

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 14 OF 2003

SPECIALIST OFFICER CAREER AND SALARY STRUCTURE FOR MEDICAL OFFICERS

The Defence Force Remuneration Tribunal makes the following Determination under section 58H of the *Defence Act 1903*:

Commencement

Commencement

1.1 Clauses 11 and 13 of this Determination commence on the date this Determination is signed.

1.2 The remaining clauses of this Determination are taken to have commenced on 31 July 2003.

Amendment

2. Determination No. 6 of 1992, Salaries, as amended, is amended as set out in this Determination.

Clause 7 (Medical Officer)

3. Substitute:

“7.1 A member is taken to be a Medical Officer if the member is a registered practitioner in accordance with the law of a State or Territory and:

- (a) is serving in a health branch of the Defence Force; or
- (b) serving in another position for career management purposes approved by the CDF, for a period of less than 3 years.

“7.2 For paragraph 7.1 (b), the CDF must have regard to:

- (a) the duties the officer will perform in the position; and
- (b) the relevance of the duties to the officer’s responsibilities as a Medical Officer; and

Clause 15 (Rate of salary – Medical Officer)

4. Clause 15:

Substitute:

Annual rates of salary and competency levels – Medical Officer of the Permanent Force

“**15.1** A Medical Officer who accepts an offer of a fixed tenure appointment at a rank and competency level specified in columns 1 and 2 of Schedule 4 is entitled to salary at the rate specified in column 3 of Schedule 4 for the officer's rank and competency level.

“**15.2** To advance to a higher competency level, a Medical Officer must:

- (a) meet the competency requirements established by the CDF for the competency level; and
- (b) be posted to a position designated by the CDF as a position that requires that competency level.

“**15.3** For the purposes of this clause, an officer performing a year of compulsory medical residency (not a period of internship) is taken to be a Medical Officer with the competency level of “resident” in column 2 of Schedule 4 and entitled to the salary specified in column 3.

Note: Salary rates for officers undertaking a period of internship are listed in Schedule 8, Permanent and Reserve Forces member undergoing training.

Annual rates of salary – Medical Officer not on Schedule 4 rates

“**15AAA.1** The rate of salary applicable to a Medical Officer to whom Schedule 4 does not apply is the rate specified in column 4 of Schedule 4AAA opposite the rank that applies to the Medical Officer in column 1, 2 or 3.

“**15AAA.2** The rate of salary applicable to an officer under this clause who is undertaking compulsory medical residency (not a period of internship) is the relevant rate specified in column 4 of Schedule 4AAA.

“**15AAA.3** Schedule 4AAA does not apply to a Medical Officer who is first appointed after 12 August 2003.”.

Clause 23 (Rate of salary – Medical Officer)

5. Substitute:

Daily rates of salary and competency levels – Medical Officer of the Reserve Forces

“**23.1** The rate of salary applicable to a Medical Officer in the Reserve Forces who holds a rank and competency level specified in columns 1 and 2 of Schedule 10 is the rate specified in column 3 of Schedule 10 for the officer's rank and competency level.

“23.2 To advance to a higher competency level, a Medical Officer must:

- (a) meet the competency requirements established by the CDF for the competency level; and
- (b) be posted to a position designated by the CDF as a position that requires that competency level.

“23.3 For the purpose of determining a rate of salary, a member of the Reserve Forces who holds honorary rank as a Medical Officer is entitled to salary at the lowest rate for the rank of Captain in Schedule 10, regardless of the member's competency level.

Daily rates of salary – Medical Officer of the Reserve Forces not on Schedule 10 rates

23AAA.1 The rate of salary applicable to a Medical Officer in the Reserve Forces to whom Schedule 10 does not apply is the rate specified in column 4 of Schedule 10AAA opposite the rank that applies to the Medical Officer in column 1, 2 or 3.”.

Clause 25 (Annual salary payable to officers who hold specified appointments)

6. Subclause 25.1

Substitute:

Annual rate of salary payable to officers who hold specified appointments – Reserve Forces

“25.1 The rate of salary applicable to a member who holds an appointment specified in column 1 of Schedule 12 is the rate specified in column 3 opposite the member’s appointment in column 1 and, if listed, the member’s competency level in column 2.”.

Schedule 4 (Scale of annual rates – Medical Officer of the Permanent Force)

7. Substitute the Schedules set out in Attachments A and B.

Schedule 8 (Scale of rates – Permanent and Reserve members undergoing training)

8. Substitute the Schedule set out at Attachment C.

Schedule 10 (Scale of daily rates – Medical Officers of the Reserve Forces)

9. Substitute the Schedules set out in Attachment D and E.

Schedule 12 (Scale of annual rates – specific appointments – Reserve Forces)

11. Substitute the Schedule set out in Attachment F.

Transitional – payment of salary

12.1 A Medical Officer who, on or before 31 January 2004, accepts an offer of fixed tenure appointment at a rank and competency level listed in Schedule 4, is taken to have been eligible for the rate of salary applicable under clause 15, inserted by clause 4 of this Determination, as if that new rate of salary under Schedule 4 had applied to the member from 31 July 2003, but only if the new rate of salary under Schedule 4 is higher than the Schedule 4AAA rate to which the member was previously entitled.

12.2 A Medical Officer in the Reserve Forces who, on or before 31 January 2004, commences duty with a rank and competency level listed in Schedule 10, is taken to have been eligible for the rate of salary applicable under clause 23, inserted by clause 5 of this Determination, as if the new rate of salary under Schedule 10 had applied to the member from 31 July 2003, but only if the new rate of salary under Schedule 10 is higher than the Schedule 10AAA rate to which the member was previously entitled.

Transitional – assignment of competency level

13.1 In spite of the requirements of clauses 15 and 23 (inserted by clauses 4 and 5 of this Determination), the CDF may, before 31 January 2004, assign a Medical Officer who holds a fixed tenure appointment to a competency level, even if the Medical Officer does not hold the qualification levels required for the competency level to which they are assigned, as follows:

- (a) a member with 12 years or more of continuous full-time service or aggregated Reserve Service as a Medical Officer after completion of their Post Graduate Year Two, who is presently posted to a Competency Level 4 designated position, may be appointed for a fixed term at Competency Level 4; or
- (b) a member with six years or more of continuous full-time service or aggregated Reserve Service as a Medical Officer after completion of their Post Graduate Year Two, who is presently posted to a Competency Level 3 designated position, may be appointed for a fixed term at Competency Level 3.

13.2 A Medical Officer assigned a competency level under subclause 13.1 will be taken to hold that competency level for six years.

13.3 However, if the Medical Officer does not gain the required qualifications during the six-year period, the Medical Officer will then revert to the competency level for which they meet the competency requirements.

Dated this twelfth day of August two thousand and three.

His Honour Judge F K Cawthorne
President

Air Vice Marshal F D Cox AO (Retd)
Member

Commissioner A J Dangerfield
Member

ATTACHMENT A

SCHEDULE 4
ANNUAL RATES OF SALARY AND COMPETENCY LEVELS
MEDICAL OFFICER OF THE PERMANENT FORCE

Column 1			Column 2	Column 3
Rank			Competency level	Rate of salary
Navy	Army	Air Force		\$pa
Lieutenant	Captain	Flight Lieutenant	Resident	46 658
			CL 1-1	52 679
			CL 1-2	54 523
			CL 2-1	67 679
			CL 2-2	69 973
			CL 2-3	72 335
			CL 2A see note 1 below	74 769
			CL 3-1	87 679
			CL 3-2	90 573
			CL 3-3	93 553
			CL 4	99 693
			CL 5-1	104 709
			CL 5-2	108 114
			Lieutenant Commander	Major
CL 2-2	78 014			
CL 2-3	80 617			
CL 2A see note 1 below	83 299			
CL 3-1	94 431			
CL 3-2	97 528			
CL 3-3	100 717			
CL 4	107 287			
CL 5-1	108 219			
CL 5-2	111 729			

SCHEDULE 4 – continued

Column 1			Column 2	Column 3
Rank			Competency level	Rate of salary
Navy	Army	Air Force		\$pa
Commander	Lieutenant Colonel	Wing Commander	CL 3-1 (Higher duties or temporary duty only)	107 350
Commander	Lieutenant Colonel	Wing Commander	CL 3-2 (Higher duties or temporary duty only)	110 571
			CL 3-3	114 888
			CL 4	120 721
			CL 5-1	124 277
Captain	Colonel	Group Captain	CL 3-1 (Higher duties or temporary duty only)	113 050
			CL 3-2 (Higher duties or temporary duty only)	116 442
			CL 3-3	119 935
			CL 4	127 131
			CL 5-1	130 876
Commodore	Brigadier	Air Commodore	CL 3-1 (Higher duties or temporary duty only)	118 750
			CL 3-2 (Higher duties or temporary duty only)	122 313
			CL 3-3	125 982
			CL 4	133 541
			CL 5-1	137 475
Rear Admiral	Major General	Air Vice Marshal	CL 3-1	123 500
			CL 3-2	127 205
			CL 3-3	131 021
			CL4	138 882
			CL5	142 974

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.

ATTACHMENT B

SCHEDULE 4AAA
ANNUAL RATES OF SALARY
MEDICAL OFFICER NOT ON SCHEDULE 4 RATES

Column 1	Column 2	Column 3	Column 4
Navy	Army	Air Force	Rate of Salary
			\$pa
Officer performing year of compulsory residency	Officer performing year of compulsory residency	Officer performing year of compulsory residency	46 658
Lieutenant	Captain	Flight Lieutenant	56 607
			58 794
			63 373
			65 590
			68 842
			71 575
			73 869
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	57 692
			58 794
			63 373
			65 590
			68 842
			71 575
			73 869
Lieutenant Commander	Major	Squadron Leader	79 337
			81 995
			84 659
			87 318
Commander	Lieutenant Colonel	Wing Commander	105 453
Captain	Colonel	Group Captain	119 698

SCHEDULE 4AAA – continued

Column 1	Column 2	Column 3	Column 4
Navy	Army	Air Force	Rate of Salary
			\$pa
Commodore	Brigadier	Air Commodore	128 414
Rear Admiral	Major General	Air Vice Marshal	134 072

(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.

ATTACHMENT C

SCHEDULE 8
SCALE OF RATES
PERMANENT AND RESERVE FORCES MEMBER 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	23 089
2	Member undergoing initial category or trade training or employment training	26 100
3	Apprentice:	
	1st year	14 054
	2nd year	17 400
	3rd year	20 746
4	Trainee, other than a member referred to in item 2 or 3, undertaking a Certificate of Technology course:	
	1st year	17 400
	2nd year	20 746
	3rd year	26 100
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	14 054
	1st year of training	17 400
	2nd year training	20 746
	3rd year training	26 100
	4th year training	27 773

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 year of internship (first postgraduate medical year)	17 400 20 746 26 100 27 773 46 658
6A	Member participating in the Officer Tertiary Recruitment Scheme who immediately before entering the scheme was not a member rendering continuous full-time service: with 6 years to graduation with 5 years to graduation with 4 years to graduation with 3 years to graduation with 2 years to graduation in final year	14 054 14 054 17 400 20 746 26 100 27 773
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	 26 100 27 773 26 100 27 773

SCHEDULE 8 – continued

Column 1 Item	Column 2 Training Capacity	Column 3 Rate of Salary \$pa
	in the case of a member of the Navy:	
	1st year	26 100
	2nd year	27 773
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	39 253
	2nd year	40 648
	3rd year	42 106
	4th year	43 589
	year of internship (first postgraduate medical year)	46 658

PART B - RESERVE FORCES

Column 1 Item	Column 2 Training Capacity	Column 3 Rate of Salary \$per day
9	Recruit during basic recruit training	55.03
10	Private or equivalent rank not having completed category training, or military trade skill test	64.36
11	Student at Officer Training Unit -	
	without a degree	62.21
	with a degree	66.20

ATTACHMENT D

SCHEDULE 10
DAILY RATES OF SALARY AND COMPETENCY LEVELS
MEDICAL OFFICER OF THE RESERVE FORCES

Column 1			Column 2	Column 3
Rank			Competency level	Rate of salary
Navy	Army	Air Force		\$per day
Lieutenant	Captain	Flight Lieutenant	CL 1-1	129.89
			CL 1-2	134.44
			CL 2-1	166.88
			CL 2-2	172.54
			CL 2-3	178.36
			CL 3-1	216.19
			CL 3-2	223.33
			CL 3-3	230.68
			CL 4	245.82
			CL 5-1	258.19
Lieutenant Commander	Major	Squadron Leader	CL 5-2	266.58
			CL 2-1	186.13
			CL 2-2	192.36
			CL 2-3	198.78
			CL 3-1	232.84
			CL 3-2	240.48
			CL 3-3	248.34
			CL 4	264.54
			CL 5-1	266.84
			CL 5-2	275.50
Commander	Lieutenant Colonel	Wing Commander	CL 3-1 (Higher duties or temporary duty only)	249.99
			CL 3-2 (Higher duties or temporary duty only)	257.49
			CL 3-3	267.55
			CL 4	281.13
			CL 5-1	289.41

SCHEDULE 10 – continued

Column 1			Column 2	Column 3
Rank			Competency level	Rate of salary
Navy	Army	Air Force		\$per day
Captain	Colonel	Group Captain	CL 3-1 (Higher duties or temporary duty only)	263.27
			CL 3-2 (Higher duties or temporary duty only)	271.17
			CL 3-3	279.30
			CL 4	296.06
			CL 5-1	304.78
Commodore	Brigadier	Air Commodore	CL 3-1 (Higher duties or temporary duty only)	276.54
			CL 3-2 (Higher duties or temporary duty only)	284.84
			CL 3-3	293.38
			CL 4	310.99
			CL 5-1	320.15
Rear Admiral	Major General	Air Vice Marshal	CL 3-1	287.60
			CL 3-2	296.23
			CL 3-3	305.12
			CL 4	323.42
			CL 5-1	332.95

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

ATTACHMENT E

SCHEDULE 10AAA
DAILY RATES OF SALARY
MEDICAL OFFICER OF THE RESERVE FORCES NOT ON SCHEDULE 10 RATES

Column 1 Navy	Column 2 Army	Column 3 Air Force	Column 4 Rate of Salary \$ per day
Lieutenant	Captain	Flight Lieutenant	139.58
			156.26
			169.75
			182.14
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	142.25
			156.26
			169.75
			182.14
Lieutenant Commander	Major	Squadron Leader	195.63
			208.75
			215.30
Commander	Lieutenant Colonel	Wing Commander	245.58
Captain	Colonel	Group Captain	278.75
Commodore	Brigadier	Air Commodore	299.05
Rear Admiral	Major General	Air Vice Marshal	312.22

(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.

ATTACHMENT F

SCHEDULE 12
ANNUAL RATE OF SALARY PAYABLE TO OFFICERS WHO HOLD SPECIFIED APPOINTMENTS
RESERVE FORCES

PART 1 General

Column 1 Appointment	Column 2 Competency level	Column 3 Rate of Salary
Assistant Chief of the Defence Force (Reserves)	–	34 585
Director-General of Cadets	–	33 518
Appointment in the establishment of the Army for which the rank of Major General is provided in that establishment	–	33 518
Appointment in the establishment of the Army for which the rank of Brigadier is provided in that establishment	–	27 703
Chaplain Division 4 - Head of Denomination	–	23 462

SCHEDULE 12 – continued

PART 2 Medical Officers

Column 1 Appointment	Column 2 Competency level	Column 3 Rate of Salary
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	29 688
	CL 3-2	30 578
	CL 3-3	31 496
	CL 4	33 385
	CL 5-1	34 369
Colonel (Medical), Director Health Services, Army Reserve, Eastern Region	CL3-3	29 984
	CL4	31 783
	CL5-1	32 719
Colonel (Medical), Director Health Services, Army Reserve, Southern Region	CL3-3	29 984
	CL4	31 783
	CL5-1	32 719
Colonel Medical, 1st Division	CL3-3	29 984
	CL4	31 783
	CL5-1	32 719