DEFENCE FORCE REMUNERATION TRIBUNAL

Defence Act 1903

MATTER NO 9 OF 1999

ADF ENTERPRISE PRODUCTIVITY ARRANGEMENT: 1999 - 2002

DETERMINATION NO 14 OF 1999

THE HON JUSTICE A J BOULTON
COMMISSIONER P L LEARY
AIR VICE MARSHAL F D COX

Canberra
12 November 1999

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 14 OF 1999

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 11 November 1999.

Dated this twelfth day of November nineteen hundred and ninety nine.

The Hon. Justice A J Boulton
President

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Commissioner P L Leary
Member

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Air Vice Marshal F D Cox
Member

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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	32 126 33 182
Sub Lieutenant	Lieutenant	Flying Officer	34 236 35 466 36 749 38 056
Lieutenant	Captain	Flight Lieutenant	40 760 42 351 43 933 45 516 47 106 48 693
Lieutenant Commander	Major	Squadron Leader	51 466 53 126 54 782
Commander	Lieutenant Colonel	Wing Commander	72 327 74 689
Captain	Colonel	Group Captain	84 634 87 043
Commodore	Brigadier	Air Commodore	92 206
Rear Admiral	Major General	Air Vice Marshal	111 968

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	39 736
Sub Lieutenant	Lieutenant	Flying Officer	40 852 41 974 43 094 44 214
Lieutenant	Captain	Flight Lieutenant	45 333 46 449 47 572 48 693

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)	40 760
Lieutenant	Captain	Flight Lieutenant	49 524 51 450 55 458 57 398 60 243 62 635 64 642
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	50 486 51 450 55 458 57 398 60 243 62 635 64 642
Lieutenant Commander	Major	Squadron Leader	69 428 71 754 74 085 76 413

SCHEDULE 4 - continued

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary $pa
Commander	Lieutenant Colonel	Wing Commander	92 282
Captain	Colonel	Group Captain	104 748
Commodore	Brigadier	Air Commodore	107 161
Rear Admiral	Major General	Air Vice Marshal	111 968

(a) This scale of rates is not to 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 5

SCALE OF ANNUAL RATES
CHAPLAIN OF THE PERMANENT FORCE

Column 1 Classification	Column 2 Rate of Salary $pa
Chaplain Division 1	36 749 40 760 42 351 43 933
Chaplain Division 1 (a)	38 056 40 760 42 351 43 933
Chaplain Division 2	45 516 47 106 48 693 51 466 53 126 54 782
Chaplain Division 3	72 327
Chaplain Division 4A	74 689
Chaplain Division 4B	74 689
Chaplain Division 5	84 634

(a) This scale of rates is to apply only to a member with at least 5 years' experience.

SCHEDULE 6

SCALE OF ANNUAL RATES
OTHER RANK OF THE PERMANENT FORCE

Column 1	Column 2	Column 3	Column 4 Rate of Salary						
Navy	**Army**	**Air Force**	**Pay Group 1**	**Pay Group 2**	**Pay Group 3**	**Pay Group 4**	**Pay Group 5**	**Pay Group 6**	**Pay Group 7**
Seaman	Private	Aircraftman	26 229	27 682	29 135	30 586	32 038	33 490	34 944
Able Seaman	Private Proficient	Leading Aircraftman	26 752	28 232	29 716	31 197	32 677	34 157	35 639
	Lance Corporal		27 285	28 797	30 307	31 819	33 329	34 839	36 349
Leading Seaman	Corporal	Corporal	29 727 30 339 30 645	30 929 31 565 31 882	32 131 32 790 33 122	33 333 34 018 34 360	34 535 35 244 35 599	35 735 36 469 36 837	36 938 37 695 38 078
Petty Officer	Sergeant	Sergeant	34 182 34 885 35 236	35 077 35 801 36 160	35 975 36 716 37 085	36 873 37 631 38 011	37 769 38 546 38 935	38 667 39 462 39 860	39 563 40 379 40 785
	Staff Sergeant		38 225	39 229	40 231	41 234	42 238	43 240	44 244
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	40 397 41 228 41 643	41 446 42 298 42 723	42 076 42 941 43 374	42 707 43 584 44 023	43 335 44 227 44 671	43 967 44 869 45 323	44 595 45 512 45 974

SCHEDULE 6 - continued

Column 1	Column 2	Column 3	Column 4 Rate of Salary						
Navy	**Army**	**Air Force**	**Pay Group 1**	**Pay Group 2**	**Pay Group 3**	**Pay Group 4**	**Pay Group 5**	**Pay Group 6**	**Pay Group 7**
Warrant Officer	Warrant Officer Class 1	Warrant Officer	46 695 47 654 48 136	46 695 47 654 48 136	46 695 47 654 48 136	46 695 47 654 48 136	46 695 47 654 48 136	46 695 47 654 48 136	46 695 47 654 48 136
WO-N	RSM-A	WO-RAAF			51 334 52 378 52 899				

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	20 103
2	Member undergoing initial category or trade training or employment training	22 725
3	Apprentice:	
	1st year	12 237
	2nd year	15 150
	3rd year	18 064
4	Trainee, other than a member referred to in item 2 or 3, undertaking a Certificate of Technology course:	
	1st year	15 150
	2nd year	18 064
	3rd year	22 725
5	Member undertaking a degree course in conjunction with officer training, or matriculation or equivalent studies preparatory to commencing such a degree course:	
	while undertaking matriculation or equivalent studies	12 237
	1st year of training	15 150
	2nd year training	18 064
	3rd year training	22 725
	4th year training	24 182

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	15 150
	with 3 years to graduation	18 064
	with 2 years to graduation	22 725
	in final year	24 182
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	22 725
	for the final 12 months of the course	24 182
	in the case of any other member of the Army or a member of the Air Force:	
	without a degree	22 725
	with a degree	24 182
	in the case of a member of the Navy:	
	1st year	22 725
	2nd year	24 182
8	Member participating in the graduate medical scheme who enters the scheme as a civilian:	
	1st year	34 236
	2nd year	35 466
	3rd year	36 749
	4th year	38 056

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	47.92
10	Private or equivalent not having completed category training, or military trade skill test	56.03
11	Student at Officer Training Unit -	
	without a degree	54.17
	with a degree	57.64

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	79.21 81.82
Sub Lieutenant	Lieutenant	Flying Officer	84.42 90.61
Lieutenant	Captain	Flight Lieutenant	100.50 108.33 116.15
Lieutenant Commander	Major	Squadron Leader	126.90 135.08
Commander	Lieutenant Colonel	Wing Commander	168.43 173.93
Captain	Colonel	Group Captain	197.09
Commodore	Brigadier	Air Commodore	214.73
Rear Admiral	Major General	Air Vice Marshal	260.75

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	122.11 136.75 148.54 159.39
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	124.49 136.75 148.54 159.39
Lieutenant Commander	Major	Squadron Leader	171.19 182.68 188.42
Commander	Lieutenant Colonel	Wing Commander	214.90
Captain	Colonel	Group Captain	243.93
Commodore	Brigadier	Air Commodore	249.55
Rear Admiral	Major General	Air Vice Marshal	260.75

(a) This scale of rates is not to 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 11

SCALE OF DAILY RATES
CHAPLAIN OF THE RESERVE FORCES

Column 1 Classification	Column 2 Rate of Salary $ per day
Chaplain Division 1	90.61 104.43 108.33
Chaplain Division 1 (a)	93.84 104.43 108.33
Chaplain Division 2	112.23 120.06 126.90 135.08
Chaplain Division 3	168.43
Chaplain Division 4A	173.93
Chaplain Division 4B	173.93
Chaplain Division 5	197.09

(a) This scale of rates is to apply only to a member with at least 5 years' experience

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)	28 899
Assistant Chief of Army - Reserves	28 899
Appointment in the establishment of the Army for which the rank of Major General is provided in that establishment	27 992
Appointment, other than a medical appointment, in the establishment of the Army for which the rank of Brigadier is provided in that establishment	23 052
Appointment in the establishment of the Army, being a medical appointment, for which the rank of Brigadier is provided in that establishment	26 790
Consultant Colonel (Medical), Active Australian Army Reserve, 2nd Military District	26 187
Consultant Colonel (Medical), Active Australian Army Reserve, 3rd Military District	26 187
Colonel Medical, 1st Division	26 187
Chaplain Division 4B	18 672

SCHEDULE 13

SCALE OF DAILY RATES
OTHER RANK OF THE RESERVE FORCES

Column 1	Column 2	Column 3	Column 4 Rate of Salary						
Navy	**Army**	**Air Force**	**Pay Group 1 $**	**Pay Group 2 $**	**Pay Group 3 $**	**Pay Group 4 $**	**Pay Group 5 $**	**Pay Group 6 $**	**Pay Group 7 $**
Seaman	Private	Aircraftman	61.08	64.46	67.85	71.23	74.61	77.99	81.38
Able Seaman	Private Proficient	Leading Aircraftman	62.30	65.75	69.20	72.65	76.10	79.54	82.99
	Lance Corporal		63.54	67.06	70.58	74.10	77.62	81.13	84.65
Leading Seaman	Corporal	Corporal	69.23 71.37	72.03 74.25	74.83 77.13	77.62 80.02	80.42 82.90	83.22 85.78	86.02 88.67
Petty Officer	Sergeant	Sergeant	79.60 82.06	81.69 84.21	83.78 86.36	85.87 88.52	87.96 90.67	90.05 92.82	92.13 94.98
	Staff Sergeant		89.02	91.36	93.69	96.02	98.36	100.70	103.03
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	94.08 96.98	96.52 99.49	97.99 101.01	99.45 102.52	100.92 104.03	102.39 105.55	103.85 107.06
Warrant Officer	Warrant Officer Class 1	Warrant Officer	108.74 112.10	108.74 112.10	108.74 112.10	108.74 112.10	108.74 112.10	108.74 112.10	108.74 112.10

ATTACHMENT B

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 7 of 1997, Flying Allowance:

a. Clause 7.1 (c) - $15653

b. Clause 8.1 (d) - $4085

c. Schedule 2 - delete and insert the following:

SCHEDULE 2

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	2460	1366
Completed 2 but less than 4 years	4099	3006
Completed 4 but less than 6 years	7378	4099
Completed 6 but less than 8 years	13936	5192
Completed 8 but less than 10 years	20494	6285
Completed 10 or more years	22681	6285

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

a. Paragraph 6.2 (a) - delete $124.24
- insert $127.97

b. Paragraph 6.2 (b) - delete $62.12
- insert $63.98

c. Schedule - delete and insert the following:

SCHEDULE

RATES OF CLEARANCE DIVING ALLOWANCE

PART 1 – Clearance Diving Allowance (Qualification and Skill)

Column 1 Item	Column 2 Qualification	Column 3 Rate ($ a year)
1.	Completed the Basic Clearance Diving Course	2667
2.	Completed the Intermediate Clearance Diving Course	3199
3.	Completed the Advanced Clearance Diving Course or the Mine Warfare and Clearance Diving Officers' Course	4799

PART 2 – Clearance Diving Allowance (Disability)

Column 1 Item	Column 2 Description of Duties	Column 3 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)	4265
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	5866
3.	Regular clearance diving with a regular commitment to render safe or dispose of unpredictable explosives or dangerous substances	7464

3. Determination No 6 of 1998, Diving Allowance:

a. Paragraph 4 (a) - delete $36.24
- insert $37.33

b. Paragraph 4 (b) - delete $3685
- insert $3796

c. Paragraph 4 (c) - delete $20.71
- insert $21.33

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

a. Paragraph 6 (a) - delete $2.32
- insert $2.39

b. Paragraph 6 (b) - delete $3.54
- insert $3.65

c. Paragraph 6 (c) - delete $7.48
- insert $7.70

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

a. Clause 2 - delete $6.12
- insert $6.30

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

a. Clause 4 - delete $12.35
- insert $12.72

b. Clause 5 - delete $12.35
- insert $12.72

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

a. Clause 6 - delete and insert the following:

Level of Language Proficiency

Degree of Language Difficulty	Lower $	Intermediate $	Higher $	Advanced $
Group 1	630	1263	1893	2526
Group 2	947	1893	3157	4415
Group 3	1263	2526	4415	6308

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

a. Paragraph 3.1 (a) - delete $1799
- insert $1853

b. Paragraph 3.1 (b) - delete $72.07
- insert $74.23

c. Paragraph 3.1 (c) - delete $902
- insert $929

d. Paragraph 3.1 (d) - delete $36.04
- insert $37.12

9. Determination No 12 of 1993, Parachutist Allowance:

a. Paragraph 4 (a) - delete $2368
- insert $2439

b. Paragraph 4 (b) - delete $2073
- insert $2135

c. Paragraph 4 (c) - delete $1480
- insert $1524

d. Paragraph 4 (d) - delete $888
- insert $915

e. Paragraph 4 (e) - delete $17.78
- insert $18.31

f. Paragraph 5.1 - delete $888
- insert $915

10. Determination No 11 of 1994, Service Allowance

a. Clause 2 - delete $6407
- insert $6599

11. Determination No 9 of 1995, Submarine Service Allowance

a. Clause 5 - delete and insert the following:

Column 1 **Cumulative Sea Service**	**Column 2** **$ a year**
Completed less than 4 years	17871
Completed 4 but less than 8 years	18643
Completed 8 or more years	19416

b. Clause 6 - delete $5000
- insert $5150

c. Clause 7 - delete $12350
- insert $12721

12. Determination No 14 of 1995, Field Allowance

a. Clause 3 Tier 1 - delete $27.50
- insert $28.33

b. Clause 3 Tier 2 - delete $16.14
- insert $16.62

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

a. Clause 3 - delete $4.83
- insert $4.97

14. Determination No 1 of 1996, Seagoing Allowance

a. Clause 4 - delete and insert the following:

Column 1 **Cumulative Sea Service**	**Column 2** **Seagoing Allowance** **$ a year**
Completed less than 4 years	6796
Completed 4 but less than 8 years	8268
Completed 8 or more years	9402

15. Determination No 4 of 1996, Submarine Escape Training Facility Allowance:

a. Paragraph 3 (a) - delete $5500
- insert $5665

b. Paragraph 3 (b) - delete $3665
- insert $3775

c. Paragraph 3 (c) - delete $22.00
- insert $22.66

16. 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	18.62
Completed 4 but less than 8 years	22.65
Completed 8 or more years	25.76

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

Column 1 Cumulative Sea Service for members on a seagoing submarine	Column 2 Hard Lying Allowance $ a day
Completed less than 4 years	34.85
Completed 4 but less than 8 years	36.97
Completed 8 or more years	39.08

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

a. Schedule 2 - delete and insert the following:

SCHEDULE

RATES OF SPECIAL ACTION FORCES ALLOWANCE

Column 1 Item	Column 2 Level	Column 3 Description of member	Column 4 Rate of qualification and skill $ a year	Column 5 Rate for disability $ a year
1	Level 2	Qualified Special Forces member	9811	10814
2	Level 1	Trainee Special Forces member	4738	9197
3	-	Unqualified member	-	2704

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

a. Paragraph 3 (a) - delete $3788
- insert $3902

b. Paragraph 3 (b) - delete $27.06
- insert $27.87

ATTACHMENT C

SECTION 58B DETERMINATIONS

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

1. Determination 202, Separation Allowance:

a.	Paragraph 4 (a)	-	delete	$5.01
		-	insert	$5.16
b.	Paragraph 4 (b)	-	delete	$507
		-	insert	$522