

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 3 OF 2006

REMUNERATION REFORM PROJECT – OFFICER AND WARRANT OFFICER SALARIES

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

Commencement

1. This Determination commences on 5 October 2006.

Amendment

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

Clause 13 (Rate of salary for officer)

3. Substitute:

“Rate of salary for senior officer

13. The rate of salary applicable to a senior officer with the rank of Brigadier or above is the rate specified in column 2 of Part 1 of Schedule 2, opposite the officer’s rank in column 1.

Graded pay structure for officer

13A.1 This clause applies to an officer who is not in one of the following classes:

- (a) A senior officer with the rank of Brigadier or higher.
- (b) A specialist officer, including any of the following:
 - (i) A chaplain.
 - (ii) A dental officer.
 - (iii) A legal officer.
 - (iv) A medical officer.

13A.2 The rate of salary that an officer is to be paid is the rate in Part 1 of Schedule 2A that corresponds to both of the following factors.

- (a) The rank and increment held by the officer and listed in column 1 of Part 1 of Schedule 2A.
- (b) The pay grade held by the officer and listed under column 2 of that table.

13A.3 If salary is not payable to an officer at a pay grade specified in recognition of the member's level of qualification and skill for the purposes of clause 13C, the officer holds pay grade 2 under Part 1 of Schedule 2A.

Graded pay structure for Warrant Officer Class 1

13B.1 This clause applies to a member with the rank of Warrant Officer Class 1.

13B.2 The rate of salary that a member is to be paid is the rate in Part 1 of Schedule 2B that corresponds to both of the following factors.

- (a) The rank and increment held by the member and listed in column 1 of Part 1 of Schedule 2B.
- (b) The pay grade held by the member and listed under column 2 of that table.

13B.3 If salary is not payable to a member at a pay grade specified in recognition of the member's level of qualification and skill for the purposes of clause 13C, the member holds pay grade 2 under Part 1 of Schedule 2B.

Graded pay structure and allowances – continuous full time service

13C.1 This clause applies to an officer or Warrant Officer Class 1 if an allowance for qualification and skill is payable under any of the following Determinations.

- (a) Determination No. 9 of 1995, Submarine Service Allowance.
- (b) Determination No. 7 of 1997, Flying Allowance.
- (c) Determination No. 11 of 2002, Special Action Forces Allowance.
- (d) Determination No. 19 of 2002, Specialist Operations Allowance.

13C.2 The member is to be paid salary at the pay grade that corresponds to the member's level of qualification and skill in column 2 of Schedule 2C and that is listed in whichever of column 3 or 4 of Schedule 2C is relevant for the member's rank.

13C.3 While salary is payable at a pay grade applicable to the member under Schedule 2C, the member is not to be paid an amount for qualification and skill under an allowance mentioned in subclause 1.

13C.4 A member’s eligibility for a pay grade under this clause is taken to be subject to the same conditions as the allowance for qualification and skill that would otherwise be payable to the member under a Determination listed in subclause 1.

13C.5 A member’s pay grade under this clause is taken to be retained subject to the same conditions as an allowance that would otherwise be payable to the member under the retention period in a Determination listed in subclause 1.”.

Clause 14 (Rate of salary on advancement from other rank)

4. Substitute:

“**14.1** This clause applies to an officer who meets both of the following conditions:

- (a) The member is appointed as an officer.
- (b) The member held non-commissioned rank as a Sergeant (E) or higher immediately before being appointed and commissioned as an officer.

14.2 The officer is to be paid salary at the rate for their rank, increment and pay grade under Schedule 3.

14.3 For any period when salary is payable to the officer under Schedule 3, they are taken not to be eligible for salary under Schedule 2A.

14.4 The officer’s eligibility for pay under this clause ends on the day that the rate of salary that would otherwise be payable to the officer under Schedule 2A is a rate higher than the rate payable to the member under Schedule 3.

14.5 If the officer’s pay grade changes and subclause 4 does not apply to the officer, the officer is to be paid salary at the rate for their rank, increment and new pay grade under Schedule 3.”.

Clause 17 (Rate of salary - member below the rank of Warrant Officer Class 1)

5. Substitute:

“**17.** The rate of salary applicable to a member with a rank below Warrant Officer Class 1 is the rate specified for the member’s pay group in column 2 of Schedule 6 opposite the member’s rank in column 1.”.

Clause 22 (Rate of salary - officer of the Reserve Forces)

6. Substitute:

“Rate of salary for senior officer of the Reserve Forces

22. The rate of salary applicable to a senior officer of the Reserve Forces with the rank of Brigadier or above is the rate specified in column 2 of Part 2 of Schedule 2, opposite the officer’s rank in column 1.

Graded pay structure for officer of the Reserve Forces

22A.1 This clause applies to an officer of the Reserve Forces who is not in one of the following classes:

- (a) A senior officer with the rank of Brigadier or higher.
- (b) A specialist officer, including any of the following:
 - (i) A chaplain.
 - (ii) A dental officer.
 - (iii) A legal officer.
 - (iv) A medical officer.

22A.2 The rate of salary that an officer is to be paid is the rate in Part 2 of Schedule 2A that corresponds to both of the following factors.

- (a) The rank and increment held by the officer and listed in column 1 of Part 2 of Schedule 2A.
- (b) The pay grade held by the officer and listed under column 2 of that table.

22A.3 If salary is not payable to an officer at a pay grade specified in recognition of the officer's level of qualification and skill for the purposes of clause 22C, the member holds pay grade 2 under Part 2 of Schedule 2.

Graded pay structure for Warrant Officer Class 1 of the Reserve Forces

22B.1 This clause applies to a member of the Reserve Forces with the rank of Warrant Officer Class 1.

22B.2 The rate of salary that an officer is to be paid is the rate in Part 2 of Schedule 2B that corresponds to both of the following factors.

- (a) The rank and increment held by the member and listed in column 1 of Part 2 of Schedule 2B.
- (b) The pay grade held by the member and listed under column 2 of that table.

22B.3 If salary is not payable to a member at a pay grade specified in recognition of the member's level of qualification and skill for the purposes of clause 22C, the member holds pay grade 2 under Part 2 of Schedule 2B.

Graded pay structure and allowances – member of the Reserve Forces

22C.1 This clause applies to an officer or Warrant Officer Class 1 in the Reserve Forces if an allowance for qualification and skill is payable under any of the following Determinations.

- (a) Determination No. 9 of 1995, Submarine Service Allowance.
- (b) Determination No. 7 of 1997, Flying Allowance.
- (c) Determination No. 11 of 2002, Special Action Forces Allowance.
- (d) Determination No. 19 of 2002, Specialist Operations Allowance.

22C.2 The member is to be paid salary at the pay grade that corresponds to the member's level of qualification and skill in column 2 of Schedule 2C and that is listed in whichever of column 3 or 4 of Schedule 2C is relevant for the member's rank.

22C.3 While salary is payable at a pay grade applicable to the member under Schedule 2C, the member is not to be paid an amount for qualification and skill under an allowance mentioned in subclause 1.

22C.4 A member's eligibility for a pay grade under this clause is taken to be subject to the same conditions as the allowance for qualification and skill that would otherwise be payable to the member under a Determination listed in subclause 1.

22C.5 A member's pay grade under this clause is taken to be retained subject to the same conditions as an allowance that would otherwise be payable to the member under the retention period in a Determination listed in subclause 1.”.

Clause 26 (Rate of salary - member of the Reserve Forces below the rank of Warrant Officer Class 1)

7. Substitute:

“26. The rate of salary applicable to a member with a rank below Warrant Officer Class 1 is the rate specified for the member's pay group in column 2 of Schedule 13 opposite the member's rank in column 1.”.

Schedule 2 (Scale of annual rates - officer of the Permanent Force)

8. Substitute with the Schedules at Attachment A.

Schedule 3 (Scale of annual rates - officer of the Permanent Force enlisted before appointment as officer)

9. Substitute with the Schedule at Attachment B.

Schedule 6 (Scale of annual rates - other rank of the Permanent Force)

10. Substitute with the Schedule at Attachment C.

Schedule 9 (Scale of daily rates - officer of the Reserve Forces)

11. Omit the Schedule.

Schedule 13 (Scale of daily rates - other rank of the Reserve Forces)

12. Substitute with the Schedule at Attachment D.

Dated this twentieth day of April two thousand and six.

Senior Deputy President R N Cartwright(signed).....
President

Mr G D John(signed).....
Member

Ref210

ATTACHMENT A

Schedule 2
Salary rates for senior officers

Part 1: Senior officer of the Permanent Force

Column 1 Rank				Column 2 Annual rate of salary (\$)
Commodore	Brigadier		Air Commodore	122,727
Rear Admiral	Major General		Air Vice Marshal	148,397

Part 2: Senior officer of the Reserve Forces

Column 1 Rank				Column 2 Daily rate of salary (\$)
Commodore	Brigadier		Air Commodore	285.80
Rear Admiral	Major General		Air Vice Marshal	345.58
Vice Admiral	Lieutenant General		Air Marshal	497.63
Admiral	General		Air Chief Marshal	641.97

Schedule 2A
Salary rates and pay grades for officers

Part 1: Officer of the Permanent Force										
Column 1 Rank and increment				Column 2						
				Annual salary rate for pay grade						
Navy	Army	Air Force		1	2	2A	3	3A	4	4A
Captain	Colonel	Group Captain	O6 - 1	\$106,730	\$109,775	\$111,531	\$113,289	\$114,944	\$116,333	\$116,800
			O6 - 0	\$103,691	\$106,736	\$108,492	\$110,250	\$111,905	\$113,294	\$113,761
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$91,150	\$94,195	\$95,951	\$97,709	\$99,363	\$100,753	\$101,220
			O5 - 0	\$88,169	\$91,214	\$92,970	\$94,728	\$96,382	\$97,772	\$98,239
Lieutenant Commander	Major	Squadron Leader	O4 - 2	\$66,044	\$69,089	\$70,845	\$72,603	\$74,257	\$75,647	\$76,114
			O4 - 1	\$63,955	\$67,000	\$68,756	\$70,514	\$72,169	\$73,558	\$74,025
			O4 - 0	\$61,860	\$64,905	\$66,661	\$68,419	\$70,074	\$71,463	\$71,930
Lieutenant	Captain	Flight Lieutenant	O3 - 5	\$58,385	\$61,430	\$63,186	\$64,944	\$66,598	\$67,988	\$68,455
			O3 - 4	\$56,397	\$59,442	\$61,198	\$62,956	\$64,611	\$66,000	\$66,467
			O3 - 3	\$54,404	\$57,449	\$59,205	\$60,963	\$62,617	\$64,007	\$64,474
			O3 - 2	\$52,422	\$55,467	\$57,223	\$58,981	\$60,635	\$62,025	\$62,492
			O3 - 1	\$50,439	\$53,484	\$55,240	\$56,998	\$58,653	\$60,042	\$60,509
			O3 - 0	\$48,448	\$51,493	\$53,249	\$55,007	\$56,661	\$58,051	\$58,518
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 3	\$45,061	\$48,106	\$49,862	\$51,620	\$53,274	\$54,664	\$55,131
			O2 - 2	\$43,425	\$46,470	\$48,226	\$49,984	\$51,638	\$53,028	\$53,495
			O2 - 1	\$41,816	\$44,861	\$46,617	\$48,375	\$50,029	\$51,419	\$51,886
			O2 - 0	\$40,275	\$43,320	\$45,076	\$46,834	\$48,489	\$49,878	\$50,345
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$38,953	\$41,998	\$43,754	\$45,512	\$47,166	\$48,556	\$49,022
			O1 - 0	\$37,630	\$40,675	\$42,431	\$44,189	\$45,843	\$47,233	\$47,700

- Notes:**
- Columns 2A, 3A, 4A and 4C are transitional rates. A rate at 2A, 3A, 4A or 4C is only available to an employment category or group placed on that rate on the commencement of this Determination.
 - Rates marked with an asterisk reflect rates payable to eligible aircrew only. They do not represent a work value benchmark and are transitional pending DFRT review.

Schedule 2A
Salary rates and pay grades for officers

Part 1: Officer of the Permanent Force (continued)										
Column 1 Rank and increment				Column 2 Annual salary rate for pay grade						
Navy	Army	Air Force		4C	5	6	7	8	9*	10*
Captain	Colonel	Group Captain	O6 - 1	\$118,260	\$119,727	\$123,533	\$127,351	\$131,485	\$135,619	\$138,381
			O6 - 0	\$115,221	\$116,688	\$120,494	\$124,312	\$128,446	\$132,580	\$135,342
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$102,679	\$104,147	\$107,952	\$111,771	\$115,905	\$120,039	\$122,801
			O5 - 0	\$99,698	\$101,166	\$104,971	\$108,790	\$112,924	\$117,058	\$119,820
Lieutenant Commander	Major	Squadron Leader	O4 - 2	\$77,573	\$79,041	\$82,846	\$86,665	\$90,799	\$94,933	\$97,695
			O4 - 1	\$75,485	\$76,952	\$80,757	\$84,576	\$88,710	\$92,844	\$95,606
			O4 - 0	\$73,390	\$74,857	\$78,663	\$82,481	\$86,615	\$90,749	\$93,511
Lieutenant	Captain	Flight Lieutenant	O3 - 5	\$69,914	\$71,382	\$75,187	\$79,006	\$83,140	\$87,274	\$90,036
			O3 - 4	\$67,927	\$69,395	\$73,200	\$77,018	\$81,152	\$85,286	\$88,048
			O3 - 3	\$65,933	\$67,401	\$71,206	\$75,025	\$79,159	\$83,293	\$86,055
			O3 - 2	\$63,951	\$65,419	\$69,224	\$73,042	\$77,177	\$81,311	\$84,072
			O3 - 1	\$61,969	\$63,436	\$67,242	\$71,060	\$75,194	\$79,328	\$82,090
			O3 - 0	\$59,977	\$61,445	\$65,250	\$69,069	\$73,203	\$77,337	\$80,099
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 3	\$56,590	\$58,058	\$61,863	\$65,682	\$69,816	\$73,950	\$76,712
			O2 - 2	\$54,954	\$56,422	\$60,227	\$64,045	\$68,180	\$72,314	\$75,075
			O2 - 1	\$53,345	\$54,813	\$58,618	\$62,437	\$66,571	\$70,705	\$73,467
			O2 - 0	\$51,805	\$53,272	\$57,078	\$60,896	\$65,030	\$69,164	\$71,926
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$50,482	\$51,950	\$55,755	\$59,573	\$63,707	\$67,842	\$70,603
			O1 - 0	\$49,159	\$50,627	\$54,432	\$58,251	\$62,385	\$66,519	\$69,281

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Schedule 2A
Salary rates and pay grades for officers

Part 2: Officer of the Reserve Force

Column 1 Rank and increment			Column 2 Daily salary rate for pay grade							
Navy	Army	Air Force		1	2	2A	3	3A	4	4A
Captain	Colonel	Group Captain	O6 - 0	\$241.47	\$248.56	\$252.65	\$256.75	\$260.60	\$263.84	\$264.92
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$212.27	\$219.36	\$223.45	\$227.54	\$231.39	\$234.63	\$235.72
			O5 - 0	\$205.33	\$212.42	\$216.51	\$220.60	\$224.45	\$227.69	\$228.78
Lieutenant Commander	Major	Squadron Leader	O4 - 1	\$162.85	\$170.36	\$174.69	\$179.02	\$183.10	\$186.53	\$187.68
			O4 - 0	\$152.53	\$160.04	\$164.37	\$168.70	\$172.79	\$176.21	\$177.36
Lieutenant	Captain	Flight Lieutenant	O3 - 2	\$139.06	\$146.57	\$150.90	\$155.23	\$159.31	\$162.74	\$163.89
			O3 - 1	\$129.26	\$136.77	\$141.10	\$145.43	\$149.51	\$152.94	\$154.09
			O3 - 0	\$119.46	\$126.97	\$131.30	\$135.63	\$139.71	\$143.14	\$144.29
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 1	\$107.08	\$114.58	\$118.91	\$123.25	\$127.33	\$130.75	\$131.91
			O2 - 0	\$99.31	\$106.82	\$111.15	\$115.48	\$119.56	\$122.99	\$124.14
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$96.05	\$103.56	\$107.89	\$112.22	\$116.30	\$119.73	\$120.88
			O1 - 0	\$92.79	\$100.29	\$104.62	\$108.96	\$113.04	\$116.46	\$117.62

- Notes:**
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Schedule 2A
Salary rates and pay grades for officers

Part 2: Officer of the Reserve Force (continued)										
Column 1 Rank and increment				Column 2 Daily salary rate for pay grade						
Navy	Army	Air Force		4C	5	6	7	8	9*	10*
Captain	Colonel	Group Captain	O6 - 0	\$268.32	\$271.74	\$280.60	\$289.49	\$299.12	\$308.75	\$315.18
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$239.12	\$242.53	\$251.40	\$260.29	\$269.92	\$279.54	\$285.97
			O5 - 0	\$232.17	\$235.59	\$244.45	\$253.35	\$262.97	\$272.60	\$279.03
Lieutenant Commander	Major	Squadron Leader	O4 - 1	\$191.28	\$194.90	\$204.28	\$213.69	\$223.89	\$234.08	\$240.89
			O4 - 0	\$180.96	\$184.58	\$193.96	\$203.38	\$213.57	\$223.76	\$230.58
Lieutenant	Captain	Flight Lieutenant	O3 - 2	\$167.49	\$171.11	\$180.49	\$189.91	\$200.10	\$210.29	\$217.10
			O3 - 1	\$157.69	\$161.31	\$170.69	\$180.10	\$190.30	\$200.49	\$207.30
			O3 - 0	\$147.89	\$151.51	\$160.89	\$170.31	\$180.50	\$190.69	\$197.50
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 1	\$135.50	\$139.12	\$148.50	\$157.92	\$168.12	\$178.31	\$185.12
			O2 - 0	\$127.74	\$131.36	\$140.74	\$150.15	\$160.35	\$170.54	\$177.35
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$124.48	\$128.10	\$137.48	\$146.89	\$157.09	\$167.28	\$174.09
			O1 - 0	\$121.21	\$124.83	\$134.22	\$143.63	\$153.83	\$164.02	\$170.83

- Notes:**
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Schedule 2B

Salary rates and pay grades for Warrant Officer Class 1

Part 1: Warrant Officer in the Permanent Force

Column 1 Rank and increment	Column 2 Annual rate of salary for pay grade						
	1	2	2A	3	4	4A	4B
	SVC WO - 2	\$63,668	\$66,713	\$68,469	\$70,227	\$73,271	\$73,738
SVC WO - 1	\$63,012	\$66,057	\$67,813	\$69,571	\$72,615	\$73,082	\$73,589
SVC WO - 0	\$61,696	\$64,741	\$66,497	\$68,255	\$71,299	\$71,766	\$72,272
WO1 - 2	\$57,700	\$60,745	\$62,501	\$64,259	\$67,303	\$67,770	\$68,276
WO1 - 1	\$57,096	\$60,141	\$61,897	\$63,655	\$66,699	\$67,166	\$67,672
WO1 - 0	\$55,894	\$58,939	\$60,695	\$62,453	\$65,497	\$65,964	\$66,470

Column 1 Rank and increment	Column 2 Annual rate of salary for pay grade						
	4C	4D	5	5A	6	7	8
SVC WO - 2	\$75,197	\$75,828	\$76,665	\$77,462	\$80,470	\$84,289	\$88,423
SVC WO - 1	\$74,542	\$75,172	\$76,009	\$76,806	\$79,815	\$83,633	\$87,767
SVC WO - 0	\$73,225	\$73,855	\$74,693	\$75,490	\$78,498	\$82,317	\$86,451
WO1 - 2	\$69,229	\$69,859	\$70,697	\$71,494	\$74,502	\$78,320	\$82,455
WO1 - 1	\$68,625	\$69,255	\$70,093	\$70,890	\$73,898	\$77,717	\$81,851
WO1 - 0	\$67,423	\$68,054	\$68,891	\$69,688	\$72,696	\$76,515	\$80,649

Notes:

- Columns 2A, 4A, 4B, 4C, 4D and 5A are transitional rates. A rate at 2A, 4A, 4B, 4C, 4D or 5A is only available to a member placed on that rate on the commencement of this Determination.
- Rates marked with an asterisk reflect rates payable to eligible aircrew only. They do not represent a work value benchmark and are transitional pending DFRT review.

Schedule 2B

Salary rates and pay grades for Warrant Officer Class 1 (continued)

Part 2: Warrant Officer Class 1 in the Reserve Force

Column 1 Rank and increment	Column 2 Daily rate of salary for pay grade						
	1	2	2A	3	4	4A	4B
WO1 - 1	\$134.37	\$141.46	\$145.55	\$149.64	\$156.73	\$157.82	\$159.00
WO1 - 0	\$130.16	\$137.26	\$141.34	\$145.44	\$152.53	\$153.61	\$154.79

Column 1 Rank and increment	Column 2 Daily rate of salary for pay grade						
	4C	4D	5	5A	6	7	8
WO1 - 1	\$161.22	\$162.69	\$164.64	\$166.49	\$173.50	\$182.39	\$192.02
WO1 - 0	\$157.01	\$158.48	\$160.43	\$162.29	\$169.29	\$178.19	\$187.81

- Notes:**
1. Columns 2A, 4A, 4B, 4C, 4D and 5A are transitional rates. A rate at 2A, 4A, 4B, 4C, 4D or 5A is only available to a member placed on that rate on the commencement of this Determination.
 2. Rates marked with an asterisk reflect rates payable to eligible aircrew only. They do not represent a work value benchmark and are transitional pending DFRT review.

Schedule 2C

Pay grades for recognition of qualification and skill

Column 1 Item	Column 2 Level of qualification and skill	Column 3 Pay grade for an officer	Column 4 Pay grade for a Warrant Officer Class 1
1.	Member with less than 2 years' experience recognised for flying allowance	3	Not applicable
2.	Member with 2-4 years' experience recognised for flying allowance	3A	
3.	Member with 4-6 years' experience recognised for flying allowance	5	
4.	Member with 6-8 years' experience recognised for flying allowance	7	4B
5.	Member with 8-10 years' experience recognised for flying allowance	9	4D
6.	Member with over 10 years' experience recognised for flying allowance	10	5A
7.	Navy Aircrewman Officer recognised for flying allowance who is not paid salary under a pay grade listed in items 1-6 of this table.	6	Not applicable
8.	Incident Response Regiment trained (specialist operations allowance) Member 126 Signals Squadron (specialist operations allowance) Member 152 Signals Squadron (Special Action Forces allowance) Member 301 Signals Squadron (specialist operations allowance) Trainee Commando (specialist operations allowance)	2A	2A
9.	Qualified Commando (specialist operations allowance) Incident Response Regiment (additional specialisation) (specialist operations allowance)	3	3
10.	Qualified Clearance Diver (advanced) (specialist operations allowance)	4	4
11.	Trainee TAG East (specialist operations allowance)	4C	4B
12.	Qualified Submariner (submarine service allowance)	4C	4C
13.	Trainee Special Forces member (Special Action Forces allowance) Qualified TAG East member (Special Action Forces allowance)	5	5
14.	Qualified Special Forces member (Special Action Forces allowance)	7	7

ATTACHMENT B

Schedule 3										
Annual salary rates – other rank member appointed as officer										
Column 1 Rank and increment				Column 2						
				Salary rate for pay grade						
Navy	Army	Air Force		1	2	2A	3	3A	4	4A
Lieutenant	Captain	Flight Lieutenant	O3 - 3	\$58,385	\$61,430	\$63,186	\$64,944	\$66,598	\$67,988	\$68,455
			O3 - 2	\$56,981	\$60,026	\$61,782	\$63,540	\$65,194	\$66,584	\$67,051
			O3 - 1	\$55,574	\$58,619	\$60,375	\$62,133	\$63,788	\$65,177	\$65,644
			O3 - 0	\$54,175	\$57,220	\$58,976	\$60,734	\$62,388	\$63,778	\$64,245
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 3	\$52,774	\$55,819	\$57,575	\$59,333	\$60,987	\$62,377	\$62,844
			O2 - 2	\$51,371	\$54,416	\$56,172	\$57,930	\$59,585	\$60,974	\$61,441
			O2 - 1	\$49,968	\$53,013	\$54,769	\$56,527	\$58,182	\$59,571	\$60,038
			O2 - 0	\$48,561	\$51,606	\$53,362	\$55,120	\$56,774	\$58,164	\$58,631
Acting Sub-Lieutenant	2nd Lieutenant	Pilot Officer	O1 - 0	\$47,163	\$50,208	\$51,964	\$53,722	\$55,376	\$56,766	\$57,233

- Note:**
1. Columns 2A, 3A, 4A and 4C are transitional rates. A rate at 2A, 3A, 4A or 4C is only available to an employment category or group placed on that rate on the commencement of this Determination.
 2. Rates marked with an asterisk reflect rates payable to eligible aircrew only. They do not represent a work value benchmark and are transitional pending DFRT review.

Schedule 3

Annual salary rates – other rank member appointed as officer (continued)

Column 1 Rank and increment				Column 2 Salary rate for pay grade						
Navy	Army	Air Force		4C	5	6	7	8	9*	10*
Lieutenant	Captain	Flight Lieutenant	O3 - 3	\$69,914	\$71,382	\$75,187	\$79,006	\$83,140	\$87,274	\$90,036
			O3 - 2	\$68,510	\$69,978	\$73,783	\$77,602	\$81,736	\$85,870	\$88,632
			O3 - 1	\$67,104	\$68,571	\$72,377	\$76,195	\$80,329	\$84,463	\$87,225
			O3 - 0	\$65,704	\$67,172	\$70,977	\$74,795	\$78,929	\$83,064	\$85,825
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 3	\$64,303	\$65,771	\$69,576	\$73,395	\$77,529	\$81,663	\$84,425
			O2 - 2	\$62,901	\$64,368	\$68,173	\$71,992	\$76,126	\$80,260	\$83,022
			O2 - 1	\$61,498	\$62,966	\$66,770	\$70,589	\$74,723	\$78,857	\$81,619
			O2 - 0	\$60,090	\$61,558	\$65,363	\$69,181	\$73,315	\$77,450	\$80,211
Acting Sub-Lieutenant	2nd Lieutenant	Pilot Officer	O1 - 0	\$58,692	\$60,160	\$63,965	\$67,784	\$71,918	\$76,052	\$78,814

Note: 1. Columns 2A, 3A, 4A and 4C are transitional rates. A rate at 2A, 3A, 4A or 4C is only available to an employment category or group placed on that rate on the commencement of this Determination.

2. Rates marked with an asterisk reflect rates payable to eligible aircrew only. They do not represent a work value benchmark and are transitional pending DFRT review.

ATTACHMENT C

Schedule 6									
Salary rates – other rank member of the Permanent Force									
Column 1			Column 2						
Rank			Annual rates of salary (\$)						
Navy	Army	Air Force	Pay Group 1	Pay Group 2	Pay Group 3	Pay Group 4	Pay Group 5	Pay Group 6	Pay Group 7
Seaman	Private	Aircraftman	33,291	35,110	36,930	38,748	40,567	42,386	44,206
Able Seaman	Private Proficient	Leading Aircraftman	33,945	35,800	37,657	39,513	41,367	43,221	45,078
	Lance Corporal		34,615	36,505	38,399	40,292	42,183	44,073	45,967
Leading Seaman	Corporal	Corporal	37,670	39,176	40,682	42,188	43,696	45,198	46,707
			38,439	39,976	41,508	43,046	44,583	46,118	47,653
			38,823	40,372	41,924	43,474	45,027	46,577	48,132
Petty Officer	Sergeant	Sergeant	43,254	44,373	45,499	46,622	47,746	48,871	49,993
			44,134	45,280	46,427	47,573	48,720	49,868	51,015
			44,573	45,731	46,889	48,047	49,207	50,366	51,522
	Staff Sergeant		48,317	49,575	50,828	52,087	53,344	54,599	55,856
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	51,037	52,352	53,143	53,932	54,720	55,508	56,279
			52,078	53,417	54,222	55,030	55,836	56,639	57,427
			52,599	53,951	54,767	55,580	56,390	57,207	58,005

ATTACHMENT D

Schedule 13									
Salary rates – other rank member of the Reserve Forces									
Column 1 Rank			Column 2 Daily rates of Salary (\$)						
Navy	Army	Air Force	Pay Group 1	Pay Group 2	Pay Group 3	Pay Group 4	Pay Group 5	Pay Group 6	Pay Group 7
Seaman	Private	Aircraftman	77.53	81.76	86.00	90.24	94.47	98.71	102.95
Able Seaman	Private Proficient	Leading Aircraftman	79.05	83.37	87.69	92.02	96.33	100.65	104.98
	Lance Corporal		80.61	85.01	89.42	93.83	98.23	102.64	107.05
Leading Seaman	Corporal	Corporal	87.72	91.23	94.74	98.25	101.76	105.26	108.77
			90.41	94.02	97.63	101.24	104.86	108.47	112.09
Petty Officer	Sergeant	Sergeant	100.73	103.33	105.96	108.57	111.19	113.81	116.42
			103.80	106.50	109.19	111.89	114.59	117.29	119.98
	Staff Sergeant		112.52	115.45	118.37	121.30	124.23	127.15	130.08
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	118.85	121.92	123.76	125.60	127.43	129.27	131.06
			122.49	125.64	127.54	129.43	131.32	133.22	135.08