

AUSTRALIAN DEFENCE FORCE



WORKPLACE REMUNERATION ARRANGEMENT: 2009-2011

This document is an Arrangement made before the Defence Force Remuneration Tribunal between the Australian Defence Force (ADF) and the Department of Education, Employment and Workplace Relations, under Section 58KD of the *Defence Act 1903*. It gives effect to an agreement reached between the Chief of the Defence Force (acting on behalf of ADF members of the rank of Captain (RAN), Colonel and Group Captain and below) and the Minister for Education, Employment and Workplace Relations (acting on behalf of the Commonwealth). The Arrangement provides a framework for across-the-board salary adjustments during its period of operation, as part of a more general approach to ADF remuneration.

CONTENTS

	Page
PART A - APPLICATION, SCOPE AND OPERATION.....	4
A1 Application of the Arrangement	4
A2 Scope of the Arrangement	6
A3 Operation of the Arrangement	7
A4 Consultation.....	8
PART B – PRODUCTIVITY AND REFORM.....	9
B1 The Defence Setting.....	9
B2 Strategic Reform Program.....	9
B3 Operational Tempo (OPTEMPO).....	14
PART C - PAY AND RELATED MATTERS	17
C1 Rates of Pay and Adjustments.....	17
C2 Salary Structure Matters	17
C3 Review of Salary Related Allowances.....	18
C4 Employment Category Review Matters	18
C5 Review of Retention, Capability and Completion Allowances/Bonuses.....	18
C6 Flexible Remuneration Packaging.....	19
SCHEDULE 1 - ADF SALARY RATES.....	21
SCHEDULE 2 - ADF SALARY RELATED ALLOWANCES.....	66

PART A - APPLICATION, SCOPE AND OPERATION

A1 Application of the Arrangement

1. The WRA 2009-2011 applies to all ADF members of the Permanent and Reserve Forces up to and including the rank of Colonel (E). The Arrangement shall apply to salary and salary related allowances (as defined in Schedule 2).

2. The Arrangement is made pursuant to Section 58KD of the Act, giving effect to an agreement reached between the Chief of the Defence Force acting on behalf of ADF members, and the Minister for Education, Employment and Workplace Relations acting on behalf of the Commonwealth.

3. **Definitions.** The following definitions apply throughout the Arrangement:

Act means the *Defence Act 1903* as amended.

ADF means the Australian Defence Force.

COSC means the Chiefs of Service Committee.

DECA means the Defence Enterprise Collective Agreement 2009.

DMO means the Defence Material Organisation.

The Defence Organisation or **Defence** means the ADF and the Department of Defence.

The Minister means the Minister for Defence.

Member means any officer, soldier, sailor or airman of the permanent or reserve forces.

Section 58B refers to a section of the Act which permits the Minister to make Determinations in respect of ADF conditions of service.

Section 58H refers to a section of the Act which permits the Tribunal to make Determinations in respect of ADF salary and salary related allowances.

Section 58KD refers to a section of the Act which permits an agreed matter between the ADF and the Commonwealth to be brought to the Defence Force Remuneration Tribunal for consideration.

SRP means the Strategic Reform Program.

Tribunal means the Defence Force Remuneration Tribunal.

4. **Purpose of the Arrangement.** The Arrangement recognises the continuing and significant commitment to meeting Defence policy and generating productivity within the ADF under the *2009 Defence White Paper* and related initiatives. It acknowledges the commitment of ADF members to ensuring the effective implementation of those reforms. The Arrangement provides a framework for across-the-board salary adjustments during the period of operation, as part of a more general approach to ADF remuneration. It acknowledges the cooperation and support of ADF members and their families in accepting organisational change and in identifying and pursuing other reform initiatives.

5. This Part provides an overview of the purpose, scope and operation of the Arrangement. The two Parts which follow amplify this guidance by providing further information on:

- a. the wider Defence productivity and reform requirements anticipated during the operation of the Arrangement (Part B); and
- b. the pay outcomes the Arrangement will deliver (Part C).

6. The following specific considerations have been taken into account in establishing the mechanism for across-the-board pay rises provided in this Arrangement:

- a. the requirements of Defence policy, especially the delivery and maintenance of overall ADF personnel capability;
- b. expected increases in productivity and efficiency;
- c. the recruitment, retention and motivation of members;
- d. the desirability of maintaining the real value of members' remuneration packages as a whole;
- e. the overall levels of remuneration and benefits provided by other employers; and

f. budget limitations on the capacity of the Defence Organisation to pay.

7. This Arrangement is consistent with the ADF Remuneration Framework, and with the objectives of the *Fair Work Act 2009*, insofar as such objectives may be applied to the ADF.

A2 Scope of the Arrangement

8. In accordance with Government wage setting policy, this Arrangement highlights the importance of Defence objectives and reform measures to ensure that capability is delivered and maintained in the most efficient and effective manner possible. This Arrangement focuses on recognising the overall contribution of ADF members to Defence capability and performance through across-the-board adjustments to ADF pay.

9. Detailed policy initiatives regarding salary-related topics and other financial and non-financial conditions of service for the ADF are determined separately under the Act. These are normally dealt with either by case hearings before the Tribunal (Section 58H) for salary and salary related matters, or by Ministerial Determination (Section 58B) or complementary legislation for other non-salary conditions of service.

10. The Arrangement does not therefore stand alone. It complements the existing detailed policy framework for ADF conditions of service and employment under the Act. The 'ADF Pay and Conditions Manual' and the 'Member's Guide to ADF Pay and Conditions of Service' are available separately to ADF members, to help explain the wider conditions of service policy context within which the Arrangement has been developed. They detail policy principles and practices on all ADF conditions of service. This information has been supplemented during the Arrangement consultation process by the issue of policy updates, detailing proposed initiatives and reviews across a wide range of financial and non-financial conditions of service.

A3 Operation of the Arrangement

11. **Duration.** The WRA 2009-2011 is to operate from 4 November 2009 until 3 November 2011.

12. **Variation.** The Arrangement does not limit an appropriate range of responses that may arise because of Australia's strategic circumstances or personnel issues significantly affecting military capability. This Arrangement may be varied or replaced at any time by further agreement reached under section 58KD of the Act.

13. **Supersession of the Previous Arrangement.** This Arrangement supersedes and replaces the Australian Defence Force Workplace Remuneration Arrangement: 2006-2009 in all respects.

14. **Effect on Defence Determinations.** This Arrangement shall operate in conjunction with any Section 58B and 58H Determinations in force during the life of the Arrangement, as amended from time to time.

A4 Consultation

15. The ADF remains committed to an ongoing program of consultation and communication with its members in developing and implementing productivity based pay arrangements, in order to ensure such arrangements have the broad support of members. Responses representing the views of over 240 ADF units, formations, ships, bases and establishments were taken into account in assessing the level of acceptance of the proposed Arrangement.

16. In developing this Arrangement and assessing the level of acceptance for the proposal, the views of all ADF members were sought, either through the chain of command or individually.

17. A program of visits to ADF establishments has been undertaken to explain the implications of this Arrangement as well as the processes involved in its development and implementation. Briefing teams conducted more than 80 briefing sessions in over 60 Defence locations throughout Australia, with around 4800 ADF members attending. A communication program has also been conducted through the chain of command regarding the implementation of this Arrangement.

18. **Next Arrangement.** In respect of the development of the next Arrangement, the ADF commits to:

- a. commence the policy development of the next Arrangement not less than six months before the expiration of this Arrangement;
- b. commence member consultation not less than three months before the expiration of this Arrangement, and
- c. post the draft Arrangement on the Pay and Conditions website for information.

PART B – PRODUCTIVITY AND REFORM

B1 The Defence Setting

19. **Background.** As part of the *2009 Defence White Paper*, the Government committed to fundamental and extensive reform of Defence business to improve accountability, planning and productivity in the organisation. This is known as the SRP.

20. This Arrangement recognises the contribution of ADF members to the organisation's mission and outputs. The Arrangement complements existing ADF remuneration and conditions of employment determined under the Act.

B2 Strategic Reform Program

21. The productivity gains that will underpin the new arrangement have been initiatives devised in the SRP. The SRP comprises the following reforms:

- a. Capability Development:
 - i. new governance arrangements;
 - ii. cost forecasting initiative;
 - iii. improved management of funds; and
 - iv. reducing the cost of major equipment procurement.
- b. The Defence Estate:
 - i. base locations should be aligned with national and Defence strategic requirements;
 - ii. Defence should consolidate into fewer, larger and more sustainable multi-user bases;
 - iii. where possible, bases will cluster near strategic infrastructure and with industry;

- iv. Defence will also seek to locate bases in 'family friendly' areas;
and
 - v. in locations that ensure the continued provision of Reserve capability into the future.
- c. Information and Communications Technology:
- i. improve the alignment of ICT investments with Defence priorities by adopting a single portfolio of ICT investments for all parts of Defence;
 - ii. reduce the high 'business as usual' costs through tighter cost control, new sourcing strategies and standardising and consolidating ICT assets across all parts of Defence;
 - iii. implement faster decision and delivery cycles to reduce costs and 'time to market';
 - iv. mitigate an unacceptable business continuity risk; and
 - v. consolidate data centres to reduce maintenance costs and prepare Defence for the inevitable requirement to reduce its carbon footprint.
- d. Intelligence:
- i. creating a single, integrated Defence Intelligence ICT capability;
 - ii. reduce duplication of ICT capability;
 - iii. reform human resources business processes; and
 - iv. review Intelligence training to identify duplication.
- e. Smart Sustainment:
- i. focuses on eliminating waste and becoming more productive;
 - ii. increased efficiency in the maintenance and management of military equipment, inventory, and the supply chain; and

- iii. during the next five years all major fleets of equipment across Defence will be reviewed;
- f. Procurement and Sustainment:
- i. ensuring that high quality strategic and capability advice is provided to Government to enable it to set strategy and prioritise needs;
 - ii. increasing the rigour with which projects are assessed for entry in to the Defence Capability Plan and ensuring its affordability including the impact on future personnel and operating costs;
 - iii. tailoring the two-pass process for each project based on factors such as complexity, cost and risk;
 - iv. ensuring that decisions to move beyond off-the-shelf solutions are based on rigorous analysis that is clearly articulated to Government;
 - v. ensuring there is clear accountability within Defence and DMO for information presented to Government in the capability development process;
 - vi. strengthening the role of the Capability Managers to include acknowledging their understanding of the capability being requested, signing the Materiel Acquisition Agreements to agree a firm baseline for delivery of equipment, oversighting and coordinating all elements necessary for the introduction of a capability, and reporting to Government on the status of capability initiatives;

- vii. expanding the role of the Chief Executive Officer DMO to provide cost, schedule and risk information as well as the acquisition strategy for military equipment for projects entering the Defence Capability Plan and at all approval points thereafter, and the provision of independent advice to Government on commercial aspects of all major capital equipment acquisitions;
 - viii. setting Materiel Acquisition and Sustainment Agreements as the basis for delivery by DMO and measurement of DMO's performance; and
 - ix. driving cultural change in the DMO to improve delivery of the outcomes required by its Defence customers through a range of measures including appointing a General Manager Commercial to oversight business performance and support change initiatives, establishing project and product manager authority and accountability and reinforcing the flexibilities available to the Chief Executive Officer to manage the DMO's workforce.
- g. Logistics:
- i. future Defence logistics system will provide integrated end-to-end management;
 - ii. under the storage and distribution reform, replace outdated storage and distribution networks with those that use industry best practice;
 - iii. investment to improve logistics planning, management and execution through better systems and practices; and
 - iv. adoption of automated technologies to ensure Defence industry is used to its fullest advantage and its management is cost effective and efficient.

- h. Non-Equipment Procurement:
 - i. develop a centre of contracting and procurement excellence;
 - ii. potentially rationalising messes – integrating other ranks with officer facilities, and replacing single service facilities with joint ones;
 - iii. rethinking policy on single day travel; and
 - iv. looking at further standardisation, eg. current standards for hospitality and catering, cleaning and access control will be costed and adjusted to implement a consistent and affordable delivery model across all Defence bases.
- i. Preparedness; Personnel and Operating Costs:
 - i. improve corporate processes;
 - ii. operational commanders will have greater understanding and control of resource consumption and expenditure;
 - iii. better align expenditure to outcomes;
 - iv. establish the right balance of training and exercises to meet preparedness needs; and
 - v. reform of policies and procedures will standardise how we determine costs of capability.
- j. Reserves:
 - i. development of a skills database;
 - ii. investigate Sponsored Reserves; and
 - iii. Army, as part of Reserve reforms, will assess how part-time members can support prolonged operations, and whether capability elements could transition from the full time force.

- k. Science and Technology:
 - i. creation of an external advisory board;
 - ii. technology road maps; and
 - iii. funds earmarked for innovation linked to critical importance to the ADF.

- l. Workforce and Shared Services:
 - i. civilianisation of military support positions;
 - ii. conversion of contractors to the Australian Public Service employees;
 - iii. continuous improvement; and
 - iv. a leaner, more effective business model.

B3 Operational Tempo (OPTEMPO)

22. Increased OPTEMPO has become a key factor in the ADF workplace with the intensity of operational deployments and the consequent wider effect on the rest of the ADF increasing during the previous Arrangement. It is a natural consequence of the ADF's requirement to deliver the capability that enables the fulfilment of the Defence mission to defend Australia and its national interests.

23. Members on operational deployment receive conditions of service that are established and reviewed on a case by case basis, which are not part of this Arrangement. ADF conditions of service cater for the secondary effects of increased operational demands in a number of ways:

- a. financial recognition is typically covered (for the general ADF membership up to and including the rank of Major and equivalent) by Service Allowance. Service Allowance was comprehensively reviewed by the Tribunal on 3 July 2003 to take changes in OPTEMPO into account;

- b. the disability elements of certain salary-related allowances for specific occupational groups also recognise increased operational demands, where they can be clearly identified and targeted;
- c. ADF leave policy already provides options for recognising the impact of increased operational demands, especially when they are shorter term or of variable intensity across or within unit groups. Examples include war service leave to compensate for warlike service, additional recreation leave for field duty, flying duties, sea service or prolonged duty, or discretionary commander's short leave for other situations not covered by specific leave entitlements; and
- d. finally, funded *2009 Defence White Paper* workforce growth programmed to occur during the operation of the Arrangement is designed to help fulfil the ADF's increased readiness and operational demands.

24. Increased OPTEMPO is not therefore cited as a productivity offset for the general pay rises specified in this Arrangement. Its impact will continue to be analysed and dealt with through the ADF's conditions of service system.

Intentionally Blank



PART C - PAY AND RELATED MATTERS

C1 Rates of Pay and Adjustments

25. **Principle.** Across-the-board pay rises recognise the contribution made by ADF members to improving productivity, efficiency and operational effectiveness throughout the Defence Organisation. In accordance with this principle, this Arrangement provides for increases to salary and salary related allowances of:

- a. 3.5 per cent with effect from 12 Nov 09; and
- b. 2.7 per cent with effect from 11 Nov 10.

26. Revised rates of pay and their dates of effect are set out in Schedule 1 to this Arrangement. Some salary rates may change from those specified as a result of the outcomes of any structural reviews that may occur during the period of this Arrangement (Section C2 refers). Members will be advised of any changes as they arise.

C2 Salary Structure Matters

27. The ADF intends to continue to examine the relevance and efficient functioning of the entire ADF remuneration strategy and allowance structure as part of the more general review process. Nothing in this Arrangement shall preclude the ADF from advancing proposals for the review of any ADF remuneration structures resulting from this ongoing process.

C3 Review of Salary Related Allowances

28. The Strategic Allowance Review is the next phase in the broader restructuring of ADF remuneration and seeks to review all salary related allowances. Nothing in this Arrangement shall preclude the ADF from seeking a review by the Tribunal of any salary related allowance for which it is considered the environmental circumstances and factors associated with its payment have changed substantially since it was last reviewed by the Tribunal. A list of salary-related allowances is at Schedule 2.

C4 Employment Category Review Matters

29. It is acknowledged that significant management efficiency issues may arise during the life of this Arrangement in relation to the classification and restructure of ADF work. In these instances, nothing in this Arrangement precludes the submission of employment category pay grade placement cases (as approved by the Employment Category and Remuneration Review Committee) to the Tribunal.

C5 Review of Retention, Capability and Completion Allowances/Bonuses

30. Nothing in this Arrangement shall preclude the ADF from seeking a review by the Minister of any retention and completion allowance/bonus for which it is considered the capability circumstances and factors associated with its payment have changed substantially since it was last reviewed by the Minister or their delegate.

31. Nothing in the Arrangement shall preclude the ADF from seeking a review by the Tribunal of any capability allowance for which it is considered the capability circumstances and factors associated with its payment have changed substantially since it was last reviewed by the Tribunal.

C6 Flexible Remuneration Packaging

32. The ADF will continue to offer access to salary sacrifice arrangements provided under the Defence Flexible Remuneration Packaging (FRP) Scheme. Eligibility, terms and conditions are detailed in the applicable policy guidance for the scheme. Nothing in this Arrangement shall preclude changes and improvements from being implemented in the FRP Scheme during the life of this Arrangement.

Intentionally Blank



SCHEDULE 1 - ADF SALARY RATES

Schedule B.3 – Officer salary rates											
Part 1: Officer of the Permanent Force											
Base Salary – Pre WRA											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	1	\$120,819	\$124,266	128,243	131,689	135,532	139,839	144,163	148,841	153,522	156,647
	0	\$117,378	\$120,825	124,804	128,248	132,091	136,400	140,721	145,401	150,080	153,207
Lieutenant Colonel (E)	1	\$103,181	\$106,628	110,608	114,054	117,895	122,202	126,524	131,205	135,884	139,011
	0	\$99,806	\$103,254	107,233	110,678	114,520	118,828	123,150	127,831	132,509	135,636
Major (E)	2	\$74,762	\$78,209	82,187	85,632	89,475	93,782	98,105	102,785	107,464	110,590
	1	\$72,397	\$75,845	79,822	83,267	87,110	91,417	95,741	100,420	105,100	108,225
	0	\$70,025	\$73,473	77,451	80,895	84,738	89,046	93,368	98,049	102,728	105,854
Captain (E)	5	\$66,091	\$69,538	73,517	76,962	80,805	85,112	89,435	94,115	98,795	101,921
	4	\$63,842	\$67,289	71,266	74,713	78,556	82,862	87,185	91,864	96,544	99,671
	3	\$61,585	\$65,032	69,010	72,455	76,298	80,607	84,928	89,609	94,287	97,414
	2	\$59,341	\$62,789	66,767	70,212	74,055	78,361	82,684	87,365	92,044	95,170
	1	\$57,097	\$60,543	64,522	67,968	71,810	76,118	80,440	85,119	89,799	92,926
	0	\$54,844	\$58,290	62,268	65,714	69,557	73,864	78,187	82,867	87,546	90,672
Lieutenant (E)	3	\$51,010	\$54,456	58,434	61,880	65,721	70,028	74,352	79,032	83,712	86,838
	2	\$49,157	\$52,605	56,581	60,027	63,870	68,177	72,500	77,180	81,860	84,985
	1	\$47,335	\$50,783	54,761	58,206	62,048	66,355	70,679	75,359	80,039	83,164
	0	\$45,592	\$49,038	53,016	56,462	60,304	64,612	68,935	73,613	78,294	81,421
Second Lieutenant (E)	1	\$44,094	\$47,542	51,520	54,965	58,808	63,115	67,437	72,117	76,797	79,923
	0	\$42,597	\$46,044	50,021	53,468	57,309	61,617	65,941	70,619	75,300	78,426

Schedule B.3 – Officer salary rates											
Part 1: Officer of the Permanent Force											
Rise 1 – 3.5% on 12Nov09											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	1	125,048	128,615	132,732	136,298	140,276	144,733	149,209	154,050	158,895	162,130
	0	121,486	125,054	129,172	132,737	136,714	141,174	145,646	150,490	155,333	158,569
Lieutenant Colonel (E)	1	106,792	110,360	114,479	118,046	122,021	126,479	130,952	135,797	140,640	143,876
	0	103,299	106,868	110,986	114,552	118,528	122,987	127,460	132,305	137,147	140,383
Major (E)	2	77,379	80,946	85,064	88,629	92,607	97,064	101,539	106,382	111,225	114,461
	1	74,931	78,500	82,616	86,181	90,159	94,617	99,092	103,935	108,779	112,013
	0	72,476	76,045	80,162	83,726	87,704	92,163	96,636	101,481	106,323	109,559
Captain (E)	5	68,404	71,972	76,090	79,656	83,633	88,091	92,565	97,409	102,253	105,488
	4	66,076	69,644	73,760	77,328	81,305	85,762	90,236	95,079	99,923	103,159
	3	63,740	67,308	71,425	74,991	78,968	83,428	87,900	92,745	97,587	100,823
	2	61,418	64,987	69,104	72,669	76,647	81,104	85,578	90,423	95,266	98,501
	1	59,095	62,662	66,780	70,347	74,323	78,782	83,255	88,098	92,942	96,178
	0	56,764	60,330	64,447	68,014	71,991	76,449	80,924	85,767	90,610	93,846
Lieutenant (E)	3	52,795	56,362	60,479	64,046	68,021	72,479	76,954	81,798	86,642	89,877
	2	50,877	54,446	58,561	62,128	66,105	70,563	75,038	79,881	84,725	87,959
	1	48,992	52,560	56,678	60,243	64,220	68,677	73,153	77,997	82,840	86,075
	0	47,188	50,754	54,872	58,438	62,415	66,873	71,348	76,189	81,034	84,271
Second Lieutenant (E)	1	45,637	49,206	53,323	56,889	60,866	65,324	69,797	74,641	79,485	82,720
	0	44,088	47,656	51,772	55,339	59,315	63,774	68,249	73,091	77,936	81,171

Schedule B.3 – Officer salary rates											
Part 1: Officer of the Permanent Force											
Rise 2 – 2.7% on 11Nov10											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	1	128,424	132,088	136,316	139,978	144,063	148,641	153,238	158,209	163,185	166,508
	0	124,766	128,430	132,660	136,321	140,405	144,986	149,578	154,553	159,527	162,850
Lieutenant Colonel (E)	1	109,675	113,340	117,570	121,233	125,316	129,894	134,488	139,464	144,437	147,761
	0	106,088	109,753	113,983	117,645	121,728	126,308	130,901	135,877	140,850	144,173
Major (E)	2	79,468	83,132	87,361	91,022	95,107	99,685	104,281	109,254	114,228	117,551
	1	76,954	80,620	84,847	88,508	92,593	97,172	101,767	106,741	111,716	115,037
	0	74,433	78,098	82,326	85,987	90,072	94,651	99,245	104,221	109,194	112,517
Captain (E)	5	70,251	73,915	78,144	81,807	85,891	90,469	95,064	100,039	105,014	108,336
	4	67,860	71,524	75,752	79,416	83,500	88,078	92,672	97,646	102,621	105,944
	3	65,461	69,125	73,353	77,016	81,100	85,681	90,273	95,249	100,222	103,545
	2	63,076	66,742	70,970	74,631	78,716	83,294	87,889	92,864	97,838	101,161
	1	60,691	64,354	68,583	72,246	76,330	80,909	85,503	90,477	95,451	98,775
	0	58,297	61,959	66,187	69,850	73,935	78,513	83,109	88,083	93,056	96,380
Lieutenant (E)	3	54,220	57,884	62,112	65,775	69,858	74,436	79,032	84,007	88,981	92,304
	2	52,251	55,916	60,142	63,805	67,890	72,468	77,064	82,038	87,013	90,334
	1	50,315	53,979	58,208	61,870	65,954	70,531	75,128	80,103	85,077	88,399
	0	48,462	52,124	56,354	60,016	64,100	68,679	73,274	78,246	83,222	86,546
Second Lieutenant (E)	1	46,869	50,535	54,763	58,425	62,509	67,088	71,682	76,656	81,631	84,953
	0	45,278	48,943	53,170	56,833	60,917	65,496	70,092	75,064	80,040	83,363

Schedule B.3 – Officer salary rates											
Part 2: Officer of the Reserve Force on non-discounted rate											
Base Salary – Pre WRA											
Rank	Increment	Pay Group									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	0	\$321.58	\$331.03	\$341.93	\$351.36	\$361.89	\$373.70	\$385.54	\$398.36	\$411.18	\$419.75
Lieutenant Colonel (E)	1	\$282.69	\$292.13	\$303.04	\$312.48	\$323.00	\$334.80	\$346.64	\$359.47	\$372.28	\$380.85
	0	\$273.44	\$282.89	\$293.79	\$303.23	\$313.75	\$325.56	\$337.40	\$350.22	\$363.04	\$371.61
Major (E)	1	\$204.83	\$214.27	\$225.17	\$234.61	\$245.14	\$256.94	\$268.78	\$281.60	\$294.42	\$302.99
	0	\$191.85	\$201.30	\$212.19	\$221.63	\$232.16	\$243.96	\$255.80	\$268.63	\$281.45	\$290.01
Captain (E)	2	\$174.91	\$184.35	\$195.25	\$204.69	\$215.22	\$227.02	\$238.86	\$251.68	\$264.50	\$273.07
	1	\$162.58	\$172.02	\$182.92	\$192.36	\$202.89	\$214.69	\$226.53	\$239.36	\$252.18	\$260.74
	0	\$150.26	\$159.70	\$170.60	\$180.04	\$190.57	\$202.37	\$214.21	\$227.03	\$239.85	\$248.42
Lieutenant (E)	1	\$134.68	\$144.12	\$155.02	\$164.46	\$174.99	\$186.79	\$198.63	\$211.45	\$224.27	\$232.84
	0	\$124.91	\$134.35	\$145.25	\$154.69	\$165.22	\$177.02	\$188.86	\$201.68	\$214.50	\$223.07
Second Lieutenant (E)	1	\$120.81	\$130.25	\$141.15	\$150.59	\$161.12	\$172.92	\$184.76	\$197.58	\$210.40	\$218.97
	0	\$116.70	\$126.15	\$137.04	\$146.49	\$157.01	\$168.81	\$180.66	\$193.48	\$206.30	\$214.87

Schedule B.3 – Officer salary rates											
Part 2: Officer of the Reserve Force on non-discounted rate											
Rise 1 – 3.5% on 12Nov09											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	0	332.84	342.61	353.90	363.66	374.56	386.78	399.03	412.30	425.57	434.44
Lieutenant Colonel (E)	1	292.58	302.36	313.64	323.41	334.30	346.52	358.77	372.05	385.32	394.18
	0	283.01	292.79	304.07	313.84	324.73	336.95	349.21	362.48	375.75	384.61
Major (E)	1	212.00	221.77	233.05	242.82	253.72	265.93	278.19	291.46	304.73	313.59
	0	198.56	208.34	219.62	229.39	240.28	252.50	264.76	278.03	291.30	300.16
Captain (E)	2	181.03	190.81	202.08	211.86	222.75	234.96	247.22	260.49	273.76	282.63
	1	168.27	178.05	189.33	199.09	209.99	222.20	234.46	247.73	261.00	269.87
	0	155.52	165.29	176.57	186.34	197.24	209.45	221.71	234.98	248.25	257.11
Lieutenant (E)	1	139.39	149.17	160.44	170.21	181.11	193.32	205.58	218.85	232.12	240.98
	0	129.28	139.05	150.33	160.10	171.00	183.21	195.47	208.74	222.01	230.88
Second Lieutenant (E)	1	125.03	134.81	146.09	155.86	166.76	178.97	191.22	204.50	217.77	226.63
	0	120.79	130.56	141.84	151.61	162.51	174.72	186.98	200.25	213.52	222.39

Schedule B.3 – Officer salary rates											
Part 2: Officer of the Reserve Force on non-discounted rate											
Rise 2 – 2.7% on 11Nov10											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	0	341.82	351.86	363.45	373.48	384.67	397.22	409.80	423.43	437.06	446.16
Lieutenant Colonel (E)	1	300.48	310.52	322.11	332.15	343.33	355.87	368.46	382.09	395.72	404.82
	0	290.65	300.69	312.28	322.32	333.50	346.05	358.63	372.27	385.89	394.99
Major (E)	1	217.72	227.76	239.35	249.38	260.57	273.11	285.70	299.33	312.95	322.06
	0	203.93	213.97	225.55	235.58	246.77	259.32	271.90	285.54	299.16	308.27
Captain (E)	2	185.92	195.96	207.54	217.58	228.77	241.31	253.90	267.52	281.15	290.26
	1	172.81	182.85	194.44	204.47	215.66	228.20	240.79	254.42	268.05	277.15
	0	159.72	169.75	181.33	191.37	202.56	215.10	227.70	241.32	254.95	264.05
Lieutenant (E)	1	143.15	153.19	164.77	174.81	186.00	198.54	211.13	224.76	238.39	247.49
	0	132.77	142.81	154.39	164.43	175.62	188.16	200.75	214.37	228.01	237.11
Second Lieutenant (E)	1	128.41	138.45	150.04	160.07	171.26	183.80	196.39	210.02	223.65	232.75
	0	124.05	134.09	145.67	155.71	166.90	179.44	192.03	205.65	219.29	228.39

Schedule B.3 – Officer salary rates											
Part 3: Officer of the Reserve Force on discounted rate											
Base Salary – Pre WRA											
Colonel (E)	0	\$289.43	\$297.92	\$307.74	\$316.23	\$325.70	\$336.33	\$346.98	\$358.52	\$370.06	\$377.77
Lieutenant Colonel (E)	1	\$254.42	\$262.92	\$272.73	\$281.23	\$290.70	\$301.32	\$311.98	\$323.52	\$335.06	\$342.77
	0	\$246.10	\$254.60	\$264.41	\$272.90	\$282.38	\$293.00	\$303.66	\$315.20	\$326.73	\$334.44
Major (E)	1	\$184.34	\$192.84	\$202.65	\$211.15	\$220.62	\$231.24	\$241.90	\$253.44	\$264.98	\$272.69
	0	\$172.66	\$181.17	\$190.98	\$199.47	\$208.94	\$219.57	\$230.22	\$241.76	\$253.30	\$261.01
Captain (E)	2	\$157.42	\$165.92	\$175.72	\$184.22	\$193.70	\$204.32	\$214.98	\$226.51	\$238.05	\$245.76
	1	\$146.32	\$154.82	\$164.63	\$173.13	\$182.60	\$193.22	\$203.88	\$215.42	\$226.96	\$234.67
	0	\$135.23	\$143.73	\$153.54	\$162.03	\$171.51	\$182.13	\$192.79	\$204.33	\$215.87	\$223.57
Lieutenant (E)	1	\$121.21	\$129.71	\$139.51	\$148.01	\$157.49	\$168.11	\$178.77	\$190.31	\$201.85	\$209.55
	0	\$112.42	\$120.92	\$130.72	\$139.22	\$148.69	\$159.32	\$169.98	\$181.51	\$193.05	\$200.76
Second Lieutenant (E)	1	\$108.72	\$117.23	\$127.04	\$135.53	\$145.01	\$155.63	\$166.28	\$177.82	\$189.36	\$197.07
	0	\$105.03	\$113.53	\$123.34	\$131.84	\$141.31	\$151.93	\$162.59	\$174.13	\$185.67	\$193.38

Schedule B.3 – Officer salary rates											
Part 3: Officer of the Reserve Force on discounted rate											
Rise 1 – 3.5% on 12Nov09											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	0	299.55	308.35	318.51	327.30	337.10	348.10	359.13	371.07	383.01	390.99
Lieutenant Colonel (E)	1	263.32	272.12	282.28	291.07	300.87	311.87	322.90	334.84	346.78	354.76
	0	254.71	263.51	273.66	282.46	292.26	303.26	314.28	326.23	338.17	346.15
Major (E)	1	190.80	199.59	209.75	218.54	228.35	239.34	250.37	262.31	274.25	282.23
	0	178.71	187.51	197.66	206.45	216.26	227.25	238.28	250.23	262.17	270.15
Captain (E)	2	162.93	171.72	181.87	190.67	200.48	211.47	222.50	234.44	246.39	254.36
	1	151.44	160.24	170.39	179.18	188.99	199.98	211.01	222.96	234.90	242.88
	0	139.97	148.76	158.91	167.71	177.51	188.50	199.54	211.48	223.42	231.40
Lieutenant (E)	1	125.45	134.25	144.40	153.19	163.00	173.99	185.03	196.97	208.91	216.89
	0	116.35	125.15	135.30	144.09	153.90	164.89	175.93	187.86	199.81	207.79
Second Lieutenant (E)	1	112.53	121.33	131.48	140.27	150.08	161.07	172.10	184.05	195.99	203.97
	0	108.71	117.51	127.66	136.45	146.26	157.25	168.29	180.22	192.17	200.15

Schedule B.3 – Officer salary rates											
Part 3: Officer of the Reserve Force on discounted rate											
Rise 2 – 2.7% on 11Nov10											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	0	307.64	316.68	327.11	336.13	346.20	357.50	368.82	381.09	393.35	401.55
Lieutenant Colonel (E)	1	270.43	279.47	289.90	298.93	309.00	320.29	331.61	343.88	356.15	364.34
	0	261.59	270.62	281.05	290.08	300.15	311.44	322.77	335.04	347.30	355.50
Major (E)	1	195.95	204.98	215.41	224.44	234.51	245.80	257.13	269.39	281.66	289.85
	0	183.53	192.57	203.00	212.02	222.10	233.39	244.71	256.98	269.25	277.44
Captain (E)	2	167.33	176.36	186.79	195.82	205.89	217.18	228.51	240.77	253.04	261.23
	1	155.53	164.57	174.99	184.02	194.09	205.38	216.71	228.98	241.24	249.44
	0	143.75	152.78	163.20	172.23	182.31	193.59	204.93	217.19	229.45	237.65
Lieutenant (E)	1	128.84	137.88	148.30	157.33	167.40	178.69	190.02	202.29	214.55	222.74
	0	119.50	128.52	138.96	147.98	158.05	169.35	180.68	192.94	205.20	213.40
Second Lieutenant (E)	1	115.57	124.61	135.03	144.06	154.13	165.42	176.75	189.01	201.28	209.47
	0	111.64	120.68	131.10	140.14	150.21	161.50	172.83	185.09	197.36	205.55

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 1: Officer of the Permanent Force											
Base Salary – Pre WRA											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	\$66,091	\$69,538	\$73,517	\$76,962	\$80,805	\$85,112	\$89,435	\$94,115	\$98,795	\$101,921
	2	\$64,502	\$67,949	\$71,928	\$75,374	\$79,216	\$83,523	\$87,846	\$92,526	\$97,205	\$100,332
	1	\$62,909	\$66,356	\$70,336	\$73,781	\$77,623	\$81,932	\$86,252	\$90,933	\$95,611	\$98,738
	0	\$61,326	\$64,772	\$68,752	\$72,197	\$76,039	\$80,346	\$84,667	\$89,348	\$94,028	\$97,154
Lieutenant (E)	3	\$59,741	\$63,187	\$67,165	\$70,611	\$74,453	\$78,760	\$83,083	\$87,762	\$92,443	\$95,569
	2	\$58,153	\$61,599	\$65,576	\$69,023	\$72,865	\$77,172	\$81,495	\$86,174	\$90,855	\$93,981
	1	\$56,565	\$60,012	\$63,988	\$67,435	\$71,278	\$75,584	\$79,907	\$84,586	\$89,266	\$92,393
	0	\$54,972	\$58,418	\$62,395	\$65,842	\$69,683	\$73,990	\$78,313	\$82,992	\$87,674	\$90,799
Second Lieutenant (E)	0	\$53,389	\$56,836	\$60,812	\$64,259	\$68,101	\$72,409	\$76,732	\$81,411	\$86,091	\$89,217

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 1: Officer of the Permanent Force											
Rise 1 – 3.5% on 12Nov09											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	\$68,404	\$71,972	\$76,090	\$79,656	\$83,633	\$88,091	\$92,565	\$97,409	\$102,253	\$105,488
	2	\$66,760	\$70,327	\$74,445	\$78,012	\$81,989	\$86,446	\$90,921	\$95,764	\$100,607	\$103,844
	1	\$65,111	\$68,678	\$72,798	\$76,363	\$80,340	\$84,800	\$89,271	\$94,116	\$98,957	\$102,194
	0	\$63,472	\$67,039	\$71,158	\$74,724	\$78,700	\$83,158	\$87,630	\$92,475	\$97,319	\$100,554
Lieutenant (E)	3	\$61,832	\$65,399	\$69,516	\$73,082	\$77,059	\$81,517	\$85,991	\$90,834	\$95,679	\$98,914
	2	\$60,188	\$63,755	\$67,871	\$71,439	\$75,415	\$79,873	\$84,347	\$89,190	\$94,035	\$97,270
	1	\$58,545	\$62,112	\$66,228	\$69,795	\$73,773	\$78,229	\$82,704	\$87,547	\$92,390	\$95,627
	0	\$56,896	\$60,463	\$64,579	\$68,146	\$72,122	\$76,580	\$81,054	\$85,897	\$90,743	\$93,977
Second Lieutenant (E)	0	\$55,258	\$58,825	\$62,940	\$66,508	\$70,485	\$74,943	\$79,418	\$84,260	\$89,104	\$92,340

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 1: Officer of the Permanent Force											
Rise 2 – 2.7% on 11Nov10											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	\$70,251	\$73,915	\$78,144	\$81,807	\$85,891	\$90,469	\$95,064	\$100,039	\$105,014	\$108,336
	2	\$68,563	\$72,226	\$76,455	\$80,118	\$84,203	\$88,780	\$93,376	\$98,350	\$103,323	\$106,648
	1	\$66,869	\$70,532	\$74,764	\$78,425	\$82,509	\$87,090	\$91,681	\$96,657	\$101,629	\$104,953
	0	\$65,186	\$68,849	\$73,079	\$76,742	\$80,825	\$85,403	\$89,996	\$94,972	\$99,947	\$103,269
Lieutenant (E)	3	\$63,501	\$67,165	\$71,393	\$75,055	\$79,140	\$83,718	\$88,313	\$93,287	\$98,262	\$101,585
	2	\$61,813	\$65,476	\$69,704	\$73,368	\$77,451	\$82,030	\$86,624	\$91,598	\$96,574	\$99,896
	1	\$60,126	\$63,789	\$68,016	\$71,679	\$75,765	\$80,341	\$84,937	\$89,911	\$94,885	\$98,209
	0	\$58,432	\$62,096	\$66,323	\$69,986	\$74,069	\$78,648	\$83,242	\$88,216	\$93,193	\$96,514
Second Lieutenant (E)	0	\$56,750	\$60,413	\$64,639	\$68,304	\$72,388	\$76,966	\$81,562	\$86,535	\$91,510	\$94,833

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 2: Officer of the Reserve Force on non-discounted rate											
Base Salary – Pre WRA											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	181.07	190.52	201.42	210.85	221.38	233.18	245.03	257.85	270.67	279.24
	2	176.72	186.16	197.06	206.50	217.03	228.83	240.67	253.50	266.32	274.88
	1	172.35	181.80	192.70	202.14	212.67	224.47	236.31	249.13	261.95	270.52
	0	168.02	177.46	188.36	197.80	208.33	220.13	231.96	244.79	257.61	266.18
Lieutenant (E)	3	163.67	173.12	184.01	193.45	203.98	215.78	227.62	240.44	253.27	261.83
	2	159.32	168.76	179.66	189.10	199.63	211.43	223.27	236.09	248.92	257.48
	1	154.97	164.42	175.31	184.75	195.28	207.08	218.92	231.74	244.56	253.13
	0	150.61	160.05	170.95	180.39	190.91	202.71	214.56	227.38	240.20	248.76
Second Lieutenant (E)	0	146.27	155.72	166.61	176.05	186.58	198.38	210.22	223.04	235.87	244.43

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 2: Officer of the Reserve Force on non-discounted rate											
Rise 1 – 3.5% on 12Nov09											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	187.41	197.18	208.47	218.24	229.13	241.35	253.60	266.87	280.15	289.01
	2	182.90	192.68	203.96	213.73	224.63	236.84	249.10	262.37	275.64	284.50
	1	178.39	188.16	199.45	209.21	220.11	232.33	244.58	257.85	271.12	279.98
	0	173.90	183.67	194.95	204.72	215.62	227.83	240.08	253.36	266.63	275.49
Lieutenant (E)	3	169.40	179.18	190.45	200.22	211.12	223.33	235.59	248.86	262.13	271.00
	2	164.90	174.67	185.95	195.72	206.62	218.83	231.09	244.36	257.63	266.49
	1	160.40	170.17	181.45	191.22	202.12	214.33	226.59	239.85	253.12	261.99
	0	155.88	165.65	176.93	186.70	197.59	209.81	222.07	235.33	248.61	257.47
Second Lieutenant (E)	0	151.39	161.16	172.44	182.21	193.11	205.32	217.58	230.85	244.12	252.99

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 2: Officer of the Reserve Force on non-discounted rate											
Rise 2 – 2.7% on 11Nov10											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	192.47	202.51	214.09	224.13	235.32	247.86	260.45	274.08	287.71	296.81
	2	187.84	197.88	209.47	219.50	230.69	243.23	255.82	269.45	283.08	292.19
	1	183.20	193.24	204.83	214.86	226.05	238.60	251.18	264.81	278.44	287.54
	0	178.59	188.63	200.22	210.25	221.44	233.98	246.56	260.20	273.83	282.93
Lieutenant (E)	3	173.98	184.01	195.60	205.63	216.82	229.36	241.95	255.58	269.21	278.32
	2	169.35	179.39	190.97	201.01	212.19	224.74	237.33	250.95	264.59	273.69
	1	164.73	174.76	186.35	196.38	207.58	220.11	232.70	246.33	259.96	269.07
	0	160.09	170.13	181.71	191.74	202.93	215.47	228.06	241.69	255.32	264.42
Second Lieutenant (E)	0	155.48	165.52	177.09	187.13	198.32	210.87	223.46	237.08	250.71	259.82

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 3: Officer of the Reserve Force on discounted rate											
Base Salary – Pre WRA											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	153.91	161.94	171.20	179.23	188.18	198.21	208.27	219.17	230.07	237.35
	2	150.21	158.24	167.50	175.53	184.48	194.51	204.57	215.47	226.37	233.65
	1	146.50	154.53	163.80	171.82	180.77	190.80	200.86	211.76	222.66	229.94
	0	142.81	150.84	160.11	168.13	177.08	187.11	197.17	208.07	218.97	226.25
Lieutenant (E)	3	139.12	147.15	156.41	164.44	173.38	183.41	193.48	204.38	215.28	222.56
	2	135.42	143.45	152.71	160.74	169.69	179.72	189.78	200.68	211.58	218.86
	1	131.73	139.75	149.01	157.04	165.99	176.02	186.08	196.98	207.88	215.16
	0	128.02	136.04	145.30	153.33	162.28	172.31	182.37	193.27	204.17	211.45
Second Lieutenant (E)	0	124.33	132.36	141.62	149.64	158.59	168.62	178.69	189.59	200.49	207.77

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 3: Officer of the Reserve Force on discounted rate											
Rise 1 – 3.5% on 12Nov09											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	159.30	167.61	177.20	185.50	194.76	205.14	215.56	226.84	238.12	245.66
	2	155.47	163.78	173.37	181.67	190.93	201.31	211.73	223.01	234.29	241.83
	1	151.63	159.94	169.53	177.83	187.09	197.48	207.89	219.17	230.45	237.99
	0	147.81	156.12	165.71	174.01	183.27	193.66	204.07	215.35	226.63	234.17
Lieutenant (E)	3	143.99	152.30	161.89	170.19	179.45	189.83	200.25	211.53	222.81	230.35
	2	140.16	148.47	158.06	166.36	175.62	186.01	196.42	207.70	218.99	226.52
	1	136.34	144.64	154.23	162.54	171.80	182.18	192.60	203.88	215.15	222.69
	0	132.50	140.80	150.39	158.70	167.96	178.34	188.76	200.03	211.32	218.85
Second Lieutenant (E)	0	128.68	136.99	146.57	154.88	164.14	174.52	184.95	196.22	207.50	215.04

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 3: Officer of the Reserve Force on discounted rate											
Rise 2 – 2.7% on 11Nov10											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain	3	163.60	172.13	181.98	190.51	200.02	210.68	221.38	232.97	244.55	252.29
	2	159.67	168.20	178.05	186.58	196.09	206.75	217.45	229.03	240.62	248.36
	1	155.72	164.25	174.11	182.63	192.14	202.81	213.50	225.09	236.67	244.41
	0	151.80	160.33	170.18	178.71	188.22	198.88	209.58	221.17	232.75	240.49
Lieutenant	3	147.88	156.41	166.26	174.79	184.30	194.96	205.66	217.24	228.83	236.57
	2	143.95	152.48	162.32	170.86	180.37	191.03	201.73	213.31	224.90	232.63
	1	140.02	148.55	158.39	166.92	176.44	187.10	197.80	209.38	220.97	228.71
	0	136.07	144.61	154.45	162.98	172.49	183.15	193.85	205.43	217.02	224.76
Second Lieutenant	0	132.16	140.69	150.53	159.06	168.57	179.24	189.94	201.52	213.11	220.84

Schedule B.5 – Specialist Officer - Chaplain			
Part 1: Member of the Permanent Force on Specialist Career Structure			
Classifications and Competency Level	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
Chaplain Division 1			
CL 1-1	66,278	68,598	70,450
CL 1-2	68,622	71,024	72,942
CL 2-1	71,034	73,520	75,505
CL 2-2	73,524	76,097	78,152
CL 2-3	76,089	78,752	80,878
CL 3-1	78,735	81,491	83,691
Chaplain Division 2			
CL 2-3	78,735	81,491	83,691
CL 3-1	81,376	84,224	86,498
CL 3-2	84,022	86,963	89,311
CL 3-3	86,668	89,701	92,123
Chaplain Division 3			
CL 2	92,383	95,616	98,198
CL 3-1	104,322	107,973	110,888
CL 3-2	107,545	111,309	114,314
Chaplain Division 4			
CL 3-1	113,727	117,707	120,885
CL 3-2 or Division 4 Head of Denomination	117,244	121,348	124,624
Chaplain Division 5			
CL 3 Principal Chaplain	127,430	131,890	135,451

Schedule B.5 – Specialist Officer - Chaplain			
Part 2: Member of the Reserve Force on Specialist Career Structure			
Classifications and Competency Level	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
Chaplain Division 1			
CL 1-1	181.58	187.94	193.01
CL 1-2	188.01	194.59	199.84
CL 2-1	194.61	201.42	206.86
CL 2-2	201.44	208.48	214.12
CL 2-3	208.46	215.76	221.58
CL 3-1	215.71	223.26	229.29
Chaplain Division 2			
CL 2-3	215.71	223.26	229.29
CL 3-1	222.95	230.75	236.98
CL 3-2	230.20	238.25	244.69
CL 3-3	237.45	245.76	252.39
Chaplain Division 3			
CL 2	253.10	261.96	269.04
CL 3-1	285.81	295.82	303.80
CL 3-2	294.64	304.96	313.19
Chaplain Division 4			
CL 3-1	311.58	322.48	331.19
CL 3-2 or Division 4 Head of Denomination	321.22	332.46	341.44
Chaplain Division 5			
CL 3 Principal Chaplain	349.12	361.34	371.10

Schedule B.6 – Specialist Officer - Dental			
Part 1: Member of the Permanent Force on Specialist Career Structure			
Rank and Competency Level	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
Captain (E)			
CL 1-1	70,720	73,195	75,171
CL 1-2	73,453	76,024	78,077
CL 2-1	94,165	97,461	100,092
CL 2-2	97,273	100,678	103,396
CL 2-3	100,475	103,992	106,800
CL 3-1	107,070	110,817	113,809
CL 3-2	110,561	114,431	117,521
CL 3-3	114,164	118,160	121,350
CL 4	121,577	125,832	129,229
Major (E)			
CL 2-1	103,489	107,111	110,003
CL 2-2	106,876	110,617	113,604
CL 2-3	110,366	114,229	117,313
CL 3-1	117,553	121,667	124,952
CL 3-2	121,362	125,610	129,001
CL 3-3	125,284	129,669	133,170
CL 4	133,367	138,035	141,762
Lieutenant Colonel (E)			
CL 2 (Higher duties or temporary duty only)	127,479	131,941	135,503
CL 3	143,357	148,374	152,380
CL 4	151,958	157,277	161,523
Colonel (E)			
CL 3	155,713	161,163	165,514
CL 4	165,058	170,835	175,448

Schedule B.6 – Specialist Officer - Dental			
Part 2: Member of the Permanent force not on Specialist Career Structure			
Rank	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
Captain (E)	70,720	73,195	75,171
	73,453	76,024	78,077
	79,172	81,943	84,155
	81,942	84,810	87,100
	86,007	89,017	91,420
	89,420	92,550	95,049
	92,287	95,517	98,096
Captain (E)*	72,075	74,598	76,612
	73,453	76,024	78,077
	79,172	81,943	84,155
	81,942	84,810	87,100
	86,007	89,017	91,420
	89,420	92,550	95,049
	92,287	95,517	98,096
Major (E)	99,116	102,585	105,355
	102,437	106,022	108,885
	105,765	109,467	112,423
	109,087	112,905	115,953
Lieutenant Colonel (E)	131,744	136,355	140,037
Colonel (E)	149,539	154,773	158,952

Schedule B.6 – Specialist Officer - Dental			
Part 3: Member of the Reserve force on Specialist Career Structure			
Rank and Competency Level	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
Captain			
CL 1-1	193.75	200.53	205.95
CL 1-2	201.24	208.28	213.91
CL 2-1	257.99	267.02	274.22
CL 2-2	266.50	275.83	283.28
CL 2-3	275.27	284.91	292.60
CL 3-1	293.34	303.61	311.81
CL 3-2	302.91	313.51	321.98
CL 3-3	312.78	323.73	332.47
CL 4	333.09	344.75	354.05
Major			
CL 2-1	283.53	293.45	301.38
CL 2-2	292.81	303.06	311.24
CL 2-3	302.37	312.96	321.41
CL 3-1	322.06	333.33	342.33
CL 3-2	332.50	344.14	353.43
CL 3-3	343.24	355.26	364.85
CL 4	365.39	378.18	388.39
Lieutenant Colonel			
CL 2 (Higher duties or temporary duty only)	349.26	361.48	371.24
CL 3	392.76	406.50	417.48
CL 4	416.32	430.90	442.53
Colonel			
CL 3	426.61	441.54	453.46
CL 4	452.21	468.04	480.68

Schedule B.7 – Specialist Officer - Legal			
Part 1: Member of the Permanent force on Specialist Career Structure			
Rank and Competency Level	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
Lieutenant (E)			
CL 1	49,038	50,754	52,124
Captain (E)			
CL 1	56,374	58,347	59,922
CL 1 (higher duties or temporary duty only)	56,374	58,347	59,922
CL 2-1	58,290	60,330	61,959
CL 2-2	60,543	62,662	64,354
CL 2-3	62,789	64,987	66,742
CL 2-4	65,032	67,308	69,125
CL 2-5	67,289	69,644	71,524
CL 2-6	69,538	71,972	73,915
CL 3-1	79,172	81,943	84,155
CL 3-2	86,007	89,017	91,420
Major (E)			
CL 1 (higher duties or temporary duty only)	73,473	76,045	78,098
CL 2-1	73,473	76,045	78,098
CL 2-2	75,845	78,500	80,620
CL 2-3	78,209	80,946	83,132
CL 2-4	79,172	81,943	84,155
CL 3-1	92,287	95,517	98,096
CL 3-2	99,116	102,585	105,355
CL 3-3	102,437	106,022	108,885
CL 3-4	109,087	112,905	115,953
CL 4-1	117,852	121,977	125,270
CL 4-2	122,131	126,406	129,819
Lieutenant Colonel (E)			
CL 2 (higher duties or temporary duty only)	103,254	106,868	109,753
CL 3-1	127,804	132,277	135,848
CL 3-2	131,638	136,245	139,924
CL 4-1	135,553	140,297	144,085
CL 4-2	140,551	145,470	149,398
CL 5	145,043	150,120	154,173
Colonel (E)			
CL 2 (higher duties or temporary duty only)	120,825	125,054	128,430
CL 3 (higher duties or temporary duty only)	138,341	143,183	147,049
CL 4	145,043	150,120	154,173
CL 5-1	149,539	154,773	158,952
CL 5-2	154,823	160,242	164,569

Schedule B.7 – Specialist Officer - Legal			
Part 2: Member of the Reserve force on Specialist Career Structure			
Rank and Competency Level	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
Lieutenant (E)			
CL 1	134.35	139.05	142.81
Captain (E)			
CL 1	154.45	159.85	164.17
CL 1 (higher duties or temporary duty only)	154.45	159.85	164.17
CL 2-1	159.70	165.29	169.75
CL 2-2	165.87	171.68	176.31
CL 3	216.91	224.50	230.56
Major (E)			
CL 1 (higher duties or temporary duty only)	201.30	208.34	213.97
CL 2-1	201.30	208.34	213.97
CL 2-2	207.79	215.07	220.88
CL 3-1	252.84	261.69	268.76
CL 3-2	271.55	281.05	288.64
CL 4	322.88	334.18	343.21
Lieutenant Colonel (E)			
CL 2 (higher duties or temporary duty only)	282.89	292.79	300.69
CL 3 (higher duties or temporary duty only)	350.15	362.40	372.19
CL 4-1	371.38	384.38	394.75
CL 4-2	385.07	398.55	409.31
CL 5	397.38	411.29	422.39
Colonel (E)			
CL 2 (higher duties or temporary duty only)	331.03	342.61	351.86
CL 3 (higher duties or temporary duty only)	379.02	392.28	402.87
CL 4	397.38	411.29	422.39
CL 5	409.70	424.04	435.48

Schedule B.8 – Specialist Officer – Medical Officer			
Part 1: Member of the Permanent force on Specialist Career Structure			
Rank and Competency Level	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
Captain (E)			
Resident	58,290	60,330	61,959
CL 1-1	65,813	68,116	69,955
CL 1-2	68,115	70,499	72,402
CL 2-1	84,552	87,511	89,874
CL 2-2	87,417	90,477	92,920
CL 2-3	90,368	93,531	96,056
CL 2A	93,410	96,679	99,289
CL 3-1	109,538	113,372	116,433
CL 3-2	113,152	117,112	120,274
CL 3-3	116,877	120,968	124,234
CL 4	124,546	128,905	132,385
CL 5-1	130,815	135,394	139,050
CL 5-2	135,068	139,795	143,569
Major (E)			
CL 1	73,473	76,045	78,098
CL 2-1	94,306	97,607	100,242
CL 2-2	97,463	100,874	103,598
CL 2-3	100,716	104,241	107,056
CL 2A	104,065	107,707	110,615
CL 3-1	117,974	122,103	125,400
CL 3-2	121,843	126,108	129,513
CL 3-3	125,826	130,230	133,746
CL 4	134,035	138,726	142,472
CL 5-1	135,198	139,930	143,708
CL 5-2	139,584	144,469	148,370
Lieutenant Colonel (E)			
CL 2-1 (Higher duties or temporary duty only)	114,209	118,206	121,398
CL 2-2 (Higher duties or temporary duty only)	117,637	121,754	125,041
CL 3-1 (Higher duties or temporary duty only)	134,114	138,808	142,556
CL 3-2 (Higher duties or temporary duty only)	138,135	142,970	146,830
CL 3-3	143,529	148,553	152,564
CL 4	150,819	156,098	160,313
CL 5-1	155,262	160,696	165,035
Colonel (E)			
CL 3-1 (Higher duties or temporary duty only)	141,234	146,177	150,124
CL 3-2 (Higher duties or temporary duty only)	145,471	150,562	154,627
CL 3-3	149,835	155,079	159,266
CL 4	158,825	164,384	168,822
CL 5-1	163,504	169,227	173,796

Schedule B.8 – Specialist Officer – Medical Officer			
Part 2: Member of the Permanent force not on Specialist Career Structure			
Rank	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
Residency	58,290	60,330	61,959
Captain (E)	70,720	73,195	75,171
	73,453	76,024	78,077
	79,172	81,943	84,155
	81,942	84,810	87,100
	86,007	89,017	91,420
	89,420	92,550	95,049
	92,287	95,517	98,096
Captain (E)*	72,075	74,598	76,612
	73,453	76,024	78,077
	79,172	81,943	84,155
	81,942	84,810	87,100
	86,007	89,017	91,420
	89,420	92,550	95,049
	92,287	95,517	98,096
Major (E)	99,116	102,585	105,355
	102,437	106,022	108,885
	105,765	109,467	112,423
	109,087	112,905	115,953
Lieutenant Colonel (E)	131,744	136,355	140,037
Colonel (E)	149,539	154,773	158,952

Schedule B.8 – Specialist Officer – Medical Officer			
Part 3: Member of the Reserve force on Specialist Career Structure			
Rank and Competency Level	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
Captain (E)			
Resident	159.70	165.29	169.75
CL 1-1	180.31	186.62	191.66
CL 1-2	186.62	193.15	198.36
CL 2-1	231.65	239.76	246.23
CL 2-2	239.50	247.88	254.58
CL 2-3	247.58	256.25	263.17
CL 3-1	300.10	310.61	318.99
CL 3-2	310.01	320.85	329.52
CL 3-3	320.21	331.42	340.37
CL 4	341.22	353.16	362.70
CL 5-1	358.40	370.94	380.96
CL 5-2	370.05	383.00	393.34
Major (E)			
CL 1	201.30	208.34	213.97
CL 2-1	258.37	267.42	274.64
CL 2-2	267.02	276.37	283.83
CL 2-3	275.93	285.59	293.30
CL 3-1	323.22	334.53	343.56
CL 3-2	333.82	345.50	354.83
CL 3-3	344.73	356.79	366.43
CL 4	367.22	380.07	390.33
CL 5-1	370.41	383.37	393.72
CL 5-2	382.42	395.81	406.49
Lieutenant Colonel (E)			
CL 2-1 (Higher duties or temporary duty only)	312.90	323.85	332.60
CL 2-2 (Higher duties or temporary duty only)	322.29	333.57	342.58
CL 3-1 (Higher duties or temporary duty only)	367.44	380.30	390.56
CL 3-2 (Higher duties or temporary duty only)	378.45	391.70	402.27
CL 3-3	393.23	406.99	417.98
CL 4	413.20	427.67	439.21
CL 5-1	425.38	440.26	452.15
Colonel (E)			
CL 3-1 (Higher duties or temporary duty only)	386.94	400.48	411.30
CL 3-2 (Higher duties or temporary duty only)	398.55	412.50	423.64
CL 3-3	410.51	424.87	436.35
CL 4	435.14	450.37	462.53
CL 5-1	447.96	463.64	476.15

Schedule B.8 – Specialist Officer – Medical Officer			
Part 4: Member of the Reserve force not on Specialist Career Structure			
Rank	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
Captain (E)	193.75	200.53	205.95
	216.91	224.50	230.56
	235.64	243.88	250.47
	252.84	261.69	268.76
Captain (E)*	197.47	204.38	209.90
	216.91	224.50	230.56
	235.64	243.88	250.47
	252.84	261.69	268.76
Major (E)	271.55	281.05	288.64
	289.77	299.91	308.01
	298.87	309.33	317.68
Lieutenant Colonel (E)	360.94	373.58	383.66
Colonel (E)	409.70	424.04	435.48

Schedule B.10 – Warrant Officer Class 1 Salary Rates		
Part 1: Service Warrant Officers		
Base Salary – Pre WRA		
Rank, tier and Increment	Base Rate	Maximum Rate
WO1 - Tier D	88,882	102,244

Schedule B.10 – Warrant Officer Class 1 Salary Rates		
Part 1: Service Warrant Officers		
Rise 1 – 3.5% on 12Nov09		
Rank, tier and Increment	Base Rate	Maximum Rate
WO1 - Tier D	91,993	105,823

Schedule B.10 – Warrant Officer Class 1 Salary Rates		
Part 1: Service Warrant Officers		
Rise 2 – 2.7% on 11Nov10		
Rank, tier and Increment	Base Rate	Maximum Rate
WO1 - Tier D	94,477	108,680

Schedule B.10 – Warrant Officer Class 1 salary rates										
Part 2: Warrant Officer Class 1 in the Permanent Force										
Base Salary – Pre WRA										
Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	86,866	91,059	95,587
WO1 - Tier B	-	-	-	75,835	76,062	79,390	82,984	86,866	91,059	95,587
WO1 - Tier A2	63,414	65,475	68,117	70,969	74,051	77,379	80,974	84,855	89,048	93,576
WO1 - Tier A1	62,105	64,165	66,807	69,661	72,743	76,070	79,664	83,546	87,738	92,267

Schedule B.10 – Warrant Officer Class 1 salary rates										
Part 2: Warrant Officer Class 1 in the Permanent Force										
Rise 1 – 3.5% on 12Nov09										
Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	89,906	94,246	98,933
WO1 - Tier B	-	-	-	78,489	78,724	82,169	85,888	89,906	94,246	98,933
WO1 - Tier A2	65,633	67,767	70,501	73,453	76,643	80,087	83,808	87,825	92,165	96,851
WO1 - Tier A1	64,279	66,411	69,145	72,099	75,289	78,732	82,452	86,470	90,809	95,496

Schedule B.10 – Warrant Officer Class 1 salary rates										
Part 2: Warrant Officer Class 1 in the Permanent Force										
Rise 2 – 2.7% on 11Nov10										
Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C								92,333	96,791	101,604
WO1 - Tier B				80,608	80,850	84,388	88,207	92,333	96,791	101,604
WO1 - Tier A2	67,405	69,597	72,405	75,436	78,712	82,249	86,071	90,196	94,653	99,466
WO1 - Tier A1	66,015	68,204	71,012	74,046	77,322	80,858	84,678	88,805	93,261	98,074

Schedule B.10 – Warrant Officer Class 1 salary rates										
Part 3: Warrant Officer Class 1 in the Reserve Force on non-discounted rate										
Base Salary – Pre WRA										
Rank, tier and Increment	Pay Grade									

Increment	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	237.99	249.48	261.88
WO1 - Tier B	-	-	-	207.77	208.39	217.51	227.35	237.99	249.48	261.88
WO1 - Tier A2	173.74	179.38	186.62	194.44	202.88	212.00	221.85	232.48	243.97	256.37
WO1 - Tier A1	170.15	175.79	183.03	190.85	199.30	208.41	218.26	228.89	240.38	252.79

Schedule B.10 – Warrant Officer Class 1 salary rates
Part 3: Warrant Officer Class 1 in the Reserve Force on non-discounted rate
Rise 1 – 3.5% on 12Nov09

Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	246.32	258.21	271.05
WO1 - Tier B	-	-	-	215.04	215.68	225.12	235.31	246.32	258.21	271.05
WO1 - Tier A2	179.82	185.66	193.15	201.24	209.98	219.42	229.61	240.62	252.51	265.35
WO1 - Tier A1	176.11	181.95	189.44	197.53	206.27	215.70	225.90	236.90	248.79	261.63

Schedule B.10 – Warrant Officer Class 1 salary rates
Part 3: Warrant Officer Class 1 in the Reserve Force on non-discounted rate
Rise 2 – 2.7% on 11Nov10

Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	252.97	265.18	278.37
WO1 - Tier B	-	-	-	220.84	221.51	231.20	241.66	252.97	265.18	278.37
WO1 - Tier A2	184.67	190.68	198.37	206.67	215.65	225.34	235.81	247.11	259.32	272.51
WO1 - Tier A1	180.86	186.86	194.55	202.87	211.84	221.53	231.99	243.30	255.51	268.70

Schedule B.10 – Warrant Officer Class 1 salary rates
Part 4: Warrant Officer Class 1 in the Reserve Force on discounted rate
Base Salary – Pre WRA

Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	202.2 9	212.06	222.6 0
WO1 - Tier B	-	-	-	176.60	177.1 3	184.8 8	193.2 5	202.2 9	212.06	222.6 0
WO1 - Tier A2	147.68	152.48	158.63	165.27	172.4 5	180.2 0	188.5 7	197.6 1	207.37	217.9 2
WO1 - Tier A1	144.63	149.43	155.58	162.22	169.4 0	177.1 5	185.5 2	194.5 6	204.32	214.8 7

Schedule B.10 – Warrant Officer Class 1 salary rates
Part 4: Warrant Officer Class 1 in the Reserve Force on discounted rate

Rise 1 – 3.5% on 12Nov09										
Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	209.37	219.48	230.39
WO1 - Tier B	-	-	-	182.78	183.33	191.35	200.01	209.37	219.48	230.39
WO1 - Tier A2	152.84	157.81	164.18	171.05	178.48	186.50	195.17	204.52	214.63	225.54
WO1 - Tier A1	149.69	154.66	161.02	167.90	175.33	183.35	192.01	201.37	211.47	222.39

Schedule B.10 – Warrant Officer Class 1 salary rates										
Part 4: Warrant Officer Class 1 in the Reserve Force on discounted rate										
Rise 2 – 2.7% on 11Nov10										
Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	215.02	225.40	236.61
WO1 - Tier B	-	-	-	187.72	188.28	196.52	205.41	215.02	225.40	236.61
WO1 - Tier A2	156.97	162.08	168.61	175.67	183.30	191.54	200.44	210.05	220.42	231.63
WO1 - Tier A1	153.73	158.83	165.37	172.44	180.06	188.30	197.20	206.81	217.18	228.39

Schedule B.12 – Other Rank salary rates												
Part 1: Member of the Permanent Force												
Base Salary – Pre WRA												
Rank	Increment	Pay Grade										
		1	2	3	4	5	6	7	8	9	10	
Warrant Officer Class 2 (E)	1	58,409	60,469	63,111	65,964	69,046	72,374	75,968	79,850	84,042	88,570	
	0	57,202	59,262	61,904	64,758	67,840	71,168	74,762	78,643	82,835	87,364	
Staff Sergeant (E)	0	55,283	57,343	59,985	62,838	65,920	69,248	72,842	76,724	80,916	85,444	
Sergeant (E)	2	51,553	53,613	56,255	59,109	62,191	65,519	69,113	72,994	77,186	81,715	
	1	50,481	52,541	55,183	58,037	61,119	64,446	68,040	71,922	76,114	80,643	
	0	49,430	51,490	54,132	56,986	60,068	63,396	66,989	70,871	75,063	79,592	
Corporal (E)	2	44,560	46,620	49,262	52,116	55,198	58,526	62,119	66,001	70,193	74,722	
	1	43,628	45,688	48,330	51,184	54,266	57,593	61,187	65,069	69,261	73,789	
	0	42,714	44,774	47,416	50,270	53,352	56,679	60,273	64,155	68,347	72,876	
Lance Corporal (E)	0	39,290	41,350	43,992	46,846	49,928	53,255	56,849	60,731	64,923	69,452	
Private Proficient (E)	0	38,479	40,539	43,181	46,035	49,117	52,445	56,039	59,920	64,112	68,641	
Private (E)	0	37,684	39,745	42,386	45,240	48,322	51,650	55,244	59,125	63,318	67,846	

Schedule B.12 – Other Rank salary rates											
Part 1: Member of the Permanent Force											
Rise 1 – 3.5% on 12Nov09											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	60 453	62 585	65 320	68 273	71 463	74 907	78 627	82 645	86 983	91 670
	0	59 204	61 336	64 071	67 025	70 214	73 659	77 379	81 396	85 734	90 422
Staff Sergeant (E)	0	57 218	59 350	62 084	65 037	68 227	71 672	75 391	79 409	83 748	88 435
Sergeant (E)	2	53 357	55 489	58 224	61 178	64 368	67 812	71 532	75 549	79 888	84 575
	1	52 248	54 380	57 114	60 068	63 258	66 702	70 421	74 439	78 778	83 466
	0	51 160	53 292	56 027	58 981	62 170	65 615	69 334	73 351	77 690	82 378
Corporal (E)	2	46 120	48 252	50 986	53 940	57 130	60 574	64 293	68 311	72 650	77 337
	1	45 155	47 287	50 022	52 975	56 165	59 609	63 329	67 346	71 685	76 372
	0	44 209	46 341	49 076	52 029	55 219	58 663	62 383	66 400	70 739	75 427
Lance Corporal (E)	0	40 665	42 797	45 532	48 486	51 675	55 119	58 839	62 857	67 195	71 883
Private Proficient (E)	0	39 826	41 958	44 692	47 646	50 836	54 281	58 000	62 017	66 356	71 043
Private (E)	0	39 003	41 136	43 870	46 823	50 013	53 458	57 178	61 194	65 534	70 221

Schedule B.12 – Other Rank salary rates											
Part 1: Member of the Permanent Force											
Rise 2 – 2.7% on 11Nov10											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	62 085	64 275	67 084	70 116	73 393	76 929	80 750	84 876	89 332	94 145
	0	60 803	62 992	65 801	68 835	72 110	75 648	79 468	83 594	88 049	92 863
Staff Sergeant (E)	0	58 763	60 952	63 760	66 793	70 069	73 607	77 427	81 553	86 009	90 823
Sergeant (E)	2	54 798	56 987	59 796	62 830	66 106	69 643	73 463	77 589	82 045	86 859
	1	53 659	55 848	58 656	61 690	64 966	68 503	72 322	76 449	80 905	85 720
	0	52 541	54 731	57 540	60 573	63 849	67 387	71 206	75 331	79 788	84 602
Corporal (E)	2	47 365	49 555	52 363	55 396	58 673	62 209	66 029	70 155	74 612	79 425
	1	46 374	48 564	51 373	54 405	57 681	61 218	65 039	69 164	73 620	78 434
	0	45 403	47 592	50 401	53 434	56 710	60 247	64 067	68 193	72 649	77 464
Lance Corporal (E)	0	41 763	43 953	46 761	49 795	53 070	56 607	60 428	64 554	69 009	73 824
Private Proficient (E)	0	40 901	43 091	45 899	48 932	52 209	55 747	59 566	63 691	68 148	72 961
Private (E)	0	40 056	42 247	45 054	48 087	51 363	54 901	58 722	62 846	67 303	72 117

Schedule B.12 – Other Rank salary rates											
Part 2: Member of the Reserve Force on non-discounted rate											
Base Salary – Pre WRA											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	160.02	165.67	172.91	180.72	189.17	198.28	208.13	218.77	230.25	242.66
	0	156.72	162.36	169.60	177.42	185.86	194.98	204.83	215.46	226.95	239.35
Staff Sergeant (E)	0	151.46	157.10	164.34	172.16	180.60	189.72	199.57	210.2	221.69	234.09
Sergeant (E)	1	141.24	146.88	154.12	161.94	170.39	179.50	189.35	199.98	211.47	223.88
	0	135.42	141.07	148.31	156.13	164.57	173.69	183.53	194.17	205.65	218.06
Corporal (E)	2	122.08	127.73	134.96	142.78	151.23	160.35	170.19	180.82	192.31	204.72
	1	117.02	122.67	129.91	137.73	146.17	155.28	165.13	175.77	187.25	199.66
Lance Corporal (E)	0	107.64	113.29	120.53	128.35	136.79	145.90	155.75	166.39	177.87	190.28
Private Proficient (E)	0	105.42	111.07	118.30	126.12	134.57	143.68	153.53	164.16	175.65	188.06
Private (E)	0	103.24	108.89	116.13	123.95	132.39	141.51	151.35	161.99	173.47	185.88

Schedule B.12 – Other Rank salary rates											
Part 2: Member of the Reserve Force on non-discounted rate											
Rise 1 – 3.5% on 12Nov09											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	160.02	165.67	172.91	180.72	189.17	198.28	208.13	218.77	230.25	242.66
	0	156.72	162.36	169.60	177.42	185.86	194.98	204.83	215.46	226.95	239.35
Staff Sergeant (E)	0	151.46	157.10	164.34	172.16	180.60	189.72	199.57	210.2	221.69	234.09
Sergeant (E)	1	141.24	146.88	154.12	161.94	170.39	179.50	189.35	199.98	211.47	223.88
	0	135.42	141.07	148.31	156.13	164.57	173.69	183.53	194.17	205.65	218.06
Corporal (E)	2	122.08	127.73	134.96	142.78	151.23	160.35	170.19	180.82	192.31	204.72
	1	117.02	122.67	129.91	137.73	146.17	155.28	165.13	175.77	187.25	199.66
Lance Corporal (E)	0	107.64	113.29	120.53	128.35	136.79	145.90	155.75	166.39	177.87	190.28
Private Proficient (E)	0	105.42	111.07	118.30	126.12	134.57	143.68	153.53	164.16	175.65	188.06
Private (E)	0	103.24	108.89	116.13	123.95	132.39	141.51	151.35	161.99	173.47	185.88

Schedule B.12 – Other Rank salary rates											
Part 2: Member of the Reserve Force on non-discounted rate											
Rise 2 – 2.7% on 11Nov10											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	165.62	171.47	178.96	187.05	195.79	205.22	215.42	226.42	238.31	251.15
	0	162.20	168.04	175.54	183.63	192.37	201.81	212.00	223.00	234.89	247.73
Staff Sergeant (E)	0	156.76	162.60	170.09	178.18	186.92	196.36	206.55	217.56	229.45	242.29
Sergeant (E)	1	146.18	152.02	159.52	167.61	176.35	185.79	195.98	206.98	218.87	231.71
	0	140.16	146.01	153.50	161.59	170.33	179.77	189.96	200.96	212.85	225.69
Corporal (E)	2	126.36	132.20	139.69	147.78	156.52	165.96	176.15	187.15	199.04	211.88
	1	121.12	126.96	134.45	142.55	151.28	160.72	170.91	181.92	193.81	206.65
Lance Corporal (E)	0	111.41	117.25	124.75	132.84	141.58	151.01	161.20	172.21	184.10	196.94
Private Proficient (E)	0	109.11	114.95	122.44	130.54	139.28	148.72	158.90	169.91	181.80	194.64
Private (E)	0	106.86	112.70	120.19	128.28	137.02	146.46	156.65	167.65	179.55	192.39

Schedule B.12 – Other Rank salary rates											
Part 3: Member of the Reserve Force on discounted rate											
Base Salary – Pre WRA											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	136.02	140.82	146.97	153.61	160.79	168.54	176.91	185.95	195.71	206.26
	0	133.21	138.01	144.16	150.81	157.98	165.73	174.10	183.14	192.90	203.45
Staff Sergeant (E)	0	128.74	133.54	139.69	146.34	153.51	161.26	169.63	178.67	188.43	198.98
Sergeant (E)	1	120.05	124.85	131.00	137.65	144.83	152.58	160.95	169.99	179.75	190.30
	0	115.11	119.91	126.06	132.71	139.88	147.63	156.00	165.04	174.80	185.35
Corporal (E)	2	103.77	108.57	114.72	121.37	128.54	136.29	144.66	153.70	163.46	174.01
	1	99.47	104.27	110.42	117.07	124.24	131.99	140.36	149.40	159.16	169.71
Lance Corporal (E)	0	91.50	96.29	102.45	109.09	116.27	124.02	132.39	141.43	151.19	161.74
Private Proficient (E)	0	89.61	94.41	100.56	107.20	114.38	122.13	130.50	139.54	149.30	159.85
Private (E)	0	87.76	92.56	98.71	105.35	112.53	120.28	128.65	137.69	147.45	158.00

Schedule B.12 – Other Rank salary rates											
Part 3: Member of the Reserve Force on discounted rate											
Rise 1 – 3.5% on 12Nov09											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	140.78	145.75	152.12	158.99	166.42	174.44	183.10	192.46	202.56	213.48
	0	137.87	142.84	149.21	156.09	163.51	171.53	180.20	189.55	199.65	210.57
Staff Sergeant (E)	0	133.25	138.21	144.58	151.46	158.88	166.91	175.57	184.93	195.03	205.94
Sergeant (E)	1	124.26	129.22	135.59	142.47	149.90	157.92	166.58	175.94	186.04	196.96
	0	119.14	124.10	130.47	137.35	144.78	152.80	161.46	170.82	180.92	191.84
Corporal (E)	2	107.40	112.37	118.73	125.61	133.04	141.06	149.72	159.08	169.18	180.10
	1	102.95	107.92	114.29	121.16	128.59	136.61	145.28	154.63	164.73	175.65
Lance Corporal (E)	0	94.70	99.66	106.03	112.91	120.34	128.36	137.02	146.38	156.48	167.40
Private Proficient (E)	0	92.75	97.71	104.08	110.96	118.39	126.41	135.07	144.42	154.53	165.44
Private (E)	0	90.83	95.80	102.16	109.04	116.47	124.49	133.15	142.51	152.61	163.53

Schedule B.12 – Other Rank salary rates											
Part 3: Member of the Reserve Force on discounted rate											
Rise 2 – 2.7% on 11Nov10											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	144.58	149.68	156.22	163.28	170.92	179.15	188.05	197.66	208.03	219.24
	0	141.60	146.69	153.24	160.30	167.93	176.17	185.06	194.67	205.05	216.26
Staff Sergeant (E)	0	136.85	141.94	148.48	155.55	163.17	171.41	180.31	189.92	200.29	211.51
Sergeant (E)	1	127.61	132.71	139.25	146.32	153.95	162.18	171.08	180.69	191.06	202.27
	0	122.36	127.46	134.00	141.06	148.69	156.93	165.82	175.43	185.81	197.02
Corporal (E)	2	110.30	115.40	121.94	129.00	136.64	144.87	153.77	163.37	173.75	184.96
	1	105.73	110.83	117.37	124.44	132.06	140.30	149.20	158.81	169.18	180.40
Lance Corporal (E)	0	97.26	102.36	108.90	115.96	123.59	131.82	140.72	150.33	160.71	171.92
Private Proficient (E)	0	95.25	100.35	106.89	113.95	121.58	129.82	138.72	148.32	158.70	169.91
Private (E)	0	93.28	98.38	104.92	111.98	119.61	127.85	136.75	146.35	156.73	167.94

Schedule B.13 – Trainee salary rates				
Part 1: Permanent Force				
Item	Training capacity	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
1	Normal entry recruit during basic recruit training	29,670	30,709	31,538
2	Member undergoing initial category, trade or employment training			
	0-6 months	33,909	35,096	36,043
	6-12 months	36,028	37,290	38,296
	12 months +	39,147	39,483	40,549
3	Trainee, other than a member referred to in item 2, undertaking a Certificate of Technology course:			
	1st year	23,312	24,129	24,780
	2nd year	27,551	28,516	29,285
	3rd year	31,790	32,903	33,791
4	Member undertaking a combination of degree course and officer training, or study in preparation for such a course:			
	while undertaking matriculation or equivalent studies	20,720	21,445	22,024
	1st year of training	25,324	26,211	26,919
	2nd year of training	29,929	30,976	31,813
	3rd year of training	34,533	35,742	36,707
	4th year of training	39,137	40,508	41,602
5	Member participating in the undergraduate entry scheme:			
	with 4 years to graduation	25,324	26,211	26,919
	with 3 years to graduation	29,929	30,976	31,813
	with 2 years to graduation	34,533	35,742	36,707
	in final year	39,137	40,508	41,602
	Year of internship (first postgraduate medical year)	58,290	60,330	61,959
6	Member participating in the Officer Tertiary Recruitment Scheme who immediately before entering the scheme was not a member rendering continuous full-time service:			
	with 6 years to graduation	20,720	21,445	22,024
	with 5 years to graduation	20,720	21,445	22,024
	with 4 years to graduation	25,324	26,211	26,919
	with 3 years to graduation	29,929	30,976	31,813
	with 2 years to graduation	34,533	35,742	36,707
	in final year	39,137	40,508	41,602

Schedule B.13 – Trainee salary rates				
Part 1: Permanent Force (continued)				
Item	Training capacity	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
7	Member undergoing officer training and not undertaking a degree course:			
	* in the case of a member of the Army or the Air Force Ground Defence Officer specialisation undergoing an 18-month course of military studies:			
	for the first 6 months of the course	34,533	35,742	36,707
	for the final 12 months of the course	39,137	40,508	41,602
	* in the case of any other member of the Army or Air Force:			
	without a degree	34,533	35,742	36,707
	with a degree	39,137	40,508	41,602
	* in the case of a member of the Navy:			
	1st year	34,533	35,742	36,707
	2nd year	39,137	40,508	41,602
	with a degree	39,137	40,508	41,602
8	Member participating in the graduate medical scheme who immediately before entering the scheme was not a member rendering continuous full-time service:			
	1st year	49,038	50,754	52,124
	2nd year	50,783	52,560	53,979
	3rd year	52,605	54,446	55,916
	4th year	54,456	56,362	57,884
	year of internship (first postgraduate medical year)	58,290	60,330	61,959

Schedule B.13 – Trainee salary rates				
Part 2: Reserve Force				
Item	Training capacity	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
1	Recruit during basic recruit training	70.72	73.20	75.17
2	Private or equivalent not having completed category training, or military trade skill test	83.61	86.54	88.87
3	Student at Officer Training Unit:			
	without a degree	82.31	85.19	87.49
	with a degree	93.29	96.55	99.16

Schedule B.14 – Specialist Officer - Aviation			
Part 1: Officer of the Permanent Force			
Experience Level	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
AS 0	70,029	72,480	74,437
AS 1	73,029	75,585	77,626
AS 2	76,029	78,690	80,815
AS 3	79,029	81,795	84,003
AS 4	82,029	84,900	87,192
AS 5	85,029	88,005	90,381
AS 6	88,029	91,110	93,570
AS 7	91,029	94,215	96,759
AS 8	94,029	97,320	99,948
AS 9	97,029	100,425	103,136
AS 10	100,029	103,530	106,325
AS 11	103,029	106,635	109,514
AS 12	106,029	109,740	112,703
AS 13	109,029	112,845	115,892
AS 14	112,029	115,950	119,081
AS 15	115,029	119,055	122,269
AS 16	118,029	122,160	125,458
AS 17	121,029	125,265	128,647
AS 18	123,029	127,335	130,773
AS 19	125,029	129,405	132,899
AS 20	127,029	131,475	135,025
AS 21	129,029	133,545	137,151
AS 22	131,029	135,615	139,277
AS 23	133,029	137,685	141,402
AS 24	135,029	139,755	143,528
AS 25	137,029	141,825	145,654
AS 26	139,029	143,895	147,780
AS 27	141,029	145,965	149,906
AS 28	143,029	148,035	152,032
AS 29	145,029	150,105	154,158

Schedule B.14 – Specialist Officer - Aviation			
Part 2: Officer of the Reserve Force on non-discounted rate			
Experience Level	Base Salary – Pre WRA	Rise 1 – 3.5% on 12Nov09	Rise 2 – 2.7% on 11Nov10
AS 0	191.86	198.58	203.94
AS 1	200.08	207.08	212.67
AS 2	208.30	215.59	221.41
AS 3	216.52	224.10	230.15
AS 4	224.74	232.60	238.88
AS 5	232.96	241.11	247.62
AS 6	241.18	249.62	256.36
AS 7	249.39	258.12	265.09
AS 8	257.61	266.63	273.83
AS 9	265.83	275.14	282.56
AS 10	274.05	283.64	291.30
AS 11	282.27	292.15	300.04
AS 12	290.49	300.66	308.78
AS 13	298.71	309.16	317.51
AS 14	306.93	317.67	326.25
AS 15	315.15	326.18	334.98
AS 16	323.37	334.68	343.72
AS 17	331.59	343.19	352.46
AS 18	337.07	348.86	358.28
AS 19	342.55	354.53	364.11
AS 20	348.02	360.21	369.93
AS 21	353.50	365.88	375.76
AS 22	358.98	371.55	381.58
AS 23	364.46	377.22	387.40
AS 24	369.94	382.89	393.23
AS 25	375.42	388.56	399.05
AS 26	380.90	394.23	404.88
AS 27	386.38	399.90	410.70
AS 28	391.86	405.58	416.53
AS 29	397.34	411.25	422.35

SCHEDULE 2 - ADF SALARY RELATED ALLOWANCES

1. The following Section 58H salary related allowances are directly affected by the rate adjustments contained in this Arrangement:

Item	Determination Number	Allowance Title
1.	14 of 1992	Language Proficiency Allowance
2.	11 of 1994	Service Allowance
3.	14 of 1995	Field Allowance
4.	1 of 1996	Seagoing Allowance
5.	10 of 1996	Hard Lying Allowance
6.	15 of 1996	Adventurous Training Instructor Allowance
7.	12 of 1997	Arduous Conditions Allowance
8.	6 of 1998	Diving Allowance
9.	21 of 1999	Submarine Escape Allowance
10.	2 of 2001	Paratrooper Allowance
11.	21 of 2006	Separation Allowance
12.	4 of 2008	Allowance for Specialist Operations
13.	5 of 2008	Special Forces Disability Allowance
14.	13 of 2008	Flying and Flight Duties Allowance
15.	14 of 2008	Submarine Service Allowance
16.	22 of 2008	Reserve Allowance
17.	26 of 2008	Trainee Allowance

Intentionally Blank

