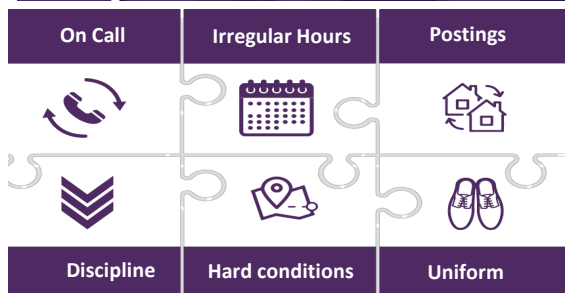




ADF Military Salary - Permanent Rates - 29 August 2024



Senior Officers (Schedule B.1)						
Navy	Army	Air Force	Point	1	2	3
			Plan	PG1		
VADM	LTGEN	AIRMSHL	salary	446,087	446,087	446,087
			position	-	42,882	82,684
			Incr	1		
RADM	MAJGEN	AVM	PGK	1	309,587	
				0	294,998	
CDRE	BRIG	AIRCDRE	PGM	1	270,399	
				0	263,374	

The Defence Force Remuneration Tribunal approved the following changes:

- Star Ranks full Executive Vehicle Allowance rolled into salary effective 09 Nov 23
- Workplace Remuneration Arrangement 4% salary increase for all ADF effective 09 Nov 23

The tables show salaries and allowances for ADF members **inclusive of the changes above**. The base salary rates are shown.

Service Warrant Officers (Sched B.9)			
Rank		Plan	\$ pa
Service Warrant Officer		PXU	158,200

Notes:

- * PMKEYS pay grade codes are displayed in purple.
- * Reserve PMKEYS pay grade codes are displayed in red.
- * Increment 0 is paid 'on promotion', payslip's currently identify 'on promotion' as increment 1.

This brochure is a guide only. For further information on policy and entitlements, refer to

- * Intranet - intranet.defence.gov.au/PeopleConnect
- * Internet - <http://www.defence.gov.au/PayAndConditions/>

Officers (Schedule B.3)													
Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				PGA	PGB	PGD	PGF	PGI	PGJ	PGK	PGL	PGM	PGN
CAPT	COL	GPCAPT	1	179,185	184,209	190,006	195,029	200,633	206,910	213,217	220,032	226,854	231,415
			0	174,169	179,191	184,993	190,012	195,616	201,896	208,193	215,018	221,841	226,397
CMDR	LTCOL	WGCDR	1	153,470	158,496	164,299	169,320	174,921	181,198	187,502	194,325	201,144	205,703
			0	148,552	153,576	159,377	164,401	170,002	176,282	182,581	189,405	196,226	200,786
LCDR	MAJ	SQNLDR	1	124,587	129,614	135,411	140,434	146,035	152,317	158,618	165,439	172,262	178,816
			0	121,129	126,156	131,953	136,975	142,578	148,858	155,160	161,983	168,803	173,361
LEUT	CAPT	FLTTLT	5	115,393	120,421	126,221	131,242	136,845	143,124	149,426	156,250	163,072	167,626
			4	112,113	117,139	122,939	127,965	133,565	139,844	146,144	152,965	159,790	164,344
			3	108,826	113,849	119,648	124,670	130,275	136,555	142,856	149,677	156,500	161,052
			2	105,554	110,583	116,380	121,401	127,006	133,283	139,583	146,409	153,232	157,786
			1	102,284	107,307	113,105	118,129	123,733	130,011	136,311	143,132	149,954	154,514
			0	99,001	104,022	109,820	114,843	120,447	126,724	133,028	139,850	146,668	151,228
SBLT	LT	FLGOFF	3	93,412	98,433	104,232	109,256	114,853	121,132	127,437	134,261	141,081	145,642
			2	90,709	95,733	101,532	106,553	112,157	118,436	124,739	131,561	138,383	142,938
			1	88,054	93,077	98,879	103,902	109,501	115,779	122,082	128,908	135,727	140,285
ASLT	2LT	PLTOFF	0	85,511	90,533	96,334	101,357	106,959	113,239	119,539	126,359	133,183	137,740
			1	83,328	88,353	94,154	99,174	104,776	111,057	117,356	124,178	131,002	135,558
			0	81,144	86,171	91,967	96,990	102,593	108,871	115,176	121,994	128,819	133,375

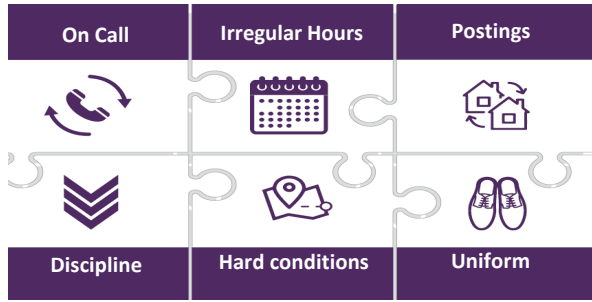
Other Rank Appointed as Officer - Transitional (Closed to New Entrants - Schedule B.4)													
Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				PSA	PSB	PSD	PSF	PSI	PSJ	PSK	PSL	PSM	PSN
LEUT	CAPT	FLTTLT	3	115,393	120,421	126,221	131,242	136,845	143,124	149,426	156,250	163,072	167,626
			2	113,079	118,104	123,904	128,926	134,528	140,805	147,110	153,931	160,750	165,310
			1	110,758	115,780	121,584	126,602	132,206	138,486	144,785	151,610	158,427	162,986
			0	108,446	113,472	119,273	124,298	129,897	136,176	142,474	149,299	156,123	160,679
SBLT	LT	FLGOFF	3	106,137	111,162	116,960	121,983	127,585	133,864	140,167	146,986	153,808	158,366
			2	103,821	108,846	114,644	119,670	125,268	131,549	137,849	144,670	151,498	156,050
			1	101,506	106,532	112,329	117,353	122,957	129,235	135,533	142,357	149,180	153,737
ASLT	2LT	PLTOFF	0	99,185	104,209	110,007	115,030	120,631	126,911	133,212	140,035	146,859	151,410
			0	96,877	101,903	107,698	112,724	118,326	124,603	130,907	137,727	144,550	149,106

Warrant Officers Class 1 (Schedule B.10)													
Rank	Incr	1	2	3	4	5	6	7	8	9	10		
WO1 - Tier C	-	-	-	-	-	-	-	-	PXR	PXS	PXT		
	0	-	-	-	-	-	-	-	145,482	151,601	158,200		
WO1 - Tier B	-	-	-	PXD	PXE	PXF	PXG	PXH	PXI	PXJ			
	0	-	-	125,240	129,736	134,588	139,826	145,482	151,601	158,200			
WO1 - Tier A	-	PWA	PWB	PWC	PWD	PWE	PWF	PWG	PWH	PWI	PWJ		
	1	111,298	114,302	118,155	122,310	126,804	131,655	136,897	142,554	148,666	155,268		
	0	109,390	112,392	116,243	120,406	124,898	129,744	134,987	140,646	146,756	153,358		

Other Ranks (Schedule B.12)													
Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				PAA	PAB	PAC	PAD	PAE	PAF	PAG	PAH	PAI	PAJ
CPO	WO2	FSGT	1	104,001	107,002	110,855	115,016	119,508	124,358	129,598	135,258	141,369	147,970
			0	102,240	105,243	109,098	113,256	117,749	122,600	127,841	133,501	139,610	146,213
		SSGT	0	99,445	102,447	106,297	110,458	114,951	119,803	125,041	130,698	136,811	143,414
PO	SGT	SGT	2	94,008	97,010	100,864	105,021	109,516	114,365	119,605	125,264	131,377	137,978
			1	92,444	95,447	99,298	103,459	107,952	112,805	118,039	123,700	129,812	136,415
			0	90,912	93,914	97,765	101,927	106,419	111,272	116,508	122,168	128,279	134,882
LS	CPL	CPL	2	83,721	86,724	90,573	94,734	99,230	104,078	109,315	114,977	121,085	127,689
			1	82,361	85,363	89,215	93,376	97,869	102,718	107,959	113,618	119,727	126,328
			0	81,027	84,030	87,882	92,041	96,532	101,386	106,627	112,284	118,397	125,002
	LCPL	0	76,039	79,040	82,888	87,053	91,545	96,394	101,632	107,294	113,402	120,007	
AB	PTE(P)	LAC	0	74,855	77,858	81,711	85,870	90,362	95,216	100,452	106,110	112,223	118,822
SMN	PTE	AC	0	73,695	76,700	80,549	84,710	89,203	94,054	99,295	104,952	111,063	117,668



ADF Military Salary - Reserves - 29 August 2024



The Defence Force Remuneration Tribunal approved the following changes:
 - Star Ranks full Executive Vehicle Allowance rolled into salary effective 09 Nov 23
 - Workplace Remuneration Arrangement 4% salary increase for all ADF effective 09 Nov 23

The tables show salaries and allowances for ADF members **inclusive of the changes above**. The base salary rates are shown.

Navy	Army	RAAF	Plan	Incr	1
ADM	GEN	ACM	RG1		1,860.00
VADM	LTGEN	AIRMSHL		0	1,222.16
				1	848.18
RADM	MAJGEN	AVM	RGK	0	808.21
				1	740.82
CDRE	BRIG	AIRCDRE		0	721.57

Notes:
 * PMKEYS pay grade codes are displayed in red.
 * Increment 0 is paid 'on promotion', payslip's currently identify 'on promotion' as increment 1.

Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				RGA	RGB	RGD	RGF	RGI	RGJ	RGK	RGL	RGM	RGN
CAPT	COL	GPCAPT	1	490.92	504.68	520.56	534.33	549.68	566.88	584.16	602.83	621.52	634.01
			0	477.18	490.93	506.83	520.58	535.93	553.14	570.39	589.09	607.78	620.27
CMDR	LTCOL	WGCDR	1	420.47	434.24	450.13	463.89	479.24	496.43	513.70	532.40	551.08	563.57
			0	406.99	420.76	436.65	450.41	465.76	482.96	500.22	518.92	537.61	550.10
LCDR	MAJ	SQNLDR	2	350.78	364.55	380.44	394.20	409.55	426.75	444.01	462.70	481.38	493.87
			1	341.33	355.11	370.99	384.75	400.10	417.31	434.57	453.26	471.95	484.43
			0	331.86	345.63	361.52	375.27	390.62	407.83	425.10	443.79	462.47	474.96
LEUT	CAPT	FLTLT	5	316.15	329.92	345.81	359.57	374.92	392.12	409.39	428.08	446.77	459.25
			4	307.16	320.93	336.82	350.59	365.93	383.13	400.39	419.08	437.78	450.26
			3	298.15	311.92	327.80	341.56	356.92	374.12	391.39	410.07	428.77	441.24
			2	289.19	302.97	318.85	332.61	347.96	365.16	382.42	401.12	419.81	432.29
			1	280.23	293.99	309.88	323.64	338.99	356.19	373.45	392.14	410.83	423.33
SBLT	LT	FLGOFF	0	271.24	284.99	300.88	314.64	329.99	347.19	364.46	383.15	401.83	414.32
			3	255.92	269.68	285.57	299.33	314.67	331.87	349.14	367.84	386.52	399.02
			2	248.52	262.28	278.17	291.93	307.28	324.48	341.75	360.44	379.13	391.61
			1	241.24	255.01	270.90	284.66	300.00	317.20	334.47	353.17	371.85	384.34
ASLT	2LT	PLTOFF	0	234.28	248.04	263.93	277.69	293.04	310.24	327.50	346.19	364.88	377.37
			1	228.30	242.06	257.96	271.71	287.06	304.27	321.52	340.21	358.91	371.39
			0	222.31	236.08	251.96	265.73	281.08	298.28	315.55	334.23	352.93	365.41

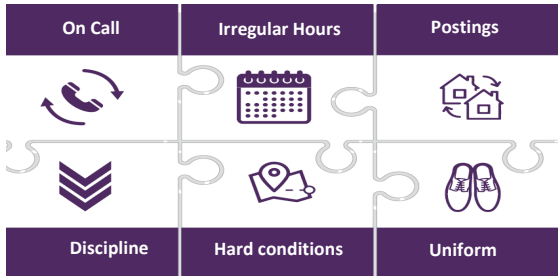
Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				RSA	RSB	RSD	RSF	RSI	RSJ	RSK	RSL	RSM	RSN
LEUT	CAPT	FLTLT	3	316.15	329.92	345.81	359.57	374.92	392.12	409.39	428.08	446.77	459.25
			2	309.81	323.57	339.46	353.22	368.57	385.77	403.04	421.73	440.41	452.90
			1	303.45	317.21	333.11	346.85	362.21	379.41	396.67	415.37	434.05	446.54
			0	297.11	310.88	326.78	340.54	355.88	373.08	390.34	409.04	427.73	440.22
SBLT	LT	FLGOFF	3	290.79	304.55	320.44	334.20	349.55	366.75	384.02	402.70	421.39	433.88
			2	284.44	298.21	314.09	327.86	343.20	360.41	377.67	396.36	415.06	427.53
			1	278.10	291.87	307.75	321.52	336.87	354.07	371.32	390.02	408.71	421.20
			0	271.74	285.50	301.39	315.15	330.50	347.70	364.96	383.66	402.35	414.82
ASLT	2LT	PLTOFF	0	265.42	279.19	295.06	308.83	324.18	341.38	358.65	377.33	396.03	408.51

Rank	Incr	1	2	3	4	5	6	7	8	9	10
WO1 - Service Warrant Officer	0										433.42
WO1 - Tier C	0	-	-	-	-	-	-	-	RXR	RXS	RXT
									398.58	415.35	433.42
WO1 - Tier B	0	-	-	-	343.12	355.44	368.73	383.08	398.58	415.35	433.42
		RWA	RWB	RWC	RWD	RWE	RWF	RWG	RWH	RWI	RWJ
WO1 - Tier A	1	304.93	313.16	323.71	335.10	347.41	360.70	375.06	390.56	407.30	425.39
	0	299.70	307.92	318.47	329.88	342.19	355.46	369.83	385.33	402.07	420.16

Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				RAA	RAB	RAC	RAD	RAE	RAF	RAG	RAH	RAI	RAJ
CPO	WO2	FSGT	1	284.93	293.16	303.71	315.11	327.42	340.71	355.06	370.57	387.31	405.40
			0	280.11	288.34	298.90	310.29	322.60	335.89	350.25	365.76	382.49	400.58
				SSGT	0	272.45	280.68	291.22	302.62	314.93	328.23	342.58	358.08
PO	SGT	SGT	2	257.56	265.78	276.34	287.73	300.04	313.33	327.68	343.19	359.94	378.02
			1	253.27	261.50	272.05	283.45	295.76	309.05	323.39	338.90	355.65	373.74
			0	249.07	257.30	267.85	279.25	291.56	304.85	319.20	334.71	351.45	369.54
LS	CPL	CPL	2	229.37	237.60	248.15	259.55	271.86	285.15	299.49	315.01	331.74	349.83
			1	225.65	233.87	244.42	255.82	268.13	281.42	295.78	311.28	328.02	346.10
			0	221.99	230.22	240.77	252.17	264.47	277.77	292.13	307.63	324.38	342.47
			0	208.33	216.55	227.09	238.50	250.81	264.09	278.44	293.96	310.69	328.79
AB	PTE(P)	LAC	0	205.08	213.31	223.87	235.26	247.57	260.87	275.21	290.71	307.46	325.54
SMN	PTE	AC	0	201.90	210.14	220.68	232.08	244.39	257.68	272.04	287.54	304.28	322.38



ADF Military Salary - Specialist Rates non Star Ranks - 29 August 2024



Military Medicine Trauma Specialist (Schedule B.8)							
Navy	Army	RAAF	Plan	Plan	Level	\$ pa	\$/day
LCDR and below	MAJ and below	SQNLDR and below	PPS	RPS	6	429,877	1,177.75
					5	419,993	1,150.67
					4	407,644	1,116.83
					3	391,307	1,072.07
					2	376,764	1,032.23
					1	364,412	998.39
					entry	352,058	964.54
CMDR and above	LTCOL and above	WGCDR and above	PPS	RPS	6	429,877	1,177.75
					5	419,993	1,150.67
					4	407,644	1,116.83
					3	391,307	1,072.07
					2	376,764	1,032.23
					1	364,412	998.39
					entry	352,058	964.54

Dental Officers (Schedule B6) Snr Off (Sched B.16)							
Navy	Army	RAAF	Plan	Plan	Level	\$ pa	\$/day
CDRE	BRIG	AIRCORE	PD6	RD6	DL 4	275,297	754.24
			PD5	RD5	DL 3	262,123	718.14
CAPT	COL	GPCAPT	PD6	RD6	DL 4	243,674	667.60
			PD5	RD5	DL 3	230,051	630.28
CMDR	LTCOL	WGCDR	PD6	RD6	DL 4	224,577	615.28
			PD5	RD5	DL 3	212,038	580.93
			PD4	RD4	DL 2*	188,893	517.52
LCDR	MAJ	SQNLDR	PD6	RD6	DL 4	213,468	584.84
					DL 3-3	201,686	552.56
					DL 3-2	195,968	536.90
					DL 3-1	190,414	521.68
					DL 2-3	179,939	492.98
					DL 2-2	174,852	479.05
					DL 2-1	169,911	465.51
					DL 4	196,281	537.76
					DL 3-3	185,475	508.15
					DL 3-2	180,225	493.77
LEUT	CAPT	FLTLT	PD5	RD5	DL 3-1	175,131	479.81
					DL 2-3	165,519	453.48
					DL 2-2	160,853	440.69
					DL 2-1	156,318	428.27
					DL 1-2	126,128	345.56
					DL 1-1	122,141	334.63

NOTE:
* For higher duties or temporary duty only

The tables show salaries and allowances for ADF members include:
- Workplace Remuneration Arrangement 4% increase from 09 Nov 23
The base salary rates are shown.

This brochure is a guide only. For further information on policy and entitlements, refer to the ADF Pay and Conditions Manual:
* Intranet - intranet.defence.gov.au/PeopleConnect
* Internet - <http://www.defence.gov.au/PayAndConditions/>

Notes:
* PMKEYS pay grade codes are displayed in purple.
* Reserve PMKEYS pay grade codes are displayed in red.
* Increment 0 is paid 'on promotion', payslip's currently identify 'on promotion' as increment 1.

Medical Officers (Schedule B.8) (Snr Off - Sched B.15)							
Navy	Army	RAAF	Plan	Plan	Level	\$ pa	\$/day
RADM	MAJGEN	AVM	PPF	RPF	ML4	394,330	1,080.35
			PPD	RPD	ML3	387,863	1,062.64
CDRE	BRIG	AIRCORE	PPF	RPF	ML4	379,608	1,040.02
			PPD	RPD	ML3	373,142	1,022.31
CAPT	COL	GPCAPT	PPF	RPF	MML 4-3	345,280	945.97
					MML 4-2	336,856	922.89
					MML 4-1	328,678	900.49
					MML 3A-4	345,126	945.55
					MML 3A-3	336,709	922.49
					MML 3A-2	327,219	896.49
			PPE	RPE	MML 3A-1	315,544	864.50
					MML 3-5	328,678	900.49
					MML 3-4	322,031	882.28
					MML 3-3	315,544	864.50
					MML 3-2	309,216	847.17
					MML 3-1	301,843	826.97
			PPD	RPD	MML 2B-2	225,773	618.56
					MML 2B-1	217,319	595.39
					MML 2A-4	208,870	572.25
			PPB	RPB	MML 2A-3	198,978	545.15
					MML 2A-2	194,678	533.36
					MML 2A-1	190,501	521.92
MML 4-3	331,572	908.42					
PPF	RPF	MML 4-2	323,148	885.34			
		MML 4-1	314,970	862.93			
CMDR	LTCOL	WGCDR	PPF	RPF	MML 3A-4	331,418	907.99
					MML 3A-3	323,001	884.93
					MML 3A-2	313,511	858.93
			PPE	RPE	MML 3A-1	301,836	826.95
					MML 3-5	314,970	862.93
					MML 3-4	308,323	844.72
					MML 3-3	301,836	826.95
			PPD	RPD	MML 3-2	295,508	809.61
					MML 3-1	288,135	789.41
			PPC	RPC	MML 2B-2	212,064	581.00
MML 2B-1	203,611	557.84					
PPB	RPB	MML 2A-4	195,162	534.69			
		MML 2A-3	185,270	507.59			
		MML 2A-2	180,970	495.81			
		MML 2A-1	176,793	484.36			
		MML 4-3	319,932	876.53			
		MML 4-2	311,508	853.45			
PPF	RPF	MML 4-1	303,331	831.04			
		MML 3A-4	319,778	876.10			
		MML 3A-3	311,361	853.04			
		MML 3A-2	301,871	827.04			
PPE	RPE	MML 3A-1	290,196	795.06			
		MML 3-5	303,331	831.04			
		MML 3-4	296,683	812.83			
LCDR	MAJ	SQNLDR	PPD	RPD	MML 3-3	290,196	795.06
					MML 3-2	283,868	777.72
					MML 3-1	276,495	757.52
			PPC	RPC	MML 2B-2	200,425	549.11
					MML 2B-1	191,972	525.95
			PPB	RPB	MML 2A-4	183,523	502.80
					MML 2A-3	173,630	475.70
					MML 2A-2	169,330	463.92
			PPA	RPA	MML 2A-1	165,153	452.47
					MML 1-4	140,909	386.05
					MML 1-3	126,156	345.63
LEUT	CAPT	FLTLT	PPF	RPF	MML 4-3	308,230	844.47
					MML 4-2	299,806	821.39
					MML 4-1	291,628	798.98
			PPE	RPE	MML 3A-4	308,077	844.05
					MML 3A-3	299,659	820.98
					MML 3A-2	290,727	796.51
			PPD	RPD	MML 3A-1	278,494	763.00
					MML 3-5	291,628	798.98
					MML 3-4	284,980	780.77
					MML 3-3	278,494	763.00
					MML 3-2	272,166	745.66
					MML 3-1	264,794	725.46
PPC	RPC	MML 2B-2	188,722	517.05			
		MML 2B-1	180,269	493.89			
		MML 2A-4	171,822	470.75			
PPB	RPB	MML 2A-3	161,929	443.64			
		MML 2A-2	157,628	431.86			
		MML 2A-1	153,451	420.41			
PPA	RPA	MML 1-4	129,488	354.76			
		MML 1-3	114,989	315.04			
Senior Resident			PPA	RPA	MML 1-2	104,022	284.99
Resident			PPA	RPA	MML 1-2	104,022	284.99



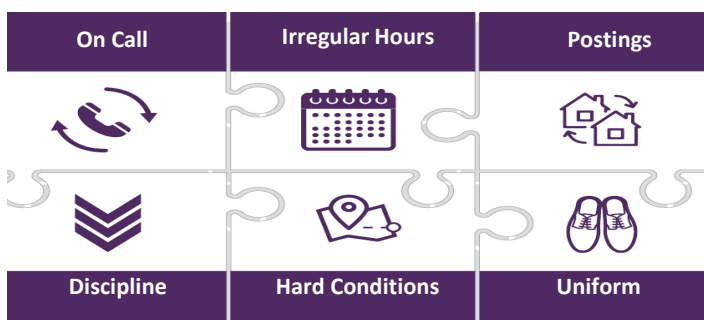
ADF Military Salary - Specialist Rates non Star Ranks cont. - 29 August 2024

The Defence Force Remuneration Tribunal approved the following changes:

- Star Ranks full Executive Vehicle Allowance rolled into salary effective 09 Nov 23
- Workplace Remuneration Arrangement 4% salary increase for all ADF effective 09 Nov 23

The tables show salaries and allowances for ADF members inclusive of the changes above. The base salary rates are shown.

PMKEYs pay grade codes are displayed in **dark purple**
Reserve pay grade codes displayed in **red**



Chaplain (Schedule B.5) Snr Off (Sch B.18)

Division	Plan	Plan	Level	\$ pa	\$/day
Div 5	PC5	RC5	CL 3-2	213,892	586.00
			CL 3-1	211,201	578.63
			CL 3-2	177,394	486.01
Div 4	PC5	RC5	CL 3-1	172,272	471.98
			CL 3-2	162,972	446.50
Div 3	PC5	RC5	CL 3-1	158,180	433.37
			CL 3-3	146,457	401.25
			CL 3-2	143,959	394.41
Div 2	PC5	RC5	CL 3-1	141,509	387.70
			CL 2-4	139,107	381.12
			CL 2-3	136,755	374.67
			CL 2-2	134,449	368.35
Div 1	PC4	RC4	CL 2-1	132,187	362.16
			CL 2-3	129,970	356.08
			CL 2-2	126,231	345.84
			CL 2-1	122,599	335.89
Div 1	PC3	RC3	CL 1-2	119,087	326.27
			CL 1-1	115,669	316.90

Maritime Spiritual Wellbeing Officer (Schedule B.5) Snr Off (Sch B.18)

Class	Plan	Plan	Level	\$ pa	\$/day
Class 5	PC5	RC5	CL 3-2	213,892	586.00
			CL 3-1	211,201	578.63
Class 4	PC5	RC5	CL 3-2	177,394	486.01
			CL 3-1	172,272	471.98
Class 3	PC5	RC5	CL 3-2	162,972	446.50
			CL 3-1	158,180	433.37
Class 2	PC5	RC5	CL 3-3	146,457	401.25
			CL 3-2	143,959	394.41
			CL 3-1	141,509	387.70
			CL 2-4	139,107	381.12
Class 2	PC4	RC4	CL 2-3	136,755	374.67
			CL 2-2	134,449	368.35
			CL 2-1	132,187	362.16
			CL 2-3	129,970	356.08
Class 1	PC4	RC4	CL 2-2	126,231	345.84
			CL 2-1	122,599	335.89
			CL 1-2	119,087	326.27
			CL 1-1	115,669	316.90

This brochure is a guide only. For further information on policy and entitlements, refer to the ADF Pay and Conditions Manual:

* Intranet - intranet.defence.gov.au/PeopleConnect

* Internet - <http://www.defence.gov.au/PayAndConditions/>

Legal Officers (Schedule B.7) Snr Off (Sched B.17)

Navy	Army	RAAF	Plan	Plan	Level	\$ pa	\$/day
RADM	MAJGEN	AVM	PL5	RL5	LL5-2	311,837	854.35
					LL5-1	297,164	814.15
CDRE	BRIG	AIRCDRE	PL5	RL5	LL5-2	268,556	735.77
					LL5-1	260,880	714.74
CAPT	COL	GPCAPT	PL5	RL5	LL-A	-	587.67
					LL-B	-	569.72
					LL 5-2	228,754	626.72
					LL 5-1	221,050	605.62
					LL 4	214,499	587.67
					LL 3*	204,725	560.89
CMDR	LTCOL	WGCDR	PL5	RL5	LL-A	-	587.67
					LL-B	-	569.72
					LL 5	214,499	587.67
					LL 4-2	207,948	569.72
					LL 4-1	200,661	549.76
					LL 3-2	194,954	534.12
LCDR	MAJ	SQNLDR	PL4	RL4	LL 3-1	189,366	518.81
					LL-A	-	587.67
					LL-B	-	569.72
					LL 4-4	197,090	539.97
					LL 4-3	192,597	527.66
					LL 4-2	188,366	516.07
					LL 4-1	184,397	505.20
					LL 3-4	178,072	487.87
					LL 3-3	168,379	461.31
					LL 3-2	163,538	448.05
					LL 3-1	153,583	420.78
					LL 2-4	134,464	368.39
LEUT	CAPT	FLTLT	PL3	RL3	LL 2-3	133,059	364.55
					LL 2-2	129,614	355.11
					LL 2-1	126,156	345.63
					LL-A	-	587.67
					LL-B	-	569.72
					LL 3-2	144,428	395.69
SBLT	LT	FLGOFF	PL1	RL1	LL 3-1	134,464	368.39
					LL 2-6	120,421	329.92
					LL 2-5	117,139	320.93
					LL 2-4	113,849	311.92
					LL 2-3	110,583	302.97
					LL 2-2	107,307	293.99
					LL 2-1	104,022	284.99
					LL 1	101,229	277.34
SBLT	LT	FLGOFF	PL1	RL1	LL 1	90,533	248.04



ADF Military Salary - Aviation - 29 August 2024

Officer Aviation (Schedule B.14)

Level	\$ pa	\$/day
OA 37	231,414	634.01
OA 36	227,555	623.44
OA 35	224,639	615.45
OA 34	221,720	607.45
OA 33	218,809	599.48
OA 32	215,889	591.48
OA 31	212,973	583.49
OA 30	210,062	575.51
OA 29	207,145	567.52
OA 28	204,229	559.53
OA 27	201,315	551.55
OA 26	198,398	543.56
OA 25	195,480	535.56
OA 24	191,109	523.59
OA 23	186,734	511.60
OA 22	182,364	499.63
OA 21	177,990	487.64
OA 20	173,616	475.66
OA 19	169,243	463.68
OA 18	164,870	451.70
OA 17	160,496	439.72
OA 16	156,124	427.74
OA 15	151,751	415.76
OA 14	147,378	403.78
OA 13	143,002	391.79
OA 12	138,631	379.81
OA 11	134,255	367.82
OA 10	129,884	355.85
OA 9	125,506	343.85
OA 8	121,134	331.87
OA 7	116,778	319.94
OA 6	112,405	307.96
OA 5	108,033	295.98
OA 4	103,660	284.00
OA 3	99,288	272.02
OA 2	94,917	260.05
OA 1	90,542	248.06
OA 0	86,171	236.08

The Defence Force Remuneration Tribunal approved the following changes:
 - Star Ranks full Executive Vehicle Allowance rolled into salary effective 09 Nov 23
 - Workplace Remuneration Arrangement 4% salary increase for all ADF effective 09 Nov 23
 The tables show salaries and allowances for ADF members inclusive of the changes above. The base salary rates are shown.
 PMKEYs pay grade codes are displayed in dark purple, reserves are displayed in dark red

Air Force						
Competency Stream	FJP	FWP	RP & WSO	MPRO & AMO	ABM & AEO	ATC
Air Force Command Pathway - Increment Ranges						
GPCAPT (O6)	OA36-OA37	OA35-OA37	OA34-OA37	OA33-OA35	OA32-OA35	OA35-OA37
WGCDR (O5)	OA27-OA30	OA26-OA29	OA24-OA27	OA23-OA26	OA22-OA25	OA26-OA29
SQNLDR (O4)	OA22-OA25	OA21-OA24	OA18-OA21	OA17-OA20	OA16-OA19	OA21-OA24
FLTLT (O3)	OA9-OA20	OA8-OA19	OA7-OA16	OA6-OA15	OA5-OA14	OA6-OA19
OAC and FLGOFF	OA0-OA4	OA0-OA4	OA0-OA4	OA0-OA4	OA0-OA4	OA0-OA4
Air Force Staf Pathway - Increment Ranges						
GPCAPT (O6)	OA36	OA35	OA34	OA33	OA32	OA35
WGCDR (O5)	OA27	OA26	OA24	OA23	OA22	OA26
SQNLDR (O4)	OA22	OA21	OA18	OA17	OA16	OA21
FLTLT (O2)	OA9	OA8	OA7	OA6	OA5	OA6
Air Force Specialist Pathway - Increment Ranges						
GPCAPT (O6)	OA26-OA37	OA35-OA37	OA34-OA37	OA33-OA36	OA32-OA35	OA35-OA37
WGCDR (O5)	OA27-OA37	OA26-OA37	OA24-OA37	OA23-OA26	OA22-OA35	OA26-OA37
SQNLDR (O4)	OA22-OA30	OA21-OA29	OA18-OA27	OA17-OA26	OA16-OA25	OA21-OA29
FLTLT (O2)	OA9-OA25	OA8-OA24	OA7-OA21	OA6-OA20	OA5-OA19	OA6-OA24

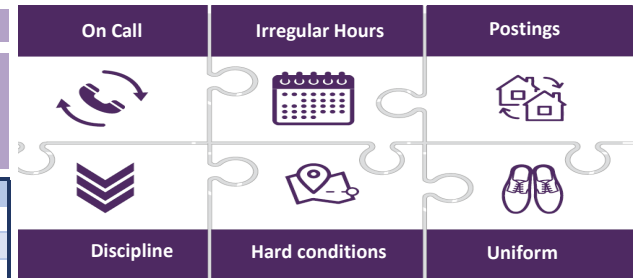
Navy			
Competency Stream	Pilot	AvWO	RPWO
Navy Command Pathway - Increment Ranges			
CAPT (O6)	OA35-OA36	OA35-OA36	OA35-OA36
CMDR (O5)	*OA29-OA30	*OA29-OA30	*OA25
	OA27-OA28	OA27-OA28	OA23-OA24
LCDR (O4)	OA21-OA25	OA21-OA25	OA16-OA20
LEUT, SBLT, ASLT	OA9-OA19	OA8-OA19	OA6-OA15
Navy Specialist Pathway - Increment Ranges			
CAPT (O6)	OA35-OA36	OA35-OA36	
CMDR (O5)	OA27-OA30	OA27-OA30	
LCDR (O4)	OA21-OA28	OA21-OA28	
LEUT, SBLT, ASLT	OA9-OA25	OA8-OA25	
Navy Training & Consolidation - Increment Ranges			
LEUT, SBLT, ASLT	OA0-OA4	OA0-OA4	OA0-OA4

* Sqn and AMAFTU Command only

Army	
Competency Stream	RWP
Army Generalist Stream	
COL (O6)	OA35 - OA36
LTCOL (O5)	**OA29 - OA30
	OA27 - OA28
MAJ (O4)	** OA24 - OA25
	OA21 - OA23
CAPT (O3)	*OA19
	OA8 - OA17
LT (O2)	OA0 - OA4
Army Specialist Stream	
LTCOL (O5)	OA27 - OA30
MAJ (O4)	OA21 - OA28
CAPT (O3)	OA8 - OA23

* CAPTs who have completed 7 years at rank and have been appointed to TP COMD

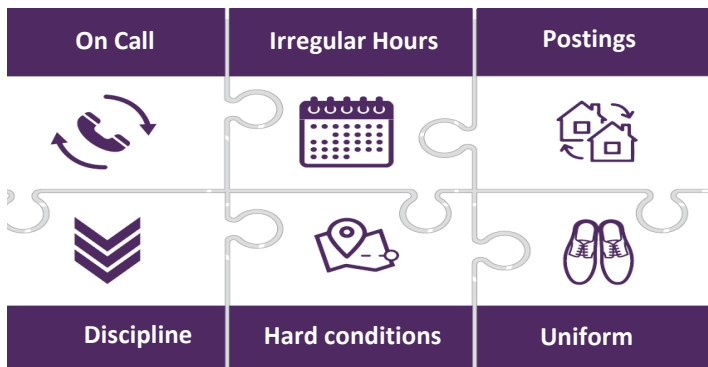
** Sub-Unit and Unit Command appointments



Officer Aviation Specialists (Schedule B.14)					
Class	Plan	Plan	Level	\$ pa	\$/day
4.COL (E) Aircrew at Tier 1/2 (GSO 8) FTE at Tier 1/2	R03	P03	AS 29	230,469	631.42
			AS 28	227,555	623.44
			AS 27	224,639	615.45
			AS 26	221,720	607.45
			AS 25	218,809	599.48
3. Aircrew FTE	R02	P02	AS 24	215,889	591.48
			AS 23	212,973	583.49
			AS 22	210,062	575.51
			AS 21	207,145	567.52
			AS 20	204,229	559.53
2. Aircrew ATC Det Cmd/FTE	R01-Air R04-ATC	P01-Air P04-ATC	AS 19	201,315	551.55
			AS 18	198,398	543.56
			AS 17	195,480	535.56
			AS 16	191,109	523.59
			AS 15	186,734	511.60
1. Aircrew All ATC FTE	R01-Air R04-ATC	P01-Air P04-ATC	AS 14	182,364	499.63
			AS 13	177,990	487.64
			AS 12	173,616	475.66
			AS 11	169,243	463.68
			AS 10	164,870	451.70
			AS 9	160,496	439.72
			AS 8	156,124	427.74
			AS 7	151,751	415.76
			AS 6	147,378	403.78
			AS 5	143,002	391.79
			AS 4	138,631	379.81
			AS 3	134,255	367.82
			AS 2	129,884	355.85
AS 1	125,506	343.85			
AS 0	121,134	331.87			



ADF Military Salary - Trainees- 29 August 2024



The Defence Force Remuneration Tribunal approved the following changes:

- Workplace Remuneration Arrangement 4% salary increase for all ADF effective 09 Nov 23

The tables show salaries and allowances for ADF members inclusive of the changes above. The base salary rates are shown.

This brochure is a guide only. For further information on policy and entitlements, refer to

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Trainees (Schedule B.13)

No	Item	Plan	\$ pa	
1	Recruit - basic training	PET	56,385	
2	Initial employment trg	PET		
	0-6 months		64,439	
	6-12 months		67,661	
	12 months +		70,883	
3	Degree and Off trg or prep:	PT1		
	Matriculation or equivalent:		43,947	
	1st year of training		50,841	
	2nd year of training		57,735	
	3rd year of training		64,629	
	4th year of training		71,522	
4	Undergrad entry scheme - completing a degree greater than three years:	PT6		
	with 6 years to grad		31,883	
	with 5 years to grad		31,883	
	with 4 years to grad		38,777	
	with 3 years to grad		45,671	
	with 2 years to grad		52,565	
	in final year		59,458	
	1st postgrad legal yr		PLT	81,863
	1st postgrad med yr		PM6	87,379
	Undergrad entry scheme - completing a three year degree:			
	with 3 years to graduation		PT6	38,777
with 2 years to grad	45,671			
in final year	52,565			
5	Officer Tertiary Rct Scheme:	PT0		
	5 or 6 years to grad		31,883	
	with 4 years to grad		38,777	
	with 3 years to grad		45,671	
	with 2 years to grad		52,565	
	in final year		59,458	

No	Item	Plan	\$ pa
6	Officer training, no degree course:		
	• Army or RAAF:		
	without a degree (0-6 months)	PT3	64,629
	without a degree (6 + months)	PT3	71,522
	with a degree	PT8	71,522
	• Navy:		
	without a degree (1st year)	PT2	64,629
	without a degree (2nd year)	PT2	71,522
	with a degree	PT9	71,522
	7	Graduate medical scheme:	
1st year		PM5	73,856
2nd year			76,977
3rd year			79,057
4th year			82,178
1st postgrad yr		PM6	87,379

RESERVES Trainees (\$ per day) (Schedule B.13)

Rank

Recruit - basic training	RET	154.48
PTE (E), not completed cat trg/mil trade test		176.55
Officer Training Unit - without degree	RT8	177.07
Officer Training Unit - degree	RT9	195.95

Notes:

* PMKEYS pay grade codes are displayed in purple.

* Reserve PMKEYS pay grade codes are displayed in red.

* Increment 0 is paid 'on promotion', payslip's currently identify 'on promotion' as increment 1.

Military Factor Framework

Tier A	\$10,215 pa	\$27.99/day
Maritime Crew A - CD OPS Support Paratrooper Level 1 SF Support 1B/1C SF Disablement Technician Sustainment Flying Disability Unpredictable Explosive Endurance Level Training Sustainment Allowance		

Tier B	\$14,448 pa	\$39.58/day
Maritime Crew A - Maritime Deployable Support Element Maritime Crew A - ADF Dive Trainees Maritime Crew A - CD Support - Medic Maritime Crew B (Major Fleet Unit) - Level 1 (0-2yrs) Paratrooper Level 2 Amphibious Ready Element Unpredictable Explosive - Low Risk Search (Daily)		

Tier C	\$18,681 pa	\$51.18/day
Maritime Crew A - ADF Dive Instructor Submarine Escape (daily) Maritime Crew C (Minor War Vessel) - Level 1 (0-2yrs) Paratrooper Level 3 SF Support Staff 2/3 - SF School Instructor Recruit Instructor Unpredictable Explosive Endurance Level 2		

Tier D	\$22,914 pa	\$62.78/day
Maritime Crew A - CD Instructor Paratrooper Level 4 Field - Level 2 (daily) Adventurous Training Leader (daily) SF Support 1B/1C - Flying SF Operator Sustainment		

Tier E	\$27,147 pa	\$74.38/day
Maritime Crew B (Major Fleet Unit) - Level 2 (2-4yrs) Maritime Crew D (SUB) / E (MFU/FLY) / F (CD) - Level 1 (0-2yrs) Paratrooper Level 5 SF Operator - Non-SF School Instructor		

Tier F	\$31,380 pa	\$85.97/day
Maritime Crew C (Minor War Vessel) - Level 2 (2-4yrs) SF Support Staff 2/3 SF Trainee SF Operator - posted to SF School SF Operator - posted to Support Staff 1B/1C		

Tier G	\$35,613 pa	\$97.57/day
Maritime Crew B (Major Fleet Unit) - Level 3 (4-6yrs) Maritime Crew D (SUB) / E (MFU/FLY) / F (CD) - Level 2 (2-4yrs) SF Operator Sustainment - Recruit Instructor Unpredictable Explosive - High Risk Search (Daily)		

Tier H	\$39,846 pa	\$109.17/day
Maritime Crew B (Major Fleet Unit) - Level 4 (6-8yrs) Maritime Crew C (Minor War Vessel) - Level 3 (4-6 yrs) Field - Level 1 (daily) SF Operator Sustainment - ADF Parachute School Instructor SF Operator Sustainment - SF School Instructor Special Duty Level 1 (Daily)		

Tier I	\$44,079 pa	\$120.76/day
Maritime Crew B (Major Fleet Unit) - Level 5 (8-10 yrs) Maritime Crew C (Minor War Vessel) - Level 4 (6-8yrs) Maritime Crew D (SUB) / E (MFU/FLY) / F (CD) - Level 3 (4-6yrs)		

Tier J	\$48,312 pa	\$132.36/day
Maritime Crew B (Major Fleet Unit) - Level 6 (10+yrs) Maritime Crew C (Minor War Vessel) - Level 5 (8-10yrs) Maritime Crew D (SUB) / E (MFU/FLY) / F (CD) - Level 4 (6-8yrs) SF Operator Paratrooper Descent Daily		

Tier K	\$52,545 pa	\$143.96/day
Maritime Crew C (Minor War Vessel) - Level 6 (10+yrs) Maritime Crew D (SUB) / E (MFU/FLY) / F (CD) - Level 5 (8-10yrs)		






Tier L	\$56,778 pa	\$155.56/day
ADF Diving (on occurrence) Maritime Crew D (SUB) / E (MFU/FLY) / F (CD) - Level 6 (10+yrs)		

Tier Z (daily rate)	
Boarding Party	\$186.67
Submarine Escape - open water ascent (<90m)	\$233.33
Submarine Escape - open water ascent (>90m)	\$435.56
Deep Dive	\$513.33
Experimental Dive - Grade 1	\$326.67
Experimental Dive - Grade 2	\$528.89
Experimental Dive - Grade 3	\$886.67
Experimental Dive - Grade 4	\$1,975.56
HAPO Support	\$311.11
HAPO Descent	\$528.89
Special Duty Level 2	\$202.22
Special Duty Level 3	\$295.56
Special Duty Level 3 + SF Operator	\$373.33
Unpredictable Explosive - Render Safe daily	\$233.33

Allowances not in Military Factor

Language Allowance		annual
Group 1	Lower	\$1,314
	Intermediate	\$2,628
	Higher	\$3,942
	Advanced	\$5,258
Group 2	Lower	\$1,972
	Intermediate	\$3,942
	Higher	\$6,572
	Advanced	\$9,187
Group 3	Lower	\$2,628
	Intermediate	\$5,258
	Higher	\$9,187
	Advanced	\$13,129

Military Factor Framework / Eligibility Rules

-  Member is paid at the highest eligible tier per day (exceptions provided below in Notes 1, 2 and 3)
-  Only one tier is payable on each day
-  Qualification periods for field and maritime daily allowances is one 'calendar day' (0000-2359)
-  On occurrence activities paid daily (qualifying periods for maritime and field allowance)
-  All personnel who receive payment under Military Factor gain Additional Recreation Leave (up to 10 days per calendar year)

Military Factor Framework – Explanation

Tier	Tier A	Tier B	Tier C	Tier D	Tier E	Tier F	Tier G	Tier H	Tier I	Tier J	Tier K	Tier L
Annual \$	\$10,215	\$14,448	\$18,681	\$22,914	\$27,147	\$31,380	\$35,613	\$39,846	\$44,079	\$48,312	\$52,545	\$56,778
Daily \$	\$27.99	\$39.58	\$51.18	\$62.78	\$74.38	\$85.97	\$97.57	\$109.17	\$120.76	\$132.36	\$143.96	\$155.56



Military Factor Framework

Military Factor is a 12 tier allowance framework that incorporates existing ADF environmental and sustainability allowances into a more transparent and simpler framework.

These allowances compensate ADF personnel for hardships associated with service in specific environments such as sea, flying, field and other types of duty.

Many current allowances have new names in the Military Factor Framework. Use the below table to determine what the new allowance name or allowance combination is. Using the new allowance name, you should then be able to find which tier your allowance is placed in.

Military Factor Framework / Eligibility Rules



Member is paid at the highest eligible tier per day (exceptions provided below in Notes 1 and 2)



Only one tier is payable on each day



Qualification periods for field and maritime daily allowances is one 'calendar day' (0000-2359)



On occurrence activities paid daily (qualifying periods for maritime and field allowance)



All personnel who receive payment under Military Factor gain Additional Recreation Leave (up to 10 days per calendar year)

Maritime Domain

Current Allowance	New Military Factor Name	Current Allowance	New Military Factor Name
Maritime Disability & Sustainability Allowance - Major Fleet Unit	Maritime Crew B	CD Support Member - Underwater Medic	Maritime Crew A - CD Support Medic (Underwater)
Maritime Disability & Sustainability Allowance - Minor War Vessel	Maritime Crew C	CD Support Member	Maritime Crew A - CD OPS Support
Maritime Disability & Sustainability Allowance - Submarines	Maritime Crew D	CD Other - Instructor	Maritime Crew A - CD Dive Instructor
Maritime Disability & Sustainability Allowance - Major Fleet & Flying	Maritime Crew E		
Clearance Diving Team			
Clearance Diving Other & Maritime Disability & Sustainability	Maritime Crew F		

Other Domain

Current Allowance	New Military Factor Name	Current Allowance	New Military Factor Name
Low Risk Search - Annual	Unpredictable Explosive Endurance Level 1	Render Safe - Annual	Unpredictable Explosive Endurance Level 2
Render Safe - Non Continuous Annual		Recruit Instructor Disability & Recruit Instructor Sustainability	Recruit Instructor

Land Domain

Current Allowance	New Military Factor Name	Current Allowance	New Military Factor Name
Paratrooper (Tactical Unit)	Paratrooper Level 1		
Para Free Fall		SF Support 1B	SF Support 1B/1C
Para Jump Instructor @ non ADFPS		SF Support 1C	
Para Jump Master	Paratrooper Level 2	SF Support 1B & Flying Allowance	SF Support 1B/1C (Flying)
Paratrooper (Tactical Unit) & SF Support 1B/1C		SF Support 1C & Flying Allowance	
Para Free Fall & SF Support 1B/1C	Paratrooper Level 3	Qualified CDO / CD TAG	SF Operator
Para Jump Instructor @ ADFPS		Qualified SAS	
Para Free Fall Instructor	Paratrooper Level 4	Qualified Combat Controller / Combat Control Officer	SF Operator - Recruit Instructor
Para Jump Master & SF Support 1B/1C		SF Operator Sustainment & Recruit Instructor Disability	
Para Jump Instructor @ non ADFPS & SF Support 1B/1C		SF Operator Sustainment & Training Sustainment Allowance	
Para Jump Instructor @ ADFPS & SF Support 1B/1C	Paratrooper Level 5		
Para Free Fall Instructor & SF Support 1B/1C			

Note 1. If a member is eligible for the Maritime Deployable Support Element allowance and performs duty with Maritime Crew B-F or in the field, then they will not be eligible for a higher tier of Maritime or Field Allowance.

Note 2. If a member is eligible for a Military Factor allowance for Maritime Crews B-F or Amphibious Ready Element, then they will not be eligible for a higher tier for Field Allowance.

Note 3. If a member is eligible for a Military Factor allowance for Unpredictable Explosives Endurance Level 1 or Level 2, then they will not be eligible for a higher tier for low risk/high risk search or render safe activities.



Military Factor Framework – Placements

Recognising unique service conditions

ADF Employment Offer
Modernisation

Tier	Tier A	Tier B	Tier C	Tier D	Tier E	Tier F	Tier G	Tier H	Tier I	Tier J	Tier K	Tier L	Tier Z	
Annual \$	\$10,215	\$14,448	\$18,681	\$22,914	\$27,147	\$31,380	\$35,613	\$39,846	\$44,079	\$48,312	\$52,545	\$56,778		
Daily \$	\$27.99	\$39.58	\$51.18	\$62.78	\$74.38	\$85.97	\$97.57	\$109.17	\$120.76	\$132.36	\$143.96	\$155.56		
 Maritime Domain	Crew A - CD OPS Support	Crew A - ADF Dive Trainees	Crew A - ADF Dive Instructor	Crew A - CD Dive Instructor								ADF Diving daily	Submarine Escape <90m - On Occurrence	
		Crew A - Maritime Deployable Support Element												Submarine Escape >90m - On Occurrence
		Crew A - CD SPT Medic	Submarine Escape daily											Experimental Dive - Grade 1
		Crew B - MFU Level 1 (0<2)			Level 2 (2<4)		Level 3 (4<6)	Level 4 (6<8)	Level 5 (8<10)	Level 6 (10+)				Deep Dive
			Crew C - MWV Level 1 (0<2)			Level 2 (2<4)		Level 3 (4<6)	Level 4 (6<8)	Level 5 (8<10)	Level 6 (10+)			Experimental Dive - Grade 2
					Crew D - SUB Level 1 (0<2)		Level 2 (2<4)		Level 3 (4<6)	Level 4 (6<8)	Level 5 (8<10)	Level 6 (10+)		Experimental Dive - Grade 3
					Crew E - MFU/FLY Level 1 (0<2)		Level 2 (2<4)		Level 3 (4<6)	Level 4 (6<8)	Level 5 (8<10)	Level 6 (10+)		Experimental Dive - Grade 4
					Crew F - CD Level 1 (0<2)		Level 2 (2<4)		Level 3 (4<6)	Level 4 (6<8)	Level 5 (8<10)	Level 6 (10+)		Boarding Party daily
 Land Domain		Amphibious Ready Element		Field Level 2				Field Level 1						
				Adventurous Training Leader daily									HAPO Support	
	Paratrooper Level 1	Paratrooper Level 2	Paratrooper Level 3	Paratrooper Level 4	Paratrooper Level 5					Paratrooper Descent Daily			HAPO Descent	
	SF Disablement Technician Sustainment		SF Support 2/3 - SF School Instructor	SF Operator - Sustainment	SF Operator - Non-SF School Instructor	SF Operator - Posted to Support 1B/1C Position	SF Operator Sustainment - Recruit Instructor	SF Operator Sustainment + SF Operator - SF School Instructor						
	Special Forces Support 1B/1C			Special Forces Support 1B/1C (Flying)		SF Operator - SF School Instructor		SF Operator Sustainment + ADF Parachute School Instructor		SF Operator				Special Duty Level 2
						SF Support 2/3		Special Duty Level 1						Special Duty Level 3
						SF Trainee								Special Duty Level 3 - SF Operator
 Air Domain	Flying													
Other Domain	Unpredictable Explosive Endurance - Level 1	Low Risk Search daily	Unpredictable Explosive Endurance - Level 2				High Risk Search daily						Unpredictable Explosive - Render Safe Daily	
	Training Sustainment Allowance		Recruit Instructor											