

AUSTRALIAN DEFENCE FORCE



WORKPLACE REMUNERATION ARRANGEMENT: 2011-2014

This document is an Arrangement made before the Defence Force Remuneration Tribunal between the Australian Defence Force (ADF) and the Australian Public Service Commission, 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 Special Minister of State (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.

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PART A - APPLICATION, SCOPE AND OPERATION

A1 Application of the Arrangement

1. The WRA 2011-2014 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 Special Minister for State 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.

DECA means the Defence Enterprise Collective Agreement.

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

DEO means Defence Employment Offer.

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. This Part deals with the purpose, scope and operation of the Arrangement. The three Parts which follow provide further information on:

- a. the wider Defence productivity and reform requirements anticipated during the operation of the Arrangement (Part B);
- b. the pay outcomes the Arrangement will deliver (Part C); and
- c. the consultation and communication with ADF members (Part D).

5. **Purpose of the Arrangement.** The Arrangement recognises the continuing and significant commitment to the implementation of Defence policy under the *2009 Defence White Paper* and related productivity based initiatives being pursued under the Strategic Reform Program. 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 and reflects the commitment of ADF members to ongoing Defence reform initiatives.

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. This Arrangement focuses on recognising the overall contribution of ADF members to Defence capability and productivity through across-the-board adjustments to ADF pay.

9. Policy initiatives concerning 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 WRA is the main mechanism used to regularly adjust the pay component of the comprehensive employment package of benefits, rewards and career opportunities that is available to ADF members.

11. The Arrangement does not stand alone. It complements an extensive package of ADF conditions of service and employment under the Act. The benefits and rewards in the package include salary and allowances, targeted bonuses, subsidised rent for Service residences provided by the Defence Housing Authority, Living Out Expense allowances, beneficial superannuation schemes for permanent members, study assistance schemes, provision of dental, psychological and medical support to ensure members are fit for duty, a wide range of 'on occurrence' allowances e.g. disturbance and removal, travel allowances, family support services, compensation and benefits on illness or death, a Home Purchase and Sales Expense Allowance, leave entitlements, remote location leave travel and assistance for members transitioning out of the ADF. This list is not exhaustive and may be supplemented from time to time with initiatives that are approved through the process described in paragraph 9 above.

12. The ADF is committed to a process of defining and articulating the total package of benefits. Further communication and engagement with the ADF workforce is planned to raise awareness of the components in the ADF Defence Employment Offer (DEO) and their value. This will demonstrate the ADF commitment to members and assist in establishing the context of WRA salary adjustments, which is one lever used in maintaining the value of the DEO.

A3 Operation of the Arrangement

13. **Duration.** The WRA 2011-2014 is to operate from 4 November 2011 until 3 November 2014.

14. **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 between the parties reached under section 58KD of the Act.

15. At the time of the commencement of this Arrangement, the proposed new DECA had not been finalised. The ADF may seek to vary the Arrangement if as a result of ongoing negotiations relating to the DECA there is a need to ensure maintenance of parity between the ADF members and Defence APS employees.

16. **Supersession of the Previous Arrangement.** This Arrangement supersedes and replaces the Australian Defence Force Workplace Remuneration Arrangement: 2009-2011 in all respects.

17. **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.

PART B – PRODUCTIVITY AND REFORM

B1 The Defence Setting

18. **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 Strategic Reform Program (SRP).

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

B2 Strategic Reform Program

20. The productivity gains that will underpin the new arrangement are derived from the SRP. The SRP comprises 15 reforms streams as follows:

- a. Procurement and Sustainment;
- b. Strategic Planning;
- c. Capability Development;
- d. Science and Technology;
- e. Inventory and Maintenance;
- f. Logistics;
- g. Workforce and shared services;
- h. Intelligence;
- i. Reserves;
- j. Preparedness;

- k. Personnel and Operating Costs;
- l. Non Equipment Procurement;
- m. Defence Estate;
- n. Information and Communications Technology; and
- o. Output Focussed Budget Model

21. As the SRP evolves, it is likely that new productivity and efficiency gains will be identified in the life of this Arrangement and future Arrangements.

B3 Operational Tempo (OPTEMPO)

22. The tempo of ADF operations is variable and therefore any increase in the operational tempo (OPTEMPO) that is likely to arise in the course of this Arrangement is not cited as a productivity offset for the general pay rises specified in this Arrangement.

23. The impact of OPTEMPO will continue to be analysed and dealt with through the ADF conditions of service system that falls within the jurisdiction of the Minister under section 58B of the Act or by reviews conducted by the Tribunal under section 58H of the Act.

24. 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.

PART C - PAY AND RELATED MATTERS

C1 Rates of Pay and Adjustments

25. 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. 4 per cent with effect from 10 November 2011;
- b. 2.5 per cent with effect from 8 November 2012; and
- c. 2.5 per cent with effect from 7 November 2013.

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 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. A list of salary-related allowances is at Schedule 2.

C4 Employment Category Review Matters

29. 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.

31. Nothing in the Arrangement shall preclude the ADF, during the life of the Arrangement, making submissions to the Tribunal seeking agreement to the reintroduction of capability allowances.

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.

PART D – CONSULTATION WITH ADF MEMBERS

D1 Consultation

33. The ADF remains committed to an ongoing program of consultation and communication with its members in developing and implementing productivity based pay arrangements. Responses representing the views of over 26000 ADF members were taken into account in assessing the level of acceptance of this Arrangement.

34. In developing this Arrangement and assessing the level of acceptance for the proposal, the views of all ADF members were sought. Data was captured by an online reporting tool and where this facility was unavailable a 'show of hands' after a Commanding Officers briefing.

35. 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 7300 ADF members attending.

36. The ADF acknowledges that ongoing consultation with ADF members is necessary to explain the reasons for taking the case forward to the Tribunal in advance of DECA outcomes being known, the context of the WRA salary adjustments within a comprehensive Defence Employment Offer (DEO) and the nature of the achievements in ongoing pay reforms.

37. **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 proposed offer on the Pay and Conditions website for information of ADF members during the consultation period.

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	\$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 1: Officer of the Permanent Force											
Rise 1 – 4% on 10Nov11											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	1	133,561	137,372	141,769	145,577	149,826	154,587	159,368	164,537	169,712	173,168
	0	129,757	133,567	137,966	141,774	146,021	150,785	155,561	160,735	165,908	169,364
Lieutenant Colonel (E)	1	114,062	117,874	122,273	126,082	130,329	135,090	139,868	145,043	150,214	153,671
	0	110,332	114,143	118,542	122,351	126,597	131,360	136,137	141,312	146,484	149,940
Major (E)	2	82,647	86,457	90,855	94,663	98,911	103,672	108,452	113,624	118,797	122,253
	1	80,032	83,845	88,241	92,048	96,297	101,059	105,838	111,011	116,185	119,638
	0	77,410	81,222	85,619	89,426	93,675	98,437	103,215	108,390	113,562	117,018
Captain (E)	5	73,061	76,872	81,270	85,079	89,327	94,088	98,867	104,041	109,215	112,669
	4	70,574	74,385	78,782	82,593	86,840	91,601	96,379	101,552	106,726	110,182
	3	68,079	71,890	76,287	80,097	84,344	89,108	93,884	99,059	104,231	107,687
	2	65,599	69,412	73,809	77,616	81,865	86,626	91,405	96,579	101,752	105,207
	1	63,119	66,928	71,326	75,136	79,383	84,145	88,923	94,096	99,269	102,726
	0	60,629	64,437	68,834	72,644	76,892	81,654	86,433	91,606	96,778	100,235
Lieutenant (E)	3	56,389	60,199	64,596	68,406	72,652	77,413	82,193	87,367	92,540	95,996
	2	54,341	58,153	62,548	66,357	70,606	75,367	80,147	85,320	90,494	93,947
	1	52,328	56,138	60,536	64,345	68,592	73,352	78,133	83,307	88,480	91,935
	0	50,400	54,209	58,608	62,417	66,664	71,426	76,205	81,376	86,551	90,008
Second Lieutenant (E)	1	48,744	52,556	56,954	60,762	65,009	69,772	74,549	79,722	84,896	88,351
	0	47,089	50,901	55,297	59,106	63,354	68,116	72,896	78,067	83,242	86,698

Schedule B.3 – Officer salary rates											
Part 1: Officer of the Permanent Force											
Rise 2 – 2.5% on 8Nov12											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	1	136,900	140,806	145,313	149,216	153,572	158,452	163,352	168,650	173,955	177,497
	0	133,001	136,906	141,415	145,318	149,672	154,555	159,450	164,753	170,056	173,598
Lieutenant Colonel (E)	1	116,914	120,821	125,330	129,234	133,587	138,467	143,365	148,669	153,969	157,513
	0	113,090	116,997	121,506	125,410	129,762	134,644	139,540	144,845	150,146	153,689
Major (E)	2	84,713	88,618	93,126	97,030	101,384	106,264	111,163	116,465	121,767	125,309
	1	82,033	85,941	90,447	94,349	98,704	103,585	108,484	113,786	119,090	122,629
	0	79,345	83,253	87,759	91,662	96,017	100,898	105,795	111,100	116,401	119,943
Captain (E)	5	74,888	78,794	83,302	87,206	91,560	96,440	101,339	106,642	111,945	115,486
	4	72,338	76,245	80,752	84,658	89,011	93,891	98,788	104,091	109,394	112,937
	3	69,781	73,687	78,194	82,099	86,453	91,336	96,231	101,535	106,837	110,379
	2	67,239	71,147	75,654	79,556	83,912	88,792	93,690	98,993	104,296	107,837
	1	64,697	68,601	73,109	77,014	81,368	86,249	91,146	96,448	101,751	105,294
	0	62,145	66,048	70,555	74,460	78,814	83,695	88,594	93,896	99,197	102,741
Lieutenant (E)	3	57,799	61,704	66,211	70,116	74,468	79,348	84,248	89,551	94,854	98,396
	2	55,700	59,607	64,112	68,016	72,371	77,251	82,151	87,453	92,756	96,296
	1	53,636	57,541	62,049	65,954	70,307	75,186	80,086	85,390	90,692	94,233
	0	51,660	55,564	60,073	63,977	68,331	73,212	78,110	83,410	88,715	92,258
Second Lieutenant (E)	1	49,963	53,870	58,378	62,281	66,634	71,516	76,413	81,715	87,018	90,560
	0	48,266	52,174	56,679	60,584	64,938	69,819	74,718	80,019	85,323	88,865

Schedule B.3 – Officer salary rates											
Part 1: Officer of the Permanent Force											
Rise 3 – 2.5% on 7Nov13											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	1	140,323	144,326	148,946	152,946	157,411	162,413	167,436	172,866	178,304	181,934
	0	136,326	140,329	144,950	148,951	153,414	158,419	163,436	168,872	174,307	177,938
Lieutenant Colonel (E)	1	119,837	123,842	128,463	132,465	136,927	141,929	146,949	152,386	157,818	161,451
	0	115,917	119,922	124,544	128,545	133,006	138,010	143,029	148,466	153,900	157,531
Major (E)	2	86,831	90,833	95,454	99,456	103,919	108,921	113,942	119,377	124,811	128,442
	1	84,084	88,090	92,708	96,708	101,172	106,175	111,196	116,631	122,067	125,695
	0	81,329	85,334	89,953	93,954	98,417	103,420	108,440	113,878	119,311	122,942
Captain (E)	5	76,760	80,764	85,385	89,386	93,849	98,851	103,872	109,308	114,744	118,373
	4	74,146	78,151	82,771	86,774	91,236	96,238	101,258	106,693	112,129	115,760
	3	71,526	75,529	80,149	84,151	88,614	93,619	98,637	104,073	109,508	113,138
	2	68,920	72,926	77,545	81,545	86,010	91,012	96,032	101,468	106,903	110,533
	1	66,314	70,316	74,937	78,939	83,402	88,405	93,425	98,859	104,295	107,926
	0	63,699	67,699	72,319	76,322	80,784	85,787	90,809	96,243	101,677	105,310
Lieutenant (E)	3	59,244	63,247	67,866	71,869	76,330	81,332	86,354	91,790	97,225	100,856
	2	57,093	61,097	65,715	69,716	74,180	79,182	84,205	89,639	95,075	98,703
	1	54,977	58,980	63,600	67,603	72,065	77,066	82,088	87,525	92,959	96,589
	0	52,952	56,953	61,575	65,576	70,039	75,042	80,063	85,495	90,933	94,564
Second Lieutenant (E)	1	51,212	55,217	59,837	63,838	68,300	73,304	78,323	83,758	89,193	92,824
	0	49,473	53,478	58,096	62,099	66,561	71,564	76,586	82,019	87,456	91,087

Schedule B.3 – Officer salary rates											
Part 2: Officer of the Reserve Force on full rate											
Base Salary – Pre WRA											
Rank	Increment	Pay Group									
		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 2: Officer of the Reserve Force on full rate											
Rise 1 – 4% on 10Nov11											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	0	355.50	365.94	377.99	388.42	400.06	413.11	426.19	440.37	454.54	464.01
Lieutenant Colonel (E)	1	312.50	322.94	334.99	345.43	357.07	370.11	383.20	397.38	411.55	421.02
	0	302.28	312.72	324.77	335.21	346.84	359.89	372.98	387.16	401.33	410.79
Major (E)	1	226.43	236.87	248.92	259.35	270.99	284.03	297.13	311.30	325.47	334.94
	0	212.08	222.53	234.57	245.00	256.64	269.69	282.78	296.96	311.13	320.60
Captain (E)	2	193.35	203.79	215.84	226.28	237.92	250.96	264.05	278.22	292.40	301.87
	1	179.72	190.17	202.22	212.65	224.29	237.33	250.42	264.60	278.77	288.24
	0	166.11	176.54	188.59	199.02	210.66	223.71	236.80	250.98	265.15	274.62
Lieutenant (E)	1	148.88	159.32	171.36	181.80	193.44	206.48	219.58	233.75	247.93	257.39
	0	138.08	148.52	160.57	171.01	182.64	195.69	208.78	222.95	237.13	246.60
Second Lieutenant (E)	1	133.55	143.99	156.04	166.47	178.11	191.16	204.24	218.42	232.59	242.06
	0	129.01	139.45	151.50	161.93	173.57	186.62	199.72	213.88	228.06	237.53

Schedule B.3 – Officer salary rates											
Part 2: Officer of the Reserve Force on full rate											
Rise 2 – 2.5% on 8Nov12											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	0	364.39	375.08	387.44	398.13	410.06	423.44	436.85	451.38	465.91	475.61
Lieutenant Colonel (E)	1	320.31	331.02	343.37	354.07	365.99	379.36	392.78	407.31	421.83	431.54
	0	309.84	320.54	332.89	343.59	355.51	368.89	382.30	396.84	411.36	421.07
Major (E)	1	232.09	242.79	255.14	265.84	277.76	291.13	304.56	319.08	333.61	343.31
	0	217.38	228.09	240.44	251.13	263.06	276.43	289.85	304.38	318.91	328.61
Captain (E)	2	198.19	208.89	221.24	231.94	243.87	257.24	270.65	285.18	299.71	309.42
	1	184.22	194.92	207.27	217.96	229.90	243.27	256.68	271.21	285.74	295.44
	0	170.26	180.95	193.30	204.00	215.93	229.30	242.72	257.25	271.77	281.48
Lieutenant (E)	1	152.60	163.31	175.65	186.35	198.28	211.65	225.07	239.60	254.13	263.82
	0	141.53	152.23	164.58	175.28	187.21	200.58	214.00	228.52	243.05	252.76
Second Lieutenant (E)	1	136.88	147.59	159.94	170.63	182.56	195.93	209.35	223.88	238.41	248.11
	0	132.24	142.94	155.28	165.98	177.91	191.28	204.71	219.23	233.76	243.47

Schedule B.3 – Officer salary rates											
Part 2: Officer of the Reserve Force on full rate											
Rise 3 – 2.5% on 7Nov13											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	0	373.50	384.46	397.12	408.08	420.31	434.02	447.77	462.66	477.55	487.50
Lieutenant Colonel (E)	1	328.32	339.29	351.95	362.92	375.14	388.85	402.60	417.50	432.38	442.33
	0	317.58	328.55	341.22	352.18	364.40	378.11	391.86	406.76	421.64	431.59
Major (E)	1	237.89	248.86	261.52	272.48	284.71	298.41	312.17	327.06	341.95	351.90
	0	222.82	233.79	246.45	257.41	269.64	283.34	297.10	311.99	326.88	336.83
Captain (E)	2	203.14	214.11	226.77	237.74	249.96	263.67	277.42	292.31	307.20	317.15
	1	188.82	199.80	212.45	223.41	235.64	249.35	263.10	277.99	292.88	302.83
	0	174.52	185.48	198.13	209.10	221.33	235.03	248.79	263.68	278.57	288.52
Lieutenant (E)	1	156.42	167.39	180.04	191.00	203.23	216.94	230.70	245.59	260.48	270.42
	0	145.07	156.04	168.70	179.66	191.89	205.59	219.35	234.23	249.13	259.08
Second Lieutenant (E)	1	140.31	151.28	163.94	174.90	187.12	200.83	214.58	229.47	244.36	254.31
	0	135.54	146.52	159.17	170.13	182.36	196.07	209.82	224.71	239.61	249.55

Schedule B.3 – Officer 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
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.3 – Officer salary rates											
Part 3: Officer of the Reserve Force on discounted rate											
Rise 1 – 4% on 10Nov11											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	0	319.95	329.34	340.19	349.58	360.05	371.80	383.58	396.33	409.09	417.61
Lieutenant Colonel (E)	1	281.25	290.65	301.50	310.89	321.36	333.10	344.88	357.64	370.39	378.91
	0	272.05	281.45	292.30	301.69	312.16	323.90	335.68	348.44	361.19	369.72
Major (E)	1	203.79	213.18	224.03	233.42	243.89	255.63	267.42	280.17	292.92	301.45
	0	190.87	200.27	211.12	220.50	230.98	242.72	254.50	267.26	280.02	288.54
Captain (E)	2	174.02	183.42	194.26	203.65	214.13	225.87	237.65	250.40	263.16	271.68
	1	161.75	171.15	181.99	191.38	201.86	213.60	225.38	238.14	250.90	259.41
	0	149.50	158.89	169.73	179.12	189.60	201.34	213.12	225.88	238.63	247.15
Lieutenant (E)	1	133.99	143.39	154.23	163.62	174.10	185.84	197.62	210.38	223.14	231.65
	0	124.27	133.67	144.51	153.90	164.38	176.12	187.90	200.65	213.41	221.94
Second Lieutenant (E)	1	120.19	129.59	140.43	149.82	160.30	172.04	183.82	196.57	209.33	217.85
	0	116.11	125.51	136.35	145.74	156.22	167.96	179.74	192.49	205.25	213.78

Schedule B.3 – Officer salary rates											
Part 3: Officer of the Reserve Force on discounted rate											
Rise 2 – 2.5% on 8Nov12											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	0	327.95	337.58	348.69	358.32	369.05	381.09	393.16	406.24	419.32	428.05
Lieutenant Colonel (E)	1	288.28	297.91	309.03	318.66	329.39	341.43	353.50	366.58	379.65	388.39
	0	278.85	288.49	299.60	309.23	319.96	332.00	344.07	357.15	370.22	378.96
Major (E)	1	208.88	218.51	229.63	239.25	249.99	262.02	274.10	287.17	300.25	308.98
	0	195.65	205.28	216.39	226.02	236.75	248.79	260.86	273.95	287.02	295.75
Captain (E)	2	178.37	188.00	199.11	208.75	219.48	231.51	243.59	256.66	269.74	278.47
	1	165.79	175.43	186.54	196.17	206.91	218.94	231.02	244.09	257.17	265.90
	0	153.23	162.86	173.97	183.60	194.34	206.37	218.45	231.52	244.60	253.33
Lieutenant (E)	1	137.34	146.98	158.08	167.71	178.45	190.48	202.56	215.64	228.71	237.44
	0	127.38	137.01	148.13	157.75	168.49	180.52	192.60	205.67	218.75	227.49
Second Lieutenant (E)	1	123.20	132.83	143.95	153.57	164.30	176.34	188.42	201.49	214.56	223.30
	0	119.01	128.65	139.76	149.39	160.12	172.16	184.24	197.31	210.39	219.12

Schedule B.3 – Officer salary rates											
Part 3: Officer of the Reserve Force on discounted rate											
Rise 3 – 2.5% on 7Nov13											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Colonel (E)	0	336.15	346.02	357.41	367.28	378.28	390.62	402.99	416.40	429.80	438.75
Lieutenant Colonel (E)	1	295.49	305.36	316.76	326.63	337.63	349.96	362.34	375.75	389.14	398.10
	0	285.82	295.70	307.09	316.96	327.96	340.30	352.67	366.08	379.48	388.43
Major (E)	1	214.10	223.97	235.37	245.23	256.24	268.57	280.95	294.35	307.75	316.71
	0	200.54	210.41	221.80	231.67	242.67	255.01	267.39	280.80	294.19	303.14
Captain (E)	2	182.83	192.70	204.09	213.96	224.97	237.30	249.68	263.08	276.48	285.44
	1	169.94	179.82	191.21	201.07	212.08	224.41	236.79	250.20	263.60	272.55
	0	157.07	166.93	178.32	188.19	199.19	211.53	223.91	237.31	250.71	259.67
Lieutenant (E)	1	140.78	150.65	162.04	171.90	182.91	195.24	207.63	221.03	234.43	243.38
	0	130.57	140.43	151.83	161.69	172.70	185.04	197.42	210.81	224.22	233.17
Second Lieutenant (E)	1	126.28	136.15	147.54	157.41	168.41	180.75	193.13	206.53	219.93	228.88
	0	121.99	131.86	143.25	153.12	164.12	176.46	188.84	202.24	215.64	224.60

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	\$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 1: Officer of the Permanent Force											
Rise 1 – 4% on 10Nov11											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	\$73,061	\$76,872	\$81,270	\$85,079	\$89,327	\$94,088	\$98,867	\$104,041	\$109,215	\$112,669
	2	\$71,306	\$75,115	\$79,513	\$83,323	\$87,571	\$92,331	\$97,111	\$102,284	\$107,456	\$110,914
	1	\$69,544	\$73,353	\$77,755	\$81,562	\$85,809	\$90,574	\$95,348	\$100,523	\$105,694	\$109,151
	0	\$67,793	\$71,603	\$76,002	\$79,812	\$84,058	\$88,819	\$93,596	\$98,771	\$103,945	\$107,400
Lieutenant (E)	3	\$66,041	\$69,852	\$74,249	\$78,057	\$82,306	\$87,067	\$91,846	\$97,018	\$102,192	\$105,648
	2	\$64,286	\$68,095	\$72,492	\$76,303	\$80,549	\$85,311	\$90,089	\$95,262	\$100,437	\$103,892
	1	\$62,531	\$66,341	\$70,737	\$74,546	\$78,796	\$83,555	\$88,334	\$93,507	\$98,680	\$102,137
	0	\$60,769	\$64,580	\$68,976	\$72,785	\$77,032	\$81,794	\$86,572	\$91,745	\$96,921	\$100,375
Second Lieutenant (E)	0	\$59,020	\$62,830	\$67,225	\$71,036	\$75,284	\$80,045	\$84,824	\$89,996	\$95,170	\$98,626

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 1: Officer of the Permanent Force											
Rise 2 – 2.5% on 8Nov12											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	\$74,888	\$78,794	\$83,302	\$87,206	\$91,560	\$96,440	\$101,339	\$106,642	\$111,945	\$115,486
	2	\$73,089	\$76,993	\$81,501	\$85,406	\$89,760	\$94,639	\$99,539	\$104,841	\$110,142	\$113,687
	1	\$71,283	\$75,187	\$79,699	\$83,601	\$87,954	\$92,838	\$97,732	\$103,036	\$108,336	\$111,880
	0	\$69,488	\$73,393	\$77,902	\$81,807	\$86,159	\$91,039	\$95,936	\$101,240	\$106,544	\$110,085
Lieutenant (E)	3	\$67,692	\$71,598	\$76,105	\$80,008	\$84,364	\$89,244	\$94,142	\$99,443	\$104,747	\$108,289
	2	\$65,893	\$69,797	\$74,304	\$78,211	\$82,563	\$87,444	\$92,341	\$97,644	\$102,948	\$106,489
	1	\$64,094	\$68,000	\$72,505	\$76,410	\$80,766	\$85,644	\$90,542	\$95,845	\$101,147	\$104,690
	0	\$62,288	\$66,195	\$70,700	\$74,605	\$78,958	\$83,839	\$88,736	\$94,039	\$99,344	\$102,884
Second Lieutenant (E)	0	\$60,496	\$64,401	\$68,906	\$72,812	\$77,166	\$82,046	\$86,945	\$92,246	\$97,549	\$101,092

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 1: Officer of the Permanent Force											
Rise 3 – 2.5% on 7Nov13											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	\$76,760	\$80,764	\$85,385	\$89,386	\$93,849	\$98,851	\$103,872	\$109,308	\$114,744	\$118,373
	2	\$74,916	\$78,918	\$83,539	\$87,541	\$92,004	\$97,005	\$102,027	\$107,462	\$112,896	\$116,529
	1	\$73,065	\$77,067	\$81,691	\$85,691	\$90,153	\$95,159	\$100,175	\$105,612	\$111,044	\$114,677
	0	\$71,225	\$75,228	\$79,850	\$83,852	\$88,313	\$93,315	\$98,334	\$103,771	\$109,208	\$112,837
Lieutenant (E)	3	\$69,384	\$73,388	\$78,008	\$82,008	\$86,473	\$91,475	\$96,496	\$101,929	\$107,366	\$110,996
	2	\$67,540	\$71,542	\$76,162	\$80,166	\$84,627	\$89,630	\$94,650	\$100,085	\$105,522	\$109,151
	1	\$65,696	\$69,700	\$74,318	\$78,320	\$82,785	\$87,785	\$92,806	\$98,241	\$103,676	\$107,307
	0	\$63,845	\$67,850	\$72,468	\$76,470	\$80,932	\$85,935	\$90,954	\$96,390	\$101,828	\$105,456
Second Lieutenant (E)	0	\$62,008	\$66,011	\$70,629	\$74,632	\$79,095	\$84,097	\$89,119	\$94,552	\$99,988	\$103,619

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 2: Officer of the Reserve Force											
Base Salary – Pre WRA											
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 2: Officer of the Reserve Force											
Rise 1 – 4% on 10Nov11											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	200.17	210.61	222.66	233.09	244.73	257.78	270.87	285.04	299.22	308.68
	2	195.36	205.79	217.84	228.28	239.92	252.96	266.06	280.23	294.40	303.87
	1	190.53	200.97	213.03	223.46	235.09	248.15	261.23	275.41	289.57	299.04
	0	185.73	196.17	208.22	218.66	230.30	243.34	256.43	270.61	284.78	294.25
Lieutenant (E)	3	180.93	191.38	203.42	213.85	225.50	238.54	251.63	265.80	279.98	289.45
	2	176.13	186.56	198.61	209.05	220.68	233.73	246.82	260.99	275.17	284.64
	1	171.32	181.76	193.80	204.24	215.88	228.92	242.01	256.18	270.36	279.83
	0	166.49	176.93	188.98	199.41	211.05	224.09	237.18	251.36	265.54	275.00
Second Lieutenant (E)	0	161.70	172.14	184.18	194.62	206.26	219.30	232.39	246.56	260.74	270.21

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 2: Officer of the Reserve Force											
Rise 2 – 2.5% on 8Nov12											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	205.17	215.87	228.22	238.92	250.85	264.22	277.64	292.17	306.70	316.40
	2	200.24	210.94	223.29	233.99	245.92	259.28	272.71	287.24	301.76	311.47
	1	195.30	205.99	218.35	229.04	240.97	254.35	267.76	282.29	296.81	306.52
	0	190.38	201.08	213.43	224.13	236.05	249.42	262.84	277.37	291.90	301.60
Lieutenant (E)	3	185.46	196.16	208.51	219.20	231.13	244.50	257.92	272.45	286.98	296.68
	2	180.53	191.22	203.57	214.28	226.20	239.57	252.99	267.52	282.05	291.75
	1	175.60	186.30	198.64	209.34	221.28	234.64	248.06	262.59	277.12	286.82
	0	170.65	181.36	193.70	204.40	216.32	229.70	243.11	257.64	272.18	281.87
Second Lieutenant (E)	0	165.74	176.44	188.78	199.48	211.41	224.78	238.21	252.73	267.26	276.96

Schedule B.4 – Other rank member appointed as officer - transitional salary rates											
Part 2: Officer of the Reserve Force											
Rise 3 – 2.5% on 7Nov13											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Captain (E)	3	210.30	221.27	233.93	244.89	257.12	270.82	284.58	299.47	314.37	324.31
	2	205.25	216.21	228.87	239.84	252.07	265.77	279.53	294.42	309.30	319.26
	1	200.18	211.14	223.81	234.77	246.99	260.71	274.45	289.35	304.23	314.18
	0	195.14	206.10	218.77	229.73	241.95	255.66	269.41	284.30	299.20	309.14
Lieutenant (E)	3	190.09	201.06	213.72	224.68	236.91	250.62	264.37	279.26	294.15	304.10
	2	185.04	196.01	208.66	219.63	231.85	245.56	259.32	274.21	289.10	299.04
	1	179.99	190.96	203.61	214.58	226.81	240.51	254.26	269.15	284.04	293.99
	0	174.92	185.89	198.54	209.51	221.73	235.44	249.19	264.08	278.98	288.92
Second Lieutenant (E)	0	169.88	180.85	193.50	204.47	216.70	230.40	244.16	259.05	273.94	283.89

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 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Chaplain Division 1				
CL 1-1	70,450	73,268	75,100	76,978
CL 1-2	72,942	75,860	77,757	79,701
CL 2-1	75,505	78,525	80,488	82,500
CL 2-2	78,152	81,278	83,310	85,393
CL 2-3	80,878	84,113	86,216	88,371
CL 3-1	83,691	87,039	89,215	91,445
Chaplain Division 2				
CL 2-3	83,691	87,039	89,215	91,445
CL 3-1	86,498	89,958	92,207	94,512
CL 3-2	89,311	92,883	95,205	97,585
CL 3-3	92,123	95,808	98,203	100,658
Chaplain Division 3				
CL 2	98,198	102,126	104,679	107,296
CL 3-1	110,888	115,324	118,207	121,162
CL 3-2	114,314	118,887	121,859	124,905
Chaplain Division 4				
CL 3-1	120,885	125,720	128,863	132,085
CL 3-2 or Division 4 Head of Denomination	124,624	129,609	132,849	136,170
Chaplain Division 5				
CL 3 Principal Chaplain	135,451	140,869	144,391	148,001

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 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Chaplain Division 1				
CL 1-1	193.01	200.73	205.75	210.90
CL 1-2	199.84	207.84	213.03	218.36
CL 2-1	206.86	215.14	220.52	226.03
CL 2-2	214.12	222.68	228.25	233.95
CL 2-3	221.58	230.45	236.21	242.11
CL 3-1	229.29	238.46	244.42	250.53
Chaplain Division 2				
CL 2-3	229.29	238.46	244.42	250.53
CL 3-1	236.98	246.46	252.62	258.94
CL 3-2	244.69	254.47	260.84	267.36
CL 3-3	252.39	262.49	269.05	275.78
Chaplain Division 3				
CL 2	269.04	279.80	286.79	293.96
CL 3-1	303.80	315.96	323.85	331.95
CL 3-2	313.19	325.72	333.86	342.21
Chaplain Division 4				
CL 3-1	331.19	344.44	353.05	361.88
CL 3-2 or Division 4 Head of Denomination	341.44	355.09	363.97	373.07
Chaplain Division 5				
CL 3 Principal Chaplain	371.10	385.94	395.59	405.48

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 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Captain (E)				
CL 1-1	75,171	78,178	80,132	82,135
CL 1-2	78,077	81,200	83,230	85,311
CL 2-1	100,092	104,096	106,698	109,365
CL 2-2	103,396	107,532	110,220	112,976
CL 2-3	106,800	111,072	113,849	116,695
CL 3-1	113,809	118,361	121,320	124,353
CL 3-2	117,521	122,222	125,278	128,410
CL 3-3	121,350	126,204	129,359	132,593
CL 4	129,229	134,398	137,758	141,202
Major (E)				
CL 2-1	110,003	114,403	117,263	120,195
CL 2-2	113,604	118,148	121,102	124,130
CL 2-3	117,313	122,006	125,056	128,182
CL 3-1	124,952	129,950	133,199	136,529
CL 3-2	129,001	134,161	137,515	140,953
CL 3-3	133,170	138,497	141,959	145,508
CL 4	141,762	147,432	151,118	154,896
Lieutenant Colonel (E)				
CL 2 (Higher duties or temporary duty only)	135,503	140,923	144,446	148,057
CL 3	152,380	158,475	162,437	166,498
CL 4	161,523	167,984	172,184	176,489
Colonel (E)				
CL 3	165,514	172,135	176,438	180,849
CL 4	175,448	182,466	187,028	191,704

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 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Captain (E)	75,171	78,178	80,132	82,135
	78,077	81,200	83,230	85,311
	84,155	87,521	89,709	91,952
	87,100	90,584	92,849	95,170
	91,420	95,077	97,454	99,890
	95,049	98,851	101,322	103,855
	98,096	102,020	104,571	107,185
Captain (E)*	76,612	79,676	81,668	83,710
	78,077	81,200	83,230	85,311
	84,155	87,521	89,709	91,952
	87,100	90,584	92,849	95,170
	91,420	95,077	97,454	99,890
	95,049	98,851	101,322	103,855
	98,096	102,020	104,571	107,185
Major (E)	105,355	109,569	112,308	115,116
	108,885	113,240	116,071	118,973
	112,423	116,920	119,843	122,839
	115,953	120,591	123,606	126,696
Lieutenant Colonel (E)	140,037	145,638	149,279	153,011
Colonel (E)	158,952	165,310	169,443	173,679

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 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Captain				
CL 1-1	205.95	214.19	219.54	225.03
CL 1-2	213.91	222.47	228.03	233.73
CL 2-1	274.22	285.19	292.32	299.63
CL 2-2	283.28	294.61	301.97	309.52
CL 2-3	292.60	304.31	311.92	319.71
CL 3-1	311.81	324.28	332.38	340.69
CL 3-2	321.98	334.85	343.23	351.81
CL 3-3	332.47	345.76	354.41	363.27
CL 4	354.05	368.21	377.42	386.85
Major				
CL 2-1	301.38	313.43	321.27	329.30
CL 2-2	311.24	323.69	331.79	340.08
CL 2-3	321.41	334.26	342.62	351.18
CL 3-1	342.33	356.03	364.93	374.05
CL 3-2	353.43	367.56	376.75	386.17
CL 3-3	364.85	379.44	388.93	398.65
CL 4	388.39	403.92	414.02	424.37
Lieutenant Colonel				
CL 2 (Higher duties or temporary duty only)	371.24	386.09	395.74	405.64
CL 3	417.48	434.18	445.03	456.16
CL 4	442.53	460.23	471.74	483.53
Colonel				
CL 3	453.46	471.60	483.39	495.48
CL 4	480.68	499.91	512.41	525.22

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 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Lieutenant (E)				
CL 1	52,124	54,209	55,564	56,953
Captain (E)				
CL 1	59,922	62,319	63,877	65,474
CL 1 (higher duties or temporary duty only)	59,922	62,319	63,877	65,474
CL 2-1	61,959	64,437	66,048	67,699
CL 2-2	64,354	66,928	68,601	70,316
CL 2-3	66,742	69,412	71,147	72,926
CL 2-4	69,125	71,890	73,687	75,529
CL 2-5	71,524	74,385	76,245	78,151
CL 2-6	73,915	76,872	78,794	80,764
CL 3-1	84,155	87,521	89,709	91,952
CL 3-2	91,420	95,077	97,454	99,890
Major (E)				
CL 1 (higher duties or temporary duty only)	78,098	81,222	83,253	85,334
CL 2-1	78,098	81,222	83,253	85,334
CL 2-2	80,620	83,845	85,941	88,090
CL 2-3	83,132	86,457	88,618	90,833
CL 2-4	84,155	87,521	89,709	91,952
CL 3-1	98,096	102,020	104,571	107,185
CL 3-2	105,355	109,569	112,308	115,116
CL 3-3	108,885	113,240	116,071	118,973
CL 3-4	115,953	120,591	123,606	126,696
CL 4-1	125,270	130,281	133,538	136,876
CL 4-2	129,819	135,012	138,387	141,847
Lieutenant Colonel (E)				
CL 2 (higher duties or temporary duty only)	109,753	114,143	116,997	119,922
CL 3-1	135,848	141,282	144,814	148,434
CL 3-2	139,924	145,521	149,159	152,888
CL 4-1	144,085	149,848	153,594	157,434
CL 4-2	149,398	155,374	159,258	163,239
CL 5	154,173	160,340	164,349	168,458
Colonel (E)				
CL 2 (higher duties or temporary duty only)	128,430	133,567	136,906	140,329
CL 3 (higher duties or temporary duty only)	147,049	152,931	156,754	160,673
CL 4	154,173	160,340	164,349	168,458
CL 5-1	158,952	165,310	169,443	173,679
CL 5-2	164,569	171,152	175,431	179,817

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 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Lieutenant (E)				
CL 1	142.81	148.52	152.23	156.04
Captain (E)				
CL 1	164.17	170.74	175.01	179.38
CL 1 (higher duties or temporary duty only)	164.17	170.74	175.01	179.38
CL 2-1	169.75	176.54	180.95	185.48
CL 2-2	176.31	183.36	187.95	192.65
CL 3	230.56	239.78	245.78	251.92
Major (E)				
CL 1 (higher duties or temporary duty only)	213.97	222.53	228.09	233.79
CL 2-1	213.97	222.53	228.09	233.79
CL 2-2	220.88	229.71	235.45	241.34
CL 3-1	268.76	279.51	286.50	293.66
CL 3-2	288.64	300.19	307.69	315.39
CL 4	343.21	356.93	365.86	375.00
Lieutenant Colonel (E)				
CL 2 (higher duties or temporary duty only)	300.69	312.72	320.54	328.55
CL 3 (higher duties or temporary duty only)	372.19	387.07	396.75	406.67
CL 4-1	394.75	410.54	420.81	431.33
CL 4-2	409.31	425.68	436.32	447.23
CL 5	422.39	439.29	450.27	461.53
Colonel (E)				
CL 2 (higher duties or temporary duty only)	351.86	365.94	375.08	384.46
CL 3 (higher duties or temporary duty only)	402.87	418.99	429.46	440.20
CL 4	422.39	439.29	450.27	461.53
CL 5	435.48	452.90	464.23	475.83

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 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Captain				
Resident	61,959	64,437	66,048	67,699
ML 1-1	69,955	72,753	74,572	76,436
ML 1-2	72,402	75,298	77,180	79,110
ML 2-1	89,874	93,469	95,806	98,201
ML 2-2	92,920	96,637	99,053	101,529
ML 2-3	96,056	99,898	102,395	104,955
ML 2-4	103,267	107,398	110,083	112,835
ML 2-5	109,429	113,806	116,651	119,567
ML 2-6	115,591	120,215	123,220	126,301
ML 2-7	121,753	126,623	129,789	133,034
ML 3-1	130,429	135,646	139,037	142,513
ML 3-2	136,591	142,055	145,606	149,246
ML 3-3	142,753	148,463	152,175	155,979
ML 3-4	148,915	154,872	158,744	162,713
ML 3-5	155,077	161,280	165,312	169,445
ML 4-1	160,212	166,620	170,786	175,056
ML 4-2	164,320	170,893	175,165	179,544
ML 4-3	168,428	175,165	179,544	184,033
ML 4-4	172,536	179,437	183,923	188,521
Major				
ML 1-1	78,098	81,222	83,253	85,334
ML 1-2	80,728	83,957	86,056	88,207
ML 2-1	100,242	104,252	106,858	109,529
ML 2-2	103,598	107,742	110,436	113,197
ML 2-3	107,056	111,338	114,121	116,974
ML 2-4	112,510	117,010	119,935	122,933
ML 2-5	118,672	123,419	126,504	129,667
ML 2-6	124,834	129,827	133,073	136,400
ML 2-7	130,996	136,236	139,642	143,133
ML 3-1	139,672	145,259	148,890	152,612
ML 3-2	145,834	151,667	155,459	159,345
ML 3-3	151,996	158,076	162,028	166,079
ML 3-4	158,158	164,484	168,596	172,811
ML 3-5	164,320	170,893	175,165	179,544
ML 4-1	169,455	176,233	180,639	185,155
ML 4-2	173,563	180,506	185,019	189,644
ML 4-3	177,671	184,778	189,397	194,132
ML 4-4	181,779	189,050	193,776	198,620

Rank and Competency Level	Base Salary – Pre WRA	Rise 1 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Lieutenant Colonel				
ML 2-1	121,398	126,254	129,410	132,645
ML 2-2	125,041	130,043	133,294	136,626
ML 2-3	126,899	131,975	135,274	138,656
ML 2-4	132,354	137,648	141,089	144,616
ML 2-5	138,516	144,057	147,658	151,349
ML 2-6	144,678	150,465	154,227	158,083
ML 2-7	150,840	156,874	160,796	164,816
ML 3-1	159,516	165,897	170,044	174,295
ML 3-2	165,678	172,305	176,613	181,028
ML 3-3	171,840	178,714	183,182	187,762
ML 3-4	178,002	185,122	189,750	194,494
ML 3-5	184,164	191,531	196,319	201,227
ML 4-1	189,299	196,871	201,793	206,838
ML 4-2	193,407	201,143	206,172	211,326
ML 4-3	197,515	205,416	210,551	215,815
ML 4-4	201,623	209,688	214,930	220,303
Colonel				
ML 2-1	131,668	136,935	140,358	143,867
ML 2-2	135,311	140,723	144,241	147,847
ML 2-3	137,169	142,656	146,222	149,878
ML 2-4	142,624	148,329	152,037	155,838
ML 2-5	148,786	154,737	158,605	162,570
ML 2-6	154,948	161,146	165,175	169,304
ML 2-7	161,110	167,554	171,743	176,037
ML 3-1	169,786	176,577	180,991	185,516
ML 3-2	175,948	182,986	187,561	192,250
ML 3-3	182,110	189,394	194,129	198,982
ML 3-4	188,272	195,803	200,698	205,715
ML 3-5	194,434	202,211	207,266	212,448
ML 4-1	199,569	207,552	212,741	218,060
ML 4-2	203,677	211,824	217,120	222,548
ML 4-3	207,785	216,096	221,498	227,035
ML 4-4	211,893	220,369	225,878	231,525
procedural specialist	211,893	220,369	225,878	231,525

Schedule B.8 – Specialist Officer – Medical Officer				
Part 2: Member of the Reserve force on Specialist Career Structure				
Rank and Competency Level	Base Salary – Pre WRA	Rise 1 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Captain				
Resident	169.75	176.54	180.95	185.48
ML 1-1	191.66	199.32	204.31	209.41
ML 1-2	198.36	206.30	211.45	216.74
ML 2-1	246.23	256.08	262.48	269.04
ML 2-2	254.58	264.76	271.38	278.16
ML 2-3	263.17	273.69	280.53	287.55
ML 2-4	282.92	294.24	301.60	309.14
ML 2-5	299.81	311.80	319.59	327.58
ML 2-6	316.69	329.36	337.59	346.03
ML 2-7	333.57	346.91	355.59	364.48
ML 3-1	357.34	371.63	380.92	390.45
ML 3-2	374.22	389.19	398.92	408.89
ML 3-3	391.10	406.75	416.92	427.34
ML 3-4	407.99	424.31	434.92	445.79
ML 3-5	424.87	441.86	452.91	464.23
ML 4-1	438.94	456.49	467.91	479.61
ML 4-2	450.19	468.20	479.90	491.90
ML 4-3	461.45	479.90	491.90	504.20
ML 4-4	472.70	491.61	503.90	516.50
Major				
ML 1-1	213.97	222.53	228.09	233.79
ML 1-2	221.17	230.02	235.77	241.66
ML 2-1	274.64	285.62	292.76	300.08
ML 2-2	283.83	295.18	302.56	310.13
ML 2-3	293.30	305.04	312.66	320.48
ML 2-4	308.25	320.58	328.59	336.80
ML 2-5	325.13	338.13	346.59	355.25
ML 2-6	342.01	355.69	364.58	373.70
ML 2-7	358.89	373.25	382.58	392.15
ML 3-1	382.66	397.97	407.92	418.12
ML 3-2	399.55	415.53	425.92	436.56
ML 3-3	416.43	433.08	443.91	455.01
ML 3-4	433.31	450.64	461.91	473.45
ML 3-5	450.19	468.20	479.90	491.90
ML 4-1	464.26	482.83	494.90	507.27
ML 4-2	475.52	494.54	506.90	519.57
ML 4-3	486.77	506.24	518.90	531.87
ML 4-4	498.02	517.95	530.89	544.16

Rank and Competency Level	Base Salary – Pre WRA	Rise 1 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Lieutenant Colonel				
ML 2-1	332.60	345.90	354.55	363.41
ML 2-2	342.58	356.28	365.19	374.32
ML 2-3	347.67	361.58	370.61	379.88
ML 2-4	362.61	377.12	386.55	396.21
ML 2-5	379.50	394.68	404.54	414.65
ML 2-6	396.38	412.23	422.54	433.10
ML 2-7	413.26	429.79	440.54	451.55
ML 3-1	437.03	454.51	465.87	477.52
ML 3-2	453.91	472.07	483.87	495.97
ML 3-3	470.79	489.63	501.87	514.42
ML 3-4	487.68	507.18	519.86	532.86
ML 3-5	504.56	524.74	537.86	551.31
ML 4-1	518.63	539.37	552.86	566.68
ML 4-2	529.88	551.08	564.85	578.98
ML 4-3	541.14	562.78	576.85	591.27
ML 4-4	552.39	574.49	588.85	603.57
Colonel				
ML 2-1	360.73	375.16	384.54	394.16
ML 2-2	370.72	385.54	395.18	405.06
ML 2-3	375.81	390.84	400.61	410.62
ML 2-4	390.75	406.38	416.54	426.95
ML 2-5	407.63	423.94	434.53	445.40
ML 2-6	424.52	441.50	452.53	463.85
ML 2-7	441.40	459.05	470.53	482.29
ML 3-1	465.17	483.77	495.87	508.26
ML 3-2	482.05	501.33	513.87	526.71
ML 3-3	498.93	518.89	531.86	545.16
ML 3-4	515.81	536.45	549.86	563.60
ML 3-5	532.70	554.00	567.85	582.05
ML 4-1	546.76	568.64	582.85	597.42
ML 4-2	558.02	580.34	594.85	609.72
ML 4-3	569.27	592.04	606.84	622.01
ML 4-4	580.53	603.75	618.84	634.32
procedural specialist	580.53	603.75	618.84	634.32

Schedule B.8 – Specialist Officer – Medical Officer				
Part 3: Member of the Permanent force not on Specialist Career Structure				
Rank	Base Salary – Pre WRA	Rise 1 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Residency	61,959	64,437	66,048	67,699
Captain (E)	75,171	78,178	80,132	82,135
	78,077	81,200	83,230	85,311
	84,155	87,521	89,709	91,952
	87,100	90,584	92,849	95,170
	91,420	95,077	97,454	99,890
	95,049	98,851	101,322	103,855
	98,096	102,020	104,571	107,185
Captain (E)*	76,612	79,676	81,668	83,710
	78,077	81,200	83,230	85,311
	84,155	87,521	89,709	91,952
	87,100	90,584	92,849	95,170
	91,420	95,077	97,454	99,890
	95,049	98,851	101,322	103,855
	98,096	102,020	104,571	107,185
Major (E)	105,355	109,569	112,308	115,116
	108,885	113,240	116,071	118,973
	112,423	116,920	119,843	122,839
	115,953	120,591	123,606	126,696
Lieutenant Colonel (E)	140,037	145,638	149,279	153,011
Colonel (E)	158,952	165,310	169,443	173,679

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 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
Captain (E)	205.95	214.19	219.54	225.03
	230.56	239.78	245.78	251.92
	250.47	260.48	267.00	273.67
	268.76	279.51	286.50	293.66
Captain (E)*	209.90	218.29	223.75	229.34
	230.56	239.78	245.78	251.92
	250.47	260.48	267.00	273.67
	268.76	279.51	286.50	293.66
Major (E)	288.64	300.19	307.69	315.39
	308.01	320.33	328.34	336.55
	317.68	330.39	338.65	347.11
Lieutenant Colonel (E)	383.66	399.01	408.98	419.21
Colonel (E)	435.48	452.90	464.23	475.83

Schedule B.10 – Warrant Officer Class 1 Salary Rates				
Part 1: Service Warrant Officers				
Rank, tier and Increment	Base Salary – Pre WRA	Rise 1 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
WO1 - Tier D	101,604	105,668	108,310	111,018

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								92,333	96,791	101,604
WO1 - Tier B				77,573	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 2: Warrant Officer Class 1 in the Permanent Force										
Rise 1 – 4% on 10Nov11										
Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	96,026	100,663	105,668
WO1 - Tier B	-	-	-	80,676	84,084	87,764	91,735	96,026	100,663	105,668
WO1 - Tier A2	70,101	72,381	75,301	78,453	81,860	85,539	89,514	93,804	98,439	103,445
WO1 - Tier A1	68,656	70,932	73,852	77,008	80,415	84,092	88,065	92,357	96,991	101,997

Schedule B.10 – Warrant Officer Class 1 salary rates										
Part 2: Warrant Officer Class 1 in the Permanent Force										
Rise 2 – 2.5% on 8Nov12										
Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C								98,427	103,180	108,310
WO1 - Tier B				82,693	86,186	89,958	94,028	98,427	103,180	108,310
WO1 - Tier A2	71,854	74,191	77,184	80,414	83,907	87,677	91,752	96,149	100,900	106,031
WO1 - Tier A1	70,372	72,705	75,698	78,933	82,425	86,194	90,267	94,666	99,416	104,547

Schedule B.10 – Warrant Officer Class 1 salary rates										
Part 2: Warrant Officer Class 1 in the Permanent Force										
Rise 3 – 2.5% on 7Nov13										
Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	102,364	107,307	112,642
WO1 - Tier B	-	-	-	86,001	89,633	93,556	97,789	102,364	107,307	112,642
WO1 - Tier A2	74,728	77,159	80,271	83,631	87,263	91,184	95,422	99,995	104,936	110,272
WO1 - Tier A1	73,187	75,613	78,726	82,090	85,722	89,642	93,878	98,453	103,393	108,729

Schedule B.10 – Warrant Officer Class 1 salary rates										
Part 3: Warrant Officer Class 1 in the Reserve Force										

Base Salary – Pre WRA										
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	-	-	-	212.53	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 3: Warrant Officer Class 1 in the Reserve Force										
Rise 1 – 4% on 10Nov11										
Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	263.08	275.79	289.50
WO1 - Tier B	-	-	-	221.03	230.37	240.45	251.33	263.08	275.79	289.50
WO1 - Tier A2	192.06	198.30	206.30	214.94	224.27	234.35	245.24	257.00	269.70	283.41
WO1 - Tier A1	188.10	194.33	202.33	210.98	220.32	230.39	241.27	253.03	265.73	279.44

Schedule B.10 – Warrant Officer Class 1 salary rates										
Part 3: Warrant Officer Class 1 in the Reserve Force										
Rise 2 – 2.5% on 8Nov12										
Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	269.66	282.68	296.74
WO1 - Tier B	-	-	-	226.56	236.13	246.46	257.61	269.66	282.68	296.74
WO1 - Tier A2	196.86	203.26	211.46	220.31	229.88	240.21	251.38	263.42	276.44	290.50
WO1 - Tier A1	192.80	199.19	207.39	216.25	225.82	236.15	247.31	259.36	272.37	286.43

Schedule B.10 – Warrant Officer Class 1 salary rates										
Part 3: Warrant Officer Class 1 in the Reserve Force										
Rise 3 – 2.5% on 7Nov13										
Rank, tier and Increment	Pay Grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	280.45	293.99	308.61
WO1 - Tier B	-	-	-	235.62	245.57	256.32	267.92	280.45	293.99	308.61
WO1 - Tier A2	204.73	211.39	219.92	229.13	239.08	249.82	261.43	273.96	287.50	302.12
WO1 - Tier A1	200.51	207.16	215.69	224.90	234.85	245.59	257.20	269.73	283.27	297.89

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	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 1: Member of the Permanent Force											
Rise 1 – 4% on 10Nov11											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	64 568	66 846	69 767	72 921	76 329	80 006	83 980	88 271	92 905	97 911
	0	63 235	65 512	68 433	71 588	74 994	78 674	82 647	86 938	91 571	96 578
Staff Sergeant (E)	0	61 114	63 390	66 310	69 465	72 872	76 551	80 524	84 815	89 449	94 456
Sergeant (E)	2	56 990	59 266	62 188	65 343	68 750	72 429	76 402	80 693	85 327	90 333
	1	55 805	58 082	61 002	64 158	67 565	71 243	75 215	79 507	84 141	89 149
	0	54 643	56 920	59 842	62 996	66 403	70 082	74 054	78 344	82 980	87 986
Corporal (E)	2	49 260	51 537	54 458	57 612	61 020	64 697	68 670	72 961	77 596	82 602
	1	48 229	50 507	53 428	56 581	59 988	63 667	67 641	71 931	76 565	81 571
	0	47 219	49 496	52 417	55 571	58 978	62 657	66 630	70 921	75 555	80 563
Lance Corporal (E)	0	43 434	45 711	48 631	51 787	55 193	58 871	62 845	67 136	71 769	76 777
Private Proficient (E)	0	42 537	44 815	47 735	50 889	54 297	57 977	61 949	66 239	70 874	75 879
Private (E)	0	41 658	43 937	46 856	50 010	53 418	57 097	61 071	65 360	69 995	75 002

Schedule B.12 – Other Rank salary rates											
Part 1: Member of the Permanent Force											
Rise 2 – 2.5% on 8Nov12											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	66 182	68 517	71 511	74 744	78 237	82 006	86 080	90 478	95 228	100 359
	0	64 816	67 150	70 144	73 378	76 869	80 641	84 713	89 111	93 860	98 992
Staff Sergeant (E)	0	62 642	64 975	67 968	71 202	74 694	78 465	82 537	86 935	91 685	96 817
Sergeant (E)	2	58 415	60 748	63 743	66 977	70 469	74 240	78 312	82 710	87 460	92 591
	1	57 200	59 534	62 527	65 762	69 254	73 024	77 095	81 495	86 245	91 378
	0	56 009	58 343	61 338	64 571	68 063	71 834	75 905	80 303	85 055	90 186
Corporal (E)	2	50 492	52 825	55 819	59 052	62 546	66 314	70 387	74 785	79 536	84 667
	1	49 435	51 770	54 764	57 996	61 488	65 259	69 332	73 729	78 479	83 610
	0	48 399	50 733	53 727	56 960	60 452	64 223	68 296	72 694	77 444	82 577
Lance Corporal (E)	0	44 520	46 854	49 847	53 082	56 573	60 343	64 416	68 814	73 563	78 696
Private Proficient (E)	0	43 600	45 935	48 928	52 161	55 654	59 426	63 498	67 895	72 646	77 776
Private (E)	0	42 699	45 035	48 027	51 260	54 753	58 524	62 598	66 994	71 745	76 877

Schedule B.12 – Other Rank salary rates											
Part 1: Member of the Permanent Force											
Rise 3 – 2.5% on 7Nov13											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	67 837	70 230	73 299	76 613	80 193	84 056	88 232	92 740	97 609	102 868
	0	66 436	68 829	71 898	75 212	78 791	82 657	86 831	91 339	96 207	101 467
Staff Sergeant (E)	0	64 208	66 599	69 667	72 982	76 561	80 427	84 600	89 108	93 977	99 237
Sergeant (E)	2	59 875	62 267	65 337	68 651	72 231	76 096	80 270	84 778	89 647	94 906
	1	58 630	61 022	64 090	67 406	70 985	74 850	79 022	83 532	88 401	93 662
	0	57 409	59 802	62 871	66 185	69 765	73 630	77 803	82 311	87 181	92 441
Corporal (E)	2	51 754	54 146	57 214	60 528	64 110	67 972	72 147	76 655	81 524	86 784
	1	50 671	53 064	56 133	59 446	63 025	66 890	71 065	75 572	80 441	85 700
	0	49 609	52 001	55 070	58 384	61 963	65 829	70 003	74 511	79 380	84 641
Lance Corporal (E)	0	45 633	48 025	51 093	54 409	57 987	61 852	66 026	70 534	75 402	80 663
Private Proficient (E)	0	44 690	47 083	50 151	53 465	57 045	60 912	65 085	69 592	74 462	79 720
Private (E)	0	43 766	46 161	49 228	52 542	56 122	59 987	64 163	68 669	73 539	78 799

Schedule B.12 – Other Rank salary rates											
Part 2: Member of the Reserve 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	170.10	176.10	183.79	192.10	201.08	210.76	221.23	232.54	244.75	257.93
	0	166.58	172.58	180.28	188.59	197.56	207.25	217.72	229.02	241.23	254.42
Staff Sergeant (E)	0	160.99	166.99	174.68	182.99	191.97	201.66	212.13	223.43	235.64	248.83
Sergeant (E)	1	150.13	156.13	163.82	172.14	181.11	190.80	201.27	212.57	224.78	237.97
	0	143.95	149.95	157.64	165.95	174.93	184.62	195.08	206.39	218.6	231.79
Corporal (E)	2	129.77	135.77	143.46	151.77	160.75	170.44	180.90	192.21	204.42	217.6
	1	124.39	130.39	138.08	146.39	155.37	165.06	175.53	186.83	199.04	212.23
Lance Corporal (E)	0	114.42	120.42	128.11	136.42	145.40	155.09	165.56	176.86	189.07	202.26
Private Proficient (E)	0	112.06	118.06	125.75	134.06	143.04	152.73	163.19	174.5	186.71	199.89
Private (E)	0	109.74	115.75	123.44	131.75	140.72	150.41	160.88	172.18	184.39	197.58

Schedule B.12 – Other Rank salary rates											
Part 2: Member of the Reserve Force											
Rise 1 – 4% on 10Nov11											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	176.90	183.14	191.14	199.78	209.12	219.19	230.08	241.84	254.53	268.25
	0	173.25	179.48	187.49	196.13	205.46	215.55	226.43	238.19	250.88	264.60
Staff Sergeant (E)	0	167.44	173.67	181.67	190.32	199.65	209.73	220.61	232.37	245.07	258.78
Sergeant (E)	1	156.14	162.37	170.38	179.02	188.36	198.44	209.32	221.08	233.77	247.49
	0	149.71	155.95	163.95	172.59	181.93	192.01	202.89	214.64	227.34	241.06
Corporal (E)	2	134.96	141.20	149.20	157.84	167.18	177.25	188.14	199.89	212.59	226.31
	1	129.37	135.61	143.61	152.25	161.58	171.66	182.55	194.30	207.00	220.72
Lance Corporal (E)	0	119.00	125.24	133.24	141.88	151.21	161.29	172.18	183.93	196.63	210.35
Private Proficient (E)	0	116.54	122.78	130.78	139.42	148.76	158.84	169.72	181.48	194.18	207.89
Private (E)	0	114.13	120.38	128.37	137.01	146.35	156.43	167.32	179.07	191.77	205.48

Schedule B.12 – Other Rank salary rates											
Part 2: Member of the Reserve Force											
Rise 2 – 2.5% on 8Nov12											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	181.32	187.72	195.92	204.78	214.35	224.67	235.84	247.88	260.90	274.96
	0	177.58	183.97	192.18	201.04	210.60	220.93	232.09	244.14	257.15	271.21
Staff Sergeant (E)	0	171.62	178.01	186.21	195.07	204.64	214.97	226.13	238.18	251.19	265.25
Sergeant (E)	1	160.04	166.43	174.64	183.50	193.07	203.40	214.55	226.60	239.62	253.67
	0	153.45	159.84	168.05	176.91	186.47	196.81	207.96	220.01	233.03	247.08
Corporal (E)	2	138.33	144.73	152.93	161.79	171.36	181.68	192.84	204.89	217.91	231.96
	1	132.60	138.99	147.20	156.05	165.62	175.95	187.11	199.16	212.18	226.24
Lance Corporal (E)	0	121.97	128.37	136.57	145.43	154.99	165.32	176.48	188.53	201.54	215.61
Private Proficient (E)	0	119.45	125.85	134.05	142.91	152.48	162.81	173.97	186.01	199.03	213.08
Private (E)	0	116.98	123.38	131.58	140.44	150.01	160.34	171.50	183.55	196.56	210.62

Schedule B.12 – Other Rank salary rates											
Part 2: Member of the Reserve Force											
Rise 3 – 2.5% on 7Nov13											
Rank	Increment	Pay Grade									
		1	2	3	4	5	6	7	8	9	10
Warrant Officer Class 2 (E)	1	185.85	192.41	200.82	209.90	219.71	230.29	241.73	254.08	267.42	281.83
	0	182.02	188.57	196.98	206.06	215.87	226.46	237.89	250.24	263.58	277.99
Staff Sergeant (E)	0	175.91	182.46	190.87	199.95	209.76	220.35	231.78	244.13	257.47	271.88
Sergeant (E)	1	164.04	170.59	179.01	188.08	197.89	208.48	219.92	232.27	245.61	260.02
	0	157.28	163.84	172.25	181.33	191.14	201.73	213.16	225.51	238.85	253.26
Corporal (E)	2	141.79	148.35	156.75	165.83	175.64	186.22	197.66	210.01	223.35	237.76
	1	135.92	142.47	150.88	159.96	169.76	180.35	191.79	204.14	217.48	231.89
Lance Corporal (E)	0	125.02	131.58	139.98	149.07	158.87	169.46	180.89	193.24	206.58	220.99
Private Proficient (E)	0	122.44	128.99	137.40	146.48	156.29	166.88	178.32	190.66	204.01	218.41
Private (E)	0	119.91	126.47	134.87	143.95	153.76	164.35	175.79	188.13	201.48	215.89

Schedule B.13 – Trainee salary rates					
Part 1: Permanent Force					
Item	Training capacity	Base Salary – Pre WRA	Rise 1 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
1	Normal entry recruit during basic recruit training	31,538	32,799	33,619	34,460
2	Member undergoing initial category, trade or employment training				
	0-6 months	36,043	37,485	38,422	39,382
	6-12 months	38,296	39,828	40,823	41,844
	12 months +	40,549	42,170	43,224	44,305
3	Trainee, other than a member referred to in item 2, undertaking a Certificate of Technology course:				
	1st year	24,780	25,771	26,415	27,075
	2nd year	29,285	30,456	31,218	31,998
	3rd year	33,791	35,142	36,020	36,921
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	22,024	22,905	23,478	24,065
	1st year of training	26,919	27,996	28,696	29,413
	2nd year of training	31,813	33,086	33,913	34,761
	3rd year of training	36,707	38,176	39,131	40,109
	4th year of training	41,602	43,266	44,348	45,456
5	Member participating in the undergraduate entry scheme:				
	with 4 years to graduation	26,919	27,996	28,696	29,413
	with 3 years to graduation	31,813	33,086	33,913	34,761
	with 2 years to graduation	36,707	38,176	39,131	40,109
	in final year	41,602	43,266	44,348	45,456
	Year of internship (first postgraduate medical year)	61,959	64,437	66,048	67,699

Item	Training capacity	Base Salary – Pre WRA	Rise 1 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
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	22,024	22,905	23,478	24,065
	with 5 years to graduation	22,024	22,905	23,478	24,065
	with 4 years to graduation	26,919	27,996	28,696	29,413
	with 3 years to graduation	31,813	33,086	33,913	34,761
	with 2 years to graduation	36,707	38,176	39,131	40,109
	in final year	41,602	43,266	44,348	45,456
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	36,707	38,176	39,131	40,109
	for the final 12 months of the course	41,602	43,266	44,348	45,456
	* in the case of any other member of the Army or Air Force:				
	without a degree	36,707	38,176	39,131	40,109
	with a degree	41,602	43,266	44,348	45,456
	* in the case of a member of the Navy:				
	1st year	36,707	38,176	39,131	40,109
	2nd year	41,602	43,266	44,348	45,456
	with a degree	41,602	43,266	44,348	45,456
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	52,124	54,209	55,564	56,953
	2nd year	53,979	56,138	57,541	58,980
	3rd year	55,916	58,153	59,607	61,097
	4th year	57,884	60,199	61,704	63,247
	year of internship (first postgraduate medical year)	61,959	64,437	66,048	67,699

Schedule B.13 – Trainee salary rates					
Part 2: Reserve Force					
Item	Training capacity	Base Salary – Pre WRA	Rise 1 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
1	Recruit during basic recruit training	75.17	78.18	80.13	82.14
2	Private or equivalent not having completed category training, or military trade skill test	88.87	92.43	94.74	97.11
3	Student at Officer Training Unit:				
	without a degree	87.49	90.99	93.27	95.60
	with a degree	99.16	103.13	105.71	108.35

Schedule B.14 – Specialist Officer - Aviation				
Part 1: Officer of the Permanent Force				
Experience Level	Base Salary – Pre WRA	Rise 1 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
AS 0	74,437	77,414	79,349	81,333
AS 1	77,626	80,731	82,749	84,818
AS 2	80,815	84,048	86,149	88,303
AS 3	84,003	87,363	89,547	91,786
AS 4	87,192	90,680	92,947	95,271
AS 5	90,381	93,996	96,346	98,755
AS 6	93,570	97,313	99,746	102,240
AS 7	96,759	100,629	103,145	105,724
AS 8	99,948	103,946	106,545	109,209
AS 9	103,136	107,261	109,943	112,692
AS 10	106,325	110,578	113,342	116,176
AS 11	109,514	113,895	116,742	119,661
AS 12	112,703	117,211	120,141	123,145
AS 13	115,892	120,528	123,541	126,630
AS 14	119,081	123,844	126,940	130,114
AS 15	122,269	127,160	130,339	133,597
AS 16	125,458	130,476	133,738	137,081
AS 17	128,647	133,793	137,138	140,566
AS 18	130,773	136,004	139,404	142,889
AS 19	132,899	138,215	141,670	145,212
AS 20	135,025	140,426	143,937	147,535
AS 21	137,151	142,637	146,203	149,858
AS 22	139,277	144,848	148,469	152,181
AS 23	141,402	147,058	150,734	154,502
AS 24	143,528	149,269	153,001	156,826
AS 25	145,654	151,480	155,267	159,149
AS 26	147,780	153,691	157,533	161,471
AS 27	149,906	155,902	159,800	163,795
AS 28	152,032	158,113	162,066	166,118
AS 29	154,158	160,324	164,332	168,440

Schedule B.14 – Specialist Officer - Aviation				
Part 2: Officer of the Reserve Force				
Experience Level	Base Salary – Pre WRA	Rise 1 – 4% on 10Nov11	Rise 2 – 2.5% on 8Nov12	Rise 3 – 2.5% on 7Nov13
AS 0	203.94	212.09	217.39	222.83
AS 1	212.67	221.18	226.71	232.38
AS 2	221.41	230.27	236.02	241.93
AS 3	230.15	239.35	245.33	251.47
AS 4	238.88	248.44	254.65	261.02
AS 5	247.62	257.52	263.96	270.56
AS 6	256.36	266.61	273.28	280.11
AS 7	265.09	275.70	282.59	289.65
AS 8	273.83	284.78	291.90	299.20
AS 9	282.56	293.87	301.21	308.75
AS 10	291.30	302.95	310.53	318.29
AS 11	300.04	312.04	319.84	327.84
AS 12	308.78	321.13	329.15	337.38
AS 13	317.51	330.21	338.47	346.93
AS 14	326.25	339.30	347.78	356.48
AS 15	334.98	348.38	357.09	366.02
AS 16	343.72	357.47	366.41	375.56
AS 17	352.46	366.56	375.72	385.11
AS 18	358.28	372.61	381.93	391.48
AS 19	364.11	378.67	388.14	397.84
AS 20	369.93	384.73	394.35	404.21
AS 21	375.76	390.79	400.56	410.57
AS 22	381.58	396.84	406.76	416.93
AS 23	387.40	402.90	412.97	423.29
AS 24	393.23	408.96	419.18	429.66
AS 25	399.05	415.01	425.39	436.02
AS 26	404.88	421.07	431.60	442.39
AS 27	410.70	427.13	437.81	448.75
AS 28	416.53	433.19	444.02	455.12
AS 29	422.35	439.24	450.22	461.48

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