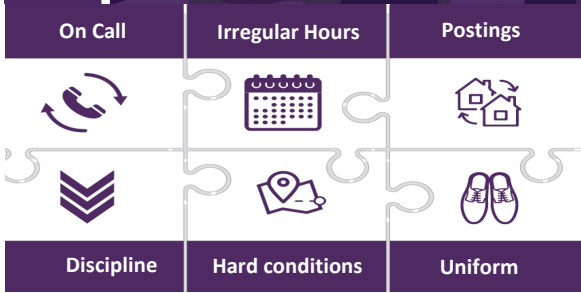




ADF Military Salary - Permanent Rates - 06 November 2025



Senior Officers (Schedule B.1)

	Navy	Army	Air Force	Point	1	2	3
				Plan	PG1		
VADM	LTGEN	AIRMSHL	salary	478,781	478,781	478,781	
			position	-	46,025	88,744	
				Incr	1		
					1	332,277	
					0	316,619	
RADM	MAJGEN	AVM	PGK	1	290,217		
				0	282,677		
CDRE	BRIG	AIRCORE	PGM				

The Defence Force Remuneration Tribunal approved the following changes:
 - Workplace Remuneration Arrangement 3.4% salary increase for all ADF effective 06 Nov 25.

The tables show salaries and allowances for ADF members inclusive of the changes above. 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 sheets.

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/>

Service Warrant Officers (Sched B.10)

Rank	Plan	\$ pa
Service Warrant Officer	PXU	169,795

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.

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	192,318	197,710	203,932	209,323	215,338	222,075	228,844	236,158	243,480	248,376	
			0	186,934	192,324	198,552	203,938	209,953	216,693	223,452	230,777	238,100	242,990	
CMDR	LTCOL	WGCDR	1	164,718	170,113	176,340	181,730	187,741	194,479	201,244	208,567	215,886	220,780	
			0	159,440	164,832	171,058	176,450	182,462	189,202	195,963	203,286	210,608	215,502	
LCDR	MAJ	SQNLDR	2	137,420	142,811	149,037	154,428	160,440	167,178	173,943	181,265	188,583	193,476	
			1	133,718	139,113	145,336	150,726	156,738	163,481	170,243	177,565	184,887	189,775	
			0	130,007	135,402	141,624	147,014	153,028	159,769	166,532	173,855	181,175	186,067	
LEUT	CAPT	FLTTLT	5	123,850	129,247	135,472	140,861	146,875	153,614	160,378	167,702	175,024	179,912	
			4	120,330	125,724	131,950	137,344	143,354	150,093	156,855	164,176	171,501	176,389	
			3	116,802	122,193	128,418	133,807	139,823	146,563	153,327	160,647	167,970	172,856	
			2	113,290	118,688	124,909	130,298	136,314	143,052	149,813	157,140	164,463	169,351	
			1	109,781	115,172	121,395	126,787	132,802	139,539	146,302	153,622	160,944	165,839	
			0	106,257	111,646	117,869	123,260	129,275	136,012	142,778	150,100	157,417	162,312	
SBLT	LT	FLGOFF	3	100,259	105,647	111,872	117,264	123,270	130,010	136,778	144,101	151,421	156,316	
			2	97,357	102,750	108,973	114,362	120,377	127,117	133,881	141,203	148,526	153,415	
			1	94,508	99,899	106,126	111,517	117,527	124,265	131,030	138,356	145,675	150,567	
			0	91,778	97,168	103,395	108,786	114,798	121,538	128,300	135,620	142,944	147,835	
ASLT	2LT	PLTOFF	1	89,435	94,828	101,055	106,443	112,455	119,196	125,958	133,279	140,603	145,493	
			0	87,091	92,486	98,708	104,099	110,113	116,850	123,618	130,935	138,260	143,150	

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	123,850	129,247	135,472	140,861	146,875	153,614	160,378	167,702	175,024	179,912	
			2	121,367	126,760	132,985	138,375	144,388	151,125	157,892	165,213	172,532	177,426	
			1	118,876	124,266	130,495	135,881	141,896	148,635	155,397	162,722	170,038	174,931	
			0	116,394	121,789	128,014	133,408	139,417	146,157	152,916	160,241	167,566	172,456	
SBLT	LT	FLGOFF	3	113,916	119,309	125,532	130,923	136,936	143,675	150,440	157,758	165,081	169,973	
			2	111,430	116,823	123,046	128,440	134,449	141,191	147,952	155,273	162,602	167,487	
			1	108,945	114,340	120,562	125,954	131,968	138,707	145,466	152,791	160,114	165,005	
			0	106,454	111,847	118,069	123,461	129,472	136,213	142,975	150,298	157,623	162,508	
ASLT	2LT	PLTOFF	0	103,977	109,371	115,592	120,986	126,998	133,735	140,501	147,822	155,144	160,034	

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	-	-	-	-	-	-	-	156,144	162,712	169,795
WO1 - Tier B		-	-	-	PXD	PXE	PXF	PXG	PXH	PXI	PXJ
	0	-	-	-	134,419	139,245	144,452	150,074	156,144	162,712	169,795
WO1 - Tier A		PWA	PWB	PWC	PWD	PWE	PWF	PWG	PWH	PWI	PWJ
	1	119,455	122,679	126,815	131,275	136,098	141,304	146,930	153,002	159,562	166,648
	0	117,408	120,630	124,762	129,230	134,052	139,253	144,881	150,955	157,512	164,598

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	111,623	114,844	118,979	123,446	128,267	133,473	139,097	145,172	151,730	158,815
			0	109,733	112,956	117,094	121,557	126,379	131,586	137,211	143,286	149,842	156,929
			0	106,734	109,956	114,087	118,553	123,376	128,584	134,206	140,278	146,838	153,925
PO	SGT	SGT	2	100,898	104,120	108,257	112,718	117,543	122,747	128,371	134,445	141,006	148,091
			1	99,220	102,443	106,575	111,041	115,864	121,073	126,690	132,767	139,326	146,413
			0	97,575	100,797	104,930	109,397	114,219	119,427	125,047	131,122	137,681	144,768
LS	CPL	CPL	2	89,857	93,081	97,212	101,677	106,503	111,706	117,327	123,404	129,959	137,047
			1	88,398	91,620	95,754	100,219	105,042	110,246	115,871	121,945	128,502	135,586
			0	86,966	90,189	94,324	98,787	103,607	108,817	114,442	120,514	127,074	134,164
			0	81,612	84,833	88,963	93,433	98,255	103,459	109,081	115,158	121,713	128,802
AB	PTE(P)	LAC	0	80,341	83,565	87,700	92,164	96,985	102,194	107,814	113,887	120,448	127,530
SMN	PTE	AC	0	79,096	82,322	86,453	90,919	95,741	100,947	106,572	112,644	119,203	126,292



ADF Military Salary - Reserves - 06 November 2025

On Call	Irregular Hours	Postings
Discipline	Hard conditions	Uniform

The Defence Force Remuneration Tribunal approved the following changes:
 - **Workplace Remuneration Arrangement 3.4% salary increase for all ADF effective 06 Nov 25.**
 The tables show salaries and allowances for ADF members inclusive of the changes above. 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 sheets.

Senior Officers (\$ day) (Sched B.1)					
Navy	Army	RAAF	Plan	Incr	1
ADM	GEN	ACM	RG1		1,997.00
VADM	LTGEN	AIRMSHL	RGK	0	1,311.73
RADM	MAJGEN	AVM		1	910.35
				0	867.45
CDRE	BRIG	AIRCORE		1	795.12
				0	774.46

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

Officers (\$ per day) (Schedule B.3)

Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				RG A	RG B	RG D	RG F	RG I	RG J	RG K	RG L	RG M	RG N
CAPT	COL	GPCAPT	1	526.90	541.67	558.72	573.49	589.97	608.42	626.97	647.01	667.07	680.48
			0	512.15	526.92	543.98	558.73	575.21	593.68	612.20	632.27	652.33	665.73
CMDR	LTCOL	WGCDR	1	451.28	466.06	483.12	497.89	514.36	532.82	551.35	571.42	591.47	604.88
			0	436.82	451.59	468.65	483.42	499.90	518.36	536.88	556.95	577.01	590.42
LCDR	MAJ	SQNLDR	2	376.49	391.26	408.32	423.09	439.56	458.02	476.56	496.62	516.67	530.07
			1	366.35	381.13	398.18	412.95	429.42	447.89	466.42	486.48	506.54	519.93
			0	356.18	370.96	388.01	402.78	419.25	437.72	456.25	476.32	496.37	509.77
LEUT	CAPT	FLTTLT	5	339.32	354.10	371.16	385.92	402.40	420.86	439.39	459.46	479.52	492.91
			4	329.67	344.45	361.51	376.28	392.75	411.21	429.74	449.80	469.87	483.26
			3	320.01	334.78	351.83	366.59	383.08	401.54	420.07	440.13	460.19	473.58
			2	310.38	325.17	342.22	356.98	373.46	391.92	410.45	430.52	450.58	463.98
			1	300.77	315.54	332.59	347.36	363.84	382.30	400.83	420.88	440.94	454.35
			0	291.12	305.88	322.93	337.70	354.18	372.64	391.17	411.23	431.28	444.69
SBLT	LT	FLGOFF	3	274.68	289.44	306.50	321.27	337.73	356.19	374.73	394.80	414.85	428.26
			2	266.73	281.51	298.56	313.32	329.80	348.27	366.80	386.86	406.92	420.32
			1	258.93	273.70	290.76	305.53	321.99	340.45	358.99	379.06	399.11	412.51
ASLT	2LT	PLTOFF	0	251.45	266.21	283.27	298.04	314.52	332.98	351.51	371.56	391.63	405.03
			1	245.03	259.80	276.86	291.62	308.10	326.56	345.09	365.15	385.21	398.61
			0	238.61	253.39	270.43	285.20	301.68	320.14	338.68	358.73	378.79	392.19

Other Rank Appointed as Officer - Transitional (Closed to New Entrants) (\$ per day) (Schedule B.4)

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	FLTTLT	3	339.32	354.10	371.16	385.92	402.40	420.86	439.39	459.46	479.52	492.91
			2	332.51	347.29	364.34	379.11	395.58	414.04	432.58	452.64	472.69	486.10
			1	325.69	340.45	357.52	372.28	388.76	407.22	425.75	445.81	465.86	479.26
			0	318.89	333.67	350.72	365.50	381.96	400.43	418.95	439.02	459.08	472.48
SBLT	LT	FLGOFF	3	312.10	326.87	343.92	358.69	375.17	393.63	412.16	432.21	452.28	465.68
			2	305.29	320.06	337.11	351.89	368.35	386.82	405.35	425.41	445.48	458.87
			1	298.48	313.26	330.31	345.08	361.56	380.02	398.54	418.61	438.67	452.07
ASLT	2LT	PLTOFF	0	291.65	306.43	323.48	338.25	354.72	373.19	391.71	411.78	431.84	445.23
ASLT	2LT	PLTOFF	0	284.87	299.65	316.69	331.47	347.94	366.40	384.93	404.99	425.05	438.45

Warrant Officers (\$ per day) (Schedule B.10)

Rank	Incr	1	2	3	4	5	6	7	8	9	10
WO1 - Service Warrant Officer	0										465.19
WO1 - Tier C	0	-	-	-	-	-	-	-	RXR	RXS	RXT
									427.79	445.79	465.19
WO1 - Tier B	0	-	-	-	RXD	RXE	RXF	RXG	RXH	RXI	RXJ
					368.27	381.49	395.76	411.16	427.79	445.79	465.19
WO1 - Tier A	1	RWA	RWB	RWC	RWD	RWE	RWF	RWG	RWH	RWI	RWJ
	0	327.27	336.11	347.44	359.66	372.87	387.13	402.55	419.18	437.16	456.57
	0	321.67	330.49	341.81	354.05	367.27	381.52	396.93	413.58	431.54	450.95

Other Ranks (\$ per day) (Schedule B.12)

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	305.82	314.64	325.97	338.21	351.42	365.68	381.09	397.73	415.70	435.11
			0	300.64	309.47	320.81	333.03	346.24	360.51	375.92	392.56	410.53	429.94
	SSGT		0	292.42	301.25	312.57	324.80	338.02	352.28	367.69	384.32	402.30	421.71
PO	SGT	SGT	2	276.43	285.26	296.59	308.82	322.04	336.29	351.70	368.34	386.32	405.73
			1	271.84	280.67	291.99	304.22	317.44	331.71	347.10	363.75	381.72	401.13
			0	267.33	276.16	287.48	299.72	312.93	327.20	342.59	359.24	377.21	396.62
LS	CPL	CPL	2	246.18	255.02	266.33	278.57	291.79	306.04	321.44	338.09	356.05	375.47
			1	242.19	251.01	262.34	274.57	287.79	302.04	317.45	334.10	352.06	371.47
			0	238.26	247.09	258.42	270.65	283.85	298.13	313.54	330.18	348.15	367.57
	LCPL		0	223.59	232.42	243.73	255.98	269.19	283.45	298.85	315.50	333.46	352.88
AB	PTE(P)	LAC	0	220.11	228.95	240.27	252.50	265.71	279.98	295.38	312.02	329.99	349.40
SMN	PTE	AC	0	216.70	225.54	236.86	249.09	262.30	276.57	291.98	308.61	326.58	346.01



ADF Military Salary - Specialist Rates - 06 November 2025

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	461,383	1,264.06
					5	450,775	1,235.00
					4	437,521	1,198.69
					3	419,987	1,150.65
					2	404,378	1,107.88
					1	391,121	1,071.56
					entry	377,861	1,035.24
CMDR and above	LTCOL and above	WGCDR and above	PPS	RPS	6	461,383	1,264.06
					5	450,775	1,235.00
					4	437,521	1,198.69
					3	419,987	1,150.65
					2	404,378	1,107.88
					1	391,121	1,071.56
					entry	377,861	1,035.24

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

Navy	Army	RAAF	Plan	Plan	Level	\$ pa	\$/day
CDRE	BRIG	AIRCORE	PD6	RD6	DL 4	295,474	809.52
			PD5	RD5	DL 3	281,335	770.78
CAPT	COL	GPCAPT	PD6	RD6	DL 4	261,534	716.53
			PD5	RD5	DL 3	246,912	676.47
CMDR	LTCOL	WGCDR	PD6	RD6	DL 4	241,037	660.38
			PD5	RD5	DL 3	227,578	623.50
			PD4	RD4	DL 2*	202,737	555.44
LCDR	MAJ	SQNLDR	PD6	RD6	DL 4	229,114	627.71
					DL 3-3	216,468	593.06
					DL 3-2	210,331	576.25
			PD5	RD5	DL 3-1	204,370	559.92
					DL 2-3	193,127	529.12
					DL 2-2	187,667	514.16
LEUT	CAPT	FLTLT	PD6	RD6	DL 4	210,667	577.17
					DL 3-3	199,069	545.39
					DL 3-2	193,435	529.96
			PD5	RD5	DL 3-1	187,967	514.98
					DL 2-3	177,651	486.72
					DL 2-2	172,642	472.99
PD4	RD4	DL 2-1	167,775	459.66			
		DL 1-2	135,372	370.88			
PD3	RD3	DL 1-1	131,093	359.16			

NOTE:

* For higher duties or temporary duty only

The tables show salaries and allowances for ADF members include:
 - Workplace Remuneration Arrangement 3.4% increase from 06 Nov 25.
 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:

* 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	423,232	1,159.54
			PPD	RPD	ML3	416,290	1,140.52
CDRE	BRIG	AIRCORE	PPF	RPF	ML4	407,430	1,116.25
			PPD	RPD	ML3	400,490	1,097.23
CAPT	COL	GPCAPT	PPF	RPF	MML 4-3	370,587	1,015.31
					MML 4-2	361,545	990.53
					MML 4-1	352,768	966.49
			PPE	RPE	MML 3A-4	370,421	1,014.85
					MML 3A-3	361,387	990.10
					MML 3A-2	351,201	962.19
			PPD	RPD	MML 3A-1	338,671	927.87
					MML 3-5	352,768	966.49
					MML 3-4	345,633	946.94
			PPC	RPC	MML 3-3	338,671	927.87
					MML 3-2	331,879	909.26
					MML 3-1	323,966	887.58
			PPB	RPB	MML 2B-2	242,320	663.89
					MML 2B-1	233,247	639.03
			CMDR	LTCOL	WGCDR	PPB	RPB
MML 2A-3	213,561	585.10					
MML 2A-2	208,947	572.46					
PPF	RPF	MML 2A-1				204,463	560.17
		MML 4-3				355,874	975.00
		MML 4-2				346,833	950.23
PPE	RPE	MML 4-1				338,055	926.18
		MML 3A-4				355,708	974.54
		MML 3A-3				346,674	949.79
PPD	RPD	MML 3A-2				336,488	921.88
		MML 3A-1				323,958	887.56
		MML 3-5				338,055	926.18
PPC	RPC	MML 3-4				330,920	906.63
		MML 3-3				323,958	887.56
		MML 3-2				317,166	868.95
PPB	RPB	MML 3-1	309,253	847.27			
		MML 2B-2	227,606	623.58			
		MML 2B-1	218,534	598.72			
LCDR	MAJ	SQNLDR	PPB	RPB	MML 2A-4	209,466	573.88
					MML 2A-3	198,849	544.79
					MML 2A-2	194,234	532.15
			PPF	RPF	MML 2A-1	189,750	519.86
					MML 4-3	343,380	940.77
					MML 4-2	334,339	916.00
LEUT	CAPT	FLTLT	PPE	RPE	MML 4-1	325,563	891.95
					MML 3A-4	343,216	940.32
					MML 3A-3	334,182	915.57
			PPD	RPD	MML 3A-2	323,996	887.66
					MML 3A-1	311,465	853.33
					MML 3-5	325,563	891.95
PPC	RPC	MML 3-4	318,428	872.41			
		MML 3-3	311,465	853.33			
		MML 3-2	304,673	834.72			
LEUT	CAPT	FLTLT	PPB	RPB	MML 3-1	296,760	813.04
					MML 2B-2	215,114	589.35
					MML 2B-1	206,042	564.50
			PPA	RPA	MML 2A-4	196,974	539.65
					MML 2A-3	186,356	510.56
					MML 2A-2	181,741	497.92
Senior Resident	Resident	Resident	PPF	RPF	MML 2A-1	177,258	485.64
					MML 1-4	151,237	414.35
					MML 1-3	135,402	370.96
			PPE	RPE	MML 4-3	330,821	906.36
					MML 4-2	321,780	881.59
					MML 4-1	313,002	857.54
LEUT	CAPT	FLTLT	PPD	RPD	MML 3A-4	330,657	905.91
					MML 3A-3	321,622	881.16
					MML 3A-2	312,035	854.89
			PPC	RPC	MML 3A-1	298,906	818.92
					MML 3-5	313,002	857.54
					MML 3-4	305,867	837.99
PPB	RPB	MML 3-3	298,906	818.92			
		MML 3-2	292,113	800.31			
		MML 3-1	284,201	778.63			
PPA	RPA	MML 2B-2	202,553	554.94			
		MML 2B-1	193,481	530.08			
		MML 2A-4	184,415	505.25			
Resident	Resident	Resident	PPA	RPA	MML 2A-3	173,797	476.16
					MML 2A-2	169,181	463.51
					MML 2A-1	164,698	451.23
Resident	Resident	Resident	PPA	RPA	MML 1-4	138,979	380.76
					MML 1-3	123,417	338.13
Resident	Resident	Resident	PPA	RPA	MML 1-2	111,646	305.88



ADF Military Salary - Specialist Rates - 06 November 2025

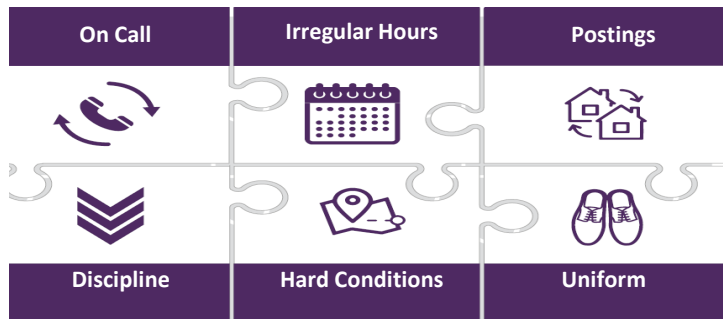
The Defence Force Remuneration Tribunal approved the following changes:

- Workplace Remuneration Arrangement 3.4% salary increase for all ADF effective 06 Nov 25.

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	229,569	628.96
			CL 3-1	226,681	621.04
Div 4	PC5	RC5	CL 3-2	190,396	521.63
			CL 3-1	184,898	506.57
Div 3	PC5	RC5	CL 3-2	174,917	479.22
			CL 3-1	169,773	465.13
Div 2	PC5	RC5	CL 3-3	157,191	430.66
			CL 3-2	154,510	423.32
			CL 3-1	151,880	416.11
			CL 2-4	149,302	409.05
			CL 2-3	146,778	402.13
Div 1	PC4	RC4	CL 2-2	144,303	395.35
			CL 2-1	141,875	388.70
			CL 2-3	139,496	382.18
			CL 2-2	135,483	371.19
Div 1	PC3	RC3	CL 2-1	131,585	360.51
			CL 1-2	127,815	350.18
			CL 1-1	124,146	340.13

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	229,569	628.96
			CL 3-1	226,681	621.04
Class 4	PC5	RC5	CL 3-2	190,396	521.63
			CL 3-1	184,898	506.57
Class 3	PC5	RC5	CL 3-2	174,917	479.22
			CL 3-1	169,773	465.13
Class 2	PC5	RC5	CL 3-3	157,191	430.66
			CL 3-2	154,510	423.32
			CL 3-1	151,880	416.11
			CL 2-4	149,302	409.05
			CL 2-3	146,778	402.13
Class 1	PC4	RC4	CL 2-2	144,303	395.35
			CL 2-1	141,875	388.70
			CL 2-3	139,496	382.18
			CL 2-2	135,483	371.19
Class 1	PC3	RC3	CL 2-1	131,585	360.51
			CL 1-2	127,815	350.18
			CL 1-1	124,146	340.13

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	334,692	916.96
					LL5-1	318,944	873.82
CDRE	BRIG	AIRCDRE	PL5	RL5	LL5-2	288,239	789.70
					LL5-1	280,000	767.12
CAPT	COL	GPCAPT	PL5	RL5	LL-A	-	630.74
					LL-B	-	611.48
					LL 5-2	245,520	672.66
					LL 5-1	237,251	650.00
					LL 4	230,220	630.74
CMDR	LTCOL	WGCDR	PL4	RL4	LL 3*	219,730	602.00
					LL-A	-	630.74
					LL-B	-	611.48
					LL 5	230,220	630.74
					LL 4-2	223,189	611.48
LCDR	MAJ	SQNLDR	PL4	RL4	LL 4-1	215,368	590.05
					LL 3-2	209,242	573.27
					LL 3-1	203,245	556.84
					LL-A	-	630.74
					LL-B	-	611.48
					LL 4-4	211,535	579.55
					LL 4-3	206,713	566.34
					LL 4-2	202,172	553.90
					LL 4-1	197,912	542.22
					LL 3-4	191,124	523.63
LEUT	CAPT	FLTLT	PL3	RL3	LL 3-3	180,719	495.12
					LL 3-2	175,524	480.89
					LL 3-1	164,839	451.61
					LL 2-4	144,320	395.40
					LL 2-3	142,811	391.26
SBLT	LT	FLGOFF	PL2	RL2	LL 2-2	139,113	381.13
					LL 2-1	135,402	370.96
					LL-A	-	630.74
					LL-B	-	611.48
					LL 3-2	155,013	424.69
					LL 3-1	144,320	395.40
					LL 2-6	129,247	354.10
					LL 2-5	125,724	344.45
					LL 2-4	122,193	334.78
					LL 2-3	118,688	325.17
SBLT	LT	FLGOFF	PL1	RL1	LL 2-2	115,172	315.54
					LL 2-1	111,646	305.88
					LL 1	108,649	297.67
SBLT	LT	FLGOFF	PL1	RL1	LL 1	97,168	266.21



ADF Military Salary - Aviation - 06 November 2025

Officer Aviation (Schedule B.14)

Level	\$ pa	\$/day
OA 37	248,375	680.48
OA 36	244,233	669.13
OA 35	241,103	660.56
OA 34	237,970	651.97
OA 33	234,846	643.41
OA 32	231,712	634.83
OA 31	228,582	626.25
OA 30	225,457	617.69
OA 29	222,328	609.12
OA 28	219,198	600.54
OA 27	216,070	591.97
OA 26	212,939	583.39
OA 25	209,807	574.81
OA 24	205,116	561.96
OA 23	200,420	549.10
OA 22	195,730	536.25
OA 21	191,036	523.39
OA 20	186,340	510.52
OA 19	181,647	497.66
OA 18	176,954	484.81
OA 17	172,259	471.94
OA 16	167,567	459.09
OA 15	162,874	446.23
OA 14	158,179	433.37
OA 13	153,483	420.50
OA 12	148,792	407.65
OA 11	144,095	394.78
OA 10	139,404	381.93
OA 9	134,704	369.05
OA 8	130,012	356.20
OA 7	125,337	343.39
OA 6	120,643	330.53
OA 5	115,951	317.67
OA 4	111,257	304.81
OA 3	106,565	291.96
OA 2	101,874	279.11
OA 1	97,178	266.24
OA 0	92,486	253.39

The Defence Force Remuneration Tribunal approved the following changes:
- Workplace Remuneration Arrangement 3.4% salary increase for all ADF effective 06 Nov 25.
 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**.
*** 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.**

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-OA36	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)	OA36-OA37	OA35-OA37	OA34-OA37	OA33-OA36	OA32-OA35	OA35-OA37
WGCDR (O5)	OA27-OA37	OA26-OA37	OA24-OA37	OA23-OA36	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

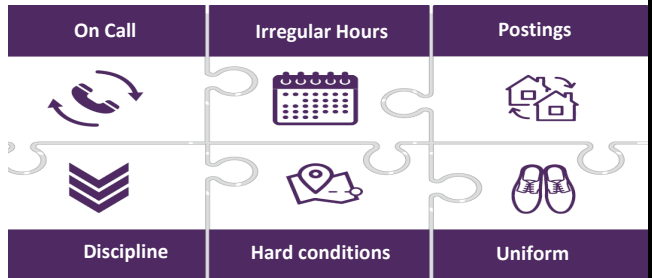
Navy			
Competency Stream	Pilot	AvWO	RPWO
Navy Command Pathway - Increment Ranges			
CAPT (O6)	OA35-OA36	OA35-OA36	OA35-OA36
CMDR (O5)	*OA29-OA30	*OA29-OA30	*OA25
	OA27-OA28	OA27-OA28	OA23-OA24
LCDR (O4)	OA21-OA25	OA21-OA25	OA16-OA20
LEUT, SBLT, ASLT	OA9-OA19	OA8-OA19	OA6-OA14
Navy Specialist Pathway - Increment Ranges			
CAPT (O6)	OA35-OA36	OA35-OA36	
CMDR (O5)	OA27-OA30	OA27-OA30	
	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	247,361	677.70
			AS 28	244,233	669.13
			AS 27	241,103	660.56
			AS 26	237,970	651.97
3. Aircrew FTE	R02	P02	AS 25	234,846	643.41
			AS 24	231,712	634.83
			AS 23	228,582	626.25
			AS 22	225,457	617.69
2. Aircrew ATC Det Cmd/FTE	R01-Air R04-ATC	P01-Air P04-ATC	AS 21	222,328	609.12
			AS 20	219,198	600.54
			AS 19	216,070	591.97
			AS 18	212,939	583.39
1. Aircrew All ATC FTE	R01-Air R04-ATC	P01-Air P04-ATC	AS 17	209,807	574.81
			AS 16	205,116	561.96
			AS 15	200,420	549.10
			AS 14	195,730	536.25
			AS 13	191,036	523.39
			AS 12	186,340	510.52
			AS 11	181,647	497.66
			AS 10	176,954	484.81
			AS 9	172,259	471.94
			AS 8	167,567	459.09
			AS 7	162,874	446.23
			AS 6	158,179	433.37
			AS 5	153,483	420.50
			AS 4	148,792	407.65
			AS 3	144,095	394.78
			AS 2	139,404	381.93
			AS 1	134,704	369.05
			AS 0	130,012	356.20

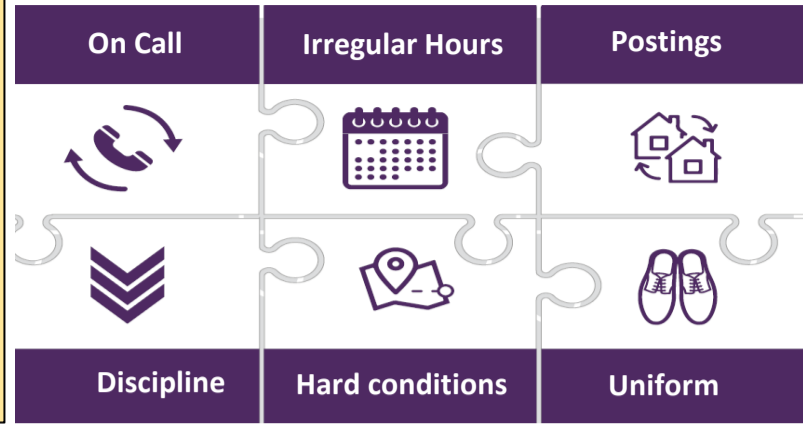


ADF Military Salary - Cyber - 06 November 2025

The Defence Force Remuneration Tribunal approved the following changes:
- Workplace Remuneration Arrangement 3.4% salary increase for all ADF effective 06 Nov 25.

The tables show salaries and allowances for ADF members inclusive of the changes above. 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 sheets.**



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/>

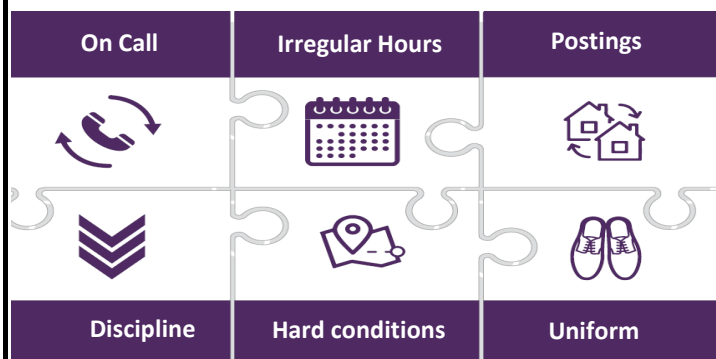
Officer Aviation (Schedule B.14)		
Level	\$ pa	\$/day
OA 37	248,375	680.48
OA 36	244,233	669.13
OA 35	241,103	660.56
OA 34	237,970	651.97
OA 33	234,846	643.41
OA 32	231,712	634.83
OA 31	228,582	626.25
OA 30	225,457	617.69
OA 29	222,328	609.12
OA 28	219,198	600.54
OA 27	216,070	591.97
OA 26	212,939	583.39
OA 25	209,807	574.81
OA 24	205,116	561.96
OA 23	200,420	549.10
OA 22	195,730	536.25
OA 21	191,036	523.39
OA 20	186,340	510.52
OA 19	181,647	497.66
OA 18	176,954	484.81
OA 17	172,259	471.94
OA 16	167,567	459.09
OA 15	162,874	446.23
OA 14	158,179	433.37
OA 13	153,483	420.50
OA 12	148,792	407.65
OA 11	144,095	394.78
OA 10	139,404	381.93
OA 9	134,704	369.05
OA 8	130,012	356.20
OA 7	125,337	343.39
OA 6	120,643	330.53
OA 5	115,951	317.67
OA 4	111,257	304.81
OA 3	106,565	291.96
OA 2	101,874	279.11
OA 1	97,178	266.24
OA 0	92,486	253.39

Cyber Workforce Pay Structure	
Air Force Command Pathway Increment Range	
GPCAPT (O6)	OA33-OA36
WGCDR (O5)	OA23-OA26
SQNLDR (O4)	OA18-OA21
FLTLT (O3)	OA7-OA17
FLGOFF	OA2-OA5
PLTOFF	OA1-OA4
Air Force Specialist Pathway Increment Range	
GPCAPT (O6)	OA33-OA36
WGCDR (O5)	OA23-OA36
SQNLDR (O4)	OA18-OA26
FLTLT (O3)	OA7-OA21
FLGOFF	OA2-OA5
Air Force Staff Pathway Increment Range	
GPCAPT (O6)	OA33
WGCDR (O5)	OA23
SQNLDR (O4)	OA18
FLTLT (O3)	OA7
FLGOFF	OA2
PLTOFF	OA1

Enlisted Pathway - Increment Range			
Navy	Army	Air Force	
WO	WO1	WOFF	OA14-OA15
CPO	WO2	FSGT	OA12-OA15
PO	SGT	SGT	OA8-OA15
LS	CPL	CPL	OA5-OA13
	LCPL		OA3-OA7
AB	PTE(P)	LAC	OA1-OA7
SMN	PTE	AC	OA0



ADF Military Salary - Trainees- 06 November 2025



The Defence Force Remuneration Tribunal approved the following changes:

- Workplace Remuneration Arrangement 3.4% salary increase for all ADF effective 06 Nov 25.

The tables show salaries and allowances for ADF members inclusive of the changes above. 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 sheets.**

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/>

Trainees (Schedule B.13)

No	Item	Plan	\$ pa	
1	Recruit - basic training	PET	60,517	
2	Initial employment trg	PET		
	0-6 months		69,162	
	6-12 months		72,621	
	12 months +		76,079	
3	Degree and Off trg or prep:	PT4		
	Matriculation or equivalent:		47,168	
	1st year of training		54,567	
	2nd year of training		61,966	
	3rd year of training		69,365	
	4th year of training		76,763	
4	Undergrad entry scheme - completing a degree greater than three years:	PT6		
	with 6 years to grad		34,220	
	with 5 years to grad		34,220	
	with 4 years to grad		41,619	
	with 3 years to grad		49,018	
	with 2 years to grad		56,416	
	in final year		63,815	
	1st postgrad legal yr		PLT	87,862
	1st postgrad med yr		PM6	93,783
	Undergrad entry scheme - completing a three year degree:			
	with 3 years to graduation		PT5	41,619
with 2 years to grad		49,018		
in final year		56,416		
5	Officer Tertiary Rct Scheme:	PT0		
	5 or 6 years to grad		34,220	
	with 4 years to grad		41,619	
	with 3 years to grad		49,018	
	with 2 years to grad		56,416	
	in final year		63,815	

No	Item	Plan	\$ pa
6	Officer training, no degree course:		
	• Army or RAAF:		
	without a degree (0-6 months)	PT3	69,365
	without a degree (6 + months)		76,763
	with a degree	PT8	76,763
	• Navy:		
	without a degree (1st year)	PT2	69,365
	without a degree (2nd year)		76,763
	with a degree	PT9	76,763
	7	Graduate medical scheme:	
1st year		PM5	79,269
2nd year			82,618
3rd year			84,851
4th year			88,200
1st postgrad yr		PM6	93,783

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

Rank	Plan	\$ pa
Recruit - basic training	RET	165.80
PTE (E), not completed cat trg/mil trade test		189.48
Officer Training Unit - without degree	RT8	190.04
Officer Training Unit - degree	RT9	210.31

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.

2025 WRA Increase to Military Factor Framework

Tier A	\$10,964 pa	\$30.03/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	\$15,507 pa	\$42.48/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	\$20,050 pa	\$54.93/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	\$24,593 pa	\$67.37/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	\$29,136 pa	\$79.82/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	\$33,679 pa	\$92.27/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	\$38,222 pa	\$104.71/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	\$42,765 pa	\$117.16/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	\$47,308 pa	\$129.61/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	\$51,851 pa	\$142.05/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	\$56,394 pa	\$154.50/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	\$60,937 pa	\$166.95/day
ADF Diving (on occurrence) Maritime Crew D (SUB) / E (MFU/FLY) / F (CD) - Level 6 (10+yrs)		

Tier Z (daily rate)	
Boarding Party	\$200.34
Submarine Escape - open water ascent (<90m)	\$250.43
Submarine Escape - open water ascent (>90m)	\$467.46
Deep Dive	\$550.94
Experimental Dive - Grade 1	\$350.60
Experimental Dive - Grade 2	\$567.63
Experimental Dive - Grade 3	\$951.62
Experimental Dive - Grade 4	\$2,120.27
HAPO Support	\$333.90
HAPO Descent	\$567.63
Special Duty Level 2	\$217.04
Special Duty Level 3	\$317.21
Special Duty Level 3 + SF Operator	\$400.68
Unpredictable Explosive - Render Safe daily	\$250.43

Allowances not in Military Factor

Language Allowance	annual	
Group 1	Lower	\$1,410
	Intermediate	\$2,821
	Higher	\$4,231
	Advanced	\$5,644
Group 2	Lower	\$2,117
	Intermediate	\$4,231
	Higher	\$7,054
	Advanced	\$9,860
Group 3	Lower	\$2,821
	Intermediate	\$5,644
	Higher	\$9,860
	Advanced	\$14,091

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

2025 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 \$	\$10,964	\$15,507	\$20,050	\$24,593	\$29,136	\$33,679	\$38,222	\$42,765	\$47,308	\$51,851	\$56,394	\$60,937
Daily \$	\$30.03	\$42.48	\$54.93	\$67.37	\$79.82	\$92.27	\$104.71	\$117.16	\$129.61	\$142.05	\$154.50	\$166.95



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		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 2	Qualified CDO / CD TAG	SF Operator
Para Jump Instructor @ ADFPS		Qualified SAS	
Para Free Fall Instructor	Paratrooper Level 3	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 4		
Para Free Fall Instructor & SF Support 1B/1C	Paratrooper Level 5		

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.**



2025 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 \$	\$10,964	\$15,507	\$20,050	\$24,593	\$29,136	\$33,679	\$38,222	\$42,765	\$47,308	\$51,851	\$56,394	\$60,937		
Daily \$	\$30.03	\$42.48	\$54.93	\$67.37	\$79.82	\$92.27	\$104.71	\$117.16	\$129.61	\$142.05	\$154.50	\$166.95		
 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											

* 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.