

**DEFENCE FORCE REMUNERATION TRIBUNAL**

**DETERMINATION NO. 1 OF 2006**

**ADF WORKPLACE REMUNERATION ARRANGEMENT: 2004 – 2006**

**AND**

**ADF STAR RANKS' REMUNERATION ARRANGEMENT: 2004 – 2006**

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.
3. 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.
4. The Determination listed in Attachment C to this Determination, being a Determination made pursuant to section 58B of the *Defence Act 1903*, is modified as set out in the Attachment.
5. This Determination shall take effect on and from 9 March 2006.

Dated this seventeenth day of February, two thousand and six.

Senior Deputy President R N Cartwright .....  
President

Air Vice Marshal F D Cox, AO (Ret'd) .....  
Member

Mr G D John .....  
Member

**SCHEDULE 2**  
**SCALE OF ANNUAL RATES**  
**OFFICER OF THE PERMANENT FORCE**

**ATTACHMENT A**

<b>Column 1</b>			<b>Column 2</b>
<b>Rank</b>			<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>\$pa</b>
Acting Sub Lieutenant	Second Lieutenant	Pilot Officer	40 675
			41 998
Sub Lieutenant	Lieutenant	Flying Officer	43 320
			44 861
			46 470
			48 106
Lieutenant	Captain	Flight Lieutenant	51 493
			53 484
			55 467
			57 449
			59 442
			61 430
Lieutenant Commander	Major	Squadron Leader	64 905
			67 000
			69 089
Commander	Lieutenant Colonel	Wing Commander	91 214
			94 195
Captain	Colonel	Group Captain	106 736
			109 775
Commodore	Brigadier	Air Commodore	122 727
Rear Admiral	Major General	Air Vice Marshal	148 397

**SCHEDULE 3**

**SCALE OF ANNUAL RATES**

**OFFICER OF THE PERMANENT FORCE ENLISTED BEFORE APPOINTMENT AS OFFICER**

<b>Column 1</b>			<b>Column 2</b>
<b>Rank</b>			<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>\$pa</b>
Acting Sub Lieutenant	Second Lieutenant	Pilot Officer	50 208
Sub Lieutenant	Lieutenant	Flying Officer	51 606 53 013 54 416 55 819
Lieutenant	Captain	Flight Lieutenant	57 220 58 619 60 026 61 430

**SCHEDULE 4**  
**SCALE OF ANNUAL RATES**  
**MEDICAL OFFICER OF THE PERMANENT FORCE ON SPECIALIST CAREER STRUCTURE**

<b>Column 1a</b>			<b>Column 1b</b>	<b>Column 2</b>
<b>Rank</b>			<b>Competency Level</b>	<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>\$pa</b>
Lieutenant	Captain	Flight Lieutenant	Resident	51 493
			CL 1-1	58 138
			CL 1-2	60 172
			CL 2-1	74 693
			CL 2-2	77 224
			CL 2-3	79 831
			CL 2A see note 1 below	82 517
			CL 3-1	96 765
			CL 3-2	99 958
			CL 3-3	103 249
			CL 4	110 023
			CL 5-1	115 560
			CL 5-2	119 318
Lieutenant Commander	Major	Squadron Leader	CL 1	64 905
			CL 2-1	83 308
			CL 2-2	86 098
			CL 2-3	88 971
			CL 2A see note 1 below	91 931
			CL 3-1	104 217
			CL 3-2	107 635
			CL 3-3	111 154
			CL 4	118 405
			CL 5-1	119 433
CL 5-2	123 307			

**SCHEDULE 4 - continued**

<b>Column 1a</b>			<b>Column 1b</b>	<b>Column 2</b>
<b>Rank</b>			<b>Competency Level</b>	<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>\$pa</b>
Commander	Lieutenant Colonel	Wing Commander	CL 2-1 (Higher duties or temporary duty only)	100 891
			CL 2-2 (Higher duties or temporary duty only)	103 919
			CL 3-1 (Higher duties or temporary duty only)	118 475
			CL 3-2 (Higher duties or temporary duty only)	122 028
			CL 3-3	126 793
			CL 4	133 232
			CL 5-1	137 156
Captain	Colonel	Group Captain	CL 3-1 (Higher duties or temporary duty only)	124 765
			CL 3-2 (Higher duties or temporary duty only)	128 509
			CL 3-3	132 363
			CL 4	140 304
			CL 5-1	144 439
Commodore	Brigadier	Air Commodore	CL 3-1 (Higher duties or temporary duty only)	131 487
			CL 3-2 (Higher duties or temporary duty only)	135 419
			CL 3-3	139 468
			CL 4	147 810
			CL 5-1	152 152
Rear Admiral	Major General	Air Vice Marshal	CL 3-1	136 730
			CL 3-2	140 817
			CL 3-3	145 030
			CL 4	153 704
			CL 5	158 221

**NOTES:**

1. The competency level 2A rate may be paid to a Medical Officer holding a relevant Masters Degree and posted to one of the following positions:

Navy Submarine Squadron Medical Officer, HMAS Stirling

Army SO3 Aviation Medicine, 16 Brigade

Research Officer, Australian Malaria Institute

Air Force Chief Instructor Aviation Medicine, RAAF Base Edinburgh

Health Plans and Policy –1, Air Force Headquarters

2. To advance from one competency level to another the Medical Officer must meet the competency requirements established by the CDF.

**SCHEDULE 4A**  
**SCALE OF ANNUAL RATES**  
**LEGAL OFFICER OF THE PERMANENT FORCE ON SPECIALIST CAREER STRUCTURE**

<b>Column 1a</b>			<b>Column 1b</b>	<b>Column 2</b>
<b>Rank</b>			<b>Competency Level</b>	<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>\$pa</b>
Sub Lieutenant	Lieutenant	Flying Officer	LL 1	43 320
Lieutenant	Captain	Flight Lieutenant	LL 1 (higher duties or temporary duty only)	49 800
			LL 1	49 800
			LL 2-1	51 493
			LL 2-2	53 484
			LL 2-3	55 467
			LL 2-4	57 449
			LL 2-5	59 442
			LL 2-6	61 430
			LL 3-1	69 940
			LL 3-2	75 977
Lieutenant Commander	Major	Squadron Leader	LL 1 (higher duties or temporary duty only)	64 905
			LL 2-1	64 905
			LL 2-2	67 000
			LL 2-3	69 089
			LL 2-4	69 940
			LL 3-1	81 525
			LL 3-2	87 558
			LL 3-3	90 492
			LL 3-4	96 367
			LL 4-1	104 109
LL 4-2	107 889			

**SCHEDULE 4A - continued**

<b>Column 1a</b>			<b>Column 1b</b>	<b>Column 2</b>
<b>Rank</b>			<b>Competency Level</b>	<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>\$pa</b>
Commander	Lieutenant Colonel	Wing Commander	LL 2 (higher duties or temporary duty only)	91 214
			LL 3-1	112 901
			LL 3-2	116 288
			LL 4-1	119 746
			LL 4-2	124 161
			LL 5	128 130
			Captain	Colonel
LL 3 (higher duties or temporary duty only)	122 209			
LL 4	128 130			
LL 5-1	132 102			
LL 5-2	136 770			
Commodore	Brigadier	Air Commodore	LL 4	136 979
			LL 5	145 400

Note: To advance from one competency level to another the Legal Officer must meet the competency requirements established by the CDF for the competency level, and to be posted to a position designated by the CDF as a position that requires that competency level.

**SCHEDULE 4AA**  
**SCALE OF ANNUAL RATES**  
**DENTAL OFFICER OF THE PERMANENT FORCE ON SPECIALIST CAREER STRUCTURE**

<b>Column 1a</b>			<b>Column 1b</b>	<b>Column 2</b>
<b>Rank</b>			<b>Competency level</b>	<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>\$pa</b>
Lieutenant	Captain	Flight Lieutenant	CL 1-1	62 473
			CL 1-2	64 888
			CL 2-1	83 184
			CL 2-2	85 931
			CL 2-3	88 758
			CL 3-1	94 584
			CL 3-2	97 669
			CL 3-3	100 851
			CL 4	107 400
Lieutenant Commander	Major	Squadron Leader	CL 2-1	91 421
			CL 2-2	94 413
			CL 2-3	97 496
			CL 3-1	103 845
			CL 3-2	107 209
			CL 3-3	110 676
			CL 4	117 815
Commander	Lieutenant Colonel	Wing Commander	CL 2 (Higher duties or temporary duty only)	112 613
			CL 3	126 640
			CL 4	134 238
Captain	Colonel	Group Captain	CL 3	137 556
			CL 4	145 811
Commodore	Brigadier	Air Commodore	CL 3	147 810
			CL 4	152 152

NOTE: To advance from one competency level to another the Dental Officer must meet the competency requirements established by the CDF.

**SCHEDULE 4AAA**  
**SCALE OF ANNUAL RATES**

**MEDICAL OFFICER OF THE PERMANENT FORCE NOT ON SPECIALIST CAREER STRUCTURE**

<b>Column 1</b>			<b>Column 2</b>
<b>Rank</b>			<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>\$pa</b>
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)	51 493
Lieutenant	Captain	Flight Lieutenant	62 473 64 888 69 940 72 387 75 977 78 992 81 525
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	63 670 64 888 69 940 72 387 75 977 78 992 81 525
Lieutenant Commander	Major	Squadron Leader	87 558 90 492 93 432 96 367

**SCHEDULE 4AAA - continued**

<b>Column 1</b>			<b>Column 2</b>
<b>Rank</b>			<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>\$pa</b>
Commander	Lieutenant Colonel	Wing Commander	116 381
Captain	Colonel	Group Captain	132 102
Commodore	Brigadier	Air Commodore	142 152
Rear Admiral	Major General	Air Vice Marshal	148 397

(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 officer staffing levels.

**SCHEDULE 4AB**  
**SCALE OF ANNUAL RATES**

**DENTAL OFFICER OF THE PERMANENT FORCE NOT ON SPECIALIST CAREER STRUCTURE**

<b>Column 1</b>			<b>Column 2</b>
<b>Rank</b>			<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>\$pa</b>
Lieutenant	Captain	Flight Lieutenant	62 473
			64 888
			69 940
			72 387
			75 977
			78 992
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	81 525
			63 670
			64 888
			69 940
			72 387
			75 977
Lieutenant Commander	Major	Squadron Leader	78 992
			81 525
			87 558
			90 492
			93 432
			96 367

**SCHEDULE 4AB - continued**

<b>Column 1</b>			<b>Column 2</b>
<b>Rank</b>			<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>\$pa</b>
Commander	Lieutenant Colonel	Wing Commander	116 381
Captain	Colonel	Group Captain	132 102
Commodore	Brigadier	Air Commodore	142 152
Rear Admiral	Major General	Air Vice Marshal	148 397

(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 dental officer staffing levels.

**SCHEDULE 5**  
**SCALE OF ANNUAL RATES**  
**CHAPLAIN OF THE PERMANENT FORCE ON SPECIALIST CAREER STRUCTURE**

<b>Column 1a Classification</b>	<b>Column 1b Competency Level</b>	<b>Column 2 Rate of Salary \$pa</b>
Chaplain Division 1	CL 1-1	58 550
	CL 1-2	60 620
	CL 2-1	62 750
	CL 2-2	64 950
	CL 2-3	67 217
	CL 3-1	69 554
Chaplain Division 2	CL 2-3	69 554
	CL 3-1	71 888
	CL 3-2	74 224
	CL 3-3	76 561
Chaplain Division 3	CL 2	81 610
	CL 3-1	92 157
	CL 3-2	95 005
Chaplain Division 4	CL 3-1	100 465
	CL 3-2 or Division 4 Head of Denomination	103 573
Chaplain Division 5	CL 3 Principal Chaplain	112 571

\* To advance from one competency level to another the Chaplain must meet the competency requirements established by the CDF.

**SCHEDULE 5A**  
**SCALE OF ANNUAL RATES**  
**CHAPLAIN OF THE PERMANENT FORCE NOT ON SPECIALIST CAREER STRUCTURE**

<b>Column 1</b> <b>Classification</b>	<b>Column 2</b> <b>Rate of Salary</b> <b>\$pa</b>
Chaplain Division 1	46 470
	51 493
	53 484
	55 467
Chaplain Division 1 <sup>(a)</sup>	48 106
	51 493
	53 484
	55 467
Chaplain Division 2	57 449
	59 442
	61 430
	64 905
	67 000
Chaplain Division 3	69 089
	91 214
Chaplain Division 4A	94 195
Chaplain Division 4B	94 195
Chaplain Division 5	109 688

<sup>(a)</sup> 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**

<b>Column 1</b>			<b>Column 2</b>						
<b>Rank</b>			<b>Rate of Salary</b>						
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>Pay Group 1 \$pa</b>	<b>Pay Group 2 \$pa</b>	<b>Pay Group 3 \$pa</b>	<b>Pay Group 4 \$pa</b>	<b>Pay Group 5 \$pa</b>	<b>Pay Group 6 \$pa</b>	<b>Pay Group 7 \$pa</b>
Seaman	Private	Aircraftman	33 291	35 110	36 930	38 748	40 567	42 386	44 206
Able Seaman	Private Proficient	Leading Aircraftman	33 945	35 800	37 657	39 513	41 367	43 221	45 078
	Lance Corporal		34 615	36 505	38 399	40 292	42 183	44 073	45 967
Leading Seaman	Corporal	Corporal	37 670	39 176	40 682	42 188	43 696	45 198	46 707
			38 439	39 976	41 508	43 046	44 583	46 118	47 653
			38 823	40 372	41 924	43 474	45 027	46 577	48 132
Petty Officer	Sergeant	Sergeant	43 254	44 373	45 499	46 622	47 746	48 871	49 993
			44 134	45 280	46 427	47 573	48 720	49 868	51 015
			44 573	45 731	46 889	48 047	49 207	50 366	51 522
	Staff Sergeant		48 317	49 575	50 828	52 087	53 344	54 599	55 856
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	51 037	52 352	53 143	53 932	54 720	55 508	56 279
			52 078	53 417	54 222	55 030	55 836	56 639	57 427
			52 599	53 951	54 767	55 580	56 390	57 207	58 005

**SCHEDULE 6 - continued**

**Column 1  
Rank**

**Column 2  
Rate of Salary**

Navy	Army	Air Force	Pay	Pay	Pay	Pay	Pay	Pay	Pay
			Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7
			\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
Warrant Officer	Warrant Officer	Warrant Officer	58 939	58 939	58 939	58 939	58 939	58 939	58 939
	Class 1		60 141	60 141	60 141	60 141	60 141	60 141	60 141
			60 745	60 745	60 745	60 745	60 745	60 745	60 745
WO-N	RSM-A	WO-RAAF			64 741				
					66 057				
					66 713				

**SCHEDULE 8**  
**SCALE OF RATES**

**PERMANENT AND RESERVE MEMBERS UNDERGOING TRAINING**

<b>Column 1a Item</b>	<b>Column 1b Training Capacity</b>	<b>Column 2 Rate of Salary \$ pa</b>
<b>PART A - PERMANENT FORCE</b>		
1	Normal entry recruit during basic recruit training	25 482
2	Member undergoing initial category or trade training or employment training	28 805
3	Apprentice:	
	1st year	15 511
	2nd year	19 204
	3rd year	22 897
4	Trainee, other than a member referred to in item 2 or 3, undertaking a Certificate of Technology course:	
	1st year	19 204
	2nd year	22 897
	3rd year	28 805
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	15 511
	1st year of training	19 204
	2nd year of training	22 897
	3rd year of training	28 805
	4th year of training	30 652



**SCHEDULE 8 - continued**

<b>Column 1a Item</b>	<b>Column 1b Training Capacity</b>	<b>Column 2 Rate of Salary \$ pa</b>
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	43 320
	2nd year	44 861
	3rd year	46 470
	4th year	48 106
	Year of internship (first postgraduate medical year)	51 493

**PART B - RESERVE FORCES**

<b>Column 1a Item</b>	<b>Column 1b Training Capacity</b>	<b>Column 2 Rate of Salary \$ per day</b>
9	Recruit during basic recruit training	60.74
10	Private or equivalent rank not having completed category training, or military trade skill test	71.03
11	Student at Officer Training Unit -	
	without a degree	68.66
	with a degree	73.06

**SCHEDULE 9**  
**SCALE OF DAILY RATES**  
**OFFICER OF THE RESERVE FORCES**

<b>Column 1</b>			<b>Column 2</b>
<b>Rank</b>			
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>Rate of Salary</b>
			<b>\$ per day</b>
Acting Sub Lieutenant	Second Lieutenant	Pilot Officer	100.29 103.56
Sub Lieutenant	Lieutenant	Flying Officer	106.82 114.58
Lieutenant	Captain	Flight Lieutenant	126.97 136.77 146.57
Lieutenant Commander	Major	Squadron Leader	160.04 170.36
Commander	Lieutenant Colonel	Wing Commander	212.42 219.36
Captain	Colonel	Group Captain	248.56
Commodore	Brigadier	Air Commodore	285.80
Rear Admiral	Major General	Air Vice Marshal	345.58
Vice Admiral	Lieutenant General	Air Marshal	497.63
Admiral	General	Air Chief Marshal	641.97

**SCHEDULE 10**  
**MEDICAL OFFICER OF THE RESERVE FORCES ON SPECIALIST CAREER STRUCTURE**  
**SCALE OF DAILY RATES**

<b>Column 1a</b>			<b>Column 1b</b>	<b>Column 2</b>
<b>Rank</b>			<b>Competency Level</b>	<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>\$ per day</b>
Lieutenant	Captain	Flight Lieutenant	Resident	126.97
			CL 1-1	143.35
			CL 1-2	148.37
			CL 2-1	184.17
			CL 2-2	190.42
			CL 2-3	196.84
			CL 3-1	238.60
			CL 3-2	246.47
			CL 3-3	254.59
			CL 4	271.29
			CL 5-1	284.94
			CL 5-2	294.21
			Lieutenant Commander	Major
CL 2-1	205.42			
CL 2-2	212.30			
CL 2-3	219.38			
CL 3-1	256.97			
CL 3-2	265.40			
CL 3-3	274.08			
CL 4	291.96			
CL 5-1	294.49			
CL 5-2	304.04			

**SCHEDULE 10 - continued**

<b>Column 1a</b>			<b>Column 1b</b>	<b>Column 2</b>
<b>Rank</b>			<b>Competency Level</b>	<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>\$ per day</b>
Commander	Lieutenant Colonel	Wing Commander	CL 2-1 (Higher duties or temporary duty only)	234.95
			CL 2-2 (Higher duties or temporary duty only)	242.00
			CL 3-1 (Higher duties or temporary duty only)	275.90
			CL 3-2 (Higher duties or temporary duty only)	284.17
			CL 3-3	295.27
			CL 4	310.27
			CL 5-1	319.40
Captain	Colonel	Group Captain	CL 3-1 (Higher duties or temporary duty only)	290.55
			CL 3-2 (Higher duties or temporary duty only)	299.27
			CL 3-3	308.24
			CL 4	326.74
			CL 5-1	336.36
Commodore	Brigadier	Air Commodore	CL 3-1 (Higher duties or temporary duty only)	306.22
			CL 3-2 (Higher duties or temporary duty only)	315.36
			CL 3-3	324.79
			CL 4	344.22
			CL 5-1	354.33
Rear Admiral	Major General	Air Vice Marshal	CL 3-1	318.42
			CL 3-2	327.94
			CL 3-3	337.74
			CL 4	357.94
			CL 5-1	368.47

**NOTES:**

1. To advance from one competency level to another the Medical Officer must meet the competency requirements established by the CDF.

**SCHEDULE 10A**  
**SCALE OF DAILY RATES**  
**LEGAL OFFICER OF THE RESERVE FORCES ON SPECIALIST CAREER STRUCTURE**

<b>Column 1a</b>			<b>Column 1b</b>	<b>Column 2</b>
<b>Rank</b>			<b>Competency Level</b>	<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>\$ per day</b>
Sub Lieutenant	Lieutenant	Flying Officer	LL 1	106.82
Lieutenant	Captain	Flight Lieutenant	LL 1 (higher duties or temporary duty only)	122.79
			LL 1	122.79
			LL 2-1	126.97
			LL 2-2	131.88
			LL 3	172.45
Lieutenant Commander	Major	Squadron Leader	LL 1 (higher duties or temporary duty only)	160.04
			LL 2-1	160.04
			LL 2-2	165.21
			LL 3-1	201.02
			LL 3-2	215.90
			LL 4	256.71
Commander	Lieutenant Colonel	Wing Commander	LL 2 (higher duties or temporary duty only)	212.42
			LL 3 (higher duties or temporary duty only)	262.92
			LL 4-1	278.86
			LL 4-2	289.14
			LL 5	298.38
Captain	Colonel	Group Captain	LL 2 (higher duties or temporary duty only)	248.56
			LL 3 (higher duties or temporary duty only)	284.60
			LL 4	298.38
			LL 5	307.63
Commodore	Brigadier	Air Commodore	LL 4 (higher duties or temporary duty only)	318.99
			LL 5	338.60

Note: To advance from one competency level to another the Legal Officer must meet the competency requirements established by the CDF for the competency level, and to be posted to a position designated by the CDF as a position that requires that competency level.

**SCHEDULE 10AA**  
**SCALE OF DAILY RATES**  
**DENTAL OFFICER OF THE RESERVE FORCES ON SPECIALIST CAREER STRUCTURE**

<b>Column 1a</b>			<b>Column 1b</b>	<b>Column 2</b>
<b>Rank</b>			<b>Competency Level</b>	<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>\$ per day</b>
Lieutenant	Captain	Flight Lieutenant	CL 1-1	154.04
			CL 1-2	160.00
			CL 2-1	205.11
			CL 2-2	211.88
			CL 2-3	218.86
			CL 3-1	233.22
			CL 3-2	240.83
			CL 3-3	248.67
Lieutenant Commander	Major	Squadron Leader	CL 4	264.82
			CL 2-1	225.42
			CL 2-2	232.80
			CL 2-3	240.40
			CL 3-1	256.06
			CL 3-2	264.35
			CL 3-3	272.90
			CL 4	290.50
Commander	Lieutenant Colonel	Wing Commander	CL 2 (Higher duties or temporary duty only)	262.25
			CL 3	294.92
			CL 4	312.61
Captain	Colonel	Group Captain	CL 3	320.34
			CL 4	339.56
Commodore	Brigadier	Air Commodore	CL 3	344.22
			CL 4	354.33

NOTE: To advance from one competency level to another the Dental Officer must meet the competency requirements established by the CDF.

**SCHEDULE 10AAA**  
**SCALE OF DAILY RATES**

**MEDICAL OFFICER OF THE RESERVE FORCES NOT ON SPECIALIST CAREER STRUCTURE**

<b>Column 1</b>			<b>Column 2</b>
<b>Rank</b>			<b>Rate of Salary</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>\$ per day</b>
Lieutenant	Captain	Flight Lieutenant	154.04
			172.45
			187.34
			201.02
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	156.99
			172.45
			187.34
			201.02
Lieutenant Commander	Major	Squadron Leader	215.90
			230.38
			237.62
Commander	Lieutenant Colonel	Wing Commander	271.02
Captain	Colonel	Group Captain	307.63
Commodore	Brigadier	Air Commodore	331.04
Rear Admiral	Major General	Air Vice Marshal	345.58

(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 officer staffing levels.

**SCHEDULE 11**  
**SCALE OF DAILY RATES**  
**CHAPLAIN OF THE RESERVE FORCES ON SPECIALIST CAREER STRUCTURE**

<b>Column 1a Classification</b>	<b>Column 1b Competency Level</b>	<b>Column 2 Rate of Salary \$ per day</b>
Chaplain Division 1	CL 1-1	144.37
	CL 1-2	149.47
	CL 2-1	154.73
	CL 2-2	160.15
	CL 2-3	165.74
	CL 3-1	171.50
Chaplain Division 2	CL 2-3	171.50
	CL 3-1	177.26
	CL 3-2	183.02
	CL 3-3	188.78
Chaplain Division 3	CL 2	190.05
	CL 3-1	214.61
	CL 3-2	221.24
Chaplain Division 4	CL 3-1	233.96
	CL 3-2 or Division 4 Head of Denomination	241.20
Chaplain Division 5	CL 3 Principal Chaplain	262.15

\* To advance from one competency level to another the Chaplain must meet the competency requirements established by the CDF.

**SCHEDULE 12**  
**SCALE OF ANNUAL RATES**  
**OFFICERS OF THE RESERVE FORCES WHO HOLD SPECIFIED APPOINTMENTS**

<b>Column 1a</b> <b>Appointment</b>	<b>Column 1b</b> <b>Competency Level</b>	<b>Column 2</b> <b>Rate of Salary</b> <b>\$pa</b>
Assistant Chief of the Defence Force (Reserves)		38 278
Director-General of Cadets		37 099
Appointment in the establishment of the Army for which the rank of Major General is provided in that establishment		37 099
Appointment, other than a medical appointment, in the establishment of the Army for which the rank of Brigadier is provided in that establishment		30 682
Appointment in the establishment of the Army, being a medical appointment, for which the rank of Brigadier is provided in that establishment	CL 3-1	32 872
	CL 3-2	33 855
	CL 3-3	34 867
	CL 4	36 953
	CL 5-1	38 038
Colonel (Medical), Director Health Services, Army Reserve, Eastern Region.	CL 3-3	33 091
	CL 4	35 076
	CL 5-1	36 110
Colonel (Medical), Director Health Services, Army Reserve, Southern Region.	CL 3-3	33 091
	CL 4	35 076
	CL 5-1	36 110
Colonel Medical, 1st Division	CL 3-3	33 091
	CL 4	35 076
	CL 5-1	36 110
Chaplain Division 4 - Head of Denomination		25 893



**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 4 of 1992, Flight Duties Allowance:**

- a. Clause 4
  - delete \$15.79
  - insert \$16.03
  
- b. Clause 5
  - delete \$15.79
  - insert \$16.03

**2. Determination No 14 of 1992, Language Proficiency Allowance:**

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

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Degree of Language Difficulty	Level of Language Proficiency			
	Lower	Intermediate	Higher	Advanced
	\$	\$	\$	\$
Group 1	795	1593	2387	3187
Group 2	1195	2387	3981	5568
Group 3	1593	3187	5568	7956

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**3. Determination No 11 of 1994, Service Allowance**

- a. Clause 2
  - delete \$9548
  - insert \$9691

**4. Determination No 9 of 1995, Submarine Service Allowance**

- a. Clause 5
  - delete \$8359
  - insert \$8484

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

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Column 1	Column 2
Period of Cumulative Sea Service	\$ a year
Completed less than 3 years	14092
Completed 3 but less than 6 years	19658
Completed 6 but less than 11 years	23589
Completed 11 or more years	25997

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**11. Determination No 6 of 1998, Diving Allowance:**

a. Clause 4 (a)	- delete	\$46.39
	- insert	\$47.09
b. Clause 4 (aa)	- delete	\$31.82
	- insert	\$32.30
c. Clause 4 (b)	- delete	\$4715
	- insert	\$4786
d. Clause 4 (c)	- delete	\$26.51
	- insert	\$26.91

**12. Determination No 21 of 1999, Submarine Escape Allowance:**

a. Clause 3.1 (a)	- delete	\$7039
	- insert	\$7145
b. Clause 3 .1 (b)	- delete	\$4692
	- insert	\$4762
c. Clause 3.1 (c)	- delete	\$28.14
	- insert	\$28.56
d. Paragraph 3.2 (a)	- delete	\$127.98
	- insert	\$129.90
e. Paragraph 3.2 (b)	- delete	\$255.97
	- insert	\$259.81

**13. Determination No 2 of 2001, Paratrooper Allowance:**

- a. Clause 3 - substitute Column 3 with the following:

<b>Column 3 is entitled to this rate of allowance...</b>
\$8406 a year
\$6799 a year
\$4698 a year
\$4141 a year
\$3585 a year
\$2966 a year
\$1484 a year
\$30.92 for each descent (up to a limit of 30 descents a year)

- b. Clause 4.1 (c) - delete \$1828  
- insert \$1855

- c. Clause 4.1 (d) - delete \$1462  
- insert \$1484

- d. Clause 5 - substitute Column 3 with the following:

<b>Column 3 is entitled to this rate of allowance...</b>
\$23.03 a day
\$18.63 a day
\$12.87 a day
\$11.35 a day
\$9.82 a day
\$8.13 a day
\$4.07 a day

\$30.92 for each descent (up to a limit of 30 descents a year)
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- e. Clause 5A.2(a)
  - delete \$267.99
  - insert \$272.01
  
- f. Clause 5A.2(b)
  - delete \$133.99
  - insert \$136.00

**14. Determination No 11 of 2002, Special Action Forces Allowance:**

- a. Schedule - delete the table and insert the following:

<b>Column 1 Item</b>	<b>Column 2 Member's status</b>	<b>Column 3 Qualification &amp; skill rate \$</b>	<b>Column 4 Disability rate \$</b>	<b>Column 5 Effect of disability on other s.58H disability allowances</b>
1.	Trainee Special Forces member	9952 a year	17563 a year	other disability allowances are not payable.
2.	Qualified Special Forces member	17563 a year	23416 a year	other disability allowances are not payable.
2A.	A medic or ammunition technician who is posted to the SASR and assigned for duty in support of TAG West	As applicable under other items of the Schedule	11123 a year	other disability allowances may apply if member is eligible.
3.	Support member	As applicable under other items of the Schedule	5856 a year	other disability allowances may apply if member is eligible.
4.	Member of 152 Signals Squadron	1756 a year	5856 a year	other disability allowances may apply if member is eligible.

5.	Member on designated special duty	As applicable under other items of the Schedule	177 a day	Other disability allowances are not payable under this Determination or any other s.58H Determination. Entitlement ceases if certain allowances authorised under s.58B are payable (see subclause 8A.1).
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**15. Determination No 19 of 2002, Specialist Operations Allowance:**

- a. Sub-clause 12.1 (a)
  - delete \$229.87
  - insert \$233.32
- b. Sub-clause 12.1 (b)
  - delete \$23.60
  - insert \$23.95
- c. Clause 12A.1
  - delete the table and insert the following:

**Additional Disability Allowance For Experimental Diving**

Column 1 Grade of dive	Column 2 Rate for each dive	Column 3 Additional rate for each hour or part hour for the duration of the dive
1	155.86	15.59
2	259.81	28.56
3	422.18	45.46
4	844.34	142.89

- d. Schedule
  - delete the table and insert the following

Column 1 Item	Column 2 Member's status [NB: See clause 2 for the meaning of certain terms used in this column]	Column 3 Qualification & skill rate \$ a year	Column 4 Disability rate \$ a year	Column 5 Effect of disability on other s.58H disability allowances
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**Part 1 – Members serving in TAG East or as qualified commandos or trainee commandos or in related positions**

1.	Trainee TAG East member	7025	17563	Other disability allowances are not payable.
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2.	Qualified TAG East member	9952	23416	Other disability allowances are not payable.
2A.	Trainee Commando	1756	5856	Other disability allowances are not payable.
3.	Qualified Commando	3514	9366	Other disability allowances are not payable.
4.	Member of 126 Signals Squadron	1756	5856	Other disability allowances may apply if member is eligible.
4A.	A medic or ammunition technician who is posted to 4RAR and is assigned for duty in support of TAG East	As applicable under other items of the Schedule	11123	Other disability allowances may apply if member is eligible.
5.	Support member [NB See the definition in clause 2]	As applicable under other items of the Schedule	5856	Other disability allowances may apply if member is eligible.
<b>Part 2 – Clearance Divers</b>				
6.	Clearance diving qualification (other than advanced)	4098	As applicable under other items of the Schedule	As applicable under other items of the Schedule
7.	Clearance diving qualification (advanced)	6558	As applicable under other items of the Schedule	As applicable under other items of the Schedule
8.	Trainee clearance diver	-	8782	Other disability allowances may apply if member is eligible.
9.	Qualified clearance diver posted to Clearance Diving Team	As applicable under other items of the Schedule	15221	Other disability allowances may apply if member is eligible.

10.	Qualified clearance diver posted to Mine Hunter Coastal or Diving School or the Explosive Ordnance Disposal/ Improvised Explosive Device Disposal Response Team Cairns, or on an overseas exchange in the United Kingdom	As applicable under other items of the Schedule	11123	Other disability allowances may apply if member is eligible.
11.	Qualified clearance Diver posted to an Explosive Ordnance Disposal/ Improvised Explosive Device Disposal Response Team (other than Cairns) or to the Sea Training Group or on an overseas exchange with the United States Navy	As applicable under other items of the Schedule	9952	Other disability allowances may apply if member is eligible.
12.	Qualified clearance diver posted to a clearance diving developmental or tactical developmental position or to a clearance diving billet on a major fleet unit	As applicable under other items of the Schedule	8782	Other disability allowances may apply if member is eligible.
13.	Support member [NB See the definition in clause 2]	As applicable under other items of the Schedule	5856	Other disability allowances may apply if member is eligible.
<b>Part 3 – Members Serving in the Incident Response Regiment</b>				
14.	Member who has completed Incident Response Regiment training, including live agent training	1756	As applicable under other items of the Schedule	As applicable under other items of the Schedule
15.	Member who has completed Incident Response Regiment training and additional specialist training	2927	As applicable under other items of the Schedule	As applicable under other items of the Schedule
16.	Member rendering safe or directly assisting in rendering safe an unpredictable explosive.	As applicable under other items of the Schedule	11123	Other disability allowances may apply if member is eligible.

17.	Member undertaking medical, decontamination or search roles.	As applicable under other items of the Schedule	9952	Other disability allowances may apply if member is eligible.
18.	Member undertaking role on incident site (eg command and control)	As applicable under other items of the Schedule	8782	Other disability allowances may apply if member is eligible.
19.	Support member [NB See the definition in clause 2]	As applicable under other items of the Schedule	5856	Other disability allowances may apply if member is eligible.
<b>Part 4 – Members rostered to deal with unpredictable explosives</b>				
20.	Member on a continuous roster to render safe or directly assist in rendering safe unpredictable explosives	As applicable under other items of the Schedule	11123	Other disability allowances may apply if member is eligible.
21.	Member on a cyclic roster to render safe or directly assist in rendering safe unpredictable explosives	As applicable under other items of the Schedule	5856	Other disability allowances may apply if member is eligible.
22.	Member on a roster to search for unpredictable explosives	As applicable under other items of the Schedule	2927	Other disability allowances may apply if member is eligible.
22A.	Member who is required on a day to render safe or dispose of or directly assist in the rendering safe or disposal of an unpredictable explosive, if the member is placed in high risk of the unpredictable explosive	-	93.60 a day	Other disability allowances may apply if member is eligible.
22B.	Member, other than a member mentioned in item 22A, who is required on a day to engage in searches where an unpredictable explosive is known to be or reasonably suspected of being present, if the member is placed in high risk of the unpredictable explosive	-	46.81 a day	Other disability allowances may apply if member is eligible.

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**Part 5 – Members on designated special duty**

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23.	Member on designated special duty	As applicable under other items of the Schedule	177 a day	Other disability allowances are not payable under this Determination or any other s.58H Determination. Entitlement ceases if certain allowances authorised under s.58B are payable (see subclause 17.1).
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**Part 6 – Members serving in 1 Commando Regiment**

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24.	Member of 301 Signals Squadron	1756	5856	Other disability allowances may apply if member is eligible.
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**This provision displaces the following text of Defence Determination 2005/15, Conditions of Service, made under section 58B of the *Defence Act 1903*:**

**1. Part 1 of Chapter 6, Separation Allowance**

- a. subclause 6.1.7.2
  - delete \$648
  - insert \$658
  
- b. subclause 6.1.8.5
  - delete \$6.42
  - insert \$6.52