

[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**Part 2: Navy**

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 Principle Warfare Officer or a Force Warfare Officer, with any of the following additional qualifications:</p> <ul style="list-style-type: none"> a. Above Water Warfare. b. Aircraft Direction. c. Anti Submarine Warfare. d. Communications. e. Gunnery. f. Mine Warfare. g. Navigation. h. Surface Warfare. i. Submariner. <p>2. Either Pilot or Observer with any of the following additional Qualifications:</p> <ul style="list-style-type: none"> a. Aero-Systems Qualified. b. Aviation Warfare Officer. c. Helicopter Warfare Instructor. d. Qualified Flying Instructor. e. Qualified Helicopter Instructor. f. Qualified Observer Instructor. g. Test Pilot.
2.	TAG	A qualified member of a Tactical Assault Group.
3.	Under Training	<p>Under training for a primary qualification.</p> <p>Note: This description does not include a trainee paid under Schedule B.13 of this Determination.</p>
4.	Former Warrant Officer (Commissioned)	<p>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.</p> <p>Exception: This descriptor does not apply to a member in the Navy Aircrew employment category at pay grade 6.</p>

Item	This descriptor...	means...
5.	Seaman Specialist	<p>A Seaman Officer who was awarded any of the following additional qualifications before 1 July 2004:</p> <ul style="list-style-type: none"> a. Navigation. b. Communications. c. Mine Warfare. d. Gunnery
6.	Basic	<ul style="list-style-type: none"> a. For an Observer — Observer Rotary Course qualified. b. For a Pilot — Pilot Rotary Course qualified.
7.	Intermediate	<p>For Observer – Observer Rotary Course qualified plus further two years flying experience</p> <p>For Pilot – Pilot Rotary Course qualified plus further two years flying experience</p>
8.	Highly Proficient	<ul style="list-style-type: none"> a. For an Observer – Observer Rotary Course qualified plus further five years flying experience. b. For a Pilot – Pilot Rotary Course qualified plus further five years flying experience.

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	Primary Qualification
7.	Maritime Trade Operations	Under Training
8.	Medical Administrator	Under Training
9.	Medical Administrator	Primary Qualification
10.	Naval Police Coxswain Officer	Under Training
11.	Naval Police Coxswain Officer	Primary Qualification
12.	Nurse	Under Training
13.	Observer Competency Progression	Under Training
14.	Observer Competency Progression	Wings Under Training
15.	Observer Time Progression	Under Training
16.	Pilot Competency Progression	Under Training
17.	Pilot Competency Progression	Wings Under Training
18.	Pilot Time Progression	Under Training
19.	Public Relations	Under Training
20.	Public Relations	Primary Qualification
21.	Seaman	Under Training
22.	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.	Marine Engineering	Under Training
4.	Maritime Trade Operations	Primary Qualification
5.	Nurse	Primary Qualification
6.	Observer Competency Progression	Basic
7.	Observer Competency Progression	Basic Under Training
8.	Observer Time Progression	Fly 0-2
9.	Observer Time Progression	Fly 0-2 Under Training
10.	Pilot Competency Progression	Basic
11.	Pilot Competency Progression	Basic Under Training
12.	Pilot Time Progression	Fly 0-2
13.	Pilot Time Progression	Fly 0-2 Under Training
14.	Psychologist	Under Training
15.	Psychologist	Primary Qualification
16.	Supply	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

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.	Medical Administration	Specialist
4.	Naval Police Coxswain Officer	Director of Policing and Security - Navy
5.	Observer Competency Progression	Intermediate
6.	Observer Competency Progression	Intermediate Under Training
7.	Observer Time Progression	Fly 2-4
8.	Observer Time Progression	Fly 2-4 Under Training
9.	Pilot Competency Progression	Intermediate
10.	Pilot Competency Progression	Intermediate Under Training
11.	Pilot Time Progression	Fly 2-4
12.	Pilot Time Progression	Fly 2-4 Under Training
13.	Seaman	Primary Qualification
14.	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.	Marine Engineering	Primary Qualification
4.	Maritime Geospatial Officer Hydrographer	Qualified
5.	Maritime Geospatial Officer Meteorology	Qualified
6.	Mine Warfare Clearance Diver Officer	Qualified
7.	Non-Seaman PQ	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section

Pay grade 5 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
8.	Nurse	Specialist
9.	Observer Competency Progression	Highly Proficient
10.	Observer Competency Progression	Highly Proficient Under Training
11.	Observer Time Progression	Fly 4-6
12.	Observer Time Progression	Fly 4-6 Under Training
13.	Observer Time Progression ADQUAL	Fly 4-6
14.	Pilot Competency Progression	Highly Proficient
15.	Pilot Competency Progression	Highly Proficient Under Training
16.	Pilot Time Progression	Fly 4-6
17.	Pilot Time Progression	Fly 4-6 Under Training
18.	Pilot Time Progression ADQUAL	Fly 4-6
19.	Principal Warfare Officer	Qualified
20.	Principal Warfare Officer ADQUAL	Qualified after 1 August 2005
21.	Psychologist	Specialist
22.	Seaman	Minor War Vessel Command
23.	Seaman Specialist	Qualified before 1 July 2004
24.	Supply	Charge Qualified
25.	Supply	Qualified non Supply Charge Board before 1 January 1998
26.	Training Systems Maritime Geospatial Officer Meteorology	Qualified
27.	Weapons Electrical Engineering	Primary Qualification
28.	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.	Marine Engineer	Charge Qualified
7.	Marine Engineering SM	Qualified
8.	Maritime Geospatial Officer Hydrographer – H1	Hydrographic Officers Long Course or Masters Degree in Hydrographic Science Qualified
9.	Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
10.	Medical Administrator	Officer In Charge
11.	Mine Warfare Clearance Diver Officer	Qualified
12.	Mine Warfare Clearance Diver Officer TAG	Qualified
13.	Mine Warfare Clearance Diving Officer Force Warfare Officer	Qualified
14.	Naval Police Coxswain Officer	Commanding Officer Defence Police Training Centre
15.	Nurse	Officer In Charge
16.	Observer Competency Progression ADQUAL	Qualified
17.	Pilot Competency Progression ADQUAL	Qualified
18.	Principal Warfare Officer ADQUAL	Qualified before 1 August 2005
19.	Seaman SM	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

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

Pay grade 7 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
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
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

Pay grade 7 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
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
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.	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

Pay grade 8 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
19.	Maritime Geospatial Officer Meteorology Advanced	Shore Command
20.	Maritime Trade Operations	Shore Command
21.	Medical Administrator	Shore Command
22.	Mine Warfare Clearance Diver Officer	Shore Command
23.	Naval Police Coxswain Officer	Shore Command
24.	Nurse	Shore Command
25.	Observer Competency Progression	Shore Command
26.	Observer Time Progression	Shore Command
27.	Observer Time Progression ADQUAL	Shore Command
28.	Pilot Competency Progression	Shore Command
29.	Pilot Competency Progression ADQUAL	Shore Command
30.	Pilot Time Progression	Shore Command
31.	Pilot Time Progression ADQUAL	Shore Command
32.	Principal Warfare Officer	Shore Command
33.	Principal Warfare Officer ADQUAL	Shore Command
34.	Psychologist	Shore Command
35.	Public Relations	Shore Command
36.	Seaman	Shore Command
37.	Seaman SM	Shore Command
38.	Seaman Specialist	Shore Command
39.	Supply	Shore Command
40.	Training Systems	Shore Command
41.	Training Systems Maritime Geospatial Officer Meteorology	Shore Command
42.	Weapons Electrical Aircraft Engineering	Level 2

Pay grade 8 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
43.	Weapons Electrical Aircraft Engineering	Shore Command
44.	Weapons Electrical Engineering	Level 2
45.	Weapons Electrical Engineering SM	Level 2
46.	Weapons Electrical Engineering SM	Shore Command
47.	Weapons Electrical Engineering SM	Weapons Electrical Engineering Officer SM
48.	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

Pay grade 9 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
16.	Principal Warfare Officer	Major Fleet Unit Command
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 +

