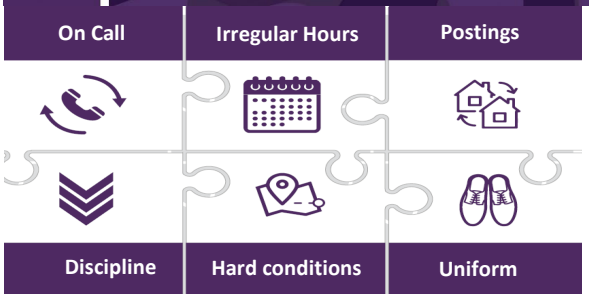
ADF Military Salary - Permanent Rates - 05 November 2026



Senior Officers (Schedule B.1)

Navy	Army	Air Force	Point	1	2	3
			Plan	PG1		
VADM	LTGEN	AIRMSHL	salary	493,144	493,144	493,144
			position	-	47,406	91,406
				Incr	1	
RADM	MAJGEN	AVM	PGK	1	342,245	
				0	326,118	
CDRE	BRIG	AIRCDRE	PGM	1	298,924	
				0	291,157	

The Defence Force Remuneration Tribunal approved the following changes:
- Workplace Remuneration Arrangement 3.0% salary increase for all ADF effective 05 Nov 26.

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 **http://www.defence.gov.au/PayAndConditions/**

Service Warrant Officers (Sched B.10)

Rank		Plan	$ pa
Service Warrant Officer		PXU	174,889

Notes:
* PMKeyS pay grade codes are displayed in **purple**.
* Reserve PMKeyS pay grade codes are displayed in **red**.
* Increment 0 is paid 'on promotion', payslips 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	198,088	203,641	210,050	215,603	221,798	228,737	235,709	243,243	250,784	255,827
			0	192,542	198,094	204,509	210,056	216,252	223,194	230,156	237,700	245,243	250,280
CMDR	LTCOL	WGCDR	1	169,660	175,216	181,630	187,182	193,373	200,313	207,281	214,824	222,363	227,403
			0	164,223	169,777	176,190	181,744	187,936	194,878	201,842	209,385	216,926	221,967
LCDR	MAJ	SQNLDR	2	141,543	147,095	153,508	159,061	165,253	172,193	179,161	186,703	194,240	199,280
			1	137,730	143,286	149,696	155,248	161,440	168,385	175,350	182,892	190,434	195,468
			0	133,907	139,464	145,873	151,424	157,619	164,562	171,528	179,071	186,610	191,649
LEUT	CAPT	FLTLT	5	127,566	133,124	139,536	145,087	151,281	158,222	165,189	172,733	180,275	185,309
			4	123,940	129,496	135,909	141,464	147,655	154,596	161,561	169,101	176,646	181,681
			3	120,306	125,859	132,271	137,821	144,018	150,960	157,927	165,466	173,009	178,042
			2	116,689	122,249	128,656	134,207	140,403	147,344	154,307	161,854	169,397	174,432
			1	113,074	118,627	125,037	130,591	136,786	143,725	150,691	158,231	165,772	170,814
			0	109,445	114,995	121,405	126,958	133,153	140,092	147,061	154,603	162,140	167,181
SBLT	LT	FLGOFF	3	103,267	108,816	115,228	120,782	126,968	133,910	140,881	148,424	155,964	161,005
			2	100,278	105,833	112,242	117,793	123,988	130,931	137,897	145,439	152,982	158,017
			1	97,343	102,896	109,310	114,863	121,053	127,993	134,961	142,507	150,045	155,084
			0	94,531	100,083	106,497	112,050	118,242	125,184	132,149	139,689	147,232	152,270
ASLT	2LT	PLTOFF	1	92,118	97,673	104,087	109,636	115,829	122,772	129,737	137,277	144,821	149,858
			0	89,704	95,261	101,669	107,222	113,416	120,356	127,327	134,863	142,408	147,445

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	FLTLT	3	127,566	133,124	139,536	145,087	151,281	158,222	165,189	172,733	180,275	185,309
			2	125,008	130,563	136,975	142,526	148,720	155,659	162,629	170,169	177,708	182,749
			1	122,442	127,994	134,410	139,957	146,153	153,094	160,059	167,604	175,139	180,179
			0	119,886	125,443	131,854	137,410	143,600	150,542	157,503	165,048	172,593	177,630
SBLT	LT	FLGOFF	3	117,333	122,888	129,298	134,851	141,044	147,985	154,953	162,491	170,033	175,072
			2	114,773	120,328	126,737	132,293	138,482	145,427	152,391	159,931	167,480	172,512
			1	112,213	117,770	124,179	129,733	135,927	142,868	149,830	157,375	164,917	169,955
			0	109,648	115,202	121,611	127,165	133,356	140,299	147,264	154,807	162,352	167,383
ASLT	2LT	PLTOFF	0	107,096	112,652	119,060	124,616	130,808	137,747	144,716	152,257	159,798	164,835

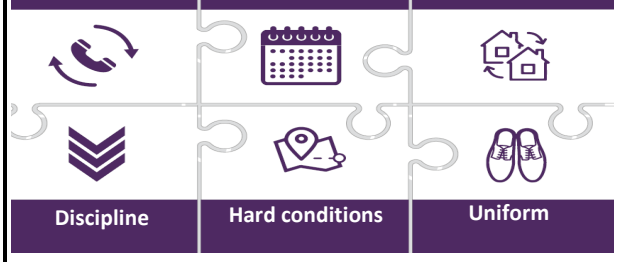
Warrant Officers Class 1 (Schedule B.10)

Rank	Incr	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C		-	-	-	-	-	-	-	PXR	PXS	PXT
	0	-	-	-	-	-	-	-	160,828	167,593	174,889
WO1 - Tier B		-	-	-	PXD	PXE	PXF	PXG	PXH	PXI	PXJ
	0	-	-	-	138,452	143,422	148,786	154,576	160,828	167,593	174,889
WO1 - Tier A		PWA	PWB	PWC	PWD	PWE	PWF	PWG	PWH	PWI	PWJ
	1	123,039	126,359	130,619	135,213	140,181	145,543	151,338	157,592	164,349	171,647
	0	120,930	124,249	128,505	133,107	138,074	143,431	149,227	155,484	162,237	169,536

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	114,972	118,289	122,548	127,149	132,115	137,477	143,270	149,527	156,282	163,579
			0	113,025	116,345	120,607	125,204	130,170	135,534	141,327	147,585	154,337	161,637
	SSGT		0	109,936	113,255	117,510	122,110	127,077	132,442	138,232	144,486	151,243	158,543
PO	SGT	SGT	2	103,925	107,244	111,505	116,100	121,069	126,429	132,222	138,478	145,236	152,534
			1	102,197	105,516	109,772	114,372	119,340	124,705	130,491	136,750	143,506	150,805
			0	100,502	103,821	108,078	112,679	117,646	123,010	128,798	135,056	141,811	149,111
LS	CPL	CPL	2	92,553	95,873	100,128	104,727	109,698	115,057	120,847	127,106	133,858	141,158
			1	91,050	94,369	98,627	103,226	108,193	113,553	119,347	125,603	132,357	139,654
			0	89,575	92,895	97,154	101,751	106,715	112,082	117,875	124,129	130,886	138,189
	LCPL		0	84,060	87,378	91,632	96,236	101,203	106,563	112,353	118,613	125,364	132,666
AB	PTE(P)	LAC	0	82,751	86,072	90,331	94,929	99,895	105,260	111,048	117,304	124,061	131,356
SMN	PTE	AC	0	81,469	84,792	89,047	93,647	98,613	103,975	109,769	116,023	122,779	130,081

ADF Military Salary - Reserves - 05 November 2026



The Defence Force Remuneration Tribunal approved the following changes:
- Workplace Remuneration Arrangement 3.0% salary increase for all ADF effective 05 Nov 26.
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.**

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

Senior Officers ($ day) (Sched B.1)

Navy	Army	RAAF	Plan	Incr	1
ADM	GEN	ACM	RG1		2,057.00
VADM	LTGEN	AIRMSHL	RGK	0	1,351.08
RADM	MAJGEN	AVM		1	937.66
				0	893.47
CDRE	BRIG	AIRCDRE		1	818.97
				0	797.69

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

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	542.71	557.92	575.48	590.69	607.67	626.68	645.78	666.42	687.08	700.90
			0	527.51	542.72	560.30	575.50	592.47	611.49	630.56	651.23	671.90	685.70
CMDR	LTCOL	WGCDR	1	464.82	480.04	497.62	512.83	529.79	548.80	567.89	588.56	609.21	623.02
			0	449.93	465.14	482.71	497.93	514.89	533.91	552.99	573.66	594.32	608.13
LCDR	MAJ	SQNLDR	2	387.79	403.00	420.57	435.78	452.75	471.76	490.85	511.52	532.16	545.97
			1	377.34	392.56	410.13	425.34	442.30	461.33	480.41	501.07	521.74	535.53
			0	366.87	382.09	399.65	414.86	431.83	450.85	469.94	490.61	511.26	525.07
LEUT	CAPT	FLTLT	5	349.50	364.72	382.29	397.50	414.47	433.48	452.57	473.24	493.90	507.70
			4	339.56	354.78	372.35	387.57	404.53	423.55	442.63	463.29	483.96	497.76
			3	329.61	344.82	362.39	377.59	394.57	413.59	432.68	453.33	474.00	487.79
			2	319.70	334.93	352.48	367.69	384.67	403.68	422.76	443.44	464.10	477.90
			1	309.79	325.01	342.57	357.78	374.76	393.77	412.85	433.51	454.17	467.98
			0	299.85	315.05	332.62	347.83	364.80	383.81	402.91	423.57	444.22	458.03
SBLT	LT	FLGOFF	3	282.92	298.13	315.69	330.91	347.86	366.88	385.98	406.64	427.30	441.11
			2	274.73	289.95	307.51	322.72	339.69	358.72	377.80	398.46	419.13	432.92
			1	266.69	281.91	299.48	314.69	331.65	350.67	369.76	390.43	411.08	424.89
			0	258.99	274.20	291.77	306.99	323.95	342.97	362.05	382.71	403.38	417.18
ASLT	2LT	PLTOFF	1	252.38	267.60	285.17	300.37	317.34	336.36	355.44	376.10	396.77	410.57
			0	245.76	260.99	278.55	293.76	310.73	329.74	348.84	369.49	390.16	403.96

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	FLTLT	3	349.50	364.72	382.29	397.50	414.47	433.48	452.57	473.24	493.90	507.70
			2	342.49	357.71	375.27	390.48	407.45	426.46	445.56	466.22	486.87	500.68
			1	335.46	350.67	368.25	383.44	400.42	419.44	438.52	459.19	479.83	493.64
			0	328.45	343.68	361.24	376.47	393.42	412.44	431.52	452.19	472.86	486.66
SBLT	LT	FLGOFF	3	321.46	336.68	354.24	369.45	386.42	405.44	424.53	445.18	465.84	479.65
			2	314.45	329.67	347.22	362.45	379.40	398.43	417.51	438.17	458.85	472.64
			1	307.43	322.66	340.22	355.43	372.40	391.42	410.49	431.16	451.83	465.63
			0	300.41	315.62	333.18	348.40	365.36	384.38	403.46	424.13	444.80	458.58
ASLT	2LT	PLTOFF	0	293.41	308.64	326.19	341.41	358.38	377.39	396.48	417.14	437.80	451.60

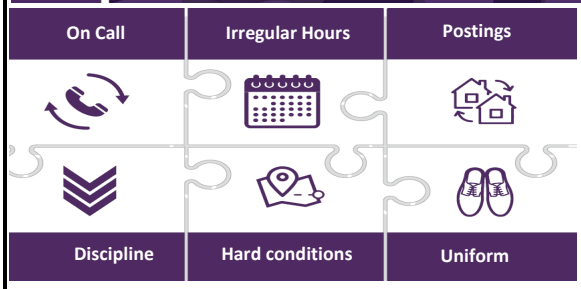
Warrant Officers ($ per day) (Schedule B.10)

Rank	Incr	1	2	3	4	5	6	7	8	9	10
WO1 - Service Warrant Officer	0										479.15
									RXR	RXS	RXT
WO1 - Tier C	0	-	-	-	-	-	-	-	440.62	459.16	479.15
					RXD	RXE	RXF	RXG	RXH	RXI	RXJ
WO1 - Tier B	0	-	-	-	379.32	392.94	407.63	423.50	440.62	459.16	479.15
		RWA	RWB	RWC	RWD	RWE	RWF	RWG	RWH	RWI	RWJ
WO1 - Tier A	1	337.09	346.19	357.86	370.45	384.06	398.75	414.62	431.76	450.27	470.27
	0	331.32	340.41	352.07	364.68	378.28	392.96	408.84	425.98	444.48	464.48

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	314.99	324.08	335.75	348.35	361.96	376.65	392.52	409.66	428.17	448.16
			0	309.66	318.75	330.43	343.02	356.63	371.33	387.20	404.34	422.84	442.84
	SSGT		0	301.19	310.29	321.95	334.55	348.16	362.85	378.72	395.85	414.36	434.36
PO	SGT	SGT	2	284.73	293.82	305.49	318.08	331.70	346.38	362.25	379.39	397.91	417.90
			1	279.99	289.08	300.75	313.35	326.96	341.66	357.51	374.66	393.17	413.16
			0	275.35	284.44	296.10	308.71	322.32	337.01	352.87	370.02	388.52	408.52
LS	CPL	CPL	2	253.57	262.67	274.32	286.92	300.54	315.22	331.09	348.24	366.73	386.73
			1	249.45	258.55	270.21	282.81	296.42	311.10	326.98	344.12	362.62	382.61
			0	245.41	254.51	266.18	278.77	292.37	307.07	322.95	340.08	358.59	378.60
	LCPL		0	230.30	239.39	251.05	263.66	277.27	291.95	307.82	324.97	343.46	363.47
AB	PTE(P)	LAC	0	226.72	235.81	247.48	260.08	273.68	288.38	304.24	321.38	339.89	359.88
SMN	PTE	AC	0	223.20	232.31	243.96	256.57	270.17	284.86	300.74	317.87	336.38	356.39

ADF Military Salary - Specialist Rates - 05 November 2026



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	475,224	1,301.98
					5	464,298	1,272.05
					4	450,647	1,234.65
					3	432,587	1,185.17
					2	416,509	1,141.12
					1	402,855	1,103.71
					entry	389,197	1,066.29
CMDR and above	LTCOL and above	WGCDR and above	PPS	RPS	6	475,224	1,301.98
					5	464,298	1,272.05
					4	450,647	1,234.65
					3	432,587	1,185.17
					2	416,509	1,141.12
					1	402,855	1,103.71
					entry	389,197	1,066.29

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

Navy	Army	RAAF	Plan	Plan	Level	$ pa	$/day
CDRE	BRIG	AIRCDRE	PD6	RD6	DL 4	304,338	833.80
			PD5	RD5	DL 3	289,775	793.90
CAPT	COL	GPCAPT	PD6	RD6	DL 4	269,380	738.03
			PD5	RD5	DL 3	254,319	696.76
CMDR	LTCOL	WGCDR	PD6	RD6	DL 4	248,268	680.19
			PD5	RD5	DL 3	234,405	642.21
			PD4	RD4	DL 2*	208,819	572.11
LCDR	MAJ	SQNLDR	PD6	RD6	DL 4	235,987	646.54
			PD5	RD5	DL 3-3	222,962	610.85
					DL 3-2	216,641	593.54
					DL 3-1	210,501	576.72
			PD4	RD5	DL 2-3	198,921	544.99
					DL 2-2	193,297	529.58
					DL 2-1	187,836	514.62
LEUT	CAPT	FLTLT	PD6	RD6	DL 4	216,987	594.48
			PD5	RD5	DL 3-3	205,041	561.76
					DL 3-2	199,238	545.86
					DL 3-1	193,606	530.43
			PD4	RD4	DL 2-3	182,981	501.32
					DL 2-2	177,821	487.18
					DL 2-1	172,808	473.45
			PD3	RD3	DL 1-2	139,433	382.01
					DL 1-1	135,026	369.93

NOTE:
*** For higher duties or temporary duty only**

The tables show salaries and allowances for ADF members inclusive of:
- Workplace Remuneration Arrangement 3.0% increase from 05 Nov 26.
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:
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', payslips 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	435,929	1,194.33
			PPD	RPD	ML3	428,779	1,174.74
CDRE	BRIG	AIRCDRE	PPF	RPF	ML4	419,653	1,149.73
			PPD	RPD	ML3	412,505	1,130.15
CAPT	COL	GPCAPT	PPF	RPF	MML 4-3	381,705	1,045.77
					MML 4-2	372,391	1,020.25
					MML 4-1	363,351	995.48
			PPE	RPE	MML 3A-4	381,534	1,045.30
					MML 3A-3	372,229	1,019.81
					MML 3A-2	361,737	991.06
					MML 3A-1	348,831	955.70
			PPD	RPD	MML 3-5	363,351	995.48
					MML 3-4	356,002	975.35
					MML 3-3	348,831	955.70
					MML 3-2	341,835	936.53
					MML 3-1	333,685	914.21
			PPC	RPC	MML 2B-2	249,590	683.81
					MML 2B-1	240,244	658.20
			PPB	RPB	MML 2A-4	230,903	632.61
					MML 2A-3	219,968	602.65
					MML 2A-2	215,215	589.63
					MML 2A-1	210,597	576.98
CMDR	LTCOL	WGCDR	PPF	RPF	MML 4-3	366,550	1,004.25
					MML 4-2	357,238	978.73
					MML 4-1	348,197	953.96
			PPE	RPE	MML 3A-4	366,379	1,003.78
					MML 3A-3	357,074	978.28
					MML 3A-2	346,583	949.54
					MML 3A-1	333,677	914.18
			PPD	RPD	MML 3-5	348,197	953.96
					MML 3-4	340,848	933.83
					MML 3-3	333,677	914.18
					MML 3-2	326,681	895.02
					MML 3-1	318,531	872.69
			PPC	RPC	MML 2B-2	234,434	642.28
					MML 2B-1	225,090	616.68
			PPB	RPB	MML 2A-4	215,750	591.10
					MML 2A-3	204,814	561.13
					MML 2A-2	200,061	548.11
					MML 2A-1	195,443	535.46
LCDR	MAJ	SQNLDR	PPF	RPF	MML 4-3	353,681	968.99
					MML 4-2	344,369	943.48
					MML 4-1	335,330	918.71
			PPE	RPE	MML 3A-4	353,512	968.53
					MML 3A-3	344,207	943.03
					MML 3A-2	333,716	914.29
					MML 3A-1	320,809	878.93
			PPD	RPD	MML 3-5	335,330	918.71
					MML 3-4	327,981	898.58
					MML 3-3	320,809	878.93
					MML 3-2	313,813	859.76
					MML 3-1	305,663	837.43
			PPC	RPC	MML 2B-2	221,567	607.03
					MML 2B-1	212,223	581.43
			PPB	RPB	MML 2A-4	202,883	555.84
					MML 2A-3	191,947	525.88
					MML 2A-2	187,193	512.86
					MML 2A-1	182,576	500.21
			PPA	RPA	MML 1-4	155,774	426.78
					MML 1-3	139,464	382.09
LEUT	CAPT	FLTLT	PPF	RPF	MML 4-3	340,746	933.55
					MML 4-2	331,433	908.04
					MML 4-1	322,392	883.27
			PPE	RPE	MML 3A-4	340,577	933.09
					MML 3A-3	331,271	907.59
					MML 3A-2	321,396	880.54
					MML 3A-1	307,873	843.49
			PPD	RPD	MML 3-5	322,392	883.27
					MML 3-4	315,043	863.13
					MML 3-3	307,873	843.49
					MML 3-2	300,876	824.32
					MML 3-1	292,727	801.99
			PPC	RPC	MML 2B-2	208,630	571.59
					MML 2B-1	199,285	545.99
			PPB	RPB	MML 2A-4	189,947	520.40
					MML 2A-3	179,011	490.44
					MML 2A-2	174,256	477.41
					MML 2A-1	169,639	464.76
			PPA	RPA	MML 1-4	143,148	392.19
Senior Resident			PPA	RPA	MML 1-3	127,120	348.27
Resident			PPA	RPA	MML 1-2	114,995	315.05

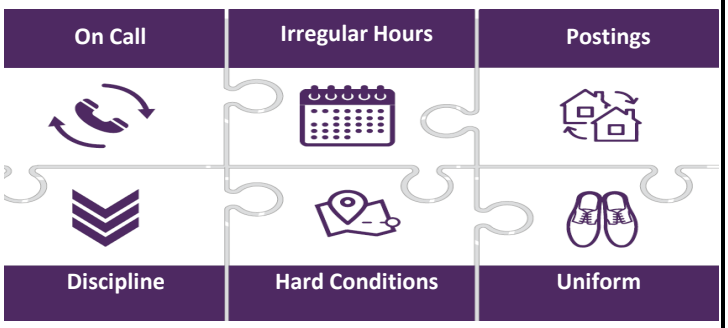
ADF Military Salary - Specialist Rates - 05 November 2026

The Defence Force Remuneration Tribunal approved the following changes:
- Workplace Remuneration Arrangement 3.0% salary increase for all ADF effective 05 Nov 26.

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	236,456	647.82
			CL 3-1	233,481	639.67
Div 4	PC5	RC5	CL 3-2	196,108	537.28
			CL 3-1	190,445	521.77
Div 3	PC5	RC5	CL 3-2	180,165	493.60
			CL 3-1	174,866	479.08
Div 2	PC5	RC5	CL 3-3	161,907	443.58
			CL 3-2	159,145	436.01
			CL 3-1	156,436	428.59
	PC4	RC4	CL 2-4	153,781	421.32
			CL 2-3	151,181	414.19
			CL 2-2	148,632	407.21
			CL 2-1	146,131	400.36
Div 1	PC4	RC4	CL 2-3	143,681	393.65
			CL 2-2	139,547	382.32
			CL 2-1	135,533	371.32
	PC3	RC3	CL 1-2	131,649	360.68
			CL 1-1	127,870	350.33

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	236,456	647.82
			CL 3-1	233,481	639.67
Class 4	PC5	RC5	CL 3-2	196,108	537.28
			CL 3-1	190,445	521.77
Class 3	PC5	RC5	CL 3-2	180,165	493.60
			CL 3-1	174,866	479.08
Class 2	PC5	RC5	CL 3-3	161,907	443.58
			CL 3-2	159,145	436.01
			CL 3-1	156,436	428.59
	PC4	RC4	CL 2-4	153,781	421.32
			CL 2-3	151,181	414.19
			CL 2-2	148,632	407.21
			CL 2-1	146,131	400.36
Class 1	PC4	RC4	CL 2-3	143,681	393.65
			CL 2-2	139,547	382.32
			CL 2-1	135,533	371.32
	PC3	RC3	CL 1-2	131,649	360.68
			CL 1-1	127,870	350.33

This brochure is a guide only. For further information on policy and entitlements, refer to the ADF Pay and Conditions Manual: **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	344,733	944.47
					LL5-1	328,512	900.03
CDRE	BRIG	AIRCDRE	PL5	RL5	LL5-2	296,886	813.39
					LL5-1	288,400	790.14
CAPT	COL	GPCAPT	-	RLA	LL-A	-	649.66
			-	RLB	LL-B	-	629.82
			PL5	RL5	LL 5-2	252,886	692.84
					LL 5-1	244,369	669.50
			PL4	RL4	LL 4	237,127	649.66
			PL3	RL3	LL 3*	226,322	620.06
CMDR	LTCOL	WGCDR	-	RLA	LL-A	-	649.66
			-	RLB	LL-B	-	629.82
			PL5	RL5	LL 5	237,127	649.66
			PL4	RL4	LL 4-2	229,885	629.82
					LL 4-1	221,829	607.75
			PL3	RL3	LL 3-2	215,519	590.46
					LL 3-1	209,342	573.54
LCDR	MAJ	SQNLDR	-	RLA	LL-A	-	649.66
			-	RLB	LL-B	-	629.82
			PL4	RL4	LL 4-4	217,881	596.93
					LL 4-3	212,914	583.33
					LL 4-2	208,237	570.51
					LL 4-1	203,849	558.49
			PL3	RL3	LL 3-4	196,858	539.34
					LL 3-3	186,141	509.98
					LL 3-2	180,790	495.32
					LL 3-1	169,784	465.16
			PL2	RL2	LL 2-4	148,650	407.26
					LL 2-3	147,095	403.00
					LL 2-2	143,286	392.56
					LL 2-1	139,464	382.09
LEUT	CAPT	FLTLT	-	RLA	LL-A	-	649.66
			-	RLB	LL-B	-	629.82
			PL3	RL3	LL 3-2	159,663	437.43
					LL 3-1	148,650	407.26
			PL2	RL2	LL 2-6	133,124	364.72
					LL 2-5	129,496	354.78
					LL 2-4	125,859	344.82
					LL 2-3	122,249	334.93
					LL 2-2	118,627	325.01
					LL 2-1	114,995	315.05
			PL1	RL1	LL 1	111,908	306.60
SBLT	LT	FLGOFF	PL1	RL1	LL 1	100,083	274.20

ADF Military Salary - Aviation - 05 November 2026

Officer Aviation (Schedule B.14)

Level	$ pa	$/day
OA 37	255,826	700.89
OA 36	251,560	689.21
OA 35	248,336	680.37
OA 34	245,109	671.53
OA 33	241,891	662.72
OA 32	238,663	653.87
OA 31	235,439	645.04
OA 30	232,221	636.22
OA 29	228,998	627.39
OA 28	225,774	618.56
OA 27	222,552	609.73
OA 26	219,327	600.90
OA 25	216,101	592.06
OA 24	211,269	578.82
OA 23	206,433	565.57
OA 22	201,602	552.33
OA 21	196,767	539.09
OA 20	191,930	525.84
OA 19	187,096	512.59
OA 18	182,263	499.35
OA 17	177,427	486.10
OA 16	172,594	472.86
OA 15	167,760	459.62
OA 14	162,924	446.37
OA 13	158,087	433.12
OA 12	153,256	419.88
OA 11	148,418	406.62
OA 10	143,586	393.39
OA 9	138,745	380.12
OA 8	133,912	366.88
OA 7	129,097	353.69
OA 6	124,262	340.44
OA 5	119,430	327.21
OA 4	114,595	313.96
OA 3	109,762	300.72
OA 2	104,930	287.48
OA 1	100,093	274.23
OA 0	95,261	260.99

The Defence Force Remuneration Tribunal approved the following changes:
- Workplace Remuneration Arrangement 3.0% salary increase for all ADF effective 05 Nov 26.
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

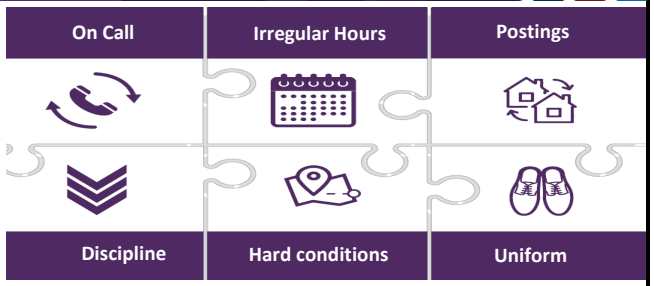
Competency Stream	Pilot	AvWO	RPWO
Navy Command Pathway - Increment Ranges			
CAPT (O6)	OA35-OA36	OA35-OA36	OA35-OA36
CMDR (O5)	*OA29-OA30	*OA29-OA30	*OA25
	OA27-OA28	OA27-OA28	OA23-OA24
LCDR (O4)	OA21-OA25	OA21-OA25	OA16-OA20
LEUT, SBLT, ASLT	OA9-OA19	OA8-OA19	OA6-OA14
Navy Specialist Pathway - Increment Ranges			
CAPT (O6)	OA35-OA36	OA35-OA36	
CMDR (O5)	OA27-OA30	OA27-OA30	
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) TP COMD*	OA14 - OA19
CAPT (O3)	OA8 - OA17
LT (O2)	OA0 - OA4
Army Specialist Stream	
LTCOL (O5)	OA27 - OA30
MAJ (O4)	OA21 - OA28
CAPT (O3)	OA8 - OA23

* Troop Command appointment
** Sub-Unit and Unit Command appointments



Officer Aviation Specialists (Schedule B.14)

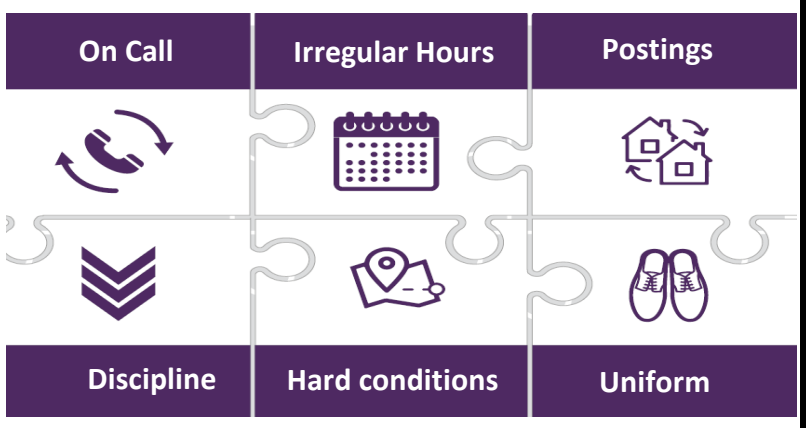
Class	Plan	Plan	Level	$ pa	$/day
4.COL (E) Aircrew at Tier 1/2 (GSO 8) FTE at Tier 1/2	R03	P03	AS 29	254,782	698.03
			AS 28	251,560	689.21
			AS 27	248,336	680.37
			AS 26	245,109	671.53
			AS 25	241,891	662.72
3. Aircrew FTE	R02	P02	AS 24	238,663	653.87
			AS 23	235,439	645.04
			AS 22	232,221	636.22
			AS 21	228,998	627.39
			AS 20	225,774	618.56
2. Aircrew ATC Det Cmd/FTE	R01-Air R04-ATC	P01-Air P04-ATC	AS 19	222,552	609.73
			AS 18	219,327	600.90
			AS 17	216,101	592.06
1. Aircrew All ATC FTE	R01-Air R04-ATC	P01-Air P04-ATC	AS 16	211,269	578.82
			AS 15	206,433	565.57
			AS 14	201,602	552.33
			AS 13	196,767	539.09
			AS 12	191,930	525.84
			AS 11	187,096	512.59
			AS 10	182,263	499.35
			AS 9	177,427	486.10
			AS 8	172,594	472.86
			AS 7	167,760	459.62
			AS 6	162,924	446.37
			AS 5	158,087	433.12
			AS 4	153,256	419.88
			AS 3	148,418	406.62
			AS 2	143,586	393.39
			AS 1	138,745	380.12
			AS 0	133,912	366.88

ADF Military Salary - Cyber - 05 November 2026

The Defence Force Remuneration Tribunal approved the following changes:
- Workplace Remuneration Arrangement 3.0% salary increase for all ADF effective 05 Nov 26.

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:
http://www.defence.gov.au/PayAndConditions/

Officer Aviation (Schedule B.14)

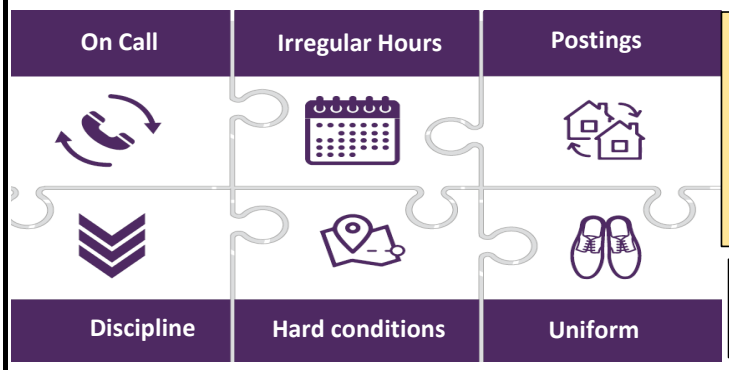
Level	$ pa	$/day
OA 37	255,826	700.89
OA 36	251,560	689.21
OA 35	248,336	680.37
OA 34	245,109	671.53
OA 33	241,891	662.72
OA 32	238,663	653.87
OA 31	235,439	645.04
OA 30	232,221	636.22
OA 29	228,998	627.39
OA 28	225,774	618.56
OA 27	222,552	609.73
OA 26	219,327	600.90
OA 25	216,101	592.06
OA 24	211,269	578.82
OA 23	206,433	565.57
OA 22	201,602	552.33
OA 21	196,767	539.09
OA 20	191,930	525.84
OA 19	187,096	512.59
OA 18	182,263	499.35
OA 17	177,427	486.10
OA 16	172,594	472.86
OA 15	167,760	459.62
OA 14	162,924	446.37
OA 13	158,087	433.12
OA 12	153,256	419.88
OA 11	148,418	406.62
OA 10	143,586	393.39
OA 9	138,745	380.12
OA 8	133,912	366.88
OA 7	129,097	353.69
OA 6	124,262	340.44
OA 5	119,430	327.21
OA 4	114,595	313.96
OA 3	109,762	300.72
OA 2	104,930	287.48
OA 1	100,093	274.23
OA 0	95,261	260.99

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- 05 November 2026



The Defence Force Remuneration Tribunal approved the following changes:
- Workplace Remuneration Arrangement 3.0% salary increase for all ADF effective 05 Nov 26.

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:
http://www.defence.gov.au/PayAndConditions/

Trainees (Schedule B.13)

No	Item	Plan	$ pa
1	Recruit - basic training	PET	62,333
2	Initial employment trg		
	0-6 months	PET	71,238
	6-12 months		74,799
	12 months +		78,361
3	Degree and Off trg or prep:		
	Matriculation or equivalent:	PT4	48,583
	1st year of training		56,204
	2nd year of training		63,825
	3rd year of training		71,446
	4th year of training		79,067
4	Undergrad entry scheme - completing a degree greater than three years:		
	with 6 years to grad	PT6	35,247
	with 5 years to grad		35,247
	with 4 years to grad		42,867
	with 3 years to grad		50,488
	with 2 years to grad		58,109
	in final year		65,730
	1st postgrad legal yr	PLT	90,498
	1st postgrad med yr	PM6	96,596
	Undergrad entry scheme - completing a three year degree:		
	with 3 years to graduation	PT5	42,867
	with 2 years to grad		50,488
	in final year		58,109
5	Officer Tertiary Rct Scheme:		
	5 or 6 years to grad	PT0	35,247
	with 4 years to grad		42,867
	with 3 years to grad		50,488
	with 2 years to grad		58,109
	in final year		65,730

No	Item	Plan	$ pa
6	Officer training, no degree course:		
	• Army or RAAF:		
	without a degree (0-6 months)	PT3	71,446
	without a degree (6 + months)		79,067
	with a degree	PT8	79,067
	• Navy:		
	without a degree (1st year)	PT2	71,446
	without a degree (2nd year)		79,067
	with a degree	PT9	79,067
7	Graduate medical scheme:		
	1st year	PM5	81,646
	2nd year		85,096
	3rd year		87,396
	4th year		90,846
	1st postgrad yr	PM6	96,596

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

Rank		
Recruit - basic training	RET	170.78
PTE (E), not completed cat trg/mil trade test		195.17
Officer Training Unit - without degree	RT8	195.74
Officer Training Unit - degree	RT9	216.62

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

2026 WRA Increase to Military Factor Framework

ADF Employment Offer **Modernisation**

Tier A	$11,293 pa	$30.93/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	$15,972 pa	$43.75/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	$20,651 pa	$56.57/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	$25,330 pa	$69.39/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	$30,009 pa	$82.21/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	$34,688 pa	$95.03/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	$39,367 pa	$107.85/day
Maritime Crew B (Major Fleet Unit) - Level 3 (4-6yrs)		
Maritime Crew D (SUB) / E (MFU/FLY) / F (CD) - Level 2 (2-4yrs)		
Maritime Crew G (SSN) - Level 1 (0-2 yrs)		
SF Operator Sustainment - Recruit Instructor		
Unpredictable Explosive - High Risk Search (Daily)		

Tier H	$44,046 pa	$120.67/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	$48,725 pa	$133.49/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)		
Maritime Crew G (SSN) - Level 2 (2-4 yrs)		

Tier J	$53,404 pa	$146.31/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	$58,083 pa	$159.13/day
Maritime Crew C (Minor War Vessel) - Level 6 (10+yrs)		
Maritime Crew D (SUB) / E (MFU/FLY) / F (CD) - Level 5 (8-10yrs)		
Maritime Crew G (SSN) - Level 3 (4-6 yrs)		

Tier L	$62,762 pa	$171.95/day
ADF Diving (on occurence)		
Maritime Crew D (SUB) / E (MFU/FLY) / F (CD) - Level 6 (10+yrs)		
Maritime Crew G (SSN) - Level 4 (6-8 yrs)		

Tier M	$67,441 pa	$184.76/day
Maritime Crew G (SSN) - Level 5 (8-10 yrs)		

Tier N	$72,120 pa	$197.58/day
Maritime Crew G (SSN) - Level 6 (10+ yrs)		

Tier Z (daily rate)		
Boarding Party	Tier Z-1	$206.34
Submarine Escape - open water ascent (<90m)	Tier Z-3	$257.93
Submarine Escape - open water ascent (>90m)	Tier Z-8	$481.46
Deep Dive	Tier Z-9	$567.44
Experimental Dive - Grade 1	Tier Z-6	$361.10
Experimental Dive - Grade 2	Tier Z-10	$584.63
Experimental Dive - Grade 3	Tier Z-11	$980.12
Experimental Dive - Grade 4	Tier Z-12	$2,183.77
HAPO Support	Tier Z-5	$343.90
HAPO Descent	Tier Z-10	$584.63
Special Duty Level 2	Tier Z-2	$223.54
Special Duty Level 3	Tier Z-4	$326.71
Special Duty Level 3 - SF Operator	Tier Z-7	$412.68
Unpredictable Explosive - Render Safe daily	Tier Z-3	$257.93

Allowances not in Military Factor

Language Allowance		annual
Group 1	Lower	$1,452
	Intermediate	$2,906
	Higher	$4,358
	Advanced	$5,813
Group 2	Lower	$2,181
	Intermediate	$4,358
	Higher	$7,266
	Advanced	$10,156
Group 3	Lower	$2,906
	Intermediate	$5,813
	Higher	$10,156
	Advanced	$14,514

*** 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

2026 WRA Increase to Military Factor Framework – Explanation

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 M	Tier N
Annual $	$11,293	$15,972	$20,651	$25,330	$30,009	$34,688	$39,367	$44,046	$48,725	$53,404	$58,083	$62,762	$67,441	$72,120
Daily $	$30.93	$43.75	$56.57	$69.39	$82.21	$95.03	$107.85	$120.67	$133.49	$146.31	$159.13	$171.95	$184.76	$197.58



Military Factor Framework

Military Factor is a 15-tier allowance framework that incorporates existing ADF environmental and sustainability allowances into a simpler, more transparent 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 - 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 are 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

Allowance pre-Military Factor	Military Factor Name	Allowance pre-Military Factor	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	Maritime Crew F		
Clearance Diving Other & Maritime Disability & Sustainability			

Other Domain

Allowance pre-Military Factor	Military Factor Name	Allowance pre-Military Factor	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

Allowance pre-Military Factor	Military Factor Name	Allowance pre-Military Factor	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	Paratrooper Level 2	SF Support 1C & Flying Allowance	
Para Free Fall & SF Support 1B/1C		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	
Para Jump Master & SF Support 1B/1C		SF Operator Sustainment & Recruit Instructor Disability	SF Operator - Recruit Instructor
Para Jump Instructor @ non ADFPS & SF Support 1B/1C		SF Operator Sustainment & Training Sustainment Allowance	SF Operator - Non SF School Instructor
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.**

WEF 05 Nov 2026

2026 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 M	Tier N	Tier Z
Annual $	$11,293	$15,972	$20,651	$25,330	$30,009	$34,688	$39,367	$44,046	$48,725	$53,404	$58,083	$62,762	$67,441	$72,120	
Daily $	$30.93	$43.75	$56.57	$69.39	$82.21	$95.03	$107.85	$120.67	$133.49	$146.31	$159.13	$171.95	$184.76	$197.58	
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
							Crew G - SSN Level 1 (0<2)		Level 2 (2<4)		Level 3 (4<6)	Level 4 (6<8)	Level 5 (8<10)	Level 6 (10+)	
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												

WEF 05 Nov 2026

*** 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.**