

**MASTER COPY
PCB PAY CELL
DO NOT REMOVE**

DEFENCE FORCE REMUNERATION TRIBUNAL

Defence Act 1903

MATTER NO 6 OF 1997

**ADF PRODUCTIVITY BASED REMUNERATION
ARRANGEMENT: 1997-99**

DETERMINATION NO 10 OF 1997

**Canberra
22 October 1997**

**THE HON. JUSTICE A J BOULTON
COMMISSIONER P L LEARY
REAR ADMIRAL K A DOOLAN AO RAN (Retd)**

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO 10 OF 1997

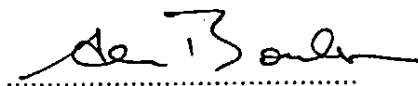
**ADF PRODUCTIVITY BASED REMUNERATION ARRANGEMENT:
1997-99**

Pursuant to section 58H of the Defence Act 1903, the Defence Force Remuneration Tribunal hereby determines:

1. Determination No 6 of 1992, Salaries, being a determination made by the Defence Force Remuneration Tribunal pursuant to Section 58H of the Defence Act 1903, is amended by omitting Schedules 2 to 13 (inclusive) and substituting the schedules in Attachment A to this Determination.
2. The Determinations listed in Attachment B to this Determination, being determinations made by the Defence Force Remuneration Tribunal pursuant to Section 58H of the Defence Act 1903, are amended as set out in the Attachment.
3. The Determination listed in Attachment C to this Determination, being a determination made pursuant to Section 58B of the Defence Act 1903, is amended as set out in the Attachment.
4. This Determination shall take effect on and from 30 October 1997.

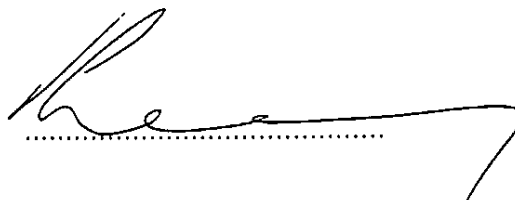
Dated this twenty second day of October nineteen hundred and ninety seven.

The Hon Justice A J Boulton
President



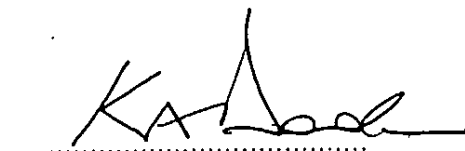
.....

Commissioner P L Leary
Member



.....

Rear Admiral K A Doolan AO RAN (Retd)
Member



.....

**SCHEDULE 2
SCALE OF ANNUAL RATES
OFFICER OF THE PERMANENT FORCES**

ATTACHMENT A

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$pa
Acting Sub Lieutenant	Second Lieutenant	Pilot Officer	30126 31117
Sub Lieutenant	Lieutenant	Flying Officer	32105 33259 34462 35689
Lieutenant	Captain	Flight Lieutenant	38224 39715 41199 42684 44174 45663
Lieutenant Commander	Major	Squadron Leader	48263 49821 51372
Commander	Lieutenant Colonel	Wing Commander	65645 67860
Captain	Colonel	Group Captain	76093 78353
Commodore	Brigadier	Air Commodore	89062
Rear Admiral	Major General	Air Vice Marshal	108151

**SCHEDULE 3
SCALE OF ANNUAL RATES
OFFICER OF THE PERMANENT FORCES ENLISTED BEFORE APPOINTMENT AS OFFICER**

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$pa
Acting Sub Lieutenant	Second Lieutenant	Pilot Officer	37264
Sub Lieutenant	Lieutenant	Flying Officer	38309 39362 40413 41462
Lieutenant	Captain	Flight Lieutenant	42512 43559 44611 45663

**MASTER COPY
PCU PAY CELL
DO NOT REMOVE**

SCHEDULE 4

SCALE OF ANNUAL RATES
 MEDICAL AND DENTAL OFFICER OF THE PERMANENT FORCES

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$pa
Officer performing year of compulsory residency (from under-graduate scheme)	Officer performing year of compulsory residency (from under-graduate scheme)	Officer performing year of compulsory residency (from under-graduate scheme)	38224
Lieutenant	Captain	Flight Lieutenant	46442 48248 52007 53826 56494 58738 60619
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	47345 48248 52007 53826 56494 58738 60619
Lieutenant Commander	Major	Squadron Leader	65107 67289 69475 71657
Commander	Lieutenant Colonel	Wing Commander	84358
Captain	Colonel	Group Captain	94956

SCHEDULE 4 (cont)

Column 1 Navy	Column 2 Army	Column 3 Air Force	
Commodore	Brigadier	Air Commodore	103507
Rear Admiral	Major General	Air Vice Marshal	108151

- (a) This rate shall not apply unless the Chief of the Defence Force is satisfied that the member has prior regular military experience or the payment of this rate is necessary to ensure satisfactory medical/dental officer manpower levels.

**SCHEDULE 5
SCALE OF ANNUAL RATES
CHAPLAIN OF THE PERMANENT FORCES**

**Column 1
Classification**

**Column 2
Rate of Salary
\$pa**

Chaplain Division 1

34462
38224
39715
41199

Chaplain Division 1 (a)

35689
38224
39715
41199

Chaplain Division 2

42684 -
44174
45663 -
48263
49821
51372

Chaplain Division 3

65645

Chaplain Division 4A

67860

Chaplain Division 4B

67860

Chaplain Division 5

76093

(a) This scale of rates is to apply only to a member with a period of experience of not less than 5 years.

**MASTER COPY
PCB PAY CELL
DO NOT REMOVE**

SCHEDULE 6 (cont)

Column 1	Column 2	Column 3	Column 4 Rates of Salary						
Navy	Army	Air Force	Group 1 \$	Group 2 \$	Group 3 \$	Group 4 \$	Group 5 \$	Group 6 \$	Group 7 \$
WO-N	RSM-A	WO-RAAF			48140 49118 49607				

SCHEDULE 8

SCALE OF RATES
 PERMANENT AND RESERVE MEMBERS UNDERGOING TRAINING

Column 1 Item	Column 2 Training Capacity	Column 3 Rate of salary \$ a year
PART A - PERMANENT FORCES		
1	Normal entry recruit during basic recruit training	18851
2	Member undergoing initial category or trade training or employment training	21310
3	Apprentice:	
	1st year	11475
	2nd year	14207
	3rd year	16939
4	Trainee, other than a member referred to in item 2 or 3, undertaking a Certificate of Technology course:	
	1st year	14207
	2nd year	16939
	3rd year	21310
5	Member undertaking a degree course in conjunction with officer training, or matriculation or equivalent studies preparatory to commencing such a degree course:	
	while undertaking matriculation	11475
	1st year	14207
	2nd year	16939
	3rd year	21310
	4th year	22676

MASTER COPY
 PCB PAY CELL
 DO NOT REMOVE

SCHEDULE 8 - continued

Column 1 Item	Column 2 Training Capacity	Column 3 Rate of salary \$ a year
6	Member participating in the undergraduate entry scheme: with 4 years to graduation with 3 years to graduation with 2 years to graduation in final year	14207 16939 21310 22676
7	Member undergoing officer training and not undertaking a degree course: in the case of a member of the Army undergoing an 18-month course of military studies:	
	for the first 6 months of the course for the final 12 months of the course	21310 22676
	in the case of any other member of the Army or a member of the Air Force:	
	without a degree with a degree	21310 22676
	in the case of a member of the Navy:	
	1st year 2nd year	21310 22676
8	Member participating in the graduate medical scheme who enters the scheme as a civilian	
	1st year 2nd year 3rd year 4th year	32105 33259 34462 35689

SCHEDULE 8 - continued

Column 1 Column 2

Column 3

Item

Training Capacity

Rate of salary
\$ a day

PART B - RESERVE FORCES

9	Recruit during basic recruit training	44.93
10	Private or equivalent rank not having completed category training, or military trade skill test	57.28
11	Student at Officer Training Unit - without a degree	50.79
	with a degree	54.05

SCHEDULE 9**SCALE OF DAILY RATES
OFFICER OF THE RESERVE FORCES**

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$ a day
Acting Sub Lieutenant	Second Lieutenant	Pilot Officer	74.28 76.73
Sub Lieutenant	Lieutenant	Flying Officer	79.16 84.97
Lieutenant	Captain	Flight Lieutenant	94.25 101.59 108.92
Lieutenant Commander	Major	Squadron Leader	119.00 126.67
Commander	Lieutenant Colonel	Wing Commander	152.87 158.03
Captain	Colonel	Group Captain	177.20
Commodore	Brigadier	Air Commodore	207.40
Rear Admiral	Major General	Air Vice Marshal	251.86

SCHEDULE 10

**SCALE OF DAILY RATES
MEDICAL AND DENTAL OFFICERS OF THE RESERVE FORCES**

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$ a day
Lieutenant	Captain	Flight Lieutenant	114.51
			128.24
			139.30
			149.47
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	116.74
			128.24
			139.30
			149.47
Lieutenant Commander	Major	Squadron Leader	160.54
			171.31
			176.69
Commander	Lieutenant Colonel	Wing Commander	196.45
Captain	Colonel	Group Captain	221.13
Commodore	Brigadier	Air Commodore	241.04

(a) This scale of rates is not to apply unless the Chief of the Defence Force is satisfied that the member has prior regular military experience or the payment of this rate is necessary to ensure satisfactory medical/dental officer manpower levels.

SCHEDULE 11

**SCALE OF DAILY RATES
CHAPLAIN OF THE RESERVE FORCES**

Column 1 Classification	Column 2 Rate of Salary \$ a day
Chaplain Division 1	84.97 97.93 101.59
Chaplain Division 1 (a)	88.00 97.93 101.59
Chaplain Division 2	105.25 112.59 119.00 126.67
Chaplain Division 3	152.87
Chaplain Division 4A	158.03
Chaplain Division 4B	158.03
Chaplain Division 5	177.20

(a) This scale of rates is to apply only to members with a period of experience of no less than five years.

SCHEDULE 12

SCALE OF ANNUAL RATES
SPECIFIC APPOINTMENTS - RESERVE FORCES

Column 1 Appointment	Column 2 Rate per Year \$
Assistant Chief of the Defence Force (Reserves)	27914
Assistant Chief of the General Staff - Army Reserve	27914
Appointment in the establishment of the Army for which the rank of Major General is provided in that establishment	27038
Appointment, other than a medical appointment, in the establishment of the Army for which the rank of Brigadier is provided in that establishment	22266
Appointment in the establishment of the Army, being a medical appointment, for which the rank of Brigadier is provided in that establishment	25877
Consultant Colonel (Medical), Active Australian Army Reserve, 2nd Military District	23739
Consultant Colonel (Medical), Active Australian Army Reserve, 3rd Military District	23739
Colonel Medical, 1st Division	23739
Chaplain Division 4B	16965

SECTION 58H DETERMINATIONS

The following Determinations made by the Defence Force Remuneration Tribunal pursuant to section 58H of the Defence Act 1903 are amended as set out below:

1. Determination No 7 of 1997, Flying Allowance:

- a. Clause 7.1 (c)
- delete \$14750
 - insert \$15119
- b. Clause 8.1 (d)
- delete \$3850
 - insert \$3946
- c. Clause 8.1 (e)
- delete \$4250
 - insert \$4356
- d. Schedule 2
- delete and insert the following:

SCHEDULE 2**FLYING ALLOWANCE (QUALIFICATION AND SKILL)**

Column 1	Column 2	Column 3
Period of qualified flying service	Rate of Flying Allowance (Qualification and Skill)	
	Colonel or officer with lower rank \$ a year	Member other than an officer \$ a year
Completed less than 2 years	2306	1281
Completed 2 but less than 4 years	3844	2819
Completed 4 but less than 6 years	6919	3844
Completed 6 but less than 8 years	13069	4869
Completed 8 but less than 10 years	19219	5894
Completed 10 or more years	21269	5894

2. Determination No 1 of 1989, Clearance Diving Allowance:

a.	Clause 3	-	delete	\$1257
		-	insert	\$1288
b.	Clause 8.1(c)	-	delete	\$4038
		-	insert	\$4139
c.	Clause 8.1(d)	-	delete	\$3251
		-	insert	\$3332
d.	Clause 8.1(e)	-	delete	\$2826
		-	insert	\$2897
e.	Clause 8.1(e)(i)	-	delete	\$44.65
		-	insert	\$45.77
f.	Clause 8.1(e)(ii)	-	delete	\$16.75
		-	insert	\$17.17

3. Determination No 2 of 1989, Diving Allowance:

a.	Clause 4(a)	-	delete	\$28.26
		-	insert	\$28.97
b.	Clause 4(b)	-	delete	\$2512
		-	insert	\$2575

4. Determination No 3 of 1990, Arduous Conditions Allowance:

a.	Clause 6(a)	-	delete	\$2.19
		-	insert	\$2.24
b.	Clause 6(b)	-	delete	\$3.34
		-	insert	\$3.42
c.	Clause 6(c)	-	delete	\$7.04
		-	insert	\$7.22

5. Determination No 11 of 1991, Trainee Leader's Allowance:

a.	Clause 2	-	delete	\$5.77
		-	insert	\$5.91

c.	Clause 4(c)	-	delete	\$1395
		-	insert	\$1430
d.	Clause 4(d)	-	delete	\$837
		-	insert	\$858
e.	Clause 4(e)	-	delete	\$16.75
		-	insert	\$17.17
f.	Clause 5.1	-	delete	\$837
		-	insert	\$858

10. Determination No 11 of 1994, Service Allowance:

a.	Clause 2	-	delete	\$6037
		-	insert	\$6188

11. Determination No 9 of 1995, Submarine Service Allowance:

a.	Clause 5	-	delete	\$14270
		-	insert	\$14627
b.	Clause 6	-	delete	\$3700
		-	insert	\$3793
c.	Clause 7	-	delete	\$10570
		-	insert	\$10834

12. Determination No 14 of 1995, Field Allowance:

a.	Clause 3 Tier 1	-	delete	\$25.91
		-	insert	\$26.56
b.	Clause 3 Tier 2	-	delete	\$15.21
		-	insert	\$15.59

13. Determination No 26 of 1995, Medical Grade 4 Allowance

a.	Clause 3	-	delete	\$4.56
		-	insert	\$4.67

14. **Determination No 1 of 1996, Seagoing Allowance:**

- a. Clause 4 - delete Table and insert the following:

Column 1 Cumulative Sea Service	Column 2 Seagoing Allowance \$ a year
Completed less than 4 years	6373
Completed 4 but less than 8 years	7754
Completed 8 or more years	8817

15. **Determination No 4 of 1996, Submarine Escape Training Facility Allowance:**

- a. Clause 3(a) - delete \$5182
- insert \$5312
- b. Clause 3(b) - delete \$3454
- insert \$3540
- c. Clause 3(c) - delete \$20.73
- insert \$21.25

16. **Determination No 10 of 1996, Hard Lying Allowance:**

- a. Clause 3(b) - delete \$28.97
- insert \$29.69
- b. Clause 3(b) Table - delete and insert the following:

TABLE

Column 1 Cumulative sea service	Column 2 Hard Lying Allowance \$ a day
Completed less than 4 years	17.46
Completed 4 but less than 8 years	21.25
Completed 8 or more years	24.15

17. **Determination No 13 of 1996, Special Action Forces Allowance:**

- a. Schedule 2 - delete and insert the following:

Column 1	Column 2	Column 3	Column 4	Column 5
Item	Level	Description of member	Rate for qualification and skill \$ a year	Rate for disability \$ a year
1	Level 2	Qualified Special Forces member	9200	10141
2	Level 1	Trainee Special Forces member	4443	8625
3	-	Unqualified member	-	2536

18. **Determination No 15 of 1996, Adventurous Training Instructor Allowance:**

- a. Clause 3(a) - delete \$3570
- insert \$3659
- b. Clause 3(b) - delete \$25.50
- insert \$26.14

SECTION 58B DETERMINATIONS

The following Determination made pursuant to section 58B of the Defence Act 1903 is amended as set out below:

1. Determination 202, Separation Allowance:

- | | | | |
|----|-------------|---|---------------|
| a. | Clause 4(a) | - | delete \$4.72 |
| | | - | insert \$4.84 |
| b. | Clause 4(b) | - | delete \$478 |
| | | - | insert \$490 |