

## Schedule B.2: Officer pay grades

### Part 4: Air Force

[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

**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 Joint Battlefield Airspace Control employment categories, graduation from Initial Employment Training.
2.	Joint Battlefield Airspace Control Legacy Grade 1	
3.	Competency Level 3	Either of the following classes:
4.	Joint Battlefield Airspace Control Legacy Grade 2	<p>a. For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Basic qualification; or</p> <p>b. For Joint Battlefield Airspace Control employment categories, attainment of initial primary Air Traffic Control endorsement.</p>
5.	Competency Level 4	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Intermediate qualification.
6.	Competency Level 5	Either of the following classes:
7.	Joint Battlefield Airspace Control Legacy Grade 3	<p>a. For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Highly Proficient qualification; or</p> <p>or</p> <p>b. For Joint Battlefield Airspace Control employment categories, attainment of either:</p> <p style="padding-left: 40px;">i. initial primary training officer standard; or</p> <p style="padding-left: 40px;">ii. a supervisor endorsement.</p>

Item	This descriptor...	means...
8.	Competency Level 6	Either of the following classes:
9.	Joint Battlefield Airspace Control Legacy Grade 4	<p>a. For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Advanced Qualification; or</p> <p>b. For Joint Battlefield Airspace Control employment categories, attainment of one primary endorsement in each of tower and radar elements, AND any of:</p> <ul style="list-style-type: none"> <li>i. two training officer standards in two primary endorsements; or</li> <li>ii. two supervisor endorsements; or</li> <li>iii. an Air Traffic Control Instructor qualification.</li> </ul>
10.	Tier 3 Command and Management	<p>Substantive appointment at a designated Battlespace Command and Control unit as either an:</p> <ul style="list-style-type: none"> <li>a. Executive Officer or Flight Commander; or</li> <li>b. Commanding Officer of a Tier 3 Battlespace Command and Control Unit.</li> </ul>
11.	Tier 2 Command and Management	Substantive appointment at a designated Battlespace Command and Control Non-Flying Unit.
12.	Tier 1 Command and Management	For Air Combat and Pilot categories substantive appointment to a designated Battlespace Command and Control Flying Unit.
13.	Air Combat Officer	<p>The member has been in one or more of the following employment categories:</p> <ul style="list-style-type: none"> <li>a. Navigator;</li> <li>b. Airborne Electronics Officer;</li> <li>c. Air Battle Manager.</li> </ul>
14.	Air Combat Officer - Time Based Progression	For members in the Air Battle Manager employment stream, means an Air Combat Officer with a Fighter Control qualification as defined by Determination No. 4 of 2006.

<b>Pay grade 2</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Administration	Grade 1
2.	Air Combat Officer – Competency Progression	Competency Level 2
3.	Air Combat Officer – Time Based Progression	Fly 0
4.	Joint Battlefield Airspace Control – Competency Progression	Competency Level 2
5.	Joint Battlefield Airspace 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

<b>Pay grade 3</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
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.	Joint Battlefield Airspace Control – Competency Progression	Competency Level 3
7.	Joint Battlefield Airspace 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

<b>Pay grade 4</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
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

<b>Pay grade 5</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Combat Officer – Competency Progression	Competency Level 5
2.	Air Combat Officer – Time Based Progression	Fly 4-6
3.	Joint Battlefield Airspace Control – Competency Progression	Competency Level 5
4.	Joint Battlefield Airspace 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

<b>Pay grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Aeronautical Engineer	Grade 3
2.	Air Combat Officer – Competency Progression	Competency Level 6
3.	Airfield Engineer	Grade 3
4.	Joint Battlefield Airspace 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

<b>Pay grade 7</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Combat Officer – Competency Progression	Command and Management Tier 3
2.	Air Combat Officer – Time Based Progression	Fly 6-8
3.	Joint Battlefield Airspace Control – Competency Progression	Detachment Command
4.	Joint Battlefield Airspace 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

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

<b>Pay grade 9</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
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

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