



Defence Force Remuneration Tribunal Determination No. 2 of 2017, Salaries

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*.

Dated 30 March 2017

Ingrid Asbury
President

Adrian Morris
Member

Rear Admiral James Goldrick AO CSC RAN Rtd
Member

1 Citation

1. This Determination is Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*.
2. This Determination may also be cited as Defence Force Remuneration Tribunal Determination No. 2 of 2017.

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.	4 April 2017

Note: This table relates only to the provisions of this instrument as originally made.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

4 Schedules

Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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 Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*.

5.1 Overview

This Determination provides the rates of salary for members and the criteria for setting a rate of salary for those members.

5.2 Contents

This Determination contains the following Parts.

- | | |
|--------|----------------|
| Part A | Administration |
| Part B | Salaries |

Part A: Administration

A.1.1 Defence Force Remuneration Tribunal Determination No. 2 of 2017 – general

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, is the Determination authorising ADF salary for members of the Permanent Forces and the Reserves.

A.1.2 Members this Determination applies to

This Determination applies to all members, including members of the Reserves on Reserve service.

A.1.3 Administration of salary

1. This Determination does not limit the capacity for Defence Determination 2016/19, *Conditions of service*, as in force from time to time, made under section 58B of the *Defence Act 1903*, to provide for administrative matters relating to the payment of salary.
2. A member performing a period of continuous full-time service may be eligible for the relevant annual rate of salary for the Permanent Forces as set out in this Determination.
3. A member performing Reserve service may be eligible for the relevant daily rate of salary for the Reserves as set out in this Determination.
4. The fortnightly rate of an annual salary rate is worked out using the following steps.

Step	Action
1.	Find the annual rate of salary payable to the member.
2.	Divide that figure by 365.
3.	Multiply the result of Step 2 by fourteen.
4.	The result of Step 3 is the fortnightly rate of salary that applies to the member.

5. The daily rate of an annual rate of salary is the result of step two in the table under subsection A.1.3.4.
6. The annual rate of salary in this Determination continues to be payable during periods of paid leave provided under Defence Determination 2016/19, *Conditions of service*, as in force from time to time.
7. If a member takes any form of paid leave at half pay under Defence Determination 2016/19, *Conditions of service*, as in force from time to time, then the member's annual rate of salary under this Determination is only payable to the member at half that annual rate for the period of the leave taken at half pay.

A.1.4 Salary not payable

Salary is not payable to a member under this Determination for any period when the member meets any of the following conditions.

- a. The member is on any form of unpaid leave.
- b. The member is undertaking service with, and receiving remuneration from, the United Nations.
- c. The member is undertaking service with, and receiving remuneration from, a multinational force.
- d. The member is paid salary under a separate determination made under Part IIIA Division 2 of the *Defence Act 1903*, as in force from time to time.
- e. The member is paid salary under a determination made under the *Remuneration Tribunal Act 1973*, as in force from time to time.

A.1.5 Salary for Reserve service

1. Salary is payable to a member for each day or part day of Reserve service for which the member meets both of the following conditions.
 - a. The member is required to attend for duty.
 - b. The member attends for that duty.
2. If the member is required to attend for duty for less than six hours on a day, they are eligible to a proportion of the daily rate as worked out under the following table.

Item	A member who attends for duty for this amount of time...	is to be paid the rate of salary of...
1.	at least three hours but less than six hours	half the daily rate.
2.	at least two hours but less than three hours	one third of the daily rate.

3. A **day** for a member on Reserve service who performs duty under a shift roster, is the period of 24 hours, beginning when the member first commences a shift on the day.

Example: A member who attends for duty between six and 24 hours is entitled to one day's pay. This applies even if members of the Reserves are normally required to work the same daily routine as members of the Permanent Forces in the same area. Note that the six hour duty period (excluding meal breaks) is the minimum qualifying time for one day's Reserve salary, it is not the length of the Reserve working day.

A.1.6 Exercise of powers

1. In this Determination, a reference to the CDF includes a reference to a person the CDF has authorised to exercise administrative powers vested in the CDF under this Determination.
2. In this Determination, a reference to a named position includes a reference to a person who has been authorised to exercise administrative powers vested in that position under this Determination.

A.1.7 Other matters

A reference to a rank is a reference to an Army rank. It includes a reference to the corresponding rank in the Navy and Air Force. This is unless it is made clear otherwise.

A.1.8 Contents

This Part contains the following Division.

Division 1 Definitions

Division 1: Definitions

A.1.9 General

1. The *Acts Interpretation Act 1901* and the *Defence Act 1903* contain definitions of other terms that may apply.

Examples:

- a. The *Defence Act 1903* defines member, officer, remuneration, the Permanent Forces and the Reserves.
 - b. The *Acts Interpretation Act 1901* specifies how to work out periods of time and defines some commonly used words, including Australia, month, calendar year, financial year and the Commonwealth.
2. This table defines terms used in this Determination.

Term	Definition
ADF	Means the Australian Defence Force.
CDF	Means the Chief of the Defence Force.
continuous full-time service	Means service performed by these two groups of members. a. Members of the Permanent Forces. b. Members of the Reserves who are undertaking a period of continuous full-time service directed by the CDF.
employment category	Includes a mustering. It may include a grade that indicates a level of qualification, experience and skill or may be descriptive only.
Force	Means either the Permanent Forces or the Reserves of the ADF.
increment	Means an advancement through the salary band for a rank, based on the passing of time.
member	Has the same meaning as in section 58A of the Defence Act 1903, as in force from time to time.
officer	Has the same meaning as in section 4 of the Defence Act 1903, as in force from time to time.
Other rank	Means a sailor, soldier or airman who holds a rank specified in items 15 to 21 of the table in Schedule 1 of the Defence Act 1903, as in force from time to time.
pay grade	Means the pay grade under which is listed the employment category and any additional requirements applicable to the member's rank in the following schedules: a. Officer, Schedule B.2. b. Warrant Officer Class 1, Schedule B.9. c. Other Rank member, Schedule B.11. Exception: Pay grade for a senior officer means the pay grade provided under Part B Division 1 section B.1.3.
rank	Means a rank (and any corresponding rank) provided in Schedule 1 of the Defence Act 1903, as in force from time to time.

Term	Definition
rate	Includes a scale of rates.
Reserve service	Means a period of service that is other than continuous full-time service.
senior officer	Means an officer who holds a rank specified in items 1 to 5 in Schedule 1 of the Defence Act 1903, as in force from time to time.
Service Warrant Officer	Means a member who holds a rank specified in item 13 of the table in Schedule 1 of the Defence Act 1903, as in force from time to time.
SM	Means a submarine service qualification and skill. Exceptions: a. A member who has the rank of Rear Admiral in the Navy, or a higher rank. b. A member who is a medical or dental officer with the rank of Commander in the Navy, or a higher rank.
TAG	Means the Tactical Assault Group qualification and skill.
unpaid leave	Has the meaning as in Defence Determination 2016/19, <i>Conditions of service</i> , as in force from time to time. See: Chapter 1 Part 3 Division 1, section 1.3.77A (Unpaid leave), Defence Determination 2016/19, <i>Conditions of service</i> .
Warrant Officer Class 1	Means a member who holds a rank specified in item 14 of the table in Schedule 1 of the Defence Act 1903, as in force from time to time.

A.1.10 Flying terms

The following descriptors are used in relation to a member's employment category or classification.

Term	Definition
Fly 0	Means the member has no liability to fly. Note: For Air Force, this may apply to an Other Rank member who is commissioning to Officer, if the member is commissioning to a non-flying specialisation.
Fly 0-2	Means a member with flying experience of less than 2 years.
Fly 2-4	Means a member with flying experience of 2 years up to 4 years.
Fly 4-6	Means a member with flying experience of 4 years up to 6 years.
Fly 6-8	Means a member with flying experience of 6 years up to 8 years.
Fly 8-10	Means a member with flying experience of 8 years up to 10 years.
Fly 10+	Means a member with flying experience of 10 or more years.

A.1.11 Officers

1. This table defines terms used in Part B Division 2, Schedule B.2 Part 2 (Navy).

Term	Definition
ADQUAL	Means any of the following. 1. Either a maritime warfare officer or a maritime combat officer, with any of the following additional qualifications. a. Fighter Controller. b. Communications Information Warfare. c. Navigation (maritime warfare officer only). 2. A principal warfare officer who has a Force Warfare qualification and one of the following additional qualifications. a. Air Warfare. b. Amphibious. c. Communications Information Warfare. d. Mine Warfare. e. Navigation — (maritime warfare officer only). f. Surface Warfare. 3. Either pilot or maritime aviation warfare officer with any of the following additional qualifications. a. Aero-Systems Qualified. b. Aviation Warfare Officer. c. Helicopter Warfare Instructor. d. Flying Instructor. e. Helicopter Instructor. f. Maritime Aviation Warfare Officer Instructor. g. Test Pilot.
Under Training	Means under training for a primary qualification. Note: This description does not include a trainee paid under Schedule B.13 of this Determination.
Former Warrant Officer (Commissioned)	Means a member to whom Part B Division 2 section B.2.5 applies, who held an employment category under either Schedule B.10 or Schedule B.12 prior to appointment. Exception: This descriptor does not apply to a member in the Navy aircrew employment category at pay grade 6.
Basic	Means either of the following. a. For a maritime aviation warfare officer — Maritime Aviation Warfare Officer Rotary Course qualified. b. For a pilot — Pilot Rotary Course qualified.

Term	Definition
Intermediate	Means either of the following. a. For maritime aviation warfare officer – Maritime Aviation Warfare Officer Rotary Course qualified plus further two years flying experience. b. For pilot – Pilot Rotary Course qualified plus further two years flying experience.
Highly Proficient	Means either of the following. a. For an maritime aviation warfare officer – Maritime Aviation Warfare Officer Rotary Course qualified plus a further five years flying experience. b. For a pilot – Pilot Rotary Course qualified plus a further five years flying experience.

2. This table defines terms used in Part B Division 2 and Schedule B.2 Part 3 (Army).

Term	Definition
Competency Level 2	Means graduation from Army Helicopter School.
Competency Level 3	Means attainment of Army Aviator Basic Qualification.
Competency Level 4	Means attainment of Army Aviator Intermediate Qualification.
Competency Level 5	Means attainment of Army Aviator Highly Proficient Qualification.
Competency Level 6	Means attainment of Army Aviator Advanced Qualification.

3. This table defines terms used in Part B Division 2 and Schedule B.2 Part 4 (Air Force).

Term	Definition
Competency Level 2	For air combat, pilot and joint battlefield airspace control employment categories — graduation from initial employment training.
Joint Battlefield Airspace Control Legacy Grade 1	
Competency Level 3	Means either of the following classes of member: a. For air combat and pilot (including First Appointment Instructor Pilot Scheme) employment categories — attainment of Battlespace Command and Control Basic qualification; or b. For joint battlefield airspace control employment categories — attainment of initial primary Air Traffic Control endorsement.
Joint Battlefield Airspace Control Legacy Grade 2	
Competency Level 4	For air combat and pilot (including First Appointment Instructor Pilot Scheme) employment categories — attainment of Battlespace Command and Control Intermediate qualification.

Term	Definition
Competency Level 5	Means either of the following classes of member:
Joint Battlefield Airspace Control Legacy Grade 3	a. For air combat and pilot (including First Appointment Instructor Pilot Scheme) employment categories — attainment of Battlespace Command and Control Highly Proficient qualification. b. For joint battlefield airspace control employment categories — attainment of either of the following. i. initial primary training officer standard. ii. a supervisor endorsement.
Competency Level 6	Means either of the following classes of member.
Joint Battlefield Airspace Control Legacy Grade 4	a. For air combat and pilot (including First Appointment Instructor Pilot Scheme) employment categories — attainment of Battlespace Command and Control Advanced qualification. b. For joint battlefield airspace control employment categories — attainment of one primary endorsement in each of tower and radar elements, <u>and</u> any of the following. i. Two training officer standards in two primary endorsements. ii. Two supervisor endorsements. iii. An Air Traffic Control Instructor qualification.
Air Combat Officer	Means a member who has been in one or more of the following employment categories. a. Navigator. b. Airborne electronics officer. c. Air battle manager.

A.1.12 Specialist officers

This table defines terms used in Part B Division 3.

Term	Definition
approved category	Means any of the following categories. a. Medical. b. Dental. c. Legal. d. Chaplain.

Term	Definition
aviation specialist	Means a member who meets all the following conditions. a. The member holds the rank of Captain or Major or, a higher rank approved by the member's Service Chief. b. The member is placed in the aviation specialist stream. c. The member is not subject to a period decided by CDF under <i>Defence Regulation 2016</i>, which the member must complete in relation to initial training, qualification or appointment.
aviation specialist stream	For a member of the Army — means an aviation pilot category selected to become a streamed aviator as a result of high skill sets that are deemed enhanced capability.
compulsory medical residency	Means training in a hospital undertaken by a medical officer as a condition of entry into the medical profession. This does not include a year for which salary is payable to the member as a trainee.
dental level	Means the competency level relevant to a dental officer. There are two parts to the dental level (DL) number. a. The first number in a dental level (for example "DL2") indicates the level of qualification and skill. b. The second number (for example "-3") indicates the increment level the member has achieved.
dental officer	Means a member who is eligible to be registered as a dental practitioner under the law of a State or Territory and who meets either of the following conditions. a. The member is serving in a health branch of the ADF. b. The member is serving in another position that has been approved by the CDF for career management purposes, for a maximum period of three years. In considering whether to approve a position under paragraph b, the CDF will have regard to the following. a. The duties the officer with perform in the position. b. The relevance of the duties to the officer's responsibilities as a dental officer. c. The career progression of the officer within the dental or health stream.
legal level	Means the competency level relevant to a legal officer. There are two parts to the legal level (LL) number. a. The first number in a legal level (for example "LL2") indicates the level of qualification and skill. b. The second character may be either: i. A number representing the increment. ii. An alphabetic character representing the specialisation.

Term	Definition
legal officer	Means a member of a specialist career structure who meets both of the following conditions. a. The member is admitted as a barrister or solicitor of the High Court or the Supreme Court of a State or Territory. b. The member has been appointed as a legal officer. It does not include a member who is any of the following. a. A Judge of the Federal Court. b. A Judge of a Supreme Court of a State or Territory. c. Any other office holder to whom salary is payable under a determination made under the <i>Remuneration Tribunal Act 1973</i>.
medical level	Means the competency level relevant to a medical officer position approved for a member under section 3.2.47 of Defence Determination 2016/19, <i>Conditions of service</i>, as in force from time to time. There are two parts to the medical level number. a. The first number in a medical level (for example "ML2") indicates the level of qualification and skill. b. The second number (for example "-3") indicates the increment level the member has achieved.
medical officer	Means a member who is a registered medical practitioner under the law of a State or Territory and who meets either of the following conditions. a. The member is serving in a health branch of the ADF. b. The member is serving in another position approved by the CDF for career management purposes, for a period of less than three years. In considering whether to approve a position under paragraph b, the CDF will have regard to the following. a. The duties the officer will perform in the position. b. The relevance of the duties to the officer's responsibilities as a medical officer. c. The career progression of the officer within the medical or health stream.
specified qualification	Means the member holds a qualification described in paragraph 3.2.42.b of Defence Determination 2016/19, <i>Conditions of service</i>, as in force from time to time.

Part B: Salaries

B.0.1 Purpose

This Part sets out the pay grades and the rates of salary that apply to members of the Permanent Forces and the Reserves.

B.0.2 Contents

This Part contains the following Divisions.

Division 1	Senior officers
Division 2	Officers
Division 3	Specialist officers
Division 4	Service Warrant Officers and Warrant Officer Class 1
Division 5	Other ranks
Division 6	Trainees

Division 1: Senior officers

B.1.1 Purpose

This Division sets out the method for pay grade (or pay point) placement for senior officers and the rates of salary that apply.

B.1.2 Member this Division applies to

This Division applies to all senior officers.

Exception: *Senior officers* who are paid salary under Division 3 (specialist officers) or the instruments referenced in section A.1.4 of this Determination.

B.1.3 Pay grade for a senior officer

1. A senior officer has the pay grade set out in the following table.

Exception: This section does not apply to an officer who holds the rank of Lieutenant General. See section B.1.5.

Item	A member at the rank of...	who held this pay grade in their previous rank...	holds this pay grade...
1.	Brigadier	any up to 9	2
		10	3
2.	Major General	any or none	1
3.	General	any or none	1

2. A senior officer who did not hold an officer pay grade before their promotion to Brigadier is taken to hold the pay grade of their previous rank that would have applied to their officer category immediately before their promotion.

B.1.4 Rate of salary for a senior officer

A senior officer is to be paid the rate of salary in Schedule B.1 that corresponds to all of the following.

- a. The senior officer's Force in Schedule B.1 Part 1 or 2.
- b. The senior officer's rank and increment.
- c. The senior officer's pay grade.

Exceptions: A senior officer who holds the rank of Lieutenant General.

B.1.5 Rate of salary for a Lieutenant General

1. The following table sets out the pay point for a senior officer who holds the rank of Lieutenant General.

Item	Lieutenant General who is...	holds the pay point...
1.	a generalist senior officer	1
2.	Chief Joint Operations	3

2. A Lieutenant General is to be paid the total of the base salary and positional components listed for the relevant time period and the officer's Force, rank and pay point in Schedule B.1 Part 3 or 4.

B.1.6 Career transition salary non-reduction provision

When a senior officer at or above the rank of Lieutenant General completes transition activity to support their resignation, retirement or transfer to the Reserves, they are paid salary at the relevant rate as set out in the following table.

Item	A member who ceases to hold ...	at the rank of...	is to be paid the...
1.	a specified statutory office	General	daily rate for the member's rank in Schedule B.1 Part 2.
2.	a full-time public office	Lieutenant General	daily rate for the member's rank at pay point 1 in Schedule B.1 Part 4.
3.	the position specified at item 2 in the table at subsection B.1.5.1	-	annual rate in Schedule B.1 Part 3, for the rank and the pay point the member held just before the posting to that position ended.

Division 2: Officers

B.2.1 Purpose

This Division sets out the method for pay grade placement and rates of salary that apply to officers.

B.2.2 Member this Division applies to

This Division applies to all officers.

Exception: Officers who are paid salary under Division 1 or Division 3.

B.2.3 Pay grade for an officer

1. An officer has the pay grade specified in Schedule B.2 that is relevant to their Service, employment category and classification (if any).
2. If Schedule B.2 does not specify a pay grade that applies to the officer, the officer is placed in pay grade 2.
3. If an officer is liable to serve in more than one employment category and more than one pay grade would apply under Schedule B.2, the higher pay grade applies.
4. A pay grade listed in Schedule B.2 applies to an officer only during the period the officer meets the requirements for the relevant employment category and classification, including any required levels of qualification, experience or skill.
5. The pay grade for an officer of the Air Force is increased by one when the officer meets all of the following conditions.
 - a. The member is in a pay grade below pay grade 10.
 - b. The member is appointed to, and exercises, a command position.
 - c. The member is not in an aircrew employment category.
6. The pay grade is increased by one for an officer who meets all of the following conditions.
 - a. The member has a pay grade below pay grade 10.
 - b. The member is posted to a designated submarine escape instructor position.
 - c. The member is qualified and reasonably expected to perform duties supporting submarine escape training in that position for the duration of the posting.

B.2.4 Rate of salary for an officer

An officer is to be paid the rate of salary in Schedule B.3 that corresponds to all of the following.

- a. The officer's Force in Schedule B.3.
- b. The officer's rank and increment.
- c. The officer's pay grade.

B.2.5 Rate of salary on advancement from Other rank

An officer who held an Other rank immediately before being appointed and commissioned as an officer is paid salary as set out in the following table.

Item	An officer appointed...	is to be paid the higher of the following rates...
1.	on or before 30 June 2015, having held the rank of Sergeant or above immediately before becoming an officer	a. The rate of salary in Schedule B.4 that: i. corresponds to the officer's Force, rank and increment; and ii. is next above the rate of salary that the member was paid immediately before appointment as an officer.
		b. The rate of salary payable to the officer under section B.2.4.
		c. The rate of salary that corresponds to the Force, rank, increment and tier that the officer held immediately before appointment as an officer.
2.	a. on or after 1 July 2015, having held the rank of Sergeant or above immediately before commissioning	i. The rate of salary payable to the officer under section B.2.4.
		ii. The rate of salary that corresponds to the Force, rank, increment and tier that the officer held immediately before appointment as an officer
	b. who held the rank of Corporal or below immediately before commissioning,	i. The rate of salary payable to the officer under section B.2.4.
		ii. The rate of salary that corresponds to the Force, rank, increment and tier that the officer held immediately before appointment as an officer

Division 3: Specialist officers

B.3.1 Purpose

This Division sets out the method for placement in the relevant career structure and the rate of salary that apply to specialist officers.

B.3.2 Member this Division applies to

This Division applies to the following officers.

- a. Chaplain.
- b. Dental officer.
- c. Legal officer.
- d. Medical officer.
- e. Aviation specialist.
- f. A member in an approved category.

B.3.3 Approved categories

CDF may approve a category in which members of the Reserves normally perform a large part of their duties within periods of duty less than two hours. The CDF is to have regard to all of the following.

- a. The special skills or qualifications held by the member.
- b. The special positions or offices held by the member in the ADF.
- c. The nature of the duties normally performed.

Note: Approved categories are listed in the definition of approved category under section A.1.12 (Specialist officers)

B.3.4 Rate of salary for a specialist officer

1. The following table sets out the rate of salary to be paid to a specialist officer covered by this Division.

Item	If the member is...	in the...	then the member is to be paid salary...
1.	a chaplain	specialist career structure	under Schedule B.5 according to the officer's Force, classification and competency level.
2.	a dental officer	specialist career structure	under Schedule B.6 according to the officer's Force, rank and dental level.
3.	a legal officer	specialist career structure	under Schedule B.7 according to the officer's Force, rank and legal level.
4.	a medical officer	specialist career structure	under Schedule B.8 Part 1 or 3, according to the officer's Force, rank and medical level.
		specialist career structure, and meets all of the following. a. Registered to practice in Australia in an area of medical specialty. b. Approved by the Surgeon General ADF to perform duty in that area of specialty for a period of procedural specialist service. c. Either of the following. i. Deployed overseas for the purpose of practicing in that area. ii. Required to practice in that area on a regular basis for the majority of the period of procedural specialist service.	under Schedule B.8 Part 2 or 4, according to the officer's Force, rank and increment.
5.	a medical officer who was in service at 1 May 2004	specialist career structure because the member meets all of the following. a. The member has not yet gained the required qualifications for a medical level. b. The member is in a position no higher than ML4. c. The CDF has deemed the member competent for period ending no later than 1 May 2013.	at the lowest increment level of the deemed level of medical qualification and skill under Schedule B.8 Part 1 or 2, according to the officer's Force and rank.

Item	If the member is...	in the...	then the member is to be paid salary...
6.	an officer on a fixed tenure or fixed appointment period	specialist career structure and performing a year of compulsory medical residency	at the level 'resident' under Schedule B.8 Part 1 or 3, according to the officer's Force.
7.	an aviation specialist	aviation specialist stream	under Schedule B.14 for the officer's Force, class and experience level.
8.	a medical officer who is a senior officer	specialist career structure	under Schedule B.15, according to the officer's Force, rank and medical level.
9.	a dental officer who is a senior officer	specialist career structure	under Schedule B.16, according to the officer's Force, rank and dental level.
10.	a legal officer who is a senior officer	specialist career structure	under Schedule B.17, according to the officer's Force, rank and legal level.
11.	a Chaplain in Division 5	specialist career structure	under Schedule B.18, according to the officer's Force, classification and competency level.

2. Officers not described in the table in subsection 1 may be paid under Division 1 or Division 2, according to their rank.
3. A senior officer, who meets all the following conditions may be paid a daily rate of salary under this Determination. The daily rate is to be based on the annual rate of salary the member received immediately before transfer to the Reserves.
 - a. The member is a dental officer or legal officer.
 - b. The member was receiving an annual rate of salary under a separate determination made under Part IIIA Division 2 of the *Defence Act 1903*, as in force from time to time, immediately before their transfer to the Reserves.
 - c. The member has transferred from the Permanent Forces to the Reserves.
4. A member in an approved category who attends for duty on Reserve service for at least one hour, but less than two hours, is to be paid one sixth of the daily rate of salary.

B.3.5 Rate of salary for aviation specialist

1. For the purpose of this section, **legacy employment category** means the relevant of the following.

Item	For...	means officers...
1.	joint battlefield airspace control	for whom any of the following apply. a. holding the employment category of a joint battlefield airspace controller. b. under training as a joint battlefield airspace controller. c. being paid under the Air Traffic Controller competency system prior to 1 October 2009.
2.	officer aircrew categories	for whom any of the following apply. a. offered employment within an officer aircrew category. b. under training as a member of an officer aircrew category. c. for whom any of the descriptors listed in the table of section A.1.10 are included in the classification of any Part in Schedule B.2 prior to 1 October 2009.

2. On the day that an officer first becomes an aviation specialist, the officer's rate of salary is the relevant of the following.
 - a. For an officer at the rank of Major or Captain — the rate in Schedule B.14 equal to or next above the rate of salary payable to the officer immediately before that day.
 - b. For an officer at the rank of Lieutenant Colonel or higher — the rate in Schedule B.14 that is equal to or next above the relevant of the following amounts.
 - i. If the officer is in the Permanent Forces — the rate of salary payable to the officer immediately before they became an aviation specialist, less the annual rate of Service Allowance determined under Division B.2 of DFRT Determination No. 11 of 2013, *ADF allowances*, as in force from time to time.
 - ii. If the member is in the Reserves — the rate of salary payable to the officer immediately before they became an aviation specialist, less the daily rate of Reserve Allowance determined under Division B.11 of DFRT Determination No. 11 of 2013, *ADF allowances*, as in force from time to time.
3. On the day after the officer completes 12 months of continuous full-time service in an experience level in Schedule B.14, the officer is advanced to the next experience level in that Schedule.
4. On the day that an officer ceases to be an aviation specialist, the officer's rate of salary is the relevant of the following.
 - a. For an officer who returns to their previous Schedule B.2 **legacy employment category**, the officer's pay grade and increment that they held immediately before they became an aviation specialist.
 - b. For an officer who returns to their previous Schedule B.2 competency-based employment category, the officer's pay grade and increment that they held immediately before they became an aviation specialist.

Division 4: Service Warrant Officer and Warrant Officer Class 1

B.4.1 Purpose

This Division sets out the method for tier and pay grade placement and the rate of salary payable to Service Warrant Officers and Warrant Officers Class 1.

B.4.2 Member this Division applies to

This Division applies to Service Warrant Officers and to Warrant Officers Class 1 in the ADF.

B.4.3 Tiers

The following table sets out the tiers that apply to Warrant Officer Class 1 employment categories.

Tier	Description
Tier A	Applies to positions involving direct application of trade skills or entry level Regimental Sergeant Major (all corps) or Warrant Officer disciplinary positions at, or higher than, the relevant of the following. a. Navy — the department level. b. Army — the unit level. c. Air Force — the unit or squadron level.
Tier B	Applies to positions involving application of managerial skills (applied with or without reference to trade knowledge) at, or higher than, the relevant of the following. a. Navy — the unit level. b. Army — the formation level. c. Air Force — the wing level.
Tier C	Applies to positions involving high level management and representational duties, applied generally at a functional or environmental command level.

B.4.4 Pay grade for a Warrant Officer Class 1

1. A Warrant Officer Class 1 is placed in the pay grade specified in Schedule B.9 for the Service, employment category and tier that applies to the member.
2. If Schedule B.9 does not specify a pay grade that applies to the member, the member is to be placed in pay grade 2.
3. If more than one pay grade applies to a Warrant Officer Class 1 under Schedule B.9, the higher pay grade is taken to apply.
4. A pay grade listed in Schedule B.9 applies to a Warrant Officer Class 1 only during the period the member meets the requirements for the relevant employment category and tier, including any required levels of qualification, experience or skill.
5. If a member of the Army is in a Special Forces capacity listed in the following table, then the member's pay grade is increased by the prescribed number, up to the maximum pay grade specified.

Item	Special Forces capacity...	number of pay grades increased by...	up to a maximum pay grade of...
1.	Special Forces Support Staff member – Level J	1	7
2.	Special Forces Support Staff member – Level K	2	8
3.	Special Forces Support Staff member – Level L	3	9

6. The pay grade is increased by one for a Warrant Officer Class 1 who meets all of the following conditions.
 - a. The member has a pay grade below pay grade 10.
 - b. The member is posted to a designated submarine escape instructor position.
 - c. The member is qualified and reasonably expected to perform duties supporting submarine escape training in that position for the duration of the posting.

B.4.5 Rate of salary for a Warrant Officer Class 1

A Warrant Officer Class 1 is to be paid the rate of salary in Schedule B.10 that corresponds to all of the following.

- a. The member's Force in Parts 2 or 3 of Schedule B.10.
- b. The member's tier and increment.
- c. The member's pay grade.

B.4.6 Rate of salary for Service Warrant Officers

A Service Warrant Officer is to be paid the rate of salary listed in Part 1 of Schedule B.10.

Division 5: Other ranks

B.5.1 Purpose

This Division sets out the method for pay grade placement and rates of salary for Other ranks that apply.

B.5.2 Member this Division applies to

This Division applies to members holding an Other rank who are not covered by Division 4 or Division 6.

B.5.3 Pay grade for a member below the rank of Warrant Officer Class 1

1. A member is placed in the pay grade specified in Schedule B.11 for the Service and employment category that applies to the member.
2. If more than one pay grade applies to a member under Schedule B.11, the higher pay grade applies.
3. A pay grade listed in Schedule B.11 applies to a member only during the period the member meets the requirements for the relevant employment category, including any required levels of qualification, experience or skill.
4. If a member of the Army is in a Special Forces capacity listed in the following table, then the member's pay grade is increased by the prescribed number, up to the maximum pay grade specified.

Item	Special Forces capacity...	number of pay grades increased by...	up to a maximum pay grade of...
1.	Special Forces Support Staff member – Level J	1	7
2.	Special Forces Support Staff member – Level K	2	8
3.	Special Forces Support Staff member – Level L	3	9

5. The pay grade is increased by one for a member who meets all of the following conditions.
 - a. The member has a pay grade below pay grade 10.
 - b. The member is posted to a designated submarine escape instructor position.
 - c. The member is qualified and reasonably expected to perform duties supporting submarine escape training in that position for the duration of the posting.
6. The pay grade is increased by one for a member who meets all of the following conditions.
 - a. The member has a pay grade below pay grade 8.
 - b. The member is posted to a designated recruit instructor position at 1st Recruit Training Battalion.
 - c. The member is qualified and reasonably expected to perform recruit instructor duties in that position for the duration of the posting.

B.5.4 Rate of salary for a member below the rank of Warrant Officer Class 1

A member below the rank of Warrant Officer Class 1 is to be paid the rate of salary in Schedule B.12 that corresponds to all of the following.

- a. The member's Force.
- b. The member's rank and increment.
- c. The member's pay grade.

Division 6: Trainees

B.6.1 Purpose

This Division provides the salary for members who are undertaking training.

Exception: This Division does not apply to members who are undergoing recategorisation training.

B.6.2 Rate of salary for a trainee

A member undertaking training in a capacity listed in Schedule B.13 is to be paid the rate of salary that corresponds to all of the following.

- a. The member's Force.
- b. The member's training capacity and stage (if any).

Schedule B.1

Senior officer salary rates

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

Column 1 Rank and increment				Column 2 Yearly salary rate for pay grade		
Navy	Army	Air Force	Increment	1	2	3
Rear Admiral	Major General	Air Vice Marshal	O8 – 1	\$243,731	–	–
			O8 – 0	\$230,975	–	–
Commodore	Brigadier	Air Commodore	O7 – 1	\$195,180	\$207,061	\$211,032
			O7 – 0	\$189,501	\$201,036	\$204,890

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

Column 1 Rank and increment				Column 2 Daily salary rate for pay grade		
Navy	Army	Air Force	Increment	1	2	3
Admiral	General	Air Chief Marshal	O10 – 0	\$1,625.69	–	–
Rear Admiral	Major General	Air Vice Marshal	O8 – 1	\$667.76	–	–
			O8 – 0	\$632.81	–	–
Commodore	Brigadier	Air Commodore	O7 – 1	\$534.74	\$567.29	\$578.17
			O7 – 0	\$519.18	\$550.78	\$561.34

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	\$390,024
				Positional	\$0
			2	base salary	\$390,024
				Positional	\$37,493
			3	base salary	\$390,024
				Positional	\$72,293

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	\$1,068.56

Schedule B.2

Officer pay grades

Part 1: All Services

Pay grade 4

Item	Employment Category	Classification
1.	Commando Officer Qualified	–

Pay grade 6

Item	Employment Category	Classification
1.	Commando Officer Advanced	–
2.	SAS Officer Qualified	–

Pay grade 8

Item	Employment Category	Classification
1.	SAS Officer Advanced	–

Part 2: Navy

Pay grade 2

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

Pay grade 3

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

Pay grade 4

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

Pay grade 5

Item	Employment Category	Classification
1.	Aeronautical Engineering	Primary Qualification
2.	Instructor Maritime Geospatial Officer Meteorology	Qualified
3.	Intelligence	Tier 2 — Intelligence Manager
4.	Management Executive	Tier 2 — Strategic Specialist
5.	Marine Engineering	Primary Qualification
6.	Maritime Aviation Warfare Officer Competency Progression	Highly Proficient
7.	Maritime Aviation Warfare Officer Competency Progression	Highly Proficient Under Training
8.	Maritime Aviation Warfare Officer Time Progression	Fly 4-6
9.	Maritime Aviation Warfare Officer Time Progression	Fly 4-6 Under Training
10.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Fly 4-6
11.	Maritime Combat Officer	Minor War Vessel Command
12.	Maritime Combat Officer ADQUAL	Qualified
13.	Maritime Geospatial Officer Hydrographer	Qualified
14.	Maritime Geospatial Officer Meteorology	Qualified
15.	Maritime Logistics	Charge Qualified
16.	Maritime Logistics	Qualified non Supply Charge Board before 1 January 1998
17.	Maritime Warfare Officer	Minor War Vessel Command
18.	Maritime Warfare Officer ADQUAL	Qualified
19.	Mine Clearance Diver Officer	Qualified
20.	Maritime Warfare Officer	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section
21.	Maritime Warfare Officer ADQUAL	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section

Pay grade 5 cont'd

Item	Employment Category	Classification
22.	Maritime Warfare Officer Specialist	Qualified before 1 July 2004
23.	Nurse	Specialist
24.	Pilot Competency Progression	Highly Proficient
25.	Pilot Competency Progression	Highly Proficient Under Training
26.	Pilot Time Progression	Fly 4-6
27.	Maritime Warfare Officer Specialist	Qualified before 1 July 2004
28.	Pilot Time Progression	Fly 4-6 Under Training
29.	Pilot Time Progression ADQUAL	Fly 4-6
30.	Principal Warfare Officer	Qualified
31.	Psychologist	Specialist
32.	Training Systems	Senior Training Specialist
33.	Training Systems Maritime Geospatial Officer Meteorology	Qualified
34.	Weapons Electrical Engineering	Primary Qualification
35.	Weapons Electrical Aircraft Engineering	Primary Qualification

Pay grade 6

Item	Employment Category	Classification
1.	Aeronautical Engineering	Charge Qualified
2.	Aircrew	Appointment
3.	Bandmaster	Director of Music
4.	Instructor Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
5.	Intelligence	Tier 3 — Senior Intelligence Officer
6.	Management Executive	Tier 3 — Senior Strategic Specialist
7.	Marine Engineer	Charge Qualified
8.	Marine Engineering SM	Qualified

Pay grade 6 cont'd

Item	Employment Category	Classification
9.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Qualified
10.	Maritime Geospatial Officer Hydrographer — H1	Hydrographic Officers Long Course or Masters Degree in Hydrographic Science Qualified
11.	Maritime Geospatial Officer Meteorology — Advanced	Masters of Science and Oceanography Qualified
12.	Maritime Warfare Officer SM	Qualified
13.	Medical Administrator	Officer In Charge
14.	Mine Clearance Diver Officer TAG	Qualified
15.	Mine Clearance Diving Officer Force Warfare Officer	Qualified
16.	Naval Police Coxswain Officer	Commanding Officer Defence Police Training Centre
17.	Nurse	Officer In Charge
18.	Pilot Competency Progression ADQUAL	Qualified
19.	Principal Warfare Officer ADQUAL	Qualified
20.	Training Systems	Principal Training Specialist
21.	Training Systems Maritime Geospatial Officer Meteorology — Advanced	Masters of Science and Oceanography Qualified
22.	Weapons Electrical Engineering SM	Qualified
23.	Weapons Electrical Aircraft Engineering	Charge Qualified
24.	Weapons Electrical Engineer	Charge Qualified

Pay grade 7

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

Pay grade 7 cont'd

Item	Employment Category	Classification
20.	Maritime Warfare Officer	Executive Officer Major Fleet Unit
21.	Maritime Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
22.	Maritime Warfare Officer SM	Executive Officer Major Fleet Unit
23.	Maritime Warfare Officer SM	Minor War Vessel Command
24.	Maritime Warfare Officer SM	Warfare Officer
25.	Maritime Warfare Officer Specialist	Minor War Vessel Command
26.	Mine Clearance Diver Officer	Executive Officer Major Fleet Unit
27.	Mine Clearance Diver Officer	Minor War Vessel Command
28.	Mine Clearance Diver Officer	Clearance Diving Team Command
29.	Mine Clearance Diver Officer Force Warfare Officer	Executive Officer Major Fleet Unit
30.	Mine Clearance Diver Officer Force Warfare Officer	Minor War Vessel Command
31.	Mine Clearance Diver Officer Force Warfare Officer	Clearance Diving Team Command
32.	Mine Clearance Diver Officer TAG	Executive Officer Major Fleet Unit
33.	Mine Clearance Diver Officer TAG	Minor War Vessel Command
34.	Mine Clearance Diver Officer TAG	Clearance Diving Team Command
35.	Pilot Competency Progression ADQUAL	Executive Officer Squadron
36.	Pilot Competency Progression ADQUAL	Ship's Flight Commander
37.	Pilot Competency Progression	Executive Officer Squadron
38.	Pilot Competency Progression	Ship's Flight Commander
39.	Pilot Time Progression	Fly 6-8
40.	Pilot Time Progression	Fly 6-8 Under Training
41.	Pilot Time Progression ADQUAL	Fly 6-8
42.	Principal Warfare Officer	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section

Pay grade 7 cont'd

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

Pay grade 8

Item	Employment Category	Classification
1.	Administration	Shore Command
2.	Aeronautical Engineering	Level 2
3.	Aeronautical Engineering	Shore Command
4.	Aircrew	Shore Command
5.	Bandmaster	Shore Command
6.	Former Warrant Officer (Commissioned)	Shore Command
7.	Instructor	Shore Command
8.	Instructor Maritime Geospatial Officer Meteorology	Shore Command
9.	Intelligence	Shore Command
10.	Management Executive	Shore Command
11.	Marine Engineer	Shore Command
12.	Marine Engineering	Level 2
13.	Marine Engineering SM	Level 2

Pay grade 8 cont'd

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

Pay grade 8 cont'd

Item	Employment Category	Classification
37.	Pilot Competency Progression	Shore Command
38.	Pilot Competency Progression ADQUAL	Shore Command
39.	Pilot Time Progression	Shore Command
40.	Pilot Time Progression ADQUAL	Shore Command
41.	Principal Warfare Officer	Shore Command
42.	Principal Warfare Officer ADQUAL	Shore Command
43.	Psychologist	Shore Command
44.	Public Relations	Shore Command
45.	Training Systems	Shore Command
46.	Training Systems Maritime Geospatial Officer Meteorology	Shore Command
47.	Weapons Electrical Aircraft Engineering	Level 2
48.	Weapons Electrical Aircraft Engineering	Shore Command
49.	Weapons Electrical Engineering	Level 2
50.	Weapons Electrical Engineering SM	Level 2
51.	Weapons Electrical Engineering SM	Shore Command
52.	Weapons Electrical Engineering SM	Weapons Electrical Engineering Officer SM
53.	Weapons Electrical Engineer	Shore Command

Pay grade 9

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

Pay grade 9 cont'd

Item	Employment Category	Classification
22.	Pilot Competency Progression ADQUAL	Squadron Command
23.	Pilot Time Progression	Fly 8-10
24.	Pilot Time Progression	Fly 8-10 Under Training
25.	Pilot Time Progression ADQUAL	Fly 8-10
26.	Principal Warfare Officer	Major Fleet Unit Command
27.	Principal Warfare Officer ADQUAL	Major Fleet Unit Command

Pay grade 10

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

Part 3: Army

Pay grade 2

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 2
2.	Armoured Officer	General Service Officer Grade 2
3.	Aviation Officer	General Service Officer Grade 2
4.	Band Officer	General Service Officer Grade 2
5.	Catering Officer	General Service Officer Grade 2
6.	Dental Officer (Non Dentist)	General Service Officer Grade 2
7.	Education Officer	General Service Officer Grade 2
8.	Environmental Officer	General Service Officer Grade 2
9.	Field Artillery Officer	General Service Officer Grade 2
10.	Infantry Officer	General Service Officer Grade 2
11.	Intelligence Officer	General Service Officer Grade 2
12.	Local Observer	General Service Officer Grade 2
13.	Medical Officer (Non doctor)	General Service Officer Grade 2
14.	Military Police Officer	General Service Officer Grade 2
15.	Miscellaneous Medical Officer	General Service Officer Grade 2
16.	Nursing Officer	General Service Officer Grade 2
17.	Ordnance Officer	General Service Officer Grade 2
18.	Pay Officer	General Service Officer Grade 2
19.	Pharmaceutical Officer	General Service Officer Grade 2
20.	Pilot — Competency Progression	Competency Level 2
21.	Psychology Officer	General Service Officer Grade 2
23.	Public Relations Officer	General Service Officer Grade 2
24.	Radiographer Officer	General Service Officer Grade 2
25.	Scientific Officer	General Service Officer Grade 2
26.	Therapeutical Officer	General Service Officer Grade 2
27.	Transport Officer	General Service Officer Grade 2

Pay grade 3

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 3
2.	Armoured Officer	General Service Officer Grade 3
3.	Aviation Officer	General Service Officer Grade 3
4.	Band Officer	General Service Officer Grade 3
5.	Catering Officer	General Service Officer Grade 3
6.	Dental Officer (Non Dentist)	General Service Officer Grade 3
7.	Education Officer	General Service Officer Grade 3
8.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 3
9.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 3
10.	Engineer Officer	Engineering Officer Grade 3
11.	Environmental Officer	General Service Officer Grade 3
12.	Field Artillery Officer	General Service Officer Grade 3
13.	Infantry Officer	General Service Officer Grade 3
14.	Intelligence Officer	General Service Officer Grade 3
15.	Medical Officer (Non doctor)	General Service Officer Grade 3
16.	Military Police Officer	General Service Officer Grade 3
17.	Miscellaneous Medical Officer	General Service Officer Grade 3
18.	Nursing Officer	General Service Officer Grade 3
19.	Ordnance Officer	General Service Officer Grade 3
20.	Pay Officer	General Service Officer Grade 3
21.	Pharmaceutical Officer	General Service Officer Grade 3

Pay grade 3 cont'd

22.	Pilot – Competency Progression	Competency Level 3
23.	Pilot – Time Based Progression	Fly 0-2
24.	Psychology Officer	General Service Officer Grade 3
25.	Public Relations Officer	General Service Officer Grade 3
26.	Radiographer Officer	General Service Officer Grade 3
27.	Scientific Officer	General Service Officer Grade 3
28.	Signals Officer	Engineering Officer Grade 3
29.	Therapeutical Officer	General Service Officer Grade 3
30.	Transport Officer	General Service Officer Grade 3

Pay grade 4

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 4
2.	Armoured Officer	General Service Officer Grade 4
3.	Aviation Officer	General Service Officer Grade 4
4.	Band Officer	General Service Officer Grade 4
5.	Catering Officer	General Service Officer Grade 4
6.	Dental Officer (Non Dentist)	General Service Officer Grade 4
7.	Education Officer	General Service Officer Grade 4
8.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 4
9.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 4
10.	Engineer Officer	Engineering Officer Grade 4
11.	Environmental Officer	General Service Officer Grade 4
12.	Field Artillery Officer	General Service Officer Grade 4
13.	Infantry Officer	General Service Officer Grade 4
14.	Intelligence Officer	General Service Officer Grade 4
15.	Medical Officer (Non doctor)	General Service Officer Grade 4
16.	Military Police Officer	General Service Officer Grade 4

Pay grade 4 cont'd

Item	Employment Category	Classification
17.	Miscellaneous Medical Officer	General Service Officer Grade 4
18.	Nursing Officer	General Service Officer Grade 4
19.	Ordnance Officer	General Service Officer Grade 4
20.	Pay Officer	General Service Officer Grade 4
21.	Pharmaceutical Officer	General Service Officer Grade 4
22.	Pilot — Competency Progression	Competency Level 4
23.	Pilot — Time Based Progression	Fly 2-4
24.	Psychology Officer	General Service Officer Grade 4
25.	Public Relations Officer	General Service Officer Grade 4
26.	Radiographer Officer	General Service Officer Grade 4
27.	Scientific Officer	General Service Officer Grade 4
28.	Signals Officer	Engineering Officer Grade 4
29.	Therapeutical Officer	General Service Officer Grade 4
30.	Transport Officer	General Service Officer Grade 4

Pay grade 5

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 5
2.	Armoured Officer	General Service Officer Grade 5
3.	Aviation Officer	General Service Officer Grade 5
4.	Band Officer	General Service Officer Grade 5
5.	Catering Officer	General Service Officer Grade 5
6.	Dental Officer (Non Dentist)	General Service Officer Grade 5
7.	Education Officer	General Service Officer Grade 5
8.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 5
9.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 5
10.	Engineer Officer	Engineering Officer Grade 5

Pay grade 5 cont'd

Item	Employment Category	Classification
11.	Environmental Officer	General Service Officer Grade 5
12.	Field Artillery Officer	General Service Officer Grade 5
13.	Infantry Officer	General Service Officer Grade 5
14.	Intelligence Officer	General Service Officer Grade 5
15.	Medical Officer (Non doctor)	General Service Officer Grade 5
16.	Military Police Officer	General Service Officer Grade 5
17.	Miscellaneous Medical Officer	General Service Officer Grade 5
18.	Nursing Officer	General Service Officer Grade 5
19.	Ordnance Officer	General Service Officer Grade 5
20.	Pay Officer	General Service Officer Grade 5
21.	Pharmaceutical Officer	General Service Officer Grade 5
22.	Pilot — Competency Progression	Competency Level 5
23.	Pilot — Time Based Progression	Fly 4-6
24.	Psychology Officer	General Service Officer Grade 5
25.	Public Relations Officer	General Service Officer Grade 5
26.	Radiographer Officer	General Service Officer Grade 5
27.	Scientific Officer	General Service Officer Grade 5
28.	Signals Officer	Engineering Officer Grade 5
29.	Therapeutical Officer	General Service Officer Grade 5
30.	Transport Officer	General Service Officer Grade 5

Pay grade 6

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 6
2.	Armoured Officer	General Service Officer Grade 6
3.	Aviation Officer	General Service Officer Grade 6
4.	Aviation Officer	(Army Senior Non-Commissioned Officer and Warrant Officer Commissioning Scheme – ex-Aircrewman)
5.	Band Officer	General Service Officer Grade 6
6.	Catering Officer	General Service Officer Grade 6
7.	Dental Officer (Non Dentist)	General Service Officer Grade 6
8.	Education Officer	General Service Officer Grade 6
9.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 6
10.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 6
11.	Engineer Officer	Engineering Officer Grade 6
12.	Environmental Officer	General Service Officer Grade 6
13.	Field Artillery Officer	General Service Officer Grade 6
14.	Infantry Officer	General Service Officer Grade 6
15.	Intelligence Officer	General Service Officer Grade 6
16.	Medical Officer (Non doctor)	General Service Officer Grade 6
17.	Military Police Officer	General Service Officer Grade 6
18.	Miscellaneous Medical Officer	General Service Officer Grade 6
19.	Nursing Officer	General Service Officer Grade 6
20.	Ordnance Officer	General Service Officer Grade 6
21.	Pay Officer	General Service Officer Grade 6
22.	Pharmaceutical Officer	General Service Officer Grade 6
23.	Pilot — Competency Progression	Competency Level 6
24.	Psychology Officer	General Service Officer Grade 6

Pay grade 6 cont'd

Item	Employment Category	Classification
25.	Public Relations Officer	General Service Officer Grade 6
26.	Radiographer Officer	General Service Officer Grade 6
27.	Scientific Officer	General Service Officer Grade 6
28.	Signals Officer	Engineering Officer Grade 6
29.	Therapeutical Officer	General Service Officer Grade 6
30.	Transport Officer	General Service Officer Grade 6

Pay grade 7

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 7
2.	Air Defence Officer	General Service Officer RPE Grade 7
3.	Armoured Officer	General Service Officer Grade 7
4.	Armoured Officer	General Service Officer RPE Grade 7
5.	Aviation Officer	General Service Officer Grade 7
6.	Aviation Officer	General Service Officer RPE Grade 7
7.	Band Officer	General Service Officer Grade 7
8.	Band Officer	General Service Officer RPE Grade 7
9.	Catering Officer	General Service Officer Grade 7
10.	Catering Officer	General Service Officer RPE Grade 7
11.	Dental Officer (Non Dentist)	General Service Officer Grade 7
12.	Dental Officer (Non Dentist)	General Service Officer RPE Grade 7
13.	Education Officer	General Service Officer Grade 7
14.	Education Officer	General Service Officer RPE Grade 7
15.	Electrical Mechanical Engineering Aviation Officer	General Service Officer Grade 7
16.	Electrical Mechanical Engineering Aviation Officer	General Service Officer RPE Grade 7
17.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 7

Pay grade 7 cont'd

Item	Employment Category	Classification
18.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer RPE Grade 7
19.	Electrical Mechanical Engineering Officer	General Service Officer Grade 7
20.	Electrical Mechanical Engineering Officer	General Service Officer RPE Grade 7
21.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 7
22.	Electrical Mechanical Engineering Officer	Engineering Officer RPE Grade 7
23.	Engineering Officer	General Service Officer Grade 7
24.	Engineering Officer	General Service Officer RPE Grade 7
25.	Engineering Officer	Engineering Officer Grade 7
26.	Engineering Officer	Engineering Officer RPE Grade 7
27.	Environmental Officer	General Service Officer Grade 7
28.	Environmental Officer	General Service Officer RPE Grade 7
29.	Field Artillery Officer	General Service Officer Grade 7
30.	Field Artillery Officer	General Service Officer RPE Grade 7
31.	Infantry Officer	General Service Officer Grade 7
32.	Infantry Officer	General Service Officer RPE Grade 7
33.	Intelligence Officer	General Service Officer Grade 7
34.	Intelligence Officer	General Service Officer RPE Grade 7
35.	Medical Officer (Non doctor)	General Service Officer Grade 7
36.	Medical Officer (Non doctor)	General Service Officer RPE Grade 7
37.	Military Police Officer	General Service Officer Grade 7
38.	Military Police Officer	General Service Officer RPE Grade 7
39.	Miscellaneous Medical Officer	General Service Officer Grade 7
40.	Miscellaneous Medical Officer	General Service Officer RPE Grade 7
41.	Nursing Officer	General Service Officer Grade 7

Pay grade 7 cont'd

Item	Employment Category	Classification
42.	Nursing Officer	General Service Officer RPE Grade 7
43.	Ordnance Officer	General Service Officer Grade 7
44.	Ordnance Officer	General Service Officer RPE Grade 7
45.	Pay Officer	General Service Officer Grade 7
46.	Pay Officer	General Service Officer RPE Grade 7
47.	Pharmaceutical Officer	General Service Officer Grade 7
48.	Pharmaceutical Officer	General Service Officer RPE Grade 7
49.	Pilot — Time Based Progression	Fly 6-8
50.	Psychology Officer	General Service Officer Grade 7
51.	Psychology Officer	General Service Officer RPE Grade 7
52.	Public Relations Officer	General Service Officer Grade 7
53.	Public Relations Officer	General Service Officer RPE Grade 7
54.	Radiographer Officer	General Service Officer Grade 7
55.	Radiographer Officer	General Service Officer RPE Grade 7
56.	Scientific Officer	General Service Officer Grade 7
57.	Scientific Officer	General Service Officer RPE Grade 7
58.	Signals Officer	General Service Officer Grade 7
59.	Signals Officer	General Service Officer RPE Grade 7
60.	Signals Officer	Engineering Officer Grade 7
61.	Signals Officer	Engineering Officer RPE Grade 7
62.	Therapeutical Officer	General Service Officer Grade 7

Pay grade 7 cont'd

Item	Employment Category	Classification
63.	Therapeutical Officer	General Service Officer RPE Grade 7
64.	Transport Officer	General Service Officer Grade 7
65.	Transport Officer	General Service Officer RPE Grade 7

Pay grade 8

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 8
2.	Armoured Officer	General Service Officer Grade 8
3.	Aviation Officer	General Service Officer Grade 8
4.	Band Officer	General Service Officer Grade 8
5.	Catering Officer	General Service Officer Grade 8
6.	Dental Officer (Non Dentist)	General Service Officer Grade 8
7.	Education Officer	General Service Officer Grade 8
8.	Electrical Mechanical Engineering Aviation Officer	General Service Officer Grade 8
9.	Electrical Mechanical Engineering Officer	General Service Officer Grade 8
10.	Engineer Officer	General Service Officer Grade 8
11.	Environmental Officer	General Service Officer Grade 8
12.	Field Artillery Officer	General Service Officer Grade 8
13.	Infantry Officer	General Service Officer Grade 8
14.	Intelligence Officer	General Service Officer Grade 8
15.	Medical Officer (Non doctor)	General Service Officer Grade 8
16.	Military Police Officer	General Service Officer Grade 8
17.	Miscellaneous Medical Officer	General Service Officer Grade 8
18.	Nursing Officer	General Service Officer Grade 8
19.	Ordnance Officer	General Service Officer Grade 8
20.	Pay Officer	General Service Officer Grade 8
21.	Pharmaceutical Officer	General Service Officer Grade 8
22.	Psychology Officer	General Service Officer Grade 8

Pay grade 8 cont'd

Item	Employment Category	Classification
23.	Public Relations Officer	General Service Officer Grade 8
24.	Radiographer Officer	General Service Officer Grade 8
25.	Scientific Officer	General Service Officer Grade 8
26.	Signals Officer	General Service Officer Grade 8
27.	Therapeutical Officer	General Service Officer Grade 8
28.	Transport Officer	General Service Officer Grade 8

Pay grade 9

Item	Employment Category	Classification
1.	Pilot — Time Based Progression	Fly 8-10

Pay grade 10

Item	Employment Category	Classification
1.	Pilot — Time Based Progression	Fly 10+

Part 4: Air Force

Pay grade 2

Item	Employment Category	Classification
1.	Air Combat Officer — Competency Progression	Competency Level 2
2.	Air Combat Officer — Time Based Progression	Fly 0
3.	Environmental Health	Grade 1
4.	Ground Defence	Grade 1
5.	Intelligence	Grade 1
6.	Joint Battlefield Airspace Control — Competency Progression	Competency Level 2
7.	Joint Battlefield Airspace Control — Legacy	Grade 1
8.	Laboratory	Grade 1
9.	Logistics	Grade 1
10.	Nurse	Grade 1
11.	Operations	Grade 1
12.	Personnel Capability Officer	Grade 1
13.	Pharmacy	Grade 1
14.	Pilot — Competency Progression	Competency Level 2
15.	Radiographer	Grade 1
16.	Security Police	Grade 1
17.	Training Systems Officer	Grade 1

Pay grade 3

Item	Employment Category	Classification
1.	Aeronautical Engineer	Grade 1
2.	Airfield Engineer	Grade 1
3.	Air Combat Officer — Competency Progression	Competency Level 3
4.	Air Combat Officer — Time Based Progression	Fly 0-2
5.	Armament Engineer	Grade 1
6.	Electronics Engineer	Grade 1
7.	Environmental Health	Grade 2
8.	Ground Defence	Grade 2
9.	Intelligence	Grade 2
10.	Joint Battlefield Airspace Control — Competency Progression	Competency Level 3
11.	Joint Battlefield Airspace Control — Legacy	Grade 2
12.	Laboratory	Grade 2
13.	Nurse	Grade 2
14.	Operations	Grade 2
15.	Personnel Capability Officer	Grade 2
16.	Pharmacy	Grade 2
17.	Pilot — Competency Progression	Competency Level 3
18.	Pilot — Time Based Progression	Fly 0-2
19.	Radiographer	Grade 2
20.	Security Police	Grade 2
21.	Training Systems Officer	Grade 2

Pay grade 4

Item	Employment Category	Classification
1.	Aeronautical Engineer	Grade 2
2.	Airfield Engineer	Grade 2
3.	Air Combat Officer — Competency Progression	Competency Level 4
4.	Air Combat Officer — Time Based Progression	Fly 2-4
5.	Armament Engineer	Grade 2
6.	Combat Control Officer Qualified	Grade 1
7.	Electronics Engineer	Grade 2
8.	Environmental Health	Grade 3
9.	Ground Defence	Grade 3
10.	Intelligence	Grade 3
11.	Laboratory	Grade 3
12.	Logistics	Grade 2
13.	Nurse	Grade 3
14.	Operations	Grade 3
15.	Personnel Capability Officer	Grade 3
16.	Pharmacy	Grade 3
17.	Pilot — Competency Progression	Competency Level 4
18.	Pilot — Time Based Progression	Fly 2-4
19.	Radiographer	Grade 3
20.	Security Police	Grade 3
21.	Training Systems Officer	Grade 3

Pay grade 5

Item	Employment Category	Classification
1.	Air Combat Officer — Competency Progression	Competency Level 5
2.	Air Combat Officer — Time Based Progression	Fly 4-6
3.	Joint Battlefield Airspace Control — Competency Progression	Competency Level 5
4.	Joint Battlefield Airspace Control — Legacy	Grade 3
5.	Nurse	Grade 4
6.	Operations	Grade 4
7.	Pilot — Competency Progression	Competency Level 5
8.	Pilot — Time Based Progression	Fly 4-6

Pay grade 6

Item	Employment Category	Classification
1.	Aeronautical Engineer	Grade 3
2.	Air Combat Officer — Competency Progression	Competency Level 6
3.	Airfield Engineer	Grade 3
4.	Combat Control Officer Advanced	Grade 2
5.	Joint Battlefield Airspace Control — Competency Progression	Competency Level 6
6.	Armament Engineer	Grade 3
7.	Electronics Engineer	Grade 3
8.	Logistics	Grade 3
9.	Pilot Competency Progression	Competency Level 6

Pay grade 7

Item	Employment Category	Classification
1.	Air Combat Officer — Competency Progression	Command and Management Tier 3
2.	Air Combat Officer — Time Based Progression	Fly 6-8
3.	Combat Control Officer Executive	Grade 3
4.	Joint Battlefield Airspace Control — Competency Progression	Detachment Command
5.	Joint Battlefield Airspace Control — Legacy	Grade 4
6.	Aeronautical Engineer	Grade 4
7.	Airfield Engineer	Grade 4
8.	Armament Engineer	Grade 4
9.	Electronics Engineer	Grade 4
10.	Pilot — Competency Progression	Command and Management Tier 3
11.	Pilot — Time Based Progression	Fly 6-8

Pay grade 8

Item	Employment Category	Classification
1.	Air Combat Officer — Competency Progression	Command and Management Tier 2
2.	Pilot — Competency Progression	Command and Management Tier 2

Pay grade 9

Item	Employment Category	Classification
1.	Air Combat Officer — Competency Progression	Command and Management Tier 1
2.	Air Combat Officer — Time Based Progression	Fly 8-10
3.	Pilot — Competency Progression	Command and Management Tier 1
4.	Pilot — Time Based Progression	Fly 8-10

Pay grade 10

Item	Employment Category	Classification
1.	Air Combat Officer – Time Based Progression	Fly 10+
2.	Pilot – Time Based Progression	Fly 10+

Schedule B.3 Officer salary rates

Part 1: Member of the Permanent Forces (officer)

Column 1 Rank and increment				Column 2 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	\$149,117	\$153,365	\$158,267	\$162,514	\$167,252	\$172,561	\$177,891	\$183,654	\$189,424	\$193,278
			O6 – 0	\$144,875	\$149,123	\$154,028	\$158,273	\$163,010	\$168,321	\$173,646	\$179,415	\$185,184	\$189,037
Commander	Lieutenant Colonel	Wing Commander	O5 – 1	\$127,375	\$131,624	\$136,531	\$140,776	\$145,512	\$150,820	\$156,150	\$161,919	\$167,684	\$171,539
			O5 – 0	\$123,216	\$127,465	\$132,371	\$136,617	\$141,352	\$146,662	\$151,988	\$157,759	\$163,525	\$167,380
Lieutenant Commander	Major	Squadron Leader	O4 – 2	\$92,152	\$96,399	\$101,303	\$105,552	\$110,288	\$115,597	\$120,925	\$126,693	\$132,459	\$136,314
			O4 – 1	\$89,237	\$93,488	\$98,389	\$102,635	\$107,372	\$112,682	\$118,011	\$123,778	\$129,547	\$133,398
			O4 – 0	\$86,313	\$90,564	\$95,466	\$99,712	\$104,448	\$109,758	\$115,086	\$120,857	\$126,624	\$130,476
Lieutenant	Captain	Flight Lieutenant	O3 – 5	\$81,464	\$85,714	\$90,618	\$94,865	\$99,601	\$104,910	\$110,238	\$116,008	\$121,776	\$125,628
			O3 – 4	\$78,690	\$82,940	\$87,844	\$92,092	\$96,828	\$102,136	\$107,464	\$113,231	\$119,001	\$122,854
			O3 – 3	\$75,909	\$80,158	\$85,061	\$89,308	\$94,045	\$99,356	\$104,683	\$110,451	\$116,220	\$120,071
			O3 – 2	\$73,144	\$77,396	\$82,298	\$86,543	\$91,282	\$96,590	\$101,916	\$107,687	\$113,456	\$117,307
			O3 – 1	\$70,379	\$74,626	\$79,529	\$83,777	\$88,514	\$93,824	\$99,150	\$104,918	\$110,686	\$114,541
			O3 – 0	\$67,603	\$71,848	\$76,751	\$80,999	\$85,735	\$91,044	\$96,375	\$102,142	\$107,908	\$111,763
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$62,876	\$67,123	\$72,025	\$76,274	\$81,007	\$86,316	\$91,646	\$97,416	\$103,183	\$107,038
			O2 – 2	\$60,592	\$64,840	\$69,744	\$73,989	\$78,726	\$84,035	\$89,365	\$95,133	\$100,902	\$104,753
			O2 – 1	\$58,347	\$62,594	\$67,499	\$71,746	\$76,482	\$81,789	\$87,119	\$92,889	\$98,656	\$102,509
			O2 – 0	\$56,197	\$60,443	\$65,348	\$69,596	\$74,331	\$79,642	\$84,969	\$90,734	\$96,505	\$100,359
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 1	\$54,351	\$58,601	\$63,505	\$67,750	\$72,486	\$77,797	\$83,123	\$88,891	\$94,660	\$98,513
			O1 – 0	\$52,505	\$56,755	\$61,656	\$65,904	\$70,640	\$75,949	\$81,280	\$87,045	\$92,816	\$96,668

Part 2: Member of the Reserves (officer)

Column 1 Rank and increment				Column 2 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	\$408.54	\$420.18	\$433.61	\$445.24	\$458.22	\$472.77	\$487.37	\$503.16	\$518.97	\$529.53
			O6 – 0	\$396.92	\$408.56	\$421.99	\$433.62	\$446.60	\$461.15	\$475.74	\$491.55	\$507.35	\$517.91
Commander	Lieutenant Colonel	Wing Commander	O5 – 1	\$348.97	\$360.61	\$374.06	\$385.69	\$398.66	\$413.21	\$427.81	\$443.61	\$459.41	\$469.97
			O5 – 0	\$337.58	\$349.22	\$362.66	\$374.29	\$387.27	\$401.81	\$416.41	\$432.22	\$448.01	\$458.58
Lieutenant Commander	Major	Squadron Leader	O4 – 2	\$252.47	\$264.11	\$277.54	\$289.18	\$302.16	\$316.70	\$331.30	\$347.10	\$362.90	\$373.46
			O4 – 1	\$244.48	\$256.13	\$269.56	\$281.19	\$294.17	\$308.72	\$323.32	\$339.12	\$354.92	\$365.47
			O4 – 0	\$236.47	\$248.12	\$261.55	\$273.18	\$286.16	\$300.71	\$315.30	\$331.12	\$346.92	\$357.47
Lieutenant	Captain	Flight Lieutenant	O3 – 5	\$223.19	\$234.83	\$248.27	\$259.90	\$272.88	\$287.42	\$302.02	\$317.83	\$333.63	\$344.19
			O3 – 4	\$215.59	\$227.23	\$240.67	\$252.31	\$265.28	\$279.82	\$294.42	\$310.22	\$326.03	\$336.59
			O3 – 3	\$207.97	\$219.61	\$233.04	\$244.68	\$257.66	\$272.21	\$286.80	\$302.61	\$318.41	\$328.96
			O3 – 2	\$200.39	\$212.04	\$225.47	\$237.10	\$250.09	\$264.63	\$279.22	\$295.03	\$310.84	\$321.39
			O3 – 1	\$192.82	\$204.45	\$217.89	\$229.53	\$242.50	\$257.05	\$271.64	\$287.45	\$303.25	\$313.81
			O3 – 0	\$185.21	\$196.84	\$210.28	\$221.92	\$234.89	\$249.44	\$264.04	\$279.84	\$295.64	\$306.20
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$172.26	\$183.90	\$197.33	\$208.97	\$221.94	\$236.48	\$251.08	\$266.89	\$282.69	\$293.25
			O2 – 2	\$166.01	\$177.64	\$191.08	\$202.71	\$215.69	\$230.23	\$244.84	\$260.64	\$276.44	\$286.99
			O2 – 1	\$159.85	\$171.49	\$184.93	\$196.56	\$209.54	\$224.08	\$238.68	\$254.49	\$270.29	\$280.85
			O2 – 0	\$153.96	\$165.60	\$179.04	\$190.67	\$203.65	\$218.20	\$232.79	\$248.59	\$264.40	\$274.96
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 1	\$148.91	\$160.55	\$173.99	\$185.62	\$198.59	\$213.14	\$227.73	\$243.54	\$259.34	\$269.90
			O1 – 0	\$143.85	\$155.49	\$168.92	\$180.56	\$193.53	\$208.08	\$222.68	\$238.48	\$254.29	\$264.84

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

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

Column 1 Rank and increment				Column 2 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	\$81,464	\$85,714	\$90,618	\$94,865	\$99,601	\$104,910	\$110,238	\$116,008	\$121,776	\$125,628
			O3 - 2	\$79,507	\$83,755	\$88,658	\$92,906	\$97,643	\$102,950	\$108,280	\$114,047	\$119,814	\$123,670
			O3 - 1	\$77,543	\$81,790	\$86,698	\$90,942	\$95,678	\$100,990	\$106,315	\$112,085	\$117,850	\$121,705
			O3 - 0	\$75,589	\$79,838	\$84,744	\$88,992	\$93,726	\$99,035	\$104,360	\$110,131	\$115,901	\$119,753
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 3	\$73,637	\$77,885	\$82,788	\$87,034	\$91,772	\$97,081	\$102,410	\$108,176	\$113,945	\$117,798
			O2 - 2	\$71,679	\$75,927	\$80,830	\$85,079	\$89,813	\$95,123	\$100,451	\$106,219	\$111,990	\$115,840
			O2 - 1	\$69,721	\$73,972	\$78,873	\$83,120	\$87,859	\$93,166	\$98,493	\$104,262	\$110,029	\$113,884
			O2 - 0	\$67,759	\$72,008	\$76,909	\$81,156	\$85,892	\$91,201	\$96,529	\$102,298	\$108,068	\$111,918
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 0	\$65,808	\$70,057	\$74,957	\$79,206	\$83,942	\$89,251	\$94,581	\$100,347	\$106,116	\$109,969

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

Column 1 Rank and increment				Column 2 Transitional daily salary rates									
Navy	Army	Air Force		1	2	3	4	5	6	7	8	9	10
Lieutenant	Captain	Flight Lieutenant	O3 - 3	\$223.19	\$234.83	\$248.27	\$259.90	\$272.88	\$287.42	\$302.02	\$317.83	\$333.63	\$344.19
			O3 - 2	\$217.83	\$229.47	\$242.90	\$254.54	\$267.52	\$282.05	\$296.66	\$312.46	\$328.26	\$338.82
			O3 - 1	\$212.45	\$224.08	\$237.53	\$249.16	\$262.13	\$276.68	\$291.27	\$307.08	\$322.88	\$333.44
			O3 - 0	\$207.09	\$218.73	\$232.18	\$243.81	\$256.78	\$271.33	\$285.92	\$301.73	\$317.54	\$328.09
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 3	\$201.75	\$213.38	\$226.82	\$238.45	\$251.43	\$265.98	\$280.58	\$296.37	\$312.18	\$322.73
			O2 - 2	\$196.38	\$208.02	\$221.45	\$233.09	\$246.06	\$260.61	\$275.21	\$291.01	\$306.82	\$317.37
			O2 - 1	\$191.02	\$202.66	\$216.09	\$227.73	\$240.71	\$255.25	\$269.84	\$285.65	\$301.45	\$312.01
			O2 - 0	\$185.64	\$197.28	\$210.71	\$222.35	\$235.32	\$249.87	\$264.46	\$280.27	\$296.08	\$306.62
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 0	\$180.30	\$191.94	\$205.36	\$217.00	\$229.98	\$244.52	\$259.13	\$274.92	\$290.73	\$301.28

Schedule B.5

Specialist officer salary rates — Chaplain

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

Column 1 Classification	Column 2 Competency level	Column 3 Yearly salary rate
Chaplain Division 1	CL 1-1	\$81,696
	CL 1-2	\$84,586
	CL 2-1	\$87,557
	CL 2-2	\$90,626
	CL 2-3	\$93,787
Chaplain Division 2	CL 2-1	\$95,662
	CL 2-2	\$97,575
	CL 2-3	\$99,525
	CL 2-4	\$101,514
	CL 3-1	\$103,544
	CL 3-2	\$105,616
	CL 3-3	\$107,728
Chaplain Division 3	CL 3-1	\$131,357
	CL 3-2	\$135,409
Chaplain Division 4	CL 3-1	\$143,273
	CL 3-2	\$147,603

Part 2: Member of the Reserves in specialist career structure

Column 1 Classification	Column 2 Competency level	Column 3 Daily salary rate
Chaplain Division 1	CL 1-1	\$223.82
	CL 1-2	\$231.74
	CL 2-1	\$239.88
	CL 2-2	\$248.29
	CL 2-3	\$256.95
Chaplain Division 2	CL 2-1	\$262.09
	CL 2-2	\$267.33
	CL 2-3	\$272.67
	CL 2-4	\$278.12
	CL 3-1	\$283.68
	CL 3-2	\$289.36
	CL 3-3	\$295.15
Chaplain Division 3	CL 3-1	\$359.88
	CL 3-2	\$370.98
Chaplain Division 4	CL 3-1	\$392.53
	CL 3-2	\$404.39

Schedule B.6

Specialist officer salary rates — dental officer

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

Column 1 Rank			Column 2 Dental level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	DL 1-1	\$87,169
			DL 1-2	\$90,539
			DL 2-1	\$116,067
			DL 2-2	\$119,900
			DL 2-3	\$123,846
			DL 3-1	\$131,974
			DL 3-2	\$136,280
			DL 3-3	\$140,719
			DL 4	\$149,856
Lieutenant Commander	Major	Squadron Leader	DL 2-1	\$127,561
			DL 2-2	\$131,737
			DL 2-3	\$136,038
			DL 3-1	\$144,896
			DL 3-2	\$149,591
			DL 3-3	\$154,426
			DL 4	\$164,388
Commander	Lieutenant Colonel	Wing Commander	DL 2 (higher duties or temporary duty only)	\$157,325
			DL 3	\$176,896
			DL 4	\$187,498
Captain	Colonel	Group Captain	DL 3	\$192,125
			DL 4	\$203,646

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

Column 1 Rank			Column 2 Dental level	Column 3 Daily salary rate
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	DL 1-1	\$238.82
			DL 1-2	\$248.05
			DL 2-1	\$317.99
			DL 2-2	\$328.49
			DL 2-3	\$339.30
			DL 3-1	\$361.57
			DL 3-2	\$373.37
			DL 3-3	\$385.53
			DL 4	\$410.56
Lieutenant Commander	Major	Squadron Leader	DL 2-1	\$349.48
			DL 2-2	\$360.92
			DL 2-3	\$372.71
			DL 3-1	\$396.98
			DL 3-2	\$409.84
			DL 3-3	\$423.08
			DL 4	\$450.38
Commander	Lieutenant Colonel	Wing Commander	DL 2 (higher duties or temporary duty only)	\$431.03
			DL 3	\$484.65
			DL 4	\$513.69
Captain	Colonel	Group Captain	DL 3	\$526.37
			DL 4	\$557.93

Schedule B.7

Specialist officer salary rates — legal officer

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

Column 1 Rank			Column 2 Legal level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Sub Lieutenant	Lieutenant	Flying Officer	LL 1	\$60,443
Lieutenant	Captain	Flight Lieutenant	LL 1	\$69,486
			LL 2-1	\$71,848
			LL 2-2	\$74,626
			LL 2-3	\$77,396
			LL 2-4	\$80,158
			LL 2-5	\$82,940
			LL 2-6	\$85,714
			LL 3-1	\$97,587
			LL 3-2	\$106,012
Lieutenant Commander	Major	Squadron Leader	LL 2-1	\$90,564
			LL 2-2	\$93,488
			LL 2-3	\$96,399
			LL 2-4	\$97,587
			LL 3-1	\$113,754
			LL 3-2	\$122,172
			LL 3-3	\$126,265
			LL 3-4	\$134,460
			LL 4-1	\$139,809
			LL 4-2	\$143,163
			LL 4-3	\$146,741
			LL 4-4	\$150,541
Commander	Lieutenant Colonel	Wing Commander	LL 3-1	\$157,725
			LL 3-2	\$162,451
			LL 4-1	\$167,276
			LL 4-2	\$173,437
			LL 5	\$178,976
Captain	Colonel	Group Captain	LL 3 (higher duties or temporary duty only)	\$170,713
			LL 4	\$178,976
			LL 5-1	\$184,517
			LL 5-2	\$191,030

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

Column 1 Rank			Column 2 Legal level	Column 3 Daily salary rate
Navy	Army	Air Force		
Sub Lieutenant	Lieutenant	Flying Officer	LL 1	\$165.60
Lieutenant	Captain	Flight Lieutenant	LL 1	\$190.37
			LL 2-1	\$196.84
			LL 2-2	\$204.45
			LL 2-3	\$212.04
			LL 2-4	\$219.61
			LL 2-5	\$227.23
			LL 2-6	\$234.83
			LL 3-1	\$267.36
			LL 3-2	\$290.44
			LL-B	\$474.64
			LL-A	\$489.81
Lieutenant Commander	Major	Squadron Leader	LL 2-1	\$248.12
			LL 2-2	\$256.13
			LL 2-3	\$264.11
			LL 2-4	\$267.36
			LL 3-1	\$311.65
			LL 3-2	\$334.72
			LL 3-3	\$345.93
			LL 3-4	\$368.38
			LL 4-1	\$383.04
			LL 4-2	\$392.23
			LL 4-3	\$402.03
			LL 4-4	\$412.44
			LL-B	\$474.64
			LL-A	\$489.81
Commander	Lieutenant Colonel	Wing Commander	LL 3-1	\$432.12
			LL 3-2	\$445.07
			LL 4-1	\$458.29
			LL 4-2	\$475.17
			LL 5	\$490.35
			LL-B	\$475.17
			LL-A	\$490.34
Captain	Colonel	Group Captain	LL 3 (higher duties or temporary duty only)	\$467.71
			LL 4	\$490.35
			LL 5-1	\$505.53
			LL 5-2	\$523.37
			LL-B	\$475.17
			LL-A	\$490.34

Schedule B.8

Specialist officer salary rates — medical officer

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

Column 1 Rank			Column 2 Medical level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	Resident	\$71,848
			ML 1-1	\$81,121
			ML 1-2	\$83,958
			ML 2-1	\$104,219
			ML 2-2	\$107,751
			ML 2-3	\$111,387
			ML 2-4	\$119,751
			ML 2-5	\$126,895
			ML 2-6	\$134,042
			ML 2-7	\$141,187
			ML 3-1	\$151,247
			ML 3-2	\$158,393
			ML 3-3	\$165,539
			ML 3-4	\$172,686
			ML 3-5	\$179,830
			ML 4-1	\$185,784
			ML 4-2	\$190,547
			ML 4-3	\$195,312
			ML 4-4	\$200,075
Lieutenant Commander	Major	Squadron Leader	ML 1-1	\$90,564
			ML 1-2	\$93,614
			ML 2-1	\$116,242
			ML 2-2	\$120,134
			ML 2-3	\$124,143
			ML 2-4	\$130,467
			ML 2-5	\$137,613
			ML 2-6	\$144,759
			ML 2-7	\$151,905
			ML 3-1	\$161,966
			ML 3-2	\$169,111
			ML 3-3	\$176,257
			ML 3-4	\$183,402
			ML 3-5	\$190,547
			ML 4-1	\$196,502
			ML 4-2	\$201,266
			ML 4-3	\$206,030
			ML 4-4	\$210,792

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

Column 1 Rank			Column 2 Medical level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Commander	Lieutenant Colonel	Wing Commander	ML 2-1	\$140,968
			ML 2-2	\$145,193
			ML 2-3	\$147,348
			ML 2-4	\$153,673
			ML 2-5	\$160,818
			ML 2-6	\$167,964
			ML 2-7	\$175,110
			ML 3-1	\$185,171
			ML 3-2	\$192,317
			ML 3-3	\$199,462
			ML 3-4	\$206,607
			ML 3-5	\$213,752
			ML 4-1	\$219,708
			ML 4-2	\$224,471
			ML 4-3	\$229,235
			ML 4-4	\$233,998
Captain	Colonel	Group Captain	ML 2-1	\$152,878
			ML 2-2	\$157,100
			ML 2-3	\$159,257
			ML 2-4	\$165,582
			ML 2-5	\$172,727
			ML 2-6	\$179,874
			ML 2-7	\$187,018
			ML 3-1	\$197,078
			ML 3-2	\$204,225
			ML 3-3	\$211,371
			ML 3-4	\$218,517
			ML 3-5	\$225,661
			ML 4-1	\$231,618
			ML 4-2	\$236,380
			ML 4-3	\$241,143
			ML 4-4	\$245,908

Part 2: Member of the Permanent Forces (officer) in specialist officer career structure (medical procedural specialist)

Column 1 Rank			Column 2 Increment	Column 3 Yearly salary rate
Navy	Army	Air Force		
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$328,520
			5	\$320,165
			4	\$309,723
			3	\$295,908
			2	\$283,613
			1	\$273,169
			entry	\$262,724
Commander and above	Lieutenant Colonel and above	Wing Commander and above	6	\$342,237
			5	\$333,881
			4	\$323,439
			3	\$309,625
			2	\$297,329
			1	\$286,886
			entry	\$276,441

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

Column 1 Rank			Column 2 Medical level	Column 3 Daily salary rate
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	Resident	\$196.84
			ML 1-1	\$222.25
			ML 1-2	\$230.02
			ML 2-1	\$285.53
			ML 2-2	\$295.21
			ML 2-3	\$305.17
			ML 2-4	\$328.08
			ML 2-5	\$347.66
			ML 2-6	\$367.24
			ML 2-7	\$386.81
			ML 3-1	\$414.38
			ML 3-2	\$433.95
			ML 3-3	\$453.53
			ML 3-4	\$473.11
			ML 3-5	\$492.68
			ML 4-1	\$509.00
			ML 4-2	\$522.05
			ML 4-3	\$535.10
			ML 4-4	\$548.15
Lieutenant Commander	Major	Squadron Leader	ML 1-1	\$248.12
			ML 1-2	\$256.48
			ML 2-1	\$318.47
			ML 2-2	\$329.13
			ML 2-3	\$340.12
			ML 2-4	\$357.44
			ML 2-5	\$377.02
			ML 2-6	\$396.60
			ML 2-7	\$416.18
			ML 3-1	\$443.74
			ML 3-2	\$463.32
			ML 3-3	\$482.90
			ML 3-4	\$502.47
			ML 3-5	\$522.05
			ML 4-1	\$538.36
			ML 4-2	\$551.41
			ML 4-3	\$564.47
			ML 4-4	\$577.51

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

Column 1 Rank			Column 2 Medical level	Column 3 Daily salary rate
Navy	Army	Air Force		
Commander	Lieutenant Colonel	Wing Commander	ML 2-1	\$386.21
			ML 2-2	\$397.79
			ML 2-3	\$403.69
			ML 2-4	\$421.02
			ML 2-5	\$440.60
			ML 2-6	\$460.18
			ML 2-7	\$479.75
			ML 3-1	\$507.32
			ML 3-2	\$526.90
			ML 3-3	\$546.47
			ML 3-4	\$566.05
			ML 3-5	\$585.62
			ML 4-1	\$601.94
			ML 4-2	\$614.99
			ML 4-3	\$628.04
			ML 4-4	\$641.09
Captain	Colonel	Group Captain	ML 2-1	\$418.84
			ML 2-2	\$430.41
			ML 2-3	\$436.32
			ML 2-4	\$453.65
			ML 2-5	\$473.22
			ML 2-6	\$492.81
			ML 2-7	\$512.38
			ML 3-1	\$539.94
			ML 3-2	\$559.52
			ML 3-3	\$579.10
			ML 3-4	\$598.68
			ML 3-5	\$618.25
			ML 4-1	\$634.57
			ML 4-2	\$647.62
			ML 4-3	\$660.67
			ML 4-4	\$673.72

**Part 4: Member of the Reserves (officer) in specialist officer career structure
(medical procedural specialist)**

Column 1 Rank			Column 2 Increment	Column 3 Daily salary rate
Navy	Army	Air Force		
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$900.05
			5	\$877.16
			4	\$848.56
			3	\$810.71
			2	\$777.02
			1	\$748.41
			entry	\$719.79
Commander and above	Lieutenant Colonel and above	Wing Commander and above	6	\$937.64
			5	\$914.74
			4	\$886.13
			3	\$848.29
			2	\$814.60
			1	\$785.99
			entry	\$757.37

Schedule B.9
Warrant Officer Class 1 pay grades

Part 1: Navy

Pay grade 2

Item	Employment Category	Tier
1.	Maritime Logistics Steward — Grade 3	A
2.	Underwater Weapons	A

Pay grade 3

Item	Employment Category	Tier
1.	Diver	A
2.	Maritime Logistics Personnel Operations — Grade 4	A
3.	Maritime Logistics Steward — Grade 4	A
4.	Maritime Logistics Steward — Grade 5	A
5.	Motor Transport Driver	A
6.	Survival Equipment	A
7.	Underwater Control	A

Pay grade 4

Item	Employment Category	Tier
1.	Boatswain — Grade 3	A
2.	Maritime Logistics Chef	A
3.	Maritime Logistics Personnel Operations — Grade 5	A
4.	Maritime Logistics Supply Chain	A
5.	Naval Police Coxswain	A
6.	Physical Trainer	A
7.	Signals Yeoman	A
8.	Work Study	A

Pay grade 5

Item	Employment Category	Tier
1.	Acoustic Warfare Analyst	A
2.	Aviation Support	A
3.	Boatswain — Navigation Watchkeeping Certificate	A
4.	Combat Systems Manager Mine Warfare	A
5.	Communications and Information Systems — Communications Grade 4	A
6.	Communications and Information Systems — Information Grade 4	A
7.	Dental Manager	A
8.	Electronic Warfare Operator	A
9.	Hydrographic Systems Manager	A
10.	Imagery Specialist — Grade 2	A
11.	Musician	A
12.	Naval Police Coxswain — Limited Navigation Watchkeeping Certificate	A
13.	Naval Police Coxswain — Australian Defence Force Investigator Grade 1	A
14.	Non-aligned Air Technical	A
15.	Non-aligned Electrical Technical	A
16.	Non-aligned Marine Technical	A
17.	Radio Operator Special	A

Pay grade 6

Item	Employment Category	Tier
1.	Combat Systems Manager	A
2.	Combat Systems Manager Mine Warfare — Navigation Watchkeeping Certificate	A
3.	Communications and Information Systems — Communications Grade 5	A
4.	Communications and Information Systems — Information Grade 5	A
5.	Electronic Technician — Grade 4	A
6.	Hydrographic Systems Manager — Navigation Watchkeeping Certificate	A
7.	Imagery Specialist — Grade 3	A
8.	Marine Technician — Grade 4	A
9.	Medical	A
10.	Naval Police Coxswain — Australian Defence Force Investigator Grade 2	A

Pay grade 7

Item	Employment Category	Tier
1.	Aircrewman — Grade 4 (Competency Progression)	A
2.	Aircrewman — Grade 4 (Competency Progression)	B
3.	Aircrewman — Grade 5 (Competency Progression)	A
4.	Aircrewman — Grade 5 (Competency Progression)	B
5.	Aviation Support	B
6.	Aviation Technician Aircraft — Grade 5	A
7.	Aviation Technician Aircraft — Grade 5	B
8.	Aviation Technician Avionics — Grade 5	A
9.	Aviation Technician Avionics — Grade 5	B
10.	Boatswain	B
11.	Combat Systems Manager	B
12.	Combat Systems Manager Mine Warfare	B
13.	Communications and Information Systems — Communications	B
14.	Communications and Information Systems — Information	B

Pay grade 7 cont'd

Item	Employment Category	Tier
15.	Cryptologic Linguist	A
16.	Cryptologic Linguist	B
17.	Cryptologic Systems	A
18.	Cryptologic Systems	B
19.	Dental Manager	B
20.	Electronic Technician	B
21.	Electronic Technician — Grade 4 Fire Control Officer	A
22.	Electronic Technician — Grade 5	A
23.	Electronic Technician — Grade 5 Fire Control Officer	A
24.	Electronic Warfare	A
25.	Electronic Warfare	B
26.	Hydrographic Systems Manager	B
27.	Imagery Specialist	B
28.	Marine Technician	B
29.	Marine Technician — Grade 5	A
30.	Maritime Logistics Chef	B
31.	Maritime Logistics Personnel Operations	B
32.	Maritime Logistics Steward	B
33.	Maritime Logistics Supply Chain	B
34.	Medical	B
35.	Musician	B
36.	Naval Police Coxswain	B
37.	Physical Trainer	B

Pay grade 8

Item	Employment Category	Tier
1.	Acoustic Warfare Analyst Submarines — Grade 3 SM	A
2.	Acoustic Warfare Analyst Submarines — Grade 3 SM	B
3.	Acoustic Warfare Analyst Submarines — Grade 3 SM	C
4.	Aircrewman — Grade 2 Fly 8-10	A
5.	Aircrewman — Grade 2 Fly 8-10	B
6.	Aircrewman — Grade 2 Fly 8-10	C
7.	Aircrewman — Grade 2 Fly 10+	A
8.	Aircrewman — Grade 2 Fly 10+	B
9.	Aircrewman — Grade 2 Fly 10+	C
10.	Aircrewman — Grade 3 Fly 8-10	A
11.	Aircrewman — Grade 3 Fly 8-10	B
12.	Aircrewman — Grade 3 Fly 8-10	C
13.	Aircrewman — Grade 4 (Competency Progression)	C
14.	Aircrewman — Grade 5 (Competency Progression)	C
15.	Aircrewman — Grade 6 (Competency Progression)	A
16.	Aircrewman — Grade 6 (Competency Progression)	B
17.	Aircrewman — Grade 6 (Competency Progression)	C
18.	Aviation Support	C
19.	Aviation Technician Aircraft	C
20.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	A
21.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	B
22.	Aviation Technician Avionics	C
23.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	A
24.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	B
25.	Boatswain	C
26.	Clearance Diver	A
27.	Clearance Diver	B
28.	Clearance Diver	C

Pay grade 8 cont'd

Item	Employment Category	Tier
29.	Combat Systems Manager	C
30.	Combat Systems Manager Mine Warfare	C
31.	Communications and Information Systems — Communications	C
32.	Communications and Information Systems — Information	C
33.	Communications and Information Systems — Information Grade 4 SM	A
34.	Communications and Information Systems — Information Grade 4 SM	B
35.	Communications and Information Systems — Information Grade 4 SM	C
36.	Cryptologic Linguist	C
37.	Cryptologic Systems	C
38.	Dental Manager	C
39.	Electronic Technician	C
40.	Electronic Warfare	C
41.	Imagery Specialist	C
42.	Hydrographic Systems Manager	C
43.	Marine Technician	C
44.	Marine Technician — Senior Technical Officer	A
45.	Marine Technician — Senior Technical Officer	B
46.	Maritime Logistics Chef	C
47.	Maritime Logistics Personnel Operations	C
48.	Maritime Logistics Steward	C
49.	Maritime Logistics Supply Chain	C
50.	Medical	C
51.	Musician	C
52.	Naval Police Coxswain	C
53.	Photographer	C
54.	Physical Trainer	C

Pay grade 9

Item	Employment Category	Tier
1.	Acoustic Warfare Analyst Submarines — SM Specialist	A
2.	Acoustic Warfare Analyst Submarines — SM Specialist	B
3.	Acoustic Warfare Analyst Submarines — SM Specialist	C
4.	Aircrewman — Grade 3 Fly 10+	A
5.	Aircrewman — Grade 3 Fly 10+	B
6.	Aircrewman — Grade 3 Fly 10+	C
7.	Communications and Information Systems — Information Grade 5 SM	A
8.	Communications and Information Systems — Information Grade 5 SM	B
9.	Communications and Information Systems — Information Grade 5 SM	C
10.	Electronic Technician — SM	A
11.	Electronic Technician — SM	B
12.	Electronic Technician — SM	C
13.	Electronic Warfare Submarines — SM	A
14.	Electronic Warfare Submarines — SM	B
15.	Electronic Warfare Submarines — SM	C
16.	Marine Technician — SM	A
17.	Marine Technician — SM	B
18.	Marine Technician — SM	C

Part 2: Army

Pay grade 1

Item	Employment Category	Tier
1.	Local Observer	A

Pay grade 2

Item	Employment Category	Tier
1.	Assistant Administration	A
2.	Assistant Instructor	A

Pay grade 3

Item	Employment Category	Tier
1.	Kitchen Manager	A
2.	Manager Clerk Engineers	A
3.	Manager Storeman Engineers	A
4.	Military Police Law Enforcement Grade 2	A

Pay grade 4

Item	Employment Category	Tier
1.	Cargo Specialist Manager	A
2.	Catering Technical Adviser	A
3.	Combat Engineer Manager Grade 1	A
4.	Combat Medical Attendant Grade 5	A
5.	Command Support Clerk Technical Finance Manager	A
6.	Command Support Clerk Technical Manager	A
7.	Manager Infantry Operations Clerk	A
8.	Manager Infantry Resource Storeman	A
9.	Manager Operator Movements	A
10.	Marine Specialist Manager	A
11.	Mechanic Recovery Operations Specialist Grade 1	A
12.	Military Police General Duties	A
13.	Military Police Law Enforcement Specialist	A

Pay grade 4 cont'd

Item	Employment Category	Tier
14.	Musician Grade 2	A
15.	Operations Manager Supply Chain	A
16.	Physical Training Instructor Grade 3	A
17.	Regimental Quartermaster	A
18.	Transport Operations Manager	A

Pay grade 5

Item	Employment Category	Tier
1.	Aerial Delivery Chief	A
2.	Artificer Ground Grade 1	A
3.	Cargo Specialist Manager	B
4.	Catering Technical Adviser	B
5.	Combat Engineer Manager Grade 2	A
6.	Combat Paramedic Manager	A
7.	Command Support Clerk Technical Finance Manager	B
8.	Command Support Clerk Technical Manager	B
9.	Communications Systems Engineer Grade 1	A
10.	Dental Manager	A
11.	Examiner Psychological	A
12.	Light Cavalry Scout Warrant Officer	A
13.	Manager Artillery Light	A
14.	Manager Company Operations Grade 1	A
15.	Manager Emergency Response Operations	A
16.	Manager Infantry Operations Clerk	B
17.	Manager Operator Movements	B
18.	Marine Specialist Manager	B
19.	Mechanic Recovery Operations Specialist Grade 2	A
20.	Medical Technician Manager	A

Pay grade 5 cont'd

Item	Employment Category	Tier
21.	Military Police Australian Defence Force Investigator	A
22.	Military Police General Duties	B
23.	Military Police Specialist — Close Personal Protection Operative	A
24.	Military Police Specialist — Dog Handler	A
25.	Musician Grade 3	A
26.	Operations Manager Supply Chain	B
27.	Petroleum Specialist	A
28.	Physical Training Instructor Advisor	A
29.	Pipe Major	A
30.	Preventive Medicine Manager	A
31.	Regimental Quartermaster	B
32.	Rigger Parachute Technical Manager	A
33.	Supervisor Emergency Response Operations	A
34.	Transport Operations Manager	B

Pay grade 6

Item	Employment Category	Tier
1.	Aerial Delivery Chief	B
2.	Aircraft Support Senior Manager	A
3.	Ammunition Technician Technical Manager	A
4.	Analyst Intelligence Operations Manager	A
5.	Armoured Cavalry Warrant Officer	A
6.	Artificer Ground Grade 2	A
7.	Aviation Operations Senior Manager	A
8.	Chief Aerial Delivery	B
9.	Combat Engineer Manager Grade 2	B
10.	Communications Systems Engineer Grade 2	A
11.	Dental Manager	B

Pay grade 6 cont'd

Item	Employment Category	Tier
12.	Examiner Psychological	B
13.	Geospatial Technician Grade 6	A
14.	Geospatial Technician Grade 7	A
15.	Information Systems Engineer	A
16.	Manager Air and Missile Defence Systems	A
17.	Manager Company Operations Grade 2	A
18.	Manager Emergency Response Operations	B
19.	Manager Operations Offensive Support	A
20.	Manager Unmanned Aerial System	A
21.	Manager Works	A
22.	Mechanic Recovery Operations Specialist Grade 2	B
23.	Medical Technician Manager	B
24.	Military Police Australian Defence Force Investigator	B
25.	Military Police Australian Defence Force Investigator Specialist	A
26.	Military Police Specialist — Close Personal Protection Operative	B
27.	Military Police Specialist — Dog Handler	B
28.	Musician Grade 3	B
29.	Petroleum Specialist	B
30.	Physical Training Instructor Advisor	B
31.	Regimental Sergeant Major	A
32.	Rigger Parachute Technical Manager	B
33.	Supervisor Explosive Ordnance Disposal	A
34.	Telecommunications Systems Engineer	A

Pay grade 7

Item	Employment Category	Tier
1.	Aircraft Support Senior Manager	B
2.	Aircrewman Senior Manager Instructor (Competency Progression)	A
3.	Aircrewman Senior Manager Instructor (Competency Progression)	B
4.	Aircrewman Senior Manager (Time Progression) Fly 8-10	A
5.	Aircrewman Senior Manager (Time Progression) Fly 8-10	B
6.	Ammunition Technician Technical Manager	B
7.	Analyst Intelligence Operations Manager	B
8.	Artificer Air	A
9.	Artificer Air	B
10.	Artificer Air (Time Progression) Fly 4-6	A
11.	Artificer Air (Time Progression) Fly 4-6	B
12.	Artificer Ground Grade 2	B
13.	Aviation Operations Senior Manager	B
14.	Cavalry Warrant Officer	B
15.	Communications Systems Engineer Grade 2	B
16.	Electronic Warfare Engineer	A
17.	Electronic Warfare Engineer	B
18.	Geospatial Technician Grade 7	B
19.	Information Systems Engineer	B
20.	Manager Air and Missile Defence Systems	B
21.	Manager Company Operations Grade 2	B
22.	Manager Operations Offensive Support	B
23.	Manager Unmanned Aerial System	B
24.	Manager Works	B
25.	Military Police Australian Defence Force Investigator Specialist	B

Pay grade 7 cont'd

Item	Employment Category	Tier
26.	Regimental Sergeant Major	B
27.	Regimental Sergeant Major Fly 8-10	A
28.	Regimental Sergeant Major Fly 8-10	B
29.	Supervisor Explosive Ordnance Disposal	B
30.	Tank Warrant Officer	B
31.	Telecommunications Systems Engineer	B

Pay grade 8

Item	Employment Category	Tier
1.	Aerial Delivery Chief	C
2.	Aircraft Support Senior Manager	C
3.	Aircrewman Senior Manager Instructor (Competency Progression)	C
4.	Aircrewman Senior Manager (Time Progression) Fly 8-10	C
5.	Aircrewman Senior Manager (Time Progression) Fly 10+	A
6.	Aircrewman Senior Manager (Time Progression) Fly 10+	B
7.	Aircrewman Senior Manager (Time Progression) Fly 10+	C
8.	Ammunition Technician Technical Manager	C
9.	Analyst Intelligence Operations Manager	C
10.	Artificer Air	C
11.	Artificer Air (Time Progression) Fly 4-6	C
12.	Artificer Air (Time Progression) Fly 6-8	A
13.	Artificer Air (Time Progression) Fly 6-8	B
14.	Artificer Air (Time Progression) Fly 6-8	C
15.	Artificer Air (Time Progression) Fly 8-10	A
16.	Artificer Air (Time Progression) Fly 8-10	B
17.	Artificer Air (Time Progression) Fly 8-10	C
18.	Artificer Ground Grade 2	C
19.	Aviation Operations Senior Manager	C

Pay grade 8 cont'd

Item	Employment Category	Tier
20.	Cargo Specialist Manager	C
21.	Cavalry Warrant Officer	C
22.	Combat Engineer Manager Grade 2	C
23.	Communications Systems Engineer Grade 2	C
24.	Dental Manager	C
25.	Electronic Warfare Engineer	C
26.	Examiner Psychological	C
27.	Geospatial Technician Grade 7	C
28.	Information Systems Engineer	C
29.	Manager Air and Missile Defence Systems	C
30.	Manager Company Operations Grade 2	C
31.	Manager Emergency Response Operations	C
32.	Manager Operations Movements	C
33.	Manager Operations Offensive Support	C
34.	Manager Preventive Medicine	C
35.	Manager Unmanned Aerial System	C
36.	Manager Works	C
37.	Marine Specialist Manager	C
38.	Mechanic Recovery Operations Specialist Grade 2	C
39.	Medical Technician Manager	C
40.	Musician Grade 3	C
41.	Operator Supply Chain Technical Manager	C
42.	Operator Unit Supply Technical Manager	C
43.	Petroleum Specialist	C
44.	Physical Training Instructor Advisor	C

Pay grade 8 cont'd

Item	Employment Category	Tier
45.	Regimental Sergeant Major	C
46.	Regimental Sergeant Major Fly 10+	A
47.	Regimental Sergeant Major Fly 10+	B
48.	Regimental Sergeant Major Fly 10+	C
49.	Rigger Parachute Technical Manager	C
50.	Supervisory Explosive Ordnance Disposal	C
51.	Tank Warrant Officer	C
52.	Telecommunications Systems Engineer	C
53.	Transport Operations Manager	C

Pay grade 9

Item	Employment Category	Tier
1.	Artificer Air (Time Progression) Fly 10+	A
2.	Artificer Air (Time Progression) Fly 10+	B
3.	Commando Grade 4	A
4.	Commando Grade 4	B
5.	Commando Grade 4	C
6.	Commando Regimental Sergeant Major	A
7.	Commando Regimental Sergeant Major	B
8.	Commando Regimental Sergeant Major	C

Pay grade 10

Item	Employment Category	Tier
1.	Special Air Service Regimental Sergeant Major	A
2.	Special Air Service Regimental Sergeant Major	B
3.	Special Air Service Regimental Sergeant Major	C
4.	Special Air Service Trooper Grade 3	A

Part 3: Air Force

Pay grade 2

Item	Employment Category	Tier
1.	Cook Grade 1	A
2.	Motor Transport Driver Grade 1	A
3.	Personnel Capability Specialist — Operator	A
4.	Steward Grade 2	A

Pay grade 3

Item	Employment Category	Tier
1.	Aircraft Surface Finisher	A
2.	Airfield Defence Guard Grade 2	A
3.	Air Force Police Grade 1	A
4.	Air Force Security Grade 2	A
5.	Cook Grade 2	A
6.	Crew Attendant — Competency Progression Grade 1	A
7.	Crew Attendant — Time Progression Fly 0	A
8.	Motor Transport Driver Grade 2	A
9.	Movements Grade 2	A
10.	Personnel Capability Specialist — Coordinator	A
11.	Supply Grade 2	A

Pay grade 4

Item	Employment Category	Tier
1.	Aeronautical Life Support Fitter — Grade 2	A
2.	Aircraft Structural Fitter Grade 2	A
3.	Airfield Defence Guard Grade 3	A
4.	Air Force Police Grade 2	A
5.	Air Force Security Grade 3	A
6.	Air Surveillance Operator Grade 2	A

Pay grade 4 cont'd

Item	Employment Category	Tier
7.	Communications and Information Systems Controller	A
8.	Cook Grade 3	A
9.	Crew Attendant — Competency Progression Grade 2	A
10.	Crew Attendant — Time Progression Grade 1 Fly 0-2	A
11.	Environmental Health Surveyor	A
12.	Ground Support Engineering Fitter Grade 2	A
13.	Ground Support Engineering Manager Grade 1	A
14.	Loadmaster — Time Progression Fly 0	A
15.	Movements Grade 3	A
16.	Personnel Capability Specialist — Specialist	A
17.	Physical Training Instructor Grade 3	A
18.	Supply Grade 3	A

Pay grade 5

Item	Employment Category	Tier
1.	Advanced Aircraft Structural Fitter	A
2.	Advanced Aircraft Structural Technician	A
3.	Advanced Aircraft Technician	A
4.	Advanced Avionics Technician	A
5.	Advanced Communications Electronic Technician	A
6.	Airborne Electronics Analyst — Competency Progression Grade 1 (Non-Feeder)	A
7.	Airborne Electronics Analyst — Time Progression Fly 0	A
8.	Airborne Electronics Analyst — Time Progression Grade 1 Fly 0-2	A
9.	Airborne Electronics Analyst Single Station — Time Progression Grade 1 Fly 0-2	A
10.	Airborne Electronics Analyst Single Station — Time Progression Grade 2 Fly 2-4	A

Pay grade 5 cont'd

Item	Employment Category	Tier
11.	Aircraft Technician Grade 1	A
12.	Aircraft Technician Grade 2	A
13.	Air Force Police Grade 3	A
14.	Air Force Security Grade 4	A
15.	Air Surveillance Operator Supervisor	A
16.	Air Surveillance Operator Manager	A
17.	Armament Technician	A
18.	Avionics Technician Grade 1	A
19.	Avionics Technician Grade 2	A
20.	Communications Electronic Technician	A
21.	Crew Attendant — Competency Progression Grade 3	A
22.	Crew Attendant — Time Progression Grade 2 Fly 2-4	A
23.	Crew Attendant — Time Progression Grade 3 Fly 4-6	A
24.	Dental Manager	A
25.	Dental Technician	A
26.	Firefighter Grade 3	A
27.	Firefighter Manager	A
28.	Flight Engineer — Time Progression Fly 0	A
29.	Flight Engineer — Time Progression Grade 1 Fly 0-2	A
30.	Ground Support Engineering Manager Grade 2	A
31.	Imagery Production Manager	A
32.	Imagery Production Manager (Flight Test Photographer)	A
33.	Laboratory Technician	A

Pay grade 5 cont'd

Item	Employment Category	Tier
34.	Loadmaster — Competency Progression Grade 1	A
35.	Loadmaster — Time Progression Grade 1 Fly 0-2	A
36.	Loadmaster — Time Progression Grade 2 Fly 2-4	A
37.	Manager Airfield Defence Guard	A
38.	Medical Assistant Manager	A
39.	Musician Grade 3	A
40.	Physical Training Instructor Grade 4	A
41.	Supervisor Airfield Defence Guard	A
42.	Supervisor Communications and Information Systems Controller	A

Pay grade 6

Item	Employment Category	Tier
1.	Advanced Aircraft Technician (Warrant Officer Engineering)	A
2.	Advanced Avionics Technician (Warrant Officer Engineering)	A
3.	Advanced Communications Electronic Technician (Warrant Officer Engineering)	A
4.	Aeronautical Life Support Technical Manager	A
5.	Airborne Electronics Analyst — Competency Progression Grade 1 (Feeder)	A
6.	Airborne Electronics Analyst — Competency Progression Grade 2	A
7.	Airborne Electronics Analyst — Time Progression Grade 2 Fly 2-4	A
8.	Airborne Electronics Analyst Single Station — Time Progression Grade 3 Fly 4-6	A
9.	Aircraft Surface Finisher Technical Manager	A
10.	Aircraft Technician Grade 1 (Warrant Officer Engineering)	A
11.	Aircraft Technician Grade 2 (Warrant Officer Engineering)	A
12.	Air Force Police Grade 4	A
13.	Armament Technician (Warrant Officer Engineering)	A
14.	Avionics Technician Grade 1 (Warrant Officer Engineering)	A
15.	Avionics Technician Grade 2 (Warrant Officer Engineering)	A

Pay grade 6 cont'd

Item	Employment Category	Tier
16.	Combat Controller	A
17.	Communications Electronic Technician (Warrant Officer Engineering)	A
18.	Crew Attendant — Competency Progression Grade 4	A
19.	Crew Attendant — Time Progression Grade 4 Fly 6-8	A
20.	Flight Engineer — Competency Progression Grade 1	A
21.	Flight Engineer — Time Progression Grade 2 Fly 2-4	A
22.	Ground Technical Manager	A
23.	Loadmaster — Competency Progression Grade 2	A
24.	Loadmaster — Time Progression Grade 3 Fly 4-6	A
25.	Manager Communications and Information Systems Controller	A
26.	Warrant Officer Disciplinary	A
27.	Works Manager	A

Pay grade 7

Item	Employment Category	Tier
1.	Airborne Electronics Analyst — Competency Progression Grade 3	A
2.	Airborne Electronics Analyst — Competency Progression Grade 4	A
3.	Airborne Electronics Analyst — Time Progression Grade 3 Fly 4-6	A
4.	Airborne Electronics Analyst — Time Progression Grade 4 Fly 6-8	A
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 4 Fly 6-8	A
6.	Airborne Electronics Analyst Single Station — Time Progression Grade 5 Fly 8-10	A
7.	Aircraft Structures Technical Manager	A
8.	Aircraft Systems Technician	A
9.	Aircraft Technical Manager	A
10.	Armament Technical Manager	A
11.	Avionics Systems Technician	A
12.	Avionics Technical Manager	A

Pay grade 7 cont'd

Item	Employment Category	Tier
13.	Combat Controller Specialist	A
14.	Combat Controller Supervisor	A
15.	Communications Electronic Systems Technician	A
16.	Communications Electronic Technical Manager	A
17.	Crew Attendant — Time Progression Grade 5 Fly 8-10	A
18.	Crew Attendant — Time Progression Grade 6 Fly 10+	A
19.	Executive Warrant Officer	B
20.	Flight Engineer — Competency Progression Grade 2	A
21.	Flight Engineer — Time Progression Grade 3 Fly 4-6	A
22.	Flight Engineer — Time Progression Grade 4 Fly 6-8	A
23.	Intelligence Manager	A
24.	Loadmaster — Competency Progression Grade 3	A
25.	Loadmaster — Competency Progression Grade 4	A
26.	Loadmaster — Time Progression Grade 4 Fly 6-8	A
27.	Loadmaster — Time Progression Grade 5 Fly 8-10	A
28.	Non-Destructive Inspection Technician Level 2	A

Pay grade 8

Item	Employment Category	Tier
1.	Airborne Electronics Analyst — Competency Progression Grade 5	A
2.	Airborne Electronics Analyst — Competency Progression Grade 6	A
3.	Airborne Electronics Analyst — Time Progression Grade 5 Fly 8-10	A
4.	Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+	A
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 6 Fly 10+	A
6.	Aircraft Systems Technician (Warrant Officer Engineering)	A
7.	Aircraft Structures Technical Manager (Warrant Officer Engineering)	A
8.	Aircraft Technical Manager (Warrant Officer Engineering)	A
9.	Armament Technician Manager (Warrant Officer Engineering)	A

Pay grade 8 cont'd

Item	Employment Category	Tier
10.	Avionics Systems Technician (Warrant Officer Engineering)	A
11.	Avionics Technical Manager (Warrant Officer Engineering)	A
12.	Combat Controller Capability Manager	A
13.	Communications Electronic Systems Technician (Warrant Officer Engineering)	A
14.	Communications Electronic Technician Manager (Warrant Officer Engineering)	A
15.	Executive Warrant Officer	C
16.	Executive Warrant Officer (Airborne Electronics Analyst — Competency Progression Grade 5)	B
17.	Executive Warrant Officer (Airborne Electronics Analyst — Competency Progression Grade 6)	B
18.	Executive Warrant Officer (Airborne Electronics Analyst — Time Progression Grade 5 Fly 8-10)	B
19.	Executive Warrant Officer (Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+)	B
20.	Executive Warrant Officer (Aircraft Structures Technical Manager — Warrant Officer Engineering)	B
21.	Executive Warrant Officer (Aircraft Systems Technician — Warrant Officer Engineering)	B
22.	Executive Warrant Officer (Aircraft Technical Manager — Warrant Officer Engineering)	B
23.	Executive Warrant Officer (Armament Technical Manager — Warrant Officer Engineering)	B
24.	Executive Warrant Officer (Avionics Systems Technician — Warrant Officer Engineering)	B
25.	Executive Warrant Officer (Avionics Technical Manager — Warrant Officer Engineering)	B
26.	Executive Warrant Officer (Communications Electronic Systems Technician — Warrant Officer Engineering)	B
27.	Executive Warrant Officer (Communications Electronic Technical Manager — Warrant Officer Engineering)	B

Pay grade 8 cont'd

Item	Employment Category	Tier
28.	Executive Warrant Officer (Flight Engineer — Competency Progression Grade 3)	B
29.	Executive Warrant Officer (Flight Engineer — Competency Progression Grade 4)	B
30.	Executive Warrant Officer (Flight Engineer — Competency Progression Grade 5)	B
31.	Executive Warrant Officer (Flight Engineer — Time Progression Grade 5 Fly 8-10)	B
32.	Executive Warrant Officer (Flight Engineer — Time Progression Grade 6 Fly 10+)	B
33.	Executive Warrant Officer (Loadmaster — Time Progression Grade 6 Fly 10+)	B
34.	Executive Warrant Officer (Non Destructive Inspection Technician Level 2 — Warrant Officer Engineering)	B
35.	Flight Engineer — Competency Progression Grade 3	A
36.	Flight Engineer — Competency Progression Grade 4	A
37.	Flight Engineer — Competency Progression Grade 5	A
38.	Flight Engineer — Time Progression Grade 5 Fly 8-10	A
39.	Flight Engineer — Time Progression Grade 6 Fly 10+	A
40.	Loadmaster — Time Progression Grade 6 Fly 10+	A
41.	Non-Destructive Inspection Technician Level 2 (Warrant Officer Engineering)	A

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 - Rank and tier	Column 2 Yearly rate of salary
Service Warrant Officer	\$117,821

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

Column 1		Column 2 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	-	-	-	-	-	-	-	\$107,070	\$112,242	\$117,821
WO1 - Tier B	0	-	-	-	\$89,954	\$93,754	\$97,858	\$102,286	\$107,070	\$112,242	\$117,821
WO1 - Tier A	1	\$78,165	\$80,706	\$83,963	\$87,475	\$91,276	\$95,376	\$99,810	\$104,593	\$109,761	\$115,343
	0	\$76,552	\$79,090	\$82,346	\$85,866	\$89,664	\$93,762	\$98,195	\$102,979	\$108,147	\$113,728

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

Column 1		Column 2 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	-	-	-	-	-	-	-	\$293.34	\$307.51	\$322.80
WO1 - Tier B	0	-	-	-	\$246.45	\$256.86	\$268.10	\$280.24	\$293.34	\$307.51	\$322.80
WO1 - Tier A	1	\$214.15	\$221.11	\$230.04	\$239.66	\$250.07	\$261.30	\$273.45	\$286.56	\$300.72	\$316.01
	0	\$209.73	\$216.68	\$225.61	\$235.25	\$245.65	\$256.88	\$269.03	\$282.13	\$296.29	\$311.58

Schedule B.11

Other rank pay grades

Part 1: Navy

Pay grade 1

Item	Employment Category	Grade
1.	General Experience	–

Pay grade 2

Item	Employment Category	Grade
1.	Aviation Support	Grade 1
2.	Boatswains Mate	Grade 1
3.	Dental Assistant	Grade 1
4.	Diver	Grade 1
5.	Maritime Logistics Chef	Grade 1
6.	Maritime Logistics Personnel Operations	Grade 1
7.	Maritime Logistics Steward	Grade 1
8.	Maritime Logistics Steward	Grade 2
9.	Maritime Logistics Steward	Grade 3
10.	Maritime Logistics Supply Chain	Grade 1
11.	Motor Transport Driver	Grade 1
12.	Underwater Weapons	–

Pay grade 3

Item	Employment Category	Grade
1.	Acoustic Warfare Analyst	Grade 1
2.	Aviation Support	Grade 2
3.	Boatswains	Grade 2
4.	Boatswains Mate	Grade 2
5.	Boatswains Mate — Shipborne Life Support Equipment	Grade 1
6.	Boatswains Mate — Navigation Yeoman	Grade 1
7.	Combat Systems Operator	Grade 1
8.	Combat Systems Operator Mine Warfare	Grade 1
9.	Communications and Information Systems — Communications	Grade 1
10.	Communications and Information Systems — Information	Grade 1
11.	Dental Assistant	Grade 2
12.	Diver	Grade 2
13.	Diver	Grade 3
14.	Electronic Technician	Grade 1
15.	Electronic Warfare	Grade 1
16.	Hydrographic Systems Operator	Grade 1
17.	Marine Technician	Grade 1
18.	Maritime Logistics Chef	Grade 2
19.	Maritime Logistics Chef	Grade 3
20.	Maritime Logistics Chef	Grade 4
21.	Maritime Logistics Personnel Operations	Grade 2
22.	Maritime Logistics Personnel Operations	Grade 3
23.	Maritime Logistics Personnel Operations	Grade 4
24.	Maritime Logistics Steward	Grade 4
25.	Maritime Logistics Steward	Grade 5
26.	Maritime Logistics Supply Chain	Grade 2
27.	Maritime Logistics Supply Chain	Grade 3

Pay grade 3 cont'd

Item	Employment Category	Grade
28.	Maritime Logistics Supply Chain	Grade 4
29.	Medical	Grade 1
30.	Motor Transport Driver	Grade 2
31.	Musician	Grade 1
32.	Naval Police Coxswain	Grade 1
33.	Non-aligned Air Technical	Grade 1
34.	Non-aligned Electrical Technical	Grade 1
35.	Non-aligned Marine Technical	Grade 1
36.	Physical Trainer	Grade 1
37.	Survival Equipment	—
38.	Underwater Control	—

Pay grade 4

Item	Employment Category	Grade
1.	Aircrewman — Fly 0	Grade 1
2.	Aviation Support	Grade 3
3.	Aviation Technician Aircraft	Grade 1
4.	Aviation Technician Avionics	Grade 1
5.	Boatswain	Grade 3
6.	Boatswains Mate	Grade 3
7.	Boatswains Mate — Limited Navigation Watchkeeping Certificate	Grade 2
8.	Combat System Operator	Grade 2
9.	Combat Systems Operator Mine Warfare	Grade 2
10.	Communications and Information Systems — Communications	Grade 2
11.	Communications and Information Systems — Information	Grade 2
12.	Cryptologic Linguist	Grade 1
13.	Cryptologic Systems	Grade 1

Pay grade 4 cont'd

Item	Employment Category	Grade
14.	Dental Assistant Preventive	Grade 3
15.	Dental Supervisor	—
16.	Electronic Technician	Grade 2
17.	Electronic Warfare	Grade 2
18.	Hydrographic Systems Manager	Grade B
19.	Hydrographic Systems Operator	Grade 2
20.	Hydrographic Systems Operator — Laser Airborne Depth Sounder	Grade 1
21.	Marine Technician	Grade 2
22.	Maritime Logistics Chef	Grade 5
23.	Maritime Logistics Personnel Operations	Grade 5
24.	Maritime Logistics Supply Chain	Grade 5
25.	Medical	Grade 2
26.	Musician	Grade 2
27.	Imagery Specialist	Grade 1
28.	Naval Police Coxswain	Grade 2
29.	Non-aligned Air Technical	Grade 2
30.	Non-aligned Electrical Technical	Grade 2
31.	Non-aligned Marine Technical	Grade 2
32.	Physical Trainer	Grade 2
33.	Physical Trainer	Grade 3
34.	Signals Yeoman	—
35.	Work Study	—

Pay grade 5

Item	Employment Category	Grade
1.	Aircrewman — Fly 0-2	Grade 1
2.	Aircrewman — Fly 2-4	Grade 1
3.	Aircrewman — (Competency Progression)	Grade 1
4.	Aircrewman — (Competency Progression)	Grade 2
5.	Aircrewman — Fly 0	Grade 2
6.	Aircrewman — Fly 0-2	Grade 2
7.	Aircrewman — Fly 0	Grade 3
8.	Aviation Support	Grade 4
9.	Aviation Technician Aircraft	Grade 2
10.	Aviation Technician Avionics	Grade 2
11.	Boatswain — Navigation Watchkeeping Certificate	Grade 3
12.	Boatswains Mate — Navigation Watchkeeping Certificate	Grade 3
13.	Combat Systems Manager	Grade 3
14.	Combat Systems Manager Mine Warfare	Grade 3
15.	Combat Systems Operator — Anti-Submarine Aircraft Controller	Grade 2
16.	Combat Systems Operator — Anti-Submarine Aircraft Controller	Grade 3
17.	Combat Systems Operator	Grade 3
18.	Combat Systems Operator Mine Warfare	Grade 3
19.	Combat Systems Supervisor	Grade 3
20.	Combat Systems Supervisor — Anti-Submarine Aircraft Controller	Grade 3
21.	Combat Systems Supervisor Mine Warfare	Grade 3
22.	Communications and Information Systems — Communications	Grade 3
23.	Communications and Information Systems — Communications	Grade 4
24.	Communications and Information Systems — Information	Grade 3
25.	Communications and Information Systems — Information	Grade 4
26.	Cryptologic Linguist	Grade 2
27.	Cryptologic Systems	Grade 2

Pay grade 5 cont'd

Item	Employment Category	Grade
28.	Dental Manager	–
29.	Electronic Technician — Fire Control Officer	Grade 2
30.	Electronic Technician	Grade 3
31.	Electronic Warfare	Grade 3
32.	Electronic Warfare Operator	–
33.	Hydrographic Systems Manager	Grade A
34.	Hydrographic Systems Manager — Navigation Watchkeeping Certificate	Grade B
35.	Hydrographic Systems Operator	Grade 3
36.	Hydrographic Systems Operator — Laser Airborne Depth Sounder	Grade 2
37.	Hydrographic Systems Operator — Limited Navigation Watchkeeping Certificate	Grade 2
38.	Imagery Specialist	Grade 2
39.	Marine Technician	Grade 3
40.	Medical — Underwater Medical Clinician	–
41.	Musician	Grade 3
42.	Naval Police Coxswain — Australian Defence Force Investigator	Grade 1
43.	Naval Police Coxswain — Limited Navigation Watchkeeping Certificate	Grade 3
44.	Non-aligned Air Technical	Grade 3
45.	Non-aligned Electrical Technical	Grade 3
46.	Non-aligned Electrical Technical	Grade 4
47.	Non-aligned Marine Technical	Grade 3
48.	Radio Operator	–
49.	Radio Operator Special	–

Pay grade 6

Item	Employment Category	Grade
1.	Aircrewman — Fly 4-6	Grade 1
2.	Aircrewman — Fly 2-4	Grade 2
3.	Aircrewman — Competency Progression	Grade 3
4.	Aircrewman — Fly 0-2	Grade 3
5.	Acoustic Warfare Analyst Submarine	Grade 1
6.	Aviation Technician Aircraft	Grade 3
7.	Aviation Technician Avionics	Grade 3
8.	Boatswains Mate — SM	Grade 1
9.	Boatswains Mate — SM	Grade 2
10.	Boatswains Mate — SM	Grade 3
11.	Clearance Diver	Grade 1
12.	Combat Systems Manager	Grade 4
13.	Combat Systems Manager — Air Interceptor Controller	Grade 3
14.	Combat Systems Manager — Air Interceptor Controller	Grade 4
15.	Combat Systems Manager — Anti-Submarine Aircraft Controller	Grade 3
16.	Combat Systems Manager — Anti-Submarine Aircraft Controller	Grade 4
17.	Combat Systems Manager Mine Warfare — Navigation Watchkeeping Certificate	—
18.	Combat Systems Operator — Air Interceptor Controller	Grade 3
19.	Combat Systems Operator Mine Warfare — Navigation Watchkeeping Certificate	Grade 3
20.	Combat Systems Supervisor	Grade 4
21.	Combat Systems Supervisor — Air Interceptor Controller	Grade 3
22.	Combat Systems Supervisor — Air Interceptor Controller	Grade 4
23.	Combat Systems Supervisor — Anti-Submarine Aircraft Controller	Grade 4
24.	Combat Systems Supervisor Mine Warfare — Navigation Watchkeeping Certificate	—

Pay grade 6 cont'd

Item	Employment Category	Grade
25.	Communications and Information Systems — Communications	Grade 5
26.	Communications and Information Systems — Information	Grade 5
27.	Communications and Information Systems — Information SM	Grade 1
28.	Cryptologic Linguist	Grade 3
29.	Cryptologic Systems	Grade 3
30.	Electronic Technician	Grade 4
31.	Electronic Technician — Fire Control Officer	Grade 3
32.	Electronic Technician — SM	Grade1
33.	Electronic Warfare	Grade 4
34.	Hydrographic Systems Manager — Laser Airborne Depth Sounder	Grade A
35.	Hydrographic Systems Manager — Navigation Watchkeeping Certificate	Grade A
36.	Hydrographic Systems Operator — Laser Airborne Depth Sounder	Grade 3
37.	Hydrographic Systems Operator — Navigation Watchkeeping Certificate	Grade 3
38.	Imagery Specialist	Grade 3
39.	Marine Technician	Grade 4
40.	Marine Technician — SM	Grade1
41.	Maritime Logistics Steward — SM	Grade 2
42.	Maritime Logistics Steward — SM	Grade 3
43.	Maritime Logistics Steward — SM	Grade 4
44.	Medical	Grade 3
45.	Naval Police Coxswain — Australian Defence Force Investigator	Grade 2

Pay grade 7

Item	Employment Category	Grade
1.	Acoustic Warfare Analyst Submarines	Grade 2
2.	Aircrewman — Fly 6-8	Grade 1
3.	Aircrewman — Fly 8-10	Grade 1
4.	Aircrewman — Fly 4-6	Grade 2
5.	Aircrewman — Fly 6-8	Grade 2
6.	Aircrewman — Fly 2-4	Grade 3
7.	Aircrewman — Fly 4-6	Grade 3
8.	Aircrewman — (Competency Progression)	Grade 4
9.	Aircrewman — (Competency Progression)	Grade 5
10.	Aviation Technician Aircraft	Grade 4
11.	Aviation Technician Aircraft	Grade 5
12.	Aviation Technician Avionics	Grade 4
13.	Aviation Technician Avionics	Grade 5
14.	Clearance Diver	Grade 2
15.	Combat Systems Operator Mine Warfare — SM	Grade 1
16.	Combat Systems Operator Mine Warfare — SM	Grade 2
17.	Combat Systems Operator Mine Warfare — SM	Grade 3
18.	Communications and Information Systems — Information SM	Grade 2
19.	Cryptologic Linguist — SM	Grade 1
20.	Cryptologic Linguist — SM	Grade 2
21.	Cryptologic Linguist — SM	Grade 3
22.	Cryptologic Linguist — Specialist	—
23.	Cryptologic Linguist — Specialist SM	—
24.	Cryptologic Systems — SM	Grade 1
25.	Cryptologic Systems — SM	Grade 2

Pay grade 7 cont'd

Item	Employment Category	Grade
26.	Cryptologic Systems — SM	Grade 3
27.	Cryptologic Systems — Specialist	—
28.	Cryptologic Systems — Specialist SM	—
29.	Electronic Technician	Grade 5
30.	Electronic Technician — Fire Control Officer	Grade 4
31.	Electronic Technician — Fire Control Officer	Grade 5
32.	Electronic Technician — SM	Grade 2
33.	Electronic Warfare	Grade 5
34.	Electronic Warfare Submarines — SM	Grade 1
35.	Marine Technician	Grade 5
36.	Marine Technician — SM	Grade 2
37.	Maritime Logistics Chef — SM	Grade 3
38.	Maritime Logistics Chef — SM	Grade 4
39.	Maritime Logistics Chef — SM	Grade 5
40.	Maritime Logistics Supply Chain — SM	Grade 3
41.	Maritime Logistics Supply Chain — SM	Grade 4
42.	Medical — SM	Grade 2
43.	Naval Police Coxswain — SM	Grade 1
44.	Naval Police Coxswain — SM	Grade 2

Pay grade 8

Item	Employment Category	Grade
1.	Acoustic Warfare Analyst Submarines — SM	Grade 3
2.	Aircrewman — (Competency Progression)	Grade 6
3.	Aircrewman — Fly 10+	Grade 1
4.	Aircrewman — Fly 8-10	Grade 2
5.	Aircrewman — Fly 10+	Grade 2
6.	Aircrewman — Fly 6-8	Grade 3
7.	Aircrewman — Fly 8-10	Grade 3
8.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	—
9.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	—
10.	Clearance Diver	Grade 3
11.	Clearance Diver — TAG	Grade 1
12.	Clearance Diver — TAG	Grade 2
13.	Clearance Diver — TAG	Grade 3
14.	Communications and Information Systems — Information SM	Grade 3
15.	Communications and Information Systems — Information SM	Grade 4
16.	Electronic Technician — SM	Grade 3
17.	Electronic Warfare Submarines — SM	Grade 2
18.	Electronic Warfare Submarines — SM	Grade 3
19.	Marine Technician — SM	Grade 3
20.	Marine Technician — Senior Technical Officer	—
21.	Medical — SM	Grade 3

Pay grade 9

Item	Employment Category	Grade
1.	Acoustic Warfare Analyst Specialist — SM	–
2.	Aircrewman — Fly 10+	Grade 3
3.	Communications and Information Systems — Information SM	Grade 5
4.	Electronic Technician — SM	Grade 4
5.	Electronic Technician — SM	Grade 5
6.	Electronic Warfare Submarines Specialist — SM	–
7.	Marine Technician — SM	Grade 4
8.	Marine Technician — SM	Grade 5

Part 2: Army

Pay grade 1

Item	Employment Category	Grade
1.	Advanced Combat First Aider	–
2.	Air Dispatcher	Grade 2
3.	Air Dispatcher	Grade 3
4.	Artillery Light Gunner	Grade 1
5.	Artillery Command Systems Operator	Grade 1
6.	Artillery Forward Observer	Grade 1
7.	Cargo Specialist	Grade 1
8.	Combat Engineer	Grade 1
9.	Combat Signaller	Grade 1
10.	Combat Signaller	Grade 2
11.	Combat Support Operator (Reserve)	Grade 1
12.	Combat Support Operator (Reserve)	Grade 2
13.	Command Support Clerk	Grade 1
14.	Communications Systems Operator	Grade 1
15.	Cook	Grade 1
16.	Cook Assistant	–
17.	Driver Specialist	Grade 1
18.	Gunner Provisional	–
19.	Marine Specialist	Grade 1
20.	Local Observer	–
21.	Operator Movements	Grade 1
22.	Operator Petroleum	Grade 1
23.	Patrolman	–
24.	Preventive Medicine (Reserve)	Grade 1
25.	Rifleman	Grade 1
26.	Unit Quartermaster Storeman	Grade 1

Pay grade 2

Item	Employment Category	Grade
1.	Air Dispatcher	Grade 1
2.	Air Dispatcher	Grade 4
3.	Analyst Intelligence Operations	Grade 1
4.	Artillery Command Systems Operator	Grade 2
5.	Artillery Gunner	Grade 1
6.	Artillery Gunner	Grade 2
7.	Artillery Light Gunner	Grade 2
8.	Artillery Light Gunner	Grade 3
9.	Artillery Forward Observer	Grade 2
10.	Assistant Instructor	–
11.	Combat Engineer	Grade 2
12.	Combat Engineer Section Commander	Grade 1
13.	Combat Medical Attendant Advanced	–
14.	Combat Support Operator Detachment Second in Command (Reserve)	–
15.	Command Support Clerk	Grade 2
16.	Communications Systems Operator	Grade 2
17.	Cook	Grade 2
18.	Cook	Grade 3
19.	Cook Advanced	–
20.	Dental Assistant	Grade 1
21.	Driver Specialist	Grade 2
22.	Information Systems Technician	Grade 1

Pay grade 2 cont'd

Item	Employment Category	Grade
22.	Light Cavalry Scout	Grade 1
23.	Mechanic Recovery Driver	–
24.	Military Police Law Enforcement	Grade 1
25.	Operator Ground-Based Air Defence	Grade 1
26.	Operator Sense Warn and Locate	Grade 1
27.	Patrolman	Grade 1
28.	Patrol Medic	–
29.	Preventive Medicine	Grade 2
30.	Rifleman	Grade 2
31.	Supply Chain Storeman	–
32.	Telecommunications Systems Linesman	Grade 1
33.	Telecommunications Systems Linesman	Grade 2
34.	Unit Quartermaster Storeman	Grade 2

Pay grade 3

Item	Employment Category	Grade
1.	Advanced Artillery Gunner	–
2.	Advanced Artillery Light Gunner	–
3.	Air Dispatcher	Grade 5
4.	Air Dispatcher Crew Commander	Grade 1
5.	Air Dispatcher Crew Commander	Grade 2
6.	Air Dispatcher Crew Commander	Grade 3
7.	Aircraft Life Support Fitter	Grade 1
8.	Aircraft Structural Fitter	Grade 1
9.	Ammunition Supplier	–
10.	Analyst Intelligence Operations	Grade 2
11.	Armoured Cavalry Trooper	–

Pay grade 3 cont'd

Item	Employment Category	Grade
12.	Artillery Command Systems Operator	–
13.	Artillery Command Systems Operator Advanced	Grade 1
14.	Artillery Forward Observer	Grade 3
15.	Artillery Forward Observer Advanced	–
16.	Artillery Light Section Commander	–
17.	Artillery Observer	–
18.	Cargo Specialist	Grade 2
19.	Cargo Specialist	Grade 3
20.	Carpenter	Grade 1
21.	Chef	–
22.	Combat Clerk Engineers	–
23.	Combat Engineer	Grade 3
24.	Combat Engineer Section Commander	Grade 2
25.	Combat Engineer Supervisor	Grade 1
26.	Combat Medical Attendant Supervisor	–
27.	Combat Paramedic	Grade 1
28.	Combat Paramedic	Grade 2
29.	Combat Support Operator Detachment Commander (Reserve)	–
30.	Combat Support Operator Logistics Manager (Reserve)	–
31.	Command Support Clerk Advanced	–
32.	Communications Systems Advanced Operator	Grade 1
33.	Communications Systems Operator	Grade 3
34.	Cook	Grade 4
35.	Cook Supervisor	–
36.	Dental Assistant	Grade 2

Pay grade 3 cont'd

Item	Employment Category	Grade
37.	Driver Specialist	Grade 3
38.	Driver Specialist Advanced	–
39.	Electrician	Grade 1
40.	Emergency Responder	–
41.	Fitter Armament	Grade 1
42.	Fitter Armament	Grade 2
43.	Groundcrewman, Command Post Operator	–
44.	Groundcrewman, Forward Arming and Refuelling Point Operator	–
45.	Gun Detachment Commander	–
46.	Gunner	Grade 3
47.	Infantry Operations Clerk	–
48.	Infantry Resource Storeman	–
49.	Information Systems Technician	Grade 2
50.	Kitchen Manager	–
51.	Light Cavalry Scout	Grade 2
52.	Manager Clerk Engineers	–
53.	Manager Storeman Engineers	–
54.	Marine Specialist	Grade 2
55.	Mechanic Recovery	Grade 1
56.	Mechanic Recovery	Grade 2
57.	Mechanic Recovery Advanced	Grade 1
58.	Mechanic Recovery Supervisor	Grade 1
59.	Mechanic Vehicle	Grade 1
60.	Mechanic Vehicle	Grade 2

Pay grade 3 cont'd

Item	Employment Category	Grade
61.	Medical Operator	–
62.	Metalsmith	Grade 1
63.	Metalsmith	Grade 2
64.	Military Police General Duties	Grade 1
65.	Military Police Law Enforcement	Grade 2
66.	Musician	Grade 1
67.	Operator Ground-Based Air Defence	Grade 2
68.	Operator Heavy Vehicle	–
69.	Operator Heavy Vehicle Advanced	–
70.	Operator Movements	Grade 2
71.	Operator Movements Advanced	–
72.	Operator Movements Supervisor	–
73.	Operator Petroleum	–
74.	Operator Sense Warn and Locate	Grade 2
75.	Operator Specialist Vehicles	Grade 1
76.	Operator Unmanned Aerial Systems	Grade 1
77.	Patrolman	Grade 2
78.	Physical Training Instructor	Grade 1
79.	Piper Drummer and Bugler	Grade 1
80.	Plumber	Grade 1
81.	Preventive Medicine	Grade 3
82.	Preventive Medicine Advanced	–
83.	Rifleman	Grade 3
84.	Rigger Parachute	–
85.	Storeman Engineers	–

Pay grade 3 cont'd

Item	Employment Category	Grade
86.	Supervisor Section Operations	Grade 1
87.	Supervisor Section Supply Chain	–
88.	Supervisor Clerk Engineers	–
89.	Supervisor Storeman Engineers	–
90.	Technician Electrical	Grade 1
91.	Technician Electronic Systems	Grade 1
92.	Telecommunications Systems Bearer Technician	–
93.	Telecommunications Systems Switch Technician	–
94.	Unit Quartermaster Advanced	–

Pay grade 4

Item	Employment Category	Grade
1.	Aerial Delivery Supervisor	Grade 1
2.	Aerial Delivery Supervisor	Grade 2
3.	Aircraft Life Support Fitter	Grade 2
4.	Aircraft Life Support Fitter Supervisor	–
5.	Aircrewman (Time Progression)	–
6.	Aircrewman Leader (Time Progression)	–
7.	Aircrewman Manager (Time Progression)	–
8.	Aircrewman Supervisor (Time Progression)	–
9.	Aircraft Structural Fitter	Grade 2
10.	Ammunition Supplier Advanced	Grade 1
11.	Analyst Intelligence Operations	Grade 3
12.	Analyst Intelligence Operations	Grade 4
13.	Armoured Cavalry Specialist	–
14.	Artillery Command Systems Operator Advanced	–

Pay grade 4 cont'd

Item	Employment Category	Grade
15.	Assistant Supervisor Infantry Operations Clerk	–
16.	Assistant Supervisor Infantry Resource Storeman	–
17.	Cargo Specialist Advanced	–
18.	Cargo Specialist Manager	–
19.	Cargo Specialist Supervisor	–
20.	Carpenter	Grade 2
21.	Carpenter	Grade 3
22.	Caterer	–
23.	Chef Supervisor	–
24.	Combat Engineer Manager	Grade 1
25.	Combat Engineer Section Commander	Grade 3
26.	Combat Engineer Supervisor	Grade 2
27.	Combat Medical Attendant Manager	–
28.	Combat Paramedic	Grade 3
29.	Combat Paramedic Supervisor	–
30.	Command Support Clerk Finance Manager	–
31.	Command Support Clerk Finance Supervisor	–
32.	Command Support Clerk Manager	–
33.	Command Support Clerk Supervisor	–
34.	Commander Emergency Response	–
35.	Communications Systems Advanced Operator	Grade 2
36.	Communications Systems Detachment Commander	Grade 1
37.	Communications Systems Supervisor	Grade 1
38.	Crewman Commander (Royal Australian Engineers)	–
39.	Dental Supervisor	–

Pay grade 4 cont'd

Item	Employment Category	Grade
40.	Draughtsman	Grade 1
41.	Draughtsman	Grade 2
42.	Electrician	Grade 2
43.	Electrician	Grade 3
44.	Electronic Warfare Operator	–
45.	Fitter Armament	Grade 3
46.	Fitter Armament	Grade 4
47.	Fitter Armament Advanced	Grade 1
48.	Fitter Armament Supervisor	Grade 1
49.	Geospatial Technician	Grade 1
50.	Geospatial Technician	Grade 2
51.	Groundcrewman, Command Post Supervisor	–
52.	Groundcrewman, Forward Arming and Refuelling Point Team Leader	–
53.	Information Systems Advanced Technician	–
54.	Joint Fires Observer	–
55.	Light Cavalry Scout Section Commander	–
56.	Manager Infantry Operations Clerk	–
57.	Manager Infantry Resource Storeman	–
58.	Manager Quartermaster Store	–
59.	Manager Supply Chain	–
60.	Marine Specialist	Grade 3
61.	Marine Specialist Advanced	–
62.	Marine Specialist Manager	–
63.	Marine Specialist Supervisor	–
64.	Mechanic Recovery Advanced	Grade 2

Pay grade 4 cont'd

Item	Employment Category	Grade
65.	Mechanic Recovery Manager	Grade 1
66.	Mechanic Recovery Specialist	–
67.	Mechanic Recovery Supervisor	Grade 2
68.	Mechanic Vehicle	Grade 3
69.	Mechanic Vehicle	Grade 4
70.	Mechanic Vehicle Advanced	Grade 1
71.	Mechanic Vehicle Supervisor	Grade 1
72.	Medical Technician	–
73.	Medical Technician Supervisor	–
74.	Metalsmith	Grade 3
75.	Metalsmith	Grade 4
76.	Metalsmith Advanced	Grade 1
77.	Metalsmith Supervisor	Grade 1
78.	Military Police General Duties	Grade 2
79.	Military Police Law Enforcement Specialist	–
80.	Multimedia Technician	Grade 1
81.	Musician	Grade 2
82.	Offensive Support Detachment Commander	–
83.	Operator Emergency Response	–
84.	Operator Ground-Based Air Defence	Grade 3
85.	Operator Movements Assistant Manager	–
86.	Operator Movements Manager	Grade 1
87.	Operator Movements Manager	Grade 2
88.	Operator Petroleum Advanced	–
89.	Operator Plant	Grade 1

Pay grade 4 cont'd

Item	Employment Category	Grade
90.	Operator Plant	Grade 2
91.	Operator Plant	Grade 3
92.	Operator Plant	Grade 4
93.	Operator Sense Warn and Locate	Grade 3
94.	Operator Specialist Vehicles	Grade 2
95.	Operator Specialist Vehicles Advanced	–
96.	Operator Specialist Vehicles (Royal Australian Engineers)	–
97.	Operator Unmanned Aerial Systems	Grade 2
98.	Patrol Commander	–
99.	Physical Training Instructor	Grade 2
100.	Physical Training Instructor Supervisor	–
101.	Piper Drummer and Bugler	Grade 2
102.	Plumber	Grade 2
103.	Plumber	Grade 3
104.	Preventive Medicine Supervisor	–
105.	Rifleman Specialist	Grade 3
106.	Rigger Parachute Advanced	–
107.	Supervisor Artillery Command Systems	Grade 1
108.	Supervisor Artillery Forward Observer	–
109.	Supervisor Artillery Light	–
110.	Supervisor Infantry Operations Clerk	–
111.	Supervisor Infantry Resource Storeman	–
112.	Supervisor Platoon Operations	Grade 1
113.	Supervisor Platoon Operations Specialist	Grade 1
114.	Supervisor Section Operations	Grade 2

Pay grade 4 cont'd

Item	Employment Category	Grade
115.	Supervisor Section Operations Specialist	Grade 1
116.	Supervisor Warehouse Supply Chain	–
117.	Technician Aircraft	Grade 1
118.	Technician Avionics	Grade 1
119.	Technician Electrical	Grade 2
120.	Technician Electrical	Grade 3
121.	Technician Electronic Systems	Grade 2
122.	Technician Electronic Systems	Grade 3
123.	Technician Operating Theatre	–
124.	Telecommunications Systems Bearer Team Leader	–
125.	Telecommunications Systems Switch Team Leader	–
126.	Telecommunications Systems Technician	–
127.	Transport Operations Manager	–
128.	Transport Operations Supervisor	–
129.	Unit Quartermaster Supervisor	–

Pay grade 5

Item	Employment Category	Grade
1.	Aerial Delivery Project Officer	–
2.	Aircraft Life Support Fitter Manager	–
3.	Aircraft Structural Fitter	Grade 3
4.	Aircraft Structural Fitter Supervisor	–
5.	Aircrewman (Competency Progression)	–
6.	Aircrewman (Time Progression) Fly 0-2	–
7.	Aircrewman (Time Progression) Fly 2-4	–
8.	Aircrewman Leader (Time Progression) Fly 0-2	–
9.	Aircrewman Leader (Time Progression) Fly 2-4	–

Pay grade 5 cont'd

Item	Employment Category	Grade
10.	Analyst Intelligence Operations Supervisor	–
11.	Ammunition Supplier Advance	Grade 2
12.	Armoured Cavalry Commander	–
13.	Armoured Cavalry Sergeant	–
14.	Artificer Electronics	Grade 1
15.	Artificer Mechanical	Grade 1
16.	Assistant Manager Artillery Command Systems	–
17.	Assistant Manager Gunnery	–
18.	Assistant Manager Joint Fires	–
19.	Combat Engineer Manager	Grade 2
20.	Combat Engineer Supervisor	Grade 3
21.	Combat Paramedic Manager	–
22.	Communications Systems Detachment Commander	Grade 2
23.	Communications Systems Manager	Grade 1
24.	Communications Systems Supervisor	Grade 2
25.	Dental Manager	–
26.	Drum Major	–
27.	Electronic Warfare Detachment Commander	–
28.	Examiner Psychological	–
29.	Explosive Detection Dog Handler	–
30.	Explosive Ordnance Reconnaissance Technician	–
31.	Fitter Armament Advanced	Grade 2
32.	Fitter Armament Specialist	–
33.	Fitter Armament Supervisor	Grade 2
34.	Foreman Carpenter	–
35.	Foreman Draughtsman	–

Pay grade 5 cont'd

Item	Employment Category	Grade
36.	Foreman Electrician	–
37.	Foreman Operator Plant	–
38.	Foreman Plumber	–
39.	Geospatial Technician	Grade 3
40.	Geospatial Technician	Grade 4
41.	Groundcrewman, Forward Arming and Refuelling Point Supervisor	–
42.	Groundcrewman, Supervisor Aviation Squadron Operations	–
43.	Information Systems Detachment Commander	–
44.	Information Systems Supervisor	–
45.	Light Cavalry Scout Sergeant	–
46.	Light Cavalry Scout Warrant Officer	–
47.	Manager Artillery Light	–
48.	Manager Company Operations	Grade 1
49.	Manager Emergency Response Operations	–
50.	Manager Petroleum	–
51.	Mechanic Recovery Manager	Grade 2
52.	Mechanic Vehicle Advanced	Grade 2
53.	Mechanic Vehicle Specialist	–
54.	Mechanic Vehicle Supervisor	Grade 2
55.	Medical Technician Manager	–
56.	Metalsmith Advanced	Grade 2
57.	Metalsmith Specialist	–
58.	Metalsmith Supervisor	Grade 2
59.	Military Police Australian Defence Force Investigator	–
60.	Military Police Specialist – Close Personal Protection Operative	–
61.	Military Police Specialist – Dog Handler	–

Pay grade 5 cont'd

Item	Employment Category	Grade
62.	Multimedia Technician	Grade 2
63.	Multimedia Technician	Grade 3
64.	Musician	Grade 3
65.	Operator Unmanned Aerial Systems	Grade 3
66.	Operator Unmanned Aerial Systems	Grade 4
67.	Patrol Master	–
68.	Petroleum Specialist	–
69.	Photographer Public Relations	–
70.	Physical Training Instructor Manager	–
71.	Pipe Major	–
72.	Preventive Medicine Manager	–
73.	Rigger Parachute Manager	–
74.	Rigger Parachute Supervisor	–
75.	Reporter	–
76.	Supervisor Air and Missile Defence Systems	–
77.	Supervisor Artillery Command Systems	–
78.	Supervisor Building	–
79.	Supervisor Civil	–
80.	Supervisor Emergency Response Operations	–
81.	Supervisor Engineering Services	–
82.	Supervisor Gunnery	–
83.	Supervisor Joint Fires	–
84.	Supervisor Petroleum	–
85.	Supervisor Platoon Operations	Grade 2
86.	Supervisor Platoon Operations Specialist	Grade 2
87.	Supervisor Section Operations Specialist	Grade 2

Pay grade 5 cont'd

Item	Employment Category	Grade
88.	Technician Aircraft	Grade 2
89.	Technician Aircraft (Time Progression) Fly 0-2	Grade 2
90.	Technician Aircraft Supervisor	–
91.	Technician Avionics	Grade 2
92.	Technician Avionics (Time Progression) Fly 0-2	Grade 2
93.	Technician Avionics Supervisor	–
94.	Technician Electrical	Grade 4
95.	Technician Electrical Advanced	Grade 1
96.	Technician Electrical Supervisor	Grade 1
97.	Technician Electronic Systems	Grade 4
98.	Technician Electronic Systems Advanced	Grade 1
99.	Technician Electronic Systems Supervisor	Grade 1
100.	Telecommunications Systems Supervisor	–
101.	Telecommunications Systems Team Leader	–
102.	Underwater Medicine Clinician	–

Pay grade 6

Item	Employment Category	Grade
1.	Aircraft Life Support Fitter Artisan	–
2.	Aircraft Structural Fitter Manager	–
3.	Aircraft Support Manager	–
4.	Aircrewman Leader (Competency Progression)	–
5.	Aircrewman Manager (Competency Progression)	–
6.	Aircrewman Supervisor (Competency Progression)	–
7.	Aircrewman (Time Progression) Fly 4-6	–
8.	Aircrewman Leader (Time Progression) Fly 4-6	–
9.	Aircrewman Supervisor (Time Progression) Fly 4-6	–

Pay grade 6 cont'd

Item	Employment Category	Grade
10.	Ammunition Technician Manager	–
11.	Ammunition Technician Supervisor	–
12.	Analyst Intelligence Operations Manager	–
13.	Armoured Cavalry Warrant Officer	–
14.	Artificer Electronics	Grade 2
15.	Artificer Mechanical	Grade 2
16.	Assistant Manager Electronic Warfare	–
17.	Assistant Manager Telecommunication Systems	–
18.	Assistant Supervisor Explosive Ordnance Disposal	–
19.	Aviation Operations Manager	–
20.	Communications Systems Manager	Grade 2
21.	Electronic Warfare Supervisor	–
22.	Explosive Ordnance Disposal Technician	–
23.	Geospatial Technician	Grade 5
24.	Geospatial Technician	Grade 6
25.	Geospatial Technician	Grade 7
26.	Information Systems Manager	–
27.	Manager Air and Missile Defence Systems	–
28.	Manager Company Operations	Grade 2
29.	Manager Company Operations Specialist	Grade 2
30.	Manager Operations Offensive Support	–
31.	Manager Telecommunication Systems	–
32.	Manager Unmanned Aerial System	–
33.	Military Police Australian Defence Force Investigator Specialist	–
34.	Supervisor Company Operations Specialist	Grade 2
35.	Supervisor Explosive Ordnance Disposal	–

Pay grade 6 cont'd

Item	Employment Category	Grade
36.	Supervisor Works Horizontal	–
37.	Supervisor Works Services	–
38.	Supervisor Works Vertical	–
39.	Technician Aircraft (Time Progression) Fly 2-4	Grade 2
40.	Technician Aircraft Manager	–
41.	Technician Aircraft Supervisor (Competency Progression) Aircrewman	–
42.	Technician Avionics (Time Progression) Fly 2-4	Grade 2
43.	Technician Avionics Manager	–
44.	Technician Avionics Supervisor (Competency Progression) Aircrewman	–
45.	Technician Electrical Advanced	Grade 2
46.	Technician Electrical Supervisor	Grade 2
47.	Technician Electronic Systems Advanced	Grade 2
48.	Technician Electronic Systems Specialist	–
49.	Technician Electronic Systems Supervisor	Grade 2
50.	Telecommunications Systems Manager	–

Pay grade 7

Item	Employment Category	Grade
1.	Aircraft Structural Fitter Artisan	–
2.	Aircrewman Leader Instructor (Competency Progression)	–
3.	Aircrewman Manager Instructor (Competency Progression)	–
4.	Aircrewman Supervisor Instructor (Competency Progression)	–
5.	Aircrewman (Time Progression) Fly 6-8	–
6.	Aircrewman (Time Progression) Fly 8-10	–
7.	Aircrewman Leader (Time Progression) Fly 6-8	–
8.	Aircrewman Leader (Time Progression) Fly 8-10	–
9.	Aircrewman Manager (Time Progression) Fly 6-8	–
10.	Aircrewman Manager (Time Progression) Fly 8-10	–

Pay grade 7 cont'd

Item	Employment Category	Grade
11.	Aircrewman Supervisor (Time Progression) Fly 6-8	–
12.	Aircrewman Supervisor (Time Progression) Fly 8-10	–
13.	Artificer Aircraft	–
14.	Artificer Aircraft (Time Progression) Fly 4-6	–
15.	Artificer Avionics	–
16.	Artificer Avionics (Time Progression) Fly 4-6	–
17.	Commando	Grade 1
18.	Commando	Grade 2
19.	Electronic Warfare Manager	–
20.	Technician Aircraft (Time Progression) Fly 4-6	Grade 2
21.	Technician Aircraft (Time Progression) Fly 6-8	Grade 2
22.	Technician Aircraft Manager (Competency Progression) Aircrewman	–
23.	Technician Avionics (Time Progression) Fly 4-6	Grade 2
24.	Technician Avionics (Time Progression) Fly 6-8	Grade 2
25.	Technician Avionics Manager (Competency Progression) Aircrewman	–

Pay grade 8

Item	Employment Category	Grade
1.	Aircrewman (Time Progression) Fly 10+	–
2.	Aircrewman Leader (Time Progression) Fly 10+	–
3.	Aircrewman Manager (Time Progression) Fly 10+	–
4.	Aircrewman Supervisor (Time Progression) Fly 10+	–
5.	Artificer Aircraft (Time Progression) Fly 6-8	–
6.	Artificer Aircraft (Time Progression) Fly 8-10	–
7.	Artificer Avionics (Time Progression) Fly 6-8	–
8.	Artificer Avionics (Time Progression) Fly 8-10	–
9.	Commando	Grade 3
10.	Special Air Service Trooper	Grade 1

Pay grade 8 cont'd

Item	Employment Category	Grade
11.	Technician Aircraft (Time Progression) Fly 8-10	Grade 2
12.	Technician Aircraft (Time Progression) Fly 10+	Grade 2
13.	Technician Avionics (Time Progression) Fly 8-10	Grade 2
14.	Technician Avionics (Time Progression) Fly 10+	Grade 2

Pay grade 9

Item	Employment Category	Grade
1.	Artificer Aircraft (Time Progression) Fly 10+	–
2.	Artificer Avionics (Time Progression) Fly 10+	–
3.	Commando	Grade 4
4.	Special Air Service Trooper	Grade 2

Pay grade 10

Item	Employment Category	Grade
1.	Special Air Service Trooper	Grade 3

Part 3: Air Force

Pay grade 1

Item	Employment Category	Grade
1.	Air Base Protection	Grade 1
2.	General Hand	–
3.	Mess Operator	Grade 1
4.	Steward	Grade 1
5.	Telephone Operator	–

Pay grade 2

Item	Employment Category	Grade
1.	Air Base Protection	Grade 2
2.	Aircraft Mechanic	–
3.	Airfield Defence Guard	Grade 1
4.	Air Force Security	Grade 1
5.	Armament Mechanic	–
6.	Avionics Mechanic	–
7.	Communications Electronic Mechanic	–
8.	Cook	Grade 1
9.	Crew Attendant General — Time Progression Fly 0	–
10.	Dental Assistant	–
11.	Dental Assistant	Grade 1
12.	Mess Operator	Grade 2
13.	Motor Transport Driver	Grade 1
14.	Movements	Grade 1
15.	Personnel Capability Specialist — Operator	–
16.	Steward	Grade 2
17.	Supply	Grade 1

Pay grade 3

Item	Employment Category	Grade
1.	Aeronautical Live Support Fitter	Grade 1
2.	Aircraft Fitter	Grade 1
3.	Aircraft Structural Fitter	Grade 1
4.	Aircraft Surface Finisher	–
5.	Aircraft Surface Finisher	Grade 1
6.	Airfield Defence Guard	Grade 2
7.	Air Force Police	Grade 1
8.	Air Force Security	Grade 2
9.	Air Surveillance Operator	Grade 1
10.	Armament Fitter	Grade 1
11.	Avionics Fitter	Grade 1
12.	Carpenter	Grade 1
13.	Communications and Information Systems Controller	Grade 1
14.	Communications Electronic Fitter	Grade 1
15.	Cook	Grade 2
16.	Crew Attendant — Competency Progression	Grade 1
17.	Crew Attendant — Time Progression Fly 0	–
18.	Crew Attendant General — Time Progression Fly 0-2	Grade 1
19.	Dental Assistant	Grade 2
20.	Electrician	Grade 1
21.	Firefighter	–
22.	Ground Mechanical Engineering Fitter	Grade 1
23.	Ground Support Equipment Fitter	Grade 1
24.	Medical Assistant	Grade 1
25.	Motor Transport Driver	Grade 2
26.	Movements	Grade 2

Pay grade 3 cont'd

Item	Employment Category	Grade
27.	Personnel Capability Specialist — Coordinator	–
28.	Physical Training Instructor	Grade 1
29.	Plant Operator	Grade 1
30.	Plumber	Grade 1
31.	Supply	Grade 2
32.	Tailor	–

Pay grade 4

Item	Employment Category	Grade
1.	Advanced Aeronautical Life Support Fitter	–
2.	Advanced Aircraft Surface Finisher	–
3.	Advanced Ground Mechanical Engineering Fitter	–
4.	Advanced Ground Support Equipment Fitter	–
5.	Aeronautical Life Support Fitter	Grade 2
6.	Aircraft Fitter	Grade 2
7.	Aircraft Structural Fitter	Grade 2
8.	Airfield Defence Guard	Grade 3
9.	Air Force Police	Grade 2
10.	Air Force Security	Grade 3
11.	Air Intelligence Analyst — Geospatial Intelligence	Grade 1
12.	Air Intelligence Analyst — Operational Intelligence	Grade 1
13.	Air Intelligence Analyst — Signals Intelligence	Grade 1
14.	Air Surveillance Operator	Grade 2
15.	Armament Fitter	Grade 2
16.	Avionics Fitter	Grade 2
17.	Carpenter	Grade 2

Pay grade 4 cont'd

Item	Employment Category	Grade
18.	Communications and Information Systems Controller	–
19.	Communications and Information Systems Controller	Grade 2
20.	Communications Electronic Fitter	Grade 2
21.	Cook	Grade 3
22.	Crew Attendant — Competency Progression	Grade 2
23.	Crew Attendant — Time Progression Fly 0-2	Grade 1
24.	Dental Supervisor	–
25.	Electrician	Grade 2
26.	Electroplater	–
27.	Environmental Health Surveyor	–
28.	Firefighter	Grade 1
29.	Firefighter	Grade 2
30.	Ground Mechanical Engineering Fitter	Grade 2
31.	Ground Support Engineering Manager	Grade 1
32.	Ground Support Equipment Fitter	Grade 2
33.	Loadmaster — Time Progression Fly 0	
34.	Medical Assistant	Grade 2
35.	Metal Mechanist	Grade 1
36.	Movements	Grade 3
37.	Musician	Grade 2
38.	Operating Theatre Technician	–
39.	Personnel Capability Specialist — Specialist	–
40.	Photographer	Grade 1
41.	Physical Training Instructor	Grade 2
42.	Physical Training Instructor	Grade 3
43.	Plant Operator	Grade 2
44.	Plumber	Grade 2

Pay grade 4 cont'd

Item	Employment Category	Grade
45.	Senior Dental Assistant — Preventative	—
46.	Supply	Grade 3
47.	Works Supervisor	Grade 1

Pay grade 5

Item	Employment Category	Grade
1.	Advanced Aeronautical Life Support Supervisor	—
2.	Advanced Aircraft Structural Fitter	—
3.	Advanced Aircraft Structural Technician	—
4.	Advanced Aircraft Technician	—
5.	Advanced Avionics Technician	—
6.	Advanced Communications Electronic Technician	—
7.	Airborne Electronics Analyst — Competency Progression (Non-Feeder)	Grade 1
8.	Airborne Electronics Analyst — Time Progression Fly 0	—
9.	Airborne Electronics Analyst — Time Progression Fly 0-2	Grade 1
10.	Airborne Electronics Analyst Single Station — Time Progression Fly 0-2	Grade 1
11.	Airborne Electronics Analyst Single Station — Time Progression Fly 2-4	Grade 2
12.	Aircraft Structural Technician	—
13.	Aircraft Surface Finisher Supervisor	—
14.	Aircraft Technician	—
15.	Aircraft Technician	Grade 1
16.	Aircraft Technician	Grade 2
17.	Air Force Police	Grade 3
18.	Air Force Security	Grade 4
19.	Air Intelligence Analyst — Geospatial Intelligence	Grade 2
20.	Air Intelligence Analyst — Operational Intelligence	Grade 2
21.	Air Intelligence Analyst — Signals Intelligence	Grade 2

Pay grade 5 cont'd

Item	Employment Category	Grade
22.	Air Surveillance Operator Manager	—
23.	Air Surveillance Operator Supervisor	—
24.	Armament Technician	—
25.	Avionics Technician	—
26.	Avionics Technician	Grade 1
27.	Avionics Technician	Grade 2
28.	Carpenter Foreman	—
29.	Communications Electronic Technician	—
30.	Communications and Information Systems Controller	Grade 3
31.	Crew Attendant — Competency Progression	Grade 3
32.	Crew Attendant — Time Progression Fly 2-4	Grade 2
33.	Crew Attendant — Time Progression Fly 4-6	Grade 3
34.	Dental Manager	—
35.	Dental Technician	—
36.	Detachment Supervisor Communications and Information System Controller	—
37.	Electrician Foreman	—
38.	Firefighter	Grade 3
39.	Firefighter Manager	—
40.	Flight Engineer — Time Progression Fly 0	—
41.	Flight Engineer — Time Progression Fly 0-2	Grade 1
42.	Flight Test Photographer	—
43.	Ground Mechanical Engineering Supervisor	—
44.	Ground Mechanical Engineering Technician	—
45.	Ground Support Engineering Manager	Grade 2
46.	Ground Support Engineering Technician	—

Pay grade 5 cont'd

Item	Employment Category	Grade
47.	Ground Support Equipment Supervisor	–
48.	Ground Support Equipment Technician	–
49.	Imagery Production Manager	–
50.	Imagery Production Manager (Flight Test Photographer)	–
51.	Laboratory Technician	–
52.	Loadmaster — Competency Progression	Grade 1
53.	Loadmaster — Time Progression Fly 0-2	Grade 1
54.	Loadmaster — Time Progression Fly 2-4	Grade 2
55.	Manager Airfield Defence Guard	–
56.	Medical Assistant Manager	–
57.	Metal Machinist	Grade 2
58.	Musician	Grade 3
59.	Photographer	Grade 2
60.	Photo Unit Supervisor	–
61.	Photo Unit Supervisor (Flight Test Photographer)	–
62.	Plant Operator Foreman	–
63.	Plumber Foreman	–
64.	Physical Training Instructor	Grade 4
65.	Supervisor Airfield Defence Guard	–
66.	Supervisor Communications and Information Systems Controller	–
67.	Supervisor Trades	–
68.	Unit Flight Test Specialist	–
69.	Works Supervisor	Grade 2
70.	Works Supervisor	Grade 3

Pay grade 6

Item	Employment Category	Grade
1.	Aeronautical Life Support Technical Manager	–
2.	Airborne Electronics Analyst — Competency Progression (Feeder)	Grade 1
3.	Airborne Electronics Analyst — Competency Progression	Grade 2
4.	Airborne Electronics Analyst — Time Progression Fly 2-4	Grade 2
5.	Airborne Electronics Analyst Single Station — Time Progression Fly 4-6	Grade 3
6.	Aircraft Supervisor	–
7.	Aircraft Surface Finisher Technical Manager	–
8.	Aircraft Structures Supervisor	–
9.	Air Force Police	Grade 4
10.	Air Intelligence Analyst — Geospatial Intelligence	Grade 3
11.	Air Intelligence Analyst — Operational Intelligence	Grade 3
12.	Air Intelligence Analyst — Signals Intelligence	Grade 3
13.	Armament Supervisor	–
14.	Avionics Supervisor	–
15.	Combat Controller	–
16.	Communications Electronics Supervisor	–
17.	Crew Attendant — Competency Progression	Grade 4
18.	Crew Attendant — Time Progression Fly 6-8	Grade 4
19.	Flight Engineer — Competency Progression	Grade 1
20.	Flight Engineer — Time Progression Fly 2-4	Grade 2
21.	Ground Support Equipment Technician Supervisor	–
22.	Ground Technical Manager	–
23.	Loadmaster — Competency Progression	Grade 2
24.	Loadmaster — Time Progression Fly 4-6	Grade 3
25.	Manager Communications and Information Systems Controller	–

Pay grade 6 cont'd

Item	Employment Category	Grade
26.	Manager Trades	–
27.	Non-Destructive Inspection Technician	Level 1
28.	Works Manager	–

Pay grade 7

Item	Employment Category	Grade
1.	Airborne Electronics Analyst — Competency Progression	Grade 3
2.	Airborne Electronics Analyst — Competency Progression	Grade 4
3.	Airborne Electronics Analyst — Time Progression Fly 4-6	Grade 3
4.	Airborne Electronics Analyst —Time Progression Fly 6-8	Grade 4
5.	Airborne Electronics Analyst Single Station — Time Progression Fly 6-8	Grade 4
6.	Airborne Electronics Analyst Single Station — Time Progression Fly 8-10	Grade 5
7.	Aircraft Structures Technical Manager	–
8.	Aircraft Systems Technician	–
9.	Aircraft Technical Manager	–
10.	Air Intelligence Analyst — Geospatial Intelligence	Grade 4
11.	Air Intelligence Analyst — Operational Intelligence	Grade 4
12.	Air Intelligence Analyst — Signals Intelligence	Grade 4
13.	Armament Technical Manager	–
14.	Avionics Systems Technician	–
15.	Avionics Technical Manager	–
16.	Combat Controller Specialist	–
17.	Combat Controller Supervisor	–
18.	Communications Electronic Systems Technician	–

Pay grade 7 cont'd

Item	Employment Category	Grade
19.	Communications Electronic Technical Manager	—
20.	Crew Attendant — Time Progression Fly 8-10	Grade 5
21.	Crew Attendant — Time Progression Fly 10+	Grade 6
22.	Flight Engineer — Competency Progression	Grade 2
23.	Flight Engineer — Time Progression Fly 4-6	Grade 3
24.	Flight Engineer — Time Progression Fly 6-8	Grade 4
25.	Loadmaster — Competency Progression	Grade 3
26.	Loadmaster — Competency Progression	Grade 4
27.	Loadmaster — Time Progression Fly 6	Grade 4
28.	Loadmaster — Time Progression Fly 8	Grade 5
29.	Non-Destructive Inspection Technician	Level 2

Pay grade 8

Item	Employment Category	Grade
1.	Airborne Electronics Analyst — Competency Progression	Grade 5
2.	Airborne Electronics Analyst — Competency Progression	Grade 6
3.	Airborne Electronics Analyst — Time Progression Fly 8-10	Grade 5
4.	Airborne Electronics Analyst — Time Progression Fly 10+	Grade 6
5.	Airborne Electronics Analyst Single Station — Time Progression Fly 10+	Grade 6
6.	Combat Controller Capability Manager	—
7.	Flight Engineer — Competency Progression	Grade 3
8.	Flight Engineer — Competency Progression	Grade 4
9.	Flight Engineer — Competency Progression	Grade 5
10.	Flight Engineer — Time Progression Fly 8-10	Grade 5
11.	Flight Engineer — Time Progression Fly 10+	Grade 6
12.	Loadmaster — Time Progression Fly 10+	Grade 6

Schedule B.12

Other rank salary rates

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

Column 1 Rank and increment				Column 2 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	\$71,995	\$74,533	\$77,790	\$81,308	\$85,108	\$89,208	\$93,639	\$98,424	\$103,590	\$109,173
			0	\$70,508	\$73,046	\$76,304	\$79,821	\$83,620	\$87,722	\$92,152	\$96,937	\$102,103	\$107,685
	Staff Sergeant		0	\$68,143	\$70,681	\$73,937	\$77,455	\$81,253	\$85,356	\$89,784	\$94,569	\$99,737	\$105,320
Petty Officer	Sergeant	Sergeant	2	\$63,545	\$66,083	\$69,342	\$72,859	\$76,658	\$80,759	\$85,189	\$89,974	\$95,142	\$100,723
			1	\$62,223	\$64,762	\$68,018	\$71,537	\$75,335	\$79,438	\$83,864	\$88,651	\$93,820	\$99,402
			0	\$60,927	\$63,466	\$66,724	\$70,241	\$74,040	\$78,142	\$82,571	\$87,356	\$92,524	\$98,107
Leading Seaman	Corporal	Corporal	2	\$54,926	\$57,465	\$60,720	\$64,238	\$68,039	\$72,138	\$76,568	\$81,353	\$86,520	\$92,103
			1	\$53,776	\$56,316	\$59,573	\$63,090	\$66,888	\$70,989	\$75,421	\$80,205	\$85,371	\$90,952
			0	\$52,649	\$55,188	\$58,445	\$61,962	\$65,759	\$69,863	\$74,293	\$79,078	\$84,245	\$89,829
	Lance Corporal		0	\$48,430	\$50,968	\$54,223	\$57,743	\$61,541	\$65,643	\$70,072	\$74,857	\$80,023	\$85,607
Able Seaman	Private Proficient*	Leading Aircraftman	0	\$47,429	\$49,969	\$53,225	\$56,742	\$60,542	\$64,646	\$69,073	\$73,857	\$79,026	\$84,606
Seaman	Private	Aircraftman	0	\$46,448	\$48,990	\$52,244	\$55,762	\$59,562	\$63,663	\$68,095	\$72,877	\$78,045	\$83,629

***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 Rank and increment				Column 2 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	\$197.25	\$204.20	\$213.12	\$222.76	\$233.17	\$244.41	\$256.55	\$269.65	\$283.81	\$299.10
			0	\$193.17	\$200.13	\$209.05	\$218.69	\$229.10	\$240.33	\$252.47	\$265.58	\$279.73	\$295.03
	Staff Sergeant		0	\$186.69	\$193.65	\$202.57	\$212.21	\$222.61	\$233.85	\$245.98	\$259.09	\$273.25	\$288.55
Petty Officer	Sergeant	Sergeant	2	\$174.10	\$181.05	\$189.98	\$199.61	\$210.02	\$221.26	\$233.39	\$246.50	\$260.66	\$275.95
			1	\$170.47	\$177.43	\$186.35	\$195.99	\$206.40	\$217.64	\$229.76	\$242.88	\$257.04	\$272.33
			0	\$166.92	\$173.88	\$182.81	\$192.44	\$202.85	\$214.09	\$226.22	\$239.33	\$253.49	\$268.79
Leading Seaman	Corporal	Corporal	2	\$150.48	\$157.44	\$166.36	\$175.99	\$186.41	\$197.64	\$209.78	\$222.88	\$237.04	\$252.34
			1	\$147.33	\$154.29	\$163.21	\$172.85	\$183.25	\$194.49	\$206.63	\$219.74	\$233.89	\$249.18
			0	\$144.24	\$151.20	\$160.12	\$169.76	\$180.16	\$191.41	\$203.54	\$216.65	\$230.81	\$246.11
	Lance Corporal		0	\$132.68	\$139.64	\$148.56	\$158.20	\$168.61	\$179.84	\$191.98	\$205.09	\$219.24	\$234.54
Able Seaman	Private Proficient*	Leading Aircraftman	0	\$129.94	\$136.90	\$145.82	\$155.46	\$165.87	\$177.11	\$189.24	\$202.35	\$216.51	\$231.80
Seaman	Private	Aircraftman	0	\$127.25	\$134.22	\$143.13	\$152.77	\$163.18	\$174.42	\$186.56	\$199.66	\$213.82	\$229.12

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

Schedule B.13

Trainee salary rates

Part 1: Member of the Permanent Forces (trainee)

Column 1 Item	Column 2 Training capacity	Column 3 Yearly salary rate
1.	Normal entry recruit during basic recruit training	\$36,571
2.	Member undergoing initial category or trade or employment training	
	0-6 months	\$41,795
	6-12 months	\$44,407
	12 months or more	\$47,020
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	\$25,540
	1 st year of training	\$31,215
	2 nd year of training	\$36,891
	3 rd year of training	\$42,566
	4 th year of training	\$48,242
4.	Member participating in the undergraduate entry scheme:	
	with four years to graduation	\$31,215
	with three years to graduation	\$36,891
	with two years to graduation	\$42,566
	in the final year	\$48,242
	1 st postgraduate legal year	\$56,755
	1 st postgraduate medical year (year of internship)	\$71,848
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	\$25,540
	with five years to graduation	\$25,540
	with four years to graduation	\$31,215
	with three years to graduation	\$36,891
	with two years to graduation	\$42,566
	in the final year	\$48,242

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

Column 1 Item	Column 2 Training capacity	Column 3 Yearly salary rate
6.	Member undergoing officer training and not undertaking a degree course: member of the Army or Air Force: - without a degree (0-6 months) - without a degree (6 months or more) - with a degree member of the Navy: - without a degree (1st year) - without a degree (2nd year) - with a degree	 \$42,566 \$48,242 \$48,242 \$42,566 \$48,242 \$48,242
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: 1st year of training 2nd year of training 3rd year of training 4th year of training - year of internship (1st postgraduate medical year)	 \$60,443 \$62,594 \$64,840 \$67,123 \$71,848

Part 2: Member of the Reserves (trainee)

Column 1 Item	Column 2 Training capacity	Column 3 Daily salary rate
1.	Normal entry recruit during basic recruit training	\$100.19
2.	Member undergoing initial category or trade or employment training	\$114.51
3.	Student /Member at Officer Training Unit: - without a degree - with a degree	 \$116.62 \$132.17

Schedule B.14

Specialist officer salary rates — aviation

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

Column 1 Item	Column 2 Class	Column 3 Experience level	Column 4 Yearly salary rate
1.	all aircrew officers joint battlespace air controllers flight test engineers	AS 0	\$86,318
		AS 1	\$90,015
		AS 2	\$93,716
		AS 3	\$97,412
		AS 4	\$101,111
		AS 5	\$104,807
		AS 6	\$108,507
		AS 7	\$112,204
		AS 8	\$115,902
		AS 9	\$119,598
		AS 10	\$123,297
		AS 11	\$126,994
		AS 12	\$130,692
		AS 13	\$134,390
		AS 14	\$138,089
		AS 15	\$141,785
		AS 16	\$145,483
2.	all aircrew officers joint battlespace air controller officers who have held a detachment command position flight test engineers	AS 17	\$149,180
		AS 18	\$151,645
		AS 19	\$154,112
3.	all aircrew officers flight test engineers	AS 20	\$156,577
		AS 21	\$159,042
		AS 22	\$161,508
		AS 23	\$163,971
		AS 24	\$166,436
4.	Aircrew officers who have held the rank of Colonel and either command at Tier 1 or Tier 2 (General Service Officer Grade 8) Flight test engineers who have held command at Tier 1 or Tier 2	AS 25	\$168,903
		AS 26	\$171,366
		AS 27	\$173,834
		AS 28	\$176,299
		AS 29	\$178,763

Part 2: Member of the Reserves (specialist officer)

Column 1 Item	Column 2 Class	Column 3 Experience level	Column 4 Daily salary rate
1.	all aircrew officers joint battlespace air controllers	AS 0	\$236.49
		AS 1	\$246.62
		AS 2	\$256.76
		AS 3	\$266.88
		AS 4	\$277.02
		AS 5	\$287.14
		AS 6	\$297.28
		AS 7	\$307.41
		AS 8	\$317.54
		AS 9	\$327.67
		AS 10	\$337.80
		AS 11	\$347.93
		AS 12	\$358.06
		AS 13	\$368.19
		AS 14	\$378.33
		AS 15	\$388.45
		AS 16	\$398.58
2.	all aircrew officers joint battlespace air controller officers who have held a detachment command position	AS 17	\$408.71
		AS 18	\$415.47
		AS 19	\$422.22
3.	all aircrew officers	AS 20	\$428.98
		AS 21	\$435.73
		AS 22	\$442.49
		AS 23	\$449.24
		AS 24	\$455.99
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	\$462.75
		AS 26	\$469.50
		AS 27	\$476.26
		AS 28	\$483.01
		AS 29	\$489.76

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 Rank			Column 2 Medical level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	ML 3-1	\$237,313
			ML 4-1	\$257,581
Rear Admiral	Major General	Air Vice Marshal	ML 3-1	\$261,408
			ML 4-1	\$281,674

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

Column 1 Rank			Column 2 Medical level	Column 3 Daily salary rate
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	ML 3-1	\$650.17
			ML 4-1	\$705.70
Rear Admiral	Major General	Air Vice Marshal	ML 3-1	\$716.19
			ML 4-1	\$771.71

Schedule B.16

Senior officer salary rates — dental officer

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

Column 1 Rank			Column 2 Dental level	Column 3 Annual rate of salary
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	DL 3	\$203,797
			DL 4	\$215,317

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

Column 1 Rank			Column 2 Dental level	Column 3 Daily rate of salary
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	DL 3	\$558.35
			DL 4	\$589.91

Schedule B.17

Senior officer salary rates — legal officer

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

Column 1 Rank			Column 2 Legal level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	LL 5-2	\$208,778
			LL 5-1	\$202,710
Rear Admiral	Major General	Air Vice Marshal	LL 5-2	\$245,699
			LL 5-1	\$232,870

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

Column 1 Rank			Column 2 Legal level	Column 3 Daily salary rate
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	LL 5-2	\$571.99
			LL 5-1	\$555.37
Rear Admiral	Major General	Air Vice Marshal	LL 5-2	\$673.15
			LL 5-1	\$638.00

Schedule B.18

Senior officer salary rates — Chaplain

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

Column 1 Classification	Column 2 Competency level	Column 3 Yearly salary rate
Chaplain Division 5	CL 3-1	\$159,275
	CL 3-2	\$161,628

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

Column 1 Classification	Column 2 Competency level	Column 3 Daily salary rate
Chaplain Division 5	CL 3-1	\$436.37
	CL 3-2	\$442.82

SCHEDULE 1 — AMENDMENT OF OTHER INSTRUMENTS

Defence Force Remuneration Tribunal Determination No. 12 of 2012, *Officer Aviation Remuneration Structure Allowance*

1 Section 4 (Definitions)

entry for Aviation specialist, substitute

Aviation specialist	Has the same meaning prescribed by section A.1.12 (Specialist officers) of DFRT Determination No. 2 of 2017, <i>Salaries</i> , as in force from time to time.
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2 Section 4 (Definitions)

entry for Legacy stream, substitute

Legacy stream	Includes any member who, before 1 October 2009: a. is offered employment within an officer aircrew category; or b. is undertaking training as a member of an officer aircrew category; or c. for whom any of the descriptors listed in the table of section A.1.10 of Defence Determination No. 2 of 2017, <i>Salaries</i> , as in force from time to time, apply.
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Defence Force Remuneration Tribunal Determination No. 11 of 2013, *ADF Allowances*

1 Part B (General Disability Allowances)

omit wherever occurring

DFRT Determination No. 15 of 2008, *Salaries*

insert in its place

DFRT Determination No. 2 of 2017, *Salaries*

SCHEDULE 2 — REPEAL

1 Repeal of Defence Force Remuneration Tribunal Determination No. 15 of 2008, *Salaries*

Defence Force Remuneration Tribunal Determination No. 15 of 2008, *Salaries*, as amended, is repealed.

2 Transitional and saving

1. In this section:

CDF means the Chief of the Defence Force.

former Determination means any of the following Determinations.

- a. Defence Force Remuneration Tribunal Determination No. 6 of 1992, *Salaries*, as preserved from 1 July 2008 by Defence Force Remuneration Tribunal Determination No. 15 of 2008, *Salaries*.
- b. Defence Force Remuneration Tribunal Determination No. 15 of 2008, *Salaries*, as in force immediately before the repeal by section 1 of this Schedule.

new Determination means Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, which commences on 4 April 2017.

2. If, before the repeal, a member was entitled to salary under any of the former Determinations both of the following provisions apply.

- a. The member is taken to be entitled to the corresponding salary set out in the new Determination, as in force on or after the commencement day, in order to qualify for that salary, under the new Determination.
- b. Any related approval, authority, instruction or direction is taken to have been given, issued or granted under, and for the purposes of, the new Determination.

3. A reference to the CDF in the new Determination, in relation to a power or function, is taken to include a reference to a person authorised by the CDF to exercise a similar power or function under a former Determination, if all of these conditions are met.

- a. The CDF was authorised to exercise a power or a function in a provision of the former Determination.
- b. The CDF authorised another person to exercise the power or function on their behalf.
- c. The authorised person did so exercise the power or function.

4. Nothing in this Determination preserves or maintains the monetary amount or value of a member's entitlements under a former Determination after the commencement day.

5. After the repeal, the monetary amount or value of a member's entitlement is provided for by the new Determination, as in force on or after that day.

6. Nothing in this Determination is taken to preserve or maintain a member's entitlement after the commencement day if there is a subsequent change of circumstances of the member that would end or vary the entitlement.