

Annex B.3.A: Officer Aviation Pay Structure Command Pathway — Increment Ranges

Part 1 – Navy

Rotary Wing Pilot competency stream

| Column 1 Rank range | Column 2 Years in rank | | | | | | |
|---|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Captain | OA35 | OA36 | | | | | |
| Commander | OA27 | OA28 | OA29 | OA30 | | | |
| Lieutenant Commander | OA21 | OA22 | OA23 | OA24 | OA25 | | |
| Lieutenant Sub-Lieutenant | OA9 | OA10 | OA11 | OA13 | OA15 | OA17 | OA19 |
| Lieutenant Sub-Lieutenant Acting Sub-Lieutenant | OA0 | OA1 | OA2 | OA3 | OA4 | | |

Aviation Warfare Officer competency stream

| Column 1 Rank range | Column 2 Years in rank | | | | | | |
|---|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Captain | OA35 | OA36 | | | | | |
| Commander | OA27 | OA28 | OA29 | OA30 | | | |
| Lieutenant Commander | OA21 | OA22 | OA23 | OA24 | OA25 | | |
| Lieutenant Sub-Lieutenant | OA8 | OA9 | OA11 | OA13 | OA15 | OA17 | OA19 |
| Lieutenant Sub-Lieutenant Acting Sub-Lieutenant | OA0 | OA1 | OA2 | OA3 | OA4 | | |

Part 2 – Air Force

Fast Jet Pilot competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA36 | OA37 | | | | | |
| Wing Commander | OA27 | OA28 | OA29 | OA30 | | | |
| Squadron Leader | OA22 | OA23 | OA24 | OA25 | | | |
| Flight Lieutenant | OA9 | OA10 | OA12 | OA14 | OA16 | OA18 | OA20 |

Fixed Wing Pilot competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA35 | OA36 | OA37 | | | | |
| Wing Commander | OA26 | OA27 | OA28 | OA29 | | | |
| Squadron Leader | OA21 | OA22 | OA23 | OA24 | | | |
| Flight Lieutenant | OA8 | OA9 | OA11 | OA13 | OA15 | OA17 | OA19 |

Remote Pilot competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA34 | OA35 | OA36 | OA37 | | | |
| Wing Commander | OA24 | OA25 | OA26 | OA27 | | | |
| Squadron Leader | OA18 | OA19 | OA20 | OA21 | | | |
| Flight Lieutenant | OA7 | OA8 | OA9 | OA10 | OA12 | OA14 | OA16 |

Weapon Systems competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA34 | OA35 | OA36 | OA37 | | | |
| Wing Commander | OA24 | OA25 | OA26 | OA27 | | | |
| Squadron Leader | OA18 | OA19 | OA20 | OA21 | | | |
| Flight Lieutenant | OA7 | OA8 | OA9 | OA10 | OA12 | OA14 | OA16 |

Maritime Patrol Response competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA33 | OA34 | OA35 | OA36 | | | |
| Wing Commander | OA23 | OA24 | OA25 | OA26 | | | |
| Squadron Leader | OA17 | OA18 | OA19 | OA20 | | | |
| Flight Lieutenant | OA6 | OA7 | OA8 | OA9 | OA11 | OA13 | OA15 |

Air Battle Management competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA32 | OA33 | OA34 | OA35 | | | |
| Wing Commander | OA22 | OA23 | OA24 | OA25 | | | |
| Squadron Leader | OA16 | OA17 | OA18 | OA19 | | | |
| Flight Lieutenant | OA5 | OA6 | OA7 | OA8 | OA10 | OA12 | OA14 |

Air Traffic Control competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA35 | OA36 | OA37 | | | | |
| Wing Commander | OA26 | OA27 | OA28 | OA29 | | | |
| Squadron Leader | OA21 | OA22 | OA23 | OA24 | | | |
| Flight Lieutenant | OA6 | OA8 | OA10 | OA12 | OA15 | OA17 | OA19 |

Air Mobility competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA33 | OA34 | OA35 | OA36 | | | |
| Wing Commander | OA23 | OA24 | OA25 | OA26 | | | |
| Squadron Leader | OA17 | OA18 | OA19 | OA20 | | | |
| Flight Lieutenant | OA6 | OA7 | OA8 | OA9 | OA11 | OA13 | OA15 |

Airborne Electronics competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA32 | OA33 | OA34 | OA35 | | | |
| Wing Commander | OA22 | OA23 | OA24 | OA25 | | | |
| Squadron Leader | OA16 | OA17 | OA18 | OA19 | | | |
| Flight Lieutenant | OA5 | OA6 | OA7 | OA8 | OA10 | OA12 | OA14 |

Officer Aviation Candidate competency stream

| Column 1 Rank | Column 2 Years in rank | | | | |
|----------------|------------------------|-----|-----|-----|-----|
| | 0 | 1 | 2 | 3 | 4 |
| Flying Officer | OA0 | OA1 | OA2 | OA3 | OA4 |
| Pilot Officer | OA0 | OA1 | OA2 | OA3 | OA4 |