



Defence Salary Scales 2009

Table 1: Standard Classifications

Approved classification	Date the agreement takes effect (see clause I1.1) (change to pay scales)		Date the first pay increase takes effect (see clause G2.1a) (3.8%)		Date the second pay increase takes effect (2.4%)		30-Sep-10 (change to pay scales)	
	Base	Top	Base	Top	Base	Top	Base	Top
APS Level 1			38,741	43,488	39,671	44,532		
APS Level 2			43,844	49,288	44,896	50,471		
APS Level 3			49,940	54,570	51,139	55,880		
APS Level 4			55,660	61,101	56,996	62,567	57,929	63,243
APS Level 5			62,080	66,496	63,570	68,092		
APS Level 6			68,010	77,690	69,642	79,555		
Executive Level 1			85,956	96,958	88,019	99,285		
Executive Level 2			99,140	118,799	101,519	121,650	101,519	122,666
Executive Level 2.1	114,451	137,340	118,800	142,559	121,651	145,980		
Executive Level 2.2	137,341	154,508	142,560	160,379	145,981	164,228		
Trainee APS (Administrative)			21,897	30,425	22,423	31,155		
Trainee APS (Technical)			41,831	47,037	42,835	48,166		



Table 2: Job-specific Classifications

Approved classification and local designation	Date the agreement takes effect (see clause I1.1) (change to pay scales)		Date the first pay increase takes effect (see clause G2.1a) (3.8%)		Date the second pay increase takes effect (2.4%)		30-Sep-10 (change to pay scales)	
	Base	Top	Base	Top	Base	Top	Base	Top
Defence-wide Broadbands and local designations with special salary rates:								
APS Level 3-4 (Technical)			49,940	61,101	51,139	62,567	51,139	63,243
APS Level 3-Executive Level 1 (Legal 1)			49,940	105,255	51,139	107,781		
Barrier			77,690		79,555			
APS Level 4-5 (Academic Level 1), (Professional), (Public Affairs 1)			55,660	66,496	56,996	68,092	57,929	68,092
APS Level 6-EL1 (Academic 2)			68,010	96,958	69,642	99,285		
Executive Level 1 (Public Affairs 3)			85,956	105,255	88,019	107,781		
Executive Level 2 (Legal 2)			114,178	119,791	116,918	122,666		
Science and Technology (DSTO only)								
APS Level 2 (S&T Level 1)			43,844	49,288	44,896	50,471		
APS Level 3-4 (S&T Level 2)			49,940	61,101	51,139	62,567	51,139	63,243
APS Level 4-5 (S&T Level 3)			55,660	66,496	56,996	68,092	57,929	68,092
APS Level 6 (S&T Level 4)			68,010	77,690	69,642	79,555		
Executive Level 1 (S&T Level 5)			85,956	96,958	88,019	99,285		
Executive Level 2 (S&T Level 6)			99,140	118,799	101,519	121,650	101,519	122,666
Executive Level 2 (S&T Level 7)			120,112	135,171	122,995	138,415		
Executive Level 2 (S&T Level 8)			143,684	157,197	147,132	160,970		
Medical:								
Medical Officer 1-2			85,956	118,799	88,019	121,650	88,019	122,666
Barrier			99,908		102,306		102,306	
Medical Officer 3			123,922	128,516	126,896	131,600		
Medical Officer 4			135,139	147,242	138,382	150,776		



Table 3: Pay Rates for Classifications with Retained Pay Points

Classification and Local Title	Date the agreement take effect (see clause I1.1) (change to pay scales)	Date the first pay increase take effect (see clause G2.1a) (3.8%)	Date the second pay increase takes effect (2.4%)	30-Sep-10 (change to pay scales)
APS Level 2 (Former Technical Assistant Grade 2)		49,796	50,991	N/A
APS Level 5 (Former Senior Technical Officer Grade 1)		67,009	68,617	N/A
APS Level 6 (Public Affairs 2)		80,033	81,954	N/A

Table 4: Classifications whose rates of pay are determined from the rates applying to other classifications (see Table 1)

Apprentice APS – a percentage rate of the minimum salary payable to APS Level 2 (see table G1)
 Cadet APS – 72% of the minimum salary payable to APS Level 1
 Cadet APS (Research Scientist) – minimum salary payable to APS Level 1
 Graduate APS – minimum salary payable to APS Level 2¹

Table 5: Translations

Former Classification	Date the agreement take effect (see clause I1.1) (change to pay scales)
APS Level 5 (Registered Nurse Level 1)	APS Level 5
APS Level 6 (Registered Nurse Level 2)	APS Level 6
Executive Level 2 (Senior Public Affairs 1)	Executive Level 2
Executive Level 2 (Academic 5)	Executive Level 2 (2.1)
Executive Level 1 (Research Scientist)	Executive Level 1
Executive Level 2 (Senior Research Scientist)	Executive Level 2
Executive Level 2 (Principal Research Scientist)	Executive Level 2 (2.1)
Executive Level 2 (Senior Principal Research Scientist)	Executive Level 2 (2.2)

¹ [This is policy advice: the range of salaries payable is between the minimum of an APS Level 2 and the maximum of an APS Level 3. Refer to G6.3, Table G1.]