

**DEFENCE FORCE REMUNERATION TRIBUNAL**

**DETERMINATION NO. 10 OF 2008**

**ADF WORKPLACE REMUNERATION ARRANGEMENT: 2006 – 2009**

**AND**

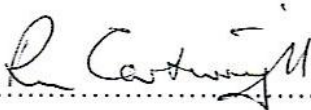
**ADF STAR RANKS REMUNERATION ARRANGEMENT: 2006 - 2009**

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

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 2B, 3 to 6 (inclusive), 8 and 10 to 11 (inclusive) 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. This Determination commences on 1 May 2008.

Dated this seventeenth day of April two thousand and eight.

Senior Deputy President R N Cartwright  
President



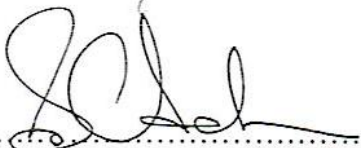
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Mr G D John  
Member



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Rear Admiral B L Adams, AO (Retd)  
Member



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**Schedule 2**

**Salary rates for senior officers**

**Part 1: Senior officer of the Permanent Force**

Column 1 Force	Column 2 Rank				Column 3 Annual rates of salary (\$)	
	Rank	Navy	Army	Air Force	Base rate	Maximum rate
	Permanent Force	O-7	Commodore	Brigadier	Air Commodore	135,144
	O-8	Rear Admiral	Major General	Air Vice Marshal	163,411	196,093

**Part 2: Senior officer of the Reserve Forces**

Column 1 Force	Column 2 Rank				Column 3 Daily banded rates of salary (\$)	
	Rank	Navy	Army	Air Force	Base rate	Maximum rate
	Reserve Forces	O-7	Commodore	Brigadier	Air Commodore	370.26
	O-8	Rear Admiral	Major General	Air Vice Marshal	447.70	537.24
	O-9	Vice Admiral	Lieutenant General	Air Marshal	637.01	Not applicable
	O-10	Admiral	General	Air Chief Marshal	821.75	Not applicable

**ATTACHMENT A**

**Schedule 2A**  
**Salary rates and pay grades for officers**

<b>Part 1: Officer of the Permanent Force</b>													
<b>Column 1 Rank and increment</b>				<b>Column 2</b>									
				<b>Annual salary rate for pay grade</b>									
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>Captain</b>	<b>Colonel</b>	<b>Group Captain</b>	<b>O6 - 1</b>	\$117,528	\$120,881	\$124,750	\$128,102	\$131,840	\$136,030	\$140,236	\$144,787	\$149,340	\$152,380
			<b>O6 - 0</b>	\$114,181	\$117,534	\$121,405	\$124,755	\$128,493	\$132,685	\$136,888	\$141,441	\$145,992	\$149,034
<b>Commander</b>	<b>Lieutenant Colonel</b>	<b>Wing Commander</b>	<b>O5 - 1</b>	\$100,371	\$103,724	\$107,595	\$110,947	\$114,684	\$118,874	\$123,078	\$127,631	\$132,183	\$135,225
			<b>O5 - 0</b>	\$97,088	\$100,442	\$104,312	\$107,663	\$111,401	\$115,591	\$119,796	\$124,349	\$128,900	\$131,942
<b>Lieutenant Commander</b>	<b>Major</b>	<b>Squadron Leader</b>	<b>O4 - 2</b>	\$72,726	\$76,079	\$79,948	\$83,300	\$87,038	\$91,228	\$95,433	\$99,985	\$104,537	\$107,578
			<b>O4 - 1</b>	\$70,425	\$73,779	\$77,648	\$80,999	\$84,737	\$88,927	\$93,133	\$97,685	\$102,237	\$105,277
			<b>O4 - 0</b>	\$68,118	\$71,472	\$75,341	\$78,692	\$82,430	\$86,621	\$90,825	\$95,378	\$99,930	\$102,971
<b>Lieutenant</b>	<b>Captain</b>	<b>Flight Lieutenant</b>	<b>O3 - 5</b>	\$64,291	\$67,644	\$71,515	\$74,866	\$78,604	\$82,794	\$86,999	\$91,552	\$96,104	\$99,145
			<b>O3 - 4</b>	\$62,103	\$65,456	\$69,325	\$72,678	\$76,416	\$80,605	\$84,810	\$89,362	\$93,914	\$96,956
			<b>O3 - 3</b>	\$59,908	\$63,261	\$67,130	\$70,482	\$74,220	\$78,411	\$82,615	\$87,168	\$91,719	\$94,761
			<b>O3 - 2</b>	\$57,725	\$61,079	\$64,948	\$68,300	\$72,038	\$76,227	\$80,432	\$84,985	\$89,537	\$92,578
			<b>O3 - 1</b>	\$55,542	\$58,894	\$62,765	\$66,117	\$69,854	\$74,045	\$78,249	\$82,801	\$87,353	\$90,395
			<b>O3 - 0</b>	\$53,350	\$56,702	\$60,572	\$63,924	\$67,662	\$71,852	\$76,057	\$80,610	\$85,161	\$88,202
<b>Sub-Lieutenant</b>	<b>Lieutenant</b>	<b>Flying Officer</b>	<b>O2 - 3</b>	\$49,621	\$52,973	\$56,842	\$60,195	\$63,931	\$68,121	\$72,327	\$76,879	\$81,432	\$84,473
			<b>O2 - 2</b>	\$47,818	\$51,172	\$55,040	\$58,392	\$62,130	\$66,320	\$70,525	\$75,078	\$79,630	\$82,670
			<b>O2 - 1</b>	\$46,046	\$49,400	\$53,269	\$56,621	\$60,358	\$64,548	\$68,754	\$73,306	\$77,859	\$80,899
			<b>O2 - 0</b>	\$44,350	\$47,702	\$51,572	\$54,924	\$58,661	\$62,852	\$67,057	\$71,608	\$76,161	\$79,203
<b>Acting Sub-Lieutenant</b>	<b>Second Lieutenant</b>	<b>Pilot Officer</b>	<b>O1 - 1</b>	\$42,893	\$46,247	\$50,117	\$53,468	\$57,206	\$61,396	\$65,600	\$70,153	\$74,705	\$77,746
			<b>O1 - 0</b>	\$41,437	\$44,790	\$48,659	\$52,012	\$55,748	\$59,939	\$64,145	\$68,696	\$73,249	\$76,290

**Schedule 2A**  
**Salary rates and pay grades for officers**

<b>Part 2: Officer of the Reserve Force on non-discounted rate</b>													
<b>Column 1 Rank and increment</b>				<b>Column 2</b>									
				<b>Daily salary rate for pay grade</b>									
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>Captain</b>	<b>Colonel</b>	<b>Group Captain</b>	<b>O6 - 0</b>	\$312.82	\$322.01	\$332.62	\$341.79	\$352.04	\$363.52	\$375.04	\$387.51	\$399.98	\$408.31
<b>Commander</b>	<b>Lieutenant Colonel</b>	<b>Wing Commander</b>	<b>O5 - 1</b>	\$274.99	\$284.18	\$294.78	\$303.96	\$314.20	\$325.68	\$337.20	\$349.67	\$362.15	\$370.48
			<b>O5 - 0</b>	\$265.99	\$275.18	\$285.79	\$294.97	\$305.21	\$316.69	\$328.21	\$340.68	\$353.15	\$361.48
<b>Lieutenant Commander</b>	<b>Major</b>	<b>Squadron Leader</b>	<b>O4 - 1</b>	\$199.25	\$208.44	\$219.04	\$228.22	\$238.46	\$249.94	\$261.46	\$273.93	\$286.40	\$294.73
			<b>O4 - 0</b>	\$186.62	\$195.81	\$206.41	\$215.59	\$225.84	\$237.32	\$248.84	\$261.31	\$273.78	\$282.11
<b>Lieutenant</b>	<b>Captain</b>	<b>Flight Lieutenant</b>	<b>O3 - 2</b>	\$170.15	\$179.33	\$189.93	\$199.12	\$209.36	\$220.84	\$232.36	\$244.83	\$257.30	\$265.63
			<b>O3 - 1</b>	\$158.15	\$167.34	\$177.94	\$187.12	\$197.36	\$208.84	\$220.36	\$232.84	\$245.31	\$253.64
			<b>O3 - 0</b>	\$146.16	\$155.35	\$165.95	\$175.13	\$185.38	\$196.85	\$208.38	\$220.85	\$233.32	\$241.65
<b>Sub-Lieutenant</b>	<b>Lieutenant</b>	<b>Flying Officer</b>	<b>O2 - 1</b>	\$131.01	\$140.20	\$150.79	\$159.98	\$170.22	\$181.70	\$193.22	\$205.69	\$218.16	\$226.49
			<b>O2 - 0</b>	\$121.51	\$130.69	\$141.29	\$150.48	\$160.72	\$172.20	\$183.72	\$196.19	\$208.66	\$216.99
<b>Acting Sub-Lieutenant</b>	<b>Second Lieutenant</b>	<b>Pilot Officer</b>	<b>O1 - 1</b>	\$117.52	\$126.70	\$137.31	\$146.49	\$156.73	\$168.21	\$179.73	\$192.20	\$204.67	\$213.00
			<b>O1 - 0</b>	\$113.53	\$122.71	\$133.31	\$142.50	\$152.73	\$164.22	\$175.74	\$188.21	\$200.68	\$209.01

**Schedule 2A**  
**Salary rates and pay grades for officers**

<b>Part 3: Officer of the Reserve Force on discounted rate</b>													
<b>Column 1 Rank and increment</b>				<b>Column 2</b>									
				<b>Daily salary rate for pay grade</b>									
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>Captain</b>	<b>Colonel</b>	<b>Group Captain</b>	<b>O6 - 0</b>	\$281.54	\$289.81	\$299.35	\$307.62	\$316.83	\$327.17	\$337.53	\$348.76	\$359.98	\$367.48
<b>Commander</b>	<b>Lieutenant Colonel</b>	<b>Wing Commander</b>	<b>O5 - 1</b>	\$247.49	\$255.76	\$265.30	\$273.57	\$282.78	\$293.11	\$303.48	\$314.71	\$325.93	\$333.43
			<b>O5 - 0</b>	\$239.40	\$247.67	\$257.21	\$265.47	\$274.69	\$285.02	\$295.39	\$306.61	\$317.84	\$325.34
<b>Lieutenant Commander</b>	<b>Major</b>	<b>Squadron Leader</b>	<b>O4 - 1</b>	\$179.32	\$187.59	\$197.13	\$205.40	\$214.61	\$224.95	\$235.31	\$246.54	\$257.76	\$265.26
			<b>O4 - 0</b>	\$167.96	\$176.23	\$185.77	\$194.04	\$203.25	\$213.59	\$223.95	\$235.18	\$246.40	\$253.90
<b>Lieutenant</b>	<b>Captain</b>	<b>Flight Lieutenant</b>	<b>O3 - 2</b>	\$153.13	\$161.40	\$170.94	\$179.21	\$188.42	\$198.75	\$209.12	\$220.34	\$231.57	\$239.07
			<b>O3 - 1</b>	\$142.34	\$150.61	\$160.15	\$168.41	\$177.63	\$187.96	\$198.33	\$209.55	\$220.78	\$228.27
			<b>O3 - 0</b>	\$131.55	\$139.81	\$149.36	\$157.62	\$166.84	\$177.17	\$187.54	\$198.76	\$209.99	\$217.48
<b>Sub-Lieutenant</b>	<b>Lieutenant</b>	<b>Flying Officer</b>	<b>O2 - 1</b>	\$117.91	\$126.18	\$135.72	\$143.98	\$153.20	\$163.53	\$173.90	\$185.12	\$196.35	\$203.84
			<b>O2 - 0</b>	\$109.36	\$117.62	\$127.16	\$135.43	\$144.64	\$154.98	\$165.35	\$176.57	\$187.79	\$195.30
<b>Acting Sub-Lieutenant</b>	<b>Second Lieutenant</b>	<b>Pilot Officer</b>	<b>O1 - 1</b>	\$105.76	\$114.03	\$123.58	\$131.84	\$141.06	\$151.39	\$161.75	\$172.98	\$184.20	\$191.70
			<b>O1 - 0</b>	\$102.17	\$110.44	\$119.98	\$128.25	\$137.46	\$147.79	\$158.17	\$169.39	\$180.61	\$188.11

**Schedule 2B**  
**Salary rates and pay grades for Warrant Officer Class 1**

<b>Part 1: Service Warrant Officers</b>		
<b>Column 1 Rank, tier and increment</b>	<b>Column 2</b>	
	<b>Annual rates of Salary</b>	
	<b>Base rate</b>	<b>Maximum Rate</b>
WO1 - Tier D	\$86,461	\$99,459

<b>Part 2: Warrant Officer Class 1 in the Permanent Force</b>								
<b>Column 1 - Rank, tier and Increment</b>	<b>Column 2</b>							
	<b>Annual rates of salary for pay grade</b>							
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
WO1 - Tier C	-	-	-	-	\$79,889	\$84,221	\$88,554	\$92,887
WO1 - Tier B	-	-	\$71,223	\$75,556	\$79,889	\$84,221	\$88,554	\$92,887
WO1 - Tier A3	\$63,537	\$66,890	\$71,223	\$75,556	\$79,889	\$84,221	\$88,554	\$92,887
WO1 - Tier A2	\$62,872	\$66,226	\$70,558	\$74,891	\$79,224	\$83,557	\$87,890	\$92,222
WO1 - Tier A1	\$61,549	\$64,902	\$69,234	\$73,567	\$77,900	\$82,233	\$86,566	\$90,898

<b>Part 3: Warrant Officer Class 1 in the Reserve Force on non-discounted rate</b>								
<b>Column 1 - Rank, tier and Increment</b>	<b>Column 2</b>							
	<b>Daily rates of salary for pay grade</b>							
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
WO1 - Tier C	-	-	-	-	\$218.87	\$230.74	\$242.61	\$254.48
WO1 - Tier B	-	-	\$195.13	\$207.00	\$218.87	\$230.74	\$242.61	\$254.48
WO1 - Tier A2	\$174.07	\$183.26	\$195.13	\$207.00	\$218.87	\$230.74	\$242.61	\$254.48
WO1 - Tier A1	\$168.63	\$177.81	\$189.68	\$201.55	\$213.42	\$225.30	\$237.17	\$249.04

<b>Part 4: Warrant Officer Class 1 in the Reserve Force on discounted rate</b>								
<b>Column 1 - Rank, tier and Increment</b>	<b>Column 2</b>							
	<b>Daily rates of salary for pay grade</b>							
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
WO1 - Tier C	-	-	-	-	\$186.04	\$196.13	\$206.22	\$216.31
WO1 - Tier B	-	-	\$165.86	\$175.95	\$186.04	\$196.13	\$206.22	\$216.31
WO1 - Tier A2	\$147.96	\$155.77	\$165.86	\$175.95	\$186.04	\$196.13	\$206.22	\$216.31
WO1 - Tier A1	\$143.33	\$151.14	\$161.23	\$171.32	\$181.41	\$191.50	\$201.59	\$211.68

**Schedule 3**  
**Annual salary rates - other rank member appointed as officer**

**Part 1 Officer of the Permanent Force**

Column 1 Rank and increment			Column 2										
			Transitional salary rates										
Navy	Army	Air Force		1	2	3	4	5	6	7	8	9	10
<b>Lieutenant</b>	<b>Captain</b>	<b>Flight Lieutenant</b>	<b>O3 - 3</b>	\$64,291	\$67,644	\$71,515	\$74,866	\$78,604	\$82,794	\$86,999	\$91,552	\$96,104	\$99,145
			<b>O3 - 2</b>	\$62,745	\$66,098	\$69,969	\$73,321	\$77,058	\$81,248	\$85,453	\$90,006	\$94,557	\$97,599
			<b>O3 - 1</b>	\$61,196	\$64,549	\$68,420	\$71,771	\$75,509	\$79,700	\$83,903	\$88,456	\$93,007	\$96,049
			<b>O3 - 0</b>	\$59,656	\$63,008	\$66,879	\$70,231	\$73,968	\$78,158	\$82,361	\$86,914	\$91,467	\$94,508
<b>Sub-Lieutenant</b>	<b>Lieutenant</b>	<b>Flying Officer</b>	<b>O2 - 3</b>	\$58,114	\$61,466	\$65,336	\$68,688	\$72,425	\$76,615	\$80,820	\$85,372	\$89,925	\$92,966
			<b>O2 - 2</b>	\$56,569	\$59,921	\$63,790	\$67,143	\$70,880	\$75,070	\$79,275	\$83,827	\$88,380	\$91,421
			<b>O2 - 1</b>	\$55,024	\$58,377	\$62,245	\$65,598	\$69,337	\$73,525	\$77,731	\$82,282	\$86,835	\$89,876
			<b>O2 - 0</b>	\$53,475	\$56,827	\$60,696	\$64,049	\$67,785	\$71,975	\$76,180	\$80,732	\$85,286	\$88,326
<b>Acting Sub-Lieutenant</b>	<b>Second Lieutenant</b>	<b>Pilot Officer</b>	<b>O1 - 0</b>	\$51,935	\$55,288	\$59,156	\$62,509	\$66,246	\$70,437	\$74,642	\$79,194	\$83,746	\$86,787

**SCHEDULE 4**  
**SCALE OF ANNUAL RATES**  
**MEDICAL OFFICER OF THE PERMANENT FORCE ON SPECIALIST CAREER STRUCTURE**

<b>Column 1a</b>			<b>Column 1b</b>	<b>Column 2</b>
<b>Rank</b>			<b>Competency level</b>	<b>Rate of salary \$pa</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		
Lieutenant	Captain	Flight Lieutenant	Resident	56 702
			CL 1-1	64 020
			CL 1-2	66 260
			CL 2-1	82 249
			CL 2-2	85 036
			CL 2-3	87 907
			CL 2A see note 1 below	90 866
			CL 3-1	106 554
			CL 3-2	110 070
			CL 3-3	113 694
			CL 4	121 154
			CL 5-1	127 252
			CL 5-2	131 389
Lieutenant Commander	Major	Squadron Leader	CL 1	71 472
			CL 2-1	91 737
			CL 2-2	94 808
			CL 2-3	97 973
			CL 2A see note 1 below	101 231
			CL 3-1	114 761
			CL 3-2	118 524
			CL 3-3	122 399
			CL 4	130 384
			CL 5-1	131 516
			CL 5-2	135 782
Commander	Lieutenant Colonel	Wing Commander	CL 2-1 (Higher duties or temporary duty only)	111 098
			CL 2-2 (Higher duties or temporary duty only)	114 433
			CL 3-1 (Higher duties or temporary duty only)	130 461
			CL 3-2 (Higher duties or temporary duty only)	134 373
			CL 3-3	139 620
			CL 4	146 711
			CL 5-1	151 033

### SCHEDULE 4 - continued

Column 1a Rank			Column 1b Competency level	Column 2 Rate of salary \$pa
Navy Captain	Army Colonel	Air Force Group Captain	CL 3-1 (Higher duties or temporary duty only)	137 387
			CL 3-2 (Higher duties or temporary duty only)	141 509
			CL 3-3	145 754
			CL 4	154 499
			CL 5-1	159 051
Commodore	Brigadier	Air Commodore	CL 3-1 (Higher duties or temporary duty only)	144 789
			CL 3-2 (Higher duties or temporary duty only)	149 120
			CL 3-3	153 578
			CL 4	162 764
			CL 5-1	167 544
Rear Admiral	Major General	Air Vice Marshal	CL 3-1	150 563
			CL 3-2	155 062
			CL 3-3	159 702
			CL 4	169 254
			CL 5	174 227

**Notes:**

- 1 The competency level 2A rate may be paid to a Medical Officer holding a relevant Masters Degree and posted to one of the following positions:
  - Navy Submarine Squadron Medical Officer, HMAS Stirling
  - Army SO3 Aviation Medicine, 16 Brigade  
Research Officer, Australian Malaria Institute
  - Air Force Chief Instructor Aviation Medicine, RAAF Base Edinburgh  
Health Plans and Policy – 1, Air Force Headquarters
- 2 To advance from one competency level to another the Medical Officer must meet the competency requirements established by the Chief of the Defence Force.

**SCHEDULE 4AAA**  
**SCALE OF ANNUAL RATES**  
**MEDICAL OFFICER OF THE PERMANENT FORCE NOT ON SPECIALIST CAREER STRUCTURE**

<b>Column 1</b>			<b>Column 2</b>
<b>Rank</b>			<b>Rate of salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>\$pa</b>
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)	56 702
Lieutenant	Captain	Flight Lieutenant	68 794
			71 452
			77 016
			79 710
			83 664
			86 984
			89 773
Lieutenant <sup>(1)</sup>	Captain <sup>(1)</sup>	Flight Lieutenant <sup>(1)</sup>	70 112
			71 452
			77 016
			79 710
			83 664
			86 984
			89 773
Lieutenant Commander	Major	Squadron Leader	96 416
			99 647
			102 884
			106 116
Commander	Lieutenant Colonel	Wing Commander	128 156
Captain	Colonel	Group Captain	145 466
Commodore	Brigadier	Air Commodore	156 533
Rear Admiral	Major General	Air Vice Marshal	163 411

**Note:** <sup>(1)</sup> 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 officer staffing levels.

**SCHEDULE 10**  
**MEDICAL OFFICER OF THE RESERVE FORCE ON SPECIALIST CAREER STRUCTURE**  
**SCALE OF DAILY RATES**

Column 1a Rank			Column 1b Competency level	Column 2 Rate of salary \$ per day
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	Resident	155.35
			CL 1-1	175.40
			CL 1-2	181.53
			CL 2-1	225.34
			CL 2-2	232.98
			CL 2-3	240.84
			CL 3-1	291.93
			CL 3-2	301.56
			CL 3-3	311.49
			CL 4	331.93
			CL 5-1	348.64
			CL 5-2	359.97
Lieutenant Commander	Major	Squadron Leader	CL 1	195.81
			CL 2-1	251.33
			CL 2-2	259.75
			CL 2-3	268.42
			CL 3-1	314.41
			CL 3-2	324.72
			CL 3-3	335.34
			CL 4	357.22
			CL 5-1	360.32
			CL 5-2	372.01
Commander	Lieutenant Colonel	Wing Commander	CL 2-1 (Higher duties or temporary duty only)	304.38
			CL 2-2 (Higher duties or temporary duty only)	313.52
			CL 3-1 (Higher duties or temporary duty only)	357.43
			CL 3-2 (Higher duties or temporary duty only)	368.15
			CL 3-3	382.52
			CL 4	401.95
			CL 5-1	413.79

## SCHEDULE 10 - continued

Column 1a Rank Navy	Army	Air Force	Column 1b Competency level	Column 2 Rate of salary \$ per day
Captain	Colonel	Group Captain	CL 3-1 (Higher duties or temporary duty only)	376.40
			CL 3-2 (Higher duties or temporary duty only)	387.70
			CL 3-3	399.33
			CL 4	423.28
			CL 5-1	435.76
Commodore	Brigadier	Air Commodore	CL 3-1 (Higher duties or temporary duty only)	396.68
			CL 3-2 (Higher duties or temporary duty only)	408.55
			CL 3-3	420.76
			CL 4	445.93
			CL 5-1	459.02
Rear Admiral	Major General	Air Vice Marshal	CL 3-1	412.50
			CL 3-2	424.83
			CL 3-3	437.54
			CL 4	463.71
			CL 5-1	477.33

**Note:** To advance from one competency level to another the Medical Officer must meet the competency requirements established by the Chief of the Defence Force.

**SCHEDULE 10AAA  
SCALE OF DAILY RATES  
MEDICAL OFFICER OF THE RESERVE FORCE NOT ON SPECIALIST CAREER  
STRUCTURE**

<b>Column 1a Rank Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>Column 2 Rate of salary \$ per day</b>
Lieutenant	Captain	Flight Lieutenant	188.48
			211.00
			229.22
			245.95
Lieutenant <sup>(1)</sup>	Captain <sup>(1)</sup>	Flight Lieutenant <sup>(1)</sup>	192.09
			211.00
			229.22
			245.95
Lieutenant Commander	Major	Squadron Leader	264.15
			281.87
			290.73
Commander	Lieutenant Colonel	Wing Commander	351.11
Captain	Colonel	Group Captain	398.54
Commodore	Brigadier	Air Commodore	428.86
Rear Admiral	Major General	Air Vice Marshal	447.70

**Note:** <sup>(1)</sup> 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 officer staffing levels.

**SCHEDULE 4A  
SCALE OF ANNUAL RATES**

**LEGAL OFFICER OF THE PERMANENT FORCE ON SPECIALIST CAREER STRUCTURE**

<b>Column 1a Rank</b>			<b>Column 1b Competency level</b>	<b>Column 2 Rate of salary \$pa</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		
Sub Lieutenant	Lieutenant	Flying Officer	LL 1	47 702
Lieutenant	Captain	Flight Lieutenant	LL 1	54 839
			LL 1 (higher duties or temporary duty only)	54 839
			LL 2-1	56 702
			LL 2-2	58 894
			LL 2-3	61 079
			LL 2-4	63 261
			LL 2-5	65 456
			LL 2-6	67 644
			LL 3-1	77 016
			LL 3-2	83 664
Lieutenant Commander	Major	Squadron Leader	LL 1 (higher duties or temporary duty only)	71 472
			LL 2-1	71 472
			LL 2-2	73 779
			LL 2-3	76 079
			LL 2-4	77 016
			LL 3-1	89 773
			LL 3-2	96 416
			LL 3-3	99 647
			LL 3-4	106 116
			LL 4-1	114 642
			LL 4-2	118 804
Commander	Lieutenant Colonel	Wing Commander	LL 2 (higher duties or temporary duty only)	100 442
			LL 3-1	124 323
			LL 3-2	128 053
			LL 4-1	131 861
			LL 4-2	136 723
			LL 5	141 092

## SCHEDULE 4A - continued

Column 1a Rank			Column 1b Competency level	Column 2 Rate of salary \$pa
Navy Captain	Army Colonel	Air Force Group Captain	LL 2 (higher duties or temporary duty only)	117 534
			LL 3 (higher duties or temporary duty only)	134 573
			LL 4	141 092
			LL 5-1	145 466
			LL 5-2	150 606
Commodore	Brigadier	Air Commodore	LL 4	150 836
			LL 5	160 110

**Note:** To advance to a higher competency level, a Legal Officer must meet the competency requirements established by the Chief of the Defence Force for the competency level, and to be posted to a position designated by the Chief of the Defence Force as a position that requires that competency level.

## SCHEDULE 10A

### SCALE OF DAILY RATES

### LEGAL OFFICER OF THE RESERVE FORCE ON SPECIALIST CAREER STRUCTURE

Column 1a			Column 1b	Column 2
Rank			Competency level	Rate of salary \$ per day
Navy	Army	Air Force		
Sub Lieutenant	Lieutenant	Flying Officer	LL 1	130.69
Lieutenant	Captain	Flight Lieutenant	LL 1 (higher duties or temporary duty only)	150.24
			LL 1	150.24
			LL 2-1	155.35
			LL 2-2	161.35
			LL 3	211.00
Lieutenant Commander	Major	Squadron Leader	LL 1 (higher duties or temporary duty only)	195.81
			LL 2-1	195.81
			LL 2-2	202.13
			LL 3-1	245.95
			LL 3-2	264.15
			LL 4	314.09
Commander	Lieutenant Colonel	Wing Commander	LL 2 (higher duties or temporary duty only)	275.18
			LL 3 (higher duties or temporary duty only)	340.61
			LL 4-1	361.26
			LL 4-2	374.58
			LL 5	386.55
Captain	Colonel	Group Captain	LL 2 (higher duties or temporary duty only)	322.01
			LL 3 (higher duties or temporary duty only)	368.69
			LL 4	386.55
			LL 5	398.54
Commodore	Brigadier	Air Commodore	LL 4 (higher duties or temporary duty only)	413.25
			LL 5	438.66

**Note:** To advance to a higher competency level, a Legal Officer must meet the competency requirements established by the Chief of the Defence Force for the competency level, and to be posted to a position designated by the Chief of the Defence Force as a position that requires that competency level.

**SCHEDULE 4AA**  
**SCALE OF ANNUAL RATES**  
**DENTAL OFFICER OF THE PERMANENT FORCE ON SPECIALIST CAREER STRUCTURE**

Column 1a Rank			Column 1b Competency level	Column 2 Rate of salary \$pa
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	CL 1-1	68 794
			CL 1-2	71 452
			CL 2-1	91 600
			CL 2-2	94 624
			CL 2-3	97 738
			CL 3-1	104 154
			CL 3-2	107 550
			CL 3-3	111 054
			CL 4	118 266
Lieutenant Commander	Major	Squadron Leader	CL 2-1	100 670
			CL 2-2	103 965
			CL 2-3	107 360
			CL 3-1	114 351
			CL 3-2	118 056
			CL 3-3	121 872
			CL 4	129 734
			Commander	Lieutenant Colonel
CL 3	139 452			
CL 4	147 819			
Captain	Colonel	Group Captain	CL 3	151 472
			CL 4	160 562
Commodore	Brigadier	Air Commodore	CL 3	162 764
			CL 4	167 544

**Note:** To advance from one competency level to another the Dental Officer must meet the competency requirements established by the Chief of the Defence Force.

**SCHEDULE 4AB**  
**SCALE OF ANNUAL RATES**  
**DENTAL OFFICER OF THE PERMANENT FORCE NOT ON SPECIALIST CAREER STRUCTURE**

<b>Column 1</b>			<b>Column 2</b>
<b>Rank</b>			<b>Rate of salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>\$pa</b>
Lieutenant	Captain	Flight Lieutenant	68 794
			71 452
			77 016
			79 710
			83 664
			86 984
			89 773
Lieutenant <sup>(1)</sup>	Captain <sup>(1)</sup>	Flight Lieutenant <sup>(1)</sup>	70 112
			71 452
			77 016
			79 710
			83 664
			86 984
			89 773
Lieutenant Commander	Major	Squadron Leader	96 416
			99 647
			102 884
			106 116
Commander	Lieutenant Colonel	Wing Commander	128 156
Captain	Colonel	Group Captain	145 466
Commodore	Brigadier	Air Commodore	156 533
Rear Admiral	Major General	Air Vice Marshal	163 411

**Note:** <sup>(1)</sup> 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 dental officer staffing levels.

**SCHEDULE 10AA**  
**SCALE OF DAILY RATES**  
**DENTAL OFFICER OF THE RESERVE FORCE ON SPECIALIST CAREER STRUCTURE**

<b>Column 1a</b> <b>Rank</b>			<b>Column 1b</b> <b>Competency level</b>	<b>Column 2</b> <b>Rate of salary</b> <b>\$ per day</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		
Lieutenant	Captain	Flight Lieutenant	CL 1-1	188.48
			CL 1-2	195.76
			CL 2-1	250.96
			CL 2-2	259.24
			CL 2-3	267.78
			CL 3-1	285.35
			CL 3-2	294.66
			CL 3-3	304.26
			CL 4	324.02
Lieutenant Commander	Major	Squadron Leader	CL 2-1	275.81
			CL 2-2	284.84
			CL 2-3	294.14
			CL 3-1	313.29
			CL 3-2	323.44
			CL 3-3	333.90
			CL 4	355.44
Commander	Lieutenant Colonel	Wing Commander	CL 2 (Higher duties or temporary duty only)	339.75
			CL 3	382.06
			CL 4	404.98
Captain	Colonel	Group Captain	CL 3	414.99
			CL 4	439.90
Commodore	Brigadier	Air Commodore	CL 3	445.93
			CL 4	459.02

**Note:** To advance from one competency level to another the Dental Officer must meet the competency requirements established by the Chief of the Defence Force.

**SCHEDULE 5**  
**SCALE OF ANNUAL RATES**  
**CHAPLAIN OF THE PERMANENT FORCE ON SPECIALIST CAREER STRUCTURE**

<b>Column 1a Classification</b>	<b>Column 1b Competency level</b>	<b>Column 2 Rate of salary \$pa</b>
Chaplain Division 1	CL 1-1	64 473
	CL 1-2	66 753
	CL 2-1	69 099
	CL 2-2	71 521
	CL 2-3	74 017
	CL 3-1	76 590
Chaplain Division 2	CL 2-3	76 590
	CL 3-1	79 160
	CL 3-2	81 733
	CL 3-3	84 307
Chaplain Division 3	CL 2	89 867
	CL 3-1	101 481
	CL 3-2	104 616
Chaplain Division 4	CL 3-1	110 629
	CL 3-2 or Division 4 Head of Denomination	114 051
Chaplain Division 5	CL 3 Principal Chaplain	123 959

**Note:** To advance from one competency level to another the Chaplain must meet the competency requirements established by the Chief of the Defence Force.

**SCHEDULE 5A**  
**SCALE OF ANNUAL RATES**  
**CHAPLAIN OF THE PERMANENT FORCE NOT ON SPECIALIST CAREER**  
**STRUCTURE**

<b>Column 1</b> <b>Classification</b>	<b>Column 2</b> <b>Rate of salary</b> <b>\$pa</b>
Chaplain Division 1	51 172 56 702 58 894 61 079
Chaplain Division 1 <sup>(a)</sup>	52 973 56 702 58 894 61 079
Chaplain Division 2	63 261 65 456 67 644 71 472 73 779 76 079
Chaplain Division 3	100 442
Chaplain Division 4A	103 724
Chaplain Division 4B	103 724
Chaplain Division 5	120 785

**Note:** (1) This scale of rates is to apply only to a member with a period of experience of not less than five years.

**SCHEDULE 11**  
**SCALE OF ANNUAL RATES**  
**CHAPLAIN OF THE RESERVE FORCE ON SPECIALIST CAREER STRUCTURE**

<b>Column 1a</b> <b>Classification</b>	<b>Column 1b</b> <b>Competency level</b>	<b>Column 2</b> <b>Rate of salary</b> <b>\$ per day</b>
Chaplain Division 1	CL 1-1	176.64
	CL 1-2	182.88
	CL 2-1	189.31
	CL 2-2	195.95
	CL 2-3	202.79
	CL 3-1	209.84
Chaplain Division 2	CL 2-3	209.84
	CL 3-1	216.88
	CL 3-2	223.93
	CL 3-3	230.98
Chaplain Division 3	CL 2	246.21
	CL 3-1	278.03
	CL 3-2	286.62
Chaplain Division 4	CL 3-1	303.09
	CL 3-2 or Division 4 Head of Denomination	312.47
Chaplain Division 5	CL 3 Principal Chaplain	339.61

**Note:** To advance from one competency level to another the Chaplain must meet the competency requirements established by the Chief of the Defence Force.













**SCHEDULE 8**  
**SCALE OF RATES**  
**PERMANENT AND RESERVE MEMBERS UNDERGOING TRAINING**

Column 1a Item	Column 1b Training capacity	Column 2 Rate of salary \$ pa
<b>PART A - PERMANENT FORCE</b>		
1	Normal entry recruit during basic recruit training	28 060
2	Member undergoing initial category or trade or employment training	31 719
3	Apprentice:	
	1st year	17 080
	2nd year	21 146
	3rd year	25 213
4	Trainee, other than a member referred to in item 2 or 3, undertaking a Certificate of Technology course:	
	1st year	21 146
	2nd year	25 213
	3rd year	31 719
5	Member undertaking a degree course in conjunction with officer training, or undertaking officer training in conjunction with a degree course, or matriculation or equivalent studies preparatory to commencing such a degree course:	
	while undertaking matriculation or equivalent studies	17 080
	1st year of training	21 146
	2nd year of training	25 213
	3rd year of training	31 719
	4th year of training	33 753
6	Member participating in the undergraduate entry scheme:	
	with 4 years to graduation	21 146
	with 3 years to graduation	25 213
	with 2 years to graduation	31 719
	in final year	33 753
	Year of internship (first postgraduate medical year)	56 702
6A	Member participating in the Officer Tertiary Recruitment Scheme who immediately before entering the scheme was not a member rendering continuous full-time service:	
	with 6 years to graduation	17 080
	with 5 years to graduation	17 080
	with 4 years to graduation	21 146
	with 3 years to graduation	25 213
	with 2 years to graduation	31 719
	in final year	33 753
7	Member undergoing officer training and not undertaking a degree course:	
	in the case of a member of the Army or the Air Force Ground Defence Officer specialisation undergoing an 18-month course of military studies:	
	for the first 6 months of the course	31 719
	for the final 12 months of the course	33 753
	in the case of any other member of the Army or Air Force:	
	without a degree	31 719
	with a degree	33 753
	in the case of a member of the Navy:	
	1st year	31 719
	2nd year	33 753

## SCHEDULE 8 - continued

Column 1a Item	Column 1b Training capacity	Column 2 Rate of salary  \$ pa
8	Member participating in the graduate medical scheme who immediately before entering the scheme was not a member rendering continuous full-time service:	
	1st year	47 702
	2nd year	49 400
	3rd year	51 172
	4th year	52 973
	year of internship (first postgraduate medical year)	56 702

### PART B - RESERVE FORCES

Column 1a Item	Column 1b Training capacity	Column 2 Rate of salary  \$ per day
9	Recruit during basic recruit training	66.88
10	Private or equivalent not having completed category training, or military trade skill test	78.21
11	Student at Officer Training Unit:	
	without a degree	75.60
	with a degree	80.45

**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. 6 of 1992, Salaries**

- a. Subclause 31.2 - delete \$10.71
- insert \$11.01

**2. Determination No. 14 of 1992, Language Proficiency Allowance:**

- a. Clause 6 - delete the table and insert the following:

---

<b>Level of Language Proficiency</b>				
Degree of Language Difficulty	Lower	Intermediate	Higher	Advanced
	\$	\$	\$	\$
Group 1	875	1754	2629	3510
Group 2	1316	2629	4383	6131
Group 3	1754	3510	6131	8761

---

**3. Determination No. 11 of 1994, Service Allowance**

- a. Clause 2 - delete \$10381
- insert \$10672

**4. Determination No. 9 of 1995, Submarine Service Allowance**

- a. Subclause 6.1 - delete the table and insert the following:

---

<b>Column 1</b> <b>Period of Cumulative Sea Service</b>	<b>Column 2</b> <b>\$ a year</b>
Completed less than 3 years	15518
Completed 3 but less than 6 years	21648
Completed 6 but less than 11 years	25976
Completed 11 or more years	28627

---

**5. Determination No. 14 of 1995, Field Allowance**

- a. Clause 3 Tier 1 - delete \$45.92  
- insert \$47.21
- b. Clause 3 Tier 2 - delete \$26.94  
- insert \$27.69

**6. Determination No. 1 of 1996, Seagoing Allowance**

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

---

<b>Column 1</b> <b>Cumulative Sea Service</b>	<b>Column 2</b> <b>Seagoing Allowance</b> <b>\$ a year</b>
Completed less than 3 years	10347
Completed 3 but less than 6 years	16035
Completed 6 but less than 11 years	21648
Completed 11 or more years	24893

---

- b. Subclause 6C.1 - delete \$47.28  
- insert \$48.60

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

- a. Clause 3 Table 1 - delete the table and insert the following:

<b>Column 1</b> <b>Cumulative Sea Service</b>	<b>Column 2</b> <b>\$ a day</b>
Completed less than 3 years	28.35
Completed 3 but less than 6 years	43.93
Completed 6 but less than 11 years	59.31
Completed 11 or more years	68.20

- b. Clause 3 Table 2 - delete the table and insert the following:

<b>Column 1</b> <b>Cumulative Sea Service</b>	<b>Column 2</b> <b>\$ a day</b>
Completed less than 3 years	42.52
Completed 3 but less than 6 years	59.31
Completed 6 but less than 11 years	71.17
Completed 11 or more years	78.43

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

- a. Paragraph 3 (a) - delete \$5272  
- insert \$5420
- b. Paragraph 3 (b) - delete \$37.67  
- insert \$38.72

**9. Determination No. 12 of 1997, Arduous Conditions Allowance:**

- a. Paragraph 7 (a) - delete \$3.24  
- insert \$3.33
- b. Paragraph 7 (b) - delete \$4.92  
- insert \$5.06
- c. Paragraph 7 (c) - delete \$10.40  
- insert \$10.69

**10. Determination No. 6 of 1998, Diving Allowance:**

a. Paragraph 4 (a)	- delete	\$50.44
	- insert	\$51.85
b. Subparagraph 4 (aa) (ii)	- delete	\$34.60
	- insert	\$35.57
c. Paragraph 4 (b)	- delete	\$5127
	- insert	\$5271
d. Paragraph 4 (c)	- delete	\$28.83
	- insert	\$29.64

**11. Determination No. 21 of 1999, Submarine Escape Allowance:**

a. Paragraph 3.1 (a)	- delete	\$7653
	- insert	\$7867
b. Paragraph 3 .1 (b)	- delete	\$5101
	- insert	\$5244
c. Paragraph 3.1 (c)	- delete	\$30.59
	- insert	\$31.45
d. Paragraph 3.2 (a)	- delete	\$139.15
	- insert	\$143.05
e. Paragraph 3.2 (b)	- delete	\$278.30
	- insert	\$286.09

**12. Determination No. 2 of 2001, Paratrooper Allowance:**

- a. Clause 3 - substitute Column 3 with the following:

<b>Column 3 is to be paid this rate of allowance.</b>
9256 a year
7487 a year
5173 a year
4560 a year
3949 a year
3267 a year
1633 a year
34.05 for each descent (up to a limit of 30 descents a year)

- b. Paragraph 4.1 (c) - delete \$1987  
 - insert \$2043
- c. Paragraph 4.1 (d) - delete \$1589  
 - insert \$1633

- d. Clause 5 - substitute Column 3 with the following:

<b>Column 3 is to be paid this rate of allowance</b>
25.36 a day
20.51 a day
14.17 a day
12.49 a day
10.82 a day
8.95 a day
4.47 a day
34.05 for each descent (up to a limit of 30 descents a year)

- e. Paragraph 5A.2 (a) - delete \$291.37  
 - insert \$299.53
- f. Paragraph 5A.2 (b) - delete \$145.68  
 - insert \$149.76

**13. Determination No. 4 of 2006, Flying and flight duties allowance:**

- a. Clause 7 - substitute the final column of the table (Column 4) with the following:

<b>is to be paid this rate of allowance (\$)</b>
5844 a year
6819 a year
6819 a year
5844 a year
6819 a year
6819 a year
16.01 a day
18.68 a day
18.68 a day
16.01 a day
18.68 a day
18.68 a day

- b. Subclause 8.1 - delete \$18.17  
- insert \$18.68

**14. Determination No. 21 of 2006, Separation allowance:**

- a. Subclause 5.1 - substitute the final column of the table (Column 4) with the following:

<b>is to be paid...</b>
an annual rate of \$725
a daily rate of \$7.18 starting on the fifteenth day of separation.

**15. Determination No. 4 of 2008, Allowance for specialist operations:**

- a. Paragraph 7.2.a. - delete \$249.93  
- insert \$256.93
- b. Paragraph 7.2.b. - delete \$25.66  
- insert \$26.38

- c. Paragraph 8.2.b - substitute columns 3 and 4 of the table with the following:

<b>Column 3</b> <b>Rate for each dive</b> \$	<b>Column 4</b> <b>Additional rate</b> \$
171.63	17.16
286.09	31.45
464.89	50.06
929.75	157.35

- d. Schedule 1 - substitute columns 3 and 4 of the table with the following:

<b>Column 3</b> <b>Annual rate</b> \$	<b>Column 4</b> <b>Daily rate</b> \$
The highest rate that applies to the member under another item	-
The highest rate that applies to the member under another item	-
9,670	26.49
16,761	45.92
12,249	33.56
10,958	30.02
9,670	26.49
6,449	-

- e. Schedule 2 - substitute columns 3 and 4 of the table with the following:

<b>Column 3</b> <b>Annual rate</b> \$	<b>Column 4</b> <b>Daily rate</b> \$
12,249	-
6,449	-
3,223	-
-	103.07 a day
-	51.55 a day
-	194 a day

**16. Determination No. 5 of 2008, Special Forces disability allowance:**

- a. Schedule 1 - substitute columns 4 and 5 of the table with the following:

<b>Column 4 Annual rate \$</b>	<b>Column 5 Daily rate \$</b>
32,230	88.30
25,784	70.64
25,784	70.64
25,784	70.64
-	52.99
19,340	52.99
-	52.99
19,340	52.99
19,340	52.99
19,340	52.99
19,340	52.99
12,249	33.56
12,249	33.56
16,115	44.15
12,249	33.56
12,249	33.56
6,449	17.67
-	194