

# DEFENCE FORCE REMUNERATION TRIBUNAL

## DETERMINATION NO. 15 OF 2008

### SALARIES

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

#### PART A - ADMINISTRATION

##### A.1.1 Commencement

This Determination commences on 1 July 2008.

##### A.1.2 Repeal and Transition

1. Determination No. 6 of 1992, Salaries, is repealed.
2. A person who was eligible for a benefit under the repealed determination is taken to be eligible for the corresponding benefit under this Determination.
3. An exercise of administrative discretion under the repealed determination is taken to have been an exercise of the corresponding discretion under this Determination.

##### A.1.3 Purpose

This Determination sets salaries to be paid to members of the Australian Defence Force.

##### A.1.4 Contents

Part A Administration

Part B Salaries

Division 1 – Salary (Senior officers)

Division 2 – Salary (Officers)

Division 3 – Salary (Specialist officers)

Division 4 – Salary (Warrant Officer Class 1)

Division 5 – Salary (Other Ranks)

Division 6 – Salary (Trainees)

##### A.1.5 Administration of salary

This Determination does not limit the capacity for Defence Determination 2005/15, Conditions of Service, as amended from time to time, made under section 58B of the *Defence Act 1903* to provide for administrative matters relating to the payment of salary.

## A.1.6 Definitions

1. This table defines terms used in this Determination.

Term	Definition
ADF	Means the Australian Defence Force.
CDF	Means Chief of the Defence Force.
equivalent rank	Means a corresponding rank in Regulation 8 of the <i>Defence Force Regulations 1952</i> as in force from time to time.
Force	Means either the Permanent Force or the Reserve Force of the ADF.
pay grade	Means the pay grade under which is listed the employment category and any additional requirements applicable to the member's rank in the following schedules:  (a) Officer, Schedule B.2; (b) Warrant Officer Class 1, Schedule B9; (c) Other Rank member, Schedule B.11.
Rank	Includes equivalent rank.
Rate	Includes a scale of rates.
senior officer	Means an officer at the rank of Brigadier or higher.

## A.1.7 Exercise of powers by Chief of Defence Force

In this Determination, a reference to the CDF includes a reference to a person the CDF has authorised to exercise administrative powers vested in the CDF under this Determination.

## A.1.8 Salary not payable

Salary is not payable to a member under this Determination for any period when the member:

- (a) is on leave without pay (except part-time leave without pay); or
- (b) is undertaking service with the United Nations or a multi-national force.

## A.1.9 Salary of member of the Reserve Forces

1. A member of the Reserve Force will be paid at the relevant discounted rate in the schedules unless he or she meets the requirements of subclause A.1.9(2) below.

2. A member of the Reserve Force who holds the professional competencies to be deployed in his or her employment category, and who meets any of the following Service descriptions, will be paid the relevant non-discounted rate of salary in the schedules:

Item	Service	Members who may be eligible
1.	Navy	A member who is not a trainee.
2.	Army	<ul style="list-style-type: none"> <li>a. A member who is serving in the High Readiness Reserve or has been in the High Readiness Reserve at any time in the previous five years.</li> <li>b. A member who has been in the Permanent Force at any time in the previous five years.</li> </ul>

		c. A member who holds the competencies required for transfer to the Permanent Force and who is not a trainee.
		d. A member who performs duty and is fully competent in an employment category which is populated only by members of the Reserve Force and listed in Schedule B.11 to this Determination.
		e. A member who performs duty and is fully competent in an employment category that has a specific pay grade for the Reserve Force element of the employment category, following a work value assessment by the DFRT, and that is listed in Schedule B.11 to this Determination.
		f. Any other member who holds competencies for which the CDF decides the member is to be paid salary at the non-discounted rate.
3.	Air Force	A member who is not a trainee.
4.	Any	a. A senior officer with the rank of Brigadier or higher.
		b. A member who is a specialist officer.

## **PART B - SALARIES**

The relevant Division applies to a member according to his or her rank, appointment and employment category.

### **Division 1: Salary (Senior Officers)**

#### **B.1.1 Application**

This Division applies to Senior Officers except:

- (a) the Chief, Capability Development Executive; and
- (b) the Chief of Joint Operations; and
- (c) any statutory or judicial office holder to whom salary is payable under a determination made by the Remuneration Tribunal.

#### **B.1.2 Salary**

1. A Senior Officer may be provided with a package of salary and benefits with a nominated total cash value within the relevant range in Schedule B.1.
2. Unless otherwise determined, the total cash value for the purposes of subclause 1 is the amount listed as the minimum for the Senior Officer's rank in Schedule B.1.
3. If a Senior Officer is paid at the minimum of the total cash value range, the annual rate of salary for the purposes of superannuation is the minimum amount listed for the Senior Officer's rank in Schedule B.1, less the nominal value of a car that the Senior Officer may take as part of the salary and benefits package.

### **Division 2: Salary (Officers)**

#### **B.2.1 Application**

This Division applies to officers of the Permanent Force and Reserves not covered by Divisions 1 or 3.

#### **B.2.2 Pay grade for an officer**

1. An officer is placed in the pay grade specified in Schedule B.2 for the Service, employment category and classification (if any) applying to the officer.
2. If Schedule B.2 does not specify a pay grade that applies to the officer, the officer is placed in pay grade 2.
3. If an officer is liable to serve in more than one employment category and more than one pay grade applies under Schedule B.2, the higher pay grade is taken to apply.
4. A pay grade listed in Schedule B.2 applies to an officer only during the period the officer meets the requirements for the relevant employment category and classification (if any), including any required levels of qualification, experience or skill.
5. The pay grade for an officer of the Royal Australian Air Force who is not in an aircrew employment category is increased by one if the member:
  - (a) is in a pay grade below pay grade 10; and

- (b) is appointed to, and exercises, a command position.

### **B.2.3 Rate of salary for an officer**

An officer is to be paid the rate of salary in Schedule B.3 that corresponds to:

- (a) the officer's Force in Parts 1, 2 or 3 of Schedule B.3; and
- (b) the officer's rank and increment; and
- (c) the officer's pay grade.

### **B.2.4 Rate of salary on advancement from Other Rank – Sergeant and above**

1. This clause applies to an officer who held non-commissioned rank at or above Sergeant immediately before being appointed and commissioned as an officer.
2. An officer to whom this clause applies is to be paid the highest of:
  - (a) the rate of salary in Schedule B.4 that corresponds to the officer's Force, rank and increment and is next above the rate of salary that he or she was paid immediately before appointment as an officer; or
  - (b) the rate of salary payable under clause B.2.3; or
  - (c) the rate of salary he or she was paid immediately before appointment as an officer.

### **B.2.5 Rate of salary on advancement from Other Rank – other situations**

1. This clause applies to an officer who held non-commissioned rank at or below Corporal immediately before being appointed and commissioned as an officer.
2. An officer to whom this clause applies will be paid the higher of:
  - (a) the rate of salary payable under clause B.2.3; or
  - (b) the rate of salary he or she was paid immediately before appointment as an officer.

## **Division 3: Salary (Specialist officers)**

### **B.3.1 Application**

1. This Division applies to officers in the following classes:
  - (a) Chaplain;
  - (b) Dental Officer;
  - (c) Legal Officer;
  - (d) Medical Officer;
  - (e) Aviation specialist;
  - (f) an approved category, as defined in clause B3.2.
2. This Division does not apply to senior officers.

### **B.3.2 Definitions**

This table defines terms used in this Division.

Term	Definition
approved category	<p>Means a class of members which the CDF, having regard to:</p> <ul style="list-style-type: none"> <li>(a) the special skills or qualifications held; and</li> <li>(b) the special positions or offices held; and</li> <li>(c) the nature of the duties normally performed,</li> </ul> <p>by a class of Reserve members, approves as normally performing a large part of their duties within periods of duty less than 2 hours.</p> <p><b>Note:</b> Current approved categories are medical, dental and legal officers and chaplains.</p>
aviation specialist	<p>Means a member who is:</p> <ul style="list-style-type: none"> <li>(a) at the rank of Captain (03) or Major (04) or, if the member's Service Chief approves, a higher rank; and</li> <li>(b) placed in the aviation specialist stream; and</li> <li>(c) not subject to a period determined by a Service Chief under the <i>Defence (Personnel) Regulations 2002</i>, which the member must complete in relation to initial training, qualification or appointment.</li> </ul>
compulsory medical residency	<p>Means training in a hospital undertaken by a medical officer as a condition of entry into the medical profession. This does not include a year for which salary is payable to the member as a trainee.</p>
Dental Officer	<p>Means a member who is eligible to be registered as a dental practitioner under the law of a State or Territory and who meets either of the following conditions:</p> <ul style="list-style-type: none"> <li>(a) the member is serving in a health branch of the ADF; or</li> <li>(b) the member is serving in another position approved by the CDF for career management purposes for a period of less than 3 years.</li> </ul> <p>In considering whether to approve such a position the CDF will have regard to:</p> <ul style="list-style-type: none"> <li>(i) the duties the officer will perform in the position; and</li> <li>(ii) the relevance of the duties to the officer's responsibilities as a Dental Officer; and</li> <li>(iii) the career progression of the officer within the dental or health stream.</li> </ul>

Legal Officer	Means a member of a Specialist Career Structure who is admitted as a barrister or solicitor of the High Court or the Supreme Court of a State or Territory and who has been appointed as a legal officer, but does not include a member who is a Judge of the Federal Court or a Judge of a Supreme Court of a State or Territory, nor any other statutory or judicial office holder to whom salary is payable under a determination made by the Remuneration Tribunal.
Medical Officer	<p>Means a member who is a registered medical practitioner under the law of a State or Territory and who meets either of the following conditions:</p> <p>(a) the member is serving in a health branch of the ADF; or</p> <p>(b) the member is serving in another position approved by the CDF for career management purposes for a period of less than 3 years.</p> <p>In considering whether to approve such a position the CDF will have regard to:</p> <p>(i) the duties the officer will perform in the position; and</p> <p>(ii) the relevance of the duties to the officer's responsibilities as a Medical Officer; and</p> <p>(iii) the career progression of the officer within the medical or health stream.</p>

### B.3.3 Rate of salary for specialist officer

1. The following table sets out the salary payable to a specialist officer covered by this Division.

Item	If the member is ...	in the...	then the member is to be paid salary...
1.	a chaplain	specialist career structure on a fixed tenure or fixed period appointment	under Schedule B.5 according to the officer's Force, rank and competency level.
2.	a dental officer	specialist career structure on a fixed tenure or fixed period appointment	under Schedule B.6 Part 1 or 3 according to the officer's Force, rank and competency level.
		Permanent Force but is not on the specialist career structure as the member did not accept a fixed tenure appointment before 31 October 2003	under Schedule B.6 Part 2 according to the officer's rank and competency level.
3.	a legal officer	specialist career structure on a fixed tenure or fixed period appointment	under Schedule B.7 according to the officer's Force, rank and competency level.

4.	a medical officer	specialist career structure on a fixed tenure or fixed period appointment	under Schedule B.8 Part 1 or 3 according to the officer's Force, rank and competency level.
		not on the specialist career structure as the member did not accept a fixed tenure appointment before 12 August 2003	under Schedule B.8 Part 2 or 4 according to the officer's Force, rank and competency level.
5.	an officer	performing a year of compulsory medical residency in the specialist career structure on a fixed tenure or fixed period appointment	at the competency level "resident" under Schedule B.8 Part 1 or 3 according to the officer's Force.
		performing a year of compulsory medical residency but not in the specialist career structure as the member did not accept a fixed tenure appointment before 12 August 2003	at the competency level "resident" under Schedule B.8 Part 2 or 4 according to the officer's Force.
6.	an aviation specialist	aviation specialist stream	under Schedule B.14 for the officer's Force and experience level.

2. Officers not described in the table in subclause 1 may be paid under Division B.2.

### **B.3.4 Rate of salary for aviation specialist – conditions**

1. On the day that a member first becomes an aviation specialist, salary is payable at the following rate:

- (a) For a member at the rank of Major (04) or Captain (03) -- the rate in Schedule B.14 equal to or next above the rate of salary payable to the member immediately before that day; or
- (b) For a member at the rank of Lieutenant-Colonel (05) or a higher rank --- the rate in Schedule B.14 that is equal to or next above the amount that is the difference between:
  - (i) the rate of salary that was payable to the member immediately before that day and the relevant of either:
  - (ii) if the member is in the Permanent Force -- the annual rate of Service Allowance, (as determined from time to time under DFRT Determination No. 11 of 1994, Service Allowance); or
  - (iii) if the member is in the Reserve Force -- the daily rate of Reserve Allowance (as determined from time to time under DFRT Determination No. 22 of 2008, Service Allowance).

2. On the day after the member completes 12 months of continuous full-time service in an experience level, the member's salary rate increases to the next experience level in Schedule B.14.

3. On exit from the aviation specialist stream, a member is taken to return to their previous Schedule B.2 'Legacy' employment category and pay grade, unless the member is placed in an employment category with a competency-based progression structure.

#### **Division 4: Salary (Warrant Officer Class 1)**

##### **B.4.1 Application**

This Division applies to the Service Warrant Officers and to Warrant Officers Class 1 in the Permanent Force and Reserves.

##### **B.4.2 Tiers**

Warrant Officer Class 1 positions are in Tiers as follows:

<b>Tier</b>	<b>Description</b>
Tier A	applies to positions involving direct application of trade skills or entry level Regimental Sergeant Major (all corps) or Warrant Office Disciplinary positions at, or higher than, any of:  (a) the unit level in the case of Army;  (b) the unit or squadron level in the case of Air Force; or  (c) the department level in the case of Navy.
Tier B	applies to positions involving application of managerial skills (applied with or without reference to trade knowledge) at, or higher than, any of:  (a) the formation level in the case of Army;  (b) the wing level in the case of Air Force; or  (c) the unit level in the case of Navy.
Tier C	applies to positions involving high level management and representational duties, applied generally at a functional or environmental command level.
Tier D	applies to Service Warrant Officer positions.

##### **B.4.3 Pay grade for a Warrant Officer Class 1**

1. A Warrant Officer Class 1, other than a Service Warrant Officer, is placed in the pay grade specified in Schedule B.9 for the Service, employment category and tier applying to the member.
2. If Schedule B.9 does not specify a pay grade that applies to the member, the member is placed in pay grade 2.
3. If more than one pay grade applies to a Warrant Officer Class 1 under Schedule B.9, the higher pay grade is taken to apply.
4. A pay grade listed in Schedule B.9 applies to a Warrant Officer Class 1 only during the period the member meets the requirements for the relevant employment category and tier, including any required levels of qualification, experience or skill.

5. If a member of the Army is in a Special Forces capacity listed in the following table, then the member's pay grade is increased by the number listed in column 3, up to the maximum pay grade listed in column 4.

<b>Column 1 Item</b>	<b>Column 2 Special Forces capacity</b>	<b>Column 3 Number of pay grades</b>	<b>Column 4 Maximum pay grade</b>
1.	Incident Response Regiment trained member	1	7
2.	Special Forces Signaller posted to any of 126, 152 or 301 Signals Squadrons	1	8
3.	Incident Response Regiment trained (additional specialist)	2	8

6. If a member of the Army is liable to be employed in a Special Forces capacity listed in the following table, then the member's pay grade is increased to the pay grade listed in column 3.

<b>Column 1 Item</b>	<b>Column 2 Special Forces capacity</b>	<b>Column 3 pay grade</b>
1.	Commando Grade 2 (Tier A)	7
2.	Commando Grade 3 (Tier A)	
3.	Commando Grade 4 (Tier A)	8
4.	Section Commander Commando (Tier A)	
5.	Supervisor Commando Platoon Operations (Tier A)	
6.	Supervisor Commando Operations	
7.	Special Air Service Trooper Grade 1 (Tier A)	
8.	Special Air Service Trooper Grade 2 (Tier A)	9
9.	Special Air Service Trooper Grade 3 (Tier A)	10

#### **B.4.4 Rate of salary for a Warrant Officer Class 1**

A Warrant Officer Class 1, other than a Service Warrant Officer, is to be paid the rate of salary in Schedule B.10 that corresponds to:

- (a) the member's Force in Parts 2, 3 or 4 of Schedule B.10; and
- (b) the member's tier and increment; and
- (c) the member's pay grade.

#### **B.4.5 Rate of salary for Service Warrant Officers**

A Service Warrant Officer is to be paid at the start of the range in Part 1 of Schedule B.10 unless otherwise determined (whether in this or another determination).

## Division 5: Salary (Other Ranks)

### B.5.1 Application

This Division applies to Other Ranks members of the Permanent Force and Reserves not covered by Divisions 4 and 6.

### B.5.2 Pay grade for a member below the rank of Warrant Officer Class 1

1. A member is placed in the pay grade specified in Schedule B.11 for the Service and employment category applying to the member.
2. If more than one pay grade applies to a member under Schedule B.11, the higher pay grade is taken to apply.
3. A pay grade listed in Schedule B.11 applies to a member only during the period the member meets the requirements for the relevant employment category, including any required levels of qualification, experience or skill.
4. If a member of the Army is in a Special Forces capacity listed in the following table, then the member's pay grade is increased by the number listed in column 3, up to the maximum pay grade listed in column 4.

Column 1 Item	Column 2 Special Forces capacity	Column 3 Number of pay grades	Column 4 Maximum pay grade
1.	Incident Response Regiment trained member	1	7
2.	Member posted to any of 126, 152 or 301 Signals Squadrons	1	8
3.	Incident Response Regiment trained (additional specialist)	2	8

5. If a member of the Army is liable to be employed in a Special Forces capacity listed in the following table, then the member's pay grade is increased to the pay grade listed in column 3.

Column 1 Item	Column 2 Special Forces capacity	Column 3 pay grade
1.	Commando Grade 2	7
2.	Commando Grade 3	
3.	Commando Grade 4	8
4.	Section Commander Commando	
5.	Supervisor Commando Platoon Operations	
6.	Supervisor Commando Operations	
7.	Special Air Service Trooper Grade 1	
8.	Special Air Service Trooper Grade 2	9
9.	Special Air Service Trooper Grade 3	10

**B.5.3 Rate of salary for a member below the rank of Warrant Officer Class 1**

1. A member below the rank of Warrant Officer Class 1 is to be paid the rate of salary in Schedule B.12 that corresponds to:

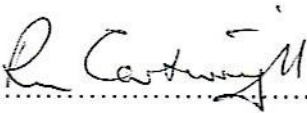
- (a) the member's Force in Parts 1, 2 or 3 of Schedule B.12; and
- (b) the member's rank and increment; and
- (c) the member's pay grade.

**Division 6: Salary (Trainees)**

A member undertaking training in a capacity listed in Schedule B.13 shall be paid the applicable rate in column 3 for that capacity and stage (if any) of training.

Dated this sixth day of June two thousand and eight.

Senior Deputy President R N Cartwright  
President



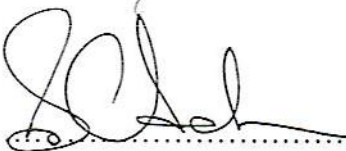
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Mr G D John  
Member



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Rear Admiral B L Adams, AO (Retd)  
Member



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# TABLE A

Table A Application, saving or transitional provisions

## 1. Transitional provision

1.1 Clause 3 of DFRT Determination No. 23 of 2008, "If the amendments made by this Determination would reduce a Senior Officer's annual rate of salary, the amendments have no effect in relation to the officer until the day a determination which sets a rate of salary for the member as part of an individual total cash value package commences."

**Schedule B.1**  
**Senior officer cash value**

Column 1 Force	Column 2 Rank				Column 3 Minimum rate of salary \$	Column 4 Total cash value maximum \$
	Rank	Navy	Army	Air Force		
Permanent	O-8	Rear Admiral	Major General	Air Vice Marshal	189,138 a year	208,052 a year
	O-7	Commodore	Brigadier	Air Commodore	153,522 a year	184,226 a year
Reserve	O-10	Admiral	General	Air Chief Marshal	931.80 a day	Not applicable
	O-9	Vice Admiral	Lieutenant General	Air Marshal	739.11 a day	Not applicable
	O-8	Rear Admiral	Major General	Air Vice Marshal	518.19 a day	570.01 a day
	O-7	Commodore	Brigadier	Air Commodore	420.61 a day	504.73 a day

## Schedule B.2

### Officer pay grades

#### Notes:

1. In this Schedule, "Employment Category" includes a mustering, professional qualification or specialisation.
2. This Schedule contains descriptions of employment categories, classification and experience, qualification or skill held at officer level. Although similar or identical terms are used, descriptions for officers have no relationship to other rank descriptions. Those descriptions may refer to different meanings, although the words are the same.
3. 'Legacy':
  - (a) in relation to air traffic control officers, means those offered employment as an Air Traffic Controller, under training as an Air Traffic Controller or officers paid under the air traffic controller competency system existing prior to 1 October 2009.
  - (b) in relation to officer aircrew categories, means those offered employment within an officer aircrew category, under training as a member of an officer aircrew category, or for whom any of the descriptors listed in items 1-7 of the notes table are included in Column 3 of any Part of this Schedule prior to 1 October 2009.
4. In this Schedule, categories that require a member to hold specific experience, qualification or skill may include one or a combination of the following descriptions in the employment category or classification title:

Item	This descriptor...	means...
1.	Fly 0	No liability to fly.
2.	Fly 0-2	A member with flying experience of less than 2 years.
3.	Fly 2-4	A member with flying experience of 2 years up to 4 years.
4.	Fly 4-6	A member with flying experience of 4 years up to 6 years.
5.	Fly 6-8	A member with flying experience of 6 years up to 8 years.
6.	Fly 8-10	A member with flying experience of 8 years up to 10 years.
7.	Fly 10+	A member with flying experience of 10 or more years.

8.	SM	<p>A qualified submariner other than</p> <p>(a) A member who has the rank of Rear Admiral in the Navy, or a higher rank.</p> <p>(b) A member who is a Medical or Dental Officer with the rank of Commander in the Navy, or a higher rank.</p>
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**Part 1: All Services**

<b>Pay grade 4</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Commando Reinforcement	-

<b>Pay grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Qualified Commando	-
2.	SAS Reinforcement	-

<b>Pay grade 8</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Qualified SAS	-

**Schedule B.2****Officer pay grades****Part 2: Navy**

**Note:** In this Part, categories that require a member to hold specific experience, qualification or skill may include one or a combination of the following descriptions in the employment category or classification title. The descriptions in Parts 1, 3 or 4 may also be used.

<b>Item</b>	<b>This descriptor...</b>	<b>means...</b>
1.	ADQUAL	<p>1. Either a Principle Warfare Officer or a Force Warfare Officer, with any of the following additional qualifications:</p> <ul style="list-style-type: none"> <li>a. Above Water Warfare.</li> <li>b. Aircraft Direction.</li> <li>c. Anti Submarine Warfare.</li> <li>d. Communications.</li> <li>e. Gunnery.</li> <li>f. Mine Warfare.</li> <li>g. Navigation.</li> <li>h. Surface Warfare.</li> <li>i. Submariner.</li> </ul> <p>2. Either Pilot or Observer with any of the following additional Qualifications:</p> <ul style="list-style-type: none"> <li>a. Aero-Systems Qualified.</li> <li>b. Aviation Warfare Officer.</li> <li>c. Helicopter Warfare Instructor.</li> <li>d. Qualified Flying Instructor.</li> <li>e. Qualified Helicopter Instructor.</li> <li>f. Qualified Observer Instructor.</li> <li>g. Test Pilot.</li> </ul>
2.	TAG	A qualified member of a Tactical Assault Group.
3.	Under Training	<p>Under training for a primary qualification.</p> <p><b>Note:</b> This description does not include a trainee paid under Schedule B.13 of this Determination.</p>

4.	Former Warrant Officer (Commissioned)	A member to whom clause B.2.4 applies, who held an employment category under either Schedule B.10 or Schedule B.12 prior to appointment.  <b>Exception:</b> This descriptor does not apply to a member in the Navy Aircrew employment category at pay grade 6.
5.	Seaman Specialist	A Seaman Officer who was awarded any of the following additional qualifications before 1 July 2004: a. Navigation. b. Communications. c. Mine Warfare. d. Gunnery
6.	Basic	a. For an Observer — Observer Rotary Course qualified.  b. For a Pilot— Pilot Rotary Course qualified.
7.	Intermediate	For Observer – Observer Rotary Course qualified plus further two years flying experience  For Pilot – Pilot Rotary Course qualified plus further two years flying experience
8.	Highly Proficient	a. For an Observer – Observer Rotary Course qualified plus further five years flying experience.  b. For a Pilot – Pilot Rotary Course qualified plus further five years flying experience.

**Part 2: Navy**

<b>Pay grade 2</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Administration	Primary Qualification
2.	Bandmaster	Under Training
3.	Former Warrant Officer (Commissioned)	Appointment
4.	Instructor	Primary Qualification
5.	Intelligence	Under Training
6.	Intelligence NIR	Under Training
7.	Intelligence NIR	Primary Qualification
8.	Maritime Trade Operations	Under Training
9.	Medical Administrator	Under Training
10.	Medical Administrator	Primary Qualification
11.	Naval Police Coxswain Officer	Under Training
12.	Naval Police Coxswain Officer	Primary Qualification
13.	Nurse	Under Training
14.	Observer Competency Progression	Under Training
15.	Observer Competency Progression	Wings Under Training
16.	Observer Time Progression	Under Training
17.	Pilot Competency Progression	Under Training
18.	Pilot Competency Progression	Wings Under Training
19.	Pilot Time Progression	Under Training
20.	Public Relations	Under Training

<b>Pay grade 2 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
21.	Public Relations	Primary Qualification
22.	Seaman	Under Training
23.	Supply	Under Training

<b>Pay grade 3</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Aeronautical Engineering	Under Training
2.	Bandmaster	Primary Qualification
3.	Intelligence	Tier 1 – Operator Primary Qualification
4.	Marine Engineering	Under Training
5.	Maritime Trade Operations	Primary Qualification
6.	Nurse	Primary Qualification
7.	Observer Competency Progression	Basic
8.	Observer Competency Progression	Basic Under Training
9.	Observer Time Progression	Fly 0-2
10.	Observer Time Progression	Fly 0-2 Under Training
11.	Pilot Competency Progression	Basic
12.	Pilot Competency Progression	Basic Under Training
13.	Pilot Time Progression	Fly 0-2
14.	Pilot Time Progression	Fly 0-2 Under Training
15.	Psychologist	Under Training
16.	Psychologist	Primary Qualification

<b>Pay grade 3 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
17.	Training Systems	Under Training
18.	Training Systems	Primary Qualification
19.	Weapon Electrical Aircraft Engineering	Under Training
20.	Weapons Electrical Engineering	Under Training

<b>Pay grade 4</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Bandmaster	Officer In Charge
2.	Maritime Trade Operations	Level 2B
3.	Intelligence	Tier 1A – Operator Specialist
4.	Management Executive	Tier 1 – Specialist
5.	Medical Administration	Specialist
6.	Naval Police Coxswain Officer	Director of Policing and Security - Navy
7.	Observer Competency Progression	Intermediate
8.	Observer Competency Progression	Intermediate Under Training
9.	Observer Time Progression	Fly 2-4
10.	Observer Time Progression	Fly 2-4 Under Training
11.	Pilot Competency Progression	Intermediate
12.	Pilot Competency Progression	Intermediate Under Training
13.	Pilot Time Progression	Fly 2-4
14.	Pilot Time Progression	Fly 2-4 Under Training
15.	Seaman	Primary Qualifications
16.	Training Systems	Charge Qualified

<b>Pay grade 5</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Aeronautical Engineering	Primary Qualification
2.	Instructor Maritime Geospatial Officer Meteorology	Qualified
3.	Intelligence	Tier 2 – Intelligence Manager
4.	Management Executive	Tier 2 – Strategic Specialist
5.	Marine Engineering	Primary Qualification
6.	Maritime Geospatial Officer Hydrographer	Qualified
7.	Maritime Geospatial Officer Meteorology	Qualified
8.	Mine Warfare Clearance Diver Officer	Qualified
9.	Non-Seaman PQ	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section
10.	Nurse	Specialist
11.	Observer Competency Progression	Highly Proficient
12.	Observer Competency Progression	Highly Proficient Under Training
13.	Observer Time Progression	Fly 4-6
14.	Observer Time Progression	Fly 4-6 Under Training
15.	Observer Time Progression ADQUAL	Fly 4-6
16.	Pilot Competency Progression	Highly Proficient
17.	Pilot Competency Progression	Highly Proficient Under Training
18.	Pilot Time Progression	Fly 4-6
19.	Pilot Time Progression	Fly 4-6 Under Training

<b>Pay grade 5 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
20.	Pilot Time Progression ADQUAL	Fly 4-6
21.	Principal Warfare Officer	Qualified
22.	Principal Warfare Officer ADQUAL	Qualified after 1 August 2005
23.	Psychologist	Specialist
24.	Seaman	Minor War Vessel Command
25.	Seaman Specialist	Qualified before 1 July 2004
26.	Supply	Charge Qualified
27.	Supply	Qualified non Supply Charge Board before 1 January 1998
28.	Training Systems Maritime Geospatial Officer Meteorology	Qualified
29.	Weapons Electrical Engineering	Primary Qualification
30.	Weapons Electrical Aircraft Engineering	Primary Qualification

<b>Pay grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Aeronautical Engineering	Charge Qualified
2.	Aircrew	Appointment
3.	Bandmaster	Director of Music
4.	Force Warfare Officer ADQUAL	Qualified
5.	Instructor Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
6.	Intelligence	Tier 3 – Senior Intelligence Officer
7.	Management Executive	Tier 3 – Senior Strategic Specialist

<b>Pay grade 6 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
8.	Marine Engineer	Charge Qualified
9.	Marine Engineering SM	Qualified
10.	Maritime Geospatial Officer Hydrographer – H1	Hydrographic Officers Long Course or Masters Degree in Hydrographic Science Qualified
11.	Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
12.	Medical Administrator	Officer In Charge
13.	Mine Warfare Clearance Diver Officer	Qualified
14.	Mine Warfare Clearance Diver Officer TAG	Qualified
15.	Mine Warfare Clearance Diving Officer Force Warfare Officer	Qualified
16.	Naval Police Coxswain Officer	Commanding Officer Defence Police Training Centre
17.	Nurse	Officer In Charge
18.	Observer Competency Progression ADQUAL	Qualified
19.	Pilot Competency Progression ADQUAL	Qualified
20.	Principal Warfare Officer ADQUAL	Qualified before 1 August 2005
21.	Seaman SM	Qualified
22.	Training Systems	Officer In Charge Naval Personnel and Training Centre
23.	Training Systems Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified

<b>Pay grade 6 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
24.	Weapons Electrical Engineering SM	Qualified
25.	Weapons Electrical Aircraft Engineering	Charge Qualified
26.	Weapons Electrical Engineer	Charge Qualified

<b>Pay grade 7</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Aeronautical Engineering	Head of Department
2.	Force Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
3.	Force Warfare Officer ADQUAL	Minor War Vessel Command
4.	Instructor Maritime Geospatial Officer Meteorology	Director of Meteorology
5.	Marine Engineering	Marine Engineering Officer Major Fleet Unit
6.	Marine Engineering SM	Charge Qualified
7.	Maritime Geospatial Officer Hydrographer	Executive Officer Major Fleet Unit
8.	Maritime Geospatial Officer Hydrographer	Minor War Vessel Command
9.	Maritime Geospatial Officer Meteorology	Executive Officer Major Fleet Unit
10.	Maritime Geospatial Officer Meteorology	Minor War Vessel Command
11.	Maritime Geospatial Officer Meteorology	Director of Meteorology
12.	Mine Warfare Clearance Diver Officer	Executive Officer Major Fleet Unit

<b>Pay grade 7 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
13.	Mine Warfare Clearance Diver Officer	Minor War Vessel Command
14.	Mine Warfare Clearance Diver Officer	Clearance Diving Team Command
15.	Observer Competency Progression ADQUAL	Executive Officer Squadron
16.	Observer Competency Progression ADQUAL	Ship's Flight Commander
17.	Observer Competency Progression	Executive Officer Squadron
18.	Observer Competency Progression	Ship's Flight Commander
19.	Observer Time Progression	Fly 6-8
20.	Observer Time Progression	Fly 6-8 Under Training
21.	Observer Time Progression ADQUAL	Fly 6-8
22.	Pilot Competency Progression ADQUAL	Executive Officer Squadron
23.	Pilot Competency Progression ADQUAL	Ship's Flight Commander
24.	Pilot Competency Progression	Executive Officer Squadron
25.	Pilot Competency Progression	Ship's Flight Commander
26.	Pilot Time Progression	Fly 6-8
27.	Pilot Time Progression	Fly 6-8 Under Training
28.	Pilot Time Progression ADQUAL	Fly 6-8
29.	Principal Warfare Officer	Executive Officer Major Fleet Unit
30.	Principal Warfare Officer	Minor War Vessel Command
31.	Principal Warfare Officer ADQUAL	Executive Officer Major Fleet Unit

<b>Pay grade 7 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
32.	Principal Warfare Officer ADQUAL	Minor War Vessel Command
33.	Seaman	Executive Officer Major Fleet Unit
34.	Seaman SM	Executive Officer Major Fleet Unit
35.	Seaman SM	Executive Officer SM
36.	Seaman SM	Minor War Vessel Command
37.	Seaman SM	Watch Leader
38.	Seaman Specialist	Executive Officer Major Fleet Unit
39.	Seaman Specialist	Minor War Vessel Command
40.	Supply	Supply Officer Major Fleet Unit
41.	Training Systems Maritime Geospatial Officer Meteorology	Director of Meteorology
42.	Weapons Electrical Engineering	Weapon Electrical Engineering Officer Major Fleet Unit
43.	Weapons Electrical Engineering SM	Charge Qualified
44.	Weapons Electrical Aircraft Engineering	Head of Department

<b>Pay grade 8</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Administration	Shore Command
2.	Aeronautical Engineering	Shore Command
3.	Aeronautical Engineering	Level 2
4.	Aircrew	Shore Command
5.	Bandmaster	Shore Command

<b>Pay grade 8 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
6.	Force Warfare Officer ADQUAL	Shore Command
7.	Former Warrant Officer (Commissioned)	Shore Command
8.	Instructor	Shore Command
9.	Instructor Maritime Geospatial Officer Meteorology	Shore Command
10.	Intelligence	Shore Command
11.	Management Executive	Shore Command
12.	Marine Engineer	Shore Command
13.	Marine Engineering	Level 2
14.	Marine Engineering SM	Level 2
15.	Marine Engineering SM	Marine Engineering Officer SM
16.	Marine Engineering SM	Shore Command
17.	Maritime Geospatial Officer Hydrographer	Shore Command
18.	Maritime Geospatial Officer Hydrographer H1	Shore Command
19.	Maritime Geospatial Officer Meteorology	Shore Command
20.	Maritime Geospatial Officer Meteorology Advanced	Shore Command
21.	Maritime Trade Operations	Shore Command
22.	Medical Administrator	Shore Command
23.	Mine Warfare Clearance Diver Officer	Shore Command
24.	Naval Police Coxswain Officer	Shore Command
25.	Nurse	Shore Command

<b>Pay grade 8 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
26.	Observer Competency Progression ADQUAL	Shore Command
27.	Observer Competency Progression	Shore Command
28.	Observer Time Progression	Shore Command
29.	Observer Time Progression ADQUAL	Shore Command
30.	Pilot Competency Progression	Shore Command
31.	Pilot Competency Progression ADQUAL	Shore Command
32.	Pilot Time Progression	Shore Command
33.	Pilot Time Progression ADQUAL	Shore Command
34.	Principal Warfare Officer	Shore Command
35.	Principal Warfare Officer ADQUAL	Shore Command
36.	Psychologist	Shore Command
37.	Public Relations	Shore Command
38.	Seaman	Shore Command
39.	Seaman SM	Shore Command
40.	Seaman Specialist	Shore Command
41.	Supply	Shore Command
42.	Training Systems	Shore Command
43.	Training Systems Maritime Geospatial Officer Meteorology	Shore Command
44.	Weapons Electrical Aircraft Engineering	Level 2

<b>Pay grade 8 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
45.	Weapons Electrical Aircraft Engineering	Shore Command
46.	Weapons Electrical Engineering	Level 2
47.	Weapons Electrical Engineering SM	Level 2
48.	Weapons Electrical Engineering SM	Shore Command
49.	Weapons Electrical Engineering SM	Weapons Electrical Engineering Officer SM
50.	Weapons Electrical Engineer	Shore Command

<b>Pay grade 9</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Force Warfare Officer ADQUAL	Major Fleet Unit Command
2.	Maritime Geospatial Officer Hydrographer	Major Fleet Unit Command
3.	Maritime Geospatial Officer Meteorology	Major Fleet Unit Command
4.	Mine Warfare Clearance Diver Officer	Major Fleet Unit Command
5.	Mine Warfare Clearance Diver Officer TAG	Major Fleet Unit Command
6.	Observer Competency Progression ADQUAL	Squadron Command
7.	Observer Competency Progression	Squadron Command
8.	Observer Time Progression	Fly 8-10
9.	Observer Time Progression	Fly 8-10 Under Training

<b>Pay grade 9 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
10.	Observer Time Progression ADQUAL	Fly 8-10
11.	Pilot Competency Progression	Squadron Command
12.	Pilot Competency Progression ADQUAL	Squadron Command
13.	Pilot Time Progression	Fly 8-10
14.	Pilot Time Progression	Fly 8-10 Under Training
15.	Pilot Time Progression ADQUAL	Fly 8-10
16.	Principal Warfare Officer	Major Fleet Unit Command
17.	Principal Warfare Officer ADQUAL	Major Fleet Unit Command
18.	Seaman	Major Fleet Unit Command
19.	Seaman Specialist	Major Fleet Unit Command
20.	Seaman SM	Major Fleet Unit Command
21.	Seaman SM	SM Command

<b>Pay grade 10</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Observer Time Progression	Fly 10 +
2.	Observer Time Progression ADQUAL	Fly 10 +
3.	Pilot Time Progression	Fly 10 +
4.	Pilot Time Progression ADQUAL	Fly 10 +

## Schedule B.2

### Officer pay grades

#### Part 3: Army

**Note:** In this Part, categories that require a member to hold specific experience, qualification or skill may include one or a combination of the following descriptions in the employment category or classification title. Descriptions used in Parts 1, 2 or 4 may also be used.

Item	This descriptor...	means...
1.	Competency Level 2	Graduation from Army Helicopter School.
2.	Competency Level 3	Attainment of Army Aviator Basic Qualification.
3.	Competency Level 4	Attainment of Army Aviator Intermediate Qualification.
4.	Competency Level 5	Attainment of Army Aviator Highly Proficient Qualification.
5.	Competency Level 6	Attainment of Army Aviator Advanced Qualification.
6.	Aviation Specialist Stream	A member of the Army Aviation Pilot category selected to become a streamed aviator as a result of high skill sets that are deemed enhanced capability.

Pay grade 2		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Defence Officer	General Service Officer Grade 2
2.	Armoured Officer	General Service Officer Grade 2
3.	Aviation Officer	General Service Officer Grade 2
4.	Band Officer	General Service Officer Grade 2
5.	Catering Officer	General Service Officer Grade 2
6.	Dental Officer (Non Dentist)	General Service Officer Grade 2

<b>Pay grade 2 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
7.	Education Officer	General Service Officer Grade 2
8.	Environmental Officer	General Service Officer Grade 2
9.	Field Artillery Officer	General Service Officer Grade 2
10.	Infantry Officer	General Service Officer Grade 2
11.	Intelligence Officer	General Service Officer Grade 2
12.	Local Observer	General Service Officer Grade 2
13.	Medical Officer (Non doctor)	General Service Officer Grade 2
14.	Military Police Officer	General Service Officer Grade 2
15.	Miscellaneous Medical Officer	General Service Officer Grade 2
16.	Nursing Officer	General Service Officer Grade 2
17.	Ordnance Officer	General Service Officer Grade 2
18.	Pay Officer	General Service Officer Grade 2
19.	Pharmaceutical Officer	General Service Officer Grade 2
20.	Pilot – Competency Progression	Competency Level 2
21.	Psychology Officer	General Service Officer Grade 2
22.	Public Relations Officer	General Service Officer Grade 2
23.	Radiographer Officer	General Service Officer Grade 2
24.	Scientific Officer	General Service Officer Grade 2
25.	Therapeutical Officer	General Service Officer Grade 2
26.	Transport Officer	General Service Officer Grade 2

<b>Pay grade 3</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Defence Officer	General Service Officer Grade 3
2.	Armoured Officer	General Service Officer Grade 3
3.	Aviation Officer	General Service Officer Grade 3
4.	Band Officer	General Service Officer Grade 3
5.	Catering Officer	General Service Officer Grade 3
6.	Dental Officer (Non Dentist)	General Service Officer Grade 3
7.	Education Officer	General Service Officer Grade 3
8.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 3
9.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 3
10.	Engineer Officer	Engineering Officer Grade 3
11.	Environmental Officer	General Service Officer Grade 3
12.	Field Artillery Officer	General Service Officer Grade 3
13.	Infantry Officer	General Service Officer Grade 3
14.	Intelligence Officer	General Service Officer Grade 3
15.	Medical Officer (Non doctor)	General Service Officer Grade 3
16.	Military Police Officer	General Service Officer Grade 3
17.	Miscellaneous Medical Officer	General Service Officer Grade 3
18.	Nursing Officer	General Service Officer Grade 3
19.	Ordnance Officer	General Service Officer Grade 3
20.	Pay Officer	General Service Officer Grade 3

<b>Pay grade 3 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
21.	Pharmaceutical Officer	General Service Officer Grade 3
22.	Pilot – Competency Progression	Competency Level 3
23.	Pilot – Time Based Progression	Fly 0-2
24.	Psychology Officer	General Service Officer Grade 3
25.	Public Relations Officer	General Service Officer Grade 3
26.	Radiographer Officer	General Service Officer Grade 3
27.	Scientific Officer	General Service Officer Grade 3
28.	Signals Officer	Engineering Officer Grade 3
29.	Therapeutical Officer	General Service Officer Grade 3
30.	Transport Officer	General Service Officer Grade 3

<b>Pay grade 4</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Defence Officer	General Service Officer Grade 4
2.	Armoured Officer	General Service Officer Grade 4
3.	Aviation Officer	General Service Officer Grade 4
4.	Band Officer	General Service Officer Grade 4
5.	Catering Officer	General Service Officer Grade 4
6.	Dental Officer (Non Dentist)	General Service Officer Grade 4
7.	Education Officer	General Service Officer Grade 4

<b>Pay grade 4 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
8.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 4
9.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 4
10.	Engineer Officer	Engineering Officer Grade 4
11.	Environmental Officer	General Service Officer Grade 4
12.	Field Artillery Officer	General Service Officer Grade 4
13.	Infantry Officer	General Service Officer Grade 4
14.	Intelligence Officer	General Service Officer Grade 4
15.	Medical Officer (Non doctor)	General Service Officer Grade 4
16.	Military Police Officer	General Service Officer Grade 4
17.	Miscellaneous Medical Officer	General Service Officer Grade 4
18.	Nursing Officer	General Service Officer Grade 4
19.	Ordnance Officer	General Service Officer Grade 4
20.	Pay Officer	General Service Officer Grade 4
21.	Pharmaceutical Officer	General Service Officer Grade 4
22.	Pilot – Competency Progression	Competency Level 4
23.	Pilot – Time Based Progression	Fly 2-4
24.	Psychology Officer	General Service Officer Grade 4
25.	Public Relations Officer	General Service Officer Grade 4
26.	Radiographer Officer	General Service Officer Grade 4
27.	Scientific Officer	General Service Officer Grade 4

<b>Pay grade 4 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
28.	Signals Officer	Engineering Officer Grade 4
29.	Therapeutical Officer	General Service Officer Grade 4
30.	Transport Officer	General Service Officer Grade 4

<b>Pay grade 5</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Defence Officer	General Service Officer Grade 5
2.	Armoured Officer	General Service Officer Grade 5
3.	Aviation Officer	General Service Officer Grade 5
4.	Band Officer	General Service Officer Grade 5
5.	Catering Officer	General Service Officer Grade 5
6.	Dental Officer (Non Dentist)	General Service Officer Grade 5
7.	Education Officer	General Service Officer Grade 5
8.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 5
9.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 5
10.	Engineer Officer	Engineering Officer Grade 5
11.	Environmental Officer	General Service Officer Grade 5
12.	Field Artillery Officer	General Service Officer Grade 5
13.	Infantry Officer	General Service Officer Grade 5
14.	Intelligence Officer	General Service Officer Grade 5

<b>Pay grade 5 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
15.	Medical Officer (Non doctor)	General Service Officer Grade 5
16.	Military Police Officer	General Service Officer Grade 5
17.	Miscellaneous Medical Officer	General Service Officer Grade 5
18.	Nursing Officer	General Service Officer Grade 5
19.	Ordnance Officer	General Service Officer Grade 5
20.	Pay Officer	General Service Officer Grade 5
21.	Pharmaceutical Officer	General Service Officer Grade 5
22.	Pilot – Competency Progression	Competency Level 5
23.	Pilot – Time Based Progression	Fly 4-6
24.	Psychology Officer	General Service Officer Grade 5
25.	Public Relations Officer	General Service Officer Grade 5
26.	Radiographer Officer	General Service Officer Grade 5
27.	Scientific Officer	General Service Officer Grade 5
28.	Signals Officer	Engineering Officer Grade 5
29.	Therapeutical Officer	General Service Officer Grade 5
30.	Transport Officer	General Service Officer Grade 5

<b>Pay grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Defence Officer	General Service Officer Grade 6
2.	Armoured Officer	General Service Officer Grade 6

<b>Pay grade 6 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
3.	Aviation Officer	General Service Officer Grade 6
4.	Aviation Officer	(Army Senior Non-Commissioned Officer and Warrant Officer Commissioning Scheme – ex-Aircrewman)
5.	Band Officer	General Service Officer Grade 6
6.	Catering Officer	General Service Officer Grade 6
7.	Dental Officer (Non Dentist)	General Service Officer Grade 6
8.	Education Officer	General Service Officer Grade 6
9.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 6
10.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 6
11.	Engineer Officer	Engineering Officer Grade 6
12.	Environmental Officer	General Service Officer Grade 6
13.	Field Artillery Officer	General Service Officer Grade 6
14.	Infantry Officer	General Service Officer Grade 6
15.	Intelligence Officer	General Service Officer Grade 6
16.	Medical Officer (Non doctor)	General Service Officer Grade 6
17.	Military Police Officer	General Service Officer Grade 6
18.	Miscellaneous Medical Officer	General Service Officer Grade 6
19.	Nursing Officer	General Service Officer Grade 6
20.	Ordnance Officer	General Service Officer Grade 6
21.	Pay Officer	General Service Officer Grade 6

<b>Pay grade 6 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
22.	Pharmaceutical Officer	General Service Officer Grade 6
23.	Pilot – Competency Progression	Competency Level 6
24.	Psychology Officer	General Service Officer Grade 6
25.	Public Relations Officer	General Service Officer Grade 6
26.	Radiographer Officer	General Service Officer Grade 6
27.	Scientific Officer	General Service Officer Grade 6
28.	Signals Officer	Engineering Officer Grade 6
29.	Therapeutical Officer	General Service Officer Grade 6
30.	Transport Officer	General Service Officer Grade 6

<b>Pay grade 7</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Defence Officer	General Service Officer Grade 7
2.	Air Defence Officer	General Service Officer RPE Grade 7
3.	Armoured Officer	General Service Officer Grade 7
4.	Armoured Officer	General Service Officer RPE Grade 7
5.	Aviation Officer	General Service Officer Grade 7
6.	Aviation Officer	General Service Officer RPE Grade 7
7.	Band Officer	General Service Officer Grade 7
8.	Band Officer	General Service Officer RPE Grade 7

<b>Pay grade 7 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
9.	Catering Officer	General Service Officer Grade 7
10.	Catering Officer	General Service Officer RPE Grade 7
11.	Dental Officer (Non Dentist)	General Service Officer Grade 7
12.	Dental Officer (Non Dentist)	General Service Officer RPE Grade 7
13.	Education Officer	General Service Officer Grade 7
14.	Education Officer	General Service Officer RPE Grade 7
15.	Electrical Mechanical Engineering Aviation Officer	General Service Officer Grade 7
16.	Electrical Mechanical Engineering Aviation Officer	General Service Officer RPE Grade 7
17.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 7
18.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer RPE Grade 7
19.	Electrical Mechanical Engineering Officer	General Service Officer Grade 7
20.	Electrical Mechanical Engineering Officer	General Service Officer RPE Grade 7
21.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 7
22.	Electrical Mechanical Engineering Officer	Engineering Officer RPE Grade 7
23.	Engineering Officer	General Service Officer Grade 7

<b>Pay grade 7 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
24.	Engineering Officer	General Service Officer RPE Grade 7
25.	Engineering Officer	Engineering Officer Grade 7
26.	Engineering Officer	Engineering Officer RPE Grade 7
27.	Environmental Officer	General Service Officer Grade 7
28.	Environmental Officer	General Service Officer RPE Grade 7
29.	Field Artillery Officer	General Service Officer Grade 7
30.	Field Artillery Officer	General Service Officer RPE Grade 7
31.	Infantry Officer	General Service Officer Grade 7
32.	Infantry Officer	General Service Officer RPE Grade 7
33.	Intelligence Officer	General Service Officer Grade 7
34.	Intelligence Officer	General Service Officer RPE Grade 7
35.	Medical Officer (Non doctor)	General Service Officer Grade 7
36.	Medical Officer (Non doctor)	General Service Officer RPE Grade 7
37.	Military Police Officer	General Service Officer Grade 7
38.	Military Police Officer	General Service Officer RPE Grade 7
39.	Miscellaneous Medical Officer	General Service Officer Grade 7
40.	Miscellaneous Medical Officer	General Service Officer RPE Grade 7
41.	Nursing Officer	General Service Officer Grade 7

<b>Pay grade 7 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
42.	Nursing Officer	General Service Officer RPE Grade 7
43.	Ordnance Officer	General Service Officer Grade 7
44.	Ordnance Officer	General Service Officer RPE Grade 7
45.	Pay Officer	General Service Officer Grade 7
46.	Pay Officer	General Service Officer RPE Grade 7
47.	Pharmaceutical Officer	General Service Officer Grade 7
48.	Pharmaceutical Officer	General Service Officer RPE Grade 7
49.	Psychology Officer	General Service Officer Grade 7
50.	Psychology Officer	General Service Officer RPE Grade 7
51.	Public Relations Officer	General Service Officer Grade 7
52.	Public Relations Officer	General Service Officer RPE Grade 7
53.	Radiographer Officer	General Service Officer Grade 7
54.	Radiographer Officer	General Service Officer RPE Grade 7
55.	Scientific Officer	General Service Officer Grade 7
56.	Scientific Officer	General Service Officer RPE Grade 7
57.	Signals Officer	General Service Officer Grade 7
58.	Signals Officer	General Service Officer RPE Grade 7

<b>Pay grade 7 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
59.	Signals Officer	Engineering Officer Grade 7
60.	Signals Officer	Engineering Officer RPE Grade 7
61.	Therapeutical Officer	General Service Officer Grade 7
62.	Therapeutical Officer	General Service Officer RPE Grade 7
63.	Transport Officer	General Service Officer Grade 7
64.	Transport Officer	General Service Officer RPE Grade 7

<b>Pay grade 8</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Defence Officer	General Service Officer Grade 8
2.	Armoured Officer	General Service Officer Grade 8
3.	Aviation Officer	General Service Officer Grade 8
4.	Band Officer	General Service Officer Grade 8
5.	Catering Officer	General Service Officer Grade 8
6.	Dental Officer (Non Dentist)	General Service Officer Grade 8
7.	Education Officer	General Service Officer Grade 8
8.	Electrical Mechanical Engineering Aviation Officer	General Service Officer Grade 8
9.	Electrical Mechanical Engineering Officer	General Service Officer Grade 8
10.	Engineer Officer	General Service Officer Grade 8

<b>Pay grade 8 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
11.	Environmental Officer	General Service Officer Grade 8
12.	Field Artillery Officer	General Service Officer Grade 8
13.	Infantry Officer	General Service Officer Grade 8
14.	Intelligence Officer	General Service Officer Grade 8
15.	Medical Officer (Non doctor)	General Service Officer Grade 8
16.	Military Police Officer	General Service Officer Grade 8
17.	Miscellaneous Medical Officer	General Service Officer Grade 8
18.	Nursing Officer	General Service Officer Grade 8
19.	Ordnance Officer	General Service Officer Grade 8
20.	Pay Officer	General Service Officer Grade 8
21.	Pharmaceutical Officer	General Service Officer Grade 8
22.	Psychology Officer	General Service Officer Grade 8
23.	Public Relations Officer	General Service Officer Grade 8
24.	Radiographer Officer	General Service Officer Grade 8
25.	Scientific Officer	General Service Officer Grade 8
26.	Signals Officer	General Service Officer Grade 8
27.	Therapeutical Officer	General Service Officer Grade 8
28.	Transport Officer	General Service Officer Grade 8

<b>Pay grade 9</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Pilot – Time Based Progression	Fly 8-10

Schedule B.2: Officer pay grades

<b>Pay grade 10</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Pilot – Time Based Progression	Fly 10+

## Schedule B.2

### Officer pay grades

#### Part 4: Air Force

**Note:** In this Part, categories that require a member to hold specific experience, qualification or skill may include one or a combination of the following descriptions in the employment category or classification title. The descriptions in Parts 1, 2, or 3 may also be used.

Item	This descriptor	Means
1	Competency Level 2	For Air Combat, Pilot and Air Traffic Control employment categories, graduation from Initial Employment Training.
2	Competency Level 3	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Basic qualification. Or  For Air Traffic Control employment, attainment of initial primary Air Traffic Control endorsement.
3	Competency Level 4	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Intermediate qualification.
4	Competency Level 5	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Highly Proficient qualification. Or  For Air Traffic Control employment attainment of:  a. initial primary Training Officer standard; or  b. a supervisor endorsement.
5	Competency Level 6	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Advanced Qualification.Or  For Air Traffic Control employment attainment of:  a. one primary endorsement in each of tower and radar elements, AND

Schedule B.2: Officer pay grades

		<p>achievement of two tower standards in two primary endorsements; or</p> <p>b. two supervisor endorsements; or</p> <p>c. an Air Traffic Control Instructor qualification.</p>
6	Tier 3 Command and Management	<p>Substantive appointment at a designated Battlespace Command and Control unit as either an:</p> <p>a. Executive Officer or Flight Commander; or</p> <p>Commanding Officer of a Tier 3 Battlespace Command and Control Unit,</p>
7	Tier 2 Command and Management	<p>Substantive appointment at a designated Battlespace Command and Control Non-Flying Unit.</p>
8	Tier 1 Command and Management	<p>For Air Combat and Pilot categories substantive appointment to a designated Battlespace Command and Control Flying Unit.</p>
9	Air Combat Officer	<p>The member has been in one or more of the following employment categories:</p> <p>(a) Navigator;</p> <p>(b) Airborne Electronics Officer;</p> <p>(c) Air Battle Manager.</p>
10	Air Combat Officer -Time Based Progression	<p>For members in the Air Battle Manager employment stream, means an Air Combat Officer (ABM) with a Fighter Control qualification as defined by Determination No. 4 of 2006.</p>

<b>Pay grade 2</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Administration	Grade 1
2.	Air Combat Officer – Competency Progression	Competency Level 2
3.	Air Combat Officer – Time Based Progression	Fly 0
4.	Air Traffic Control – Competency Progression	Competency Level 2
5.	Air Traffic Control – Legacy	Grade 1
6.	Education	Grade 1
7.	Environmental Health	Grade 1
8.	Ground Defence	Grade 1
9.	Intelligence	Grade 1
10.	Laboratory	Grade 1
11.	Logistics	Grade 1
12.	Nurse	Grade 1
13.	Operations	Grade 1
14.	Pharmacy	Grade 1
15.	Pilot – Competency Progression	Competency Level 2
16.	Radiographer	Grade 1
17.	Security Police	Grade 1

<b>Pay grade 3</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Administration	Grade 2
2.	Aeronautical Engineer	Grade 1
3.	Airfield Engineer	Grade 1
4.	Air Combat Officer – Competency Progression	Competency Level 3
5.	Air Combat Officer – Time Based Progression	Fly 0-2
6.	Air Traffic Control – Competency Progression	Competency Level 3
7.	Air Traffic Control – Legacy	Grade 2
8.	Armament Engineer	Grade 1
9.	Education	Grade 2
10.	Electronics Engineer	Grade 1
11.	Environmental Health	Grade 2
12.	Ground Defence	Grade 2
13.	Intelligence	Grade 2
14.	Laboratory	Grade 2
15.	Nurse	Grade 2
16.	Operations	Grade 2
17.	Pharmacy	Grade 2
18.	Pilot – Competency Progression	Competency Level 3
19.	Pilot – Time Based Progression	Fly 0-2
20.	Radiographer	Grade 2
21.	Security Police	Grade 2

<b>Pay grade 4</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Administration	Grade 3
2.	Aeronautical Engineer	Grade 2
3.	Airfield Engineer	Grade 2
4.	Air Combat Officer – Competency Progression	Competency Level 4
5.	Air Combat Officer – Time Based Progression	Fly 2-4
6.	Armament Engineer	Grade 2
7.	Education	Grade 3
8.	Electronics Engineer	Grade 2
9.	Environmental Health	Grade 3
10.	Ground Defence	Grade 3
11.	Intelligence	Grade 3
12.	Laboratory	Grade 3
13.	Logistics	Grade 2
14.	Nurse	Grade 3
15.	Operations	Grade 3
16.	Pharmacy	Grade 3
17.	Pilot – Competency Progression	Competency Level 4
18.	Pilot – Time Based Progression	Fly 2-4
19.	Radiographer	Grade 3
20.	Security Police	Grade 3

<b>Pay grade 5</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Combat Officer – Competency Progression	Competency Level 5
2.	Air Combat Officer – Time Based Progression	Fly 4-6
3.	Air Traffic Control – Competency Progression	Competency Level 5
4.	Air Traffic Control – Legacy	Grade 3
5.	Nurse	Grade 4
6	Operations	Grade 4
7.	Pilot – Competency Progression	Competency Level 5
9.	Pilot – Time Based Progression	Fly 4-6

<b>Pay Grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Aeronautical Engineer	Grade 3
2.	Air Combat Officer – Competency Progression	Competency Level 6
3.	Airfield Engineer	Grade 3
4.	Air Traffic Control – Competency Progression	Competency Level 6
5.	Armament Engineer	Grade 3
6.	Electronics Engineer	Grade 3
7.	Logistics	Grade 3
8.	Pilot Competency Progression	Competency Level 6

<b>Pay grade 7</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Combat Officer – Competency Progression	Command and Management Tier 3
2.	Air Combat Officer – Time Based Progression	Fly 6-8
3.	Air Traffic Control – Competency Progression	Detachment Command
4.	Air Traffic Control – Legacy	Grade 4
5.	Aeronautical Engineer	Grade 4
6.	Airfield Engineer	Grade 4
7.	Armament Engineer	Grade 4
8.	Electronics Engineer	Grade 4
9.	Pilot – Competency Progression	Command and Management Tier 3
10.	Pilot – Time Based Progression	Fly 6-8

<b>Pay grade 8</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Combat Officer – Competency Progression	Command and Management Tier 2
2.	Pilot – Competency Progression	Command and Management Tier 2

<b>Pay grade 9</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Combat Officer – Competency Progression	Command and Management Tier 1
2.	Air Combat Officer – Time Based Progression	Fly 8-10
3.	Pilot – Competency Progression	Command and Management Tier 1
4.	Pilot – Time Based Progression	Fly 8-10

<b>Pay grade 10</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Classification</b>
1.	Air Combat Officer – Time Based Progression	Fly 10+
2.	Pilot – Time Based Progression	Fly 10+

**Schedule B.3**  
**Officer salary rates**

**Part 1: Officer of the Permanent Force**

Column 1 Rank and increment			Column 2 Yearly salary rate for pay grade										
Navy	Army	Air Force		1	2	3	4	5	6	7	8	9	10
Captain	Colonel	Group Captain	O6 - 1	\$125,048	\$128,615	\$132,732	\$136,298	\$140,276	\$144,733	\$149,209	\$154,050	\$158,895	\$162,130
			O6 - 0	\$121,486	\$125,054	\$129,172	\$132,737	\$136,714	\$141,174	\$145,646	\$150,490	\$155,333	\$158,569
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$106,792	\$110,360	\$114,479	\$118,046	\$122,021	\$126,479	\$130,952	\$135,797	\$140,640	\$143,876
			O5 - 0	\$103,299	\$106,868	\$110,986	\$114,552	\$118,528	\$122,987	\$127,460	\$132,305	\$137,147	\$140,383
Lieutenant Commander	Major	Squadron Leader	O4 - 2	\$77,379	\$80,946	\$85,064	\$88,629	\$92,607	\$97,064	\$101,539	\$106,382	\$111,225	\$114,461
			O4 - 1	\$74,931	\$78,500	\$82,616	\$86,181	\$90,159	\$94,617	\$99,092	\$103,935	\$108,779	\$112,013
			O4 - 0	\$72,476	\$76,045	\$80,162	\$83,726	\$87,704	\$92,163	\$96,636	\$101,481	\$106,323	\$109,559
Lieutenant	Captain	Flight Lieutenant	O3 - 5	\$68,404	\$71,972	\$76,090	\$79,656	\$83,633	\$88,091	\$92,565	\$97,409	\$102,253	\$105,488
			O3 - 4	\$66,076	\$69,644	\$73,760	\$77,328	\$81,305	\$85,762	\$90,236	\$95,079	\$99,923	\$103,159
			O3 - 3	\$63,740	\$67,308	\$71,425	\$74,991	\$78,968	\$83,428	\$87,900	\$92,745	\$97,587	\$100,823
			O3 - 2	\$61,418	\$64,987	\$69,104	\$72,669	\$76,647	\$81,104	\$85,578	\$90,423	\$95,266	\$98,501
			O3 - 1	\$59,095	\$62,662	\$66,780	\$70,347	\$74,323	\$78,782	\$83,255	\$88,098	\$92,942	\$96,178
			O3 - 0	\$56,764	\$60,330	\$64,447	\$68,014	\$71,991	\$76,449	\$80,924	\$85,767	\$90,610	\$93,846
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 3	\$52,795	\$56,362	\$60,479	\$64,046	\$68,021	\$72,479	\$76,954	\$81,798	\$86,642	\$89,877
			O2 - 2	\$50,877	\$54,446	\$58,561	\$62,128	\$66,105	\$70,563	\$75,038	\$79,881	\$84,725	\$87,959
			O2 - 1	\$48,992	\$52,560	\$56,678	\$60,243	\$64,220	\$68,677	\$73,153	\$77,997	\$82,840	\$86,075
			O2 - 0	\$47,188	\$50,754	\$54,872	\$58,438	\$62,415	\$66,873	\$71,348	\$76,189	\$81,034	\$84,271
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$45,637	\$49,206	\$53,323	\$56,889	\$60,866	\$65,324	\$69,797	\$74,641	\$79,485	\$82,720
			O1 - 0	\$44,088	\$47,656	\$51,772	\$55,339	\$59,315	\$63,774	\$68,249	\$73,091	\$77,936	\$81,171

**Part 2: Officer of the Reserve Force on non-discounted rate**

Column 1 Rank and increment			Column 2 Non-discounted daily salary rate for pay grade										
Navy	Army	Air Force		1	2	3	4	5	6	7	8	9	10
Captain	Colonel	Group Captain	O6 - 0	\$332.84	\$342.61	\$353.90	\$363.66	\$374.56	\$386.78	\$399.03	\$412.30	\$425.57	\$434.44
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$292.58	\$302.36	\$313.64	\$323.41	\$334.30	\$346.52	\$358.77	\$372.05	\$385.32	\$394.18
			O5 - 0	\$283.01	\$292.79	\$304.07	\$313.84	\$324.73	\$336.95	\$349.21	\$362.48	\$375.75	\$384.61
Lieutenant Commander	Major	Squadron Leader	O4 - 1	\$212.00	\$221.77	\$233.05	\$242.82	\$253.72	\$265.93	\$278.19	\$291.46	\$304.73	\$313.59
			O4 - 0	\$198.56	\$208.34	\$219.62	\$229.39	\$240.28	\$252.50	\$264.76	\$278.03	\$291.30	\$300.16
Lieutenant	Captain	Flight Lieutenant	O3 - 2	\$181.03	\$190.81	\$202.08	\$211.86	\$222.75	\$234.96	\$247.22	\$260.49	\$273.76	\$282.63
			O3 - 1	\$168.27	\$178.05	\$189.33	\$199.09	\$209.99	\$222.20	\$234.46	\$247.73	\$261.00	\$269.87
			O3 - 0	\$155.52	\$165.29	\$176.57	\$186.34	\$197.24	\$209.45	\$221.71	\$234.98	\$248.25	\$257.11
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 1	\$139.39	\$149.17	\$160.44	\$170.21	\$181.11	\$193.32	\$205.58	\$218.85	\$232.12	\$240.98
			O2 - 0	\$129.28	\$139.05	\$150.33	\$160.10	\$171.00	\$183.21	\$195.47	\$208.74	\$222.01	\$230.88
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$125.03	\$134.81	\$146.09	\$155.86	\$166.76	\$178.97	\$191.22	\$204.50	\$217.77	\$226.63
			O1 - 0	\$120.79	\$130.56	\$141.84	\$151.61	\$162.51	\$174.72	\$186.98	\$200.25	\$213.52	\$222.39

**Part 3: Officer of the Reserve Force on discounted rate**

Column 1 Rank and increment			Column 2 Discounted daily salary rate for pay grade										
Navy	Army	Air Force		1	2	3	4	5	6	7	8	9	10
Captain	Colonel	Group Captain	O6 - 0	\$299.55	\$308.35	\$318.51	\$327.30	\$337.10	\$348.10	\$359.13	\$371.07	\$383.01	\$390.99
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$263.32	\$272.12	\$282.28	\$291.07	\$300.87	\$311.87	\$322.90	\$334.84	\$346.78	\$354.76
			O5 - 0	\$254.71	\$263.51	\$273.66	\$282.46	\$292.26	\$303.26	\$314.28	\$326.23	\$338.17	\$346.15
Lieutenant Commander	Major	Squadron Leader	O4 - 1	\$190.80	\$199.59	\$209.75	\$218.54	\$228.35	\$239.34	\$250.37	\$262.31	\$274.25	\$282.23
			O4 - 0	\$178.71	\$187.51	\$197.66	\$206.45	\$216.26	\$227.25	\$238.28	\$250.23	\$262.17	\$270.15
Lieutenant	Captain	Flight Lieutenant	O3 - 2	\$162.93	\$171.72	\$181.87	\$190.67	\$200.48	\$211.47	\$222.50	\$234.44	\$246.39	\$254.36
			O3 - 1	\$151.44	\$160.24	\$170.39	\$179.18	\$188.99	\$199.98	\$211.01	\$222.96	\$234.90	\$242.88
			O3 - 0	\$139.97	\$148.76	\$158.91	\$167.71	\$177.51	\$188.50	\$199.54	\$211.48	\$223.42	\$231.40
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 1	\$125.45	\$134.25	\$144.40	\$153.19	\$163.00	\$173.99	\$185.03	\$196.97	\$208.91	\$216.89
			O2 - 0	\$116.35	\$125.15	\$135.30	\$144.09	\$153.90	\$164.89	\$175.93	\$187.86	\$199.81	\$207.79
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$112.53	\$121.33	\$131.48	\$140.27	\$150.08	\$161.07	\$172.10	\$184.05	\$195.99	\$203.97
			O1 - 0	\$108.71	\$117.51	\$127.66	\$136.45	\$146.26	\$157.25	\$168.29	\$180.22	\$192.17	\$200.15

**Schedule B.4**  
**Other rank member appointed as officer - transitional salary rates**

**Part 1: Officer of the Permanent Force**

<b>Column 1</b> <b>Rank and increment</b>			<b>Column 2</b> <b>Transitional salary rates</b>										
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>Lieutenant</b>	<b>Captain</b>	<b>Flight Lieutenant</b>	<b>O3 - 3</b>	\$68,404	\$71,972	\$76,090	\$79,656	\$83,633	\$88,091	\$92,565	\$97,409	\$102,253	\$105,488
			<b>O3 - 2</b>	\$66,760	\$70,327	\$74,445	\$78,012	\$81,989	\$86,446	\$90,921	\$95,764	\$100,607	\$103,844
			<b>O3 - 1</b>	\$65,111	\$68,678	\$72,798	\$76,363	\$80,340	\$84,800	\$89,271	\$94,116	\$98,957	\$102,194
			<b>O3 - 0</b>	\$63,472	\$67,039	\$71,158	\$74,724	\$78,700	\$83,158	\$87,630	\$92,475	\$97,319	\$100,554
<b>Sub-Lieutenant</b>	<b>Lieutenant</b>	<b>Flying Officer</b>	<b>O2 - 3</b>	\$61,832	\$65,399	\$69,516	\$73,082	\$77,059	\$81,517	\$85,991	\$90,834	\$95,679	\$98,914
			<b>O2 - 2</b>	\$60,188	\$63,755	\$67,871	\$71,439	\$75,415	\$79,873	\$84,347	\$89,190	\$94,035	\$97,270
			<b>O2 - 1</b>	\$58,545	\$62,112	\$66,228	\$69,795	\$73,773	\$78,229	\$82,704	\$87,547	\$92,390	\$95,627
			<b>O2 - 0</b>	\$56,896	\$60,463	\$64,579	\$68,146	\$72,122	\$76,580	\$81,054	\$85,897	\$90,743	\$93,977
<b>Acting Sub-Lieutenant</b>	<b>Second Lieutenant</b>	<b>Pilot Officer</b>	<b>O1 - 0</b>	\$55,258	\$58,825	\$62,940	\$66,508	\$70,485	\$74,943	\$79,418	\$84,260	\$89,104	\$92,340

**Part 2: Officer of the Reserve Force on non-discounted rate**

<b>Column 1 Rank and increment</b>				<b>Column 2 Transitional salary rates</b>									
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>Lieutenant</b>	<b>Captain</b>	<b>Flight Lieutenant</b>	<b>O3 - 3</b>	\$187.41	\$197.18	\$208.47	\$218.24	\$229.13	\$241.35	\$253.60	\$266.87	\$280.15	\$289.01
			<b>O3 - 2</b>	\$182.90	\$192.68	\$203.96	\$213.73	\$224.63	\$236.84	\$249.10	\$262.37	\$275.64	\$284.50
			<b>O3 - 1</b>	\$178.39	\$188.16	\$199.45	\$209.21	\$220.11	\$232.33	\$244.58	\$257.85	\$271.12	\$279.98
			<b>O3 - 0</b>	\$173.90	\$183.67	\$194.95	\$204.72	\$215.62	\$227.83	\$240.08	\$253.36	\$266.63	\$275.49
<b>Sub-Lieutenant</b>	<b>Lieutenant</b>	<b>Flying Officer</b>	<b>O2 - 3</b>	\$169.40	\$179.18	\$190.45	\$200.22	\$211.12	\$223.33	\$235.59	\$248.86	\$262.13	\$271.00
			<b>O2 - 2</b>	\$164.90	\$174.67	\$185.95	\$195.72	\$206.62	\$218.83	\$231.09	\$244.36	\$257.63	\$266.49
			<b>O2 - 1</b>	\$160.40	\$170.17	\$181.45	\$191.22	\$202.12	\$214.33	\$226.59	\$239.85	\$253.12	\$261.99
			<b>O2 - 0</b>	\$155.88	\$165.65	\$176.93	\$186.70	\$197.59	\$209.81	\$222.07	\$235.33	\$248.61	\$257.47
<b>Acting Sub-Lieutenant</b>	<b>Second Lieutenant</b>	<b>Pilot Officer</b>	<b>O1 - 0</b>	\$151.39	\$161.16	\$172.44	\$182.21	\$193.11	\$205.32	\$217.58	\$230.85	\$244.12	\$252.99

**Part 3: Officer of the Reserve Force on discounted rate**

<b>Column 1 Rank and increment</b>				<b>Column 2 Transitional salary rates</b>									
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>Lieutenant</b>	<b>Captain</b>	<b>Flight Lieutenant</b>	<b>O3 - 3</b>	\$159.30	\$167.61	\$177.20	\$185.50	\$194.76	\$205.14	\$215.56	\$226.84	\$238.12	\$245.66
			<b>O3 - 2</b>	\$155.47	\$163.78	\$173.37	\$181.67	\$190.93	\$201.31	\$211.73	\$223.01	\$234.29	\$241.83
			<b>O3 - 1</b>	\$151.63	\$159.94	\$169.53	\$177.83	\$187.09	\$197.48	\$207.89	\$219.17	\$230.45	\$237.99
			<b>O3 - 0</b>	\$147.81	\$156.12	\$165.71	\$174.01	\$183.27	\$193.66	\$204.07	\$215.35	\$226.63	\$234.17
<b>Sub-Lieutenant</b>	<b>Lieutenant</b>	<b>Flying Officer</b>	<b>O2 - 3</b>	\$143.99	\$152.30	\$161.89	\$170.19	\$179.45	\$189.83	\$200.25	\$211.53	\$222.81	\$230.35
			<b>O2 - 2</b>	\$140.16	\$148.47	\$158.06	\$166.36	\$175.62	\$186.01	\$196.42	\$207.70	\$218.99	\$226.52
			<b>O2 - 1</b>	\$136.34	\$144.64	\$154.23	\$162.54	\$171.80	\$182.18	\$192.60	\$203.88	\$215.15	\$222.69
			<b>O2 - 0</b>	\$132.50	\$140.80	\$150.39	\$158.70	\$167.96	\$178.34	\$188.76	\$200.03	\$211.32	\$218.85
<b>Acting Sub-Lieutenant</b>	<b>Second Lieutenant</b>	<b>Pilot Officer</b>	<b>O1 - 0</b>	\$128.68	\$136.99	\$146.57	\$154.88	\$164.14	\$174.52	\$184.95	\$196.22	\$207.50	\$215.04

**Schedule B.5  
Specialist Officer – Chaplain**

**Part 1: Member of the Permanent Force on Specialist Career Structure**

<b>Column 1 Classification</b>	<b>Column 2 Competency level</b>	<b>Column 3 Rate of salary \$ a year</b>
Chaplain Division 1	CL 1-1	\$68,598
	CL 1-2	\$71,024
	CL 2-1	\$73,520
	CL 2-2	\$76,097
	CL 2-3	\$78,752
	CL 3-1	\$81,491
Chaplain Division 2	CL 2-3	\$81,491
	CL 3-1	\$84,224
	CL 3-2	\$86,963
	CL 3-3	\$89,701
Chaplain Division 3	CL 2	\$95,616
	CL 3-1	\$107,973
	CL 3-2	\$111,309
Chaplain Division 4	CL 3-1	\$117,707
	CL 3-2 or Division 4 Head of Denomination	\$121,348
Chaplain Division 5	CL 3 Principal Chaplain	\$131,890

**Part 2: Member of the Reserve Force on Specialist Career Structure**

<b>Column 1 Classification</b>	<b>Column 2 Competency level</b>	<b>Column 3 Rate of salary \$ a day</b>
Chaplain Division 1	CL 1-1	\$187.94
	CL 1-2	\$194.59
	CL 2-1	\$201.42
	CL 2-2	\$208.48
	CL 2-3	\$215.76
	CL 3-1	\$223.26
Chaplain Division 2	CL 2-3	\$223.26
	CL 3-1	\$230.75
	CL 3-2	\$238.25
	CL 3-3	\$245.76
Chaplain Division 3	CL 2	\$261.96
	CL 3-1	\$295.82
	CL 3-2	\$304.96
Chaplain Division 4	CL 3-1	\$322.48
	CL 3-2 or Division 4 Head of Denomination	\$332.46
Chaplain Division 5	CL 3 Principal Chaplain	\$361.34

**Schedule B.6**  
**Specialist Officer – Dental Officer**

**Part 1: Member of the Permanent force on Specialist Career Structure**

<b>Column 1</b>			<b>Column 2</b>	<b>Column 3</b>
<b>Rank</b>			<b>Competency level</b>	<b>Rate of salary \$ a year</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		
Lieutenant	Captain	Flight Lieutenant	CL 1-1	\$73,195
			CL 1-2	\$76,024
			CL 2-1	\$97,461
			CL 2-2	\$100,678
			CL 2-3	\$103,992
			CL 3-1	\$110,817
			CL 3-2	\$114,431
			CL 3-3	\$118,160
			CL 4	\$125,832
Lieutenant Commander	Major	Squadron Leader	CL 2-1	\$107,111
			CL 2-2	\$110,617
			CL 2-3	\$114,229
			CL 3-1	\$121,667
			CL 3-2	\$125,610
			CL 3-3	\$129,669
			CL 4	\$138,035
Commander	Lieutenant Colonel	Wing Commander	CL 2 (Higher duties or temporary duty only)	\$131,941
			CL 3	\$148,374
			CL 4	\$157,277
Captain	Colonel	Group Captain	CL 3	\$161,163
			CL 4	\$170,835

**Part 2: Member of the Permanent force not on Specialist Career Structure**

<b>Column 1 Rank</b>			<b>Column 2 Rate of salary \$ a year</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	
Lieutenant	Captain	Flight Lieutenant	\$73,195 \$76,024 \$81,943 \$84,810 \$89,017 \$92,550 \$95,517
Lieutenant *	Captain *	Flight Lieutenant *	\$74,598 \$76,024 \$81,943 \$84,810 \$89,017 \$92,550 \$95,517
Lieutenant Commander	Major	Squadron Leader	\$102,585 \$106,022 \$109,467 \$112,905
Commander	Lieutenant Colonel	Wing Commander	\$136,355
Captain	Colonel	Group Captain	\$154,773
* 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.			

**Part 3: Member of the Reserve Force on Specialist Career Structure**

<b>Column 1 Rank</b>			<b>Column 2 Competency level</b>	<b>Column 3 Rate of salary \$ a day</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		
Lieutenant	Captain	Flight Lieutenant	CL 1-1	200.53
			CL 1-2	208.28
			CL 2-1	267.02
			CL 2-2	275.83
			CL 2-3	284.91
			CL 3-1	303.61
			CL 3-2	313.51
			CL 3-3	323.73
			CL 4	344.75
Lieutenant Commander	Major	Squadron Leader	CL 2-1	293.45
			CL 2-2	303.06
			CL 2-3	312.96
			CL 3-1	333.33
			CL 3-2	344.14
			CL 3-3	355.26
			CL 4	378.18
Commander	Lieutenant Colonel	Wing Commander	CL 2 (Higher duties or temporary duty only)	361.48
			CL 3	406.50
			CL 4	430.90
Captain	Colonel	Group Captain	CL 3	441.54
			CL 4	468.04

**Schedule B.7  
Specialist Officer – Legal Officer**

**Part 1: Member of the Permanent force on Specialist Career Structure**

<b>Column 1 Rank</b>			<b>Column 2 Competency level</b>	<b>Column 3 Rate of salary \$ a year</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		
Sub Lieutenant	Lieutenant	Flying Officer	CL 1	\$50,754
Lieutenant	Captain	Flight Lieutenant	CL 1	\$58,347
			CL 1 (higher duties or temporary duty only)	\$58,347
			CL 2-1	\$60,330
			CL 2-2	\$62,662
			CL 2-3	\$64,987
			CL 2-4	\$67,308
			CL 2-5	\$69,644
			CL 2-6	\$71,972
			CL 3-1	\$81,943
			CL 3-2	\$89,017
Lieutenant Commander	Major	Squadron Leader	CL 1 (higher duties or temporary duty only)	\$76,045
			CL 2-1	\$76,045
			CL 2-2	\$78,500
			CL 2-3	\$80,946
			CL 2-4	\$81,943
			CL 3-1	\$95,517
			CL 3-2	\$102,585
			CL 3-3	\$106,022
			CL 3-4	\$112,905
			CL 4-1	\$121,977
			CL 4-2	\$126,406
Commander	Lieutenant Colonel	Wing Commander	CL 2 (higher duties or temporary duty only)	\$106,868
			CL 3-1	\$132,277
			CL 3-2	\$136,245
			CL 4-1	\$140,297
			CL 4-2	\$145,470
			CL 5	\$150,120
Captain	Colonel	Group Captain	CL 2 (higher duties or temporary duty only)	\$125,054
			CL 3 (higher duties or temporary duty only)	\$143,183
			CL 4	\$150,120
			CL 5-1	\$154,773
			CL 5-2	\$160,242

**Part 2: Member of the Reserve Force on Specialist Career Structure**

<b>Column 1 Rank</b>			<b>Column 2 Competency level</b>	<b>Column 3 Rate of salary \$ a day</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		
Sub Lieutenant	Lieutenant	Flying Officer	CL 1	\$139.05
Lieutenant	Captain	Flight Lieutenant	CL 1 (higher duties or temporary duty only)	\$159.85
			CL 1	\$159.85
			CL 2-1	\$165.29
			CL 2-2	\$171.68
			CL 3	\$224.50
Lieutenant Commander	Major	Squadron Leader	CL 1 (higher duties or temporary duty only)	\$208.34
			CL 2-1	\$208.34
			CL 2-2	\$215.07
			CL 3-1	\$261.69
			CL 3-2	\$281.05
			CL 4	\$334.18
Commander	Lieutenant Colonel	Wing Commander	CL 2 (higher duties or temporary duty only)	\$292.79
			CL 3 (higher duties or temporary duty only)	\$362.40
			CL 4-1	\$384.38
			CL 4-2	\$398.55
			CL 5	\$411.29
Captain	Colonel	Group Captain	CL 2 (higher duties or temporary duty only)	\$342.61
			CL 3 (higher duties or temporary duty only)	\$392.28
			CL 4	\$411.29
			CL 5	\$424.04

**Schedule B.8**  
**Specialist Officer – Medical Officer**

**Part 1: Member of the Permanent force on Specialist Career Structure**

Column 1			Column 2	Column 3
Rank			Competency level	Rate of salary \$ a year
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		
Lieutenant	Captain	Flight Lieutenant	Resident	\$60,330
			CL 1-1	\$68,116
			CL 1-2	\$70,499
			CL 2-1	\$87,511
			CL 2-2	\$90,477
			CL 2-3	\$93,531
			CL 2A	\$96,679
			CL 3-1	\$113,372
			CL 3-2	\$117,112
			CL 3-3	\$120,968
			CL 4	\$128,905
			CL 5-1	\$135,394
			CL 5-2	\$139,795
Lieutenant Commander	Major	Squadron Leader	CL 1	\$76,045
			CL 2-1	\$97,607
			CL 2-2	\$100,874
			CL 2-3	\$104,241
			CL 2A	\$107,707
			CL 3-1	\$122,103
			CL 3-2	\$126,108
			CL 3-3	\$130,230
			CL 4	\$138,726
			CL 5-1	\$139,930
			CL 5-2	\$144,469
Commander	Lieutenant Colonel	Wing Commander	CL 2-1 (Higher duties or temporary duty only)	\$118,206
			CL 2-2 (Higher duties or temporary duty only)	\$121,754
			CL 3-1 (Higher duties or temporary duty only)	\$138,808
			CL 3-2 (Higher duties or temporary duty only)	\$142,970
			CL 3-3	\$148,553
			CL 4	\$156,098
			CL 5-1	\$160,696

**Part 1: Member of the Permanent force on Specialist Career Structure  
(continued)**

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
Captain	Colonel	Group Captain	CL 3-1 (Higher duties or temporary duty only)	\$146,177
			CL 3-2 (Higher duties or temporary duty only)	\$150,562
			CL 3-3	\$155,079
			CL 4	\$164,384
			CL 5-1	\$169,227

**Note:** 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

**Part 2: Member of the Permanent force not on Specialist Career Structure**

Column 1			Column 2
Rank			Rate of salary \$ a year
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	
Officer performing year of compulsory residency (from under-graduate scheme)			\$60,330
Lieutenant	Captain	Flight Lieutenant	\$73,195
			\$76,024
			\$81,943
			\$84,810
			\$89,017
			\$92,550
			\$95,517
Lieutenant *	Captain *	Flight Lieutenant *	\$74,598
			\$76,024
			\$81,943
			\$84,810
			\$89,017
			\$92,550
			\$95,517
Lieutenant Commander	Major	Squadron Leader	\$102,585
			\$106,022
			\$109,467
			\$112,905
Commander	Lieutenant Colonel	Wing Commander	\$136,355
Captain	Colonel	Group Captain	\$154,773
* 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.			

**Part 3: Member of the Reserve Force on Specialist Career Structure**

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a day
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>		
Lieutenant	Captain	Flight Lieutenant	Resident	\$165.29
			CL 1-1	\$186.62
			CL 1-2	\$193.15
			CL 2-1	\$239.76
			CL 2-2	\$247.88
			CL 2-3	\$256.25
			CL 3-1	\$310.61
			CL 3-2	\$320.85
			CL 3-3	\$331.42
			CL 4	\$353.16
			CL 5-1	\$370.94
			CL 5-2	\$383.00
Lieutenant Commander	Major	Squadron Leader	CL 1	\$208.34
			CL 2-1	\$267.42
			CL 2-2	\$276.37
			CL 2-3	\$285.59
			CL 3-1	\$334.53
			CL 3-2	\$345.50
			CL 3-3	\$356.79
			CL 4	\$380.07
			CL 5-1	\$383.37
			CL 5-2	\$395.81
Commander	Lieutenant Colonel	Wing Commander	CL 2-1 (Higher duties or temporary duty only)	\$323.85
			CL 2-2 (Higher duties or temporary duty only)	\$333.57
			CL 3-1 (Higher duties or temporary duty only)	\$380.30
			CL 3-2 (Higher duties or temporary duty only)	\$391.70
			CL 3-3	\$406.99
			CL 4	\$427.67
			CL 5-1	\$440.26
Captain	Colonel	Group Captain	CL 3-1 (Higher duties or temporary duty only)	\$400.48
			CL 3-2 (Higher duties or temporary duty only)	\$412.50
			CL 3-3	\$424.87
			CL 4	\$450.37
			CL 5-1	\$463.64

**Part 4: Member of the Reserve Force not on Specialist Career Structure**

<b>Column 1</b>			<b>Column 2</b>
<b>Rank</b>			<b>Rate of salary \$ a day</b>
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	
Lieutenant	Captain	Flight Lieutenant	\$200.53 \$224.50 \$243.88 \$261.69
Lieutenant *	Captain *	Flight Lieutenant *	\$204.38 \$224.50 \$243.88 \$261.69
Lieutenant Commander	Major	Squadron Leader	\$281.05 \$299.91 \$309.33
Commander	Lieutenant Colonel	Wing Commander	\$373.58
Captain	Colonel	Group Captain	\$424.04
* 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.			

**Schedule B.9**  
**Warrant Officer Class 1 Pay Grades**

**Part 1: Navy**

**Note:** In this Part, categories that require a member to hold specific experience, qualification or skill may include one of the following abbreviated descriptors in the employment category title:

<b>Item</b>	<b>This descriptor...</b>	<b>means...</b>
1.	Fly 8-10	Flying experience of 8 years up to 10 years
2.	Fly 10+	Flying experience of 10 or more years
3.	SM	Submarine Service qualification and skill

<b>Pay grade 2</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Steward — Grade 3	A
2.	Underwater Weapons	A

<b>Pay grade 3</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Diver	A
2.	Motor Transport Driver	A
3.	Steward — Grade 4	A
4.	Steward — Grade 5	A
5.	Survival Equipment	A
6.	Underwater Control	A
7.	Writer — Grade 4	A

## Schedule B.9: Warrant Officer Class 1 pay grades

<b>Pay grade 4</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Boatswain — Grade 3	A
2.	Cook	A
3.	Naval Police Coxswain	A
4.	Physical Trainer	A
5.	Signals Yeoman	A
6.	Stores Naval	A
7.	Work Study	A
8.	Writer — Grade 5	A

<b>Pay grade 5</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Acoustic Warfare Analyst	A
2.	Boatswain — Navigation Watchkeeping Certificate	A
3.	Combat Systems Manager Mine Warfare	A
4.	Communications & Information Systems — Grade 4	A
5.	Dental Manager	A
6.	Electronic Warfare Operator	A
7.	Hydrographic Systems Manager	A
8.	Imagery Specialist	A
9.	Musician	A
10.	Naval Police Coxswain — Limited Navigation Watchkeeping Certificate	A
11.	Naval Police Coxswain — Australian Defence Force Investigator Grade 1	A

<b>Pay grade 5 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
12.	Non-aligned Air Technical	A
13.	Non-aligned Electrical Technical	A
14.	Non-aligned Marine Technical	A
15.	Radio Operator Special	A

<b>Pay grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Communication & Information Systems — Grade 5	A
2.	Combat Systems Manager	A
3.	Combat Systems Manager Mine Warfare — Navigation Watchkeeping Certificate	A
4.	Electronic Technician — Grade 4	A
5.	Hydrographic Systems Manager — Navigation Watchkeeping Certificate	A
6.	Marine Technician — Grade 4	A
7.	Medical	A
8.	Naval Police Coxswain – Australian Defence Force Investigator Grade 2	A

<b>Pay grade 7</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aircrewman — Grade 4 (Competency Progression)	A
2.	Aircrewman — Grade 4 (Competency Progression)	B
3.	Aircrewman — Grade 5 (Competency Progression)	A
4.	Aircrewman — Grade 5 (Competency Progression)	B

<b>Pay grade 7 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
5.	Aviation Technician Aircraft — Grade 5	A
6.	Aviation Technician Aircraft — Grade 5	B
7.	Aviation Technician Avionics — Grade 5	A
8.	Aviation Technician Avionics — Grade 5	B
9.	Boatswain	B
10.	Combat Systems Manager	B
11.	Combat Systems Manager Mine Warfare	B
12.	Communications & Information Systems	B
13.	Cook	B
14.	Cryptologic Linguist	A
15.	Cryptologic Linguist	B
16.	Cryptologic Systems	A
17.	Cryptologic Systems	B
18.	Dental Manager	B
19.	Electronic Technician	B
20.	Electronic Technician — Grade 4 Fire Control Officer	A
21.	Electronic Technician — Grade 5	A
22.	Electronic Technician — Grade 5 Fire Control Officer	A
23.	Hydrographic Systems Manager	B
24.	Imagery Specialist	B
25.	Marine Technician	B
26.	Marine Technician — Grade 5	A
27.	Medical	B
28.	Musician	B
29.	Naval Police Coxswain	B

<b>Pay grade 7 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
30.	Physical Trainer	B
31.	Steward	B
32.	Stores Naval	B
33.	Writer	B

<b>Pay grade 8</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Acoustic Warfare Analyst Submarines - SM Grade 3	A
2.	Acoustic Warfare Analyst Submarines - SM Grade 3	B
3.	Acoustic Warfare Analyst Submarines - SM Grade 3	C
4.	Aircrewman — Grade 2 Fly 8-10	A
5.	Aircrewman — Grade 2 Fly 8-10	B
6.	Aircrewman — Grade 2 Fly 8-10	C
7.	Aircrewman — Grade 2 Fly 10+	A
8.	Aircrewman — Grade 2 Fly 10+	B
9.	Aircrewman — Grade 2 Fly 10+	C
10.	Aircrewman — Grade 3 Fly 8-10	A
11.	Aircrewman — Grade 3 Fly 8-10	B
12.	Aircrewman — Grade 3 Fly 8-10	C
13.	Aircrewman — Grade 4 (Competency Progression)	C
14.	Aircrewman — Grade 5 (Competency Progression)	C
15.	Aircrewman — Grade 6 (Competency Progression)	A
16.	Aircrewman — Grade 6 (Competency Progression)	B
17.	Aircrewman — Grade 6 (Competency Progression)	C
18.	Aviation Technician Aircraft	C
19.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	A
20.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	B
21.	Aviation Technician Avionics	C

<b>Pay grade 8 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
22.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	A
23.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	B
24.	Boatswain	C
25.	Clearance Diver	A
26.	Clearance Diver	B
27.	Clearance Diver	C
28.	Combat Systems Manager	C
29.	Combat Systems Manager Mine Warfare	C
30.	Communications & Information Systems	C
31.	Communications & Information Systems — Grade 4 SM	A
32.	Communications & Information Systems — Grade 4 SM	B
33.	Communications & Information Systems — Grade 4 SM	C
34.	Cook	C
35.	Cryptologic Linguist	C
36.	Cryptologic Systems	C
37.	Dental Manager	C
38.	Electronic Technician	C
39.	Imagery Specialist	C
40.	Hydrographic Systems Manager	C
41.	Marine Technician	C
42.	Marine Technician — Senior Technical Officer	A
43.	Marine Technician — Senior Technical Officer	B
44.	Medical	C
45.	Musician	C
46.	Naval Police Coxswain	C
47.	Photographer	C
48.	Physical Trainer	C
49.	Steward	C

<b>Pay grade 8 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
50.	Stores Naval	C
51.	Writer	C

<b>Pay grade 9</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Acoustic Warfare Analyst Submarines — SM Specialist	A
2.	Acoustic Warfare Analyst Submarines — SM Specialist	B
3.	Acoustic Warfare Analyst Submarines — SM Specialist	C
4.	Aircrewman — Grade 3 Fly 10 +	A
5.	Aircrewman — Grade 3 Fly 10 +	B
6.	Aircrewman — Grade 3 Fly 10 +	C
7.	Communications & Information Systems — Grade 5 SM	A
8.	Communications & Information Systems — Grade 5 SM	B
9.	Communications & Information Systems — Grade 5 SM	C
10.	Cryptologic Systems Submarines — SM	A
11.	Cryptologic Systems Submarines — SM	B
12.	Cryptologic Systems Submarines — SM	C
13.	Electronic Technician — SM	A
14.	Electronic Technician — SM	B
15.	Electronic Technician — SM	C
16.	Marine Technician — SM	A
17.	Marine Technician — SM	B
18.	Marine Technician — SM	C

**Part 2: Army**

**Note:** In this Part categories that require a member to hold specific experience, qualification or skill may include one of the following abbreviated descriptors in the category title:

<b>Item</b>	<b>This descriptor...</b>	<b>means...</b>
1.	Fly 0-2	Flying experience of less than 2 years
2.	Fly 2-4	Flying experience of 2 years up to 4 years
3.	Fly 4-6	Flying experience of 4 years up to 6 years
4.	Fly 6-8	Flying experience of 6 years up to 8 years
5.	Fly 8-10	Flying experience of 8 years up to 10 years
6.	Fly 10+	Flying experience of 10 or more years

<b>Pay grade 1</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Local Observer	A

<b>Pay grade 2</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Assistant Administration	A
2.	Assistant Instructor	A
3.	Operator Catering Manager Grade 1	A

<b>Pay grade 3</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Kitchen Manager	A
2.	Manager Clerk Engineers	A
3.	Manager Storeman Engineers	A
4.	Operator Catering Manager Grade 2	A

<b>Pay grade 4</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Cargo Specialist Manager	A
2.	Catering Technical Adviser	A
3.	Clerk Finance Technical Financial Services Manager	A
4.	Combat Engineer Manager Grade 1	A
5.	Combat Medical Attendant Grade 5	A
6.	Manager Infantry Operations Clerk	A
7.	Manager Infantry Resource Storeman	A
8.	Manager Preventive Medicine	A
9.	Manager Operational Movements Grade 1	A
10.	Manager Operational Movements Grade 2	A
11.	Marine Specialist Manager	A
12.	Mechanic Recovery Operations Specialist Grade 1	A
13.	Military Police Grade 4	A
14.	Musician Grade 2	A
15.	Operator Administrative Technical Manager	A
16.	Operator Supply Chain Technical Manager	A

<b>Pay grade 4 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
17.	Operator Unit Supply Technical Manager	A
18.	Physical Training Instructor Grade 3	A
19.	Supervisor Marine	A
20.	Transport Operations Manager	A

<b>Pay grade 5</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aerial Delivery Chief	A
2.	Artificer Ground Grade 1	A
3.	Australian Defence Investigator Grade 1	A
4.	Cargo Specialist Manager	B
5.	Catering Technical Adviser	B
6.	Clerk Finance Technical Financial Services Manager	B
7.	Combat Engineer Manager Grade 2	A
8.	Communications Systems Engineer Grade 1	A
9.	Dental Manager	A
10.	Examiner Psychological	A
11.	Light Cavalry Scout Warrant Officer	A
12.	Manager Bearer Systems	A
13.	Manager Command Support Systems	A
14.	Manager Communications	A
15.	Manager Company Operations Grade 1	A
16.	Manager Emergency Response Operations	A

<b>Pay grade 5 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
17.	Manager Infantry Operations Clerk	B
18.	Manager Operations Offensive Support Grade 1	A
19.	Operational Movements Manager Grade 2	B
20.	Marine Specialist Manager	B
21.	Physical Training Instructor Grade 4	A
22.	Mechanic Recovery Operations Specialist Grade 2	A
23.	Medical Technician Manager	A
24.	Military Police Grade 4	B
25.	Military Police Dog Handler	A
26.	Military Police Close Personal Protection Operator	A
27.	Multimedia Technician Grade 3	A
28.	Musician Grade 3	A
29.	Operator Administrative Technical Manager	B
30.	Operator Supply Chain Technical Manager	B
31.	Operator Unit Supply Technical Manager	B
32.	Petroleum Specialist	A
33.	Pipe Major	A
34.	Rigger Parachute Technical Manager	A
35.	Supervisor Emergency Response Operations	A
36.	Technical Dental	A
37.	Transport Operations Manager	B

<b>Pay grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aerial Delivery Chief	B
2.	Aircraft Support Senior Manager	A
3.	Analyst Intelligence Operations Manager	A
4.	Artificer Ground Grade 2	A
5.	Ammunition Technician Technical Manager	A
6.	Australian Defence Force Investigator Grade 2	A
7.	Aviation Operations Senior Manager	A
8.	Cavalry Warrant Officer	A
9.	Chief Aerial Delivery	B
10.	Combat Engineer Manager Grade 2	B
11.	Communications Systems Engineer Grade 2	A
12.	Examiner Psychological	B
13.	Geospatial Technician Grade 6	A
14.	Geospatial Technician Grade 7	A
15.	Information Systems Engineer	A
16.	Manager Command Support Systems	B
17.	Manager Communications	B
18.	Manager Company Operations Grade 2	A
19.	Manager Company Operations Specialist Grade 2	A
20.	Manager Electronic Warfare	A
21.	Manager Operations Ground-Based Air Defence	A
22.	Manager Operations Ground-Based Air Defence	B

<b>Pay grade 6 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
23.	Manager Operations Offensive Support	B
24.	Manager Operations Offensive Support Grade 2	A
25.	Manager Physical Training Instructor – Grade 4	B
26.	Manager Surveillance Target Acquisition	A
27.	Manager Telecommunications Systems	A
28.	Manager Works	A
29.	Mechanic Recovery Operations Specialist Grade 2	B
30.	Medical Technician Manager	B
31.	Military Police Dog Handler	B
32.	Military Police Close Personal Protection Operator	B
33.	Regimental Sergeant Major	A
34.	Rigger Parachute Technical Manager	B
35.	Supervisor Explosive Ordnance Disposal	A
36.	Tank Warrant Officer	A
37.	Telecommunications Systems Engineer	A

<b>Pay grade 7</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aircrewman Senior Manager Instructor (Competency Progression)	A
2.	Aircrewman Senior Manager Instructor (Competency Progression)	B
3.	Aircrewman Senior Manager (Time Progression) Fly 8-10	A
4.	Aircrewman Senior Manager (Time Progression) Fly 8-10	B

<b>Pay grade 7 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
5.	Ammunition Technician Technical Manager	B
6.	Analyst Intelligence Operations Manager	B
7.	Artificer Air	A
8.	Artificer Air	B
9.	Artificer Air (Time Progression) Fly 4-6	A
10.	Artificer Air (Time Progression) Fly 4-6	B
11.	Artificer Ground Grade 2	B
12.	Australian Defence Force Investigator Grade 2	B
13.	Cavalry Warrant Officer	B
14.	Communications Systems Engineer Grade 2	B
15.	Electronic Warfare Engineer	A
16.	Electronic Warfare Engineer	B
17.	Information Systems Engineer	B
18.	Manager Company Operations Grade 2	B
19.	Manager Electronic Warfare	B
20.	Manager Operations Ground Based Air Defence	B
21.	Manager Operations Offensive Support Grade 2	B
22.	Manager Surveillance Target Acquisition	B
23.	Manager Telecommunications Systems	B
24.	Manager Works	B
25.	Regimental Sergeant Major Fly 8-10	A
26.	Regimental Sergeant Major Fly 8-10	B
27.	Regimental Sergeant Major	B
28.	Tank Warrant Officer	B
29.	Telecommunications Systems Engineer	B

<b>Pay grade 8</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aircrewman Senior Manager (Time Progression) Fly 10+	A
2.	Aircrewman Senior Manager (Time Progression) Fly 10+	B
3.	Artificer Air (Time Progression) Fly 6-8	A
4.	Artificer Air (Time Progression) Fly 6-8	B
5.	Artificer Air (Time Progression) Fly 8-10	A
6.	Artificer Air (Time Progression) Fly 8-10	B
7.	Commando Grade 4	A
8.	Commando Regimental Sergeant Major	A
8.	Commando Regimental Sergeant Major	B
9.	Commando Regimental Sergeant Major	C
10.	Regimental Sergeant Major Fly 10+	A
11.	Regimental Sergeant Major Fly 10+	B
12.	Regimental Sergeant Major	C
13.	Supervisor Commando Operations	A
14.	Supervisor Commando Operations	B

<b>Pay grade 9</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Artificer Air (Time Progression) Fly 10+	A
2.	Artificer Air (Time Progression) Fly 10+	B

Schedule B.9: Warrant Officer Class 1 pay grades

<b>Pay grade 10</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Special Air Service Regimental Sergeant Major	A
2.	Special Air Service Regimental Sergeant Major	B
3.	Special Air Service Regimental Sergeant Major	C
4.	Special Air Service Trooper Grade 3	A

**Part 3: Air Force**

**Note:** In this Part, Air Force Aircrew musterings (i.e. Airborne Electronic Analyst, Crew Attendant, Flight Engineer and Loadmaster) in the time progression stream may have one of the following abbreviated descriptors in the category title:

<b>Item</b>	<b>This descriptor...</b>	<b>means...</b>
1.	Fly 0	No liability to fly <sup>1</sup>
2.	Fly 0-2	Flying experience of less than 2 years
3.	Fly 2-4	Flying experience of 2 years up to 4 years
4.	Fly 4-6	Flying experience of 4 years up to 6 years
5.	Fly 6-8	Flying experience of 6 years up to 8 years
6.	Fly 8-10	Flying experience of 8 years up to 10 years
7.	Fly 10+	Flying experience of 10 or more years
<sup>1</sup> Note: This may apply to an Other Rank member who is commissioning to Officer if the member is commissioning to a non-flying specialisation.		

<b>Pay grade 2</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Clerk Grade 1	A
2.	Cook Grade 1	A
3.	Motor Transport Driver Grade 1	A
4.	Steward Grade 2	A

<b>Pay grade 3</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Airfield Defence Guard Grade 2	A
2.	Aircraft Surface Finisher	A
3.	Clerk Grade 2	A
4.	Cook Grade 2	A
5.	Crew Attendant — Competency Progression Grade 1	A
6.	Crew Attendant — Time Progression Fly 0	A
7.	Motor Transport Driver Grade 2	A
8.	Movements Grade 2	A
9.	Security Police Grade 1 — Military Working Dog Handler	A
10.	Supply Grade 2	A

<b>Pay grade 4</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aircraft Life Support Fitter Grade 2	A
2.	Aircraft Structural Fitter Grade 2	A
3.	Airfield Defence Guard Grade 3	A
4.	Air Surveillance Operator Grade 2	A
5.	Clerk Grade 3	A
6.	Communications and Information Systems Controller	A
7.	Cook Grade 3	A

<b>Pay grade 4 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
8.	Crew Attendant — Competency Progression Grade 2	A
9.	Crew Attendant — Time Progression Grade 1 Fly 0-2	A
10.	Environmental Health Surveyor	A
11.	Ground Support Engineering Fitter Grade 2	A
12.	Ground Support Engineering Manager Grade 1	A
13.	Loadmaster — Time Progression Fly 0	A
14.	Movements Grade 3	A
15.	Physical Training Instructor Grade 3	A
16.	Security Police Grade 2 — Security and Law Enforcement	A
17.	Supply Grade 3	A

<b>Pay grade 5</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Advanced Aircraft Structural Fitter	A
2.	Advanced Aircraft Structural Technician	A
3.	Advanced Aircraft Technician	A
4.	Advanced Avionics Technician	A
5.	Advanced Communications Electronic Technician	A
6.	Airborne Electronics Analyst — Competency Progression Grade 1 (Non-Feeder)	A
7.	Airborne Electronics Analyst — Time Progression Fly 0	A

<b>Pay grade 5 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
8.	Airborne Electronics Analyst — Time Progression Grade 1 Fly 0-2	A
9.	Airborne Electronics Analyst Single Station — Time Progression Grade 1 Fly 0-2	A
10.	Airborne Electronics Analyst Single Station — Time Progression Grade 2 Fly 2-4	A
11.	Aircraft Technician Grade 1	A
12.	Aircraft Technician Grade 2	A
13.	Air Surveillance Operator Supervisor	A
14.	Air Surveillance Operator Manager	A
15.	Armament Technician	A
16.	Avionics Technician Grade 1	A
17.	Avionics Technician Grade 2	A
18.	Communications Electronic Technician	A
19.	Crew Attendant — Competency Progression Grade 3	A
20.	Crew Attendant — Time Progression Grade 2 Fly 2-4	A
21.	Crew Attendant — Time Progression Grade 3 Fly 4-6	A
22.	Dental Manager	A
23.	Dental Technician	A
24.	Firefighter Grade 3	A
25.	Firefighter Manager	A
26.	Flight Engineer — Time Progression Fly 0	A
27.	Flight Engineer — Time Progression Grade 1 Fly 0-2	A
28.	Geospatial Imagery Intelligence Analyst Grade 2	A

<b>Pay grade 5 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
29.	Ground Support Engineering Manager Grade 2	A
30.	Imagery Production Manager	A
31.	Imagery Production Manager (Flight Test Photographer)	A
32.	Laboratory Technician	A
33.	Loadmaster — Competency Progression Grade 1	A
34.	Loadmaster — Time Progression Grade 1 Fly 0-2	A
35.	Loadmaster — Time Progression Grade 2 Fly 2-4	A
36.	Manager Airfield Defence Guard	A
37.	Medical Assistant Manager	A
38.	Musician Grade 3	A
39.	Physical Training Instructor Grade 4	A
40.	Security Police Grade 3 — Service Investigator	A
41.	Signals Operator	A
42.	Signals Operator Technical Grade 2	A
43.	Supervisor Airfield Defence Guard	A
44.	Supervisor Communications and Information Systems Controller	A

<b>Pay grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Advanced Aircraft Technician (Warrant Officer Engineering)	A
2.	Advanced Avionics Technician (Warrant Officer Engineering)	A

## Schedule B.9: Warrant Officer Class 1 pay grades

<b>Pay grade 6 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
3.	Advanced Communications Electronic Technician (Warrant Officer Engineering)	A
4.	Airborne Electronics Analyst — Competency Progression Grade 1 (Feeder)	A
5.	Airborne Electronics Analyst — Competency Progression Grade 2	A
6.	Airborne Electronics Analyst — Time Progression Grade 2 Fly 2-4	A
7.	Airborne Electronics Analyst Single Station — Time Progression Grade 3 Fly 4-6	A
8.	Aircraft Life Support Technical Manager	A
9.	Aircraft Surface Finisher Technical Manager	A
10.	Aircraft Technician Grade 1 (Warrant Officer Engineering)	A
11.	Aircraft Technician Grade 2 (Warrant Officer Engineering)	A
12.	Armament Technician (Warrant Officer Engineering)	A
13.	Avionics Technician Grade 1 (Warrant Officer Engineering)	A
14.	Avionics Technician Grade 2 (Warrant Officer Engineering)	A
15.	Communications Electronic Technician (Warrant Officer Engineering)	A
16.	Crew Attendant — Competency Progression Grade 4	A
17.	Crew Attendant — Time Progression Grade 4 Fly 6-8	A
18.	Flight Engineer — Competency Progression Grade 1	A
19.	Flight Engineer — Time Progression Grade 2 Fly 2-4	A

<b>Pay grade 6 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
20.	Geospatial Imagery Intelligence Analyst Manager	A
21.	Geospatial Imagery Intelligence Analyst Supervisor	A
22.	Ground Technical Manager	A
23.	Loadmaster — Competency Progression Grade 2	A
24.	Loadmaster — Time Progression Grade 3 Fly 4-6	A
25.	Manager Communications and Information Systems Controller	A
26.	Security Police Grade 4 – Service Investigator	A
27.	Signals Operator Linguist General	A
28.	Signals Operator Linguist Analyst	A
29.	Signals Operator Technical Analyst	A
30.	Special Tactics Grade 1	A
31.	Warrant Officer Disciplinary	A
32.	Works Manager	A

<b>Pay grade 7</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Airborne Electronics Analyst — Competency Progression Grade 3	A
2.	Airborne Electronics Analyst — Competency Progression Grade 4	A
3.	Airborne Electronics Analyst — Time Progression Grade 3 Fly 4-6	A
4.	Airborne Electronics Analyst — Time Progression Grade 4 Fly 6-8	A

<b>Pay grade 7 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 4 Fly 6-8	A
6.	Airborne Electronics Analyst Single Station — Time Progression Grade 5 Fly 8-10	A
7.	Aircraft Structures Technical Manager	A
8.	Aircraft Systems Technician	A
9.	Aircraft Technical Manager	A
10.	Armament Technical Manager	A
11.	Avionics Systems Technician	A
12.	Avionics Technical Manager	A
13.	Communications Electronic Systems Technician	A
14.	Communications Electronic Technical Manager	A
15.	Crew Attendant — Time Progression Grade 5 Fly 8-10	A
16.	Crew Attendant — Time Progression Grade 6 Fly 10+	A
17.	Executive Warrant Officer	B
18.	Flight Engineer — Competency Progression Grade 2	A
19.	Flight Engineer — Time Progression Grade 3 Fly 4-6	A
20.	Flight Engineer — Time Progression Grade 4 Fly 6-8	A
21.	Loadmaster — Competency Progression Grade 3	A
22.	Loadmaster — Competency Progression Grade 4	A
23.	Loadmaster — Time Progression Grade 4 Fly 6-8	A

<b>Pay grade 7 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
24.	Loadmaster — Time Progression Grade 5 Fly 8-10	A
25.	Non-Destructive Inspection Technician Level 2	A
26.	Senior Manager Processing	A
27.	Senior Manager Technical	A
28.	Signals Operator Linguist Advanced	A
29.	Signals Operator Linguist Advanced Analyst	A
30.	Signals Operator Technical Advanced Analyst	A
31.	Special Tactics Grade 2	A
32.	Special Tactics Grade 3	A

<b>Pay grade 8</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Airborne Electronics Analyst — Competency Progression Grade 5	A
2.	Airborne Electronics Analyst — Competency Progression Grade 6	A
3.	Airborne Electronics Analyst — Time Progression Grade 5 Fly 8-10	A
4.	Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+	A
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 6 Fly 10+	A
6.	Aircraft Systems Technician (Warrant Officer Engineering)	A
7.	Aircraft Structures Technical Manager (Warrant Officer Engineering)	A

<b>Pay grade 8 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
8.	Aircraft Technical Manager (Warrant Officer Engineering)	A
9.	Armament Technician Manager (Warrant Officer Engineering)	A
10.	Avionics Systems Technician (Warrant Officer Engineering)	A
11.	Avionics Technical Manager (Warrant Officer Engineering)	A
12.	Communications Electronic Systems Technician (Warrant Officer Engineering)	A
13.	Communications Electronic Technician Manager (Warrant Officer Engineering)	A
14.	Executive Warrant Officer	C
15.	Executive Warrant Officer (Airborne Electronics Analyst — Competency Progression Grade 5)	B
16.	Executive Warrant Officer (Airborne Electronics Analyst — Competency Progression Grade 6)	B
17.	Executive Warrant Officer (Airborne Electronics Analyst — Time Progression Grade 5 Fly 8-10)	B
18.	Executive Warrant Officer (Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+)	B
19.	Executive Warrant Officer (Aircraft Systems Technician — Warrant Officer Engineering)	B
20.	Executive Warrant Officer (Aircraft Structures Technical Manager — Warrant Officer Engineering)	B
21.	Executive Warrant Officer (Aircraft Technical Manager — Warrant Officer Engineering)	B
22.	Executive Warrant Officer (Armament Technical Manager — Warrant Officer Engineering)	B

<b>Pay grade 8 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
23.	Executive Warrant Officer (Avionics Systems Technician — Warrant Officer Engineering)	B
24.	Executive Warrant Officer (Avionics Technical Manager — Warrant Officer Engineering)	B
25.	Executive Warrant Officer (Flight Engineer — Competency Progression Grade 3)	B
26.	Executive Warrant Officer (Flight Engineer — Competency Progression Grade 4)	B
27.	Executive Warrant Officer (Flight Engineer — Competency Progression Grade 5)	B
28.	Executive Warrant Officer (Flight Engineer — Time Progression Grade 5 Fly 8-10)	B
29.	Executive Warrant Officer (Flight Engineer — Time Progression Grade 6 Fly 10+)	B
30.	Executive Warrant Officer (Communications Electronic Systems Technician — Warrant Officer Engineering)	B
31.	Executive Warrant Officer (Communications Electronic Technical Manager — Warrant Officer Engineering)	B
32.	Executive Warrant Officer (Loadmaster — Time Progression Grade 6 Fly 10+)	B
33.	Executive Warrant Officer (Non Destructive Inspection Technician Level 2 — Warrant Officer Engineering)	B
34.	Flight Engineer — Competency Progression Grade 3	A
35.	Flight Engineer — Competency Progression Grade 4	A
36.	Flight Engineer — Competency Progression Grade 5	A

<b>Pay grade 8 continued.</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
37.	Flight Engineer — Time Progression Grade 5 Fly 8-10	A
38.	Flight Engineer — Time Progression Grade 6 Fly 10+	A
39.	Loadmaster — Time Progression Grade 6 Fly 10+	A
40.	Non-Destructive Inspection Technician Level 2 (Warrant Officer Engineering)	A
41.	Special Tactics Grade 4	A

## Schedule B.10

### Warrant Officer Class 1 salary rates

#### Part 1: Service Warrant Officers

Column 1 Rank, tier and increment	Column 2 Yearly rates of salary	
	Base salary	Maximum
WO1 – Tier D	\$91,993	\$105,823

#### Part 2: Warrant Officer Class 1 of the Permanent Force

Column 1 - Rank, tier and increment	Column 2 Yearly rate of salary for pay grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	\$89,906	\$94,246	\$98,933
WO1 - Tier B	-	-	-	\$78,489	\$78,724	\$82,169	\$85,888	\$89,906	\$94,246	\$98,933
WO1 - Tier A2	\$65,633	\$67,767	\$70,501	\$73,453	\$76,643	\$80,087	\$83,808	\$87,825	\$92,165	\$96,851
WO1 - Tier A1	\$64,279	\$66,411	\$69,145	\$72,099	\$75,289	\$78,732	\$82,452	\$86,470	\$90,809	\$95,496

**Part 3: Warrant Officer Class 1 of the Reserve Force on non-discounted rate**

Column 1 - Rank, tier and increment	Column 2 Daily rate of salary for pay grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	\$246.32	\$258.21	\$271.05
WO1 - Tier B	-	-	-	\$215.04	\$215.68	\$225.12	\$235.31	\$246.32	\$258.21	\$271.05
WO1 - Tier A2	\$179.82	\$185.66	\$193.15	\$201.24	\$209.98	\$219.42	\$229.61	\$240.62	\$252.51	\$265.35
WO1 - Tier A1	\$176.11	\$181.95	\$189.44	\$197.53	\$206.27	\$215.70	\$225.90	\$236.90	\$248.79	\$261.63

**Part 4: Warrant Officer Class 1 of the Reserve Force on discounted rate**

Column 1 - Rank, tier and increment	Column 2 Daily rate of salary for pay grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	\$209.37	\$219.48	\$230.39
WO1 - Tier B	-	-	-	\$182.78	\$183.33	\$191.35	\$200.01	\$209.37	\$219.48	\$230.39
WO1 - Tier A2	\$152.84	\$157.81	\$164.18	\$171.05	\$178.48	\$186.50	\$195.17	\$204.52	\$214.63	\$225.54
WO1 - Tier A1	\$149.69	\$154.66	\$161.02	\$167.90	\$175.33	\$183.35	\$192.01	\$201.37	\$211.47	\$222.39

## Schedule B.11 Other Rank pay grades

### Part 1: Navy

**Note:** In this Part, categories that require a member to hold specific qualification, experience and skills may include one of the following abbreviated descriptors in the category title:

Item	This descriptor...	means...
1.	Fly 0	No liability to fly
2.	Fly 0-2	Flying experience of less than 2 years
3.	Fly 2-4	Flying experience of 2 years up to 4 years
4.	Fly 4-6	Flying experience of 4 years up to 6 years
5.	Fly 6-8	Flying experience of 6 years up to 8 years
6.	Fly 8-10	Flying experience of 8 years up to 10 years
7.	Fly 10+	Flying experience of 10 or more years
8.	SM	Submarine Service qualification and skill
9.	TAG	Tactical Assault Group qualification and skill

Pay grade 1	
Column 1 Item	Column 2 Employment Category
1.	General Experience

Pay grade 2	
Column 1 Item	Column 2 Employment Category
1.	Boatswains Mate — Grade 1
2.	Cook — Grade 1
3.	Dental Assistant — Grade 1
4.	Diver — Grade 1

<b>Pay grade 2 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
5.	Motor Transport Driver — Grade 1
6.	Steward — Grade 1
7.	Steward — Grade 2
8.	Steward — Grade 3
9.	Stores Naval — Grade 1
10.	Underwater Weapons
11.	Writer — Grade 1

<b>Pay grade 3</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Acoustic Warfare Analyst — Grade 1
2.	Boatswains — Grade 2
3.	Boatswains Mate — Grade 1 Shipborne Life Support Equipment
4.	Boatswains Mate — Grade 1 Navigation Yeoman
5.	Boatswains Mate — Grade 2
6.	Combat Systems Operator — Grade 1
7.	Combat Systems Operator Mine Warfare — Grade 1
8.	Communications Information Systems — Grade 1
9.	Cook — Grade 2
10.	Cook — Grade 3
11.	Cook — Grade 4
12.	Dental Assistant — Grade 2
13.	Diver — Grade 2
14.	Diver — Grade 3

<b>Pay grade 3 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
15.	Electronic Technician — Grade 1
16.	Hydrographic Systems Operator — Grade 1
17.	Marine Technician — Grade 1
18.	Medical — Grade 1
19.	Motor Transport Driver — Grade 2
20.	Musician — Grade 1
21.	Naval Police Coxswain — Grade 1
22.	Non-aligned Air Technical — Grade 1
23.	Non-aligned Electrical Technical — Grade 1
24.	Non-aligned Marine Technical — Grade 1
25.	Physical Trainer — Grade 1
26.	Steward — Grade 4
27.	Steward — Grade 5
28.	Stores Naval — Grade 2
29.	Stores Naval — Grade 3
30.	Stores Naval — Grade 4
31.	Survival Equipment
32.	Underwater Control
33.	Writer — Grade 2
34.	Writer — Grade 3
35.	Writer — Grade 4

<b>Pay grade 4</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Aircrewman —Grade 1 Fly 0
2.	Aviation Technician Aircraft — Grade 1
3.	Aviation Technician Avionics — Grade 1
4.	Boatswain — Grade 3
5.	Boatswains Mate — Grade 2 Limited Navigation Watchkeeping Certificate
6.	Boatswains Mate — Grade 3
7.	Combat System Operator — Grade 2
8.	Combat Systems Operator Mine Warfare — Grade 2
9.	Communications Information Systems — Grade 2
10.	Cook — Grade 5
11.	Cryptologic Linguist — Grade 1
12.	Cryptologic Systems — Grade 1
13.	Dental Assistant Preventive — Grade 3
14.	Dental Supervisor
15.	Electronic Technician — Grade 2
16.	Hydrographic Systems Manager — Grade B
17.	Hydrographic Systems Operator — Grade 2
18.	Hydrographic Systems Operator — Grade 1 Laser Airborne Depth Sounder
19.	Marine Technician — Grade 2
20.	Medical — Grade 2
21.	Musician — Grade 2

<b>Pay grade 4 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
22.	Imagery Specialist — Grade 1
23.	Naval Police Coxswain — Grade 2
24.	Non-aligned Air Technical — Grade 2
25.	Non-aligned Electrical Technical — Grade 2
27.	Non-aligned Marine Technical — Grade 2
28.	Physical Trainer — Grade 2
29.	Physical Trainer — Grade 3
30.	Signals Yeoman
31.	Stores Naval — Grade 5
32.	Work Study
33.	Writer — Grade 5

<b>Pay grade 5</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Aircrewman — Grade 1 Fly 0-2
2.	Aircrewman — Grade 1 Fly 2-4
3.	Aircrewman — Grade 1 (Competency Progression)
4.	Aircrewman — Grade 2 (Competency Progression)
5.	Aircrewman — Grade 2 Fly 0
6.	Aircrewman — Grade 2 Fly 0-2
7.	Aircrewman — Grade 3 Fly 0
8.	Aviation Technician Aircraft — Grade 2

<b>Pay grade 5 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
9.	Aviation Technician Avionics — Grade 2
10.	Boatswain — Grade 3 Navigation Watchkeeping Certificate
11.	Boatswains Mate — Grade 3 Navigation Watchkeeping Certificate
12.	Combat Systems Manager Mine Warfare — Grade 3
13.	Combat Systems Operator — Grade 2 Anti-Submarine Aircraft Controller
14.	Combat Systems Operator — Grade 3 Anti-Submarine Aircraft Controller
15.	Combat Systems Operator — Grade 3
16.	Combat Systems Operator Mine Warfare — Grade 3
17.	Combat Systems Manager — Grade 3
18.	Combat Systems Supervisor — Grade 3
19.	Combat Systems Supervisor — Grade 3 Anti-Submarine Aircraft Controller
20.	Combat Systems Supervisor Mine Warfare — Grade 3
21.	Communications Information Systems — Grade 3
22.	Communications Information Systems — Grade 4
23.	Cryptologic Linguist — Grade 2
24.	Cryptologic Systems — Grade 2
25.	Dental Manager
26.	Electronic Technician — Grade 2 Fire Control Officer
27.	Electronic Technician — Grade 3
28.	Electronic Warfare Operator
29.	Hydrographic Systems Manager — Grade A

<b>Pay grade 5 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
30.	Hydrographic Systems Manager — Grade B Navigation Watchkeeping Certificate
31.	Hydrographic Systems Operator — Grade 2 Limited Navigation Watchkeeping Certificate
32.	Hydrographic Systems Operator — Grade 3
33.	Hydrographic Systems Operator — Grade 2 Laser Airborne Depth Sounder
34.	Imagery Specialist — Grade 2
35.	Marine Technician — Grade 3
36.	Medical — Underwater Medical Clinician
37.	Musician — Grade 3
38.	Naval Police Coxswain — Grade 3 Limited Navigation Watchkeeping Certificate
39.	Naval Police Coxswain — Australian Defence Force Investigator Grade 1
40.	Non-aligned Air Technical — Grade 3
41.	Non-aligned Electrical Technical — Grade 3
42.	Non-aligned Electrical Technical — Grade 4
43.	Non-aligned Marine Technical — Grade 3
44.	Radio Operator
45.	Radio Operator Special

<b>Pay grade 6</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Aircrewman — Grade 1 Fly 4-6

<b>Pay grade 6 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
2.	Aircrewman — Grade 2 Fly 2-4
3.	Aircrewman — Grade 3 (Competency Progression)
4.	Aircrewman — Grade 3 Fly 0-2
5.	Acoustic Warfare Analyst Submarine — Grade 1
6.	Aviation Technician Aircraft — Grade 3
7.	Aviation Technician Avionics — Grade 3
8.	Boatswains Mate — Grade 1 SM
9.	Boatswains Mate — Grade 2 SM
10.	Boatswains Mate — Grade 3 SM
11.	Clearance Diver — Grade 1
12.	Combat Systems Operator — Grade 3 Air Interceptor Controller
13.	Combat Systems Manager — Grade 4
14.	Combat Systems Manager — Grade 3 Anti-Submarine Aircraft Controller
15.	Combat Systems Manager — Grade 4 Anti-Submarine Aircraft Controller
16.	Combat Systems Manager — Grade 3 Air Interceptor Controller
17.	Combat Systems Manager — Grade 4 Air Interceptor Controller
18.	Combat Systems Supervisor — Grade 3 Air Interceptor Controller
19.	Combat Systems Supervisor — Grade 4 Air Interceptor Controller
20.	Combat Systems Supervisor — Grade 4
21.	Combat Systems Supervisor — Grade 4 Anti-Submarine Aircraft Controller
22.	Combat Systems Operator Mine Warfare — Grade 3 Navigation Watchkeeping Certificate

<b>Pay grade 6 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
23.	Combat Systems Supervisor Mine Warfare — Navigation Watchkeeping Certificate
24.	Combat Systems Manager Mine Warfare — Navigation Watchkeeping Certificate
25.	Communications Information Systems — Grade 1 SM
26.	Communications Information Systems — Grade 5
27.	Cryptologic Linguist — Grade 3
28.	Cryptologic Systems — Grade 3
29.	Electronic Technician — Grade 1 SM
30.	Electronic Technician — Grade 3 Fire Control Officer
31.	Electronic Technician — Grade 4
32.	Hydrographic Systems Manager — Grade A Navigation Watchkeeping Certificate
33.	Hydrographic Systems Manager — Grade A Laser Airborne Depth Sounder
34.	Hydrographic Systems Operator — Grade 3 Laser Airborne Depth Sounder
35.	Hydrographic Systems Operator — Grade 3 Navigation Watchkeeping Certificate
36.	Marine Technician — Grade 1 SM
37.	Marine Technician — Grade 4
38.	Medical — Grade 3
39.	Naval Police Coxswain – Australian Defence Force Investigator Grade 2
40.	Steward — Grade 2 SM
41.	Steward — Grade 3 SM
42.	Steward — Grade 4 SM

<b>Pay grade 7</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Acoustic Warfare Analyst Submarines — Grade 2
2.	Aircrewman — Grade 1 Fly 6-8
3.	Aircrewman — Grade 1 Fly 8-10
4.	Aircrewman — Grade 2 Fly 4-6
5.	Aircrewman — Grade 2 Fly 6-8
6.	Aircrewman — Grade 3 Fly 2-4
7.	Aircrewman — Grade 3 Fly 4-6
8.	Aircrewman — Grade 4 (Competency Progression)
9.	Aircrewman — Grade 5 (Competency Progression)
10.	Aviation Technician Aircraft — Grade 4
11.	Aviation Technician Aircraft — Grade 5
12.	Aviation Technician Avionics — Grade 4
13.	Aviation Technician Avionics — Grade 5
14.	Clearance Diver — Grade 2
15.	Communications Information Systems — Grade 2 SM
16.	Cook — Grade 3 SM
17.	Cook — Grade 4 SM
18.	Cook — Grade 5 SM
19.	Cryptologic Linguist — Specialist
20.	Cryptologic Systems — Specialist
21.	Cryptologic Systems — Grade 1 SM
22.	Cryptologic Systems — Grade 2 SM
23.	Cryptologic Systems — Grade 3 SM
24.	Cryptologic Systems — Specialist SM
25.	Cryptologic Linguist — Grade 1 SM
26.	Cryptologic Linguist — Grade 2 SM
27.	Cryptologic Linguist — Grade 3 SM

<b>Pay grade 7 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
28.	Cryptologic Linguist — Specialist SM
29.	Cryptologic Systems Submarines — Grade 1 SM
30.	Electronic Technician — Grade 2 SM
31.	Electronic Technician — Grade 4 Fire Control Officer
32.	Electronic Technician — Grade 5
33.	Electronic Technician — Grade 5 Fire Control Officer
34.	Marine Technician — Grade 2 SM
35.	Marine Technician — Grade 5
36.	Medical — Grade 2 SM
37.	Naval Police Coxswain — Grade 1 SM
38.	Naval Police Coxswain — Grade 2 SM

<b>Pay grade 8</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Acoustic Warfare Analyst Submarines — Grade 3 SM
2.	Aircrewman — Grade 1 Fly 10 +
3.	Aircrewman — Grade 2 Fly 8-10
4.	Aircrewman — Grade 2 Fly 10 +
5.	Aircrewman — Grade 3 Fly 6-8
6.	Aircrewman — Grade 3 Fly 8-10
7.	Aircrewman — Grade 6 (Competency Progression)
8.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor
9.	Aviation Technician Avionics — Flight Senior Maintenance Sailor
10.	Clearance Diver — Grade 1 TAG

<b>Pay grade 8 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
11.	Clearance Diver — Grade 2 TAG
12.	Clearance Diver — Grade 3
13.	Clearance Diver — Grade 3 TAG
14.	Combat Systems Operator Mine Warfare — Grade 1 SM
15.	Combat Systems Operator Mine Warfare — Grade 2 SM
16.	Combat Systems Operator Mine Warfare — Grade 3 SM
17.	Communications Information Systems — Grade 3 SM
18.	Communications Information Systems — Grade 4 SM
19.	Cryptologic Systems Submarines — Grade 2 SM
20.	Cryptologic Systems Submarines — Grade 3 SM
21.	Electronic Technician — Grade 3 SM
22.	Marine Technician — Grade 3 SM
23.	Marine Technician — Senior Technical Officer
24.	Medical — Grade 3 SM

<b>Pay grade 9</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Acoustic Warfare Analyst Specialist — SM
2.	Aircrewman — Grade 3 Fly 10 +
3.	Communications Information Systems — Grade 5 SM
4.	Cryptologic Systems Submarines Specialist — SM
5.	Electronic Technician — Grade 4 SM

<b>Pay grade 9 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
6.	Electronic Technician — Grade 5 SM
7.	Marine Technician — Grade 4 SM
8.	Marine Technician — Grade 5 SM

**Part 2: Army**

**Note:** In this Part categories that require a member to hold specific qualification, experience and skills may include one of the following abbreviated descriptors in the category title:

<b>Item</b>	<b>This descriptor...</b>	<b>means...</b>
1.	Fly 0-2	Flying experience of less than 2 years
2.	Fly 2-4	Flying experience of 2 years up to 4 years
3.	Fly 4-6	Flying experience of 4 years up to 6 years
4.	Fly 6-8	Flying experience of 6 years up to 8 years
5.	Fly 8-10	Flying experience of 8 years up to 10 years
6.	Fly 10+	Flying experience of 10 or more years

<b>Pay grade 1</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Air Dispatcher Grade 2
2.	Air Dispatcher Grade 3
3.	Artillery Light Gunner Grade 1
4.	Artillery Command Systems Operator Grade 1
5.	Artillery Observer Grade 1
6.	Cargo Specialist Grade 1
7.	Combat Engineer Grade 1
8.	Combat Medical Attendant Grade 1
9.	Combat Signaller Grade 1
10.	Combat Signaller Grade 2
11.	Communications Systems Operator Grade 1
12.	Cook Assistant
13.	Cook Grade 1

<b>Pay grade 1 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
14.	Driver Specialist Grade 1
15.	Gunner Provisional
16.	Handler Petroleum
17.	Marine Specialist Grade 1
18.	Local Observer
19.	Military Police Grade 1
20.	Operator Administrative Grade Reserve
21.	Operator Catering Assistant
22.	Operator Catering Grade 1
24.	Operator Catering Grade 2
25.	Operator Petroleum Grade 1
26.	Operator Movements Grade 1
27.	Operator Supply Grade Reserve
28.	Patrolman
29.	Rifleman Grade 1
30.	Signaller Combat Grade 1

<b>Pay grade 2</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Air Dispatcher Grade 1
2.	Air Dispatcher Grade 4
3.	Analyst Intelligence Operations Grade 1
4.	Artillery Gunner Grade 1

<b>Pay grade 2 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
5.	Artillery Light Gunner Grade 2
6.	Artillery Light Gunner Grade 3
7.	Artillery Gunner Grade 2
8.	Artillery Command Systems Operator Grade 2
9.	Artillery Observer Grade 2
10.	Assistant Instructor
11.	Cavalryman Grade 1
12.	Clerk Finance Grade 1
13.	Combat Engineer Grade 2
15.	Combat Engineer Section Commander Grade 1
16.	Combat Medical Attendant Grade 2
17.	Combat Medical Attendant Grade 3
18.	Communications Systems Operator Grade 2
19.	Cook Grade 2
20.	Cook Grade 3
21.	Cook Advanced
22.	Dental Assistant Grade 1
23.	Driver Specialist Grade 2
24.	Handler Petroleum Grade 1
25.	Information Systems Technician Grade 1
26.	Light Cavalry Scout Grade 1
27.	Mechanic Recovery Driver
28.	Military Police Grade 2
29.	Operator Administrative Grade 1

<b>Pay grade 2 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
30.	Operator Catering Advanced Grade 1
31.	Operator Catering Grade 3
32.	Operator Catering Grade 4
33.	Operator Catering Manager Grade 1
34.	Operator Catering Supervisor Grade 1
35.	Operator Ground-Based Air Defence Grade 1
36.	Operator Radar Grade 1
37.	Operator Supply Grade 1
38.	Patrolman Grade 1
39.	Preventive Medicine Grade 1
37.	Rifleman Grade 2
38.	Rigger Parachute Grade 1
39.	Signaller Combat Grade 2
40.	Tank Crewman Grade 1
41.	Telecommunications Systems Linesman Grade 1
42.	Telecommunications Systems Linesman Grade 2

<b>Pay grade 3</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Advanced Operator Movements
2.	Advanced Artillery Gunner
3.	Advanced Artillery Light Gunner
4.	Air Dispatcher Crew Commander Grade 1

<b>Pay grade 3 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
5.	Air Dispatcher Crew Commander Grade 2
6.	Air Dispatcher Crew Commander Grade 3
7.	Air Dispatcher Grade 5
8.	Aircraft Life Support Fitter Grade 1
9.	Aircraft Structural Fitter Grade 1
10.	Ammunition Supplier
11.	Analyst Intelligence Operations Grade 2
12.	Artillery Command Systems Operator Advanced Grade 1
13.	Artillery Command Systems Operator Grade 3
14.	Artillery Light Section Commander
15.	Artillery Observer Grade 3
16.	Cargo Specialist Grade 2
17.	Cargo Specialist Grade 3
18.	Carpenter Grade 1
19.	Cavalryman Grade 2
20.	Cavalryman Specialist
21.	Chef
22.	Clerk Finance Advanced
23.	Clerk Finance Grade 2
24.	Combat Clerk Engineers
25.	Combat Engineer Grade 3
26.	Combat Engineer Section Commander Grade 2
27.	Combat Engineer Supervisor Grade 1
28.	Combat Medical Attendant Grade 4

<b>Pay grade 3 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
29.	Communications Systems Advanced Operator Grade 1
30.	Communications Systems Operator Grade 3
31.	Cook Grade 4
32.	Cook Supervisor
33.	Dental Assistant Grade 2
34.	Detachment Commander Bearer Systems
35.	Driver Specialist Grade 3
36.	Driver Specialist Advanced
37.	Electrician Grade 1
38.	Emergency Responder
39.	Fitter Armament Grade 1
40.	Fitter Armament Grade 2
41.	Groundcrewman, Command Post Operator
42.	Groundcrewman, Forward Arming and Refuelling Point Operator
43.	Gun Detachment Commander
44.	Gunner Grade 3
45.	Infantry Operations Clerk
46.	Infantry Resource Storeman
47.	Information Systems Technician Grade 2
48.	Joint Fires Observer Grade 1
49.	Kitchen Manager
50.	Light Cavalry Scout Grade 2
51.	Manager Clerk Engineers
52.	Manager Storeman Engineers

<b>Pay grade 3 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
53.	Marine Specialist Grade 2
54.	Mechanic Recovery Advanced Grade 1
55.	Mechanic Recovery Grade 1
56.	Mechanic Recovery Grade 2
57.	Mechanic Recovery Supervisor Grade 1
58.	Mechanic Vehicle Grade 1
59.	Mechanic Vehicle Grade 2
60.	Medical Operator
61.	Metalsmith Grade 1
62.	Metalsmith Grade 2
63.	Military Police Grade 3
64.	Musician Grade 1
65.	Operator Administrative Advanced
66.	Operator Bearer Systems
67.	Operator Catering Advanced Grade 2
68.	Operator Catering Manager Grade 2
69.	Operator Catering Supervisor Grade 2
70.	Operator Command Support Systems Grade 1
71.	Operator Communications Grade 1
72.	Operator Ground-Based Air Defence Grade 2
73.	Operator Heavy Vehicle
74.	Operator Heavy Vehicle Advanced
75.	Operator Movements Advanced
76.	Operator Movements Grade 2

<b>Pay grade 3 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
77.	Operator Movements Supervisor
78.	Operator Petroleum Grade 2
79.	Operator Radar Grade 2
80.	Operator Radar Grade 3
81.	Operator Radar Grade 5
82.	Operator Specialist Vehicles Grade 1
83.	Operator Supply Chain Advanced
83.	Operator Unit Supply Advanced
84.	Operator Unmanned Aerial Systems Grade 1
85.	Patrolman Grade 2
86.	Physical Training Instructor Grade 1
87.	Piper Drummer and Bugler Grade 1
88.	Plumber Grade 1
89.	Preventive Medicine Grade 2
90.	Rifleman Grade 3
91.	Rigger Parachute
92.	Storeman Engineers
93.	Supervisor Section Operations Grade 1
94.	Supervisor Clerk Engineers
95.	Supervisor Storeman Engineers
96.	Tank Crewman Grade 2
97.	Tank Crewman Specialist
98.	Technician Electrical Grade 1
99.	Technician Electronic Systems Grade 1

<b>Pay grade 3 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
100.	Telecommunications Systems Bearer Technician
101.	Telecommunications Systems Switch Technician

<b>Pay grade 4</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Aerial Delivery Supervisor Grade 1
2.	Aerial Delivery Supervisor Grade 2
3.	Aircraft Life Support Fitter Grade 2
4.	Aircraft Life Support Fitter Supervisor
5.	Aircrewman (Time Progression)
6.	Aircrewman Leader (Time Progression)
7.	Aircrewman Manager (Time Progression)
8.	Aircrewman Supervisor (Time Progression)
9.	Aircraft Structural Fitter Grade 2
10.	Ammunition Supplier Advanced Grade 1
11.	Analyst Intelligence Operations Grade 3
12.	Analyst Intelligence Operations Grade 4
13.	Artillery Command Systems Operator Advanced Grade 2
14.	Assistant Supervisor Bearer Systems
15.	Assistant Supervisor Infantry Operations Clerk
16.	Assistant Supervisor Infantry Resource Storeman
17.	Cargo Specialist Advanced
18.	Cargo Specialist Manager

<b>Pay grade 4 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
19.	Cargo Specialist Supervisor
20.	Carpenter Grade 2
21.	Carpenter Grade 3
22.	Caterer
23.	Cavalryman Gunner
24.	Chef Supervisor
25.	Clerk Finance Financial Services Manager
26.	Clerk Finance Unit Financial Services Supervisor
27.	Combat Engineer Manager Grade 1
28.	Combat Engineer Section Commander Grade 3
29.	Combat Engineer Supervisor Grade 2
30.	Combat Medical Attendant Grade 5
31.	Commander Emergency Response
32.	Communications Systems Advanced Operator Grade 2
33.	Communications Systems Detachment Commander Grade 1
34.	Communications Systems Supervisor Grade 1
35.	Crewman Commander (Royal Australian Engineers)
36.	Dental Supervisor
37.	Draughtsman Grade 1
38.	Draughtsman Grade 2
39.	Electrician Grade 2
40.	Electrician Grade 3
41.	Electronic Warfare Operator — Language
42.	Electronic Warfare Operator — Technical Signals

<b>Pay grade 4 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
43.	Fitter Armament Advanced Grade 1
44.	Fitter Armament Grade 3
45.	Fitter Armament Grade 4
46.	Fitter Armament Supervisor Grade 1
47.	Geospatial Technician Grade 1
48.	Geospatial Technician Grade 2
49.	Groundcrewman, Command Post Supervisor
50.	Groundcrewman, Forward Arming and Refuelling Point Team Leader
51.	Information Systems Advanced Technician
52.	Joint Fires Observer Grade 2
53.	Light Cavalry Scout Section Commander
54.	Manager Infantry Operations Clerk
55.	Manager Infantry Resource Storeman
56.	Manager Preventive Medicine
57.	Manager Transport Operations
58.	Marine Specialist Advanced
59.	Marine Specialist Grade 3
60.	Marine Specialist Manager
61.	Marine Specialist Supervisor
62.	Mechanic Recovery Advanced Grade 2
63.	Mechanic Recovery Manager Grade 1
64.	Mechanic Recovery Specialist
65.	Mechanic Recovery Supervisor Grade 2
66.	Mechanic Vehicle Advanced Grade 1

<b>Pay grade 4 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
67.	Mechanic Vehicle Grade 3
68.	Mechanic Vehicle Grade 4
69.	Mechanic Vehicle Supervisor Grade 1
70.	Medical Technician
71.	Medical Technician Supervisor
72.	Metalsmith Advanced Grade 1
73.	Metalsmith Grade 3
74.	Metalsmith Grade 4
75.	Metalsmith Supervisor Grade 1
76.	Military Police Grade 4
77.	Multimedia Technician Grade 1
78.	Musician Grade 2
79.	Offensive Support Detachment Commander
80.	Operator Administrative Manager
81.	Operator Administrative Supervisor
82.	Operator Command Support Systems Grade 2
83.	Operator Communications Grade 2
84.	Operator Electronic Warfare
85.	Operator Emergency Response
86.	Operator Ground-Based Air Defence Grade 3
87.	Operator Movements Manager Grade 1
88.	Operator Movements Manager Grade 2
89.	Operator Movements Assistant Manager
90.	Operator Petroleum Advanced

<b>Pay grade 4 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
91.	Operator Plant Grade 1
92.	Operator Plant Grade 2
93.	Operator Plant Grade 3
94.	Operator Plant Grade 4
95.	Operator Radar Grade 4
96.	Operator Radar Grade 7
97.	Operator Specialist Vehicles Advanced
98.	Operator Specialist Vehicles (Royal Australian Engineers)
99.	Operator Specialist Vehicles Grade 2
100.	Operator Supply Chain Manager
101.	Operator Supply Chain Supervisor
102.	Operator Unit Supply Manager
103.	Operator Unit Supply Supervisor
104.	Operator Unmanned Aerial Systems Grade 2
105.	Patrol Commander
106.	Physical Training Instructor Grade 2
107.	Physical Training Instructor Grade 3
108.	Physical Training Instructor Supervisor
109.	Piper Drummer and Bugler Grade 2
110.	Plumber Grade 2
111.	Plumber Grade 3
112.	Recruit Instructor (1st Recruit Training Battalion)
113.	Rifleman Grade 3 Specialist
114.	Rigger Parachute Advanced

<b>Pay grade 4 continued</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
115.	Senior Dental Assistant Preventative
116.	Supervisor Artillery Command Systems Grade 1
117.	Supervisor Artillery Light
118.	Supervisor Bearer Systems
119.	Supervisor Infantry Operations Clerk
120.	Supervisor Infantry Resource Storeman
121.	Supervisor Joint Fires Grade 1
122.	Supervisor Platoon Operations Grade 1
123.	Supervisor Preventive Medicine
124.	Supervisor Section Operations Grade 2
125.	Supervisor Section Operations Specialist Grade 1
126.	Tank Crewman Gunner
127.	Technician Aircraft Grade 1
128.	Technician Avionics Grade 1
129.	Technician Electrical Grade 2
130.	Technician Electrical Grade 3
131.	Technician Electronic Systems Grade 2
132.	Technician Electronic Systems Grade 3
133.	Technician Laboratory Grade 1
134.	Technician Operating Theatre
135.	Technician Telecommunication Systems
136.	Telecommunications Systems Bearer Team Leader
137.	Telecommunications Systems Switch Team Leader
138.	Telecommunications Systems Technician

<b>Pay grade 4 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
139.	Transport Operations Manager
140.	Transport Operations Supervisor

<b>Pay grade 5</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Aerial Delivery Project Officer
2.	Aircraft Life Support Fitter Manager
3.	Aircraft Structural Fitter Grade 3
4.	Aircraft Structural Fitter Supervisor
5.	Aircrewman (Competency Progression)
6.	Aircrewman (Time Progression) Fly 0-2
7.	Aircrewman (Time Progression) Fly 2-4
8.	Aircrewman Leader (Time Progression) Fly 0-2
9.	Aircrewman Leader (Time Progression) Fly 2-4
10.	Analyst Intelligence Operations Supervisor
11.	Ammunition Supplier Advance Grade 2
12.	Artificer Electronics Grade 1
13.	Artificer Mechanical Grade 1
14.	Assistant Detachment Commander Command Support Systems
15.	Assistant Detachment Commander Communications
16.	Assistant Detachment Commander Electronic Warfare
17.	Assistant Detachment Commander Telecommunication Systems
18.	Assistant Manager Bearer Systems

<b>Pay grade 5 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
19.	Assistant Manager Communications
20.	Assistant Supervisor Command Support Systems
21.	Assistant Supervisor Electronic Warfare
22.	Assistant Supervisor Telecommunication Systems
23.	Australian Defence Force Investigator Grade 1
24.	Cavalry Sergeant
25.	Cavalryman Commander
26.	Combat Engineer Manager Grade 2
27.	Combat Engineer Supervisor Grade 3
28.	Communications Systems Detachment Commander Grade 2
29.	Communications Systems Manager Grade 1
30.	Communications Systems Supervisor Grade 2
31.	Dental Manager
32.	Detachment Commander Command Support Systems
33.	Detachment Commander Communications
34.	Detachment Commander Electronic Warfare
35.	Detachment Commander Telecommunication Systems
36.	Drum Major
37.	Electronic Warfare Detachment Commander — Language
38.	Electronic Warfare Detachment Commander — Technical Signals
39.	Examiner Psychological
40.	Explosive Detection Dog Handler
41.	Explosive Ordnance Reconnaissance Technician
42.	Fitter Armament Advanced Grade 2

<b>Pay grade 5 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
43.	Fitter Armament Specialist
44.	Fitter Armament Supervisor Grade 2
45.	Foreman Carpenter
46.	Foreman Draughtsman
47.	Foreman Electrician
48.	Foreman Operator Plant
49.	Foreman Plumber
50.	Geospatial Technician Grade 3
51.	Geospatial Technician Grade 4
52.	Groundcrewman, Forward Arming and Refuelling Point Supervisor
53.	Groundcrewman, Supervisor Aviation Squadron Operations
54.	Information Systems Detachment Commander
55.	Information Systems Supervisor
56.	Light Cavalry Scout Sergeant
57.	Light Cavalry Scout Warrant Officer
58.	Manager Bearer Systems
59.	Manager Command Support Systems
60.	Manager Communications
61.	Manager Company Operations Grade 1
62.	Manager Emergency Response Operations
63.	Manager Operations Offensive Support Grade 1
64.	Manager Petroleum
65.	Mechanic Recovery Manager Grade 2
66.	Mechanic Vehicle Advanced Grade 2

<b>Pay grade 5 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
67.	Mechanic Vehicle Specialist
68.	Mechanic Vehicle Supervisor Grade 2
69.	Medical Technician Manager
70.	Metalsmith Advanced Grade 2
71.	Metalsmith Specialist
72.	Metalsmith Supervisor Grade 2
73.	Military Police Dog Handler
74.	Military Police Close Personal Protection Operator
75.	Multimedia Technician Grade 2
76.	Multimedia Technician Grade 3
77.	Musician Grade 3
78.	Operator Radar Grade 6
79.	Operator Radar Grade 8
80.	Operator Unmanned Aerial Systems Grade 3
81.	Operator Unmanned Aerial Systems Grade 4
82.	Patrol Master
83.	Petroleum Specialist
84.	Photographer Public Relations
85.	Physical Training Instructor Grade 4
86.	Pipe Major
87.	Rigger Parachute Manager
88.	Rigger Parachute Supervisor
89.	Reporter
90.	Supervisor Artillery Command Systems Grade 2

<b>Pay grade 5 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
91.	Supervisor Building
92.	Supervisor Civil
93.	Supervisor Command Support Systems
94.	Supervisor Communications
95.	Supervisor Electronic Warfare
96.	Supervisor Emergency Response Operations
97.	Supervisor Engineering Services
98.	Supervisor Ground Based Air Defence
99.	Supervisor Gunnery
100.	Supervisor Joint Fires Grade 2
101.	Supervisor Petroleum
102.	Supervisor Platoon Operations Grade 2
103.	Supervisor Section Operations Specialist Grade 2
104.	Supervisor Platoon Operations Specialist Grade 2
105.	Supervisor Telecommunication Systems
106.	Tank Crewman Commander
107.	Tank Sergeant
108.	Technician Aircraft Grade 2
109.	Technician Aircraft Grade 2 (Time Progression) Fly 0-2
110.	Technician Aircraft Supervisor
111.	Technician Avionics Grade 2
112.	Technician Avionics Grade 2 (Time Progression) Fly 0-2

<b>Pay grade 5 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
113.	Technician Avionics Supervisor
114.	Technician Dental
115.	Technician Electrical Advanced Grade 1
116.	Technician Electrical Grade 4
117.	Technician Electrical Supervisor Grade 1
118.	Technician Electronic Systems Advanced Grade 1
119.	Technician Electronic Systems Grade 4
120.	Technician Electronic Systems Supervisor Grade 1
121.	Technician Laboratory Grade 2
122.	Telecommunications Systems Supervisor
123.	Telecommunications Systems Team Leader
124.	Underwater Medicine Clinician

<b>Pay grade 6</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Aircraft Life Support Fitter Artisan
2.	Aircraft Structural Fitter Manager
3.	Aircraft Support Manager
4.	Aircrewman Leader (Competency Progression)
5.	Aircrewman Manager (Competency Progression)
6.	Aircrewman Supervisor (Competency Progression)
7.	Aircrewman (Time Progression) Fly 4-6

<b>Pay grade 6 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
8.	Aircrewman Leader (Time Progression) Fly 4-6
9.	Aircrewman Supervisor (Time Progression) Fly 4-6
10.	Ammunition Technician Manager
11.	Ammunition Technician Supervisor
12.	Analyst Intelligence Operations Manager
13.	Artificer Electronics Grade 2
14.	Artificer Mechanical Grade 2
15.	Assistant Manager Electronic Warfare
16.	Assistant Manager Telecommunication Systems
17.	Assistant Supervisor Explosive Ordnance Disposal
18.	Australian Defence Force Investigator Grade 2
19.	Aviation Operations Manager
20.	Cavalry Warrant Officer
21.	Commando Grade 1
22.	Communications Systems Manager Grade 2
23.	Electronic Warfare Supervisor
24.	Explosive Ordnance Disposal Technician
25.	Geospatial Technician Grade 5
26.	Geospatial Technician Grade 6
27.	Geospatial Technician Grade 7
28.	Information Systems Manager
29.	Manager Electronic Warfare
30.	Manager Company Operations Grade 2

<b>Pay grade 6 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
31.	Manager Operations Ground Based Air Defence
32.	Manager Operations Offensive Support Grade 2
33.	Manager Surveillance Target Acquisition
34.	Manager Telecommunication Systems
35.	Supervisor Company Operations Specialist Grade 2
36.	Supervisor Explosive Ordnance Disposal
37.	Supervisor Works Horizontal
38.	Supervisor Works Services
39.	Supervisor Works Vertical
40.	Tank Warrant Officer
41.	Technician Aircraft Grade 2 (Time Progression) Fly 2-4
42.	Technician Aircraft Manager
43.	Technician Aircraft Supervisor (Competency Progression) Aircrewman
44.	Technician Avionics Grade 2 (Time Progression) Fly 2-4
45.	Technician Avionics Manager
46.	Technician Avionics Supervisor (Competency Progression) Aircrewman
47.	Technician Electrical Advanced Grade 2
48.	Technician Electrical Supervisor Grade 2
49.	Technician Electronic Systems Advanced Grade 2
50.	Technician Electronic Systems Specialist
51.	Technician Electronic Systems Supervisor Grade 2
52.	Telecommunications Systems Manager

<b>Pay grade 7</b>	
<b>Column 1</b>	<b>Column 2</b>
<b>Item</b>	<b>Employment Category</b>
1.	Aircraft Structural Fitter Artisan
2.	Aircrewman Leader Instructor (Competency Progression)
3.	Aircrewman Manager Instructor (Competency Progression)
4.	Aircrewman Supervisor Instructor (Competency Progression)
5.	Aircrewman (Time Progression) Fly 6-8
6.	Aircrewman (Time Progression) Fly 8-10
7.	Aircrewman Leader (Time Progression) Fly 6-8
8.	Aircrewman Leader (Time Progression) Fly 8-10
9.	Aircrewman Manager (Time Progression) Fly 6-8
10.	Aircrewman Manager (Time Progression) Fly 8-10
11.	Aircrewman Supervisor (Time Progression) Fly 6-8
12.	Aircrewman Supervisor (Time Progression) Fly 8-10
13.	Artificer Aircraft (Time Progression) Fly 4-6
14.	Artificer Aircraft
15.	Artificer Avionics
16.	Artificer Avionics (Time Progression) Fly 4-6
17.	Commando Grade 2
18.	Commando Grade 3
19.	Electronic Warfare Manager
20.	Technician Aircraft Grade 2 (Time Progression) Fly 4-6
21.	Technician Aircraft Grade 2 (Time Progression) Fly 6-8
22.	Technician Aircraft Manager (Competency Progression) Aircrewman
23.	Technician Avionics Grade 2 (Time Progression ) Fly 4-6

<b>Pay grade 7 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
24.	Technician Avionics Grade 2 (Time Progression ) Fly 6-8
25.	Technician Avionics Manager (Competency Progression) Aircrewman

<b>Pay grade 8</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Aircrewman (Time Progression) Fly 10+
2.	Aircrewman Leader (Time Progression) Fly 10+
3.	Aircrewman Manager (Time Progression) Fly 10+
4.	Aircrewman Supervisor (Time Progression) Fly 10+
5.	Artificer Aircraft (Time Progression) Fly 6-8
6.	Artificer Aircraft (Time Progression) Fly 8-10
7.	Artificer Avionics (Time Progression) Fly 6-8
8.	Artificer Avionics (Time Progression) Fly 8-10
9.	Commando Grades 4 to 7
10.	Section Commander Commando
11.	Special Air Service Trooper Grade 1
12.	Supervisor Commando Operations
13.	Supervisor Commando Platoon Operations
14.	Technician Aircraft Grade 2 (Time Progression) Fly 8-10
15.	Technician Aircraft Grade 2 (Time Progression) Fly 10+
16.	Technician Avionics Grade 2 (Time Progression) Fly 8-10
17.	Technician Avionics Grade 2 (Time Progression) Fly 10+

<b>Pay grade 9</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Special Air Service Trooper Grade 2
2.	Articifer Aircraft (Time Progression) Fly 10+
3.	Articifer Avionics (Time Progression) Fly 10+

<b>Pay grade 10</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Special Air Service Trooper Grade 3

**Part 3: Air Force**

**Note:** In this Part, Air Force Aircrew musterings (i.e. Airborne Electronic Analyst, Crew Attendant, Flight Engineer and Loadmaster) in the time progression stream, may have one of the following abbreviated descriptors in the category title:

<b>Item</b>	<b>This descriptor...</b>	<b>means...</b>
1.	Fly 0	No liability to fly <sup>1</sup>
2.	Fly 0-2	Flying experience of less than 2 years
3.	Fly 2-4	Flying experience of 2 years up to 4 years
4.	Fly 4-6	Flying experience of 4 years up to 6 years
5.	Fly 6-8	Flying experience of 6 years up to 8 years
6.	Fly 8-10	Flying experience of 8 years up to 10 years
7.	Fly 10+	Flying experience of 10 or more years
<sup>1</sup> Note: This may apply to an Other Rank member who is commissioning to Officer if the member is commissioning to a non-flying specialisation.		

<b>Pay grade 1</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Air Base Protection Grade 1
2.	General Hand
3.	Mess Operator Grade 1
4.	Steward Grade 1
5.	Telephone Operator

<b>Pay grade 2</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Air Base Protection Grade 2
2.	Aircraft Mechanic
3.	Airfield Defence Guard Grade 1
4.	Armament Mechanic
5.	Avionics Mechanic
6.	Clerk Grade 1
7.	Communications Electronic Mechanic
8.	Cook Grade 1
9.	Crew Attendant General — Time Progression Fly 0
10.	Dental Assistant
11.	Dental Assistant Grade 1
12.	Mess Operator Grade 2
13.	Motor Transport Driver Grade 1
14.	Movements Grade 1
15.	Steward Grade 2
16.	Supply Grade 1

<b>Pay grade 3</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Aircraft Fitter Grade 1
2.	Aircraft Life Support Fitter Grade 1
3.	Aircraft Structural Fitter Grade 1

<b>Pay grade 3 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
4.	Aircraft Surface Finisher
5.	Aircraft Surface Finisher Grade 1
6.	Airfield Defence Guard Grade 2
7.	Air Surveillance Operator Grade 1
8.	Armament Fitter Grade 1
9.	Avionics Fitter Grade 1
10.	Carpenter Grade 1
11.	Clerk Grade 2
12.	Communications and Information Systems Controller Grade 1
13.	Communications Electronic Fitter Grade 1
14.	Cook Grade 2
15.	Crew Attendant — Competency Progression Grade 1
16.	Crew Attendant — Time Progression Fly 0
17.	Crew Attendant General — Time Progression Grade 1 Fly 0-2
18.	Dental Assistant Grade 2
19.	Electrician Grade 1
20.	Firefighter
21.	Geospatial Imagery Intelligence Analyst
22.	Ground Mechanical Engineering Fitter Grade 1
23.	Ground Support Equipment Fitter Grade 1
24.	Medical Assistant Grade 1
25.	Motor Transport Driver Grade 2
26.	Movements Grade 2

<b>Pay grade 3 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
27.	Physical Training Instructor Grade 1
28.	Plant Operator Grade 1
29.	Plumber Grade 1
30.	Security Police Grade 1 — Military Working Dog Handler
31.	Security Police Grade 1 — Security and Law Enforcement
32.	Supply Grade 2
33.	Tailor

<b>Pay grade 4</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Advanced Aircraft Life Support Fitter
2.	Advanced Aircraft Surface Finisher
3.	Advanced Ground Mechanical Engineering Fitter
4.	Advanced Ground Support Equipment Fitter
5.	Air Surveillance Operator Grade 2
6.	Aircraft Fitter Grade 2
7.	Aircraft Life Support Fitter Grade 2
8.	Aircraft Structural Fitter Grade 2
9.	Airfield Defence Guard Grade 3
10.	Armament Fitter Grade 2
11.	Avionics Fitter Grade 2
12.	Carpenter Grade 2

<b>Pay grade 4 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
13.	Clerk Grade 3
14.	Communications and Information Systems Controller
15.	Communications and Information Systems Controller Grade 2
16.	Communications Electronic Fitter Grade 2
17.	Cook Grade 3
18.	Crew Attendant — Competency Progression Grade 2
19.	Crew Attendant — Time Progression Grade 1 Fly 0-2
20.	Dental Supervisor
21.	Electrician Grade 2
22.	Electroplater
23.	Environmental Health Surveyor
24.	Firefighter Grade 1
25.	Firefighter Grade 2
26.	Geospatial Imagery Intelligence Analyst Grade 1
27.	Ground Mechanical Engineering Fitter Grade 2
28.	Ground Support Engineering Manager Grade 1
29.	Ground Support Equipment Fitter Grade 2
30.	Loadmaster — Time Progression Fly 0
31.	Medical Assistant Grade 2
32.	Metal Mechanist Grade 1
33.	Movements Grade 3
34.	Musician Grade 2
35.	Operating Theatre Technician

<b>Pay grade 4 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
36.	Photographer Grade 1
37.	Physical Training Instructor Grade 2
38.	Physical Training Instructor Grade 3
39.	Plant Operator Grade 2
40.	Plumber Grade 2
41.	Security Police Grade 2 — Security and Law Enforcement
42.	Senior Dental Assistant — Preventative
43.	Signals Operator Linguist Grade 1
44.	Signals Operator Technical Grade 1
45.	Supply Grade 3
46.	Works Supervisor Grade 1

<b>Pay grade 5</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Advanced Aircraft Life Support Supervisor
2.	Aircraft Surface Finisher Supervisor
3.	Advanced Aircraft Structural Fitter
4.	Advanced Aircraft Structural Technician
5.	Advanced Aircraft Technician
6.	Advanced Avionics Technician
7.	Advanced Communications Electronic Technician
8.	Airborne Electronics Analyst — Competency Progression Grade 1 (Non-Feeder)

<b>Pay grade 5 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
9.	Airborne Electronics Analyst — Time Progression Fly 0
10.	Airborne Electronics Analyst — Time Progression Grade 1 Fly 0-2
11.	Airborne Electronics Analyst Single Station — Time Progression Grade 1 Fly 0-2
12.	Airborne Electronics Analyst Single Station — Time Progression Grade 2 Fly 2-4
13.	Aircraft Structural Technician
14.	Aircraft Technician
15.	Aircraft Technician Grade 1
16.	Aircraft Technician Grade 2
17.	Air Surveillance Operator Supervisor
18.	Air Surveillance Operator Manager
19.	Armament Technician
20.	Avionics Technician
21.	Avionics Technician Grade 1
22.	Avionics Technician Grade 2
23.	Carpenter Foreman
24.	Communications Electronic Technician
25.	Communications and Information Systems Controller Grade 3
26.	Crew Attendant — Competency Progression Grade 3
27.	Crew Attendant — Time Progression Grade 2 Fly 2-4
28.	Crew Attendant — Time Progression Grade 3 Fly 4-6
29.	Dental Manager
30.	Dental Technician

<b>Pay grade 5 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
31.	Detachment Supervisor Communications and Information System Controller
32.	Electrician Foreman
33.	Firefighter Manager
34.	Firefighter Grade 3
35.	Flight Engineer — Time Progression Fly 0
36.	Flight Engineer — Time Progression Grade 1 Fly 0-2
37.	Flight Test Photographer
38.	Geospatial Imagery Intelligence Analyst Grade 2
39.	Ground Mechanical Engineering Technician
40.	Ground Mechanical Engineering Supervisor
41.	Ground Support Engineering Manager Grade 2
42.	Ground Support Engineering Technician
43.	Ground Support Equipment Technician
44.	Ground Support Equipment Supervisor
45.	Imagery Production Manager
46.	Imagery Production Manager (Flight Test Photographer)
47.	Laboratory Technician
48.	Load Master — Competency Progression Grade 1
49.	Load Master — Time Progression Grade 1 Fly 0-2
50.	Load Master — Time Progression Grade 2 Fly 2-4
51.	Manager Airfield Defence Guard
52.	Medical Assistant Manager

<b>Pay grade 5 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
53.	Metal Machinist Grade 2
54.	Musician Grade 3
55.	Photo Unit Supervisor
56.	Photo Unit Supervisor (Flight Test Photographer)
57.	Photographer Grade 2
58.	Plant Operator Foreman
59.	Plumber Foreman
60.	Physical Training Instructor Grade 4
61.	Security Police Grade 3 — Service Investigator
62.	Signals Operator
63.	Signals Operator Linguist Grade 2
64.	Signals Operator Technical Grade 2
65.	Supervisor Airfield Defence Guard
66.	Supervisor Communications and Information Systems Controller
67.	Supervisor Trades
68.	Unit Flight Test Specialist
69.	Works Supervisor Grade 2
70.	Works Supervisor Grade 3

<b>Pay grade 6</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Aircraft Life Support Technical Manager

<b>Pay grade 6 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
2.	Aircraft Supervisor
3.	Aircraft Surface Finisher Technical Manager
4.	Aircraft Structures Supervisor
5.	Armament Supervisor
6.	Avionics Supervisor
7.	Airborne Electronics Analyst — Competency Progression Grade 1 (Feeder)
8.	Airborne Electronics Analyst — Competency Progression Grade 2
9.	Airborne Electronics Analyst — Time Progression Grade 2 Fly 2-4
10.	Airborne Electronics Analyst Single Station — Time Progression Grade 3 Fly 4-6
11.	Communications Electronics Supervisor
12.	Crew Attendant — Competency Progression Grade 4
13.	Crew Attendant — Time Progression Grade 4 Fly 6-8
14.	Flight Engineer — Competency Progression Grade 1
15.	Flight Engineer — Time Progression Grade 2 Fly 2-4
16.	Geospatial Imagery Intelligence Analyst Manager
17.	Geospatial Imagery Intelligence Analyst Supervisor
18.	Ground Technical Manager
19.	Loadmaster — Competency Progression Grade 2
20.	Loadmaster — Time Progression Grade 3 Fly 4-6
21.	Manager Communications and Information Systems Controller
22.	Manager Trades
23.	Non-Destructive Inspection Technician Level 1

<b>Pay grade 6 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
24.	Security Police Grade 4 – Service Investigator
25.	Signals Operator Linguist General
26.	Signals Operator Linguist Analyst
27.	Signals Operator Technical Analyst
28.	Special Tactics Grade 1
29.	Works Manager

<b>Pay grade 7</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Airborne Electronics Analyst — Competency Progression Grade 3
2.	Airborne Electronics Analyst — Competency Progression Grade 4
3.	Airborne Electronics Analyst — Time Progression Grade 3 Fly 4-6
4.	Airborne Electronics Analyst — Time Progression Grade 4 Fly 6-8
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 4 Fly 6-8
6.	Airborne Electronics Analyst Single Station — Time Progression Grade 5 Fly 8-10
7.	Aircraft Structures Technical Manager
8.	Aircraft Systems Technician
9.	Aircraft Technical Manager
10.	Armament Technical Manager
11.	Avionics Systems Technician
12.	Avionics Technical Manager

<b>Pay grade 7 continued.</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
13.	Communications Electronic Systems Technician
14.	Communications Electronic Technical Manager
15.	Crew Attendant — Time Progression Grade 5 Fly 8-10
16.	Crew Attendant — Time Progression Grade 6 Fly 10+
17.	Flight Engineer — Competency Progression Grade 2
18.	Flight Engineer — Time Progression Grade 3 Fly 4-6
19.	Flight Engineer — Time Progression Grade 4 Fly 6-8
20.	Loadmaster — Competency Progression Grade 3
21.	Loadmaster — Competency Progression Grade 4
22.	Loadmaster — Time Progression Grade 4 Fly 6-8
23.	Loadmaster — Time Progression Grade 5 Fly 8-10
24.	Non-Destructive Inspection Technical Manager Level 2
25.	Senior Manager Processing
26.	Senior Manager Technical
27.	Signals Operator Linguist Advanced
28.	Signals Operator Linguist Advanced Analyst
29.	Signals Operator Technical Advanced Analyst
30.	Special Tactics Grade 2
31.	Special Tactics Grade 3

<b>Pay grade 8</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Airborne Electronics Analyst — Competency Progression Grade 5
2.	Airborne Electronics Analyst —Competency Progression Grade 6
3.	Airborne Electronics Analyst —Time Progression Grade 5 Fly 8-10
4.	Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 6 Fly 10+
6.	Flight Engineer — Competency Progression Grade 3
7.	Flight Engineer — Competency Progression Grade 4
8.	Flight Engineer — Competency Progression Grade 5
9.	Flight Engineer — Time Progression Grade 5 Fly 8-10
10.	Flight Engineer — Time Progression Grade 6 Fly 10+
11.	Loadmaster — Time Progression Grade 6 Fly 10+
12.	Special Tactics Grade 4

## Schedule B.12

### Other rank salary rates

#### Part 1: Member of the Permanent Force

Column 1 Rank and increment				Column 2 Yearly salary rate for pay grade									
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	1	\$60,453	\$62,585	\$65,320	\$68,273	\$71,463	\$74,907	\$78,627	\$82,645	\$86,983	\$91,670
			0	\$59,204	\$61,336	\$64,071	\$67,025	\$70,214	\$73,659	\$77,379	\$81,396	\$85,734	\$90,422
	Staff Sergeant		0	\$57,218	\$59,350	\$62,084	\$65,037	\$68,227	\$71,672	\$75,391	\$79,409	\$83,748	\$88,435
Petty Officer	Sergeant	Sergeant	2	\$53,357	\$55,489	\$58,224	\$61,178	\$64,368	\$67,812	\$71,532	\$75,549	\$79,888	\$84,575
			1	\$52,248	\$54,380	\$57,114	\$60,068	\$63,258	\$66,702	\$70,421	\$74,439	\$78,778	\$83,466
			0	\$51,160	\$53,292	\$56,027	\$58,981	\$62,170	\$65,615	\$69,334	\$73,351	\$77,690	\$82,378
Leading Seaman	Corporal	Corporal	2	\$46,120	\$48,252	\$50,986	\$53,940	\$57,130	\$60,574	\$64,293	\$68,311	\$72,650	\$77,337
			1	\$45,155	\$47,287	\$50,022	\$52,975	\$56,165	\$59,609	\$63,329	\$67,346	\$71,685	\$76,372
			0	\$44,209	\$46,341	\$49,076	\$52,029	\$55,219	\$58,663	\$62,383	\$66,400	\$70,739	\$75,427
	Lance Corporal		0	\$40,665	\$42,797	\$45,532	\$48,486	\$51,675	\$55,119	\$58,839	\$62,857	\$67,195	\$71,883
Able Seaman	Private Proficient	Leading Aircraftman	0	\$39,826	\$41,958	\$44,692	\$47,646	\$50,836	\$54,281	\$58,000	\$62,017	\$66,356	\$71,043
Seaman	Private	Aircraftman	0	\$39,003	\$41,136	\$43,870	\$46,823	\$50,013	\$53,458	\$57,178	\$61,194	\$65,534	\$70,221

**Part 2: Member of the Reserve Force on non-discounted rate**

<b>Column 1 Rank and increment</b>				<b>Column 2 Non-discounted daily salary rate for pay grade</b>									
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>Increment</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>Chief Petty Officer</b>	<b>Warrant Officer Class 2</b>	<b>Flight Sergeant</b>	<b>1</b>	\$165.62	\$171.47	\$178.96	\$187.05	\$195.79	\$205.22	\$215.42	\$226.42	\$238.31	\$251.15
			<b>0</b>	\$162.20	\$168.04	\$175.54	\$183.63	\$192.37	\$201.81	\$212.00	\$223.00	\$234.89	\$247.73
	<b>Staff Sergeant</b>		<b>0</b>	\$156.76	\$162.60	\$170.09	\$178.18	\$186.92	\$196.36	\$206.55	\$217.56	\$229.45	\$242.29
<b>Petty Officer</b>	<b>Sergeant</b>	<b>Sergeant</b>	<b>1</b>	\$146.18	\$152.02	\$159.52	\$167.61	\$176.35	\$185.79	\$195.98	\$206.98	\$218.87	\$231.71
			<b>0</b>	\$140.16	\$146.01	\$153.50	\$161.59	\$170.33	\$179.77	\$189.96	\$200.96	\$212.85	\$225.69
<b>Leading Seaman</b>	<b>Corporal</b>	<b>Corporal</b>	<b>1</b>	\$126.36	\$132.20	\$139.69	\$147.78	\$156.52	\$165.96	\$176.15	\$187.15	\$199.04	\$211.88
			<b>0</b>	\$121.12	\$126.96	\$134.45	\$142.55	\$151.28	\$160.72	\$170.91	\$181.92	\$193.81	\$206.65
	<b>Lance Corporal</b>		<b>0</b>	\$111.41	\$117.25	\$124.75	\$132.84	\$141.58	\$151.01	\$161.20	\$172.21	\$184.10	\$196.94
<b>Able Seaman</b>	<b>Private Proficient</b>	<b>Leading Aircraftman</b>	<b>0</b>	\$109.11	\$114.95	\$122.44	\$130.54	\$139.28	\$148.72	\$158.90	\$169.91	\$181.80	\$194.64
<b>Seaman</b>	<b>Private</b>	<b>Aircraftman</b>	<b>0</b>	\$106.86	\$112.70	\$120.19	\$128.28	\$137.02	\$146.46	\$156.65	\$167.65	\$179.55	\$192.39

**Part 3: Member of the Reserve Force on discounted rate**

Column 1 Rank and increment				Column 2 Non-discounted daily salary rate for pay grade									
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	1	\$140.78	\$145.75	\$152.12	\$158.99	\$166.42	\$174.44	\$183.10	\$192.46	\$202.56	\$213.48
			0	\$137.87	\$142.84	\$149.21	\$156.09	\$163.51	\$171.53	\$180.20	\$189.55	\$199.65	\$210.57
	Staff Sergeant		0	\$133.25	\$138.21	\$144.58	\$151.46	\$158.88	\$166.91	\$175.57	\$184.93	\$195.03	\$205.94
Petty Officer	Sergeant	Sergeant	1	\$124.26	\$129.22	\$135.59	\$142.47	\$149.90	\$157.92	\$166.58	\$175.94	\$186.04	\$196.96
			0	\$119.14	\$124.10	\$130.47	\$137.35	\$144.78	\$152.80	\$161.46	\$170.82	\$180.92	\$191.84
Leading Seaman	Corporal	Corporal	1	\$107.40	\$112.37	\$118.73	\$125.61	\$133.04	\$141.06	\$149.72	\$159.08	\$169.18	\$180.10
			0	\$102.95	\$107.92	\$114.29	\$121.16	\$128.59	\$136.61	\$145.28	\$154.63	\$164.73	\$175.65
	Lance Corporal		0	\$94.70	\$99.66	\$106.03	\$112.91	\$120.34	\$128.36	\$137.02	\$146.38	\$156.48	\$167.40
Able Seaman	Private Proficient	Leading Aircraftman	0	\$92.75	\$97.71	\$104.08	\$110.96	\$118.39	\$126.41	\$135.07	\$144.42	\$154.53	\$165.44
Seaman	Private	Aircraftman	0	\$90.83	\$95.80	\$102.16	\$109.04	\$116.47	\$124.49	\$133.15	\$142.51	\$152.61	\$163.53

## Schedule B.13

### Trainee salary rates

#### Part 1: Permanent Force

Column 1 Item	Column 2 Training capacity	Column 3 Rate of salary \$ a year
1.	Normal entry recruit during basic recruit training	\$30,709
2.	Member undergoing initial category or trade or employment training	
	0-6 months	\$35,096
	6-12 months	\$37,290
	12 months +	\$39,483
3.	Trainee, other than a member referred to in item 2 or 3, undertaking a Certificate of Technology course:	
	1st year	\$24,129
	2nd year	\$28,516
	3rd year	\$32,903
4.	Member undertaking a combination of degree course and officer training, or study in preparation for such a course:	
	while undertaking matriculation or equivalent studies	\$21,445
	1st year of training	\$26,211
	2nd year of training	\$30,976
	3rd year of training	\$35,742
	4th year of training	\$40,508
5.	Member participating in the undergraduate entry scheme:	
	with 4 years to graduation	\$26,211
	with 3 years to graduation	\$30,976
	with 2 years to graduation	\$35,742
	in final year	\$40,508
	Year of internship (first postgraduate medical year)	\$60,330
6.	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	\$21,445
	with 5 years to graduation	\$21,445
	with 4 years to graduation	\$26,211
	with 3 years to graduation	\$30,976
	with 2 years to graduation	\$35,742
	in final year	\$40,508

**Part 1: Permanent Force (continued)**

<b>Column 1 Item</b>	<b>Column 2 Training capacity</b>	<b>Column 3 Rate of salary \$ a year</b>
7.	<p>Member undergoing officer training and not undertaking a degree course:</p> <p>in the case of a member of the Army or the Air Force Ground Defence Officer specialisation undergoing an 18-month course of military studies:</p> <ul style="list-style-type: none"> <li>• for the first 6 months of the course</li> <li>• for the final 12 months of the course</li> </ul> <p>in the case of any other member of the Army or Air Force:</p> <ul style="list-style-type: none"> <li>• without a degree</li> <li>• with a degree</li> </ul> <p>in the case of a member of the Navy:</p> <ul style="list-style-type: none"> <li>• without a degree (1st year)</li> <li>• without a degree (2nd year)</li> <li>• with a degree</li> </ul>	<p>\$35,742</p> <p>\$40,508</p> <p>\$35,742</p> <p>\$40,508</p> <p>\$35,742</p> <p>\$40,508</p> <p>\$40,508</p>
8.	<p>Member participating in the graduate medical scheme who immediately before entering the scheme was not a member rendering continuous full-time service:</p> <p>1st year</p> <p>2nd year</p> <p>3rd year</p> <p>4th year</p> <p>year of internship (first postgraduate medical year)</p>	<p>\$50,754</p> <p>\$52,560</p> <p>\$54,446</p> <p>\$56,362</p> <p>\$60,330</p>

**Part 2: Reserve Force**

<b>Column 1 Item</b>	<b>Column 2 Training capacity</b>	<b>Column 3 Rate of salary \$ a day</b>
1.	Recruit during basic recruit training	\$73.20
2.	Private or equivalent not having completed category training, or military trade skill test	\$86.54
3.	Student at Officer Training Unit: without a degree	\$85.19
	with a degree	\$96.55

**Schedule B.14****Specialist Officer – Aviation****Part 1: Officer of the Permanent Force**

<b>Column 1 Item</b>	<b>Column 2 Class</b>	<b>Column 3 Experience level</b>	<b>Column 4 Rate of salary \$ a year</b>
1.	All Aircrew Officers Air Traffic Control Officers	AS 0	\$72,480
		AS 1	\$75,585
		AS 2	\$78,690
		AS 3	\$81,795
		AS 4	\$84,900
		AS 5	\$88,005
		AS 6	\$91,110
		AS 7	\$94,215
		AS 8	\$97,320
		AS 9	\$100,425
		AS 10	\$103,530
		AS 11	\$106,635
		AS 12	\$109,740
		AS 13	\$112,845
		AS 14	\$115,950
		AS 15	\$119,055
AS 16	\$122,160		
2.	All Aircrew Officers Air Traffic Control officers who have held a detachment command position	AS 17	\$125,265
		AS 18	\$127,335
		AS 19	\$129,405
3.	All Aircrew Officers	AS 20	\$131,475
		AS 21	\$133,545
		AS 22	\$135,615
		AS 23	\$137,685
		AS 24	\$139,755
4.	Aircrew officers who have held the rank of Colonel (06) and either command at Tier 1 or Tier 2 (General Service Officer Grade 8)	AS 25	\$141,825
		AS 26	\$143,895
		AS 27	\$145,965
		AS 28	\$148,035
		AS 29	\$150,105

**Part 2: Officer of the Reserve Force on non-discounted rate**

<b>Column 1 Item</b>	<b>Column 2 Class</b>	<b>Column 3 Experience level</b>	<b>Column 4 Rate of salary \$ a day</b>
1.	All Aircrew Officers Air Traffic Control Officers	AS 0	\$198.58
		AS 1	\$207.08
		AS 2	\$215.59
		AS 3	\$224.10
		AS 4	\$232.60
		AS 5	\$241.11
		AS 6	\$249.62
		AS 7	\$258.12
		AS 8	\$266.63
		AS 9	\$275.14
		AS 10	\$283.64
		AS 11	\$292.15
		AS 12	\$300.66
		AS 13	\$309.16
		AS 14	\$317.67
		AS 15	\$326.18
AS 16	\$334.68		
2.	All Aircrew Officers Air Traffic Control officers who have held a detachment command position	AS 17	\$343.19
		AS 18	\$348.86
		AS 19	\$354.53
3.	All Aircrew Officers	AS 20	\$360.21
		AS 21	\$365.88
		AS 22	\$371.55
		AS 23	\$377.22
		AS 24	\$382.89
4.	Aircrew officers who have held the rank of Colonel (06) and either command at Tier 1 or Tier 2 (General Service Officer Grade 8)	AS 25	\$388.56
		AS 26	\$394.23
		AS 27	\$399.90
		AS 28	\$405.58
		AS 29	\$411.25