

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 16 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 8 November 2001.

Dated this twenty second day of October two thousand one.

His Hon Judge F K Cawthorne
President

Air Vice Marshal F D Cox AO (Retd)
Member

Commissioner A J Dangerfield

SCHEDULE 2
SCALE OF ANNUAL RATES
OFFICER OF THE PERMANENT FORCE

ATTACHMENT A

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$pa
Acting Sub Lieutenant	Second Lieutenant	Pilot Officer	34 228
			35 341
Sub Lieutenant	Lieutenant	Flying Officer	36 453
			37 749
			39 102
			40 479
Lieutenant	Captain	Flight Lieutenant	43 330
			45 005
			46 673
			48 342
			50 019
Lieutenant Commander	Major	Squadron Leader	51 691
			54 616
			56 378
Commander	Lieutenant Colonel	Wing Commander	58 136
			76 754
Captain	Colonel	Group Captain	79 261
			89 815
Commodore	Brigadier	Air Commodore	92 371
			102 907
Rear Admiral	Major General	Air Vice Marshal	124 508

SCHEDULE 3

SCALE OF ANNUAL RATES

OFFICER OF THE PERMANENT FORCE ENLISTED BEFORE APPOINTMENT AS OFFICER

Column 1	Column 2	Column 3	Column 4
Navy	Army	Air Force	Rate of Salary
			\$pa
Acting Sub Lieutenant	Second Lieutenant	Pilot Officer	42 249
Sub Lieutenant	Lieutenant	Flying Officer	43 425
			44 610
			45 789
			46 970
Lieutenant	Captain	Flight Lieutenant	48 149
			49 326
			50 509
			51 691

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)	43 330
Lieutenant	Captain	Flight Lieutenant	52 568 54 600 58 852 60 911 63 931 66 469 68 599
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	53 577 54 600 58 852 60 911 63 931 66 469 68 599
Lieutenant Commander	Major	Squadron Leader	73 678 76 146 78 620 81 090

SCHEDULE 4 - continued

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$pa
Commander	Lieutenant Colonel	Wing Commander	97 931
Captain	Colonel	Group Captain	111 160
Commodore	Brigadier	Air Commodore	119 254
Rear Admiral	Major General	Air Vice Marshal	124 508

(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 36 453
Lieutenant	Captain	Flight Lieutenant	LL2* 43 330 45 005 46 673 48 342 LL3* 58 852 63 931
Lieutenant Commander (a)	Major (a)	Squadron Leader (a)	54 616 56 378 58 136 58 852
Lieutenant Commander	Major	Squadron Leader	LL3* 68 599 73 678 76 146 81 090 LL4* 87 603 90 786
Commander	Lieutenant Colonel	Wing Commander	LL4* 100 762 104 476
Captain	Colonel	Group Captain	LL5* 111 160 115 088
Commodore	Brigadier	Air Commodore	LL5* 121 986

(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	39 102 43 330 45 005 46 673
Chaplain Division 1 (a)	40 479 43 330 45 005 46 673
Chaplain Division 2	48 342 50 019 51 691 54 616 56 378 58 136
Chaplain Division 3	76 754
Chaplain Division 4A	79 261
Chaplain Division 4B	79 261
Chaplain Division 5	91 937

(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	Pay	Pay	Pay	Pay	Pay	Pay
Navy	Army	Air Force	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7
			\$	\$	\$	\$	\$	\$	\$
Seaman	Private	Aircraftman	28 013	29 544	31 075	32 604	34 135	35 666	37 198
Able Seaman	Private Proficient	Leading Aircraftman	28 563	30 124	31 687	33 249	34 809	36 368	37 931
	Lance Corporal		29 126	30 719	32 311	33 905	35 496	37 088	38 680
Leading Seaman	Corporal	Corporal	31 699	32 966	34 233	35 500	36 768	38 033	39 302
			32 345	33 638	34 928	36 222	37 515	38 806	40 099
			32 668	33 971	35 278	36 582	37 889	39 194	40 502
Petty Officer	Sergeant	Sergeant	36 396	37 339	38 286	39 231	40 176	41 123	42 068
			37 136	38 101	39 066	40 031	40 996	41 962	42 927
			37 506	38 481	39 456	40 431	41 405	42 381	43 355
	Staff Sergeant		40 657	41 715	42 771	43 829	44 887	45 943	47 002
Chief Petty Officer	Warrant Officer	Flight Sergeant	42 946	44 052	44 717	45 381	46 044	46 709	47 357
			43 822	44 949	45 628	46 306	46 983	47 660	48 323
	Class 2		44 260	45 399	46 085	46 768	47 451	48 138	48 809

SCHEDULE 6 - continued

Column 1	Column 2	Column 3	Column 4							
			Rate of Salary							
			Pay	Pay	Pay	Pay	Pay	Pay	Pay	Pay
Navy	Army	Air Force	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 7
			\$	\$	\$	\$	\$	\$	\$	\$
Warrant Officer Class 1	Warrant Officer Class 1	Warrant Officer	49 595	49 595	49 595	49 595	49 595	49 595	49 595	49 595
			50 607	50 607	50 607	50 607	50 607	50 607	50 607	50 607
			51 115	51 115	51 115	51 115	51 115	51 115	51 115	51 115
WO-N	RSM-A	WO-RAAF			54 476					
					55 585					
					56 137					

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	21 442
2	Member undergoing initial category or trade training or employment training	24 239
3	Apprentice:	
	1st year	13 052
	2nd year	16 159
	3rd year	19 267
4	Trainee, other than a member referred to in item 2 or 3, undertaking a Certificate of Technology course:	
	1st year	16 159
	2nd year	19 267
	3rd year	24 239
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	13 052
	1st year of training	16 159
	2nd year training	19 267
	3rd year training	24 239
	4th year training	25 792

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	16 159 19 267 24 239 25 792
7	Member undergoing officer training and not undertaking a degree course: in the case of a member of the Army or Air Force Ground Defence Officer specialisation 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 Air Force: without a degree with a degree in the case of a member of the Navy: 1st year 2nd year	 24 239 25 792 24 239 25 792 24 239 25 792
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	 36 453 37 749 39 102 40 479

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	51.11
10	Private or equivalent rank not having completed category training, or military trade skill test	59.77
11	Student at Officer Training Unit -	
	without a degree	57.78
	with a degree	61.48

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	84.40 87.14
Sub Lieutenant	Lieutenant	Flying Officer	89.88 96.42
Lieutenant	Captain	Flight Lieutenant	106.84 115.08 123.33
Lieutenant Commander	Major	Squadron Leader	134.67 143.35
Commander	Lieutenant Colonel	Wing Commander	178.74 184.58
Captain	Colonel	Group Captain	209.16
Commodore	Brigadier	Air Commodore	239.65
Rear Admiral	Major General	Air Vice Marshal	289.95
Vice Admiral	Lieutenant General	Air Marshal	358.40

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	129.62 145.11 157.64 169.15
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	132.11 145.11 157.64 169.15
Lieutenant Commander	Major	Squadron Leader	181.67 193.86 199.95
Commander	Lieutenant Colonel	Wing Commander	228.06
Captain	Colonel	Group Captain	258.87
Commodore	Brigadier	Air Commodore	277.71
Rear Admiral	Major General	Air Vice Marshal	289.95

(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 89.88
Lieutenant	Captain	Flight Lieutenant	LL2* 106.84 115.08 LL3* 145.11
Lieutenant Commander (a)	Major (a)	Squadron Leader (a)	134.67 143.35
Lieutenant Commander	Major	Squadron Leader	LL3* 169.15 187.76 LL4* 216.01
Commander	Lieutenant Colonel	Wing Commander	LL4* 234.65 243.30
Captain	Colonel	Group Captain	LL5* 258.87
Commodore	Brigadier	Air Commodore	LL5* 284.08

(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	96.42 110.97 115.08
Chaplain Division 1 (a)	99.81 110.97 115.08
Chaplain Division 2	119.20 127.46 139.01 143.35
Chaplain Division 3	178.74
Chaplain Division 4A	184.58
Chaplain Division 4B	184.58
Chaplain Division 5	214.10

(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
Assistant Chief of the Defence Force (Reserves)	32 118
Director-General of Cadets	31 127
Appointment in the establishment of the Army for which the rank of Major General is provided in that establishment	31 127
Appointment, other than a medical appointment, in the establishment of the Army for which the rank of Brigadier is provided in that establishment	25 727
Appointment in the establishment of the Army, being a medical appointment, for which the rank of Brigadier is provided in that establishment	29 814
Colonel (Medical), Director Health Services, Army Reserve, Eastern Region.	27 790
Colonel (Medical), Director Health Services, Army Reserve, Southern Region.	27 790
Colonel Medical, 1st Division	27 790
Chaplain Division 4B	19 815

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 \$6.56
- insert \$6.69

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

- a. Clause 4 - delete \$13.23
- insert \$13.49

- b. Clause 5 - delete \$13.23
- insert \$13.49

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	669	1340	2009	2682
Group 2	1005	2009	3350	4685
Group 3	1340	2682	4685	6694

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

- a. Clause 3.1 (a) - delete \$1928
- insert \$1967

- b. Clause 3.1 (b) - delete \$77.22
- insert \$78.76

- c. Clause 3.1 (c) - delete \$967
- insert \$986

- d. Clause 3.1 (d) - delete \$38.62
- insert \$39.39

5. Determination No 11 of 1994, Service Allowance

- a. Clause 2 - delete \$6866
- insert \$7003

6. Determination No 9 of 1995, Submarine Service Allowance

- a. Clause 5 - delete \$7000
- insert \$7140

- b. Clause 6.1 - delete and insert the following:

Column 1	Column 2
Cumulative Sea Service	\$ a year
Completed less than 3 years	11858
Completed 3 but less than 6 years	16541
Completed 6 but less than 11 years	19849
Completed 11 or more years	21876

7. Determination No 14 of 1995, Field Allowance

- a. Clause 3 Tier 1 - delete \$29.48
- insert \$30.07

- b. Clause 3 Tier 2 - delete \$17.29
- insert \$17.64

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

- a. Clause 3 - delete \$5.17
- insert \$5.27

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 3 years	7905
Completed 3 but less than 6 years	12253
Completed 6 but less than 11 years	16541
Completed 11 or more years	19022

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 3 years	21.66
Completed 3 but less than 6 years	33.57
Completed 6 but less than 11 years	45.32
Completed 11 or more years	52.12

- 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 3 years	32.49
Completed 3 but less than 6 years	45.32
Completed 6 but less than 11 years	54.38
Completed 11 or more years	59.93

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	10411	11476
2	Level 1	Trainee Special Forces member	5029	9760
3	-	Unqualified member	-	2869

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

- a. Clause 3 (a) - delete \$4060
- insert \$4141
- b. Clause 3 (b) - delete \$29.00
- insert \$29.58

13. Determination No 7 of 1997, Flying Allowance:

- a. Clause 7.1 (c) - delete \$16774
- insert \$17109
- b. Clause 8.1 (d) - delete \$4378
- insert \$4466
- c. Clause 8.1 (e) - delete \$4832
- insert \$4929
- 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	2610	1449
Completed 2 but less than 4 years	4350	3190
Completed 4 but less than 6 years	7831	4350
Completed 6 but less than 8 years	14789	5510
Completed 8 but less than 10 years	21748	6670
Completed 10 or more years	24070	6670

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

- a. Clause 7 (a) - delete \$2.49
- insert \$2.54
- b. Clause 7 (b) - delete \$3.79
- insert \$3.87
- c. Clause 7 (c) - delete \$8.01
- insert \$8.17

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

- a. Clause 6.2 (a) - delete \$133.14
- insert \$135.80
- b. Clause 6.2 (b) - delete \$66.57
- insert \$67.90
- c. Paragraph 6A.1 (a) - delete \$192.47
- insert \$196.32
- d. Paragraph 6A.1 (b) - delete \$19.77
- insert \$20.17
- 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	2829
2.	Completed the Intermediate Clearance Diving Course	3395
3.	Completed the Advanced Clearance Diving Course or the Mine Warfare and Clearance Diving Officers' Course	5093

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)	4526
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	6225
3.	Regular clearance diving with a regular commitment to render safe or dispose of unpredictable explosives or dangerous substances	7920

16. Determination No 6 of 1998, Diving Allowance:

- a. Clause 4 (a) - delete \$38.84
- insert \$39.62
- b. Clause 4 (b) - delete \$3949
- insert \$4028
- c. Clause 4 (c) - delete \$22.20
- insert \$22.64

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	131.16	13.12
2	218.61	24.04
3	355.25	38.26
4	710.48	120.24

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

- a. Clause 3.1 (a) - delete \$5894
- insert \$6012
- b. Clause 3.1 (b) - delete \$3928
- insert \$4007
- c. Clause 3.1 (c) - delete \$23.57
- insert \$24.04
- d. Paragraph 3.2 (a) - delete \$107.16
- insert \$109.30
- e. Paragraph 3.2 (b) - delete \$214.32
- insert \$218.61

19. Determination No 2 of 2001, Paratrooper Allowance:

a.	Clause 3 (a)	-	delete	\$6936
		-	insert	\$7075
b.	Clause 3 (b)	-	delete	\$5610
		-	insert	\$5722
c.	Clause 3 (c)	-	delete	\$3876
		-	insert	\$3954
d.	Clause 3 (d)	-	delete	\$2958
		-	insert	\$3017
e.	Clause 3 (e)	-	delete	\$2448
		-	insert	\$2497
f.	Clause 3 (f)	-	delete	\$1224
		-	insert	\$1248
g.	Clause 3 (g)	-	delete	\$25.50
		-	insert	\$26.01
h.	Clause 4.1 (c)	-	delete	\$1530
		-	insert	\$1561
i.	Clause 4.1 (d)	-	delete	\$1224
		-	insert	\$1248
j.	Clause 5 (a)	-	delete	\$19.00
		-	insert	\$19.38
k.	Clause 5 (b)	-	delete	\$15.37
		-	insert	\$15.68
l.	Clause 5 (c)	-	delete	\$10.62
		-	insert	\$10.83
m.	Clause 5 (d)	-	delete	\$8.10
		-	insert	\$8.27
n.	Clause 5 (e)	-	delete	\$6.71
		-	insert	\$6.84
o.	Clause 5 (f)	-	delete	\$3.35
		-	insert	\$3.42
p.	Clause 5 (g)	-	delete	\$25.50
		-	insert	\$26.01

q.	Clause 5A.2(a)	-	delete	\$224.40
		-	insert	\$228.89
r.	Clause 5A.2(b)	-	delete	\$112.20
		-	insert	\$114.44

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 \$543
- insert \$554
 - b. subclause 4.1.4 (1) - delete \$5.37
- insert \$5.48