

**DEFENCE FORCE REMUNERATION TRIBUNAL**

**DETERMINATION NO. 29 OF 2008**

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

**AND**

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

The Defence Force Remuneration Tribunal makes the following Determination under section 58H of the *Defence Act 1903*.

**Commencement**

1. This Determination commences on 5 February 2009.

**Amendment**

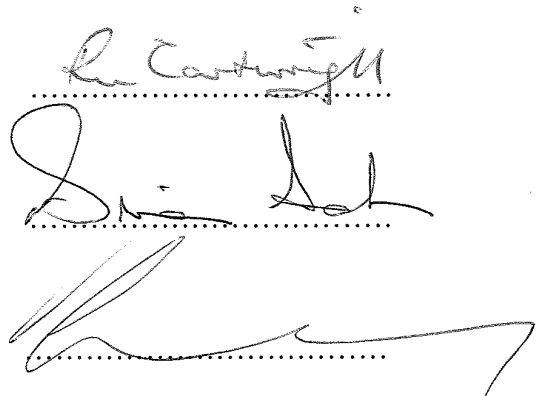
2. Determination No. 15 of 2008, Salaries, as amended, is amended by omitting Schedules B.1, B.3 to B.8, B.10, B.12 to B.13 and substituting the schedules in Attachment A to this Determination.
3. The Determinations listed in Attachment B to this Determination, being Determinations made by the Defence Force Remuneration Tribunal pursuant to section 58H of the *Defence Act 1903*, are amended as set out in the Attachment.
4. The 2.8% increase provided in this Determination only increases the salary component of any individual determination that incorporates the increase and does not increase the value of any benefit component of a total cash value package.

Dated this twenty fourth day of December two thousand and eight.

The Honourable R N Cartwright  
President

Rear Admiral B L Adams, AO (Ret'd)  
Member

The Honourable P L Leary  
Member



The image shows three handwritten signatures, each written over a horizontal dotted line. The top signature is 'R N Cartwright', the middle one is 'B L Adams', and the bottom one is 'P L Leary'.

## Schedule B.1

### Senior officer total cash value

Column 1 Force	Column 2 Rank				Column 3 Base rate \$	Column 4 Maximum rate \$
	Rank	Navy	Army	Air Force		
Permanent	O-8	Rear Admiral	Major General	Air Vice Marshal	214,768 a year	233,682 a year
	O-7	Commodore	Brigadier	Air Commodore	177,515 a year	208,219 a year
Reserve	O-10	Admiral	General	Air Chief Marshal	931.80 a day	Not applicable
	O-9	Vice Admiral	Lieutenant General	Air Marshal	739.11 a day	Not applicable
	O-8	Rear Admiral	Major General	Air Vice Marshal	588 a day	640 a day
	O-7	Commodore	Brigadier	Air Commodore	486 a day	570 a day

## Schedule B.3

### Officer salary rates

#### Part 1: Officer of the Permanent Force

Column 1			Column 2										
Rank and increment			Yearly salary rate for pay grade										
Navy	Army	Air Force	1	2	3	4	5	6	7	8	9	10	
Captain	Colonel	Group Captain	O6 - 1	\$120,819	\$124,266	\$128,243	\$131,689	\$135,532	\$139,839	\$144,163	\$148,841	\$153,522	\$156,647
			O6 - 0	\$117,378	\$120,825	\$124,804	\$128,248	\$132,091	\$136,400	\$140,721	\$145,401	\$150,080	\$153,207
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$103,181	\$106,628	\$110,608	\$114,054	\$117,895	\$122,202	\$126,524	\$131,205	\$135,884	\$139,011
			O5 - 0	\$99,806	\$103,254	\$107,233	\$110,678	\$114,520	\$118,828	\$123,150	\$127,831	\$132,509	\$135,636
Lieutenant Commander	Major	Squadron Leader	O4 - 2	\$74,762	\$78,209	\$82,187	\$85,632	\$89,475	\$93,782	\$98,105	\$102,785	\$107,464	\$110,590
			O4 - 1	\$72,397	\$75,845	\$79,822	\$83,267	\$87,110	\$91,417	\$95,741	\$100,420	\$105,100	\$108,225
			O4 - 0	\$70,025	\$73,473	\$77,451	\$80,895	\$84,738	\$89,046	\$93,368	\$98,049	\$102,728	\$105,854
Lieutenant	Captain	Flight Lieutenant	O3 - 5	\$66,091	\$69,538	\$73,517	\$76,962	\$80,805	\$85,112	\$89,435	\$94,115	\$98,795	\$101,921
			O3 - 4	\$63,842	\$67,289	\$71,266	\$74,713	\$78,556	\$82,862	\$87,185	\$91,864	\$96,544	\$99,671
			O3 - 3	\$61,585	\$65,032	\$69,010	\$72,455	\$76,298	\$80,607	\$84,928	\$89,609	\$94,287	\$97,414
			O3 - 2	\$59,341	\$62,789	\$66,767	\$70,212	\$74,055	\$78,361	\$82,684	\$87,365	\$92,044	\$95,170
			O3 - 1	\$57,097	\$60,543	\$64,522	\$67,968	\$71,810	\$76,118	\$80,440	\$85,119	\$89,799	\$92,926
Sub-Lieutenant			O3 - 0	\$54,844	\$58,290	\$62,268	\$65,714	\$69,557	\$73,864	\$78,187	\$82,867	\$87,546	\$90,672
			O2 - 3	\$51,010	\$54,456	\$58,434	\$61,880	\$65,721	\$70,028	\$74,352	\$79,032	\$83,712	\$86,838
			O2 - 2	\$49,157	\$52,605	\$56,581	\$60,027	\$63,870	\$68,177	\$72,500	\$77,180	\$81,860	\$84,985
			O2 - 1	\$47,335	\$50,783	\$54,761	\$58,206	\$62,048	\$66,355	\$70,679	\$75,359	\$80,039	\$83,164
			O2 - 0	\$45,592	\$49,038	\$53,016	\$56,462	\$60,304	\$64,612	\$68,935	\$73,613	\$78,294	\$81,421
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$44,094	\$47,542	\$51,520	\$54,965	\$58,808	\$63,115	\$67,437	\$72,117	\$76,797	\$79,923
			O1 - 0	\$42,597	\$46,044	\$50,021	\$53,468	\$57,309	\$61,617	\$65,941	\$70,619	\$75,300	\$78,426

**Part 2: Officer of the Reserve Force on non-discounted rate**

Column 1		Column 2									
Rank and increment		Non-discounted daily salary rate for pay grade									
		1	2	3	4	5	6	7	8	9	10
Navy	Air Force										
Captain	Group Captain	\$321.58	\$331.03	\$341.93	\$351.36	\$361.89	\$373.70	\$385.54	\$398.36	\$411.18	\$419.75
Commander	Wing Commander	\$282.69	\$292.13	\$303.04	\$312.48	\$323.00	\$334.80	\$346.64	\$359.47	\$372.28	\$380.85
	Colonel	\$273.44	\$282.89	\$293.79	\$303.23	\$313.75	\$325.56	\$337.40	\$350.22	\$363.04	\$371.61
Lieutenant Commander	Squadron Leader	\$204.83	\$214.27	\$225.17	\$234.61	\$245.14	\$256.94	\$268.78	\$281.60	\$294.42	\$302.99
	Leader	\$191.85	\$201.30	\$212.19	\$221.63	\$232.16	\$243.96	\$255.80	\$268.63	\$281.45	\$290.01
Lieutenant	Captain										
	Flight Lieutenant	\$174.91	\$184.35	\$195.25	\$204.69	\$215.22	\$227.02	\$238.86	\$251.68	\$264.50	\$273.07
	Lieutenant	\$162.58	\$172.02	\$182.92	\$192.36	\$202.89	\$214.69	\$226.53	\$239.36	\$252.18	\$260.74
	Lieutenant	\$150.26	\$159.70	\$170.60	\$180.04	\$190.57	\$202.37	\$214.21	\$227.03	\$239.85	\$248.42
Sub-Lieutenant	Flying Officer	\$134.68	\$144.12	\$155.02	\$164.46	\$174.99	\$186.79	\$198.63	\$211.45	\$224.27	\$232.84
	Lieutenant	\$124.91	\$134.35	\$145.25	\$154.69	\$165.22	\$177.02	\$188.86	\$201.68	\$214.50	\$223.07
Acting Sub-Lieutenant	Pilot Officer	\$120.81	\$130.25	\$141.15	\$150.59	\$161.12	\$172.92	\$184.76	\$197.58	\$210.40	\$218.97
	Lieutenant	\$116.70	\$126.15	\$137.04	\$146.49	\$157.01	\$168.81	\$180.66	\$193.48	\$206.30	\$214.87

**Part 3: Officer of the Reserve Force on discounted rate**

Column 1		Column 2									
Rank and increment		Discounted daily salary rate for pay grade									
		1	2	3	4	5	6	7	8	9	10
Navy	Air Force										
Captain	Group Captain	\$289.43	\$297.92	\$307.74	\$316.23	\$325.70	\$336.33	\$346.98	\$358.52	\$370.06	\$377.77
Commander	Wing Commander	\$254.42	\$262.92	\$272.73	\$281.23	\$290.70	\$301.32	\$311.98	\$323.52	\$335.06	\$342.77
	Colonel	\$246.10	\$254.60	\$264.41	\$272.90	\$282.38	\$293.00	\$303.66	\$315.20	\$326.73	\$334.44
Lieutenant Commander	Squadron Leader	\$184.34	\$192.84	\$202.65	\$211.15	\$220.62	\$231.24	\$241.90	\$253.44	\$264.98	\$272.69
	Captain	\$172.66	\$181.17	\$190.98	\$199.47	\$208.94	\$219.57	\$230.22	\$241.76	\$253.30	\$261.01
Lieutenant	Flight Lieutenant	\$157.42	\$165.92	\$175.72	\$184.22	\$193.70	\$204.32	\$214.98	\$226.51	\$238.05	\$245.76
	Sub-Lieutenant	\$146.32	\$154.82	\$164.63	\$173.13	\$182.60	\$193.22	\$203.88	\$215.42	\$226.96	\$234.67
		\$135.23	\$143.73	\$153.54	\$162.03	\$171.51	\$182.13	\$192.79	\$204.33	\$215.87	\$223.57
Sub-Lieutenant	Flying Officer	\$121.21	\$129.71	\$139.51	\$148.01	\$157.49	\$168.11	\$178.77	\$190.31	\$201.85	\$209.55
		\$112.42	\$120.92	\$130.72	\$139.22	\$148.69	\$159.32	\$169.98	\$181.51	\$193.05	\$200.76
Acting Sub-Lieutenant	Pilot Officer	\$108.72	\$117.23	\$127.04	\$135.53	\$145.01	\$155.63	\$166.28	\$177.82	\$189.36	\$197.07
		\$105.03	\$113.53	\$123.34	\$131.84	\$141.31	\$151.93	\$162.59	\$174.13	\$185.67	\$193.38

**Schedule B.4**

**Other rank member appointed as officer - transitional salary rates**

**Part 1: Officer of the Permanent Force**

Column 1		Column 2											
Rank and increment		Transitional salary rates											
	Army	Air Force	1	2	3	4	5	6	7	8	9	10	
Lieutenant	Captain	Flight	O3 - 3	\$66,091	\$69,538	\$73,517	\$76,962	\$80,805	\$85,112	\$89,435	\$94,115	\$98,795	\$101,921
		Lieutenant	O3 - 2	\$64,502	\$67,949	\$71,928	\$75,374	\$79,216	\$83,523	\$87,846	\$92,526	\$97,205	\$100,332
			O3 - 1	\$62,909	\$66,356	\$70,336	\$73,781	\$77,623	\$81,932	\$86,252	\$90,933	\$95,611	\$98,738
			O3 - 0	\$61,326	\$64,772	\$68,752	\$72,197	\$76,039	\$80,346	\$84,667	\$89,348	\$94,028	\$97,154
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 3	\$59,741	\$63,187	\$67,165	\$70,611	\$74,453	\$78,760	\$83,083	\$87,762	\$92,443	\$95,569
			O2 - 2	\$58,153	\$61,599	\$65,576	\$69,023	\$72,865	\$77,172	\$81,495	\$86,174	\$90,855	\$93,981
			O2 - 1	\$56,565	\$60,012	\$63,988	\$67,435	\$71,278	\$75,584	\$79,907	\$84,586	\$89,266	\$92,393
			O2 - 0	\$54,972	\$58,418	\$62,395	\$65,842	\$69,683	\$73,990	\$78,313	\$82,992	\$87,674	\$90,799
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 0	\$53,389	\$56,836	\$60,812	\$64,259	\$68,101	\$72,409	\$76,732	\$81,411	\$86,091	\$89,217

**Part 2: Officer of the Reserve Force on non-discounted rate**

Column 1		Column 2												
Rank and increment		Transitional salary rates												
	Army	Air Force	1	2	3	4	5	6	7	8	9	10		
Lieutenant	Captain	Flight Lieutenant	O3 - 3	\$181.07	\$190.52	\$201.42	\$210.85	\$221.38	\$233.18	\$245.03	\$257.85	\$270.67	\$279.24	
			O3 - 2	\$176.72	\$186.16	\$197.06	\$206.50	\$217.03	\$228.83	\$240.67	\$253.50	\$266.32	\$274.88	
			O3 - 1	\$172.35	\$181.80	\$192.70	\$202.14	\$212.67	\$224.47	\$236.31	\$249.13	\$261.95	\$270.52	
			O3 - 0	\$168.02	\$177.46	\$188.36	\$197.80	\$208.33	\$220.13	\$231.96	\$244.79	\$257.61	\$266.18	
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 3	\$163.67	\$173.12	\$184.01	\$193.45	\$203.98	\$215.78	\$227.62	\$240.44	\$253.27	\$261.83	
				O2 - 2	\$159.32	\$168.76	\$179.66	\$189.10	\$199.63	\$211.43	\$223.27	\$236.09	\$248.92	\$257.48
				O2 - 1	\$154.97	\$164.42	\$175.31	\$184.75	\$195.28	\$207.08	\$218.92	\$231.74	\$244.56	\$253.13
				O2 - 0	\$150.61	\$160.05	\$170.95	\$180.39	\$190.91	\$202.71	\$214.56	\$227.38	\$240.20	\$248.76
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 0	\$146.27	\$155.72	\$166.61	\$176.05	\$186.58	\$198.38	\$210.22	\$223.04	\$235.87	\$244.43	

**Part 3: Officer of the Reserve Force on discounted rate**

Column 1			Column 2									
Rank and increment			Transitional salary rates									
Navy	Army	Air Force	1	2	3	4	5	6	7	8	9	10
Lieutenant	Captain	Flight	\$153.91	\$161.94	\$171.20	\$179.23	\$188.18	\$198.21	\$208.27	\$219.17	\$230.07	\$237.35
		Lieutenant	\$150.21	\$158.24	\$167.50	\$175.53	\$184.48	\$194.51	\$204.57	\$215.47	\$226.37	\$233.65
			\$146.50	\$154.53	\$163.80	\$171.82	\$180.77	\$190.80	\$200.86	\$211.76	\$222.66	\$229.94
			\$142.81	\$150.84	\$160.11	\$168.13	\$177.08	\$187.11	\$197.17	\$208.07	\$218.97	\$226.25
Sub-Lieutenant	Lieutenant	Flying Officer	\$139.12	\$147.15	\$156.41	\$164.44	\$173.38	\$183.41	\$193.48	\$204.38	\$215.28	\$222.56
			\$135.42	\$143.45	\$152.71	\$160.74	\$169.69	\$179.72	\$189.78	\$200.68	\$211.58	\$218.86
			\$131.73	\$139.75	\$149.01	\$157.04	\$165.99	\$176.02	\$186.08	\$196.98	\$207.88	\$215.16
			\$128.02	\$136.04	\$145.30	\$153.33	\$162.28	\$172.31	\$182.37	\$193.27	\$204.17	\$211.45
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	\$124.33	\$132.36	\$141.62	\$149.64	\$158.59	\$168.62	\$178.69	\$189.59	\$200.49	\$207.77

**Schedule B.5****Specialist Officer - Chaplain****Part 1: Member of the Permanent force on Specialist Career Structure**

<b>Column 1 Classification</b>	<b>Column 2 Competency level</b>	<b>Column 3 Rate of salary \$ a year</b>
Chaplain Division 1	CL 1-1	\$66,278
	CL 1-2	\$68,622
	CL 2-1	\$71,034
	CL 2-2	\$73,524
	CL 2-3	\$76,089
	CL 3-1	\$78,735
Chaplain Division 2	CL 2-3	\$78,735
	CL 3-1	\$81,376
	CL 3-2	\$84,022
	CL 3-3	\$86,668
Chaplain Division 3	CL 2	\$92,383
	CL 3-1	\$104,322
	CL 3-2	\$107,545
Chaplain Division 4	CL 3-1	\$113,727
	CL 3-2 or Division 4 Head of Denomination	\$117,244
Chaplain Division 5	CL 3 Principal Chaplain	\$127,430

**Part 2: Member of the Reserve Force on Specialist Career Structure**

<b>Column 1 Classification</b>	<b>Column 2 Competency level</b>	<b>Column 3 Rate of salary \$ a day</b>
Chaplain Division 1	CL 1-1	\$181.58
	CL 1-2	\$188.01
	CL 2-1	\$194.61
	CL 2-2	\$201.44
	CL 2-3	\$208.46
	CL 3-1	\$215.71
Chaplain Division 2	CL 2-3	\$215.71
	CL 3-1	\$222.95
	CL 3-2	\$230.20
	CL 3-3	\$237.45
Chaplain Division 3	CL 2	\$253.10
	CL 3-1	\$285.81
	CL 3-2	\$294.64
Chaplain Division 4	CL 3-1	\$311.58
	CL 3-2 or Division 4 Head of Denomination	\$321.22
Chaplain Division 5	CL 3 Principal Chaplain	\$349.12

**Schedule B.6**  
**Specialist Officer – Dental**

**Part 1: Member of the Permanent force on Specialist Career Structure**

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		
Lieutenant	Captain	Flight Lieutenant	CL 1-1	\$70,720
			CL 1-2	\$73,453
			CL 2-1	\$94,165
			CL 2-2	\$97,273
			CL 2-3	\$100,475
			CL 3-1	\$107,070
			CL 3-2	\$110,561
			CL 3-3	\$114,164
			CL 4	\$121,577
Lieutenant Commander	Major	Squadron Leader	CL 2-1	\$103,489
			CL 2-2	\$106,876
			CL 2-3	\$110,366
			CL 3-1	\$117,553
			CL 3-2	\$121,362
			CL 3-3	\$125,284
			CL 4	\$133,367
Commander	Lieutenant Colonel	Wing Commander	CL 2 (Higher duties or temporary duty only)	\$127,479
			CL 3	\$143,357
			CL 4	\$151,958
Captain	Colonel	Group Captain	CL 3	\$155,713
			CL 4	\$165,058

**Part 2: Member of the Permanent force not on Specialist Career Structure**

Column 1 Rank			Column 2 Rate of salary \$ a year
Navy	Army	Air Force	
Lieutenant	Captain	Flight Lieutenant	\$70,720
			\$73,453
			\$79,172
			\$81,942
			\$86,007
			\$89,420
			\$92,287
Lieutenant *	Captain *	Flight Lieutenant *	\$72,075
			\$73,453
			\$79,172
			\$81,942
			\$86,007
			\$89,420
			\$92,287
Lieutenant Commander	Major	Squadron Leader	\$99,116
			\$102,437
			\$105,765
			\$109,087
Commander	Lieutenant Colonel	Wing Commander	\$131,744
Captain	Colonel	Group Captain	\$149,539
	*	These rates 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.	

**Part 3: Member of the Reserve force on Specialist Career Structure**

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	CL 1-1	193.75
			CL 1-2	201.24
			CL 2-1	257.99
			CL 2-2	266.50
			CL 2-3	275.27
			CL 3-1	293.34
			CL 3-2	302.91
			CL 3-3	312.78
			CL 4	333.09
Lieutenant Commander	Major	Squadron Leader	CL 2-1	283.53
			CL 2-2	292.81
			CL 2-3	302.37
			CL 3-1	322.06
			CL 3-2	332.50
			CL 3-3	343.24
			CL 4	365.39
Commander	Lieutenant Colonel	Wing Commander	CL 2 (Higher duties or	349.26
			CL 3	392.76
			CL 4	416.32
Captain	Colonel	Group Captain	CL 3	426.61
			CL 4	452.21

**Schedule B.7****Specialist Officer - Legal Officer****Part 1: Member of the Permanent force on Specialist Career Structure**

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
Sub Lieutenant	Lieutenant	Flying Officer	CL 1	\$49,038
Lieutenant	Captain	Flight Lieutenant	CL 1	\$56,374
			CL 1 (higher duties or temporary duty only)	\$56,374
			CL 2-1	\$58,290
			CL 2-2	\$60,543
			CL 2-3	\$62,789
			CL 2-4	\$65,032
			CL 2-5	\$67,289
			CL 2-6	\$69,538
			CL 3-1	\$79,172
			CL 3-2	\$86,007
Lieutenant Commander	Major	Squadron Leader	CL 1 (higher duties or temporary duty only)	\$73,473
			CL 2-1	\$73,473
			CL 2-2	\$75,845
			CL 2-3	\$78,209
			CL 2-4	\$79,172
			CL 3-1	\$92,287
			CL 3-2	\$99,116
			CL 3-3	\$102,437
			CL 3-4	\$109,087
			CL 4-1	\$117,852
			CL 4-2	\$122,131
Commander	Lieutenant Colonel	Wing Commander	CL 2 (higher duties or temporary duty only)	\$103,254
			CL 3-1	\$127,804
			CL 3-2	\$131,638
			CL 4-1	\$135,553
			CL 4-2	\$140,551
			CL 5	\$145,043

**Part 1: Member of the Permanent force on Specialist Career Structure  
(continued)**

<b>Column 1 Rank</b>			<b>Column 2 Competency level</b>	<b>Column 3 Rate of salary \$ a year</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		
Captain	Colonel	Group Captain	CL 2 (higher duties or temporary duty only)	\$120,825
			CL 3 (higher duties or temporary duty only)	\$138,341
			CL 4	\$145,043
			CL 5-1	\$149,539
			CL 5-2	\$154,823

**Part 2: Member of the Reserve force on Specialist Career Structure**

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Sub Lieutenant	Lieutenant	Flying Officer	CL 1	\$134.35
Lieutenant	Captain	Flight Lieutenant	CL 1 (higher duties or temporary duty only)	\$154.45
			CL 1	\$154.45
			CL 2-1	\$159.70
			CL 2-2	\$165.87
			CL 3	\$216.91
Lieutenant Commander	Major	Squadron Leader	CL 1 (higher duties or temporary duty only)	\$201.30
			CL 2-1	\$201.30
			CL 2-2	\$207.79
			CL 3-1	\$252.84
			CL 3-2	\$271.55
			CL 4	\$322.88
Commander	Lieutenant Colonel	Wing Commander	CL 2 (higher duties or temporary duty only)	\$282.89
			CL 3 (higher duties or temporary duty only)	\$350.15
			CL 4-1	\$371.38
			CL 4-2	\$385.07
			CL 5	\$397.38
Captain	Colonel	Group Captain	CL 2 (higher duties or temporary duty only)	\$331.03
			CL 3 (higher duties or temporary duty only)	\$379.02
			CL 4	\$397.38
			CL 5	\$409.70

**Schedule B.8****Specialist Officer – Medical****Part 1: Member of the Permanent force on Specialist Career Structure**

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		
Lieutenant	Captain	Flight Lieutenant	Resident	\$58,290
			CL 1-1	\$65,813
			CL 1-2	\$68,115
			CL 2-1	\$84,552
			CL 2-2	\$87,417
			CL 2-3	\$90,368
			CL 2A	\$93,410
			CL 3-1	\$109,538
			CL 3-2	\$113,152
			CL 3-3	\$116,877
			CL 4	\$124,546
			CL 5-1	\$130,815
			CL 5-2	\$135,068
Lieutenant Commander	Major	Squadron Leader	CL 1	\$73,473
			CL 2-1	\$94,306
			CL 2-2	\$97,463
			CL 2-3	\$100,716
			CL 2A	\$104,065
			CL 3-1	\$117,974
			CL 3-2	\$121,843
			CL 3-3	\$125,826
			CL 4	\$134,035
			CL 5-1	\$135,198
			CL 5-2	\$139,584
Commander	Lieutenant Colonel	Wing Commander	CL 2-1 (Higher duties or temporary duty only)	\$114,209
			CL 2-2 (Higher duties or temporary duty only)	\$117,637
			CL 3-1 (Higher duties or temporary duty only)	\$134,114
			CL 3-2 (Higher duties or temporary duty only)	\$138,135
			CL 3-3	\$143,529
			CL 4	\$150,819
			CL 5-1	\$155,262

**Part 1: Member of the Permanent force on Specialist Career Structure  
(continued)**

Column 1			Column 2	Column 3
Rank			Competency level	Rate of salary \$ a year
Navy	Army	Air Force		
Captain	Colonel	Group Captain	CL 3-1 (Higher duties or	\$141,234
			CL 3-2 (Higher duties or	\$145,471
			CL 3-3	\$149,835
			CL 4	\$158,825
			CL 5-1	\$163,504
<b>Note:</b>	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			

**Part 2: Member of the Permanent force not on Specialist Career Structure**

Column 1 Rank			Column 2 Rate of salary \$ a year
Navy	Army	Air Force	
Officer performing year of compulsory residency (from under-graduate scheme)			\$58,290
Lieutenant	Captain	Flight Lieutenant	\$70,720
			\$73,453
			\$79,172
			\$81,942
			\$86,007
			\$89,420
			\$92,287
Lieutenant *	Captain *	Flight Lieutenant *	\$72,075
			\$73,453
			\$79,172
			\$81,942
			\$86,007
			\$89,420
			\$92,287
Lieutenant Commander	Major	Squadron Leader	\$99,116
			\$102,437
			\$105,765
			\$109,087
Commander	Lieutenant Colonel	Wing Commander	\$131,744
Captain	Colonel	Group Captain	\$149,539
*	These rates 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.		

**Part 3: Member of the Reserve force on Specialist Career Structure**

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	Resident	\$159.70
			CL 1-1	\$180.31
			CL 1-2	\$186.62
			CL 2-1	\$231.65
			CL 2-2	\$239.50
			CL 2-3	\$247.58
			CL 3-1	\$300.10
			CL 3-2	\$310.01
			CL 3-3	\$320.21
			CL 4	\$341.22
			CL 5-1	\$358.40
CL 5-2	\$370.05			
Lieutenant Commander	Major	Squadron Leader	CL 1	\$201.30
			CL 2-1	\$258.37
			CL 2-2	\$267.02
			CL 2-3	\$275.93
			CL 3-1	\$323.22
			CL 3-2	\$333.82
			CL 3-3	\$344.73
			CL 4	\$367.22
			CL 5-1	\$370.41
CL 5-2	\$382.42			
Commander	Lieutenant Colonel	Wing Commander	CL 2-1 (Higher duties or temporary duty only)	\$312.90
			CL 2-2 (Higher duties or temporary duty only)	\$322.29
			CL 3-1 (Higher duties or temporary duty only)	\$367.44
			CL 3-2 (Higher duties or temporary duty only)	\$378.45
			CL 3-3	\$393.23
			CL 4	\$413.20
			CL 5-1	\$425.38
Captain	Colonel	Group Captain	CL 3-1 (Higher duties or temporary duty only)	\$386.94
			CL 3-2 (Higher duties or temporary duty only)	\$398.55
			CL 3-3	\$410.51
			CL 4	\$435.14
			CL 5-1	\$447.96

**Part 4: Member of the Reserve force not on Specialist Career Structure**

<b>Column 1</b>			<b>Column 2</b>
<b>Rank</b>			<b>Rate of salary \$ a day</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	
Lieutenant	Captain	Flight Lieutenant	\$193.75 \$216.91 \$235.64 \$252.84
Lieutenant *	Captain *	Flight Lieutenant *	\$197.47 \$216.91 \$235.64 \$252.84
Lieutenant Commander	Major	Squadron Leader	\$271.55 \$289.77 \$298.87
Commander	Lieutenant Colonel	Wing Commander	\$360.94
Captain	Colonel	Group Captain	\$409.70
*	These rates 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 B.10**

**Warrant Officer Class 1 salary rates**

**Part 1: Service Warrant Officers**

Column 1 Rank, tier and increment	Column 2	
	Yearly rates of Salary	
	Base rate	Maximum Rate
WO1 - Tier D	\$88,882	\$102,244

**Part 2: Warrant Officer Class 1 in the Permanent Force**

Column 1 - Rank, tier and increment	Column 2									
	Yearly rate of salary for pay grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	\$86,866	\$91,059	\$95,587
WO1 - Tier B	-	-	-	\$75,835	\$76,062	\$79,390	\$82,984	\$86,866	\$91,059	\$95,587
WO1 - Tier A2	\$63,414	\$65,475	\$68,117	\$70,969	\$74,051	\$77,379	\$80,974	\$84,855	\$89,048	\$93,576
WO1 - Tier A1	\$62,105	\$64,165	\$66,807	\$69,661	\$72,743	\$76,070	\$79,664	\$83,546	\$87,738	\$92,267

**Part 3: Warrant Officer Class 1 in the Reserve Force on non-discounted rate**

Column 1 - Rank, tier and Increment	Column 2									
	Daily rates of salary for pay grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	\$237.99	\$249.48	\$261.88
WO1 - Tier B	-	-	-	\$207.77	\$208.39	\$217.51	\$227.35	\$237.99	\$249.48	\$261.88
WO1 - Tier A2	\$173.74	\$179.38	\$186.62	\$194.44	\$202.88	\$212.00	\$221.85	\$232.48	\$243.97	\$256.37
WO1 - Tier A1	\$170.15	\$175.79	\$183.03	\$190.85	\$199.30	\$208.41	\$218.26	\$228.89	\$240.38	\$252.79

**Part 4: Warrant Officer Class 1 in the Reserve Force on discounted rate**

Column 1 - Rank, tier and Increment	Column 2									
	Daily rates of salary for pay grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	\$202.29	\$212.06	\$222.60
WO1 - Tier B	-	-	-	\$176.60	\$177.13	\$184.88	\$193.25	\$202.29	\$212.06	\$222.60
WO1 - Tier A2	\$147.68	\$152.48	\$158.63	\$165.27	\$172.45	\$180.20	\$188.57	\$197.61	\$207.37	\$217.92
WO1 - Tier A1	\$144.63	\$149.43	\$155.58	\$162.22	\$169.40	\$177.15	\$185.52	\$194.56	\$204.32	\$214.87

**Schedule B.12**

**Other Rank salary rates**

**Part 1: Member of the Permanent Force**

Column 1			Column 2										
Rank and increment			Yearly salary rate for pay grade										
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	1 0	\$58,409 \$57,202	\$60,469 \$59,262	\$63,111 \$61,904	\$65,964 \$64,758	\$69,046 \$67,840	\$72,374 \$71,168	\$75,968 \$74,762	\$79,850 \$78,643	\$84,042 \$82,835	\$88,570 \$87,364
	Staff Sergeant		0	\$55,283	\$57,343	\$59,985	\$62,838	\$65,920	\$69,248	\$72,842	\$76,724	\$80,916	\$85,444
Petty Officer	Sergeant	Sergeant	2 1 0	\$51,553 \$50,481 \$49,430	\$53,613 \$52,541 \$51,490	\$56,255 \$55,183 \$54,132	\$59,109 \$58,037 \$56,986	\$62,191 \$61,119 \$60,068	\$65,519 \$64,446 \$63,396	\$69,113 \$68,040 \$66,989	\$72,994 \$71,922 \$70,871	\$77,186 \$76,114 \$75,063	\$81,715 \$80,643 \$79,592
Leading Seaman	Corporal	Corporal	2 1 0	\$44,560 \$43,628 \$42,714	\$46,620 \$45,688 \$44,774	\$49,262 \$48,330 \$47,416	\$52,116 \$51,184 \$50,270	\$55,198 \$54,266 \$53,352	\$58,526 \$57,593 \$56,679	\$62,119 \$61,187 \$60,273	\$66,001 \$65,069 \$64,155	\$70,193 \$69,261 \$68,347	\$74,722 \$73,789 \$72,876
	Lance Corporal		0	\$39,290	\$41,350	\$43,992	\$46,846	\$49,928	\$53,255	\$56,849	\$60,731	\$64,923	\$69,452
Able Seaman	Private Proficient	Leading Aircraftman	0	\$38,479	\$40,539	\$43,181	\$46,035	\$49,117	\$52,445	\$56,039	\$59,920	\$64,112	\$68,641
Seaman	Private	Aircraftman	0	\$37,684	\$39,745	\$42,386	\$45,240	\$48,322	\$51,650	\$55,244	\$59,125	\$63,318	\$67,846

**Part 2: Member of the Reserve Force on non-discounted rate**

Column 1			Column 2									
Rank and increment		Increment	Non-discounted daily salary rate for pay grade									
Army	Air Force		1	2	3	4	5	6	7	8	9	10
Navy Chief Petty Officer	Warrant Officer Class 2	1	\$160.02	\$165.67	\$172.91	\$180.72	\$189.17	\$198.28	\$208.13	\$218.77	\$230.25	\$242.66
		0	\$156.72	\$162.36	\$169.60	\$177.42	\$185.86	\$194.98	\$204.83	\$215.46	\$226.95	\$239.35
		0	\$151.46	\$157.10	\$164.34	\$172.16	\$180.60	\$189.72	\$199.57	\$210.20	\$221.69	\$234.09
Petty Officer	Sergeant	1	\$141.24	\$146.88	\$154.12	\$161.94	\$170.39	\$179.50	\$189.35	\$199.98	\$211.47	\$223.88
		0	\$135.42	\$141.07	\$148.31	\$156.13	\$164.57	\$173.69	\$183.53	\$194.17	\$205.65	\$218.06
		0	\$122.08	\$127.73	\$134.96	\$142.78	\$151.23	\$160.35	\$170.19	\$180.82	\$192.31	\$204.72
Leading Seaman	Corporal	0	\$117.02	\$122.67	\$129.91	\$137.73	\$146.17	\$155.28	\$165.13	\$175.77	\$187.25	\$199.66
		0	\$107.64	\$113.29	\$120.53	\$128.35	\$136.79	\$145.90	\$155.75	\$166.39	\$177.87	\$190.28
		0	\$105.42	\$111.07	\$118.30	\$126.12	\$134.57	\$143.68	\$153.53	\$164.16	\$175.65	\$188.06
Able Seaman	Private Proficient	0	\$103.24	\$108.89	\$116.13	\$123.95	\$132.39	\$141.51	\$151.35	\$161.99	\$173.47	\$185.88
		0	\$103.24	\$108.89	\$116.13	\$123.95	\$132.39	\$141.51	\$151.35	\$161.99	\$173.47	\$185.88

**Part 3: Member of the Reserve Force on discounted rate**

Column 1			Column 2																	
Rank and increment		Increment	Discounted daily salary rate for pay grade																	
Army	Air Force		1	2	3	4	5	6	7	8	9	10								
Navy																				
Chief Petty Officer	Warrant Officer Class 2	0	\$133.21	\$138.01	\$144.16	\$150.81	\$157.98	\$165.73	\$174.10	\$183.14	\$192.90	\$203.45								
	Staff Sergeant	0	\$128.74	\$133.54	\$139.69	\$146.34	\$153.51	\$161.26	\$169.63	\$178.67	\$188.43	\$198.98								
Petty Officer	Sergeant	0	\$115.11	\$119.91	\$126.06	\$132.71	\$139.88	\$147.63	\$156.00	\$165.04	\$174.80	\$185.35								
	Sergeant	1	\$120.05	\$124.85	\$131.00	\$137.65	\$144.83	\$152.58	\$160.95	\$169.99	\$179.75	\$190.30								
Leading Seaman	Corporal	0	\$99.47	\$104.27	\$110.42	\$117.07	\$124.24	\$131.99	\$140.36	\$149.40	\$159.16	\$169.71								
	Corporal	1	\$103.77	\$108.57	\$114.72	\$121.37	\$128.54	\$136.29	\$144.66	\$153.70	\$163.46	\$174.01								
	Lance Corporal	0	\$91.50	\$96.29	\$102.45	\$109.09	\$116.27	\$124.02	\$132.39	\$141.43	\$151.19	\$161.74								
Able Seaman	Private Proficient	0	\$89.61	\$94.41	\$100.56	\$107.20	\$114.38	\$122.13	\$130.50	\$139.54	\$149.30	\$159.85								
	Leading Aircraftman	0	\$87.76	\$92.56	\$98.71	\$105.35	\$112.53	\$120.28	\$128.65	\$137.69	\$147.45	\$158.00								
Seaman	Private	0	\$87.76	\$92.56	\$98.71	\$105.35	\$112.53	\$120.28	\$128.65	\$137.69	\$147.45	\$158.00								

## Schedule B.13

### Trainee salary rates

#### Part 1: Permanent Force

Column 1 Item	Column 2 Training capacity	Column 3 Rate of salary \$ a year
1	Normal entry recruit during basic recruit training	\$29,670
2	Member undergoing initial category or trade or employment training	
	0-6 months	\$33,909
	6-12 months	\$36,028
	12 months +	\$38,147
3	Trainee, other than a member referred to in item 2, undertaking a Certificate of	
	1st year	\$23,312
	2nd year	\$27,551
	3rd year	\$31,790
4	Member undertaking a degree course in conjunction with officer training, or while undertaking matriculation or equivalent studies	\$20,720
	1st year of training	\$25,324
	2nd year of training	\$29,929
	3rd year of training	\$34,533
	4th year of training	\$39,137
5	Member participating in the undergraduate entry scheme:	
	with 4 years to graduation	\$25,324
	with 3 years to graduation	\$29,929
	with 2 years to graduation	\$34,533
	in final year	\$39,137
	Year of internship (first postgraduate medical year)	\$58,290
6	Member participating in the Officer Tertiary Recruitment Scheme who immediately	
	with 6 years to graduation	\$20,720
	with 5 years to graduation	\$20,720
	with 4 years to graduation	\$25,324
	with 3 years to graduation	\$29,929
	with 2 years to graduation	\$34,533
	in final year	\$39,137

**Part 1: Permanent Force (continued)**

Column 1 Item	Column 2 Training capacity	Column 3 Rate of salary \$ a year
7	Member undergoing officer training and not undertaking a degree course: <ul style="list-style-type: none"> <li>in the case of a member of the Army or the Air Force Ground Defence               <ul style="list-style-type: none"> <li>• for the first 6 months of the course</li> <li>• for the final 12 months of the course</li> </ul> </li> <li>in the case of any other member of the Army or Air Force:               <ul style="list-style-type: none"> <li>• without a degree</li> <li>• with a degree</li> </ul> </li> <li>in the case of a member of the Navy:               <ul style="list-style-type: none"> <li>• without a degree (1st year)</li> <li>• without a degree (2nd year)</li> <li>• with a degree</li> </ul> </li> </ul>	\$34,533 \$39,137  \$34,533 \$39,137  \$34,533 \$39,137 \$39,137
8	Member participating in the graduate medical scheme who immediately before <ul style="list-style-type: none"> <li>1st year</li> <li>2nd year</li> <li>3rd year</li> <li>4th year</li> <li>year of internship (first postgraduate medical year)</li> </ul>	\$49,038 \$50,783 \$52,605 \$54,456 \$58,290

**Part 2: Reserve Force**

Column 1 Item	Column 2 Training capacity	Column 3 Rate of salary
		\$ a day
1	Recruit during basic recruit training	\$70.72
2	Private or equivalent not having completed category training, or military trade skill	\$83.61
3	Student at Officer Training Unit: without a degree with a degree	\$82.31 \$93.29

**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. 14 of 1992, Language Proficiency Allowance:**

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

---

Degree of Language Difficulty	Level of Language Proficiency			
	Lower \$	Intermediate \$	Higher \$	Advanced \$
Group 1	900	1,803	2,703	3,608
Group 2	1,353	2,703	4,506	6,303
Group 3	1,803	3,608	6,303	9,006

---

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

- a. Clause 2 - delete \$10,672  
- insert \$10,971

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

- a. Clause 3 Tier 1 - delete \$47.21  
- insert \$48.53
- b. Clause 3 Tier 2 - delete \$27.69  
- insert \$28.47

**4. 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	10,637
Completed 3 but less than 6 years	16,484
Completed 6 but less than 11 years	22,254
Completed 11 or more years	25,590

- b. Subclause 6C.1 - delete \$48.60  
- insert \$49.96

**5. 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	29.14
Completed 3 but less than 6 years	45.16
Completed 6 but less than 11 years	60.97
Completed 11 or more years	70.11

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

<b>Column 1</b>	<b>Column 2</b>
<b>Cumulative Sea Service</b>	<b>\$ a day</b>
Completed less than 3 years	43.71
Completed 3 but less than 6 years	60.97
Completed 6 but less than 11 years	73.16
Completed 11 or more years	80.63

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

- a. Paragraph 3 (a) - delete \$5,420  
 - insert \$5,572
- b. Paragraph 3 (b) - delete \$38.72  
 - insert \$39.80

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

- a. Paragraph 7 (a) - delete \$3.33  
 - insert \$3.42
- b. Paragraph 7 (b) - delete \$5.06  
 - insert \$5.20
- c. Paragraph 7 (c) - delete \$10.69  
 - insert \$10.99

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

- a. Paragraph 4 (a) - delete \$51.85  
 - insert \$53.30
- b. Subparagraph 4 (aa) (ii) - delete \$35.57  
 - insert \$36.57
- c. Paragraph 4 (b) - delete \$5,271  
 - insert \$5,419
- d. Paragraph 4 (c) - delete \$29.64  
 - insert \$30.47



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

<b>Column 3 is paid to this rate of allowance...</b>
26.07 a day
21.09 a day
14.57 a day
12.84 a day
11.12 a day
9.20 a day
4.60 a day
35.00 for each descent (up to a limit of 30 descents a year)

- e. Paragraph 5A.2 (a) - delete \$299.53  
 - insert \$307.92
- f. Paragraph 5A.2 (b) - delete \$149.76  
 - insert \$153.95

**11. 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 \$745
a daily rate of \$7.38 starting on the fifteenth day of separation.

**12. Determination No. 4 of 2008, Allowance for Specialist Operations:**

- a. Paragraph 7.2.a. - delete \$256.93  
 - insert \$264.12
- b. Paragraph 7.2.b. - delete \$26.38  
 - insert \$27.12
- c. Paragraph 8.2.b - substitute columns 3 and 4 of the table with the following:

<b>Column 3 Rate for each dive \$</b>	<b>Column 4 Additional rate \$</b>
176.44	17.64
294.10	32.33
477.91	51.46
955.78	161.76

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

<b>Column 3</b> <b>Annual rate</b> <b>\$</b>	<b>Column 4</b> <b>Daily rate</b> <b>\$</b>
The highest rate that applies to the member under another item	-
The highest rate that applies to the member under another item	-
9,941	27.24
17,230	47.21
12,592	34.50
11,265	30.86
9,941	27.24
6,630	-

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

<b>Column 3</b> <b>Annual rate</b> <b>\$</b>	<b>Column 4</b> <b>Daily rate</b> <b>\$</b>
12,592	-
6,630	-
3,313	-
-	105.96 a day
-	52.99 a day
-	199.43 a day

**13. 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>
33,132	90.77
26,506	72.62
26,506	72.62
26,506	72.62
-	54.47
19,882	54.47
-	54.47
19,882	54.47
19,882	54.47
19,882	54.47
19,882	54.47
12,592	34.50
12,592	34.50
16,566	45.39
12,592	34.50
12,592	34.50
6,630	18.16
-	199.43

**14. Determination No. 13 of 2008, 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>
6,008 a year.
7,010 a year.
6,008 a year.
7,010 a day.
16.46 a day.
19.21 a day.
16.46 a day.
19.21 a day.

- b. Subclause 8.1 - delete \$18.68  
 - insert \$19.21

**15. Determination No. 14 of 2008, Submarine Service Allowance**

- b. Subclause 7.1 - substitute column 2 of the table with the following:

<b>Column 2</b> <b>\$ a year</b>
15,953
22,254
26,703
29,429

**16. Determination No. 22 of 2008, Reserve Allowance**

- a. Clause 5. - delete \$11.01  
- insert \$11.32

**17. Determination No. 26 of 2008, Trainee Allowance**

- a. Clause 5.1 - delete \$8,000  
- insert \$8,224