



Defence Force Remuneration Tribunal Determination No. 5 of 2021, Salaries and ADF allowances – Military Salary – Amendments

The Defence Force Remuneration Tribunal make this Determination under section 58H of the *Defence Act 1903*. It relates to Matter 16 of 2020 — ADF Allowance Modernisation – Tranche 1.

Dated 7 April 2021

Ingrid Asbury
President

.....

Adrian Morris
Member

.....

Major General Gerard Fogarty, AO Rtd
Member

.....

1 Name

1. This Determination is Defence Force Remuneration Tribunal Determination No. 5 of 2021, Salaries and ADF allowances – Military Salary – Amendments.
2. This Determination may also be cited as DFRT Determination No. 5 of 2021.

2 Commencement

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

Commencement information	
Column 1	Column 2
Provisions	Commencement
1. The whole of this instrument	13 May 2021

Note: This table relates only to the provisions of this instrument as originally made.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

3 Authority

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

4 Schedules

Each instrument that is specified in a Schedule to this instrument is amended as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

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

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

1 Subsection B.3.5.1 (Rate of salary for aviation specialist)

Omit the subsection, substitute:

1. On the day that an officer becomes an aviation specialist, the officer's rate of salary is the rate in Schedule B.14 Part 1 or 2 that is equal to or next above the rate payable to the officer on the day immediately before they became an aviation specialist.

2 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 Annual salary rate for pay grade (\$)		
Navy	Army	Air Force	Increment	1	2	3
Rear Admiral	Major General	Air Vice Marshal	O8 – 1	\$259,332	–	–
			O8 – 0	\$245,795	–	–
Commodore	Brigadier	Air Commodore	O7 – 1	\$207,809	\$220,417	\$224,631
			O7 – 0	\$201,782	\$214,023	\$218,113

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	\$1,725.19	–	–
Rear Admiral	Major General	Air Vice Marshal	O8 – 1	\$710.50	–	–
			O8 – 0	\$673.41	–	–
Commodore	Brigadier	Air Commodore	O7 – 1	\$569.34	\$603.88	\$615.43
			O7 – 0	\$552.83	\$586.37	\$597.57

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

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

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

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

3 Schedule B.3 (Officer salary rates)

Omit Schedule B.3, substitute:

Schedule B.3 Officer salary rates

Part 1: Member of the Permanent Forces (officer)

Column 1 Rank and increment				Column 2 Annual 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	\$162,091	\$166,689	\$171,995	\$176,592	\$181,721	\$187,467	\$193,238	\$199,475	\$205,720	\$209,893
			O6 – 0	\$157,500	\$162,097	\$167,407	\$172,001	\$177,129	\$182,877	\$188,641	\$194,886	\$201,131	\$205,301
Commander	Lieutenant Colonel	Wing Commander	O5 – 1	\$138,556	\$143,156	\$148,468	\$153,063	\$158,188	\$163,934	\$169,703	\$175,948	\$182,189	\$186,361
			O5 – 0	\$134,055	\$138,653	\$143,963	\$148,561	\$153,686	\$159,434	\$165,200	\$171,445	\$177,688	\$181,861
Lieutenant Commander	Major	Squadron Leader	O4 – 2	\$115,278	\$119,875	\$125,183	\$129,781	\$134,909	\$140,654	\$146,423	\$152,666	\$158,906	\$163,079
			O4 – 1	\$112,122	\$116,723	\$122,028	\$126,625	\$131,751	\$137,501	\$143,268	\$149,511	\$155,756	\$159,923
			O4 – 0	\$108,957	\$113,558	\$118,864	\$123,460	\$128,587	\$134,335	\$140,103	\$146,348	\$152,590	\$156,761
Lieutenant	Captain	Flight Lieutenant	O3 – 5	\$103,708	\$108,309	\$113,617	\$118,213	\$123,341	\$129,087	\$134,855	\$141,100	\$147,344	\$151,513
			O3 – 4	\$100,705	\$105,306	\$110,614	\$115,213	\$120,339	\$126,085	\$131,851	\$138,094	\$144,340	\$148,509
			O3 – 3	\$97,696	\$102,294	\$107,601	\$112,198	\$117,327	\$123,075	\$128,842	\$135,084	\$141,329	\$145,496
			O3 – 2	\$94,702	\$99,305	\$104,611	\$109,206	\$114,335	\$120,081	\$125,846	\$132,094	\$138,338	\$142,506
			O3 – 1	\$91,710	\$96,307	\$101,614	\$106,212	\$111,340	\$117,086	\$122,852	\$129,095	\$135,339	\$139,512
			O3 – 0	\$88,705	\$93,300	\$98,607	\$103,204	\$108,332	\$114,077	\$119,848	\$126,091	\$132,331	\$136,505
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$83,589	\$88,185	\$93,492	\$98,090	\$103,214	\$108,960	\$114,730	\$120,975	\$127,218	\$131,391
			O2 – 2	\$81,116	\$85,714	\$91,022	\$95,617	\$100,745	\$106,492	\$112,261	\$118,505	\$124,749	\$128,917
			O2 – 1	\$78,685	\$83,283	\$88,593	\$93,190	\$98,315	\$104,061	\$109,829	\$116,076	\$122,318	\$126,488
			O2 – 0	\$76,358	\$80,955	\$86,264	\$90,862	\$95,988	\$101,736	\$107,501	\$113,743	\$119,989	\$124,160
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 1	\$74,361	\$78,960	\$84,269	\$88,864	\$93,990	\$99,739	\$105,504	\$111,748	\$117,992	\$122,163
			O1 – 0	\$72,362	\$76,963	\$82,268	\$86,865	\$91,992	\$97,738	\$103,509	\$109,749	\$115,995	\$120,165

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	\$444.08	\$456.68	\$471.22	\$483.81	\$497.87	\$513.61	\$529.42	\$546.51	\$563.62	\$575.05
			O6 – 0	\$431.51	\$444.10	\$458.65	\$471.24	\$485.28	\$501.03	\$516.82	\$533.93	\$551.04	\$562.47
Commander	Lieutenant Colonel	Wing Commander	O5 – 1	\$379.61	\$392.21	\$406.76	\$419.35	\$433.39	\$449.13	\$464.94	\$482.05	\$499.15	\$510.58
			O5 – 0	\$367.27	\$379.87	\$394.42	\$407.02	\$421.06	\$436.81	\$452.60	\$469.71	\$486.82	\$498.25
Lieutenant Commander	Major	Squadron Leader	O4 – 2	\$315.83	\$328.42	\$342.97	\$355.56	\$369.61	\$385.35	\$401.16	\$418.26	\$435.36	\$446.79
			O4 – 1	\$307.18	\$319.79	\$334.32	\$346.92	\$360.96	\$376.72	\$392.52	\$409.62	\$426.73	\$438.15
			O4 – 0	\$298.51	\$311.12	\$325.65	\$338.25	\$352.29	\$368.04	\$383.84	\$400.95	\$418.05	\$429.48
Lieutenant	Captain	Flight Lieutenant	O3 – 5	\$284.13	\$296.74	\$311.28	\$323.87	\$337.92	\$353.66	\$369.47	\$386.58	\$403.68	\$415.10
			O3 – 4	\$275.90	\$288.51	\$303.05	\$315.65	\$329.70	\$345.44	\$361.24	\$378.34	\$395.45	\$406.87
			O3 – 3	\$267.66	\$280.26	\$294.80	\$307.39	\$321.44	\$337.19	\$352.99	\$370.09	\$387.20	\$398.62
			O3 – 2	\$259.46	\$272.07	\$286.61	\$299.19	\$313.25	\$328.99	\$344.78	\$361.90	\$379.01	\$390.43
			O3 – 1	\$251.26	\$263.85	\$278.39	\$290.99	\$305.04	\$320.78	\$336.58	\$353.68	\$370.79	\$382.22
			O3 – 0	\$243.03	\$255.62	\$270.16	\$282.75	\$296.80	\$312.54	\$328.35	\$345.45	\$362.55	\$373.99
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$229.01	\$241.60	\$256.14	\$268.74	\$282.78	\$298.52	\$314.33	\$331.44	\$348.54	\$359.98
			O2 – 2	\$222.24	\$234.83	\$249.38	\$261.96	\$276.01	\$291.76	\$307.56	\$324.67	\$341.78	\$353.20
			O2 – 1	\$215.58	\$228.17	\$242.72	\$255.32	\$269.36	\$285.10	\$300.90	\$318.02	\$335.12	\$346.54
			O2 – 0	\$209.20	\$221.79	\$236.34	\$248.94	\$262.98	\$278.73	\$294.52	\$311.62	\$328.74	\$340.16
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 1	\$203.73	\$216.33	\$230.87	\$243.46	\$257.51	\$273.26	\$289.05	\$306.16	\$323.27	\$334.69
			O1 – 0	\$198.25	\$210.86	\$225.39	\$237.99	\$252.03	\$267.78	\$283.59	\$300.68	\$317.79	\$329.22

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

Omit Schedule B.4, substitute:

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

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

Column 1 Rank and increment				Column 2 Transitional annual salary rates (\$)									
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Lieutenant	Captain	Flight Lieutenant	O3 – 3	\$103,708	\$108,309	\$113,617	\$118,213	\$123,341	\$129,087	\$134,855	\$141,100	\$147,344	\$151,513
			O3 – 2	\$101,589	\$106,189	\$111,496	\$116,093	\$121,221	\$126,965	\$132,735	\$138,978	\$145,219	\$149,393
			O3 – 1	\$99,465	\$104,062	\$109,374	\$113,967	\$119,095	\$124,843	\$130,607	\$136,854	\$143,093	\$147,266
			O3 – 0	\$97,349	\$101,949	\$107,259	\$111,857	\$116,981	\$122,728	\$128,492	\$134,739	\$140,984	\$145,154
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$95,236	\$99,835	\$105,142	\$109,738	\$114,866	\$120,612	\$126,381	\$132,623	\$138,866	\$143,037
			O2 – 2	\$93,117	\$97,716	\$103,023	\$107,622	\$112,745	\$118,493	\$124,260	\$130,503	\$136,751	\$140,918
			O2 – 1	\$90,997	\$95,598	\$100,903	\$105,501	\$110,630	\$116,375	\$122,140	\$128,385	\$134,629	\$138,801
			O2 – 0	\$88,873	\$93,472	\$98,777	\$103,375	\$108,501	\$114,249	\$120,016	\$126,260	\$132,506	\$136,672
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 0	\$86,761	\$91,361	\$96,665	\$101,264	\$106,391	\$112,137	\$117,906	\$124,148	\$130,392	\$134,562

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	\$284.13	\$296.74	\$311.28	\$323.87	\$337.92	\$353.66	\$369.47	\$386.58	\$403.68	\$415.10
			O3 – 2	\$278.33	\$290.93	\$305.47	\$318.06	\$332.11	\$347.85	\$363.66	\$380.76	\$397.86	\$409.30
			O3 – 1	\$272.51	\$285.10	\$299.65	\$312.24	\$326.29	\$342.04	\$357.83	\$374.94	\$392.04	\$403.47
			O3 – 0	\$266.71	\$279.31	\$293.86	\$306.46	\$320.50	\$336.24	\$352.03	\$369.15	\$386.26	\$397.68
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$260.92	\$273.52	\$288.06	\$300.65	\$314.70	\$330.44	\$346.25	\$363.35	\$380.45	\$391.88
			O2 – 2	\$255.12	\$267.72	\$282.25	\$294.85	\$308.89	\$324.64	\$340.44	\$357.54	\$374.66	\$386.08
			O2 – 1	\$249.31	\$261.91	\$276.45	\$289.04	\$303.10	\$318.84	\$334.63	\$351.74	\$368.85	\$380.28
			O2 – 0	\$243.49	\$256.09	\$270.62	\$283.22	\$297.26	\$313.01	\$328.81	\$345.92	\$363.03	\$374.44
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 0	\$237.70	\$250.30	\$264.84	\$277.44	\$291.48	\$307.22	\$323.03	\$340.13	\$357.24	\$368.66

5 Schedule B.5 (Specialist officer salary rates – Chaplain)

Omit Schedule B.5, substitute:

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

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

Column 1 Classification	Column 2 Competency level	Column 3 Annual salary rate (\$)
Chaplain Division 1	CL 1-1	\$103,960
	CL 1-2	\$107,088
	CL 2-1	\$110,303
	CL 2-2	\$113,626
	CL 2-3	\$117,048
Chaplain Division 2	CL 2-1	\$119,077
	CL 2-2	\$121,148
	CL 2-3	\$123,258
	CL 2-4	\$125,411
	CL 3-1	\$127,609
	CL 3-2	\$129,852
	CL 3-3	\$132,138
Chaplain Division 3	CL 3-1	\$142,867
	CL 3-2	\$147,253
Chaplain Division 4	CL 3-1	\$155,765
	CL 3-2	\$160,452

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

Column 1 Classification	Column 2 Competency level	Column 3 Daily salary rate (\$)
Chaplain Division 1	CL 1-1	\$284.82
	CL 1-2	\$293.39
	CL 2-1	\$302.20
	CL 2-2	\$311.30
	CL 2-3	\$320.68
Chaplain Division 2	CL 2-1	\$326.24
	CL 2-2	\$331.91
	CL 2-3	\$337.69
	CL 2-4	\$343.59
	CL 3-1	\$349.61
	CL 3-2	\$355.76
	CL 3-3	\$362.02
Chaplain Division 3	CL 3-1	\$391.42
	CL 3-2	\$403.43
Chaplain Division 4	CL 3-1	\$426.75
	CL 3-2	\$439.59

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

Column 1 Classification	Column 2 Competency level	Column 3 Annual salary rate
Maritime Spiritual Wellbeing Officer Class 1	CL 1-1	\$103,960
	CL 1-2	\$107,088
	CL 2-1	\$110,303
	CL 2-2	\$113,626
	CL 2-3	\$117,048
Maritime Spiritual Wellbeing Officer Class 2	CL 2-1	\$119,077
	CL 2-2	\$121,148
	CL 2-3	\$123,258
	CL 2-4	\$125,411
	CL 3-1	\$127,609
	CL 3-2	\$129,852
	CL 3-3	\$132,138
Maritime Spiritual Wellbeing Officer Class 3	CL 3-1	\$142,867
	CL 3-2	\$147,253
Maritime Spiritual Wellbeing Officer Class 4	CL 3-1	\$155,765
	CL 3-2	\$160,452

Part 4: Member of the Reserves 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 1	CL 1-1	\$284.82
	CL 1-2	\$293.39
	CL 2-1	\$302.20
	CL 2-2	\$311.30
	CL 2-3	\$320.68
Maritime Spiritual Wellbeing Officer Class 2	CL 2-1	\$326.24
	CL 2-2	\$331.91
	CL 2-3	\$337.69
	CL 2-4	\$343.59
	CL 3-1	\$349.61
	CL 3-2	\$355.76
	CL 3-3	\$362.02
Maritime Spiritual Wellbeing Officer Class 3	CL 3-1	\$391.42
	CL 3-2	\$403.43
Maritime Spiritual Wellbeing Officer Class 4	CL 3-1	\$426.75
	CL 3-2	\$439.59

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

Omit Schedule B.6, substitute:

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

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

Column 1 Rank			Column 2 Dental level	Column 3 Annual salary rate (\$)
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	DL 1-1	\$109,883
			DL 1-2	\$113,532
			DL 2-1	\$141,163
			DL 2-2	\$145,313
			DL 2-3	\$149,584
			DL 3-1	\$158,381
			DL 3-2	\$163,043
			DL 3-3	\$167,848
			DL 4	\$177,738
Lieutenant Commander	Major	Squadron Leader	DL 2-1	\$153,604
			DL 2-2	\$158,125
			DL 2-3	\$162,781
			DL 3-1	\$172,369
			DL 3-2	\$177,452
			DL 3-3	\$182,685
			DL 4	\$193,469
Commander	Lieutenant Colonel	Wing Commander	DL 2 (higher duties or temporary duty only)	\$170,976
			DL 3	\$192,160
			DL 4	\$203,635
Captain	Colonel	Group Captain	DL 3	\$208,645
			DL 4	\$221,114

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	\$301.05
			DL 1-2	\$311.05
			DL 2-1	\$386.75
			DL 2-2	\$398.12
			DL 2-3	\$409.82
			DL 3-1	\$433.92
			DL 3-2	\$446.69
			DL 3-3	\$459.86
			DL 4	\$486.95
Lieutenant Commander	Major	Squadron Leader	DL 2-1	\$420.83
			DL 2-2	\$433.22
			DL 2-3	\$445.98
			DL 3-1	\$472.24
			DL 3-2	\$486.17
			DL 3-3	\$500.51
			DL 4	\$530.05
Commander	Lieutenant Colonel	Wing Commander	DL 2 (temporary duty only)	\$468.43
			DL 3	\$526.47
			DL 4	\$557.90
Captain	Colonel	Group Captain	DL 3	\$571.63
			DL 4	\$605.79

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

Omit Schedule B.7, substitute:

Schedule B.7
Specialist officer salary rates – legal officer

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

Column 1 Rank			Column 2 Legal level	Column 3 Annual salary rate (\$)
Navy	Army	Air Force		
Sub Lieutenant	Lieutenant	Flying Officer	LL 1	\$80,955
Lieutenant	Captain	Flight Lieutenant	LL 1	\$90,744
			LL 2-1	\$93,300
			LL 2-2	\$96,307
			LL 2-3	\$99,305
			LL 2-4	\$102,294
			LL 2-5	\$105,306
			LL 2-6	\$108,309
			LL 3-1	\$121,161
			LL 3-2	\$130,280
Lieutenant Commander	Major	Squadron Leader	LL 2-1	\$113,558
			LL 2-2	\$116,723
			LL 2-3	\$119,875
			LL 2-4	\$121,161
			LL 3-1	\$138,660
			LL 3-2	\$147,771
			LL 3-3	\$152,202
			LL 3-4	\$161,073
			LL 4-1	\$166,862
			LL 4-2	\$170,494
			LL 4-3	\$174,366
			LL 4-4	\$178,479
Commander	Lieutenant Colonel	Wing Commander	LL 3-1	\$171,410
			LL 3-2	\$176,524
			LL 4-1	\$181,747
			LL 4-2	\$188,416
			LL 5	\$194,412
Captain	Colonel	Group Captain	LL 3 (temporary duty only)	\$185,467
			LL 4	\$194,412
			LL 5-1	\$200,408
			LL 5-2	\$207,459

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	\$221.79
Lieutenant	Captain	Flight Lieutenant	LL 1	\$248.61
			LL 2-1	\$255.62
			LL 2-2	\$263.85
			LL 2-3	\$272.07
			LL 2-4	\$280.26
			LL 2-5	\$288.51
			LL 2-6	\$296.74
			LL 3-1	\$331.95
			LL 3-2	\$356.93
			LL-B	\$516.21
			LL-A	\$532.64
Lieutenant Commander	Major	Squadron Leader	LL 2-1	\$311.12
			LL 2-2	\$319.79
			LL 2-3	\$328.42
			LL 2-4	\$331.95
			LL 3-1	\$379.89
			LL 3-2	\$404.85
			LL 3-3	\$416.99
			LL 3-4	\$441.30
			LL 4-1	\$457.16
			LL 4-2	\$467.11
			LL 4-3	\$477.72
			LL 4-4	\$488.98
			LL-B	\$516.21
			LL-A	\$532.64
Commander	Lieutenant Colonel	Wing Commander	LL 3-1	\$469.62
			LL 3-2	\$483.63
			LL 4-1	\$497.94
			LL 4-2	\$516.21
			LL 5	\$532.64
			LL-B	\$516.21
			LL-A	\$532.64
Captain	Colonel	Group Captain	LL 3 (temporary duty only)	\$508.13
			LL 4	\$532.64
			LL 5-1	\$549.06
			LL 5-2	\$568.38
			LL-B	\$516.21
			LL-A	\$532.64

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

Omit Schedule B.8, substitute:

Schedule B.8

Specialist officer salary rates – medical officer

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

Column 1 Rank			Column 2 Military medical level	Column 3 Yearly salary rate (\$)
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	MML 1-2 (resident)	\$93,300
			MML 1-3 (senior resident)	\$103,337
			MML 1-4	\$116,608
			MML 2A-1	\$138,539
			MML 2A-2	\$142,362
			MML 2A-3	\$146,298
			MML 2A-4	\$155,352
			MML 2B-1	\$163,084
			MML 2B-2	\$170,820
			MML 3-1	\$240,443
			MML 3-2	\$247,190
			MML 3-3	\$252,982
			MML 3-4	\$258,918
			MML 3-5	\$265,003
			MML 3A-1	\$252,982
			MML 3A-2	\$264,177
			MML 3A-3	\$272,353
			MML 3A-4	\$280,057
			MML 4-1	\$265,003
			MML 4-2	\$272,487
			MML 4-3	\$280,197
Lieutenant Commander	Major	Squadron Leader	MML 1-3	\$113,558
			MML 1-4	\$127,060
			MML 2A-1	\$149,249
			MML 2A-2	\$153,072
			MML 2A-3	\$157,008
			MML 2A-4	\$166,062
			MML 2B-1	\$173,794
			MML 2B-2	\$181,530
			MML 3-1	\$251,153
			MML 3-2	\$257,900
			MML 3-3	\$263,692
			MML 3-4	\$269,628
			MML 3-5	\$275,713
			MML 3A-1	\$263,692
			MML 3A-2	\$274,377
			MML 3A-3	\$283,063
			MML 3A-4	\$290,767
			MML 4-1	\$275,713
			MML 4-2	\$283,197

Commander	Lieutenant Colonel	Wing Commander	MML 4-3	\$290,907
			MML 2A-1	\$159,902
			MML 2A-2	\$163,725
			MML 2A-3	\$167,661
			MML 2A-4	\$176,715
			MML 2B-1	\$184,447
			MML 2B-2	\$192,183
			MML 3-1	\$261,806
			MML 3-2	\$268,553
			MML 3-3	\$274,345
			MML 3-4	\$280,281
			MML 3-5	\$286,366
			MML 3A-1	\$274,345
			MML 3A-2	\$285,030
			MML 3A-3	\$293,716
			MML 3A-4	\$301,420
			MML 4-1	\$286,366
			MML 4-2	\$293,850
			MML 4-3	\$301,560
Captain	Colonel	Group Captain	MML 2A-1	\$172,448
			MML 2A-2	\$176,271
			MML 2A-3	\$180,207
			MML 2A-4	\$189,261
			MML 2B-1	\$196,993
			MML 2B-2	\$204,729
			MML 3-1	\$274,352
			MML 3-2	\$281,099
			MML 3-3	\$286,891
			MML 3-4	\$292,827
			MML 3-5	\$298,912
			MML 3A-1	\$286,891
			MML 3A-2	\$297,576
			MML 3A-3	\$306,262
			MML 3A-4	\$313,966
			MML 4-1	\$298,912
			MML 4-2	\$306,396
			MML 4-3	\$314,106

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

Column 1 Rank			Column 2 Increment	Column 3 Yearly salary rate (\$)
Navy	Army	Air Force		
Commander and above	Lieutenant Colonel and above	Wing Commander and above	6	\$391,531
			5	\$382,485
			4	\$371,183
			3	\$356,231
			2	\$342,922
			1	\$331,617
			entry	\$320,310
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$391,530
			5	\$382,485
			4	\$371,183
			3	\$356,229
			2	\$342,920
			1	\$331,616
			entry	\$320,310

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

Column 1 Rank			Column 2 Military medical level	Column 3 Daily salary rate (\$)
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	MML 1-2 (resident)	\$255.62
			MML 1-3 (senior resident)	\$283.11
			MML 1-4	\$319.47
			MML 2A-1	\$379.56
			MML 2A-2	\$390.03
			MML 2A-3	\$400.82
			MML 2A-4	\$425.62
			MML 2B-1	\$446.81
			MML 2B-2	\$468.00
			MML 3-1	\$658.75
			MML 3-2	\$677.23
			MML 3-3	\$693.10
			MML 3-4	\$709.37
			MML 3-5	\$726.03
			MML 3A-1	\$693.10
			MML 3A-2	\$723.77
			MML 3A-3	\$746.17
			MML 3A-4	\$767.28
			MML 4-1	\$726.03
			MML 4-2	\$746.54
			MML 4-3	\$767.66
Lieutenant Commander	Major	Squadron Leader	MML 1-3	\$311.12
			MML 1-4	\$348.11
			MML 2A-1	\$408.90
			MML 2A-2	\$419.38
			MML 2A-3	\$430.16
			MML 2A-4	\$454.96
			MML 2B-1	\$476.15
			MML 2B-2	\$497.34
			MML 3-1	\$688.09
			MML 3-2	\$706.58
			MML 3-3	\$722.44
			MML 3-4	\$738.71
			MML 3-5	\$755.38
			MML 3A-1	\$722.44
			MML 3A-2	\$751.72
			MML 3A-3	\$775.52
			MML 3A-4	\$796.62
			MML 4-1	\$755.38
			MML 4-2	\$775.88
			MML 4-3	\$797.01
Commander	Lieutenant Colonel	Wing Commander	MML 2A-1	\$438.09
			MML 2A-2	\$448.56
			MML 2A-3	\$459.35
			MML 2A-4	\$484.15
			MML 2B-1	\$505.33
			MML 2B-2	\$526.53
			MML 3-1	\$717.28

			MML 3-2	\$735.76
			MML 3-3	\$751.63
			MML 3-4	\$767.89
			MML 3-5	\$784.56
			MML 3A-1	\$751.63
			MML 3A-2	\$780.91
			MML 3A-3	\$804.70
			MML 3A-4	\$825.81
			MML 4-1	\$784.56
			MML 4-2	\$805.07
			MML 4-3	\$826.19
Captain	Colonel	Group Captain	MML 2A-1	\$472.46
			MML 2A-2	\$482.93
			MML 2A-3	\$493.72
			MML 2A-4	\$518.52
			MML 2B-1	\$539.71
			MML 2B-2	\$560.90
			MML 3-1	\$751.65
			MML 3-2	\$770.14
			MML 3-3	\$786.00
			MML 3-4	\$802.27
			MML 3-5	\$818.94
			MML 3A-1	\$786.00
			MML 3A-2	\$815.28
			MML 3A-3	\$839.07
			MML 3A-4	\$860.18
			MML 4-1	\$818.94
			MML 4-2	\$839.44
			MML 4-3	\$860.56

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

Column 1 Rank			Column 2 Increment	Column 3 Daily salary rate (\$)
Navy	Army	Air Force		
Commander and above	Lieutenant Colonel and above	Wing Commander and above	6	\$1,072.69
			5	\$1,047.90
			4	\$1,016.94
			3	\$975.98
			2	\$939.51
			1	\$908.54
			entry	\$877.56
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$1,072.68
			5	\$1,047.90
			4	\$1,016.94
			3	\$975.97
			2	\$939.51
			1	\$908.54
			entry	\$877.56

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

Omit Schedule B.10, substitute:

Schedule B.10

Service Warrant Officer and Warrant Officer Class 1 salary rates

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

Column 1 Rank	Column 2 Yearly rate of salary (\$)
Service Warrant Officer	\$142,885

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

Column 1		Column 2 Annual rate of salary for pay grade (\$)									
Rank and tier	Increment	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	0	-	-	-	-	-	-	-	\$131,246	\$136,846	\$142,885
WO1 - Tier B	0	-	-	-	\$112,720	\$116,834	\$121,275	\$126,069	\$131,246	\$136,846	\$142,885
WO1 - Tier A	1	\$99,959	\$102,709	\$106,235	\$110,038	\$114,151	\$118,590	\$123,388	\$128,566	\$134,160	\$140,202
	0	\$98,214	\$100,961	\$104,485	\$108,295	\$112,406	\$116,842	\$121,640	\$126,820	\$132,412	\$138,454

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

Column 1		Column 2									
Rank and tier	Increment	Daily rate of salary for pay grade (\$)									
		1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	0	-	-	-	-	-	-	-	\$359.58	\$374.92	\$391.47
WO1 - Tier B	0	-	-	-	\$308.82	\$320.09	\$332.26	\$345.39	\$359.58	\$374.92	\$391.47
WO1 - Tier A	1	\$273.86	\$281.39	\$291.05	\$301.47	\$312.74	\$324.90	\$338.05	\$352.24	\$367.56	\$384.12
	0	\$269.08	\$276.61	\$286.26	\$296.70	\$307.96	\$320.12	\$333.26	\$347.45	\$362.77	\$379.33

10 Schedule B.12 (Other rank salary rates)

Omit Schedule B.12, substitute:

Schedule B.12

Other rank salary rates

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

Column 1 Rank and increment				Column 2 Annual 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	\$93,281	\$96,028	\$99,554	\$103,362	\$107,474	\$111,912	\$116,708	\$121,888	\$127,481	\$133,523
			0	\$91,670	\$94,418	\$97,946	\$101,751	\$105,864	\$110,304	\$115,100	\$120,279	\$125,871	\$131,914
	Staff Sergeant		0	\$89,111	\$91,859	\$95,382	\$99,191	\$103,303	\$107,743	\$112,537	\$117,715	\$123,310	\$129,353
Petty Officer	Sergeant	Sergeant	2	\$84,134	\$86,882	\$90,410	\$94,215	\$98,328	\$102,766	\$107,563	\$112,741	\$118,336	\$124,377
			1	\$82,703	\$85,452	\$88,976	\$92,785	\$96,897	\$101,338	\$106,128	\$111,310	\$116,904	\$122,947
			0	\$81,301	\$84,049	\$87,574	\$91,383	\$95,494	\$99,935	\$104,727	\$109,908	\$115,501	\$121,544
Leading Seaman	Corporal	Corporal	2	\$74,721	\$77,468	\$80,991	\$84,799	\$88,914	\$93,351	\$98,145	\$103,326	\$108,917	\$114,961
			1	\$73,475	\$76,224	\$79,749	\$83,557	\$87,669	\$92,107	\$96,904	\$102,082	\$107,674	\$113,715
			0	\$72,255	\$75,003	\$78,528	\$82,335	\$86,445	\$90,888	\$95,684	\$100,862	\$106,456	\$112,501
	Lance Corporal		0	\$67,689	\$70,436	\$73,958	\$77,770	\$81,880	\$86,320	\$91,113	\$96,294	\$101,884	\$107,929
Able Seaman	Private Proficient*	Leading Aircraftman	0	\$66,606	\$69,354	\$72,880	\$76,686	\$80,799	\$85,241	\$90,032	\$95,212	\$100,806	\$106,846
Seaman	Private	Aircraftman	0	\$65,544	\$68,294	\$71,817	\$75,625	\$79,737	\$84,177	\$88,974	\$94,151	\$99,744	\$105,789

***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	\$255.56	\$263.09	\$272.75	\$283.18	\$294.45	\$306.61	\$319.75	\$333.94	\$349.26	\$365.82
			0	\$251.15	\$258.68	\$268.35	\$278.77	\$290.04	\$302.20	\$315.34	\$329.53	\$344.85	\$361.41
	Staff Sergeant		0	\$244.14	\$251.67	\$261.32	\$271.76	\$283.02	\$295.19	\$308.32	\$322.51	\$337.84	\$354.39
Petty Officer	Sergeant	Sergeant	2	\$230.50	\$238.03	\$247.70	\$258.12	\$269.39	\$281.55	\$294.69	\$308.88	\$324.21	\$340.76
			1	\$226.58	\$234.12	\$243.77	\$254.21	\$265.47	\$277.64	\$290.76	\$304.96	\$320.28	\$336.84
			0	\$222.74	\$230.27	\$239.93	\$250.36	\$261.63	\$273.79	\$286.92	\$301.12	\$316.44	\$333.00
Leading Seaman	Corporal	Corporal	2	\$204.72	\$212.24	\$221.89	\$232.33	\$243.60	\$255.76	\$268.89	\$283.08	\$298.40	\$314.96
			1	\$201.30	\$208.83	\$218.49	\$228.92	\$240.19	\$252.35	\$265.49	\$279.68	\$295.00	\$311.55
			0	\$197.96	\$205.49	\$215.15	\$225.58	\$236.84	\$249.01	\$262.15	\$276.33	\$291.66	\$308.22
	Lance Corporal		0	\$185.45	\$192.98	\$202.62	\$213.07	\$224.33	\$236.49	\$249.62	\$263.82	\$279.13	\$295.70
Able Seaman	Private Proficient*	Leading Aircraftman	0	\$182.48	\$190.01	\$199.67	\$210.10	\$221.37	\$233.54	\$246.66	\$260.85	\$276.18	\$292.73
Seaman	Private	Aircraftman	0	\$179.57	\$187.11	\$196.76	\$207.19	\$218.46	\$230.62	\$243.76	\$257.95	\$273.27	\$289.83

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

11 Schedule B.13 (Trainee salary rates)

Omit Schedule B.13, substitute:

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

Column 1 Item	Column 2 Training capacity	Column 3 Annual salary rate (\$)
1.	Normal entry recruit during basic recruit training	\$50,272
2.	Member undergoing initial category or trade or employment training	
	0-6 months	\$57,454
	6-12 months	\$60,326
	12 months or more	\$63,199
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	\$39,251
	1 st year of training	\$45,408
	2 nd year of training	\$51,565
	3 rd year of training	\$57,722
	4 th year of training	\$63,879
4.	Member participating in the undergraduate entry scheme completing a degree greater than three years:	
	with six years to graduation	\$28,476
	with five years to graduation	\$28,476
	with four years to graduation	\$34,633
	with three years to graduation	\$40,790
	with two years to graduation	\$46,947
	in the final year	\$53,104
	1 st postgraduate legal year	\$73,115
	1 st postgraduate medical year (year of internship)	\$78,372
	Member participating in undergraduate entry scheme completing a three year degree:	
	with three years to graduation	\$34,633
	with two years to graduation	\$40,790
	in the final year	\$46,947
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	\$28,476
	with five years to graduation	\$28,476
	with four years to graduation	\$34,633
	with three years to graduation	\$40,790
	with two years to graduation	\$46,947
	in the final year	\$53,104

6.	Member undergoing officer training and not undertaking a degree course:	
	member of the Army or Air Force:	
	• without a degree (0-6 months)	\$57,722
	• without a degree (6 months or more)	\$63,879
	• with a degree	\$63,879
	member of the Navy:	
	• without a degree (1 st year)	\$57,722
	• without a degree (2 nd year)	\$63,879
	• with a degree	\$63,879
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:	
	1 st year of training	\$66,243
	2 nd year of training	\$69,042
	3 rd year of training	\$70,908
	4 th year of training	\$73,707
	year of internship (1 st postgraduate medical year)	\$78,372

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	\$137.73
2.	Member undergoing initial category or trade or employment training	\$157.41
3.	Student /Member at Officer Training Unit:	
	without a degree	\$158.14
	with a degree	\$175.01

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

Omit Schedule B.14, substitute:

Schedule B.14**Specialist officer salary rates – aviation****Part 1: Member of the Permanent Forces (specialist officer)**

Column 1 Item	Column 2 Class	Column 3 Experience level	Column 4 Annual salary rate (\$)
1.	all aircrew officers air traffic controllers flight test engineers	AS 0	\$108,962
		AS 1	\$112,963
		AS 2	\$116,970
		AS 3	\$120,970
		AS 4	\$124,975
		AS 5	\$128,975
		AS 6	\$132,981
		AS 7	\$136,982
		AS 8	\$140,985
		AS 9	\$144,986
		AS 10	\$148,990
		AS 11	\$152,992
		AS 12	\$156,994
		AS 13	\$160,997
		AS 14	\$165,001
		AS 15	\$169,001
		AS 16	\$173,005
2.	all aircrew officers air traffic controller officers who have held a detachment command position flight test engineers	AS 17	\$177,006
		AS 18	\$179,675
		AS 19	\$182,345
3.	all aircrew officers flight test engineers	AS 20	\$185,013
		AS 21	\$187,681
		AS 22	\$190,351
		AS 23	\$193,016
		AS 24	\$195,684
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	\$198,356
		AS 26	\$201,021
		AS 27	\$203,692
		AS 28	\$206,361
		AS 29	\$209,028

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 air traffic controllers	AS 0	\$298.53
		AS 1	\$309.49
		AS 2	\$320.47
		AS 3	\$331.42
		AS 4	\$342.40
		AS 5	\$353.36
		AS 6	\$364.33
		AS 7	\$375.29
		AS 8	\$386.26
		AS 9	\$397.22
		AS 10	\$408.19
		AS 11	\$419.16
		AS 12	\$430.12
		AS 13	\$441.09
		AS 14	\$452.06
		AS 15	\$463.02
		AS 16	\$473.99
2.	all aircrew officers air traffic officers who have held a detachment command position	AS 17	\$484.95
		AS 18	\$492.26
		AS 19	\$499.58
3.	all aircrew officers	AS 20	\$506.88
		AS 21	\$514.19
		AS 22	\$521.51
		AS 23	\$528.81
		AS 24	\$536.12
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	\$543.44
		AS 26	\$550.74
		AS 27	\$558.06
		AS 28	\$565.37
		AS 29	\$572.68

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

Column 1 Item	Column 2 Officer Aviation increment	Column 3 Annual salary rate (\$)
1.	OA 0	\$76,963
2.	OA 1	\$80,964
3.	OA 2	\$84,967
4.	OA 3	\$88,968
5.	OA 4	\$92,969
6.	OA 5	\$96,972
7.	OA 6	\$100,973
8.	OA 7	\$104,975
9.	OA 8	\$108,962
10.	OA 9	\$112,963
11.	OA 10	\$116,970
12.	OA 11	\$120,970
13.	OA 12	\$124,975
14.	OA 13	\$128,975
15.	OA 14	\$132,981
16.	OA 15	\$136,982
17.	OA 16	\$140,985
18.	OA 17	\$144,986
19.	OA 18	\$148,990
20.	OA 19	\$152,992
21.	OA 20	\$156,994
22.	OA 21	\$160,997
23.	OA 22	\$165,001
24.	OA 23	\$169,001
25.	OA 24	\$173,005
26.	OA 25	\$177,006
27.	OA 26	\$179,675
28.	OA 27	\$182,345
29.	OA 28	\$185,013
30.	OA 29	\$187,681
31.	OA 30	\$190,351
32.	OA 31	\$193,016
33.	OA 32	\$195,684
34.	OA 33	\$198,356
35.	OA 34	\$201,021
36.	OA 35	\$203,692
37.	OA 36	\$206,361
38.	OA 37	\$209,892

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

Column 1 Item	Column 2 Officer Aviation increment	Column 3 Daily salary rate (\$)
1.	OA 0	\$210.86
2.	OA 1	\$221.82
3.	OA 2	\$232.79
4.	OA 3	\$243.75
5.	OA 4	\$254.71
6.	OA 5	\$265.68
7.	OA 6	\$276.64
8.	OA 7	\$287.60
9.	OA 8	\$298.53
10.	OA 9	\$309.49
11.	OA 10	\$320.47
12.	OA 11	\$331.42
13.	OA 12	\$342.40
14.	OA 13	\$353.36
15.	OA 14	\$364.33
16.	OA 15	\$375.29
17.	OA 16	\$386.26
18.	OA 17	\$397.22
19.	OA 18	\$408.19
20.	OA 19	\$419.16
21.	OA 20	\$430.12
22.	OA 21	\$441.09
23.	OA 22	\$452.06
24.	OA 23	\$463.02
25.	OA 24	\$473.99
26.	OA 25	\$484.95
27.	OA 26	\$492.26
28.	OA 27	\$499.58
29.	OA 28	\$506.88
30.	OA 29	\$514.19
31.	OA 30	\$521.51
32.	OA 31	\$528.81
33.	OA 32	\$536.12
34.	OA 33	\$543.44
35.	OA 34	\$550.74
36.	OA 35	\$558.06
37.	OA 36	\$565.37
38.	OA 37	\$575.05

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 Medical level	Column 3 Annual salary rate (\$)
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	ML 3-1	\$252,520
			ML 4-1	\$274,030
Rear Admiral	Major General	Air Vice Marshal	ML 3-1	\$278,090
			ML 4-1	\$299,596

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	\$691.84
			ML 4-1	\$750.77
Rear Admiral	Major General	Air Vice Marshal	ML 3-1	\$761.89
			ML 4-1	\$820.81

14 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	\$216,953
			DL 4	\$229,177

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	\$594.39
			DL 4	\$627.88

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 Annual salary rate (\$)
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	LL 5-2	\$222,921
			LL 5-1	\$215,799
Rear Admiral	Major General	Air Vice Marshal	LL 5-2	\$261,420
			LL 5-1	\$247,806

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	\$610.74
			LL 5-1	\$591.23
Rear Admiral	Major General	Air Vice Marshal	LL 5-2	\$716.22
			LL 5-1	\$678.92

16 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 Annual salary rate (\$)
Chaplain Division 5	CL 3-1	\$169,706
	CL 3-2	\$172,203

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	\$464.95
	CL 3-2	\$471.79

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 Annual salary rate (\$)
Maritime Spiritual Wellbeing Officer Class 5	CL 3-1	\$169,706
	CL 3-2	\$172,203

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	\$464.95
	CL 3-2	\$471.79

NOTE

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended by DFRT Determination Nos. 2, 3 and 4 of 2021.

Schedule 2—Amendments to DFRT Determination No. 11 of 2013

Defence Force Remuneration Tribunal Determination No. 11 of 2013, ADF allowances¹

1 Section A.1.4 (Contents)

Omit:

- a. “Division B.1 – Trainee allowance”.
- b. “Division B.2 – Service allowance”.
- c. “Division B.11 – Reserve allowance”.

2 Part B Division 1 (Trainee allowance)

Omit the Division.

3 Part B Division 2 (Service allowance)

Omit the Division.

4 Part B Division 11 (Reserve allowance)

Omit the Division.

5 Subsection B.12.10.3 (Interactions with other allowances)

Omit the subsection.

6 Subsection B.14.11.3 (Interactions with other allowances)

Omit the subsection.

7 Division D.2 (Navy retention incentive payment)

After Division D.2, insert:

Division D.3: Reserve payment

D.3.1 Reserve payment

1. This section applies to person who was a member of the Reserves before 13 May 2021 and performed the minimum period of effective service between 13 May 2021 and 30 June 2022.
2. This section does not apply to a member who submits their attendance diary for the period under subsection 1 after 31 July 2022.
3. If the member received salary for time worked which is less than what the member would have received in salary and Reserve allowance for the same period, the member is eligible for a payment of an amount calculated using the following.

$$payment = (A + B) - C$$

Where:

- A** is the salary the member would have received for the time worked.
- B** is the Reserve allowance the member would have received for the time worked.
- C** is the salary the member received for the time worked.

4. For the purpose of this section, the following apply.

Attendance diary means either of the following.

- a. The form in the Defence Personnel Management Key Solutions self-service system.
- b. Webform AE126-1 – *Reserve Attendance Diary*.

Minimum period of effective service means one of the following.

- a. If the member is a Specialist Officer — 7 days in a financial year.
- b. For all other Reserve members — 20 days in a financial year.

Reserve allowance means Reserve allowance under Division B.11 of DFRT Determination No. 11 of 2013, *ADF allowances*, as in force on 12 May 2021 and adjusted by any Workplace Remuneration Arrangement increase.

Salary the member would have received means salary under DFRT Determination No. 2 of 2017, *Salaries*, as in force on 12 May 2021 and adjusted by any Workplace Remuneration Arrangement increase.

8 Part F (Allowance Rates), Table 1

Omit Part F Table 1, substitute:

Table 1 – General allowance rates

Column 1 Item	Column 2 Allowance Reference	Column 3 Rate (\$)
1.	---	---
2.	---	---
3.	Paratrooper allowance Paragraph B.16.7.2.a Separation allowance section B.3.6, table items 1, 2 and 4	\$2,956
4.	Arduous conditions instructor allowance section B.5.4 Separation allowance (discounted) section B.3.6, table item 3	\$785

5.	Adventurous training instructor allowance section B.4.5 Clearance diver allowance section B.14.7, table item 2 Diving allowance section B.6.5 Paratrooper allowance subsection B.16.7.1, table items 3 and 4 Recruit instructor sustainability allowance Section C.3.4 Special Forces disability allowance section B.12.7, table item 10 Special Forces sustainability allowance section C.2.5, table item 3 Submarine escape disability allowance section B.8.5, items 1 and 2	\$7,230
6.	Adventurous training instructor allowance section B.4.6, items 1, 2 and 3 Diving allowance section B.6.6, items 1 and 2	\$53.08
7.	Boarding party allowance section B.10.5 Diving allowance section B.6.6, table item 3 Field allowance (Tier 1 hardship) Subsection B.13.8.1	\$71.11
8.	Flying disability allowance section B.7.7 Recruit instructor disability allowance Section B.17.4 Unpredictable explosives allowance section B.15.5.1, table item 5.b	\$9,352
9.	Flying disability allowance section B.7.8, table items 1, 2 and 3	\$25.62
10.	Clearance diver allowance – experimental dive supplement (per hour) section B.14.10, table item 2, column 5 Paratrooper allowance subsection B.16.8, table items 9 and 10 Submarine escape disability allowance section B.8.6, table item 1	\$43.13
11.	Clearance diver allowance section B.14.7, table item 3 Maritime disability allowance subsection B.9.5, table items 1, 4 and 7 Paratrooper allowance subsection B.16.7.1, table item 1	\$12,952
12.	Maritime disability allowance subsection B.9.5, table items 2, 5 and 8	\$15,308

13.	Maritime disability allowance subsection B.9.5, table items 3, 6 and 9	\$19,430
14.	Clearance diver allowance section B.14.8, table item 3 Maritime disability allowance subsection B.9.6.1, table item 1 subsection B.9.6.2, table item 1 Paratrooper allowance section B.16.8, table item 1 Unpredictable explosives allowance section B.15.6.1, table item 1.a	\$35.48
15.	Maritime disability allowance subsection B.9.6.1, table item 2 subsection B.9.6.2, table item 2 Field allowance (Tier 2 hardship) Subsection B.13.8.2	\$41.94
16.	Maritime disability allowance subsection B.9.6.1, table item 3 subsection B.9.6.2, table item 3	\$53.23
17.	Maritime sustainability allowance section C.1.5, table item 1	\$11,775
18.	Maritime sustainability allowance section C.1.5, table item 2	\$18,839
19.	Maritime sustainability allowance section C.1.5, table item 3 Special Forces sustainability allowance section C.2.5, table item 2.b	\$21,195
20.	Maritime sustainability allowance section C.1.6, table item 1	\$32.26
21.	Maritime sustainability allowance section C.1.6, table item 2	\$51.61
22.	Maritime sustainability allowance section C.1.6, table item 3	\$58.07
23.	---	---
24.	Special Forces disability allowance section B.12.7, table item 2	\$44,207
25.	Special Forces disability allowance section B.12.7, table items 1 and 3	\$35,366
26.	Special Forces disability allowance section B.12.7, table items 4 to 9 section B.12.7, table item 14	\$26,526
27.	Clearance diver allowance section B.14.7, table item 1.b, 1.c, 1.d and 1.e Special Forces disability allowance section B.12.7, table item 12 and 13 Special Forces sustainability allowance section C.2.5, table item 1.b Unpredictable explosives allowance section B.15.5.1, table item 5.a	\$16,799

28.	Paratrooper allowance subsection B.16.7.1, table item 2 Special Forces disability allowance section B.12.7, table item 11 Special Forces sustainability allowance section C.2.5, table item 2.a Unpredictable explosives allowance section B.15.5.1, table items 3 and 4	\$10,340
29.	Special Forces disability allowance subsection B.12.8.1, table items 1 to 8 subsection B.12.8.1, table items 13 and 14	\$72.67
30.	Clearance diver allowance section B.14.8, table item 1.b, 1.c, and 1.d Special Forces disability allowance subsection B.12.8.1, table items 11 and 12	\$46.02
31.	Paratrooper allowance section B.16.8, table item 2 Special Forces disability allowance subsection B.12.8.1, table item 10	\$28.32
32.	Clearance diver allowance section B.14.8, table item 2 Paratrooper allowance section B.16.8, table items 3 and 4 Special Forces disability allowance subsection B.12.8.1, table item 9	19.81
33.	Special Forces disability allowance subsection B.12.8.2	a. \$266.09
		b. \$171.45
		c. \$102.86
34.	Special Forces sustainability allowance section C.2.5, table item 1.a	\$4,813
35.	Clearance diver allowance section B.14.7, table item 1.a	\$22,988
36.	Paratrooper allowance subsection B.16.7.1, table item 7 Unpredictable explosives allowance section B.15.5.1, table items 1 and 2	\$4,482
37.	Clearance diver allowance section B.14.8, table item 1.a	\$62.98
38.	Unpredictable explosives allowance section B.15.6.1, table item 1.b	\$86.16
39.	Unpredictable explosives allowance section B.15.6.1, table item 2	\$141.37
40.	Clearance diver allowance – deep dive supplement (per dive) section B.14.9.1.a	\$352.38
41.	Clearance diver allowance – deep dive supplement (per hour) section B.14.9.1.b	\$36.19
42.	Clearance diver allowance – experimental dive supplement (per dive) section B.14.10, table item 1, column 4	\$235.42

43.	Clearance diver allowance – experimental dive supplement (per hour) section B.14.10, table item 1, column 5	\$23.54
44.	Clearance diver allowance – experimental dive supplement (per dive) section B.14.10, table item 2, column 4	\$380.25
45.	Clearance diver allowance – experimental dive supplement (per dive) section B.14.10, table item 3, column 4	\$637.65
46.	Clearance diver allowance – experimental dive supplement (per hour) section B.14.10, table item 3, column 5	\$68.66
47.	Clearance diver allowance – experimental dive supplement (per dive) section B.14.10, table item 4, column 4	\$1,275.19
48.	Clearance diver allowance – experimental dive supplement (per hour) section B.14.10, table item 4, column 5	\$215.82
49.	Paratrooper allowance subsection B.16.7.1, table item 5	\$6,256
50.	Paratrooper allowance subsection B.16.7.1, table item 6	\$5,416
51.	Paratrooper allowance subsection B.16.7.1, table item 8 paragraph B.16.7.2.b	\$2,240
52.	Paratrooper allowance section B.16.8, table item 5	\$17.14
53.	Paratrooper allowance section B.16.8, table item 6	\$14.84
54.	Paratrooper allowance section B.16.8, table item 7	\$12.28
55.	Paratrooper allowance section B.16.8, table item 8	\$6.14
56.	Paratrooper allowance paragraph B.16.9.1.a	\$410.82
57.	Paratrooper allowance paragraph B.16.9.1.b	\$205.41

NOTE

1. Defence Force Remuneration Tribunal Determination No. 11 of 2013, *ADF Allowances*, as amended by DFRT Determination Nos. 1 and 4 of 2021.

Schedule 3—Transitional provisions

1 Member on basic training – transition

1. This section applies to a member who has not completed basic recruit training on 13 May 2021.
2. The member is to receive the following.
 - a. The rate of salary that was payable to them under one of the following of DFRT Determination No. 2 of 2017, *Salaries*, as amended by DFRT Determination No. 4 of 2021, *ADF Workplace Remuneration Arrangement 2020-2023*.
 - i. If the member is in the Permanent Force — Schedule B.13 Part 1 table item 1.
 - ii. If the member is in the Reserves — Schedule B.13 Part 2 table item 1.
 - b. Trainee allowance payable under Schedule B.1 of DFRT Determination No. 11 of 2013, *ADF allowances*, as amended by DFRT Determination No. 4 of 2021, *ADF Workplace Remuneration Arrangement 2020-2023*.
3. This section ceases to apply on the day the member completes basic recruit training.

EXPLANATORY STATEMENT

Defence Force Remuneration Tribunal No. 5 of 2021, Salaries and ADF allowances – Military Salary – Amendments

This Determination amends Defence Force Remuneration Tribunal (DFRT) Determination No. 2 of 2017, *Salaries* (the Salaries Determination), and Defence Force Remuneration Tribunal Determination No. 11 of 2013, *ADF allowances* (the Allowances Determination) made under section 58H of the *Defence Act 1903* (the Act) and in accordance with subsection 33(3) of the *Acts Interpretation Act 1901* (AIA Act). The Salaries Determination sets out provisions dealing with salary and the Allowances Determination sets out provisions dealing with salary related allowances for members of the Australian Defence Force (ADF).

The purpose of this Determination is to repeal Service allowance, Reserve allowance and Trainee allowance provided under the Allowances Determination and build these allowances into the salary rates provided under the Salaries Determination.

This Determination implements the first tranche of the ADF salaries and allowances modernisation program by building a number of allowances which recognise the unique nature of military service into the member's salary. The modernisation program has been established to modernise the ADF remuneration package to support better attraction and retention of the current and future ADF workforce for sustained capability.

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

Section 2 of this Determination provides that the Determination commences on 13 May 2021. To remove doubt, this Determination has effect **after** DFRT Determination No. 4 of 2021.

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

Section 4 provides that 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.

Schedule 1 sets out amendments to DFRT Determination No. 2 of 2017

Section 1 omits and substitutes subsection B.3.5.1 of the Salaries Determination which provides the rate of salary payable to officer aviation specialists on the day they become an officer aviation specialist. The subsection is being amended to provide that an officer's aviation specialist salary is the rate equal to or higher than the rate payable on the day immediately before the member becomes an aviation specialist. The subsection has also been rewritten to remove the different calculations of salary payable to a member based on their rank and whether they are in the Permanent Force or the Reserves. These different calculations are no longer needed with the removal of Service allowance and Reserve allowance under Schedule 2 of this Determination.

Sections 2 to 16 omit and substitute the salary schedules provided under the Salaries Determination. The rates of salary provided for members under the schedules are being revised to build in a component to compensate for the removal of Service allowance, Reserve allowance or Trainee allowance which have been removed by Schedule 2 of this Determination. The revised salary rates also include a component of uniform allowance which was payable to members under Defence Determination 2016/19, *Conditions of service*, made under section 58B of the Act, before the commencement of this Determination.

Schedule 2 sets out amendments to DFRT Determination No. 11 of 2013

Section 1 amends section A.1.4 of the Allowances Determination to remove references to Trainee allowance, Service allowance and Reserve allowance which are being omitted by this Determination.

Sections 2, 3 and 4 omit Part B Divisions B.1, B.2 and B.11 from the Allowances Determination. These Divisions provided Trainee allowance, Service allowance and Reserve allowance, which are being rolled into the salary rates under Schedule 1 of this Determination.

Sections 5 and 6 amend sections B.12.10 and B.14.11 of the Allowances Determination which set out the interaction of allowances with Special Forces disability allowance and Clearance Diver allowance. These sections are being amended to remove the interaction provision between these allowances and Trainee allowance which has been omitted by section 2 of this Schedule.

Section 7 inserts a new Division D.3 into the Principal Determination. Section D.3.1 of the new Division provides that a person who was a member of the Reserves before 13 May 2021 and who completes the minimum period of eligible service between 13 May 2021 and 30 June 2022, may be eligible for a top up payment. By way of background, after Reserve allowance is rolled into a member's salary on 13 May 2021, a member may receive an amount of salary for time worked between 13 May 2021 and 30 June 2022 that is less than what they would have otherwise received had Reserve allowance remained in force. This section provides that if a member receives less salary than what they would have otherwise received is eligible for a payment of the difference between the amount of military salary they were paid and the amount of salary and Reserve allowance they would have received (had Reserve allowance remained in force) for time worked between 13 May 2021 and 30 June 2022.

Section 8 omits and substitutes table 1 of Part F of the Allowances Determination which provides the rates of the allowances under the Allowances Determination. The table has been amended to remove Trainee allowance, Service allowance and Reserve allowance which have been omitted by sections 2, 3 and 4 of this Schedule.

Schedule 3 sets out transitional provisions

Section 1 provides a transitional provision for members who are undertaking basic recruit training on 13 May 2021. The provision sets out that these members are to continue to receive the rate of salary and trainee allowance that was payable to under DFRT Determination DFRT Determination No. 4 of 2021, *ADF Workplace Remuneration Arrangement 2020-2023*, until the day they complete basic recruit training.

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.

Consultation

Consultation was undertaken with the Minister for Defence, the Chiefs of Staff Committee, Navy, Army, Air Force, People Systems Business Analysis Branch, Defence Finance Group and Defence Tax Management Office before this Determination was made.

The rule maker was satisfied that further external consultation was not required.

Authority: Section 58H of the
Defence Act 1903