



Defence Force Remuneration Tribunal Determination No. 3 of 2019, Salaries – Officer Aviation Pay Structure – Rotary Wing Aviation Officers – Amendment

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*. It relates to Matter 6 of 2018 – Rotary Wing Aviation Officers.

Dated 11 September 2019

Ingrid Asbury
President

Adrian Morris
Member

Rear Admiral James Goldrick AO CSC RAN Rtd
Member

1 Name

1. This Determination is Defence Force Remuneration Tribunal Determination No. 3 of 2019, *Salaries – Officer Aviation Pay Structure – Rotary Wing Aviation Officers – Amendment*.
2. This Determination may also be cited as DFRT Determination No. 3 of 2019.

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	1 July 2019.

Note: This table relates only to the provisions of this instrument as originally made.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

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended,¹ is amended as set out in Schedule 1 of this Determination.

NOTE

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended by DFRT Determination No. 1 of 2019.

Schedule 1—Amendment

DFRT Determination No. 2 of 2017, Salaries

1 Section A.1.12 (Specialist officers), table

Omit the entry for *Air Force Officer Aviation member*.

2 Section A.1.12 (Specialist officers), table

Omit the entry for *legacy employment category*, substitute:

legacy employment category	Means the relevant of the following. a. For air traffic control employment categories — an officer who meets any of the following. i. The member is in an air traffic control employment category. ii. The member is under training for an air traffic control employment category. iii. The member was paid under the Air Traffic Controller system before 1 October 2009. iv. The member was paid under the joint battlefield airspace controller system between 1 October 2009 and 3 May 2018. b. For officer aircrew categories — an officer who met any of the following before 1 October 2009. i. The member has been offered employment within an officer aircrew category. ii. The member is under training for an officer aircrew category. iii. The member has one of the flying terms listed in section A.1.10 included in the classification of their employment category under Schedule B.2.
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3 Section A.1.12 (Specialist officers)

Omit "Division 3", substitute "Division 3, Annex B.3.A, Annex B.3.B, Annex B.3.C and Annex B.3.D".

4 Section A.1.12 (Specialist officers), table

After the entry of *Medical Officer*, insert:

Officer Aviation	Means any of the following competency streams. a. air battle management, b. airborne electronics officer, c. air mobility officer, d. air traffic control, e. aviation warfare officer, f. fast jet pilot, g. fixed wing pilot, h. maritime patrol and response officer, i. rotary wing pilot, j. weapon systems officer.
Officer Aviation member	Means a member who meets all of the following. a. The member is one of the following. i. A Navy member who holds a rank between Acting Sub-Lieutenant and Captain, inclusive. ii. An Army member who holds a rank between Lieutenant and Colonel, inclusive. iii. An Air Force member who holds a rank between Pilot Officer and Group Captain, inclusive. b. The member is placed in an Officer Aviation Pay Structure pathway. c. The member is placed in an Officer Aviation Pay Structure competency stream.

5 Paragraph B.3.2.f (Member this Division applies to)

Omit "Air Force".

6 Section B.3.7 (Rate of salary for Air Force Officer Aviation member)

Omit the section, substitute:

B.3.7 Rate of salary for Officer Aviation member

1. An Officer Aviation member is to be paid a rate of salary for their Officer Aviation increment and rank in either of the following Parts of Schedule B.14.
 - a. If the member is a member of the Permanent Force — Part 3.
 - b. If the member is a member of the Reserves — Part 4.

2. Despite subsection 1, Division 4A of Defence Determination 2016/19, *Conditions of service*, as in force from time to time, may vary the rate of salary for an Officer Aviation member in any of the following circumstances.
 - a. Immediately before becoming an Officer Aviation member the member was an Other Rank member.
 - b. Immediately before becoming an Officer Aviation member the member was an Officer in another salary structure.
 - c. The member is in the Navy and immediately before becoming an Officer Aviation member was an aviation specialist.
 - d. The member is in the Air Force and has been reduced in rank.

7 **Section B.3.8 (Officer Aviation Pay Structure pathways and competency streams)**

Omit the section, substitute:

B.3.8 Officer Aviation Pay Structure pathways and competency streams

1. The range of Officer Aviation increments available for each rank, pathway, and competency stream are set out in the following annexes.
 - a. The Command pathway – Annex B.3.A.
 - b. The Specialist pathway – Annex B.3.B.
 - c. The Staff pathway – Annex B.3.C.
 - d. The Generalist pathway – Annex B.3.D.
2. An Officer Aviation member in the Specialist pathway may advance through their competency stream by a single increment within the increment range provided in Annex B.3.B for the member's Service, competency stream and rank.
3. An Officer Aviation member in either of the following pathways may advance through their competency stream for each year in rank within the increment range provided in the specified annex for the member's Service, competency stream and rank.
 - a. The Command pathway – Annex B.3.A.
 - b. The Generalist pathway – Annex B.3.D.
4. An Officer Aviation member in the Staff pathway who is promoted may advance to the lowest increment provided under Annex B.3.C for the rank to which they are promoted in their competency stream on promotion.
5. Despite paragraph 3.a, for a Navy Aviation Officer in the Command Pathway a member holding the rank of Commander has a maximum Officer Aviation increment of OA28 unless the member has an aviation command appointment.
6. Despite paragraph 3.b, for an Army Aviation Officer in the Generalist Pathway the following apply.
 - a. A member holding the rank of Lieutenant Colonel has a maximum Officer Aviation increment of OA28 unless the member has been appointed to Unit Command.
 - b. A member holding the rank of Major has a maximum Officer Aviation increment of OA23 unless the member has been appointed to Sub-Unit Command.

- c. A member holding the rank of Captain has a maximum Officer Aviation increment of OA17 unless the member has been appointed to Troop Command.

8 Section B.3.9 (Officer ceases to be an Air Force Officer Aviation member), title

Omit the title, substitute:

B.3.9 Officer in the Air Force ceases to be an Officer Aviation member

9 Subsection B.3.9.1 (Officer ceases to be an Air Force Officer Aviation member)

Omit "under Division 4A", substitute "under Chapter 3 Part 2 Division 4A".

10 Subsection B.3.9.3 (Officer ceases to be an Air Force Officer Aviation member)

Omit the subsection.

11 Section B.3.9 (Officer ceases to be an Air Force Officer Aviation member)

After the section, insert:

B.3.10 Officer ceases to be an Officer Aviation member

1. Subject to the following, a member who ceases to be an Officer Aviation member will be remunerated under Division 2 or Division 3.
 - a. Section B.3.9.
 - b. Subsection 2 and 3.
2. If the member was previously an aviation specialist, sections B.3.5 to B.3.8 do not apply.
3. If the member is a member of the Navy or Army, the member may not be paid under Division 2 for the following employment categories.
 - a. Any of the following Navy employment categories.
 - i. Pilot Competency Progression.
 - ii. Pilot Competency Progression ADQUAL.
 - iii. Pilot Time Progression.
 - iv. Pilot Time Progression ADQUAL.
 - v. Maritime Aviation Warfare Officer Competency Progression.
 - vi. Maritime Aviation Warfare Officer Competency Progression ADQUAL.
 - vii. Maritime Aviation Warfare Officer Time Progression.
 - viii. Maritime Aviation Warfare Officer Time Progression ADQUAL.

- b. Either of the following Army employment categories.
 - i. Pilot — Competency Progression.
 - ii. Pilot — Time Based Progression.

Schedule 2—Amendment

DFRT Determination No. 2 of 2017, Salaries

1 Annex B.3.A (Officer Aviation Pay Structure Command Pathway — Increment Ranges)

Omit the annex, substitute:

Annex B.3.A: Officer Aviation Pay Structure Command Pathway — Increment Ranges

Part 1 – Navy

Rotary Wing Pilot competency stream

Column 1 Rank range	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Captain	OA35	OA36					
Commander	OA27	OA28	OA29	OA30			
Lieutenant Commander	OA21	OA22	OA23	OA24	OA25		
Lieutenant Sub-Lieutenant	OA9	OA10	OA11	OA13	OA15	OA17	OA19
Lieutenant Sub-Lieutenant Acting Sub-Lieutenant	OA0	OA1	OA2	OA3	OA4		

Aviation Warfare Officer competency stream

Column 1 Rank range	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Captain	OA35	OA36					
Commander	OA27	OA28	OA29	OA30			
Lieutenant Commander	OA21	OA22	OA23	OA24	OA25		
Lieutenant Sub-Lieutenant	OA8	OA9	OA11	OA13	OA15	OA17	OA19
Lieutenant Sub-Lieutenant Acting Sub-Lieutenant	OA0	OA1	OA2	OA3	OA4		

Part 2 – Air Force

Fast Jet Pilot competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA36	OA37					
Wing Commander	OA27	OA28	OA29	OA30			
Squadron Leader	OA22	OA23	OA24	OA25			
Flight Lieutenant	OA9	OA10	OA12	OA14	OA16	OA18	OA20

Fixed Wing Pilot competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA35	OA36	OA37				
Wing Commander	OA26	OA27	OA28	OA29			
Squadron Leader	OA21	OA22	OA23	OA24			
Flight Lieutenant	OA8	OA9	OA11	OA13	OA15	OA17	OA19

Remote Pilot competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA34	OA35	OA36	OA37			
Wing Commander	OA24	OA25	OA26	OA27			
Squadron Leader	OA18	OA19	OA20	OA21			
Flight Lieutenant	OA7	OA8	OA9	OA10	OA12	OA14	OA16

Weapon Systems competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA34	OA35	OA36	OA37			
Wing Commander	OA24	OA25	OA26	OA27			
Squadron Leader	OA18	OA19	OA20	OA21			
Flight Lieutenant	OA7	OA8	OA9	OA10	OA12	OA14	OA16

Maritime Patrol Response competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA33	OA34	OA35	OA36			
Wing Commander	OA23	OA24	OA25	OA26			
Squadron Leader	OA17	OA18	OA19	OA20			
Flight Lieutenant	OA6	OA7	OA8	OA9	OA11	OA13	OA15

Air Battle Management competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA32	OA33	OA34	OA35			
Wing Commander	OA22	OA23	OA24	OA25			
Squadron Leader	OA16	OA17	OA18	OA19			
Flight Lieutenant	OA5	OA6	OA7	OA8	OA10	OA12	OA14

Air Traffic Control competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA35	OA36	OA37				
Wing Commander	OA26	OA27	OA28	OA29			
Squadron Leader	OA21	OA22	OA23	OA24			
Flight Lieutenant	OA6	OA8	OA10	OA12	OA15	OA17	OA19

Air Mobility competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA33	OA34	OA35	OA36			
Wing Commander	OA23	OA24	OA25	OA26			
Squadron Leader	OA17	OA18	OA19	OA20			
Flight Lieutenant	OA6	OA7	OA8	OA9	OA11	OA13	OA15

Airborne Electronics competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA32	OA33	OA34	OA35			
Wing Commander	OA22	OA23	OA24	OA25			
Squadron Leader	OA16	OA17	OA18	OA19			
Flight Lieutenant	OA5	OA6	OA7	OA8	OA10	OA12	OA14

Officer Aviation Candidate competency stream

Column 1 Rank	Column 2 Years in rank				
	0	1	2	3	4
Flying Officer	OA0	OA1	OA2	OA3	OA4
Pilot Officer	OA0	OA1	OA2	OA3	OA4

Schedule 3—Amendment

DFRT Determination No. 2 of 2017, Salaries

1 Annex B.3.B (Officer Aviation Pay Structure Specialist Pathway — Increment Ranges)

Omit the annex, substitute:

Annex B.3.B: Officer Aviation Pay Structure Specialist Pathway — Increment Ranges

Part 1 – Navy

Column 1 Rank	Column 2 Competency streams increment range	
	Rotary Wing Pilot	Aviation Warfare Officer
Captain	OA35 – OA36	OA35 – OA36
Commander	OA27 – OA30	OA27 – OA30
Lieutenant Commander	OA21 – OA28	OA21 – OA28
Lieutenant	OA9 – OA25	OA8 – OA25

Part 2 – Army

Column 1 Rank	Column 2 Rotary Wing Pilot competency stream increment range
Lieutenant Colonel	OA27 – OA30
Major	OA21 – OA28
Captain	OA8 – OA23

Part 3 – Air Force

Column 1 Rank	Column 2 Competency streams increment range								
	Fast Jet Pilot	Fixed Wing Pilot	Remote Pilot	Weapon Systems	Maritime Patrol Response	Air Mobility	Air Battle Management	Airborne Electronics	Air Traffic Control
Group Captain	OA36 – OA37	OA35 – OA37	OA34 – OA37	OA34 – OA37	OA33 – OA36	OA33 – OA36	OA32 – OA35	OA32 – OA35	OA35 – OA37
Wing Commander	OA27 – OA37	OA26 – OA37	OA24 – OA37	OA24 – OA37	OA23 – OA36	OA23 – OA36	OA22 – OA35	OA22 – OA35	OA26 – OA37
Squadron Leader	OA22 – OA30	OA21 – OA29	OA18 – OA27	OA18 – OA27	OA17 – OA26	OA17 – OA26	OA16 – OA25	OA16 – OA25	OA21 – OA29
Flight Lieutenant	OA9 – OA25	OA8 – OA24	OA7 – OA21	OA7 – OA21	OA6 – OA20	OA6 – OA20	OA5 – OA19	OA5 – OA19	OA6 – OA24

Schedule 4—Amendment

DFRT Determination No. 2 of 2017, Salaries

1 Annex B.3.C (Officer Aviation Pay Structure Staff Pathway — Increment Ranges)

After Annex B.3.C, insert:

Annex B.3.D: Officer Aviation Pay Structure Generalist Pathway — Increment Ranges

Army Rotary Wing Pilot competency stream

Column 1 Rank range	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Colonel	OA35	OA36					
Lieutenant Colonel	OA27	OA28	OA29	OA30			
Major	OA21	OA22	OA23	OA24	OA25		
Captain	OA8	OA9	OA11	OA13	OA15	OA17	OA19
Lieutenant	OA0	OA1	OA2	OA3	OA4		

Schedule 5—Amendment

DFRT Determination No. 2 of 2017, Salaries

1 Schedule B.14 (Specialist officer salary rates – aviation), Part 3

Omit from Part title "Air Force".

2 Schedule B.14 (Specialist officer salary rates – aviation), Part 3

Omit from header row column 3 "for officers below Wing Commander", substitute "for Major and below".

3 Schedule B.14 (Specialist officer salary rates – aviation), Part 3

Omit from header row column 4 "Wing Commander and Group Captain", substitute "Lieutenant Colonel and Colonel".

4 Schedule B.14 (Specialist officer salary rates – aviation), Part 4

Omit from Part title "Air Force".

5 Schedule B.14 (Specialist officer salary rates – aviation), Part 4

Omit from header row column 3 "for officers below Wing Commander", substitute "for Major and below".

6 Schedule B.14 (Specialist officer salary rates – aviation), Part 4

Omit from header row column 4 "Wing Commander and Group Captain", substitute "Lieutenant Colonel and Colonel".

Schedule 6—Transitions

1 Officer Aviation increment

For the purpose of this Schedule, an Officer Aviation increment means an increment under Part 3 or Part 4 of Schedule B.14 of DFRT Determination No. 2 of 2017, *Salaries*.

2 Transition – Navy Officer

Guide to this section

In general, this section deals with transitioning certain members of the Navy into the Officer Aviation Pay Structure.

Section 2 identifies to whom this section applies.

Section 3 sets the pathway and competency stream for a member.

Sections 4 to 7 sets the Officer Aviation increment for members.

1. For the purpose of this section all of the following apply.
 - a. Pilot employment category means any of the following Navy employment categories under Schedule B.3 Part 2 of DFRT Determination No. 2 of 2017, *Salaries*.
 - i. Pilot Competency Progression.
 - ii. Pilot Competency Progression ADQUAL.
 - iii. Pilot Time Progression.
 - iv. Pilot Time Progression ADQUAL.
 - b. Maritime Aviation Warfare Officer employment category means any of the following employment categories under Schedule B.3 Part 2 of DFRT Determination No. 2 of 2017, *Salaries*.
 - i. Maritime Aviation Warfare Officer Competency Progression.
 - ii. Maritime Aviation Warfare Officer Competency Progression ADQUAL.
 - iii. Maritime Aviation Warfare Officer Time Progression.
 - iv. Maritime Aviation Warfare Officer Time Progression ADQUAL.
 - c. For the purpose of Annex B.3.A, if a member holds a command appointment the member's 'year in rank' is the year that corresponds with the members Officer Aviation increment under subsection 6.
2. This section applies to an officer in the Navy who meets both of the following on the day immediately before the commencement of this Determination.
 - a. The member meets either of the following.
 - i. The member holds a rank between Lieutenant and Captain and is on the top increment for their rank and pay grade under Schedule B.3 of DFRT Determination No. 2 of 2017, *Salaries*.

- ii. The member holds the rank of Lieutenant or Lieutenant Commander and the Director Navy People Career Management Agency decides that this section is to apply to the member.
- b. The member is in one of the employment categories specified in subsection 1.
- 3. The member is placed in the Command Pathway and one of the following competency streams.
 - a. If the member is in a Pilot employment category — Rotary Wing Pilot competency stream.
 - b. If the member is in a Maritime Aviation Warfare Officer employment category — Aviation Warfare Officer competency stream.
- 4. A member who holds a rank of Lieutenant or Lieutenant Commander has an Officer Aviation increment that has a salary that is equal to the rate of salary payable immediately before the commencement of this Determination, or the Officer Aviation increment that has the next higher salary.
- 5. A member who holds the rank of Commander and is not aviation command qualified has the Officer Aviation increment that is equal to the rate of salary payable immediately before the commencement of this Determination, or the Officer Aviation increment that has the next higher salary.
- 6. A member who holds the rank of Commander and is aviation command qualified has the following Officer Aviation increment.
 - a. If the member holds a command appointment and has held the appointment for less than 12 months and paragraph c does not apply, their Officer Aviation increment is OA29.
 - b. If the member holds a command appointment and has held the appointment for 12 months or more, their Officer Aviation increment is OA30.
 - c. If the member has previously held a command appointment, their Officer Aviation increment is OA30.
- 7. A member who holds the rank of Captain has the Officer Aviation increment OA37.

3 Transition – Army Officer Generalist stream – without command appointment

Guide to this section

In general, this section deals with transitioning certain members of the Army into the Officer Aviation Pay Structure.

Section 1 identifies to whom this section applies.

Sections 2 to 6 provide the salary calculations for paragraph 1.f and sets the Officer Aviation increment for members.

Section 7 sets the pathway and competency stream for a member.

- 1. This section applies to an officer in the Army who meets all of the following on the day immediately before the commencement of this Determination.
 - a. The member holds a rank between Lieutenant and Colonel.
 - b. The member meets either of the following.

- i. The member is in the Pilot – Competency Progression employment category under Schedule B.3 Part 2 of DFRT Determination No. 2 of 2017, *Salaries*.
 - ii. The member is in the Pilot – Time Based Progression employment category under Schedule B.3 Part 2 of DFRT Determination No. 2 of 2017, *Salaries*, and agrees to transfer to the Officer Aviation Pay Structure.
 - c. The member has graduated from the Regimental Officer Basic Course – Program (aviation).
 - d. The member has not held a troop command, sub-unit command or unit command appointment.
 - e. The member is in the generalist stream of the Army Aviation Officer Employment Specification.
 - f. The member's rate of salary in the Generalist pathway and the Rotary Wing Pilot competency stream for the relevant Officer Aviation increment, set out in subsections 2 to 6, is equal to or higher than the member's rate of salary for their rank, increment and pay grade.
2. A member who holds the rank of Lieutenant has the Officer Aviation increment specified in the following.
- a. If the member has less than 12 months experience as a Lieutenant, their Officer Aviation increment is OA1.
 - b. If the member has 12 months or more experience as a Lieutenant, their Officer Aviation increment OA1 that is increased by one Officer Aviation increment for each 12 months completed as Lieutenant, up to a maximum of OA4.
3. A member who holds the rank of Captain has the Officer Aviation increment specified in the following.
- a. If the member has less than 12 months as a Captain, their Officer Aviation increment is OA8.
 - b. If a member with 12 months or more experience as a pilot at the rank of Captain, their Officer Aviation increment is OA8 that is increased by one Officer Aviation increment for each 12 months completed as Captain, up to a maximum of OA17.
4. A member who holds the rank of Major has the Officer Aviation increment specified in the following.
- a. If the member has less than 12 months experience as a Major, their Officer Aviation increment is OA21.
 - b. If the member has 12 months or more experience as a Major, their Officer Aviation increment is OA21 that is increased by one for each 12 months completed as Major, up to a maximum of OA23.
5. A member who holds the rank of Lieutenant Colonel has the Officer Aviation increment specified in the following.
- a. If the member has less than 12 months experience as a Lieutenant Colonel, their Officer Aviation increment is OA27.
 - b. If the member has 12 months or more experience as a Lieutenant Colonel, their Officer Aviation increment is OA28.
6. A member who holds the rank of Colonel has the Officer Aviation increment specified in the following.

- a. If the member has less than 12 months experience as a Colonel, their Officer Aviation increment is OA35.
 - b. If the member has 12 months or more experience as a Colonel, their Officer Aviation increment is OA36.
7. The member is placed in the Generalist Pathway and the Rotary Wing Pilot competency stream.

4 Transition – Army Officer Generalist stream – with command appointment

Guide to this section

In general, this section deals with transitioning certain members of the Army into the Officer Aviation Pay Structure.

Section 2 identifies to whom this section applies.

Sections 3 to 5 provide the salary calculation for paragraph 2.f and sets the Officer Aviation increment for members.

Section 6 sets the pathway and competency stream for a member.

1. For the purpose of this section if a member holds a command appointment the member's 'years in rank' under Annex B.3.D of DFRT Determination No. 2 of 2017, *Salaries*, is the year that corresponds with the members Officer Aviation increment under this section.
2. This section applies to an officer in the Army who meets all of the following on the day immediately before the commencement of this Determination.
 - a. The member holds a rank between Captain and Lieutenant Colonel.
 - b. The member meets either of the following.
 - i. The member is in the Pilot – Competency Progression employment category under Schedule B.3 Part 2 of DFRT Determination No. 2 of 2017, *Salaries*.
 - ii. The member is in the Pilot – Time Based Progression employment category under Schedule B.3 Part 2 of DFRT Determination No. 2 of 2017, *Salaries*, and agrees to transfer to the Officer Aviation Pay Structure.
 - c. The member has graduated from the Regimental Officer Basic Course – Program (aviation).
 - d. The member holds, or has held, a troop command, sub-unit command or unit command appointment.
 - e. The member is in the generalist stream of the Army Aviation Officer Employment Specification.
 - f. The member's rate of salary for the relevant Officer Aviation increment in the Generalist pathway and the Rotary Wing Pilot competency stream, set out in subsections 3 to 5, is equal to or higher than the member's rate of salary for their rank, increment and pay grade.
3. A member who holds the rank of Captain has the Officer Aviation increment OA19 when they meet both of the following.
 - a. The member has completed six years or more as a Captain.
 - b. The member meets either of the following.

- i. The member holds a troop command appointment.
 - ii. The member has previously held a troop command appointment for 12 months or more.
- 4. A member who holds the rank of Major has the Officer Aviation increment specified in the following.
 - a. If the member holds a sub-unit command appointment and has held the appointment for less than 12 months, or has previously held a sub-unit command appointment for less than 12 months, their Officer Aviation increment is OA24.
 - b. If the member holds a sub-unit command appointment and has held the appointment for 12 months or more, or has previously held a sub-unit command appointment for 12 months or more, their Officer Aviation increment is OA25.
- 5. A member who holds the rank of Lieutenant Colonel has the Officer Aviation increment specified in the following.
 - a. If the member holds a unit command appointment and has held the appointment for less than 12 months, or has previously held a unit command appointment for less than 12 months, their Officer Aviation increment is OA29.
 - b. If the member holds a unit command appointment and has held the appointment for 12 months or more, or has previously held a unit command appointment, their Officer Aviation increment is OA30.
- 6. The member is placed in the Generalist Pathway and the Rotary Wing Pilot competency stream.

5 Transition – Army Officer Specialist stream

Guide to this section

In general, this section deals with transitioning certain members of the Army into the Officer Aviation Pay Structure.

Section 1 identifies to whom this section applies.

Section 2 sets the pathway and competency stream for a member.

- 1. This section applies to an officer in the Army who meets all of the following on the day immediately before the commencement of this Determination.
 - a. The member meets either of the following.
 - i. The member holds the rank of Major and has held the rank for eight years or more.
 - ii. The member holds the rank of Lieutenant Colonel and has held the rank for four years or more.
 - b. The member meets either of the following.
 - i. The member is in the Pilot – Competency Progression employment category under Schedule B.3 Part 2 of DFRT Determination No. 2 of 2017, *Salaries*.
 - ii. The member is in the Pilot – Time Based Progression employment category under Schedule B.3 Part 2 of DFRT Determination No. 2 of 2017, *Salaries* and agrees to transfer to the Officer Aviation Pay Structure.

- c. The member is qualified as a test pilot or flight instructor and has held the qualification for the relevant of the following periods.
 - i. For a member at the rank of Major — eight years or more.
 - ii. For a member at the rank of Lieutenant Colonel — four years or more.
 - d. The member is in the specialist stream of the Army Aviation Officer Employment Specification.
- 2. The member is placed in the Specialist Pathway and the Rotary Wing Pilot competency stream at the relevant of the following.
 - a. For a member at the rank of Major — Officer Aviation increment OA28.
 - b. For a member at the rank of Lieutenant Colonel — Officer Aviation increment OA30.