

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 9 OF 2009

GRADED OFFICER PAY STRUCTURE 2009

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

Commencement

1. This Determination commences on 10 December 2009.

Amendment

2. Determination No. 15 of 2008, Salaries, as amended, is amended as set out in this Determination.

B.2.2 Pay Grade for an officer

3. Substitute Clause 3 with the following Clause 3:

"3. "If an officer is liable to serve in more than one employment category and more than one pay grade applies under Schedule B.2, the higher pay grade is taken to apply."

Schedule B.2 (Officer pay grades) – Part 2 (Navy)

4. Substitute the Schedule with the Schedule in Attachment A.

Schedule B.2 (Officer pay grades) – Part 3 (Army)

5. Substitute the table under Army – pay grade 7 with the table in Attachment B.

Schedule B.2 (Officer pay grades) – Part 4 (Air Force)

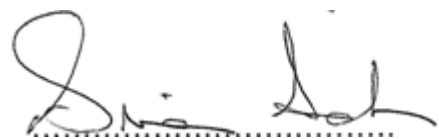
6. Substitute the table under Air Force – pay grade 4 with the table in Attachment C.

Schedule B.2 (Officer pay grades) – Part 4 (Air Force)

6. Substitute the table under Air Force – pay grades 2 to 5 with the table in Attachment D.

Dated this sixteenth day of October two thousand and nine.

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



Attachment A

Schedule B.2

Officer pay grades

Part 2: Navy

Pay grade 2		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Administration	Primary Qualification
2.	Bandmaster	Under Training
3.	Former Warrant Officer (Commissioned)	Appointment
4.	Instructor	Primary Qualification
5.	Intelligence	Under Training
6.	Intelligence NIR	Under Training
7.	Intelligence NIR	Primary Qualification
8.	Maritime Trade Operations	Under Training
9.	Medical Administrator	Under Training
10.	Medical Administrator	Primary Qualification
11.	Naval Police Coxswain Officer	Under Training
12.	Naval Police Coxswain Officer	Primary Qualification
13.	Nurse	Under Training
14.	Observer Competency Progression	Under Training
15.	Observer Competency Progression	Wings Under Training
16.	Observer Time Progression	Under Training
17.	Pilot Competency Progression	Under Training
18.	Pilot Competency Progression	Wings Under Training
19.	Pilot Time Progression	Under Training
20.	Public Relations	Under Training

Pay grade 2 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
21.	Public Relations	Primary Qualification
22.	Seaman	Under Training
23.	Supply	Under Training

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Aeronautical Engineering	Under Training
2.	Bandmaster	Primary Qualification
3.	Intelligence	Tier 1 – Operator Primary Qualification
4.	Marine Engineering	Under Training
5.	Maritime Trade Operations	Primary Qualification
6.	Nurse	Primary Qualification
7.	Observer Competency Progression	Basic
8.	Observer Competency Progression	Basic Under Training
9.	Observer Time Progression	Fly 0-2
10.	Observer Time Progression	Fly 0-2 Under Training
11.	Pilot Competency Progression	Basic
12.	Pilot Competency Progression	Basic Under Training
13.	Pilot Time Progression	Fly 0-2
14.	Pilot Time Progression	Fly 0-2 Under Training
15.	Psychologist	Under Training
16.	Psychologist	Primary Qualification

Pay grade 3 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
17.	Training Systems	Under Training
18.	Training Systems	Primary Qualification
19.	Weapon Electrical Aircraft Engineering	Under Training
20.	Weapon Electrical Engineering	Under Training

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Bandmaster	Officer In Charge
2.	Maritime Trade Operations	Level 2B
3.	Intelligence	Tier 1A – Operator Specialist
4.	Management Executive	Tier 1 – Specialist
5.	Medical Administration	Specialist
6.	Naval Police Coxswain Officer	Director of Policing and Security - Navy
7.	Observer Competency Progression	Intermediate
8.	Observer Competency Progression	Intermediate Under Training
9.	Observer Time Progression	Fly 2-4
10.	Observer Time Progression	Fly 2-4 Under Training
11.	Pilot Competency Progression	Intermediate
12.	Pilot Competency Progression	Intermediate Under Training
13.	Pilot Time Progression	Fly 2-4
14.	Pilot Time Progression	Fly 2-4 Under Training
15.	Seaman	Primary Qualifications
16.	Training Systems	Charge Qualified

Pay grade 5		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Aeronautical Engineering	Primary Qualification
2.	Instructor Maritime Geospatial Officer Meteorology	Qualified
3.	Intelligence	Tier 2 – Intelligence Manager
4.	Management Executive	Tier 2 – Strategic Specialist
5.	Marine Engineering	Primary Qualification
6.	Maritime Geospatial Officer Hydrographer	Qualified
7.	Maritime Geospatial Officer Meteorology	Qualified
8.	Mine Warfare Clearance Diver Officer	Qualified
9.	Non-Seaman PQ	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section
10.	Nurse	Specialist
11.	Observer Competency Progression	Highly Proficient
12.	Observer Competency Progression	Highly Proficient Under Training
13.	Observer Time Progression	Fly 4-6
14.	Observer Time Progression	Fly 4-6 Under Training
15.	Observer Time Progression ADQUAL	Fly 4-6
16.	Pilot Competency Progression	Highly Proficient
17.	Pilot Competency Progression	Highly Proficient Under Training
18.	Pilot Time Progression	Fly 4-6
19.	Pilot Time Progression	Fly 4-6 Under Training

Pay grade 5 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
20.	Pilot Time Progression ADQUAL	Fly 4-6
21.	Principal Warfare Officer	Qualified
22.	Principal Warfare Officer ADQUAL	Qualified after 1 August 2005
23.	Psychologist	Specialist
24.	Seaman	Minor War Vessel Command
25.	Seaman Specialist	Qualified before 1 July 2004
26.	Supply	Charge Qualified
27.	Supply	Qualified non Supply Charge Board before 1 January 1998
28.	Training Systems Maritime Geospatial Officer Meteorology	Qualified
29.	Weapons Electrical Engineering	Primary Qualification
30.	Weapons Electrical Aircraft Engineering	Primary Qualification

Pay grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Aeronautical Engineering	Charge Qualified
2.	Aircrew	Appointment
3.	Bandmaster	Director of Music
4.	Force Warfare Officer ADQUAL	Qualified
5.	Instructor Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
6.	Intelligence	Tier 3 – Senior Intelligence Officer
7.	Management Executive	Tier 3 – Senior Strategic Specialist

Pay grade 6 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
8.	Marine Engineer	Charge Qualified
9.	Marine Engineering SM	Qualified
10.	Maritime Geospatial Officer Hydrographer – H1	Hydrographic Officers Long Course or Masters Degree in Hydrographic Science Qualified
11.	Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
12.	Medical Administrator	Officer In Charge
13.	Mine Warfare Clearance Diver Officer	Qualified
14.	Mine Warfare Clearance Diver Officer TAG	Qualified
15.	Mine Warfare Clearance Diving Officer Force Warfare Officer	Qualified
16.	Naval Police Coxswain Officer	Commanding Officer Defence Police Training Centre
17.	Nurse	Officer In Charge
18.	Observer Competency Progression ADQUAL	Qualified
19.	Pilot Competency Progression ADQUAL	Qualified
20.	Principal Warfare Officer ADQUAL	Qualified before 1 August 2005
21.	Seaman SM	Qualified
22.	Training Systems	Officer In Charge Naval Personnel and Training Centre
23.	Training Systems Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified

Pay grade 6 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
24.	Weapons Electrical Engineering SM	Qualified
25.	Weapons Electrical Aircraft Engineering	Charge Qualified
26.	Weapons Electrical Engineer	Charge Qualified

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Aeronautical Engineering	Head of Department
2.	Force Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
3.	Force Warfare Officer ADQUAL	Minor War Vessel Command
4.	Instructor Maritime Geospatial Officer Meteorology	Director of Meteorology
5.	Marine Engineering	Marine Engineering Officer Major Fleet Unit
6.	Marine Engineering SM	Charge Qualified
7.	Maritime Geospatial Officer Hydrographer	Executive Officer Major Fleet Unit
8.	Maritime Geospatial Officer Hydrographer	Minor War Vessel Command
9.	Maritime Geospatial Officer Meteorology	Executive Officer Major Fleet Unit
10.	Maritime Geospatial Officer Meteorology	Minor War Vessel Command
11.	Maritime Geospatial Officer Meteorology	Director of Meteorology
12.	Mine Warfare Clearance Diver Officer	Executive Officer Major Fleet Unit

Pay grade 7 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
13.	Mine Warfare Clearance Diver Officer	Minor War Vessel Command
14.	Mine Warfare Clearance Diver Officer	Clearance Diving Team Command
15.	Observer Competency Progression ADQUAL	Executive Officer Squadron
16.	Observer Competency Progression ADQUAL	Ship's Flight Commander
17.	Observer Competency Progression	Executive Officer Squadron
18.	Observer Competency Progression	Ship's Flight Commander
19.	Observer Time Progression	Fly 6-8
20.	Observer Time Progression	Fly 6-8 Under Training
21.	Observer Time Progression ADQUAL	Fly 6-8
22.	Pilot Competency Progression ADQUAL	Executive Officer Squadron
23.	Pilot Competency Progression ADQUAL	Ship's Flight Commander
24.	Pilot Competency Progression	Executive Officer Squadron
25.	Pilot Competency Progression	Ship's Flight Commander
26.	Pilot Time Progression	Fly 6-8
27.	Pilot Time Progression	Fly 6-8 Under Training
28.	Pilot Time Progression ADQUAL	Fly 6-8
29.	Principal Warfare Officer	Executive Officer Major Fleet Unit
30.	Principal Warfare Officer	Minor War Vessel Command
31.	Principal Warfare Officer ADQUAL	Executive Officer Major Fleet Unit

Pay grade 7 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
32.	Principal Warfare Officer ADQUAL	Minor War Vessel Command
33.	Seaman	Executive Officer Major Fleet Unit
34.	Seaman SM	Executive Officer Major Fleet Unit
35.	Seaman SM	Executive Officer SM
36.	Seaman SM	Minor War Vessel Command
37.	Seaman SM	Watch Leader
38.	Seaman Specialist	Executive Officer Major Fleet Unit
39.	Seaman Specialist	Minor War Vessel Command
40.	Supply	Supply Officer Major Fleet Unit
41.	Training Systems Maritime Geospatial Officer Meteorology	Director of Meteorology
42.	Weapons Electrical Engineering	Weapon Electrical Engineering Officer Major Fleet Unit
43.	Weapons Electrical Engineering SM	Charge Qualified
44.	Weapons Electrical Aircraft Engineering	Head of Department

Pay grade 8		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Administration	Shore Command
2.	Aeronautical Engineering	Shore Command
3.	Aeronautical Engineering	Level 2
4.	Aircrew	Shore Command
5.	Bandmaster	Shore Command

Pay grade 8 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
6.	Force Warfare Officer ADQUAL	Shore Command
7.	Former Warrant Officer (Commissioned)	Shore Command
8.	Instructor	Shore Command
9.	Instructor Maritime Geospatial Officer Meteorology	Shore Command
10.	Intelligence	Shore Command
11.	Management Executive	Shore Command
12.	Marine Engineer	Shore Command
13.	Marine Engineering	Level 2
14.	Marine Engineering SM	Level 2
15.	Marine Engineering SM	Marine Engineering Officer SM
16.	Marine Engineering SM	Shore Command
17.	Maritime Geospatial Officer Hydrographer	Shore Command
18.	Maritime Geospatial Officer Hydrographer H1	Shore Command
19.	Maritime Geospatial Officer Meteorology	Shore Command
20.	Maritime Geospatial Officer Meteorology Advanced	Shore Command
21.	Maritime Trade Operations	Shore Command
22.	Medical Administrator	Shore Command
23.	Mine Warfare Clearance Diver Officer	Shore Command
24.	Naval Police Coxswain Officer	Shore Command
25.	Nurse	Shore Command

Pay grade 8 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
26.	Observer Competency Progression ADQUAL	Shore Command
27.	Observer Competency Progression	Shore Command
28.	Observer Time Progression	Shore Command
29.	Observer Time Progression ADQUAL	Shore Command
30.	Pilot Competency Progression	Shore Command
31.	Pilot Competency Progression ADQUAL	Shore Command
32.	Pilot Time Progression	Shore Command
33.	Pilot Time Progression ADQUAL	Shore Command
34.	Principal Warfare Officer	Shore Command
35.	Principal Warfare Officer ADQUAL	Shore Command
36.	Psychologist	Shore Command
37.	Public Relations	Shore Command
38.	Seaman	Shore Command
39.	Seaman SM	Shore Command
40.	Seaman Specialist	Shore Command
41.	Supply	Shore Command
42.	Training Systems	Shore Command
43.	Training Systems Maritime Geospatial Officer Meteorology	Shore Command
44.	Weapons Electrical Aircraft Engineering	Level 2
45.	Weapons Electrical Aircraft Engineering	Shore Command
46.	Weapons Electrical Engineering	Level 2
47.	Weapons Electrical Engineering SM	Level 2

Pay grade 8 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
48.	Weapons Electrical Engineering SM	Shore Command
49.	Weapons Electrical Engineering SM	Weapons Electrical Engineering Officer SM
50.	Weapons Electrical Engineer	Shore Command

Pay grade 9		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Force Warfare Officer ADQUAL	Major Fleet Unit Command
2.	Maritime Geospatial Officer Hydrographer	Major Fleet Unit Command
3.	Maritime Geospatial Officer Meteorology	Major Fleet Unit Command
4.	Mine Warfare Clearance Diver Officer	Major Fleet Unit Command
5.	Mine Warfare Clearance Diver Officer TAG	Major Fleet Unit Command
6.	Observer Competency Progression ADQUAL	Squadron Command
7.	Observer Competency Progression	Squadron Command
8.	Observer Time Progression	Fly 8-10
9.	Observer Time Progression	Fly 8-10 Under Training
10.	Observer Time Progression ADQUAL	Fly 8-10
11.	Pilot Competency Progression	Squadron Command
12.	Pilot Competency Progression ADQUAL	Squadron Command
13.	Pilot Time Progression	Fly 8-10
14.	Pilot Time Progression	Fly 8-10 Under Training
15.	Pilot Time Progression ADQUAL	Fly 8-10
16.	Principal Warfare Officer	Major Fleet Unit Command

Pay grade 9 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
17.	Principal Warfare Officer ADQUAL	Major Fleet Unit Command
18.	Seaman	Major Fleet Unit Command
19.	Seaman Specialist	Major Fleet Unit Command
20.	Seaman SM	Major Fleet Unit Command
21.	Seaman SM	SM Command

Pay grade 10		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Observer Time Progression	Fly 10 +
2.	Observer Time Progression ADQUAL	Fly 10 +
3.	Pilot Time Progression	Fly 10 +
4.	Pilot Time Progression ADQUAL	Fly 10 +

Attachment B

Part 3: Army

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Defence Officer	General Service Officer Grade 7
2.	Air Defence Officer	General Service Officer RPE Grade 7
3.	Armoured Officer	General Service Officer Grade 7
4.	Armoured Officer	General Service Officer RPE Grade 7
5.	Aviation Officer	General Service Officer Grade 7
6.	Aviation Officer	General Service Officer RPE Grade 7
7.	Band Officer	General Service Officer Grade 7
8.	Band Officer	General Service Officer RPE Grade 7
9.	Catering Officer	General Service Officer Grade 7
10.	Catering Officer	General Service Officer RPE Grade 7
11.	Dental Officer (Non Dentist)	General Service Officer Grade 7
12.	Dental Officer (Non Dentist)	General Service Officer RPE Grade 7
13.	Education Officer	General Service Officer Grade 7
14.	Education Officer	General Service Officer RPE Grade 7
15.	Electrical Mechanical Engineering Aviation Officer	General Service Officer Grade 7
16.	Electrical Mechanical Engineering Aviation Officer	General Service Officer RPE Grade 7

Pay grade 7 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
17.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 7
18.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer RPE Grade 7
19.	Electrical Mechanical Engineering Officer	General Service Officer Grade 7
20.	Electrical Mechanical Engineering Officer	General Service Officer RPE Grade 7
21.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 7
22.	Electrical Mechanical Engineering Officer	Engineering Officer RPE Grade 7
23.	Engineering Officer	General Service Officer Grade 7
24.	Engineering Officer	General Service Officer RPE Grade 7
25.	Engineering Officer	Engineering Officer Grade 7
26.	Engineering Officer	Engineering Officer RPE Grade 7
27.	Environmental Officer	General Service Officer Grade 7
28.	Environmental Officer	General Service Officer RPE Grade 7
29.	Field Artillery Officer	General Service Officer Grade 7
30.	Field Artillery Officer	General Service Officer RPE Grade 7
31.	Infantry Officer	General Service Officer Grade 7
32.	Infantry Officer	General Service Officer RPE Grade 7

Pay grade 7 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
33.	Intelligence Officer	General Service Officer Grade 7
34.	Intelligence Officer	General Service Officer RPE Grade 7
35.	Medical Officer (Non doctor)	General Service Officer Grade 7
36.	Medical Officer (Non doctor)	General Service Officer RPE Grade 7
37.	Military Police Officer	General Service Officer Grade 7
38.	Military Police Officer	General Service Officer RPE Grade 7
39.	Miscellaneous Medical Officer	General Service Officer Grade 7
40.	Miscellaneous Medical Officer	General Service Officer RPE Grade 7
41.	Nursing Officer	General Service Officer Grade 7
42.	Nursing Officer	General Service Officer RPE Grade 7
43.	Ordnance Officer	General Service Officer Grade 7
44.	Ordnance Officer	General Service Officer RPE Grade 7
45.	Pay Officer	General Service Officer Grade 7
46.	Pay Officer	General Service Officer RPE Grade 7
47.	Pharmaceutical Officer	General Service Officer Grade 7
48.	Pharmaceutical Officer	General Service Officer RPE Grade 7
49.	Psychology Officer	General Service Officer Grade 7
50.	Psychology Officer	General Service Officer RPE Grade 7

Pay grade 7 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
51.	Public Relations Officer	General Service Officer Grade 7
52.	Public Relations Officer	General Service Officer RPE Grade 7
53.	Radiographer Officer	General Service Officer Grade 7
54.	Radiographer Officer	General Service Officer RPE Grade 7
55.	Scientific Officer	General Service Officer Grade 7
56.	Scientific Officer	General Service Officer RPE Grade 7
57.	Signals Officer	General Service Officer Grade 7
58.	Signals Officer	General Service Officer RPE Grade 7
59.	Signals Officer	Engineering Officer Grade 7
60.	Signals Officer	Engineering Officer RPE Grade 7
61.	Therapeutical Officer	General Service Officer Grade 7
62.	Therapeutical Officer	General Service Officer RPE Grade 7
63.	Transport Officer	General Service Officer Grade 7
64.	Transport Officer	General Service Officer RPE Grade 7

Attachment C

Schedule B.2

Officer pay grades

Part 4: Air Force

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Administration	Grade 3
2.	Aeronautical Engineer	Grade 2
3.	Airfield Engineer	Grade 2
4.	Air Combat Officer – Competency Progression	Competency Level 4
5.	Air Combat Officer – Time Based Progression	Fly 2-4
6.	Armament Engineer	Grade 2
7.	Education	Grade 3
8.	Electronics Engineer	Grade 2
9.	Environmental Health	Grade 3
10.	Ground Defence	Grade 3
11.	Intelligence	Grade 3
12.	Laboratory	Grade 3
13.	Logistics	Grade 2
14.	Nurse	Grade 3
15.	Pharmacy	Grade 3
16.	Pilot – Competency Progression	Competency Level 4
17.	Pilot – Time Based Progression	Fly 2-4
18.	Radiographer	Grade 3
19.	Security Police	Grade 3

Attachment D

Schedule B.2

Officer pay grades

Part 4: Air Force

Pay grade 2		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Administration	Grade 1
2.	Air Combat Officer – Competency Progression	Competency Level 2
3.	Air Combat Officer – Time Based Progression	Fly 0
4.	Air Traffic Control – Competency Progression	Competency Level 2
5.	Air Traffic Control – Legacy	Grade 1
6.	Education	Grade 1
7.	Environmental Health	Grade 1
8.	Ground Defence	Grade 1
9.	Intelligence	Grade 1
10.	Laboratory	Grade 1
11.	Logistics	Grade 1
12.	Nurse	Grade 1
13.	Operations	Grade 1
14.	Pharmacy	Grade 1
15.	Pilot – Competency Progression	Competency Level 2
16.	Radiographer	Grade 1
17.	Security Police	Grade 1

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Administration	Grade 2
2.	Aeronautical Engineer	Grade 1
3.	Airfield Engineer	Grade 1
4.	Air Combat Officer – Competency Progression	Competency Level 3
5.	Air Combat Officer – Time Based Progression	Fly 0-2
6.	Air Traffic Control – Competency Progression	Competency Level 3
7.	Air Traffic Control – Legacy	Grade 2
8.	Armament Engineer	Grade 1
9.	Education	Grade 2
10.	Electronics Engineer	Grade 1
11.	Environmental Health	Grade 2
12.	Ground Defence	Grade 2
13.	Intelligence	Grade 2
14.	Laboratory	Grade 2
15.	Nurse	Grade 2
16.	Operations	Grade 2
17.	Pharmacy	Grade 2
18.	Pilot – Competency Progression	Competency Level 3
19.	Pilot – Time Based Progression	Fly 0-2
20.	Radiographer	Grade 2
21.	Security Police	Grade 2

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Administration	Grade 3
2.	Aeronautical Engineer	Grade 2
3.	Airfield Engineer	Grade 2
4.	Air Combat Officer – Competency Progression	Competency Level 4
5.	Air Combat Officer – Time Based Progression	Fly 2-4
6.	Armament Engineer	Grade 2
7.	Education	Grade 3
8.	Electronics Engineer	Grade 2
9.	Environmental Health	Grade 3
10.	Ground Defence	Grade 3
11.	Intelligence	Grade 3
12.	Laboratory	Grade 3
13.	Logistics	Grade 2
14.	Nurse	Grade 3
15.	Operations	Grade 3
16.	Pharmacy	Grade 3
17.	Pilot – Competency Progression	Competency Level 4
18.	Pilot – Time Based Progression	Fly 2-4
19.	Radiographer	Grade 3
20.	Security Police	Grade 3

Pay grade 5		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Combat Officer – Competency Progression	Competency Level 5
2.	Air Combat Officer – Time Based Progression	Fly 4-6
3.	Air Traffic Control – Competency Progression	Competency Level 5
4.	Air Traffic Control – Legacy	Grade 3
5.	Nurse	Grade 4
6	Operations	Grade 4
7.	Pilot – Competency Progression	Competency Level 5
9.	Pilot – Time Based Progression	Fly 4-6