

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 7 OF 2003

SPECIALIST SALARY STRUCTURE — DENTAL OFFICERS

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

Commencement

1. This Determination commences on 22 May 2003.

Amendment

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

Clause 7 (Medical or dental officer)

3. Substitute:

Medical officer

- “7. A member is not taken to be a medical officer unless the member is eligible to be a registered practitioner in accordance with the law of a State or Territory and is serving in a medical branch of the Defence Force.

Dental officer

- “7AA.1 A member is not taken to be a dental officer unless the member is eligible to be a registered practitioner in accordance with the law of a State or Territory and:

- (a) 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.

- “7AA.2 For subclause 7AA.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 dental officer; and
- (c) the career progression of the officer within the dental or health stream.”.

Clause 15 (Rate of salary – medical and dental officer)

4. Subclause 15.1:

Substitute:

Rate of salary – medical officer

“**15.1** The rate of salary applicable to a medical officer is the rate specified in column 4 of Schedule 4 opposite the officer’s rank in column 1, 2 or 3.”

After clause 15 (Rate of salary – medical officer)

5. Insert:

Rate of salary – dental officer on fixed tenure appointment

“**15AA.1** The rate of salary applicable to a dental officer on a fixed tenure appointment is the rate specified in column 3 of Schedule 4AA opposite the dental officer’s rank in column 1 and competency level in column 2.

“**15AA.2** To advance to a higher competency level, a dental 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.

Rate of salary – dental officer on indefinite appointment

“**15AB** The rate of salary applicable to a dental officer who is appointed indefinitely and who does not accept an offer of fixed tenure appointment by 31 October 2003 is the rate specified in column 4 of Schedule 4AB opposite the rank that applies to the dental officer in column 1, 2 or 3.”

Clause 23 (Rate of salary – medical and dental officer)

6. Substitute:

Rate of salary – medical officer

“**23.** The rate of salary applicable to a medical officer is the rate specified in column 4 of Schedule 10 opposite the officer’s rank in column 1, 2 or 3.”

After clause 23 (Rate of salary – medical officer)

7. Insert:

Rate of salary – dental officer

“23AA.1 The rate of salary applicable to a dental officer is the rate specified in column 3 of Schedule 10AA opposite the dental officer’s rank in column 1 and competency level in column 2.

“23AA.2 To advance to a higher competency level, a dental 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.

“23AA.3 For the purpose of determining a rate of salary, a member of the Army Reserve Forces who holds honorary rank as a dental officer is taken to hold the rank of Captain.”.

Schedule 4 (Scale of annual rates – medical and dental officer of the Permanent Force)

8. Substitute the Schedules set out in Attachments A, B and C.

Schedule 10 (Scale of daily rates – medical and dental officers of the Reserve Forces)

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

Transitional

10 A dental officer who holds an indefinite appointment and who accepts an offer of fixed tenure appointment before 31 October 2003, is taken to have been eligible for the rate of salary applicable under clause 15AA, inserted by clause 5 of this Determination, from 5 June 2003.

Dated this fifth day of June 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
SCALE OF ANNUAL RATES
MEDICAL OFFICER OF THE PERMANENT FORCE

Column 1	Column 2	Column 3	Column 4
Navy	Army	Air Force	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)	45 299
Lieutenant	Captain	Flight Lieutenant	54 958 57 082 61 527 63 680 66 837 69 490 71 717
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	56 012 57 082 61 527 63 680 66 837 69 490 71 717
Lieutenant Commander	Major	Squadron Leader	77 026 79 607 82 193 84 775

SCHEDULE 4 - continued

Column 1	Column 2	Column 3	Column 4
Navy	Army	Air Force	Rate of Salary
			\$pa
Commander	Lieutenant Colonel	Wing Commander	102 382
Captain	Colonel	Group Captain	116 212
Commodore	Brigadier	Air Commodore	124 674
Rear Admiral	Major General	Air Vice Marshal	130 167

(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 B

SCHEDULE 4AA
SCALE OF ANNUAL RATES
DENTAL OFFICER OF THE PERMANENT FORCE ON FIXED TENURE APPOINTMENT

Column 1			Column 2	Column 3
Rank			Competency level	Rate of salary
Navy	Army	Air Force		\$pa
Lieutenant	Captain	Flight Lieutenant	CL 1-1	54,958
			CL 1-2	57,082
			CL 2-1	73,179
			CL 2-2	75,594
			CL 2-3	78,081
			CL 3-1	83,206
			CL 3-2	85,921
			CL 3-3	88,719
			CL 4	94,481
Lieutenant Commander	Major	Squadron Leader	CL 2-1	80,424
			CL 2-2	83,056
			CL 2-3	85,768
			CL 3-1	91,353
			CL 3-2	94,313
			CL 3-3	97,362
			CL 4	103,643
Commander	Lieutenant Colonel	Wing Commander	CL 2-3 (Higher duties or temporary duty only)	99,067
			CL 3	111,406
			CL 4	118,090
Captain	Colonel	Group Captain	CL 3	121,010
			CL 4	128,271

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

ATTACHMENT C

SCHEDULE 4AB
SCALE OF ANNUAL RATES
DENTAL OFFICER OF THE PERMANENT FORCE ON INDEFINITE APPOINTMENT

Column 1	Column 2	Column 3	Column 4
Navy	Army	Air Force	Rate of Salary \$pa
Lieutenant	Captain	Flight Lieutenant	54 958
			57 082
			61 527
			63 680
			66 837
			69 490
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	71 717
			56 012
			57 082
			61 527
			63 680
			66 837
Lieutenant Commander	Major	Squadron Leader	69 490
			71 717
			77 026
			79 607
			82 193
			84 775

SCHEDULE 4AB - continued

Column 1	Column 2	Column 3	Column 4
Navy	Army	Air Force	Rate of Salary \$pa
Commander	Lieutenant Colonel	Wing Commander	102 382
Captain	Colonel	Group Captain	116 212
Commodore	Brigadier	Air Commodore	124 674
Rear Admiral	Major General	Air Vice Marshal	130 167

(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.

ATTACHMENT D

SCHEDULE 10
SCALE OF DAILY RATES
MEDICAL OFFICER OF THE RESERVE FORCES

Column 1	Column 2	Column 3	Column 4
Navy	Army	Air Force	Rate of Salary \$ per day
Lieutenant	Captain	Flight Lieutenant	135.51 151.71 164.80 176.84
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	138.11 151.71 164.80 176.84
Lieutenant Commander	Major	Squadron Leader	189.93 202.67 209.03
Commander	Lieutenant Colonel	Wing Commander	238.42
Captain	Colonel	Group Captain	270.63
Commodore	Brigadier	Air Commodore	290.34
Rear Admiral	Major General	Air Vice Marshal	303.13

(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 E

SCHEDULE 10AA
SCALE OF DAILY RATES
DENTAL 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	135.51
			CL 1-2	140.75
			CL 2-1	180.44
			CL 2-2	186.40
			CL 2-3	192.53
			CL 3-1	205.17
			CL 3-2	211.86
			CL 3-3	218.76
			CL 4	232.97
			Lieutenant Commander	Major
CL 2-2	204.80			
CL 2-3	211.48			
CL 3-1	225.25			
CL 3-2	232.55			
CL 3-3	240.07			
CL 4	255.56			
Commander	Lieutenant Colonel	Wing Commander		
			CL 3	259.44
			CL 4	275.00
Captain	Colonel	Group Captain	CL 3	281.80
			CL 4	298.71

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