



ADF Military Salary - Specialist Rates - 07 November 2024



On Call 	Irregular Hours 	Postings
Discipline 	Hard conditions 	Uniform

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	446,212	1,222.50
					5	435,953	1,194.39
					4	423,134	1,159.27
					3	406,177	1,112.81
					2	391,081	1,071.45
					1	378,260	1,036.33
					entry	365,436	1,001.19
CMDR and above	LTCOL and above	WGCDR and above	PPS	RPS	6	446,212	1,222.50
					5	435,953	1,194.39
					4	423,134	1,159.27
					3	406,177	1,112.81
					2	391,081	1,071.45
					1	378,260	1,036.33
					entry	365,436	1,001.19

Dental Officers (Schedule B6) Snr Off (Sched B.16)

Navy	Army	RAAF	Plan	Plan	Level	\$ pa	\$/day
CDRE	BRIG	AIRCDRE	PD6	RD6	DL 4	285,758	782.90
			PD5	RD5	DL 3	272,084	745.44
CAPT	COL	GPCAPT	PD6	RD6	DL 4	252,934	692.97
			PD5	RD5	DL 3	238,793	654.23
CMDR	LTCOL	WGCDR	PD6	RD6	DL 4	233,111	638.66
			PD5	RD5	DL 3	220,095	603.00
			PD4	RD4	DL 2*	196,071	537.18
LCDR	MAJ	SQNLDR	PD6	RD6	DL 4	221,580	607.07
			DL 3-3	209,350	573.56		
			PD5	RD5	DL 3-2	203,415	557.30
			DL 3-1	197,650	541.51		
			DL 2-3	186,777	511.72		
LEUT	CAPT	FLTLT	PD4	RD5	DL 2-2	181,496	497.25
			DL 2-1	176,368	483.20		
			PD6	RD6	DL 4	203,740	558.19
			DL 3-3	192,523	527.46		
			PD5	RD5	DL 3-2	187,074	512.53
			DL 3-1	181,786	498.04		
			DL 2-3	171,809	470.71		
PD4	RD4	DL 2-2	166,965	457.44			
DL 2-1	162,258	444.54					
PD3	RD3	DL 1-2	130,921	358.69			
DL 1-1	126,782	347.35					

NOTE:

* For higher duties or temporary duty only

The tables show salaries and allowances for ADF members include:
 - Workplace Remuneration Arrangement 3.8% increase from 07 Nov 24
 The base salary rates are shown.

* Note - Military Factor daily rates are calculated and paid using six decimal places; however, for ease of reading, only two decimals are displayed on these

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

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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	409,315	1,121.41
			PPD	RPD	ML3	402,602	1,103.02
CDRE	BRIG	AIRCDRE	PPF	RPF	ML4	394,033	1,079.54
			PPD	RPD	ML3	387,321	1,061.15
CAPT	COL	GPCAPT	PPF	RPF	MML 4-3	358,401	981.92
					MML 4-2	349,657	957.96
					MML 4-1	341,168	934.71
			PPE	RPE	MML 3A-4	358,241	981.48
					MML 3A-3	349,504	957.55
					MML 3A-2	339,653	930.56
			PPD	RPD	MML 3A-1	327,535	897.36
					MML 3-5	341,168	934.71
					MML 3-4	334,268	915.80
			PPC	RPC	MML 3-3	327,535	897.36
					MML 3-2	320,966	879.36
					MML 3-1	313,313	858.39
			PPB	RPB	MML 2B-2	234,352	642.06
					MML 2B-1	225,577	618.02
					MML 2A-4	216,807	593.99
PPF	RPF	MML 2A-3	206,539	565.86			
		MML 2A-2	202,076	553.63			
		MML 2A-1	197,740	541.75			
PPE	RPE	MML 4-3	344,172	942.94			
		MML 4-2	335,428	918.98			
		MML 4-1	326,939	895.72			
PPD	RPD	MML 3A-4	344,012	942.50			
		MML 3A-3	335,275	918.56			
		MML 3A-2	325,424	891.57			
PPB	RPB	MML 3A-1	313,306	858.37			
		MML 3-5	326,939	895.72			
		MML 3-4	320,039	876.82			
PPC	RPC	MML 3-3	313,306	858.37			
		MML 3-2	306,737	840.38			
		MML 3-1	299,084	819.41			
PPB	RPB	MML 2B-2	220,122	603.07			
		MML 2B-1	211,348	579.04			
		MML 2A-4	202,578	555.01			
PPF	RPF	MML 2A-3	192,310	526.88			
		MML 2A-2	187,847	514.65			
		MML 2A-1	183,511	502.77			
PPD	RPD	MML 4-3	332,089	909.83			
		MML 4-2	323,345	885.88			
		MML 4-1	314,858	862.62			
PPE	RPE	MML 3A-4	331,930	909.40			
		MML 3A-3	323,193	885.46			
		MML 3A-2	313,342	858.47			
PPB	RPB	MML 3A-1	301,223	825.27			
		MML 3-5	314,858	862.62			
		MML 3-4	307,957	843.72			
PPD	RPD	MML 3-3	301,223	825.27			
		MML 3-2	294,655	807.27			
		MML 3-1	287,002	786.31			
PPC	RPC	MML 2B-2	208,041	569.98			
		MML 2B-1	199,267	545.94			
		MML 2A-4	190,497	521.91			
PPB	RPB	MML 2A-3	180,228	493.78			
		MML 2A-2	175,765	481.55			
		MML 2A-1	171,429	469.67			
PPA	RPA	MML 1-4	146,264	400.72			
		MML 1-3	130,950	358.77			
PPF	RPF	MML 4-3	319,943	876.56			
		MML 4-2	311,199	852.60			
		MML 4-1	302,710	829.34			
PPE	RPE	MML 3A-4	319,784	876.12			
		MML 3A-3	311,046	852.18			
		MML 3A-2	301,775	826.78			
PPD	RPD	MML 3A-1	289,077	791.99			
		MML 3-5	302,710	829.34			
		MML 3-4	295,809	810.44			
PPC	RPC	MML 3-3	289,077	791.99			
		MML 3-2	282,508	773.99			
		MML 3-1	274,856	753.03			
PPB	RPB	MML 2B-2	195,893	536.69			
		MML 2B-1	187,119	512.65			
		MML 2A-4	178,351	488.63			
PPA	RPA	MML 2A-3	168,082	460.50			
		MML 2A-2	163,618	448.27			
		MML 2A-1	159,282	436.39			
Senior Resident	PPA	RPA	MML 1-3	119,359	327.01		
Resident	PPA	RPA	MML 1-2	107,975	295.82		



ADF Military Salary - Specialist Rates - 07 November 2024

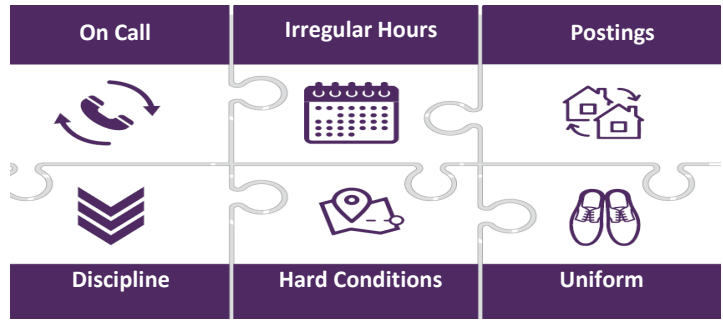
The Defence Force Remuneration Tribunal approved the following changes:

- Workplace Remuneration Arrangement 3.8% salary increase for all ADF effective 07 Nov 24

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**

*** Note - Military Factor daily rates are calculated and paid using six decimal places; however, for ease of reading, only two decimals are displayed on these sheets.**



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

Division	Plan	Plan	Level	\$ pa	\$/day
Div 5	PC5	RC5	CL 3-2	222,020	608.27
			CL 3-1	219,227	600.62
			CL 3-2	184,135	504.48
Div 4	PC5	RC5	CL 3-1	178,818	489.91
			CL 3-2	169,165	463.47
Div 3	PC5	RC5	CL 3-1	164,191	449.84
			CL 3-3	152,022	416.50
			CL 3-2	149,429	409.39
Div 2	PC5	RC5	CL 3-1	146,886	402.43
			CL 2-4	144,393	395.60
			CL 2-3	141,952	388.91
	PC4	RC4	CL 2-2	139,558	382.35
			CL 2-1	137,210	375.92
Div 1	PC4	RC4	CL 2-3	134,909	369.61
			CL 2-2	131,028	358.98
			CL 2-1	127,258	348.65
	PC3	RC3	CL 1-2	123,612	338.66
			CL 1-1	120,064	328.94

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	222,020	608.27
			CL 3-1	219,227	600.62
Class 4	PC5	RC5	CL 3-2	184,135	504.48
			CL 3-1	178,818	489.91
Class 3	PC5	RC5	CL 3-2	169,165	463.47
			CL 3-1	164,191	449.84
Class 2	PC5	RC5	CL 3-3	152,022	416.50
			CL 3-2	149,429	409.39
			CL 3-1	146,886	402.43
	PC4	RC4	CL 2-4	144,393	395.60
			CL 2-3	141,952	388.91
Class 1	PC4	RC4	CL 2-2	139,558	382.35
			CL 2-1	137,210	375.92
			CL 2-3	134,909	369.61
	PC3	RC3	CL 2-2	131,028	358.98
			CL 2-1	127,258	348.65
PC3	RC3	CL 1-2	123,612	338.66	
		CL 1-1	120,064	328.94	

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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	323,687	886.81		
					LL5-1	308,456	845.08		
CDRE	BRIG	AIRCDRE	PL5	RL5	LL5-2	278,761	763.73		
					LL5-1	270,793	741.90		
CAPT	COL	GPCAPT	PL5	RL5	LL-A	-	610.00		
					LL-B	-	591.37		
					LL 5-2	237,447	650.54		
					LL 5-1	229,450	628.63		
					PL4	RL4	LL 4	222,650	610.00
CMDR	LTCOL	WGCDR	PL4	RL4	LL 3*	212,505	582.21		
					LL-A	-	610.00		
					LL-B	-	591.37		
					PL5	RL5	LL 5	222,650	610.00
					PL4	RL4	LL 4-2	215,850	591.37
LCDR	MAJ	SQNLDR	PL4	RL4	LL 4-1	208,286	570.65		
					LL 3-2	202,362	554.42		
					LL 3-1	196,562	538.53		
					LL 4-4	204,579	560.49		
					LL 4-3	199,916	547.72		
LEUT	CAPT	FLTLT	PL3	RL3	LL 4-2	195,524	535.68		
					LL 4-1	191,404	524.39		
					LL 3-4	184,839	506.41		
					LL 3-3	174,777	478.84		
					LL 3-2	169,752	465.07		
SBLT	LT	FLGOFF	PL1	RL1	LL 3-1	159,419	436.76		
					LL 2-4	139,574	382.39		
					LL 2-3	138,115	378.40		
					LL 2-2	134,539	368.60		
					LL 2-1	130,950	358.77		
SBLT	LT	FLGOFF	PL1	RL1	LL-A	-	610.00		
					LL-B	-	591.37		
					LL 3-2	149,916	410.73		
					LL 3-1	139,574	382.39		
					LL 2-6	124,997	342.46		
SBLT	LT	FLGOFF	PL1	RL1	LL 2-5	121,590	333.12		
					LL 2-4	118,175	323.77		
					LL 2-3	114,785	314.48		
SBLT	LT	FLGOFF	PL1	RL1	LL 2-2	111,385	305.16		
					LL 2-1	107,975	295.82		
SBLT	LT	FLGOFF	PL1	RL1	LL 1	105,076	287.88		
SBLT	LT	FLGOFF	PL1	RL1	LL 1	93,973	257.46		



ADF Military Salary - Aviation - 07 November 2024

Officer Aviation (Schedule B.14)

Level	\$ pa	\$/day
OA 37	240,208	658.10
OA 36	236,202	647.13
OA 35	233,175	638.84
OA 34	230,145	630.53
OA 33	227,124	622.26
OA 32	224,093	613.95
OA 31	221,066	605.66
OA 30	218,044	597.38
OA 29	215,017	589.09
OA 28	211,990	580.79
OA 27	208,965	572.51
OA 26	205,937	564.21
OA 25	202,908	555.91
OA 24	198,371	543.48
OA 23	193,830	531.04
OA 22	189,294	518.61
OA 21	184,754	506.18
OA 20	180,213	493.73
OA 19	175,674	481.30
OA 18	171,135	468.86
OA 17	166,595	456.42
OA 16	162,057	443.99
OA 15	157,518	431.56
OA 14	152,978	419.12
OA 13	148,436	406.67
OA 12	143,899	394.24
OA 11	139,357	381.80
OA 10	134,820	369.37
OA 9	130,275	356.92
OA 8	125,737	344.48
OA 7	121,216	332.10
OA 6	116,676	319.66
OA 5	112,138	307.23
OA 4	107,599	294.79
OA 3	103,061	282.36
OA 2	98,524	269.93
OA 1	93,983	257.49
OA 0	89,445	245.05

The Defence Force Remuneration Tribunal approved the following changes:
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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 Staff 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

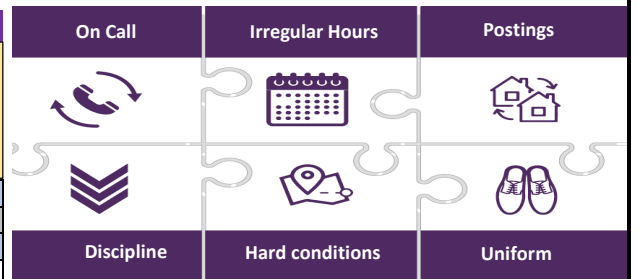
Navy			
Competency Stream	Pilot	AvWO	RPWO
Navy Command Pathway - Increment Ranges			
CAPT (O6)	OA35-OA36	OA35-OA36	OA35-OA36
CMDR (O5)	*OA29-OA30	*OA29-OA30	*OA25
	OA27-OA28	OA27-OA28	OA23-OA24
LCDR (O4)	OA21-OA25	OA21-OA25	OA16-OA20
LEUT, SBLT, ASLT	OA9-OA19	OA8-OA19	OA6-OA14
Navy Specialist Pathway - 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

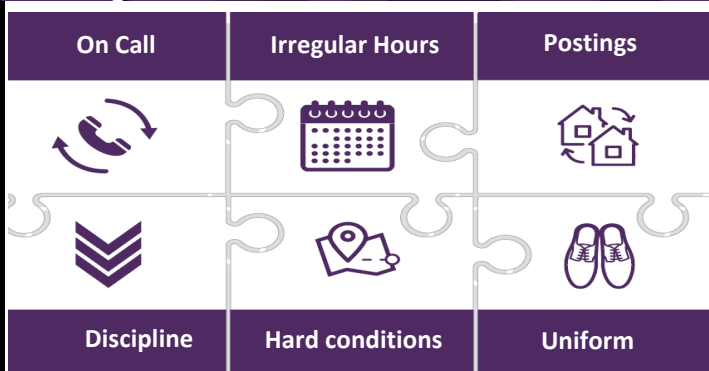
** Sub-Unit and Unit Command appointments



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	239,227	655.42
			AS 28	236,202	647.13
			AS 27	233,175	638.84
			AS 26	230,145	630.53
			AS 25	227,124	622.26
3. Aircrew FTE	R02	P02	AS 24	224,093	613.95
			AS 23	221,066	605.66
			AS 22	218,044	597.38
			AS 21	215,017	589.09
			AS 20	211,990	580.79
2. Aircrew ATC Det Cmd/FTE	R01-Air R04-ATC	P01-Air P04-ATC	AS 19	208,965	572.51
			AS 18	205,937	564.21
			AS 17	202,908	555.91
1. Aircrew All ATC FTE	R01-Air R04-ATC	P01-Air P04-ATC	AS 16	198,371	543.48
			AS 15	193,830	531.04
			AS 14	189,294	518.61
			AS 13	184,754	506.18
			AS 12	180,213	493.73
			AS 11	175,674	481.30
			AS 10	171,135	468.86
			AS 9	166,595	456.42
			AS 8	162,057	443.99
			AS 7	157,518	431.56
			AS 6	152,978	419.12
AS 5	148,436	406.67			
AS 4	143,899	394.24			
AS 3	139,357	381.80			
AS 2	134,820	369.37			
AS 1	130,275	356.92			
AS 0	125,737	344.48			



ADF Military Salary - Trainees- 07 November 2024



The Defence Force Remuneration Tribunal approved the following changes:

- Workplace Remuneration Arrangement 3.8% salary increase for all ADF effective 07 Nov 24

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Trainees (Schedule B.13)

No	Item	Plan	\$ pa	
1	Recruit - basic training	PET	58,528	
2	Initial employment trg	PET		
	0-6 months		66,888	
	6-12 months		70,232	
	12 months +		73,577	
3	Degree and Off trg or prep:	PT4		
	Matriculation or equivalent:		45,617	
	1st year of training		52,773	
	2nd year of training		59,929	
	3rd year of training		67,085	
	4th year of training		74,240	
4	Undergrad entry scheme - completing a degree greater than three years:	PT6		
	with 6 years to grad		33,095	
	with 5 years to grad		33,095	
	with 4 years to grad		40,251	
	with 3 years to grad		47,406	
	with 2 years to grad		54,562	
	in final year		61,717	
	1st postgrad legal yr		PLT	84,974
	1st postgrad med yr		PM6	90,699
	Undergrad entry scheme - completing a three year degree:			
	with 3 years to graduation		PT5	40,251
with 2 years to grad		47,406		
in final year		54,562		
5	Officer Tertiary Rct Scheme:	PT0		
	5 or 6 years to grad		33,095	
	with 4 years to grad		40,251	
	with 3 years to grad		47,406	
	with 2 years to grad		54,562	
	in final year		61,717	

No	Item	Plan	\$ pa
6	Officer training, no degree course:		
	• Army or RAAF:		
	without a degree (0-6 months)	PT3	67,085
	without a degree (6 + months)		74,240
	with a degree	PT8	74,240
	• Navy:		
	without a degree (1st year)	PT2	67,085
	without a degree (2nd year)		74,240
	with a degree	PT9	74,240
	7	Graduate medical scheme:	
1st year		PM5	76,663
2nd year			79,902
3rd year			82,061
4th year			85,301
1st postgrad yr		PM6	90,699

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

Rank		
Recruit - basic training	RET	160.35
PTE (E), not completed cat trg/mil trade test		183.25
Officer Training Unit - without degree	RT8	183.79
Officer Training Unit - degree	RT9	203.40

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.

2024 WRA Increase to Military Factor Framework

Tier A	\$10,603 pa	\$29.04/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	\$14,997 pa	\$41.08/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	\$19,391 pa	\$53.12/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	\$23,785 pa	\$65.16/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	\$28,179 pa	\$77.20/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	\$32,573 pa	\$89.24/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	\$36,967 pa	\$101.27/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	\$41,361 pa	\$113.31/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	\$45,755 pa	\$125.35/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	\$50,149 pa	\$137.39/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	\$54,543 pa	\$149.43/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	\$58,937 pa	\$161.47/day
ADF Diving (on occurrence) Maritime Crew D (SUB) / E (MFU/FLY) / F (CD) - Level 6 (10+yrs)		

Tier Z (daily rate)	
Boarding Party	\$193.77
Submarine Escape - open water ascent (<90m)	\$242.21
Submarine Escape - open water ascent (>90m)	\$452.12
Deep Dive	\$532.86
Experimental Dive - Grade 1	\$339.09
Experimental Dive - Grade 2	\$549.00
Experimental Dive - Grade 3	\$920.39
Experimental Dive - Grade 4	\$2050.68
HAPO Support	\$322.94
HAPO Descent	\$549.00
Special Duty Level 2	\$209.91
Special Duty Level 3	\$306.80
Special Duty Level 3 + SF Operator	\$387.53
Unpredictable Explosive - Render Safe daily	\$242.21

Allowances not in Military Factor

Language Allowance	annual	
Group 1	Lower	\$1,364
	Intermediate	\$2,728
	Higher	\$4,092
	Advanced	\$5,458
Group 2	Lower	\$2,047
	Intermediate	\$4,092
	Higher	\$6,822
	Advanced	\$9,536
Group 3	Lower	\$2,728
	Intermediate	\$5,458
	Higher	\$9,536
	Advanced	\$13,628

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)

* Note - Military Factor Daily Rates are calculated and paid using six decimal places; however, for ease of reading, only two decimals are displayed on these sheets.

Refer to [Explanation page](#) and [Placements page](#) to see where the allowances are placed in the framework

2024 WRA Increase to 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 \$	\$10,603	\$14,997	\$19,391	\$23,785	\$28,179	\$32,573	\$36,967	\$41,361	\$45,755	\$50,149	\$54,543	\$58,937
Daily \$	\$29.04	\$41.08	\$53.12	\$65.16	\$77.20	\$89.24	\$101.27	\$113.31	\$125.35	\$137.39	\$149.43	\$161.47



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

*** Note - Military Factor Daily Rates are calculated and paid using six decimal places; however, for ease of reading, only two decimals are displayed on these sheets.**



2024 WRA Increase to 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 \$	\$10,603	\$14,997	\$19,391	\$23,785	\$28,179	\$32,573	\$36,967	\$41,361	\$45,755	\$50,149	\$54,543	\$58,937		
Daily \$	\$29.04	\$41.08	\$53.12	\$65.16	\$77.20	\$89.24	\$101.27	\$113.31	\$125.35	\$137.39	\$149.43	\$161.47		
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 Submarine Escape >90m - On Occurrence	
		Crew A - Maritime Deployable Support Element												
		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											

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