

[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 2:](#) Navy[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, 2, or 3 may also be used.

Item	This descriptor...	means...
1.	Competency Level 2	For Air Combat, Pilot and Air Traffic Control employment categories, graduation from Initial Employment Training.
2.	Competency Level 3	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Basic qualification. Or For Air Traffic Control employment, attainment of initial primary Air Traffic Control endorsement.
3.	Competency Level 4	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Intermediate qualification.
4.	Competency Level 5	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Highly Proficient qualification. Or For Air Traffic Control employment attainment of: a. initial primary Training Officer standard; or b. a supervisor endorsement.
5.	Competency Level 6	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Advanced Qualification. Or For Air Traffic Control employment attainment of: a. one primary endorsement in each of tower and radar elements, AND achievement of two tower standards in two primary endorsements; or b. two supervisor endorsements; or c. an Air Traffic Control Instructor qualification.

Item	This descriptor...	means...
6.	Tier 3 Command and Management	Substantive appointment at a designated Battlespace Command and Control unit as either an: a. Executive Officer or Flight Commander; or Commanding Officer of a Tier 3 Battlespace Command and Control Unit,
7.	Tier 2 Command and Management	Substantive appointment at a designated Battlespace Command and Control Non-Flying Unit.
8.	Tier 1 Command and Management	For Air Combat and Pilot categories substantive appointment to a designated Battlespace Command and Control Flying Unit.
9.	Air Combat Officer	The member has been in one or more of the following employment categories: (a) Navigator; (b) Airborne Electronics Officer; (c) Air Battle Manager.
10.	Air Combat Officer – Time Based Progression	For members in the Air Battle Manager employment stream, means an Air Combat Officer (ABM) with a Fighter Control qualification as defined by Determination No. 4 of 2006.

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.	Pharmacy	Grade 2
17.	Pilot – Competency Progression	Competency Level 3
18.	Pilot – Time Based Progression	Fly 0-2
19.	Radiographer	Grade 2
20.	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.	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

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.	Pilot – Competency Progression	Competency Level 5
7.	Pilot – Time Based Progression	Fly 4-6

Pay grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Aeronautical Engineer	Grade 3
2.	Air Combat Officer – Competency Progression	Competency Level 6
3.	Airfield Engineer	Grade 3
4.	Air Traffic Control – Competency Progression	Competency Level 6
5.	Armament Engineer	Grade 3
6.	Electronics Engineer	Grade 3
7.	Logistics	Grade 3
8.	Pilot Competency Progression	Competency Level 6

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Combat Officer – Competency Progression	Command and Management Tier 3
2.	Air Combat Officer – Time Based Progression	Fly 6-8
3.	Air Traffic Control – Competency Progression	Detachment Command
4.	Air Traffic Control – Legacy	Grade 4
5.	Aeronautical Engineer	Grade 4
6.	Airfield Engineer	Grade 4
7.	Armament Engineer	Grade 4
8.	Electronics Engineer	Grade 4
9.	Pilot – Competency Progression	Command and Management Tier 3
10.	Pilot – Time Based Progression	Fly 6-8

Pay grade 8		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Combat Officer – Competency Progression	Command and Management Tier 2
2.	Pilot – Competency Progression	Command and Management Tier 2

Pay grade 9		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Combat Officer – Competency Progression	Command and Management Tier 1
2.	Air Combat Officer – Time Based Progression	Fly 8-10
3.	Pilot – Competency Progression	Command and Management Tier 1
4.	Pilot – Time Based Progression	Fly 8-10

Pay grade 10		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Combat Officer – Time Based Progression	Fly 10+
2.	Pilot – Time Based Progression	Fly 10+