

**DEFENCE FORCE REMUNERATION TRIBUNAL**

**MATTER NO 2 OF 2003**

**REMUNERATION REFORM PROJECT (RRP)  
SALARY FOR STAR RANK OFFICERS**

**STATEMENT**

In the Tribunal's reasons for decision on the Remuneration Reform Project, issued on 27 February 2006, we approved a new salary structure to apply to General Officers in the ranks 01 – 06. However, we did not accept the ADF's submissions on setting salaries for 07 and 08 rank officers. We noted that separate remuneration arrangements now apply for star rank officers and expressed support for more flexible arrangements to apply to these officers. As indicated, the Tribunal has continued inquiry to determine the salary structure to apply to 07 and 08 rank officers.

Subsequently, the ADF and the Commonwealth made a joint submission to the Tribunal on 12 April, which was discussed in conference on 20 April. They proposed a flexible remuneration model in which the Tribunal set a salary range for each rank and the CDF recommended to the Tribunal the salary levels for individual star rank officers.

The Tribunal supports this initiative. While we have sought a further submission to clarify some issues of process, we are satisfied that the salary ranges proposed are appropriate as a starting point, and will issue a determination accordingly. The salary ranges are to be:

\$122,727 - \$147,272 for 07 Officers; and  
\$148,397 - \$178,076 for 08 Officers.

21 April 2006

We intend that the CDF may recommend to the Tribunal a salary within these ranges for an individual officer, applying the articulated criteria.

Reasons for decision will be issued when the outstanding process matters are finalised. In the meantime, the Tribunal has requested the parties to prepare an appropriate determination giving effect to the salary ranges above.