

## Schedule B.2: Officer pay grades

### Part 2: Navy

**Note:** The pay grades contained in this schedule commence on 1 January 2012. For the pay grades before this date please see Schedule B.2 [Part 2](#).

[from DFRT Determination No 15 of 2008]

**See:** Chapter 3 Part 1 Part B [Division 2](#), Salary (Officers)

**See also:** Schedule B.2:

[Part 1:](#) All services

[Part 3:](#) Army

[Part 4:](#) Air Force

**Note:** In this Part, categories that require a member to hold specific experience, qualification or skill may include one or a combination of the following descriptions in the employment category or classification title. The descriptions in Parts 1, 3 or 4 may also be used.

Item	This descriptor...	means...
1.	ADQUAL	<p>1. Either a Maritime Warfare Officer or a Maritime Combat Officer, with any of the following additional qualifications:</p> <ul style="list-style-type: none"> <li>a. Fighter Controller.</li> <li>b. Communications Information Warfare.</li> <li>c. Navigation (Maritime Warfare Officer only).</li> </ul> <p>2. A Principal Warfare Officer who has a Force Warfare qualification and one of the following additional qualifications:</p> <ul style="list-style-type: none"> <li>a. Air Warfare.</li> <li>b. Amphibious.</li> <li>c. Communications Information Warfare.</li> <li>d. Mine Warfare</li> <li>e. Navigation — (Maritime Warfare Officer only)</li> <li>f. Surface Warfare</li> </ul> <p>3. Either Pilot or Maritime Aviation Warfare Officer with any of the following additional qualifications:</p> <ul style="list-style-type: none"> <li>a. Aero-Systems Qualified.</li> <li>b. Aviation Warfare Officer.</li> <li>c. Helicopter Warfare Instructor.</li> <li>d. Qualified Flying Instructor.</li> <li>e. Qualified Helicopter Instructor.</li> <li>f. Qualified Maritime Aviation Warfare Officer Instructor.</li> <li>g. Test Pilot.</li> </ul>

Item	This descriptor...	means...
2.	TAG	A qualified member of a Tactical Assault Group.
3.	Under Training	Under training for a primary qualification.  <b>Note:</b> This description does not include a trainee paid under Schedule B.13 of this Determination.
4.	Former Warrant Officer (Commissioned)	A member to whom clause B.2.4 applies, who held an employment category under either Schedule B.10 or Schedule B.12 prior to appointment.  <b>Exception:</b> This descriptor does not apply to a member in the Navy Aircrew employment category at pay grade 6.
5.	Maritime Warfare Officer Specialist	A Maritime Warfare Officer who was awarded any of the following additional qualifications before 1 July 2004: a. Navigation. b. Communications. c. Mine Warfare. d. Gunnery.
6.	Basic	a. For an Maritime Aviation Warfare Officer — Maritime Aviation Warfare Officer Rotary Course qualified.  b. For a Pilot— Pilot Rotary Course qualified.
7.	Intermediate	For Maritime Aviation Warfare Officer – Maritime Aviation Warfare Officer Rotary Course qualified plus further two years flying experience  For Pilot – Pilot Rotary Course qualified plus further two years flying experience
8.	Highly Proficient	a. For an Maritime Aviation Warfare Officer – Maritime Aviation Warfare Officer Rotary Course qualified plus a further five years flying experience.  b. For a Pilot – Pilot Rotary Course qualified plus a further five years flying experience.

<b>Pay grade 2</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
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.	Maritime Aviation Warfare Officer Competency Progression	Under Training
15.	Maritime Aviation Warfare Officer Competency Progression	Wings Under Training
16.	Maritime Aviation Warfare Officer Time Progression	Under Training
17.	Maritime Warfare Officer	Under Training
18.	Pilot Competency Progression	Under Training
19.	Pilot Competency Progression	Wings Under Training
20.	Pilot Time Progression	Under Training
21.	Public Relations	Under Training
22.	Public Relations	Primary Qualification
23.	Supply	Under Training

<b>Pay grade 3</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
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.	Maritime Aviation Warfare Officer Competency Progression	Basic
8.	Maritime Aviation Warfare Officer Competency Progression	Basic Under Training
9.	Maritime Aviation Warfare Officer Time Progression	Fly 0-2
10.	Maritime Aviation Warfare Officer 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
17.	Training Systems	Under Training
18.	Training Systems	Primary Qualification
19.	Weapon Electrical Aircraft Engineering	Under Training
20.	Weapon Electrical Engineering	Under Training

<b>Pay grade 4</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
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.	Maritime Aviation Warfare Officer Competency Progression	Intermediate
8.	Maritime Aviation Warfare Officer Competency Progression	Intermediate Under Training
9.	Maritime Aviation Warfare Officer Time Progression	Fly 2-4
10.	Maritime Aviation Warfare Officer Time Progression	Fly 2-4 Under Training
11.	Maritime Combat Officer	Primary Qualification
12.	Maritime Warfare Officer	Primary Qualification
13.	Pilot Competency Progression	Intermediate
14.	Pilot Competency Progression	Intermediate Under Training
15.	Pilot Time Progression	Fly 2-4
16.	Pilot Time Progression	Fly 2-4 Under Training
17.	Training Systems	Charge Qualified

<b>Pay grade 5</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
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 Aviation Warfare Officer Competency Progression	Highly Proficient
7.	Maritime Aviation Warfare Officer Competency Progression	Highly Proficient Under Training
8.	Maritime Aviation Warfare Officer Time Progression	Fly 4-6
9.	Maritime Aviation Warfare Officer Time Progression	Fly 4-6 Under Training
10.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Fly 4-6
11.	Maritime Combat Officer	Minor War Vessel Command
12.	Maritime Combat Officer ADQUAL	Qualified
13.	Maritime Geospatial Officer Hydrographer	Qualified
14.	Maritime Geospatial Officer Meteorology	Qualified
15.	Maritime Warfare Officer	Minor War Vessel Command
16.	Maritime Warfare Officer ADQUAL	Qualified
17.	Mine Clearance Diver Officer	Qualified
18.	Maritime Warfare Officer	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section
19.	Maritime Warfare Officer ADQUAL	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section
20.	Maritime Warfare Officer Specialist	Qualified before 1 July 2004
21.	Nurse	Specialist

<b>Pay grade 5 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
22.	Pilot Competency Progression	Highly Proficient
23.	Pilot Competency Progression	Highly Proficient Under Training
24.	Pilot Time Progression	Fly 4-6
25.	Pilot Time Progression	Fly 4-6 Under Training
26.	Pilot Time Progression ADQUAL	Fly 4-6
27.	Principal Warfare Officer	Qualified
28.	Psychologist	Specialist
29.	Supply	Charge Qualified
30.	Supply	Qualified non Supply Charge Board before 1 January 1998
31.	Training Systems Maritime Geospatial Officer Meteorology	Qualified
32.	Weapons Electrical Engineering	Primary Qualification
33.	Weapons Electrical Aircraft Engineering	Primary Qualification

<b>Pay grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Aeronautical Engineering	Charge Qualified
2.	Aircrew	Appointment
3.	Bandmaster	Director of Music
4.	Instructor Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
5.	Intelligence	Tier 3 – Senior Intelligence Officer
6.	Management Executive	Tier 3 – Senior Strategic Specialist
7.	Marine Engineer	Charge Qualified
8.	Marine Engineering SM	Qualified

<b>Pay grade 6 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
9.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	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.	Maritime Warfare Officer SM	Qualified
13.	Medical Administrator	Officer In Charge
14.	Mine Clearance Diver Officer TAG	Qualified
15.	Mine Clearance Diving Officer Force Warfare Officer	Qualified
16.	Naval Police Coxswain Officer	Commanding Officer Defence Police Training Centre
17.	Nurse	Officer In Charge
18.	Pilot Competency Progression ADQUAL	Qualified
19.	Principal Warfare Officer ADQUAL	Qualified
20.	Training Systems	Officer In Charge Naval Personnel and Training Centre
21.	Training Systems Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
22.	Weapons Electrical Engineering SM	Qualified
23.	Weapons Electrical Aircraft Engineering	Charge Qualified
24.	Weapons Electrical Engineer	Charge Qualified

<b>Pay grade 7</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Aeronautical Engineering	Head of Department
2.	Instructor Maritime Geospatial Officer Meteorology	Director of Meteorology
3.	Marine Engineering	Marine Engineering Officer Major Fleet Unit
4.	Marine Engineering SM	Charge Qualified
5.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Executive Officer Squadron
6.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Ship's Flight Commander
7.	Maritime Aviation Warfare Officer Competency Progression	Executive Officer Squadron
8.	Maritime Aviation Warfare Officer Competency Progression	Ship's Flight Commander
9.	Maritime Aviation Warfare Officer Time Progression	Fly 6-8
10.	Maritime Aviation Warfare Officer Time Progression	Fly 6-8 Under Training
11.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Fly 6-8
12.	Maritime Geospatial Officer Hydrographer	Executive Officer Major Fleet Unit
13.	Maritime Geospatial Officer Hydrographer	Minor War Vessel Command
14.	Maritime Geospatial Officer Hydrographer H1	Minor War Vessel Command
15.	Maritime Geospatial Officer Meteorology	Director of Meteorology
16.	Maritime Geospatial Officer Meteorology	Minor War Vessel Command
17.	Maritime Geospatial Officer Meteorology – Advanced	Minor War Vessel Command
18.	Maritime Geospatial Officer Meteorology – Advanced	Director of Meteorology
19.	Maritime Warfare Officer	Executive Officer Major Fleet Unit

<b>Pay grade 7 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
20.	Maritime Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
21.	Maritime Warfare Officer SM	Executive Officer Major Fleet Unit
22.	Maritime Warfare Officer SM	Minor War Vessel Command
23.	Maritime Warfare Officer SM	Warfare Officer
24.	Maritime Warfare Officer Specialist	Minor War Vessel Command
25.	Mine Clearance Diver Officer	Executive Officer Major Fleet Unit
26.	Mine Clearance Diver Officer TAG	Executive Officer Major Fleet Unit
27.	Mine Clearance Diver Officer Force Warfare Officer	Executive Officer Major Fleet Unit
28.	Mine Clearance Diver Officer	Minor War Vessel Command
29.	Mine Clearance Diver Officer TAG	Minor War Vessel Command
30.	Mine Clearance Diver Officer Force Warfare Officer	Minor War Vessel Command
31.	Mine Clearance Diver Officer	Clearance Diving Team Command
32.	Mine Clearance Diver Officer TAG	Clearance Diving Team Command
33.	Mine Clearance Diver Officer Force Warfare Officer	Clearance Diving Team Command
34.	Pilot Competency Progression ADQUAL	Executive Officer Squadron
35.	Pilot Competency Progression ADQUAL	Ship's Flight Commander
36.	Pilot Competency Progression	Executive Officer Squadron
37.	Pilot Competency Progression	Ship's Flight Commander
38.	Pilot Time Progression	Fly 6-8
39.	Pilot Time Progression	Fly 6-8 Under Training
40.	Pilot Time Progression ADQUAL	Fly 6-8
41.	Principal Warfare Officer	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section

<b>Pay grade 7 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
42.	Principal Warfare Officer	Executive Officer Major Fleet Unit
43.	Principal Warfare Officer	Minor War Vessel Command
44.	Principal Warfare Officer ADQUAL	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section
45.	Principal Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
46.	Principal Warfare Officer ADQUAL	Minor War Vessel Command
47.	Supply	Supply Officer Major Fleet Unit
48.	Training Systems Maritime Geospatial Officer Meteorology	Director of Meteorology
49.	Weapons Electrical Engineering	Weapon Electrical Engineering Officer Major Fleet Unit
50.	Weapons Electrical Engineering SM	Charge Qualified
51.	Weapons Electrical Aircraft Engineering	Head of Department

<b>Pay grade 8</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Administration	Shore Command
2.	Aeronautical Engineering	Shore Command
3.	Aeronautical Engineering	Level 2
4.	Aircrew	Shore Command
5.	Bandmaster	Shore Command
6.	Former Warrant Officer (Commissioned)	Shore Command
7.	Instructor	Shore Command
8.	Instructor Maritime Geospatial Officer Meteorology	Shore Command
9.	Intelligence	Shore Command

<b>Pay grade 8 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
10.	Management Executive	Shore Command
11.	Marine Engineer	Shore Command
12.	Marine Engineering	Level 2
13.	Marine Engineering SM	Level 2
14.	Marine Engineering SM	Marine Engineering Officer SM
15.	Marine Engineering SM	Shore Command
16.	Maritime Geospatial Officer Hydrographer	Shore Command
17.	Maritime Geospatial Officer Hydrographer H1	Shore Command
18.	Maritime Geospatial Officer Meteorology	Shore Command
19.	Maritime Geospatial Officer Meteorology Advanced	Shore Command
20.	Maritime Trade Operations	Shore Command
21.	Medical Administrator	Shore Command
22.	Mine Clearance Diver Officer	Shore Command
23.	Naval Police Coxswain Officer	Shore Command
24.	Nurse	Shore Command
25.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Shore Command
26.	Maritime Aviation Warfare Officer Competency Progression	Shore Command
27.	Maritime Aviation Warfare Officer Time Progression	Shore Command
28.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Shore Command
29.	Pilot Competency Progression	Shore Command
30.	Pilot Competency Progression ADQUAL	Shore Command
31.	Pilot Time Progression	Shore Command

<b>Pay grade 8 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
32.	Pilot Time Progression ADQUAL	Shore Command
33.	Principal Warfare Officer	Shore Command
34.	Principal Warfare Officer ADQUAL	Shore Command
35.	Psychologist	Shore Command
36.	Public Relations	Shore Command
37.	Maritime Combat Officer	Shore Command
38.	Maritime Combat Officer ADQUAL	Shore Command
39.	Maritime Warfare Officer	Shore Command
40.	Maritime Warfare Officer ADQUAL	Shore Command
41.	Maritime Warfare Officer SM	Shore Command
42.	Maritime Geospatial Officer Hydrographer	Shore Command
43.	Maritime Geospatial Officer Hydrographer H1	Shore Command
44.	Maritime Geospatial Officer Meteorology	Shore Command
45.	Maritime Geospatial Officer Meteorology – Advanced	Shore Command
46.	Mine Clearance Diver Officer	Shore Command
47.	Mine Clearance Diver Officer TAG	Shore Command
48.	Mine Clearance Diver Officer Force Warfare Officer	Shore Command
49.	Supply	Shore Command
50.	Training Systems	Shore Command
51.	Training Systems Maritime Geospatial Officer Meteorology	Shore Command
52.	Weapons Electrical Aircraft Engineering	Level 2
53.	Weapons Electrical Aircraft Engineering	Shore Command
54.	Weapons Electrical Engineering	Level 2
55.	Weapons Electrical Engineering SM	Level 2

<b>Pay grade 8 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
56.	Weapons Electrical Engineering SM	Shore Command
57.	Weapons Electrical Engineering SM	Weapons Electrical Engineering Officer SM
58.	Weapons Electrical Engineer	Shore Command

<b>Pay grade 9</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Maritime Geospatial Officer Hydrographer	Major Fleet Unit Command
2.	Maritime Geospatial Officer Meteorology	Major Fleet Unit Command
3.	Mine Clearance Diver Officer	Major Fleet Unit Command
4.	Mine Clearance Diver Officer TAG	Major Fleet Unit Command
5.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Squadron Command
6.	Maritime Aviation Warfare Officer Competency Progression	Squadron Command
7.	Maritime Aviation Warfare Officer Time Progression	Fly 8-10
8.	Maritime Aviation Warfare Officer Time Progression	Fly 8-10 Under Training
9.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Fly 8-10
10.	Maritime Geospatial Officer Hydrographer	Major Fleet Unit Command
11.	Maritime Geospatial Officer Hydrographer H1	Major Fleet Unit Command
12.	Maritime Geospatial Officer Meteorology	Major Fleet Unit Command
13.	Maritime Geospatial Officer Meteorology - Advanced	Major Fleet Unit Command

<b>Pay grade 9 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
14.	Maritime Warfare Officer	Major Fleet Unit Command
15.	Maritime Warfare Officer ADQUAL	Major Fleet Unit Command
16.	Maritime Warfare Officer SM	Major Fleet Unit Command
17.	Maritime Warfare Officer SM	SM Command
18.	Mine Clearance Diver Officer	Major Fleet Unit Command
19.	Mine Clearance Diver Officer TAG	Major Fleet Unit Command
20.	Mine Clearance Diving Officer Force Warfare Officer	Major Fleet Unit Command
21.	Pilot Competency Progression	Squadron Command
22.	Pilot Competency Progression ADQUAL	Squadron Command
23.	Pilot Time Progression	Fly 8-10
24.	Pilot Time Progression	Fly 8-10 Under Training
25.	Pilot Time Progression ADQUAL	Fly 8-10
26.	Principal Warfare Officer	Major Fleet Unit Command
27.	Principal Warfare Officer ADQUAL	Major Fleet Unit Command

<b>Pay grade 10</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Maritime Aviation Warfare Officer Time Progression	Fly 10 +
2.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Fly 10 +
3.	Pilot Time Progression	Fly 10 +
4.	Pilot Time Progression ADQUAL	Fly 10 +

