | \$300,878                         |
| Captain          | Colonel               | Group Captain     | MML 2A-1                              | \$171,766                         |
|                  |                       |                   | MML 2A-2                              | \$175,589                         |
|                  |                       |                   | MML 2A-3                              | \$179,525                         |
|                  |                       |                   | MML 2A-4                              | \$188,579                         |
|                  |                       |                   | MML 2B-1                              | \$196,311                         |
|                  |                       |                   | MML 2B-2                              | \$204,047                         |
|                  |                       |                   | MML 3-1                               | \$273,670                         |
|                  |                       |                   | MML 3-2                               | \$280,417                         |
|                  |                       |                   | MML 3-3                               | \$286,209                         |
|                  |                       |                   | MML 3-4                               | \$292,145                         |
|                  |                       |                   | MML 3-5                               | \$298,230                         |
|                  |                       |                   | MML 3A-1                              | \$286,209                         |
|                  |                       |                   | MML 3A-2                              | \$296,894                         |
|                  |                       |                   | MML 3A-3                              | \$305,580                         |
|                  |                       |                   | MML 3A-4                              | \$313,284                         |
|                  |                       |                   | MML 4-1                               | \$298,230                         |
|                  |                       |                   | MML 4-2                               | \$305,714                         |
|                  |                       |                   | MML 4-3                               | \$313,424                         |

**Part 2: Member of the Permanent Forces (officer) in specialist officer career structure (medicine trauma specialist)**

| Column 1<br>Rank               |                              |                           | Column 2<br>Increment | Column 3<br>Yearly salary rate |
|--------------------------------|------------------------------|---------------------------|-----------------------|--------------------------------|
| Navy                           | Army                         | Air Force                 |                       |                                |
| Commander and above            | Lieutenant Colonel and above | Wing Commander and above  | 6                     | \$390,849                      |
|                                |                              |                           | 5                     | \$381,803                      |
|                                |                              |                           | 4                     | \$370,501                      |
|                                |                              |                           | 3                     | \$355,549                      |
|                                |                              |                           | 2                     | \$342,240                      |
|                                |                              |                           | 1                     | \$330,935                      |
|                                |                              |                           | entry                 | \$319,628                      |
|                                |                              |                           |                       |                                |
| Lieutenant Commander and below | Major and below              | Squadron Leader and below | 6                     | \$376,001                      |
|                                |                              |                           | 5                     | \$366,956                      |
|                                |                              |                           | 4                     | \$355,654                      |
|                                |                              |                           | 3                     | \$340,700                      |
|                                |                              |                           | 2                     | \$327,391                      |
|                                |                              |                           | 1                     | \$316,087                      |
|                                |                              |                           | entry                 | \$304,781                      |
|                                |                              |                           |                       |                                |

### Part 3: Member of the Reserves (officer) in specialist career structure

| Column 1<br>Rank     |         |                   | Column 2<br>Military Medical level | Column 3<br>Daily salary rate |
|----------------------|---------|-------------------|------------------------------------|-------------------------------|
| Navy                 | Army    | Air Force         |                                    |                               |
| Lieutenant           | Captain | Flight Lieutenant | MML 1-2 (resident)                 | \$213.07                      |
|                      |         |                   | MML 1-3 (senior resident)          | \$240.57                      |
|                      |         |                   | MML 1-4                            | \$276.93                      |
|                      |         |                   | MML 2A-1                           | \$337.01                      |
|                      |         |                   | MML 2A-2                           | \$347.49                      |
|                      |         |                   | MML 2A-3                           | \$358.27                      |
|                      |         |                   | MML 2A-4                           | \$383.08                      |
|                      |         |                   | MML 2B-1                           | \$404.26                      |
|                      |         |                   | MML 2B-2                           | \$425.45                      |
|                      |         |                   | MML 3-1                            | \$616.20                      |
|                      |         |                   | MML 3-2                            | \$634.69                      |
|                      |         |                   | MML 3-3                            | \$650.56                      |
|                      |         |                   | MML 3-4                            | \$666.82                      |
|                      |         |                   | MML 3-5                            | \$683.49                      |
|                      |         |                   | MML 3A-1                           | \$650.56                      |
|                      |         |                   | MML 3A-2                           | \$681.23                      |
|                      |         |                   | MML 3A-3                           | \$703.63                      |
|                      |         |                   | MML 3A-4                           | \$724.73                      |
|                      |         |                   | MML 4-1                            | \$683.49                      |
|                      |         |                   | MML 4-2                            | \$703.99                      |
|                      |         |                   | MML 4-3                            | \$725.12                      |
| Lieutenant Commander | Major   | Squadron Leader   | MML 1-3                            | \$268.57                      |
|                      |         |                   | MML 1-4                            | \$305.56                      |
|                      |         |                   | MML 2A-1                           | \$366.36                      |
|                      |         |                   | MML 2A-2                           | \$376.83                      |
|                      |         |                   | MML 2A-3                           | \$387.61                      |
|                      |         |                   | MML 2A-4                           | \$412.42                      |
|                      |         |                   | MML 2B-1                           | \$433.60                      |
|                      |         |                   | MML 2B-2                           | \$454.80                      |
|                      |         |                   | MML 3-1                            | \$645.55                      |
|                      |         |                   | MML 3-2                            | \$664.03                      |
|                      |         |                   | MML 3-3                            | \$679.90                      |
|                      |         |                   | MML 3-4                            | \$696.16                      |
|                      |         |                   | MML 3-5                            | \$712.83                      |
|                      |         |                   | MML 3A-1                           | \$679.90                      |
|                      |         |                   | MML 3A-2                           | \$709.17                      |
|                      |         |                   | MML 3A-3                           | \$732.97                      |
|                      |         |                   | MML 3A-4                           | \$754.08                      |
|                      |         |                   | MML 4-1                            | \$712.83                      |
|                      |         |                   | MML 4-2                            | \$733.34                      |
|                      |         |                   | MML 4-3                            | \$754.46                      |

**Part 3: Member of the Reserves (officer) in specialist career structure (continued)**

| Column 1<br>Rank |                       |                   | Column 2<br>Military Medical<br>level | Column 3<br>Daily salary<br>rate |
|------------------|-----------------------|-------------------|---------------------------------------|----------------------------------|
| Navy             | Army                  | Air Force         |                                       |                                  |
| Commander        | Lieutenant<br>Colonel | Wing<br>Commander | MML 2A-1                              | \$436.22                         |
|                  |                       |                   | MML 2A-2                              | \$446.69                         |
|                  |                       |                   | MML 2A-3                              | \$457.48                         |
|                  |                       |                   | MML 2A-4                              | \$482.28                         |
|                  |                       |                   | MML 2B-1                              | \$503.47                         |
|                  |                       |                   | MML 2B-2                              | \$524.66                         |
|                  |                       |                   | MML 3-1                               | \$715.41                         |
|                  |                       |                   | MML 3-2                               | \$733.89                         |
|                  |                       |                   | MML 3-3                               | \$749.76                         |
|                  |                       |                   | MML 3-4                               | \$766.02                         |
|                  |                       |                   | MML 3-5                               | \$782.70                         |
|                  |                       |                   | MML 3A-1                              | \$749.76                         |
|                  |                       |                   | MML 3A-2                              | \$779.04                         |
|                  |                       |                   | MML 3A-3                              | \$802.83                         |
|                  |                       |                   | MML 3A-4                              | \$823.94                         |
|                  |                       |                   | MML 4-1                               | \$782.70                         |
|                  |                       |                   | MML 4-2                               | \$803.20                         |
|                  |                       |                   | MML 4-3                               | \$824.32                         |
| Captain          | Colonel               | Group Captain     | MML 2A-1                              | \$470.59                         |
|                  |                       |                   | MML 2A-2                              | \$481.07                         |
|                  |                       |                   | MML 2A-3                              | \$491.85                         |
|                  |                       |                   | MML 2A-4                              | \$516.65                         |
|                  |                       |                   | MML 2B-1                              | \$537.84                         |
|                  |                       |                   | MML 2B-2                              | \$559.03                         |
|                  |                       |                   | MML 3-1                               | \$749.78                         |
|                  |                       |                   | MML 3-2                               | \$768.27                         |
|                  |                       |                   | MML 3-3                               | \$784.13                         |
|                  |                       |                   | MML 3-4                               | \$800.40                         |
|                  |                       |                   | MML 3-5                               | \$817.07                         |
|                  |                       |                   | MML 3A-1                              | \$784.13                         |
|                  |                       |                   | MML 3A-2                              | \$813.41                         |
|                  |                       |                   | MML 3A-3                              | \$837.21                         |
|                  |                       |                   | MML 3A-4                              | \$858.31                         |
|                  |                       |                   | MML 4-1                               | \$817.07                         |
|                  |                       |                   | MML 4-2                               | \$837.57                         |
|                  |                       |                   | MML 4-3                               | \$858.70                         |

**Part 4: Member of the Reserves (officer) in specialist officer career structure  
(medicine trauma specialist)**

| Column 1<br>Rank                     |                                    |                                 | Column 2<br>Increment | Column 3<br>Daily salary<br>rate |
|--------------------------------------|------------------------------------|---------------------------------|-----------------------|----------------------------------|
| Navy                                 | Army                               | Air Force                       |                       |                                  |
| Commander<br>and above               | Lieutenant<br>Colonel and<br>above | Wing<br>Commander<br>and above  | 6                     | \$1,070.82                       |
|                                      |                                    |                                 | 5                     | \$1,046.04                       |
|                                      |                                    |                                 | 4                     | \$1,015.07                       |
|                                      |                                    |                                 | 3                     | \$974.11                         |
|                                      |                                    |                                 | 2                     | \$937.64                         |
|                                      |                                    |                                 | 1                     | \$906.67                         |
|                                      |                                    |                                 | entry                 | \$875.69                         |
|                                      |                                    |                                 |                       |                                  |
| Lieutenant<br>Commander<br>and below | Major and<br>below                 | Squadron<br>Leader and<br>below | 6                     | \$1,030.14                       |
|                                      |                                    |                                 | 5                     | \$1,005.36                       |
|                                      |                                    |                                 | 4                     | \$974.39                         |
|                                      |                                    |                                 | 3                     | \$933.42                         |
|                                      |                                    |                                 | 2                     | \$896.96                         |
|                                      |                                    |                                 | 1                     | \$865.99                         |
|                                      |                                    |                                 | entry                 | \$835.02                         |
|                                      |                                    |                                 |                       |                                  |

**8 Schedule B.10 (Service Warrant Officer and Warrant Officer Class 1 salary rates)**

Omit Schedule B.10, substitute:

**Schedule B.10**

**Service Warrant Officer and Warrant Officer Class 1 salary rates**

**Part 1: Member of the Permanent Forces (Service Warrant Officers)**

| Column 1 -<br>Rank      | Column 2<br>Yearly rate of salary |
|-------------------------|-----------------------------------|
| Service Warrant Officer | \$127,534                         |

**Part 2: Member of the Permanent Forces (Warrant Officer Class 1)**

| Column 1      |           | Column 2<br>Yearly rate of salary for pay grade |          |          |          |           |           |           |           |           |           |
|---------------|-----------|-------------------------------------------------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Rank and tier | Increment | 1                                               | 2        | 3        | 4        | 5         | 6         | 7         | 8         | 9         | 10        |
| WO1 - Tier C  | 0         | -                                               | -        | -        | -        | -         | -         | -         | \$115,895 | \$121,495 | \$127,534 |
| WO1 - Tier B  | 0         | -                                               | -        | -        | \$97,369 | \$101,483 | \$105,924 | \$110,718 | \$115,895 | \$121,495 | \$127,534 |
| WO1 - Tier A  | 1         | \$84,608                                        | \$87,358 | \$90,884 | \$94,687 | \$98,800  | \$103,239 | \$108,037 | \$113,215 | \$118,809 | \$124,851 |
|               | 0         | \$82,863                                        | \$85,610 | \$89,134 | \$92,944 | \$97,055  | \$101,491 | \$106,289 | \$111,469 | \$117,061 | \$123,103 |
|               |           |                                                 |          |          |          |           |           |           |           |           |           |

**Part 3: Member of the Reserves (Warrant Officer Class 1)**

| Column 1      |           | Column 2<br>Daily rate of salary for pay grade |          |          |          |          |          |          |          |          |          |
|---------------|-----------|------------------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Rank and tier | Increment | 1                                              | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| WO1 - Tier C  | 0         | -                                              | -        | -        | -        | -        | -        | -        | \$317.52 | \$332.86 | \$349.41 |
| WO1 - Tier B  | 0         | -                                              | -        | -        | \$266.76 | \$278.04 | \$290.20 | \$303.34 | \$317.52 | \$332.86 | \$349.41 |
| WO1 - Tier A  | 1         | \$231.80                                       | \$239.34 | \$249.00 | \$259.42 | \$270.68 | \$282.85 | \$295.99 | \$310.18 | \$325.50 | \$342.06 |
|               | 0         | \$227.02                                       | \$234.55 | \$244.20 | \$254.64 | \$265.90 | \$278.06 | \$291.20 | \$305.39 | \$320.72 | \$337.27 |
|               |           |                                                |          |          |          |          |          |          |          |          |          |

**9 Schedule B.12 (Other rank salary rates)**

Omit Schedule B.12, substitute:

**Schedule B.12**

**Other rank salary rates**

**Part 1: Member of the Permanent Forces (Other ranks)**

| Column 1<br>Rank and increment |                         |                     |           | Column 2<br>Yearly salary rate for pay grade |          |          |          |          |          |           |           |           |           |
|--------------------------------|-------------------------|---------------------|-----------|----------------------------------------------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|
| Navy                           | Army                    | Air Force           | Increment | 1                                            | 2        | 3        | 4        | 5        | 6        | 7         | 8         | 9         | 10        |
| Chief Petty Officer            | Warrant Officer Class 2 | Flight Sergeant     | 1         | \$77,930                                     | \$80,677 | \$84,203 | \$88,011 | \$92,123 | \$96,561 | \$101,357 | \$106,537 | \$112,130 | \$118,172 |
|                                |                         |                     | 0         | \$76,319                                     | \$79,067 | \$82,595 | \$86,400 | \$90,513 | \$94,953 | \$99,749  | \$104,928 | \$110,520 | \$116,563 |
|                                |                         |                     |           |                                              |          |          |          |          |          |           |           |           |           |
|                                | Staff Sergeant          |                     | 0         | \$73,760                                     | \$76,508 | \$80,031 | \$83,840 | \$87,952 | \$92,392 | \$97,186  | \$102,364 | \$107,959 | \$114,002 |
|                                |                         |                     |           |                                              |          |          |          |          |          |           |           |           |           |
|                                |                         |                     |           |                                              |          |          |          |          |          |           |           |           |           |
| Petty Officer                  | Sergeant                | Sergeant            | 2         | \$68,783                                     | \$71,531 | \$75,059 | \$78,864 | \$82,977 | \$87,415 | \$92,212  | \$97,390  | \$102,985 | \$109,026 |
|                                |                         |                     | 1         | \$67,352                                     | \$70,101 | \$73,625 | \$77,434 | \$81,546 | \$85,987 | \$90,777  | \$95,959  | \$101,553 | \$107,596 |
|                                |                         |                     | 0         | \$65,950                                     | \$68,698 | \$72,223 | \$76,032 | \$80,143 | \$84,584 | \$89,376  | \$94,557  | \$100,150 | \$106,193 |
|                                |                         |                     |           |                                              |          |          |          |          |          |           |           |           |           |
| Leading Seaman                 | Corporal                | Corporal            | 2         | \$59,455                                     | \$62,202 | \$65,725 | \$69,533 | \$73,648 | \$78,085 | \$82,879  | \$88,060  | \$93,651  | \$99,695  |
|                                |                         |                     | 1         | \$58,209                                     | \$60,958 | \$64,483 | \$68,291 | \$72,403 | \$76,841 | \$81,638  | \$86,816  | \$92,408  | \$98,449  |
|                                |                         |                     | 0         | \$56,989                                     | \$59,737 | \$63,262 | \$67,069 | \$71,179 | \$75,622 | \$80,418  | \$85,596  | \$91,190  | \$97,235  |
|                                |                         |                     |           |                                              |          |          |          |          |          |           |           |           |           |
|                                | Lance Corporal          |                     | 0         | \$52,423                                     | \$55,170 | \$58,692 | \$62,504 | \$66,614 | \$71,054 | \$75,847  | \$81,028  | \$86,618  | \$92,663  |
|                                |                         |                     |           |                                              |          |          |          |          |          |           |           |           |           |
| Able Seaman                    | Private Proficient*     | Leading Aircraftman | 0         | \$51,340                                     | \$54,088 | \$57,614 | \$61,420 | \$65,533 | \$69,975 | \$74,766  | \$79,946  | \$85,540  | \$91,580  |
|                                |                         |                     |           |                                              |          |          |          |          |          |           |           |           |           |
| Seaman                         | Private                 | Aircraftman         | 0         | \$50,278                                     | \$53,028 | \$56,551 | \$60,359 | \$64,471 | \$68,911 | \$73,708  | \$78,885  | \$84,478  | \$90,523  |
|                                |                         |                     |           |                                              |          |          |          |          |          |           |           |           |           |

**\*Note:** Private Proficient is not an ADF rank. It is a proficiency point for which a higher rate of salary is provided.



## Part 2: Member of the Reserves (Other ranks)

| Column 1<br>Rank and increment |                         |                     |           | Column 2<br>Daily salary rate for pay grade |          |          |          |          |          |          |          |          |          |
|--------------------------------|-------------------------|---------------------|-----------|---------------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Navy                           | Army                    | Air Force           | Increment | 1                                           | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| Chief Petty Officer            | Warrant Officer Class 2 | Flight Sergeant     | 1         | \$213.51                                    | \$221.03 | \$230.69 | \$241.13 | \$252.39 | \$264.55 | \$277.69 | \$291.88 | \$307.21 | \$323.76 |
|                                |                         |                     | 0         | \$209.09                                    | \$216.62 | \$226.29 | \$236.71 | \$247.98 | \$260.15 | \$273.28 | \$287.47 | \$302.79 | \$319.35 |
|                                |                         |                     |           |                                             |          |          |          |          |          |          |          |          |          |
|                                | Staff Sergeant          |                     | 0         | \$202.08                                    | \$209.61 | \$219.26 | \$229.70 | \$240.96 | \$253.13 | \$266.26 | \$280.45 | \$295.78 | \$312.33 |
|                                |                         |                     |           |                                             |          |          |          |          |          |          |          |          |          |
|                                |                         |                     |           |                                             |          |          |          |          |          |          |          |          |          |
| Petty Officer                  | Sergeant                | Sergeant            | 2         | \$188.45                                    | \$195.98 | \$205.64 | \$216.07 | \$227.33 | \$239.49 | \$252.64 | \$266.82 | \$282.15 | \$298.70 |
|                                |                         |                     | 1         | \$184.53                                    | \$192.06 | \$201.71 | \$212.15 | \$223.41 | \$235.58 | \$248.70 | \$262.90 | \$278.23 | \$294.78 |
|                                |                         |                     | 0         | \$180.68                                    | \$188.21 | \$197.87 | \$208.31 | \$219.57 | \$231.74 | \$244.87 | \$259.06 | \$274.38 | \$290.94 |
|                                |                         |                     |           |                                             |          |          |          |          |          |          |          |          |          |
| Leading Seaman                 | Corporal                | Corporal            | 2         | \$162.89                                    | \$170.42 | \$180.07 | \$190.50 | \$201.78 | \$213.93 | \$227.07 | \$241.26 | \$256.58 | \$273.14 |
|                                |                         |                     | 1         | \$159.48                                    | \$167.01 | \$176.67 | \$187.10 | \$198.36 | \$210.52 | \$223.67 | \$237.85 | \$253.17 | \$269.72 |
|                                |                         |                     | 0         | \$156.13                                    | \$163.66 | \$173.32 | \$183.75 | \$195.01 | \$207.18 | \$220.32 | \$234.51 | \$249.84 | \$266.40 |
|                                |                         |                     |           |                                             |          |          |          |          |          |          |          |          |          |
|                                | Lance Corporal          |                     | 0         | \$143.62                                    | \$151.15 | \$160.80 | \$171.24 | \$182.50 | \$194.67 | \$207.80 | \$221.99 | \$237.31 | \$253.87 |
|                                |                         |                     |           |                                             |          |          |          |          |          |          |          |          |          |
| Able Seaman                    | Private Proficient*     | Leading Aircraftman | 0         | \$140.66                                    | \$148.19 | \$157.85 | \$168.27 | \$179.54 | \$191.71 | \$204.84 | \$219.03 | \$234.36 | \$250.90 |
|                                |                         |                     |           |                                             |          |          |          |          |          |          |          |          |          |
| Seaman                         | Private                 | Aircraftman         | 0         | \$137.75                                    | \$145.28 | \$154.93 | \$165.37 | \$176.63 | \$188.80 | \$201.94 | \$216.12 | \$231.45 | \$248.01 |
|                                |                         |                     |           |                                             |          |          |          |          |          |          |          |          |          |

**\*Note:** Private Proficient is not an ADF rank. It is a proficiency point for which a higher rate of salary is provided.

**10 Schedule B.13 (Trainee salary rates)**

Omit Schedule B.13, substitute:

**Schedule B.13****Trainee salary rates****Part 1: Member of the Permanent Forces (trainee)**

| <b>Column 1<br/>Item</b> | <b>Column 2<br/>Training capacity</b>                                                                                                                                    | <b>Column 3<br/>Yearly salary<br/>rate</b> |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 1.                       | Normal entry recruit during basic recruit training                                                                                                                       | \$39,586                                   |
| 2.                       | Member undergoing initial category or trade or employment training                                                                                                       |                                            |
|                          | 0-6 months                                                                                                                                                               | \$45,241                                   |
|                          | 6-12 months                                                                                                                                                              | \$48,068                                   |
|                          | 12 months or more                                                                                                                                                        | \$50,896                                   |
| 3.                       | Member undertaking a combination of degree course and officer training, or study in preparation for such a course:                                                       |                                            |
|                          | while undertaking matriculation or equivalent studies                                                                                                                    | \$27,645                                   |
|                          | 1 <sup>st</sup> year of training                                                                                                                                         | \$33,789                                   |
|                          | 2 <sup>nd</sup> year of training                                                                                                                                         | \$39,932                                   |
|                          | 3 <sup>rd</sup> year of training                                                                                                                                         | \$46,076                                   |
|                          | 4 <sup>th</sup> year of training                                                                                                                                         | \$52,219                                   |
| 4.                       | Member participating in the undergraduate entry scheme completing a degree greater than three years:                                                                     |                                            |
|                          | with six years to graduation                                                                                                                                             | \$27,645                                   |
|                          | with five years to graduation                                                                                                                                            | \$27,645                                   |
|                          | with four years to graduation                                                                                                                                            | \$33,789                                   |
|                          | with three years to graduation                                                                                                                                           | \$39,932                                   |
|                          | with two years to graduation                                                                                                                                             | \$46,076                                   |
|                          | in the final year                                                                                                                                                        | \$52,219                                   |
|                          | 1 <sup>st</sup> postgraduate legal year                                                                                                                                  | \$61,434                                   |
|                          | 1 <sup>st</sup> postgraduate medical year (year of internship)                                                                                                           | \$77,771                                   |
|                          | Member participating in undergraduate entry scheme completing a three year degree:                                                                                       |                                            |
|                          | with three years to graduation                                                                                                                                           | \$33,789                                   |
|                          | with two years to graduation                                                                                                                                             | \$39,932                                   |
|                          | in the final year                                                                                                                                                        | \$46,076                                   |
| 5.                       | Member participating in the officer tertiary recruitment scheme who immediately before entering the scheme was not a member rendering continuous full-time service, and: |                                            |
|                          | with six years to graduation                                                                                                                                             | \$27,645                                   |
|                          | with five years to graduation                                                                                                                                            | \$27,645                                   |
|                          | with four years to graduation                                                                                                                                            | \$33,789                                   |
|                          | with three years to graduation                                                                                                                                           | \$39,932                                   |
|                          | with two years to graduation                                                                                                                                             | \$46,076                                   |
|                          | in the final year                                                                                                                                                        | \$52,219                                   |

### Part 1: Member of the Permanent Forces (trainee) (continued)

| Column 1<br>Item | Column 2<br>Training capacity                                                                                                                                                                                                                                                                                                                                                                                                                       | Column 3<br>Yearly salary<br>rate        |
|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| 6.               | Member undergoing officer training and not undertaking a degree course:<br>member of the Army or Air Force: <ul style="list-style-type: none"> <li>without a degree (0-6 months)</li> <li>without a degree (6 months or more)</li> <li>with a degree</li> </ul> member of the Navy: <ul style="list-style-type: none"> <li>without a degree (1<sup>st</sup> year)</li> <li>without a degree (2<sup>nd</sup> year)</li> <li>with a degree</li> </ul> | <br><br><br><br><br><br><br><br><br><br> |
| 7.               | Member participating in the graduate medical scheme who immediately before entering the scheme was not a member rendering continuous full-time service, and in: <ul style="list-style-type: none"> <li>1<sup>st</sup> year of training</li> <li>2<sup>nd</sup> year of training</li> <li>3<sup>rd</sup> year of training</li> <li>4<sup>th</sup> year of training</li> <li>year of internship (1<sup>st</sup> postgraduate medical year)</li> </ul> | <br><br><br><br><br>                     |

### Part 2: Member of the Reserves (trainee)

| Column 1<br>Item | Column 2<br>Training capacity                                                                                                       | Column 3<br>Daily salary<br>rate |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| 1.               | Normal entry recruit during basic recruit training                                                                                  | \$108.45                         |
| 2.               | Member undergoing initial category or trade or employment training                                                                  | \$123.95                         |
| 3.               | Student /Member at Officer Training Unit: <ul style="list-style-type: none"> <li>without a degree</li> <li>with a degree</li> </ul> | <br><br>                         |

**11 Schedule B.14 (Specialist officer salary rates – aviation)**

Omit Schedule B.14, substitute:

**Schedule B.14**

**Specialist officer salary rates – aviation**

**Part 1: Member of the Permanent Forces (specialist officer)**

| Column 1<br>Item | Column 2<br>Class                                                                                                           | Column 3<br>Experience<br>level | Column 4<br>Yearly salary<br>rate |
|------------------|-----------------------------------------------------------------------------------------------------------------------------|---------------------------------|-----------------------------------|
| 1.               | all aircrew officers                                                                                                        | AS 0                            | \$93,433                          |
|                  |                                                                                                                             | AS 1                            | \$97,434                          |
|                  |                                                                                                                             | AS 2                            | \$101,441                         |
|                  |                                                                                                                             | AS 3                            | \$105,441                         |
|                  |                                                                                                                             | AS 4                            | \$109,446                         |
|                  |                                                                                                                             | AS 5                            | \$113,446                         |
|                  |                                                                                                                             | AS 6                            | \$117,452                         |
|                  |                                                                                                                             | AS 7                            | \$121,453                         |
|                  |                                                                                                                             | AS 8                            | \$125,456                         |
|                  |                                                                                                                             | AS 9                            | \$129,457                         |
|                  |                                                                                                                             | AS 10                           | \$133,461                         |
|                  |                                                                                                                             | AS 11                           | \$137,463                         |
|                  |                                                                                                                             | AS 12                           | \$141,465                         |
|                  |                                                                                                                             | AS 13                           | \$145,468                         |
|                  |                                                                                                                             | AS 14                           | \$149,472                         |
|                  |                                                                                                                             | AS 15                           | \$153,472                         |
|                  |                                                                                                                             | AS 16                           | \$157,476                         |
| 2.               | all aircrew officers                                                                                                        | AS 17                           | \$161,477                         |
|                  |                                                                                                                             | AS 18                           | \$164,146                         |
|                  |                                                                                                                             | AS 19                           | \$166,816                         |
|                  |                                                                                                                             |                                 |                                   |
| 3.               | all aircrew officers                                                                                                        | AS 20                           | \$169,484                         |
|                  |                                                                                                                             | AS 21                           | \$172,152                         |
|                  |                                                                                                                             | AS 22                           | \$174,822                         |
|                  |                                                                                                                             | AS 23                           | \$177,487                         |
|                  |                                                                                                                             | AS 24                           | \$180,155                         |
|                  |                                                                                                                             |                                 |                                   |
| 4.               | Aircrew officers who have held the rank of Colonel and either command at Tier 1 or Tier 2 (General Service Officer Grade 8) | AS 25                           | \$182,827                         |
|                  |                                                                                                                             | AS 26                           | \$185,492                         |
|                  |                                                                                                                             | AS 27                           | \$188,163                         |
|                  |                                                                                                                             | AS 28                           | \$190,832                         |
|                  |                                                                                                                             | AS 29                           | \$193,499                         |
|                  | Flight test engineers who have held command at Tier 1 or Tier 2                                                             |                                 |                                   |

**Part 2: Member of the Reserves (specialist officer)**

| Column 1<br>Item | Column 2<br>Class                                                                                                                    | Column 3<br>Experience<br>level | Column 4<br>Daily salary rate |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|-------------------------------|
| 1.               | all aircrew officers<br><br>air traffic controllers                                                                                  | AS 0                            | \$255.98                      |
|                  |                                                                                                                                      | AS 1                            | \$266.94                      |
|                  |                                                                                                                                      | AS 2                            | \$277.92                      |
|                  |                                                                                                                                      | AS 3                            | \$288.88                      |
|                  |                                                                                                                                      | AS 4                            | \$299.85                      |
|                  |                                                                                                                                      | AS 5                            | \$310.81                      |
|                  |                                                                                                                                      | AS 6                            | \$321.79                      |
|                  |                                                                                                                                      | AS 7                            | \$332.75                      |
|                  |                                                                                                                                      | AS 8                            | \$343.72                      |
|                  |                                                                                                                                      | AS 9                            | \$354.68                      |
|                  |                                                                                                                                      | AS 10                           | \$365.65                      |
|                  |                                                                                                                                      | AS 11                           | \$376.61                      |
|                  |                                                                                                                                      | AS 12                           | \$387.58                      |
|                  |                                                                                                                                      | AS 13                           | \$398.54                      |
|                  |                                                                                                                                      | AS 14                           | \$409.51                      |
|                  |                                                                                                                                      | AS 15                           | \$420.47                      |
|                  |                                                                                                                                      | AS 16                           | \$431.44                      |
|                  |                                                                                                                                      |                                 |                               |
| 2.               | all aircrew officers<br><br>air traffic officers who have held a<br>detachment command position                                      | AS 17                           | \$442.40                      |
|                  |                                                                                                                                      | AS 18                           | \$449.72                      |
|                  |                                                                                                                                      | AS 19                           | \$457.03                      |
|                  |                                                                                                                                      |                                 |                               |
| 3.               | all aircrew officers                                                                                                                 | AS 20                           | \$464.34                      |
|                  |                                                                                                                                      | AS 21                           | \$471.65                      |
|                  |                                                                                                                                      | AS 22                           | \$478.96                      |
|                  |                                                                                                                                      | AS 23                           | \$486.27                      |
|                  |                                                                                                                                      | AS 24                           | \$493.58                      |
|                  |                                                                                                                                      |                                 |                               |
| 4.               | Aircrew officers who have held the rank<br>of Colonel and either command at Tier 1<br>or Tier 2 (General Service Officer<br>Grade 8) | AS 25                           | \$500.90                      |
|                  |                                                                                                                                      | AS 26                           | \$508.20                      |
|                  |                                                                                                                                      | AS 27                           | \$515.52                      |
|                  |                                                                                                                                      | AS 28                           | \$522.83                      |
|                  |                                                                                                                                      | AS 29                           | \$530.13                      |
|                  |                                                                                                                                      |                                 |                               |

**Part 3: Member of the Permanent Forces (Officer Aviation member)**

| <b>Column 1<br/>Item</b> | <b>Column 2<br/>Officer<br/>Aviation<br/>increment</b> | <b>Column 3<br/>Yearly salary rate<br/>for Major and below</b> | <b>Column 4<br/>Yearly salary rate for<br/>Lieutenant Colonel<br/>and Colonel</b> |
|--------------------------|--------------------------------------------------------|----------------------------------------------------------------|-----------------------------------------------------------------------------------|
| 1.                       | OA 0                                                   | \$61,434                                                       | -                                                                                 |
| 2.                       | OA 1                                                   | \$65,435                                                       | -                                                                                 |
| 3.                       | OA 2                                                   | \$69,438                                                       | -                                                                                 |
| 4.                       | OA 3                                                   | \$73,439                                                       | -                                                                                 |
| 5.                       | OA 4                                                   | \$77,440                                                       | -                                                                                 |
| 6.                       | OA 5                                                   | \$81,443                                                       | -                                                                                 |
| 7.                       | OA 6                                                   | \$85,444                                                       | -                                                                                 |
| 8.                       | OA 7                                                   | \$89,446                                                       | -                                                                                 |
| 9.                       | OA 8                                                   | \$93,433                                                       | -                                                                                 |
| 10.                      | OA 9                                                   | \$97,434                                                       | -                                                                                 |
| 11.                      | OA 10                                                  | \$101,441                                                      | -                                                                                 |
| 12.                      | OA 11                                                  | \$105,441                                                      | -                                                                                 |
| 13.                      | OA 12                                                  | \$109,446                                                      | -                                                                                 |
| 14.                      | OA 13                                                  | \$113,446                                                      | -                                                                                 |
| 15.                      | OA 14                                                  | \$117,452                                                      | -                                                                                 |
| 16.                      | OA 15                                                  | \$121,453                                                      | -                                                                                 |
| 17.                      | OA 16                                                  | \$125,456                                                      | -                                                                                 |
| 18.                      | OA 17                                                  | \$129,457                                                      | -                                                                                 |
| 19.                      | OA 18                                                  | \$133,461                                                      | -                                                                                 |
| 20.                      | OA 19                                                  | \$137,463                                                      | \$152,310                                                                         |
| 21.                      | OA 20                                                  | \$141,465                                                      | \$156,313                                                                         |
| 22.                      | OA 21                                                  | \$145,468                                                      | \$160,315                                                                         |
| 23.                      | OA 22                                                  | \$149,472                                                      | \$164,320                                                                         |
| 24.                      | OA 23                                                  | \$153,472                                                      | \$168,320                                                                         |
| 25.                      | OA 24                                                  | \$157,476                                                      | \$172,324                                                                         |
| 26.                      | OA 25                                                  | \$161,477                                                      | \$176,325                                                                         |
| 27.                      | OA 26                                                  | \$164,146                                                      | \$178,993                                                                         |
| 28.                      | OA 27                                                  | \$166,816                                                      | \$181,664                                                                         |
| 29.                      | OA 28                                                  | \$169,484                                                      | \$184,331                                                                         |
| 30.                      | OA 29                                                  | \$172,152                                                      | \$187,000                                                                         |
| 31.                      | OA 30                                                  | \$174,822                                                      | \$189,670                                                                         |
| 32.                      | OA 31                                                  | \$177,487                                                      | \$192,335                                                                         |
| 33.                      | OA 32                                                  | \$180,155                                                      | \$195,004                                                                         |
| 34.                      | OA 33                                                  | \$182,827                                                      | \$197,673                                                                         |
| 35.                      | OA 34                                                  | \$185,492                                                      | \$200,340                                                                         |
| 36.                      | OA 35                                                  | \$188,163                                                      | \$203,012                                                                         |
| 37.                      | OA 36                                                  | \$190,832                                                      | \$205,679                                                                         |
| 38.                      | OA 37                                                  | \$194,363                                                      | \$209,211                                                                         |

**Part 4: Member of the Reserves (Officer Aviation member)**

| <b>Column 1<br/>Item</b> | <b>Column 2<br/>Officer<br/>Aviation<br/>increment</b> | <b>Column 3<br/>Daily salary rate for<br/>Major and below</b> | <b>Column 4<br/>Daily salary rate for<br/>Lieutenant Colonel<br/>and Colonel</b> |
|--------------------------|--------------------------------------------------------|---------------------------------------------------------------|----------------------------------------------------------------------------------|
| 1.                       | OA 0                                                   | \$168.31                                                      | -                                                                                |
| 2.                       | OA 1                                                   | \$179.27                                                      | -                                                                                |
| 3.                       | OA 2                                                   | \$190.24                                                      | -                                                                                |
| 4.                       | OA 3                                                   | \$201.20                                                      | -                                                                                |
| 5.                       | OA 4                                                   | \$212.16                                                      | -                                                                                |
| 6.                       | OA 5                                                   | \$223.13                                                      | -                                                                                |
| 7.                       | OA 6                                                   | \$234.09                                                      | -                                                                                |
| 8.                       | OA 7                                                   | \$245.06                                                      | -                                                                                |
| 9.                       | OA 8                                                   | \$255.98                                                      | -                                                                                |
| 10.                      | OA 9                                                   | \$266.94                                                      | -                                                                                |
| 11.                      | OA 10                                                  | \$277.92                                                      | -                                                                                |
| 12.                      | OA 11                                                  | \$288.88                                                      | -                                                                                |
| 13.                      | OA 12                                                  | \$299.85                                                      | -                                                                                |
| 14.                      | OA 13                                                  | \$310.81                                                      | -                                                                                |
| 15.                      | OA 14                                                  | \$321.79                                                      | -                                                                                |
| 16.                      | OA 15                                                  | \$332.75                                                      | -                                                                                |
| 17.                      | OA 16                                                  | \$343.72                                                      | -                                                                                |
| 18.                      | OA 17                                                  | \$354.68                                                      | -                                                                                |
| 19.                      | OA 18                                                  | \$365.65                                                      | -                                                                                |
| 20.                      | OA 19                                                  | \$376.61                                                      | \$417.29                                                                         |
| 21.                      | OA 20                                                  | \$387.58                                                      | \$428.25                                                                         |
| 22.                      | OA 21                                                  | \$398.54                                                      | \$439.22                                                                         |
| 23.                      | OA 22                                                  | \$409.51                                                      | \$450.19                                                                         |
| 24.                      | OA 23                                                  | \$420.47                                                      | \$461.15                                                                         |
| 25.                      | OA 24                                                  | \$431.44                                                      | \$472.12                                                                         |
| 26.                      | OA 25                                                  | \$442.40                                                      | \$483.08                                                                         |
| 27.                      | OA 26                                                  | \$449.72                                                      | \$490.39                                                                         |
| 28.                      | OA 27                                                  | \$457.03                                                      | \$497.71                                                                         |
| 29.                      | OA 28                                                  | \$464.34                                                      | \$505.02                                                                         |
| 30.                      | OA 29                                                  | \$471.65                                                      | \$512.33                                                                         |
| 31.                      | OA 30                                                  | \$478.96                                                      | \$519.64                                                                         |
| 32.                      | OA 31                                                  | \$486.27                                                      | \$526.95                                                                         |
| 33.                      | OA 32                                                  | \$493.58                                                      | \$534.26                                                                         |
| 34.                      | OA 33                                                  | \$500.90                                                      | \$541.57                                                                         |
| 35.                      | OA 34                                                  | \$508.20                                                      | \$548.88                                                                         |
| 36.                      | OA 35                                                  | \$515.52                                                      | \$556.20                                                                         |
| 37.                      | OA 36                                                  | \$522.83                                                      | \$563.50                                                                         |
| 38.                      | OA 37                                                  | \$532.50                                                      | \$573.18                                                                         |

**12 Schedule B.15 (Senior officer specialist salary rates – medical officer)**

Omit Schedule B.15, substitute:

**Schedule B.15**

**Senior officer specialist salary rates – medical officer**

**Part 1: Member of the Permanent Forces (senior officer) in specialist career structure**

| Column 1<br>Rank |               |                  | Column 2<br>Medical level | Column 3<br>Yearly salary rate |
|------------------|---------------|------------------|---------------------------|--------------------------------|
| Navy             | Army          | Air Force        |                           |                                |
| Commodore        | Brigadier     | Air Commodore    | ML 3                      | \$251,838                      |
|                  |               |                  | ML 4                      | \$273,348                      |
| Rear Admiral     | Major General | Air Vice Marshal | ML 3                      | \$277,408                      |
|                  |               |                  | ML 4                      | \$298,914                      |

**Part 2: Member of the Reserves (senior officer) in specialist career structure**

| Column 1<br>Rank |               |                  | Column 2<br>Medical level | Column 3<br>Daily salary rate |
|------------------|---------------|------------------|---------------------------|-------------------------------|
| Navy             | Army          | Air Force        |                           |                               |
| Commodore        | Brigadier     | Air Commodore    | ML 3                      | \$689.97                      |
|                  |               |                  | ML 4                      | \$748.90                      |
| Rear Admiral     | Major General | Air Vice Marshal | ML 3                      | \$760.02                      |
|                  |               |                  | ML 4                      | \$818.94                      |



**Schedule B.16 (Senior officer specialist salary rates – dental officer)**

Omit Schedule B.16, substitute:

**Schedule B.16****Senior officer salary rates – dental officer****Part 1: Member of the Permanent Forces (senior officer) in specialist career structure**

| Column 1<br>Rank |           |                  | Column 2<br>Dental level | Column 3<br>Annual rate of salary |
|------------------|-----------|------------------|--------------------------|-----------------------------------|
| Navy             | Army      | Air Force        |                          |                                   |
| Commodore        | Brigadier | Air<br>Commodore | DL 3                     | \$216,271                         |
|                  |           |                  | DL 4                     | \$228,495                         |
|                  |           |                  |                          |                                   |

**Part 2: Member of the Reserves (senior officer) in specialist career structure**

| Column 1<br>Rank |           |                  | Column 2<br>Dental level | Column 3<br>Daily rate of salary |
|------------------|-----------|------------------|--------------------------|----------------------------------|
| Navy             | Army      | Air Force        |                          |                                  |
| Commodore        | Brigadier | Air<br>Commodore | DL 3                     | \$592.52                         |
|                  |           |                  | DL 4                     | \$626.01                         |
|                  |           |                  |                          |                                  |

**14 Schedule B.17 (Senior officer specialist salary rates – legal officer)**

Omit Schedule B.17, substitute:

**Schedule B.17**

**Senior officer salary rates – legal officer**

**Part 1: Member of the Permanent Forces (senior officer) in specialist career structure**

| Column 1<br>Rank |               |                  | Column 2<br>Legal level | Column 3<br>Yearly salary rate |
|------------------|---------------|------------------|-------------------------|--------------------------------|
| Navy             | Army          | Air Force        |                         |                                |
| Commodore        | Brigadier     | Air Commodore    | LL 5-2                  | \$221,557                      |
|                  |               |                  | LL 5-1                  | \$215,117                      |
|                  |               |                  |                         |                                |
| Rear Admiral     | Major General | Air Vice Marshal | LL 5-2                  | \$260,738                      |
|                  |               |                  | LL 5-1                  | \$247,124                      |
|                  |               |                  |                         |                                |

**Part 2: Member of the Reserves (senior officer) in specialist career structure**

| Column 1<br>Rank |               |                  | Column 2<br>Legal level | Column 3<br>Daily salary rate |
|------------------|---------------|------------------|-------------------------|-------------------------------|
| Navy             | Army          | Air Force        |                         |                               |
| Commodore        | Brigadier     | Air Commodore    | LL 5-2                  | \$607.01                      |
|                  |               |                  | LL 5-1                  | \$589.36                      |
|                  |               |                  |                         |                               |
| Rear Admiral     | Major General | Air Vice Marshal | LL 5-2                  | \$714.35                      |
|                  |               |                  | LL 5-1                  | \$677.05                      |
|                  |               |                  |                         |                               |

**15 Schedule B.18 (Senior officer specialist salary rates – Chaplain)**

Omit Schedule B.18, substitute:

**Schedule B.18**

**Senior officer salary rates – Chaplain and Maritime Spiritual Wellbeing Officer**

**Part 1: Member of the Permanent Forces (senior officer) in specialist career structure – Chaplain**

| <b>Column 1<br/>Classification</b> | <b>Column 2<br/>Competency level</b> | <b>Column 3<br/>Yearly salary<br/>rate</b> |
|------------------------------------|--------------------------------------|--------------------------------------------|
| Chaplain Division 5                | CL 3-1                               | \$169,024                                  |
|                                    | CL 3-2                               | \$171,521                                  |
|                                    |                                      |                                            |

**Part 2: Member of the Reserves (senior officer) in specialist career structure – Chaplain**

| <b>Column 1<br/>Classification</b> | <b>Column 2<br/>Competency level</b> | <b>Column 3<br/>Daily salary<br/>rate</b> |
|------------------------------------|--------------------------------------|-------------------------------------------|
| Chaplain Division 5                | CL 3-1                               | \$463.08                                  |
|                                    | CL 3-2                               | \$469.92                                  |
|                                    |                                      |                                           |

**Part 3: Member of the Permanent Forces (senior officer) in specialist career structure – Maritime Spiritual Wellbeing Officer**

| <b>Column 1<br/>Classification</b>           | <b>Column 2<br/>Competency level</b> | <b>Column 3<br/>Yearly salary<br/>rate</b> |
|----------------------------------------------|--------------------------------------|--------------------------------------------|
| Maritime Spiritual Wellbeing Officer Class 5 | CL 3-1                               | \$169,024                                  |
|                                              | CL 3-2                               | \$171,521                                  |
|                                              |                                      |                                            |

**Part 4: Member of the Reserves (senior officer) in specialist career structure – Maritime Spiritual Wellbeing Officer**

| <b>Column 1<br/>Classification</b>           | <b>Column 2<br/>Competency level</b> | <b>Column 3<br/>Daily salary<br/>rate</b> |
|----------------------------------------------|--------------------------------------|-------------------------------------------|
| Maritime Spiritual Wellbeing Officer Class 5 | CL 3-1                               | \$463.08                                  |
|                                              | CL 3-2                               | \$469.92                                  |
|                                              |                                      |                                           |

---

**NOTE**

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended to date. For previous amendments see DFRT Determination Nos. 3, 4, 5, 6, 7, 8, 9, 10, 12 and 13 of 2017; Nos. 1, 2, 3, 5, 6, 7, 8, 9, 10, 11, 12 and 13 of 2018; Nos. 1, 3, 4, 5, 6, 7, 8, 9, 10 and 11 of 2019; Nos. 1, 3, 4, 5, 6, 7, 8, 9 and 10 of 2020; Nos 2 and 3 of 2021.

## Schedule 2—Amendments to DFRT Determination No. 14 of 1992

### *Defence Force Remuneration Tribunal Determination No. 14 of 1992, Language allowance<sup>1</sup>*

#### 1 Clause 6 (Rates of Allowance), Table

Omit the table, substitute:

|                                                                   | Language level                                                                         |                                                                                                                                      |                                                                                          |                                                                                    |
|-------------------------------------------------------------------|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
|                                                                   | Proficiency –<br>lower<br><br>or<br>Competency –<br>Strategic<br>Engagement –<br>lower | Proficiency –<br>intermediate<br><br>or<br>Competency –<br>Strategic<br>Engagement –<br>intermediate or<br>operational<br>engagement | Proficiency –<br>higher<br><br>or<br>Competency –<br>Strategic<br>Engagement –<br>higher | Proficiency –<br>advanced<br><br>or<br>Competency –<br>Professional<br>interpreter |
| Unspecified languages approved by CDF under special circumstances | \$1,202                                                                                |                                                                                                                                      |                                                                                          |                                                                                    |
| Degree of language difficulty Group 1                             | \$1,202                                                                                | \$2,405                                                                                                                              | \$3,608                                                                                  | \$4,813                                                                            |
| Degree of language difficulty Group 2                             | \$1,805                                                                                | \$3,608                                                                                                                              | \$6,015                                                                                  | \$8,409                                                                            |
| Degree of language difficulty Group 3                             | \$2,405                                                                                | \$4,813                                                                                                                              | \$8,409                                                                                  | \$12,016                                                                           |

#### NOTE

- Defence Force Remuneration Tribunal Determination No. 14 of 1992, *Language Allowance*, as amended to date. For previous amendments see DFRT Determinations No. 16 of 1992; Nos. 1 and 2 of 1993; Nos. 5, 6 and 19 of 1994; No. 23 of 1995; Nos. 8 and 24 of 1996; Nos. 9 and 10 of 1997; Nos. 9, 19 and 27 of 1998; No. 14 of 1999; No. 8 of 2000; Nos. 3, 16 and 21 of 2001; Nos. 7 and 23 of 2002; Nos. 11 and 16 of 2003; Nos. 2 and 14 of 2004; No. 5 of 2005; Nos. 1 and 16 of 2006; No. 5 of 2007; Nos. 10 and 29 of 2008; Nos. 11 and 14 of 2009; No. 6 of 2010; No. 8 of 2011; No. 10 of 2012; Nos. 12 and 19 of 2013; No. 9 of 2014; Nos. 5 and 14 of 2015; Nos. 8 and 9 of 2016; and Nos. 9 and 11 of 2017; No. 9 of 2018; No. 9 of 2019.

# Schedule 3—Amendments to DFRT Determination No. 11 of 2013

## *Defence Force Remuneration Tribunal Determination No. 11 of 2013, ADF allowances<sup>1</sup>*

### 1 Part F (Allowance Rates), Table 1

Omit Part F Table 1, substitute:

**Table 1 – General allowance rates**

| Column 1<br>Item | Column 2<br>Allowance Reference                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Column 3<br>Rate (\$) |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 1.               | Trainee allowance<br>section B.1.4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$11,135              |
| 2.               | Service allowance<br>section B.2.4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$14,847              |
| 3.               | Paratrooper allowance<br>Paragraph B.16.7.2.a<br><br>Separation allowance<br>section B.3.6, table items 1, 2 and 4                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$2,956               |
| 4.               | Arduous conditions instructor allowance<br>section B.5.4<br><br>Separation allowance (discounted)<br>section B.3.6, table item 3                                                                                                                                                                                                                                                                                                                                                                                                                         | \$785                 |
| 5.               | Adventurous training instructor allowance<br>section B.4.5<br><br>Clearance diver allowance<br>section B.14.7, table item 2<br><br>Diving allowance<br>section B.6.5<br><br>Paratrooper allowance<br>subsection B.16.7.1, table items 3 and 4<br><br>Recruit instructor sustainability allowance<br>Section C.3.4<br><br>Special Forces disability allowance<br>section B.12.7, table item 10<br><br>Special Forces sustainability allowance<br>section C.2.5, table item 3<br><br>Submarine escape disability allowance<br>section B.8.5, items 1 and 2 | \$7,230               |
| 6.               | Adventurous training instructor allowance<br>section B.4.6, items 1, 2 and 3<br><br>Diving allowance<br>section B.6.6, items 1 and 2                                                                                                                                                                                                                                                                                                                                                                                                                     | \$53.08               |

| <b>Column 1<br/>Item</b> | <b>Column 2<br/>Allowance Reference</b>                                                                                                                                                                                                                                                                           | <b>Column 3<br/>Rate (\$)</b> |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| 7.                       | Boarding party allowance<br>section B.10.5<br><br>Diving allowance<br>section B.6.6, table item 3<br><br>Field allowance (Tier 1 hardship)<br>Subsection B.13.8.1                                                                                                                                                 | \$71.11                       |
| 8.                       | Flying disability allowance<br>section B.7.7<br><br>Recruit instructor disability allowance<br>Section B.17.4<br><br>Unpredictable explosives allowance<br>section B.15.5.1, table item 5.b                                                                                                                       | \$9,352                       |
| 9.                       | Flying disability allowance<br>section B.7.8, table items 1, 2 and 3                                                                                                                                                                                                                                              | \$25.62                       |
| 10.                      | Clearance diver allowance – experimental dive supplement (per hour)<br>section B.14.10, table item 2, column 5<br><br>Paratrooper allowance<br>subsection B.16.8, table items 9 and 10<br><br>Submarine escape disability allowance<br>section B.8.6, table item 1                                                | \$43.13                       |
| 11.                      | Clearance diver allowance<br>section B.14.7, table item 3<br><br>Maritime disability allowance<br>subsection B.9.5, table items 1, 4 and 7<br><br>Paratrooper allowance<br>subsection B.16.7.1, table item 1                                                                                                      | \$12,952                      |
| 12.                      | Maritime disability allowance<br>subsection B.9.5, table items 2, 5 and 8                                                                                                                                                                                                                                         | \$15,308                      |
| 13.                      | Maritime disability allowance<br>subsection B.9.5, table items 3, 6 and 9                                                                                                                                                                                                                                         | \$19,430                      |
| 14.                      | Clearance diver allowance<br>section B.14.8, table item 3<br><br>Maritime disability allowance<br>subsection B.9.6.1, table item 1<br>subsection B.9.6.2, table item 1<br><br>Paratrooper allowance<br>section B.16.8, table item 1<br><br>Unpredictable explosives allowance<br>section B.15.6.1, table item 1.a | \$35.48                       |
| 15.                      | Maritime disability allowance<br>subsection B.9.6.1, table item 2<br>subsection B.9.6.2, table item 2<br>Field allowance (Tier 2 hardship)<br>Subsection B.13.8.2                                                                                                                                                 | \$41.94                       |

| <b>Column 1<br/>Item</b> | <b>Column 2<br/>Allowance Reference</b>                                                                                                                                                                                                                                                                                        | <b>Column 3<br/>Rate (\$)</b> |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| 16.                      | Maritime disability allowance<br>subsection B.9.6.1, table item 3<br>subsection B.9.6.2, table item 3                                                                                                                                                                                                                          | \$53.23                       |
| 17.                      | Maritime sustainability allowance<br>section C.1.5, table item 1                                                                                                                                                                                                                                                               | \$11,775                      |
| 18.                      | Maritime sustainability allowance<br>section C.1.5, table item 2                                                                                                                                                                                                                                                               | \$18,839                      |
| 19.                      | Maritime sustainability allowance<br>section C.1.5, table item 3<br><br>Special Forces sustainability allowance<br>section C.2.5, table item 2.b                                                                                                                                                                               | \$21,195                      |
| 20.                      | Maritime sustainability allowance<br>section C.1.6, table item 1                                                                                                                                                                                                                                                               | \$32.26                       |
| 21.                      | Maritime sustainability allowance<br>section C.1.6, table item 2                                                                                                                                                                                                                                                               | \$51.61                       |
| 22.                      | Maritime sustainability allowance<br>section C.1.6, table item 3                                                                                                                                                                                                                                                               | \$58.07                       |
| 23.                      | Reserve allowance<br>section B.11.4                                                                                                                                                                                                                                                                                            | \$30.51                       |
| 24.                      | Special Forces disability allowance<br>section B.12.7, table item 2                                                                                                                                                                                                                                                            | \$44,207                      |
| 25.                      | Special Forces disability allowance<br>section B.12.7, table items 1 and 3                                                                                                                                                                                                                                                     | \$35,366                      |
| 26.                      | Special Forces disability allowance<br>section B.12.7, table items 4 to 9<br>section B.12.7, table item 14                                                                                                                                                                                                                     | \$26,526                      |
| 27.                      | Clearance diver allowance<br>section B.14.7, table item 1.b, 1.c, 1.d and 1.e<br><br>Special Forces disability allowance<br>section B.12.7, table item 12 and 13<br><br>Special Forces sustainability allowance<br>section C.2.5, table item 1.b<br><br>Unpredictable explosives allowance<br>section B.15.5.1, table item 5.a | \$16,799                      |
| 28.                      | Paratrooper allowance<br>subsection B.16.7.1, table item 2<br>Special Forces disability allowance<br>section B.12.7, table item 11<br>Special Forces sustainability allowance<br>section C.2.5, table item 2.a<br>Unpredictable explosives allowance<br>section B.15.5.1, table items 3 and 4                                  | \$10,340                      |
| 29.                      | Special Forces disability allowance<br>subsection B.12.8.1, table items 1 to 8<br>subsection B.12.8.1, table items 13 and 14                                                                                                                                                                                                   | \$72.67                       |

| Column 1<br>Item | Column 2<br>Allowance Reference                                                                                                                                                                               | Column 3<br>Rate (\$) |          |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------|
| 30.              | Clearance diver allowance<br>section B.14.8, table item 1.b, 1.c, and 1.d<br><br>Special Forces disability allowance<br>subsection B.12.8.1, table items 11 and 12                                            | \$46.02               |          |
| 31.              | Paratrooper allowance<br>section B.16.8, table item 2<br><br>Special Forces disability allowance<br>subsection B.12.8.1, table item 10                                                                        | \$28.32               |          |
| 32.              | Clearance diver allowance<br>section B.14.8, table item 2<br><br>Paratrooper allowance<br>section B.16.8, table items 3 and 4<br><br>Special Forces disability allowance<br>subsection B.12.8.1, table item 9 | \$19.81               |          |
| 33.              | Special Forces disability allowance<br>subsection B.12.8.2                                                                                                                                                    | a.                    | \$266.09 |
|                  |                                                                                                                                                                                                               | b.                    | \$171.45 |
|                  |                                                                                                                                                                                                               | c.                    | \$102.86 |
| 34.              | Special Forces sustainability allowance<br>section C.2.5, table item 1.a                                                                                                                                      | \$4,813               |          |
| 35.              | Clearance diver allowance<br>section B.14.7, table item 1.a                                                                                                                                                   | \$22,988              |          |
| 36.              | Paratrooper allowance<br>subsection B.16.7.1, table item 7<br><br>Unpredictable explosives allowance<br>section B.15.5.1, table items 1 and 2                                                                 | \$4,482               |          |
| 37.              | Clearance diver allowance<br>section B.14.8, table item 1.a                                                                                                                                                   | \$62.98               |          |
| 38.              | Unpredictable explosives allowance<br>section B.15.6.1, table item 1.b                                                                                                                                        | \$86.16               |          |
| 39.              | Unpredictable explosives allowance<br>section B.15.6.1, table item 2                                                                                                                                          | \$141.37              |          |
| 40.              | Clearance diver allowance – deep dive supplement (per dive)<br>section B.14.9.1.a                                                                                                                             | \$352.38              |          |
| 41.              | Clearance diver allowance – deep dive supplement (per hour)<br>section B.14.9.1.b                                                                                                                             | \$36.19               |          |
| 42.              | Clearance diver allowance – experimental dive supplement<br>(per dive)<br>section B.14.10, table item 1, column 4                                                                                             | \$235.42              |          |
| 43.              | Clearance diver allowance – experimental dive supplement<br>(per hour)<br>section B.14.10, table item 1, column 5                                                                                             | \$23.54               |          |
| 44.              | Clearance diver allowance – experimental dive supplement<br>(per dive)<br>section B.14.10, table item 2, column 4                                                                                             | \$380.25              |          |
| 45.              | Clearance diver allowance – experimental dive supplement<br>(per dive)<br>section B.14.10, table item 3, column 4                                                                                             | \$637.65              |          |
| 46.              | Clearance diver allowance – experimental dive supplement<br>(per hour)<br>section B.14.10, table item 3, column 5                                                                                             | \$68.66               |          |



| Column 1<br>Item | Column 2<br>Allowance Reference                                                                                | Column 3<br>Rate (\$) |
|------------------|----------------------------------------------------------------------------------------------------------------|-----------------------|
| 47.              | Clearance diver allowance – experimental dive supplement (per dive)<br>section B.14.10, table item 4, column 4 | \$1,275.19            |
| 48.              | Clearance diver allowance – experimental dive supplement (per hour)<br>section B.14.10, table item 4, column 5 | \$215.82              |
| 49.              | Paratrooper allowance<br>subsection B.16.7.1, table item 5                                                     | \$6,256               |
| 50.              | Paratrooper allowance<br>subsection B.16.7.1, table item 6                                                     | \$5,416               |
| 51.              | Paratrooper allowance<br>subsection B.16.7.1, table item 8<br>paragraph B.16.7.2.b                             | \$2,240               |
| 52.              | Paratrooper allowance<br>section B.16.8, table item 5                                                          | \$17.14               |
| 53.              | Paratrooper allowance<br>section B.16.8, table item 6                                                          | \$14.84               |
| 54.              | Paratrooper allowance<br>section B.16.8, table item 7                                                          | \$12.28               |
| 55.              | Paratrooper allowance<br>section B.16.8, table item 8                                                          | \$6.14                |
| 56.              | Paratrooper allowance<br>paragraph B.16.9.1.a                                                                  | \$410.82              |
| 57.              | Paratrooper allowance<br>paragraph B.16.9.1.b                                                                  | \$205.41              |

## 2 Part F (Allowance Rates), table 2

Omit Part F Table 2, substitute:

**Table 2 – Quarantined disability allowance rates**

| Column 1<br>Item | Column 2<br>Allowance Reference                                                                                             | Column 3<br>Rate (\$) |
|------------------|-----------------------------------------------------------------------------------------------------------------------------|-----------------------|
| 1.               | ...                                                                                                                         | -                     |
| 2.               | <b>Submarine Escape Allowance</b> – for ascents made from a depth of 90 metres or less<br>section B.8.6, item 2 and item 5  | \$196.21              |
| 3.               | <b>Submarine Escape Allowance</b> – for ascents made for a depth greater than 90 metres<br>section B.8.6, item 2 and item 5 | \$392.38              |

### NOTE

1. Defence Force Remuneration Tribunal Determination No 11 of 2013, *ADF Allowances*, as amended to date. For previous amendments see DFRT Determinations Nos. 13, 19 and 20 of 2013; Nos. 6 and 9 of 2014; Nos. 5, 11, 12, 13, 14 and 16 of 2015; Nos. 1, 2, 5, 6 and 8 of 2016; Nos. 1, 2, 4, 7, 9 and 10 of 2017; Nos. 1, 4 and 9 of 2018; Nos. 2, 5 and 9 of 2019; Nos. 2 and 10 of 2020.



# EXPLANATORY STATEMENT

## Defence Force Remuneration Tribunal Determination No. 4 of 2021, ADF Workplace Remuneration Arrangement 2020–2023

This Determination made under section 58KD of the *Defence Act 1903* (the Act) amends the following Defence Force Remuneration Tribunal (DFRT) Determinations, made under section 58H of the Act, and in accordance with subsection 33(3) of the *Acts Interpretation Act 1901* (AIA Act).

- DFRT Determination No. 2 of 2017, *Salaries*.
- DFRT Determination No. 14 of 1992, *Language Allowance*.
- DFRT Determination No. 11 of 2013, *ADF Allowances*.

This Determination gives effect to the first set of remuneration increases as set out in the ADF Workplace Remuneration Arrangement 2020 -2023 (the Arrangement), which is an agreement reached between the Minister, acting on behalf of the Commonwealth, and the Chief of Defence Force, acting on behalf of the members of the Australian Defence Force (ADF).

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 13 May 2021.

Section 3 provides that this instrument has authority under section 58KD of the *Defence Act 1903*.

Section 4 provides that each instrument made under section 58H of the Act that is specified in a Schedule to this instrument is amended 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 that the two percent increase is to apply to preserved rates of salary. Subsection 1 provides that the rates of salary of ADF members preserved by the provisions set out in sections 3.2.52, 3.2.52A, 3.2.56, 3.2.57 and 3.2.58 of Defence Determination 2016/19, *Conditions of service*, are increased by two percent. Subsection 2 provides that the amount payable for any salary preservation under Part C of Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, is increased by two per cent.

Schedule 1 sets out amendments to DFRT Determination No. 2 of 2017, *Salaries*. In accordance with the Arrangement, a two per cent increase is applied across each of the salary schedules in this Determination. The following Schedules are substituted:

- Schedule B.1 (Senior officer salary rates)
- Schedule B.3 (Officer salary rates)
- Schedule B.4 (Other rank member appointed as officer – transitional salary rates)
- Schedule B.5 (Specialist officer salary rates – Chaplain)
- Schedule B.6 (Specialist officer salary rates – dental officer)
- Schedule B.7 (Specialist officer salary rates – legal officer)
- Schedule B.8 (Specialist officer salary rates – medical officer)
- Schedule B.10 (Service Warrant Officer and Warrant Officer Class 1 salary rates)
- Schedule B.12 (Other rank salary rates)
- Schedule B.13 (Trainee salary rates)
- Schedule B.14 (Specialist officer salary rates – aviation)
- Schedule B.15 (Senior officer specialist salary rates – medical officer)
- Schedule B.16 (Senior officer specialist salary rates – dental officer)
- Schedule B.17 (Senior officer specialist salary rates – legal officer)
- Schedule B.18 (Senior officer specialist salary rates – Chaplain)

Schedule 2 sets out amendments to DFRT Determination No. 14 of 1992, *Language Allowance*. In accordance with the Arrangement, a two per cent increase is applied to the table in clause 6 (Rates of allowance) of this Determination. The table at clause 6 is substituted.

Schedule 3 sets out amendments to DFRT Determination No. 11 of 2013, *ADF Allowances*. In accordance with the Arrangement, a two per cent increase is applied across each of the allowance rates listed in Part F Table 1 (General allowance rates) and Table 2 (Quarantined disability allowance rates) of this determination. Table 1 and Table 2 are substituted.

Criteria are provided for the exercise of discretions under the Principal Determination, as amended by this Determination. Adverse decisions may be subject to inquiry under the ADF redress of grievance system. A person may make a complaint to the Defence Force Ombudsman.

**Authority:** Section 58KD of the  
*Defence Act 1903*