

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 3 OF 2001

ADF ENTERPRISE PRODUCTIVITY ARRANGEMENT: 1999-2002

Pursuant to section 58H of the Defence Act 1903, the Defence Force Remuneration Tribunal hereby determines as follows:

1. Determination No 6 of 1992, Salaries, being a determination made by the Defence Force Remuneration Tribunal pursuant to section 58H of the Defence Act 1903, is amended by omitting Schedules 2 to 6 (inclusive) and 8 to 13 (inclusive) and substituting the schedules in Attachment A to this Determination.
2. The Determinations listed in Attachment B to this Determination, being Determinations made by the Defence Force Remuneration Tribunal pursuant to section 58H of the Defence Act 1903, are amended as set out in the Attachment.
3. The Determination listed in Attachment C to this Determination, being a Determination made pursuant to Section 58B of the Defence Act 1903, is amended as set out in the Attachment.
4. This Determination shall take effect on and from 1 March 2001.

Dated this thirteenth day of February two thousand one.

His Hon Judge F K Cawthorne

.....
President

The Honourable Deputy President P L Leary

.....
Member

Air Vice Marshal F D Cox AO (Retd)

.....
Member

ATTACHMENT A

SCHEDULE 2
SCALE OF ANNUAL RATES
OFFICER OF THE PERMANENT FORCE

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$pa
Acting Sub Lieutenant	Second Lieutenant	Pilot Officer	33 557 34 648
Sub Lieutenant	Lieutenant	Flying Officer	35 738 37 009 38 335 39 685
Lieutenant	Captain	Flight Lieutenant	42 480 44 123 45 758 47 394 49 038 50 677
Lieutenant Commander	Major	Squadron Leader	53 545 55 273 56 996
Commander	Lieutenant Colonel	Wing Commander	75 249 77 707
Captain	Colonel	Group Captain	88 054 90 560
Commodore	Brigadier	Air Commodore	100 889
Rear Admiral	Major General	Air Vice Marshal	122 067

SCHEDULE 3
SCALE OF ANNUAL RATES
OFFICER OF THE PERMANENT FORCE ENLISTED BEFORE APPOINTMENT AS OFFICER

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$pa
Acting Sub Lieutenant	Second Lieutenant	Pilot Officer	41 421
Sub Lieutenant	Lieutenant	Flying Officer	42 574
			43 735
			44 891
			46 049
Lieutenant	Captain	Flight Lieutenant	47 205
			48 359
			49 519
			50 677

SCHEDULE 4
SCALE OF ANNUAL RATES
MEDICAL AND DENTAL OFFICER OF THE PERMANENT FORCE

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$pa
Officer performing year of compulsory residency (from under-graduate scheme)	Officer performing year of compulsory residency (from under-graduate scheme)	Officer performing year of compulsory residency (from under-graduate scheme)	42 480
Lieutenant	Captain	Flight Lieutenant	51 537 53 529 57 698 59 717 62 677 65 166 67 254
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	52 526 53 529 57 698 59 717 62 677 65 166 67 254
Lieutenant Commander	Major	Squadron Leader	72 233 74 653 77 078 79 500

SCHEDULE 4 - continued

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$pa
Commander	Lieutenant Colonel	Wing Commander	96 011
Captain	Colonel	Group Captain	108 980
Commodore	Brigadier	Air Commodore	116 916
Rear Admiral	Major General	Air Vice Marshal	122 067

(a) This rate shall not apply unless the Chief of the Defence Force is satisfied that the member has prior regular military experience or the payment of this rate is necessary to ensure satisfactory medical/dental officer staffing levels.

SCHEDULE 4A
SCALE OF ANNUAL RATES
LEGAL OFFICER OF THE PERMANENT FORCE

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$pa
Sub Lieutenant	Lieutenant	Flying Officer	LL1 35 738
Lieutenant	Captain	Flight Lieutenant	LL2* 42 480 44 123 45 758 47 394 LL3* 57 698 62 677
Lieutenant Commander (a)	Major (a)	Squadron Leader (a)	53 545 55 273 56 996 57 698
Lieutenant Commander	Major	Squadron Leader	LL3* 67 254 72 233 74 653 79 500 LL4* 85 885 89 006
Commander	Lieutenant Colonel	Wing Commander	LL4* 98 786 102 427
Captain	Colonel	Group Captain	LL5* 108 980 112 831
Commodore	Brigadier	Air Commodore	LL5* 119 594

(a) These rates apply to officers transferring from another ADF category to the Legal Speciality category. Such officers do not progress to the rates applying to the Legal Level (LL) 3 competency until they have served four complete years of service in a legal position.

* Legal officers are not entitled to advance from Legal Level (LL) 1 to Legal Level (LL) 2, from Legal Level (LL) 2 to Legal Level (LL) 3, from Legal Level (LL) 3 to Legal Level (LL) 4, from Legal Level (LL) 4 to Legal Level (LL) 5 unless the officers' performance of legal duties meets the competency standards established by the CDF.

SCHEDULE 5
SCALE OF ANNUAL RATES
CHAPLAIN OF THE PERMANENT FORCE

Column 1
Classification

Column 2
Rate of Salary
\$pa

Chaplain Division 1	38 335 42 480 44 123 45 758
Chaplain Division 1 (a)	39 685 42 480 44 123 45 758
Chaplain Division 2	47 394 49 038 50 677 53 545 55 273 56 996
Chaplain Division 3	75 249
Chaplain Division 4A	77 707
Chaplain Division 4B	77 707
Chaplain Division 5	90 134

(a) This scale of rates is to apply only to a member with a period of experience of not less than five years.

SCHEDULE 6
SCALE OF ANNUAL RATES
OTHER RANK OF THE PERMANENT FORCE

Column 1	Column 2	Column 3	Column 4						
			Rate of Salary						
			Pay Group 1	Pay Group 2	Pay Group 3	Pay Group 4	Pay Group 5	Pay Group 6	Pay Group 7
			\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
Navy	Army	Air Force							
Seaman	Private	Aircraftman	27 464	28 965	30 466	31 965	33 466	34 967	36 469
Able Seaman	Private Proficient	Leading Aircraftman	28 003	29 533	31 066	32 597	34 126	35 655	37 187
	Lance Corporal		28 555	30 117	31 677	33 240	34 800	36 361	37 922
Leading Seaman	Corporal	Corporal	31 077	32 320	33 562	34 804	36 047	37 287	38 531
			31 711	32 978	34 243	35 512	36 779	38 045	39 313
			32 027	33 305	34 586	35 865	37 146	38 425	39 708
Petty Officer	Sergeant	Sergeant	35 682	36 607	37 535	38 462	39 388	40 317	41 243
			36 408	37 354	38 300	39 246	40 192	41 139	42 085
			36 771	37 726	38 682	39 638	40 593	41 550	42 505
	Staff Sergeant		39 860	40 897	41 932	42 970	44 007	45 042	46 080
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	42 104	43 188	43 840	44 491	45 141	45 793	46 428
			42 963	44 068	44 733	45 398	46 062	46 725	47 375
			43 392	44 509	45 181	45 851	46 521	47 194	47 852

SCHEDULE 6 - continued

Column 1	Column 2	Column 3	Column 4						
			Rate of Salary						
			Pay Group 1	Pay Group 2	Pay Group 3	Pay Group 4	Pay Group 5	Pay Group 6	Pay Group 7
			\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
Navy	Army	Air Force							
Warrant Officer Class 1	Warrant Officer Class 1	Warrant Officer	48 623	48 623	48 623	48 623	48 623	48 623	48 623
			49 615	49 615	49 615	49 615	49 615	49 615	49 615
			50 113	50 113	50 113	50 113	50 113	50 113	50 113
WO-N	RSM-A	WO-RAAF			53 408				
					54 495				
					55 036				

SCHEDULE 8
SCALE OF RATES
PERMANENT AND RESERVE MEMBERS UNDERGOING TRAINING

Column 1 Item	Column 2 Training Capacity	Column 3 Rate of Salary \$pa
PART A - PERMANENT FORCE		
1	Normal entry recruit during basic recruit training	21 022
2	Member undergoing initial category or trade training or employment training	23 763
3	Apprentice:	
	1st year	12 796
	2nd year	15 842
	3rd year	18 889
4	Trainee, other than a member referred to in item 2 or 3, undertaking a Certificate of Technology course:	
	1st year	15 842
	2nd year	18 889
	3rd year	23 763
5	Member undertaking a degree course in conjunction with officer training, or undertaking officer training in conjunction with a degree course, or matriculation or equivalent studies preparatory to commencing such a degree course:	
	while undertaking matriculation or equivalent studies	12 796
	1st year of training	15 842
	2nd year training	18 889
	3rd year training	23 763
	4th year training	25 287

SCHEDULE 8 - continued

Column 1 Item	Column 2 Training Capacity	Column 3 Rate of Salary \$pa
6	Member participating in the undergraduate entry scheme: with 4 years to graduation with 3 years to graduation with 2 years to graduation in final year	15 842 18 889 23 763 25 287
7	Member undergoing officer training and not undertaking a degree course: in the case of a member of the Army undergoing an 18-month course of military studies: for the first 6 months of the course for the final 12 months of the course in the case of any other member of the Army or a member of the Air Force: without a degree with a degree in the case of a member of the Navy: 1st year 2nd year	 23 763 25 287 23 763 25 287 23 763 25 287
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 2nd year 3rd year 4th year	 35 738 37 009 38 335 39 685

SCHEDULE 8 - continued

PART B - RESERVE FORCES

Column 1 Item	Column 2 Training Capacity	Column 3 Rate of Salary \$ per day
9	Recruit during basic recruit training	50.11
10	Private or equivalent not having completed category training, or military trade skill test	58.59
11	Student at Officer Training Unit - without a degree	56.64
	with a degree	60.27

SCHEDULE 9
SCALE OF DAILY RATES
OFFICER OF THE RESERVE FORCES

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$ per day
Acting Sub Lieutenant	Second Lieutenant	Pilot Officer	82.74 85.43
Sub Lieutenant	Lieutenant	Flying Officer	88.12 94.52
Lieutenant	Captain	Flight Lieutenant	104.75 112.83 120.92
Lieutenant Commander	Major	Squadron Leader	132.03 140.54
Commander	Lieutenant Colonel	Wing Commander	175.24 180.96
Captain	Colonel	Group Captain	205.06
Commodore	Brigadier	Air Commodore	234.95
Rear Admiral	Major General	Air Vice Marshal	284.27
Vice Admiral	Lieutenant General	Air Marshall	346.52

SCHEDULE 10
SCALE OF DAILY RATES
MEDICAL AND DENTAL OFFICERS OF THE RESERVE FORCES

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$ per day
Lieutenant	Captain	Flight Lieutenant	127.08
			142.27
			154.55
			165.83
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	129.52
			142.27
			154.55
			165.83
Lieutenant Commander	Major	Squadron Leader	178.11
			190.06
			196.03
Commander	Lieutenant Colonel	Wing Commander	223.59
Captain	Colonel	Group Captain	253.79
Commodore	Brigadier	Air Commodore	272.27
Rear Admiral	Major General	Air Vice Marshal	284.27

(a) This rate shall not apply unless the Chief of the Defence Force is satisfied that the member has prior regular military experience or the payment of this rate is necessary to ensure satisfactory medical/dental officer staffing levels.

SCHEDULE 10A
SCALE OF ANNUAL RATES
LEGAL OFFICER OF THE RESERVE FORCE

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$ per day
Sub Lieutenant	Lieutenant	Flying Officer	LL1 88.12
Lieutenant	Captain	Flight Lieutenant	LL2* 104.75 112.83 LL3* 142.27
Lieutenant Commander (a)	Major (a)	Squadron Leader (a)	132.03 140.54
Lieutenant Commander	Major	Squadron Leader	LL3* 165.83 184.08 LL4* 211.77
Commander	Lieutenant Colonel	Wing Commander	LL4* 230.05 238.53
Captain	Colonel	Group Captain	LL5* 253.79
Commodore	Brigadier	Air Commodore	LL5* 278.51

(a) These rates apply to officers transferring from another ADF category to the Legal Speciality category. Such officers do not progress to the rates applying to the Legal Level (LL) 3 competency until they have served four complete years of service in a legal position.

* Legal officers are not entitled to advance from Legal Level (LL) 1 to Legal Level (LL) 2, from Legal Level (LL) 2 to Legal Level (LL) 3, from Legal Level (LL) 3 to Legal Level (LL) 4, from Legal Level (LL) 4 to Legal Level (LL) 5 unless the officers' performance of legal duties meets the competency standards established by the CDF.

SCHEDULE 11
SCALE OF DAILY RATES
CHAPLAIN OF THE RESERVE FORCES

Column 1
Classification

Column 2
Rate of Salary
\$ per day

Chaplain Division 1

94.52
108.80
112.83

Chaplain Division 1 (a)

97.85
108.80
112.83

Chaplain Division 2

116.86
124.96
136.29
140.54

Chaplain Division 3

175.24

Chaplain Division 4A

180.96

Chaplain Division 4B

180.96

Chaplain Division 5

209.90

(a) This scale of rates is to apply only to a member with a period of experience of not less than five years.

SCHEDULE 12
SCALE OF ANNUAL RATES
SPECIFIC APPOINTMENTS - RESERVE FORCES

Column 1
Appointment

Column 2
Rate of Salary
\$pa

Assistant Chief of the Defence Force (Reserves)	31 489
Appointment in the establishment of the Army for which the rank of Major General is provided in that establishment	30 517
Appointment, other than a medical appointment, in the establishment of the Army for which the rank of Brigadier is provided in that establishment	25 222
Appointment in the establishment of the Army, being a medical appointment, for which the rank of Brigadier is provided in that establishment	29 229
Colonel (Medical), Director Health Services, Army Reserve, Eastern Region.	27 245
Colonel (Medical), Director Health Services, Army Reserve, Southern Region.	27 245
Colonel Medical, 1st Division	27 245
Chaplain Division 4B	19 427

SECTION 58H DETERMINATIONS

The following Determinations made by the Defence Force Remuneration Tribunal pursuant to section 58H of the Defence Act 1903 are amended as set out below:

1. Determination No 11 of 1991, Trainee Leader's Allowance:

- a. Clause 2 - delete \$6.43
- insert \$6.56

2. Determination No 4 of 1992, Flight Duties Allowance:

- a. Clause 4 - delete \$12.97
- insert \$13.23

- b. Clause 5 - delete \$12.97
- insert \$13.23

3. Determination No 14 of 1992, Language Proficiency Allowance:

- a. Clause 6 - delete table and insert the following:

	Level of Language Proficiency			
Degree of Language Difficulty	Lower	Intermediate	Higher	Advanced
	\$	\$	\$	\$
Group 1	656	1314	1970	2629
Group 2	985	1970	3284	4593
Group 3	1314	2629	4593	6563

4. Determination No 3 of 1993, Unpredictable Explosives Allowance:

- a. Clause 3.1 (a) - delete \$1890
- insert \$1928

- b. Clause 3.1 (b) - delete \$75.71
- insert \$77.22

- c. Clause 3.1 (c) - delete \$948
- insert \$967

- d. Clause 3.1 (d) - delete \$37.86
- insert \$38.62

5. Determination No 11 of 1994, Service Allowance

- a. Clause 2 - delete \$6731
- insert \$6866

6. Determination No 9 of 1995, Submarine Service Allowance

- a. Clause 5 - delete and insert the following:

Column 1	Column 2
Cumulative Sea Service	\$ a year
Completed less than 4 years	18593
Completed 4 but less than 8 years	19396
Completed 8 or more years	20200

- b. Clause 6 - delete \$5253
- insert \$5358
- c. Clause 7 - delete \$12975
- insert \$13235

7. Determination No 14 of 1995, Field Allowance

- a. Clause 3 Tier 1 - delete \$28.90
- insert \$29.48
- b. Clause 3 Tier 2 - delete \$16.95
- insert \$17.29

8. Determination No 26 of 1995, Medical Grade 4 Allowance

- a. Clause 3 - delete \$5.07
- insert \$5.17

9. Determination No 1 of 1996, Seagoing Allowance

- a. Clause 4 - delete table and insert the following:

Column 1	Column 2
Cumulative Sea Service	Seagoing Allowance
	\$ a year
Completed less than 4 years	7071
Completed 4 but less than 8 years	8602
Completed 8 or more years	9782

10. Determination No 10 of 1996, Hard Lying Allowance:

- a. Clause 3 Table 1 - delete and insert the following:

Column 1 Cumulative Sea Service	Column 2 Hard Lying Allowance \$ a day
Completed less than 4 years	19.37
Completed 4 but less than 8 years	23.57
Completed 8 or more years	26.80

- b. Clause 3 Table 2 - delete and insert the following:

Column 1 Cumulative sea service for members on a seagoing submarine	Column 2 \$ a day
Completed less than 4 years	36.26
Completed 4 but less than 8 years	38.46
Completed 8 or more years	40.66

11. Determination No 13 of 1996, Special Action Forces Allowance:

- a. Schedule - delete and insert the following:

Column 1 Item	Column 2 Level	Column 3 Description of member	Column 4 Rate for qualification and skill \$ a year	Column 5 Rate for disability \$ a year
1	Level 2	Qualified Special Forces member	10207	11251
2	Level 1	Trainee Special Forces member	4930	9569
3	-	Unqualified member	-	2813

12. Determination No 15 of 1996, Adventurous Training Instructor Allowance:

- a. Clause 3 (a) - delete \$3980
- insert \$4060
- b. Clause 3 (b) - delete \$28.43
- insert \$29.00

13. Determination No 7 of 1997, Flying Allowance:

- a. Clause 7.1 (c) - delete \$16445
- insert \$16774
- b. Clause 8.1 (d) - delete \$4292
- insert \$4378
- c. Clause 8.1 (e) - delete \$4737
- insert \$4832
- d. Schedule 2 - delete and insert the following:

FLYING ALLOWANCE (QUALIFICATION AND SKILL)

Column 1	Column 2	Column 3
Period of qualified flying service	Rate of Flying Allowance (Qualification and Skill)	
	Colonel or officer with lower rank \$ a year	Member other than an officer \$ a year
Completed less than 2 years	2559	1421
Completed 2 but less than 4 years	4265	3127
Completed 4 but less than 6 years	7677	4265
Completed 6 but less than 8 years	14499	5402
Completed 8 but less than 10 years	21322	6539
Completed 10 or more years	23598	6539

14. Determination No 12 of 1997, Arduous Conditions Allowance:

- a. Clause 7 (a) - delete \$2.44
- insert \$2.49
- b. Clause 7 (b) - delete \$3.72
- insert \$3.79
- c. Clause 7 (c) - delete \$7.85
- insert \$8.01

15. Determination No 5 of 1998, Clearance Diving Allowance:

- a. Clause 6.2 (a) - delete \$130.53
- insert \$133.14
- b. Clause 6.2 (b) - delete \$65.26
- insert \$66.57
- c. Paragraph 6A.1 (a) - delete \$188.70
- insert \$192.47
- d. Paragraph 6A.1 (b) - delete \$19.39
- insert \$19.77
- e. Schedule - delete Schedule and insert the following:

RATES OF CLEARANCE DIVING ALLOWANCE

PART 1 – Clearance Diving Allowance (Qualification and Skill)

Column 1	Column 2	Column 3
Item	Qualification	Rate (\$ a year)
1.	Completed the Basic Clearance Diving Course	2774
2.	Completed the Intermediate Clearance Diving Course	3328
3.	Completed the Advanced Clearance Diving Course or the Mine Warfare and Clearance Diving Officers' Course	4993

PART 2 – Clearance Diving Allowance (Disability)

Column 1	Column 2	Column 3
Item	Description of Duties	Rate (\$ a year)
1.	Regular clearance diving without a regular commitment involving unpredictable explosives or dangerous substances (other than diving for the sole purpose of maintaining the member's clearance diving qualifications)	4437
2.	Regular clearance diving with a regular commitment to engage in searches for or assist in either the rendering safe or the disposal of unpredictable explosives or dangerous substances	6103
3.	Regular clearance diving with a regular commitment to render safe or dispose of unpredictable explosives or dangerous substances	7765

16. Determination No 6 of 1998, Diving Allowance:

- a. Clause 4 (a) - delete \$38.08
- insert \$38.84
- b. Clause 4 (b) - delete \$3872
- insert \$3949
- c. Clause 4 (c) - delete \$21.76
- insert \$22.20

17. Determination No 20 of 1999, Experimental Diving Allowance

- a. Schedule - delete and insert the following:

Column 1	Column 2	Column 3
Grade of dive	Rate for each dive	Additional rate for each hour or part hour for the duration of the dive
	\$	\$
1	128.59	12.86
2	214.32	23.57
3	348.28	37.51
4	696.55	117.88

18. Determination No 21 of 1999, Submarine Escape Allowance:

- a. Clause 3.1 (a) - delete \$5778
- insert \$5894
- b. Clause 3 .1 (b) - delete \$3851
- insert \$3928
- c. Clause 3.1 (c) - delete \$23.11
- insert \$23.57
- d. Paragraph 3.2 (a) - delete \$105.06
- insert \$107.16
- e. Paragraph 3.2 (b) - delete \$210.12
- insert \$214.32

19. Determination No 2 of 2001, Paratrooper Allowance:

a.	Clause 3 (a)	-	delete	\$6800
		-	insert	\$6936
b.	Clause 3 (b)	-	delete	\$5500
		-	insert	\$5610
c.	Clause 3 (c)	-	delete	\$3800
		-	insert	\$3876
d.	Clause 3 (d)	-	delete	\$2900
		-	insert	\$2958
e.	Clause 3 (e)	-	delete	\$2400
		-	insert	\$2448
f.	Clause 3 (f)	-	delete	\$1200
		-	insert	\$1224
g.	Clause 3 (g)	-	delete	\$25.00
		-	insert	\$25.50
h.	Clause 4.1 (c)	-	delete	\$1500
		-	insert	\$1530
i.	Clause 4.1 (d)	-	delete	\$1200
		-	insert	\$1224
j.	Clause 5 (a)	-	delete	\$18.63
		-	insert	\$19.00
k.	Clause 5 (b)	-	delete	\$15.07
		-	insert	\$15.37
l.	Clause 5 (c)	-	delete	\$10.41
		-	insert	\$10.62
m.	Clause 5 (d)	-	delete	\$7.95
		-	insert	\$8.10
n.	Clause 5 (e)	-	delete	\$6.58
		-	insert	\$6.71
o.	Clause 5 (f)	-	delete	\$3.29
		-	insert	\$3.35
p.	Clause 5 (g)	-	delete	\$25.00
		-	insert	\$25.50

SECTION 58B DETERMINATIONS

The following Determination made pursuant to section 58B of the Defence Act 1903 is amended as set out below:

1. Defence Determination 2000/1, Conditions of Service:
 - a. subclause 4.1.3 (2) - delete \$532
- insert \$543
 - b. subclause 4.1.4 (1) - delete \$5.26
- insert \$5.37