



Defence Force Remuneration Tribunal Determination No. 12 of 2021, ADF Workplace Remuneration Arrangement 2020–2023 (Star Rank senior officer variation)

The Defence Force Remuneration Tribunal make this Determination under section 58KD of the *Defence Act 1903*. It relates to Matter 12 of 2020 — ADF Workplace Remuneration Arrangement 2020-2023 (supplementary for Star Rank senior officers).

Dated 2 August 2021

Ingrid Asbury
President

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Adrian Morris
Member

.....

Major General Gerard Fogarty AO Rtd
Member

.....

1 Name

1. This Determination is Defence Force Remuneration Tribunal Determination No. 12 of 2021, ADF Workplace Remuneration Arrangement 2020–2023 (Star Rank senior officer variation).
2. This Determination may also be cited as DFRT Determination No. 12 of 2021.

2 Commencement

Each provision of this instrument specified in column 1 of the table commences, or is taken to have commenced, in accordance with column 2 of the table. Any other statement in column 2 has effect according to its terms.

Commencement information	
Column 1	Column 2
Provisions	Commencement
1. The whole of this instrument	5 August 2021

Note: This table relates only to the provisions of this instrument as originally made. It will not be amended to deal with any later amendments of this instrument.

3 Authority

This instrument is made under section 58KD of the *Defence Act 1903*.

4 Schedules

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 Nos. 2, 3, 4, 5, 7, 8, 9, 10 and 11 of 2021.

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

Defence Force Remuneration Tribunal Determination No. 2 of 2017, Salaries¹

1 Schedule B.1 (Senior officer salary rates)

Omit Schedule B.1, substitute:

Schedule B.1 Senior officer salary rates

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

Column 1 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	\$263,741	–	–
			O8 – 0	\$249,974	–	–
Commodore	Brigadier	Air Commodore	O7 – 1	\$211,342	\$224,152	\$228,438
			O7 – 0	\$205,212	\$217,650	\$221,809

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	\$1,755	–	–
Rear Admiral	Major General	Air Vice Marshal	O8 – 1	\$722.58	–	–
			O8 – 0	\$684.86	–	–
Commodore	Brigadier	Air Commodore	O7 – 1	\$579.02	\$614.15	\$625.89
			O7 – 0	\$562.22	\$596.33	\$607.73

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	\$420,932
				Positional	\$0
			2	base salary	\$420,932
				Positional	\$40,464
			3	base salary	\$420,932
				Positional	\$78,022

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	\$1153.24

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

Omit Schedule B.15, substitute:

Schedule B.15

Senior officer specialist salary rates – medical officer

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

Column 1 Rank			Column 2 Increment	Column 3 Yearly salary rate
Navy	Army	Air Force		
Rear Admiral	Major General	Air Vice Marshal	2	\$343,705
			1	\$337,603
Commodore	Brigadier	Air Commodore	2	\$331,501
			1	\$325,399

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

Column 1 Rank			Column 2 Increment	Column 3 Daily salary rate
Navy	Army	Air Force		
Rear Admiral	Major General	Air Vice Marshal	2	\$941.66
			1	\$924.94
Commodore	Brigadier	Air Commodore	2	\$908.22
			1	\$891.50

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

Omit Schedule B.16, substitute:

Schedule B.16

Senior officer salary rates – dental officer

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

Column 1 Rank			Column 2 Dental level	Column 3 Annual rate of salary
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	DL 3	\$220,641
			DL 4	\$233,073

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	\$604.50
			DL 4	\$638.56

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

Omit Schedule B.17, substitute:

Schedule B.17

Senior officer salary rates – legal officer

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

Column 1 Rank			Column 2 Legal level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	LL 5-2	\$226,711
			LL 5-1	\$219,468
Rear Admiral	Major General	Air Vice Marshal	LL 5-2	\$265,864
			LL 5-1	\$252,019

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	\$621.13
			LL 5-1	\$601.28
Rear Admiral	Major General	Air Vice Marshal	LL 5-2	\$728.39
			LL 5-1	\$690.46

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

Omit Schedule B.18, substitute:

Schedule B.18

Senior officer salary rates – Chaplain and Maritime Spiritual Wellbeing Officer

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

Column 1 Classification	Column 2 Competency level	Column 3 Yearly salary rate
Chaplain Division 5	CL 3-1	\$172,591
	CL 3-2	\$175,130

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

Column 1 Classification	Column 2 Competency level	Column 3 Daily salary rate
Chaplain Division 5	CL 3-1	\$472.85
	CL 3-2	\$479.81

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

Column 1 Classification	Column 2 Competency level	Column 3 Yearly salary rate
Maritime Spiritual Wellbeing Officer Class 5	CL 3-1	\$172,591
	CL 3-2	\$175,130

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

Column 1 Classification	Column 2 Competency level	Column 3 Daily salary rate
Maritime Spiritual Wellbeing Officer Class 5	CL 3-1	\$472.85
	CL 3-2	\$479.81

EXPLANATORY STATEMENT

Defence Force Remuneration Tribunal Determination No. 12 of 2021, ADF Workplace Remuneration Arrangement 2020–2023 (Star Rank senior officer variation)

This Determination made under section 58KD of the *Defence Act 1903* (the Act) amends Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, made under section 58H of the Act, and in accordance with subsection 33(3) of the *Acts Interpretation Act 1901* (AIA Act).

This Determination gives effect to the variation made to the ADF Workplace Remuneration Arrangement 2020-2023 (the Arrangement) for Star Rank senior officers. The Arrangement is an agreement reached between the Minister, acting on behalf of the Commonwealth, and the Chief of Defence Force, acting on behalf of the members of the Australian Defence Force (ADF).

Section 1 of this Determination sets out the manner in which this Determination may be cited.

Section 2 of this Determination provides that the Determination commences on 5 August 2021. To remove doubt, this Determination has effect **after** DFRT Determination No. 11 of 2021.

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

Section 4 provides that each instrument made under section 58H of the Act that is specified in a Schedule to this instrument is amended as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

Schedule 1 sets out amendments to DFRT Determination No. 2 of 2017, *Salaries*. In accordance with the Arrangement as amended, a 1.7 per cent increase is applied across each of the salary schedules in this Determination. The following Schedules are substituted:

- Schedule B.1 (Senior officer salary rates)
- Schedule B.15 (Senior officer specialist salary rates – medical officer)
- Schedule B.16 (Senior officer specialist salary rates – dental officer)
- Schedule B.17 (Senior officer specialist salary rates – legal officer)
- Schedule B.18 (Senior officer specialist salary rates – Chaplain)

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

Authority: Section 58KD of the
Defence Act 1903