



**DETERMINATION NO 98 OF 1991**

**DETERMINATION UNDER SECTION 58B OF THE DEFENCE ACT 1903**

**I, REX JEFFERY HOY, First Assistant Secretary, Remuneration and Conditions Division, Department of Industrial Relations, pursuant to a delegation made by the Minister of State for Industrial Relations under Defence Force Regulations 72A, hereby make the following determination under section 58B of the *Defence Act 1903*.**

**Dated 2 October 1991**

**R.J. Hoy  
First Assistant Secretary  
Remuneration and Conditions Division  
Department of Industrial Relations**

**Citation**

- 1.** This determination may be cited as Defence Determination 1991/98.

**Gratuity to compensate for loss of income**

**2.1** A member of the Reserve Force who was a member on 1 August 1991 is entitled to be paid a gratuity equal to the difference between the amount of salary payable to the member during the period 23 May 1991 and 31 July 1991 (inclusive) and the amount of salary that would have been payable to the member if the rates set out in Schedules 1 to 6 (inclusive) of Determination 199 had been the rates set out in Schedules 1 to 6 to this determination respectively.

**2.2** A member of the Permanent Force who was a member on 1 August 1991 and who is undergoing training in a capacity specified in Schedule 7 of Determination 101 is entitled to be paid a gratuity equal to the difference between the amount of salary payable to the member during the period 23 May 1991 and 31 July 1991 (inclusive) and the amount of salary that would have been payable to the member if the rates set out in Schedule 7 of that determination had been the rates set out in Schedule 7 to this determination.

**2.3** Any other member of the Permanent Force who was a member on 1 August 1991 is entitled to be paid a gratuity equal to the difference between the amount of salary payable to the member during the period 23 May 1991 and 31 July 1991 (inclusive) and the amount of salary that would have been payable to the member if the rate at which salary was payable to the member had been increased by \$12 a week.

PAY OF RESERVE FORCE MEMBERS

SCHEDULE 1

OFFICERS OTHER THAN OFFICERS WHO HOLD AN APPOINTMENT SPECIFIED IN SCHEDULE 6 OR ARE  
OFFICERS DESCRIBED IN SCHEDULES 2 AND 3

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary
			\$
Acting Sub Lieutenant Under 2 years 2 years	Second Lieutenant Under 2 years 2 years	Pilot Officer Under 2 years 2 years	61.80 63.80
Sub Lieutenant Under 2 years 2 years	Lieutenant Under 2 years 2 years	Flying Officer Under 2 years 2 years	65.80 70.50
Lieutenant Under 2 years 2 years 4 years	Captain Under 2 years 2 years 4 years	Flight Lieutenant Under 2 years 2 years 4 years	78.05 84.00 90.00
Lieutenant Commander Under 2 years 2 years	Major Under 2 years 2 years	Squadron Leader Under 2 years 2 years	98.25 104.55
Commander Under 2 years 2 years	Lieutenant Colonel Under 2 years 2 years	Wing Commander Under 2 years 2 years	115.35 124.60
Captain	Colonel	Group Captain	136.40
Commodore	Brigadier	Air Commodore	140.60
Rear Admiral	Major General	Air Vice Marshal	161.40

SCHEDULE 2

MEDICAL OFFICERS AND DENTAL OFFICERS

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of salary
			\$
Lieutenant	Captain	Flight Lieutenant	
Under 2 years level 1	Under 2 years level 1	Under 2 years level 1	94.55
Under 2 years level 2(a)	Under 2 years level 2(a)	Under 2 years level 2(a)	96.35
2 years	2 years	2 years	105.85
4 years	4 years	4 years	114.95
6 years	6 years	6 years	123.35
Lieutenant Commander	Major	Squadron Leader	
Under 2 years	Under 2 years	Under 2 years	132.50
2 years	2 years	2 years	141.35
4 years	4 years	4 years	145.80
Commander	Lieutenant Colonel	Wing Commander	155.50
Captain	Colonel	Group Captain	171.45
Commodore	Brigadier	Air Commodore	189.15

(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 3

CHAPLAINS

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of salary
			\$
Chaplain Division 1	Chaplain Division 1	Chaplain Division 1	
Under 2 years	Under 2 years	Under 2 years	70.50
Under 2 years (a)	Under 2 years (a)	Under 2 years (a)	72.95
2 years	2 years	2 years	81.05
4 years	4 years	4 years	84.00
Division 2	Division 2	Division 2	
Under 2 years	Under 2 years	Under 2 years	87.00
2 years	2 years	2 years	93.00
4 years	4 years	4 years	98.25
8 years	8 years	8 years	104.55
Division 3	Division 3	Division 3	115.35
Division 4A	Division 4A	Division 4A	119.95
Division 4B	Division 4B	Division 4B	124.60
Division 5	Division 5	Division 5	136.40

(a) This rate shall apply only to members with a period of experience of not less than five years.

SCHEDULE 4

MEMBERS OTHER THAN OFFICERS AND MEMBERS UNDERGOING TRAINING  
IN A CAPACITY REFERRED TO IN SCHEDULE 5

PART I

Column 1 Ranks	Column 2	Column 3	Column 4 Amount						
			Pay Level 1-1	Pay Level 1-2	Pay Level 2-1	Pay Level 2-2	Pay Level 3-1	Pay Level 3-2	Pay Level 4-1
Navy	Army	Air Force	\$	\$	\$	\$	\$	\$	\$
Seaman	Private	Aircraftman	45.25	47.75	49.95	53.05	54.60	58.05	58.05
Able Seaman	Private Proficient	Leading Aircraftman							
Under 2 years	Under 2 years	Under 2 years	46.26	48.70	50.90	54.00	55.55	59.00	60.25
2 years	2 years	2 years	47.15	49.65	50.90	54.00	55.55	59.00	60.25
	Lance Corporal		48.10	50.60	51.85	55.00	56.55	60.00	61.25
Leading Seaman	Corporal	Corporal							
Under 2 years	Under 2 years	Under 2 years	49.00	51.50	52.75	55.90	57.45	60.55	62.15
2 years	2 years	2 years	50.25	52.75	54.35	57.45	59.00	62.15	63.70

SCHEDULE 4 - continued

PART II

Column 1 Ranks	Column 2	Column 3	Column 4 Amount						
Navy	Army	Air Force	Pay Level 1-1	Pay Level 1-2	Pay Level 2-1	Pay Level 2-2	Pay Level 3-1	Pay Level 3-2	Pay Level 4-1
			\$	\$	\$	\$	\$	\$	\$
Petty Officer	Sergeant	Sergeant							
Under 2 years	Under 2 years	Under 2 years	53.40	55.85	57.45	60.55	62.15	65.30	66.90
2 years	2 years	2 years	55.85	58.40	60.55	63.70	63.70	66.90	68.60
4 years	4 years	4 years	58.40	60.85	62.15	63.70	63.70	66.90	68.90
6 years	6 years	6 years	60.85	62.15	62.15	63.70	63.70	66.90	68.90
8 years	8 years	8 years	62.15	62.15	62.15	63.70	63.70	66.90	68.90



SCHEDULE 5

MEMBERS UNDERGOING TRAINING

Item	Training Capacities	Amount
		\$
1	Recruits during basic recruit training	37.45
2	Members who hold the rank of Private in the Army or an equivalent rank and who have not completed their category training, or their military trade or skill test	45.25
3	Members who are students at an Officer Cadet Training Unit other than a members referred to in item 4	42.35
4	Members who are students at an Officer Cadet Training Unit and who have completed a degree course	45.10

SCHEDULE 6  
SPECIFIC APPOINTMENTS

Column 1	Column 2 Rate per Year
	\$
<b>ARMY</b>	
Chief of the Army Reserve	21750
Appointment in the establishment of the Army for which the rank of Major General is provided in that establishment	21038
Appointment, other than a medical appointment, in the establishment of the Army for which the rank of Brigadier is provided in that establishment	17329
Appointment in the establishment of the Army, being a medical appointment, for which the rank of Brigadier is provided in that establishment	20307
Consultant Colonel (Medical), Active Australian Army Reserve, 2nd Military District	18407
Consultant Colonel (Medical), Active Australian Army Reserve, 3rd Military District	18407
Colonel Medical, 1st Division	18407
Chaplain Division 4B	13378
<b>AIR FORCE</b>	
Deputy Director of Reserves - Air Force	12381

SCHEDULE 7

MEMBERS UNDERGOING TRAINING

Item	Training Capacities	Rate of salary
		\$
1	Normal entry recruits during basic recruit training	15722
2	Trainees, being members undergoing initial category or trade training or initial employment training	17773
3	Apprentices	
	1st year	9570
	2nd year	11849
	3rd year	14127
4	(Reserved)	
5	Officer cadets of the Army and Air Force and Midshipmen of the Navy undergoing officer training at the Australian Defence Force Academy:	
	1st year	11849
	2nd year	14127
	3rd year	17773
	4th year	18912
6	(Reserved)	
7	Members, not being members to whom item 5 applies, undertaking degree courses of at least four years duration	
	with 4 years to graduation	11849
	with 3 years to graduation	14127
	with 2 years to graduation	17773
	in final year	18912

8	Members of the Navy, and officer cadets, not at the Australian Defence Force Academy undertaking degree courses of 3 or 4 years duration or undertaking matriculation or equivalent studies preparatory to commencing such a degree course:	
	during matriculation or equivalent studies	9570
	1st year of course	11849
	2nd year of course	14127
	3rd year of course	17773
	4th year of course	18912
9	Officer trainees of the Army and Air Force, not being members referred to in item 5, 7, 8 or 12:	
	if not completed degree course	17773
	if completed degree course	18912
10	Officer trainees of the Navy, not being members referred to in item 5, 7, or 8:	
	1st year	17773
	2nd year	18912
11	Trainees, not being members referred to in item 2 or 3, undergoing a Certificate of Technology course:	
	1st year	11849
	2nd year	14127
	3rd year	17773
12	Officer cadets of the Army undergoing an 18 month course of military studies:	
	for the first 6 months of the course	17773
	for the final 12 months of the course	18912

## EXPLANATORY MEMORANDUM

### DETERMINATION NO 98 OF 1991

*Defence Act 1903*

This determination provides for payment of a gratuity to certain members of the Defence Force.

As a result of the processes leading to the implementation of the 1991 National Wage Case decision of the Australian Industrial Relations Commission the introduction of revised rates of pay for Defence Force was delayed. The date of effect provided by the Defence Force Remuneration Tribunal, the date on which it heard the matter, was later than would have applied if the Commonwealth had not prevailed on the Defence Force to delay its seeking to have the matter heard. As a consequence members of the Defence Force have lost income during the period between 23 May 1991 and the date of effect of the Tribunal's decision to flow on the decision of the Commission.

The determination provides for payment of a gratuity to compensate for the loss of income. The quantum of the payment is based on the Government's publicly stated policy in favour of a \$12 a week increase as there is no firm basis to estimate the timing of a decision of the Tribunal in the absence of the deferral. The rates set out in the schedules are derived in the usual manner as a proportion of the rates that would have been applicable to Permanent Force members on this basis.

Authority: Section 58B of the  
*Defence Act 1903*