

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 4 OF 2006

FLYING AND FLIGHT DUTIES ALLOWANCE

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

1 Commencement

1. Clauses 14 and 15 commence on 4 May 2006.
2. The Attachment and clause 3 of this Determination are taken to have commenced on 9 March 2006.
3. The remainder of this Determination is taken to have commenced on 20 February 2006.

2 Repeal

The following Determinations are repealed.

- a. Determination No. 7 of 1997, Flying allowance.
- b. Determination No. 4 of 1992, Flight duties allowance.

3 Amendment

1. DFRT Determination No. 1 of 2006, ADF Workplace Remuneration Arrangement: 2004-2006 and ADF Star Ranks' Remuneration Arrangement 2004-2006, is amended by omitting items 1 and 9 of Attachment B to that Determination.
2. The Attachment to this Determination sets out amendments to give effect to the ADF Workplace Remuneration Arrangement: 2004-2006 and ADF Star Ranks' Remuneration Arrangement 2004-2006 for the purpose of this allowance.

4 Definitions

1. This table defines terms relevant to flying and flight duties allowance.

Term	Definition
ADF	Means the Australian Defence Force.
CDF	Means the Chief of the Defence Force and includes a person authorised to act for and on behalf of CDF.
date of graduation	In relation to a member, means the date of the ADF ceremony at which the member is awarded wings or similar insignia of flying qualification.
designated flying position	Means either of the following. a. A position designated as a flying position in the ADF. b. A position certified by CDF to require flying as a significant part of its primary duties.
equivalent rank	In relation to a rank, means any corresponding rank ascertained in accordance with Regulation 8 of the <i>Defence Force Regulations</i> as in force from time to time.
flight duties	Means duties performed aboard a Service aircraft for the purposes of the operation on which the aircraft is engaged, for the following period. a. The period starts when the engines of the aircraft are started. b. The period ends when the engines are stopped. Exception: Aircrew and parachute duties are taken not to be flight duties.
flying-related position	Means a position that the CDF certifies requires a member to hold a flying qualification, flying knowledge and experience to perform the primary duties of the position.
period of qualified flying service	Means the total completed years worked out by adding up all the following periods. a. Any period of continuous full-time service the member has performed since their date of graduation, less any period for which the member is not entitled to salary. b. Half of any period of part-time Reserve service the member has performed since the day the member graduated. c. Half of any period of during which the member was on leave taken at half pay. d. The period that is not taken as leave during a period of part-time leave without pay. Note: Clause 5.8.19 of Defence Determination 2005/15, Conditions of Service, contains a formula for working out a pro rata period on duty for a member on part-time leave without pay.
rank	Includes equivalent rank.
Service aircraft	Includes a commercial aircraft chartered or leased by the Commonwealth.

2. A member is taken to be liable to fly in any period when the following circumstances apply to the member.
 - a. For a member of the Permanent Force posted to a flying or flying related position — the CDF has not advised that the liability is withdrawn.
 - b. For a member of the Reserves posted to a flying or flying-related position — the CDF has not advised that the liability is withdrawn.
 - c. For a member of the Reserves not posted to a flying or flying-related position — the CDF has advised the member that the member has a liability to fly.

5 Member who may be eligible for flying allowance

1. An officer may be eligible for flying allowance if they occupy an officer aircrew category or specialisation and hold a qualification or position listed in this table.

Item	Navy	Army	Air Force
1.	Flight Test Engineer	Flight Test Engineer	Airborne Electronics officer
2.	Fighter Controller	Pilot	Air Defence Officer with a liability to fly as a Fighter Controller
3.	Hydrographer ¹		Flight Test Engineer
4.	Naval Observer		Navigator
5.	Pilot		Pilot
Note 1:	posted to the Laser Airborne Depth Sounder Unit.		

2. An other rank member may be eligible for flying allowance if they occupy an other rank aircrew category and hold a qualification listed in this table.

Item	Navy	Army	Air Force
1.	Aircrewman	Aircrewman - Observer	Airborne Electronics Analyst
2.	Fighter Controller	Artificer (Avionics/Aircraft) ¹	Flight Engineer
3.	Hydrographic Systems Operator ²	Loadmaster	
4.	Hydrographic Systems Manager ²	Technician (Avionics/Aircraft) ¹	Loadmaster
5.			Crew Attendant
Note 1:	employed as Aircrewman Technical on CH-47D aircraft.		
Note 2:	posted to the Laser Airborne Depth Sounder Unit.		

6 Recognition of prior flying service

1. This clause applies to a member who meets both these conditions.
 - a. The member had military flying service before their enlistment or appointment in the ADF.
 - b. The sum of any periods of previous military flying service is greater than the member's period of qualified flying service in the ADF.
2. The CDF may deem the member's period of qualified flying service to be increased by a period that the CDF considers reasonable, having regard to the following factors.
 - a. The nature, level and currency of the member's flying qualification and experience.

- b. The qualification and experience required to be held by a qualified member occupying the member's rank, aircrew category and posting in the ADF.
 - c. The period of the member's ADF service.
 - d. Any other factor relevant to the member's period of qualified flying service.
3. For a member who is appointed as an officer from the ranks of a foreign military service, the CDF may not increase the member's period of qualified flying service to a period that would result in the member's entitlement to flying allowance exceeding the amount to which the member would be entitled under the table in subclause 11.2 if the member was appointed from the ranks of the ADF.

7 Flying allowance for disability

A member is to be paid an amount of flying allowance for disability at the rate for the member's rank and, if relevant, the member's position.

Item	A member at this rank...		and in this situation...	is to be paid this rate of allowance (\$)
1.	O-7	Commodore Brigadier Air Commodore	undergoing flying training in order to become a qualified member	5,229 a year.
2.	up to O-6	any up to: Captain Colonel Group Captain	undergoing flying training in order to become a qualified member	6,100 a year.
3.	other ranks	any up to: Warrant Officer	undergoing flying training in order to become a qualified member	6,100 a year.
4.	O-7	Commodore Brigadier Air Commodore	posted to a designated flying position and entitled to flying allowance for qualification and skill	5,229 a year.
5.	up to O-6	any up to: Captain Colonel Group Captain	posted to a designated flying position and entitled to flying allowance for qualification and skill	6,100 a year.
6.	other ranks	any up to: Warrant Officer	posted to a designated flying position and entitled to flying allowance for qualification and skill	6,100 a year.
7.	O-7-O-8	Commodore Brigadier Air Commodore and above	assigned for duty as aircrew but not posted to a designated flying position	14.33 a day.
8.	up to O-6	any up to: Captain Colonel Group Captain	assigned for duty as aircrew but not posted to a designated flying position	16.71 a day.
9.	other ranks	any up to: Warrant Officer	assigned for duty as aircrew but not posted to a designated flying position	16.71 a day.

Item	A member at this rank...		and in this situation...	is to be paid this rate of allowance (\$)
10.	O-7-O-8	Commodore Brigadier Air Commodore and above	on Reserve service and required to perform any of the following duties. a. Flying. b. Stand by to fly on search and rescue duties. c. Duties relating to the operation of an aircraft in which the member is rostered to fly.	14.33 a day.
11.	up to O-6	any up to: Captain Colonel Group Captain	on Reserve service and required to perform any of the following duties. a. Flying. b. Stand by to fly on search and rescue duties. c. Duties relating to the operation of an aircraft in which the member is rostered to fly.	16.71 a day.
12.	other ranks	any up to: Warrant Officer	on Reserve service and required to perform any of the following duties. a. Flying. b. Stand by to fly on search and rescue duties. c. Duties relating to the operation of an aircraft in which the member is rostered to fly.	16.71 a day.

8 Flight duties allowance

1. Flight duties allowance is payable to a member who is required to perform flight duties at the rate of \$16.71 a day.
2. The member is to be paid flight duties allowance for every day of a period in which the member meets both the following conditions.
 - a. The member must perform flight duties on a Service aircraft.
 - b. The member must perform the flight duties as often and for as long as aircrew are required to perform duties on that aircraft.

9 Flying allowance for qualification and skill – Permanent Force

1. A qualified member is to be paid flying allowance for qualification and skill for the period that the member meets any of the following conditions.
 - a. The member is posted for post-graduate flying training.
 - b. The member occupies a designated flying position.
 - c. The member occupies a flying-related position.

2. The member is entitled to flying allowance for qualification and skill at the rate in the table for the member's rank and period of qualified service.

Column 1 Rank grade	Column 2 Rank (Navy) (Army) (Air Force)	Column 3 Annual rates of allowance by period of qualified service (\$)					
		Less than 2 years	2-4 years	4-6 years	6-8 years	8-10 years	More than 10 years
O-7	Commodore Brigadier Air Commodore	20,033	20,033	20,033	20,033	20,033	20,033
O-6	Captain Colonel Group Captain	3,055	5,092	9,169	17,316	25,462	28,183
O-5	Commander Lieutenant Colonel Wing Commander	3,055	5,092	9,169	17,316	25,462	28,183
O-4	Lieutenant Commander Major Squadron Leader	3,055	5,092	9,169	17,316	25,462	28,183
O-3	Lieutenant Captain Flight Lieutenant	3,055	5,092	9,169	17,316	25,462	28,183
O-2	Sub-Lieutenant Lieutenant Flying Officer	3,055	5,092	9,169	17,316	25,462	28,183
O-1	Acting Sub-Lieutenant Second Lieutenant Pilot Officer	3,055	5,092	9,169	17,316	25,462	28,183
Not applicable	Other rank member	1,950	4,296	5,856	7,420	8,980	10,590

10 Flying allowance for qualification and skill – Reserves

1. A qualified member who is on Reserve service is to be paid flying allowance for qualification and skill for the period that the member performs any of the following duties.
 - a. The duties of a designated flying position or flying related position.
 - b. Flying.
 - c. Stand by to fly on search and rescue duties.
 - d. Duties relating to the operation of an aircraft in which the member is rostered to fly.

2. The member is to be paid flying allowance for qualification and skill at the daily rate in the table for the member's rank and period of qualified service.

Column 1 Rank grade	Column 2 Rank (Navy) (Army) (Air Force)	Column 3 Daily rates of allowance by period of qualified service (\$)					
		Less than 2 years	2-4 years	4-6 years	6-8 years	8-10 years	More than 10 years
O-7	Commodore Brigadier Air Commodore	54.88	54.88	54.88	54.88	54.88	54.88
O-6	Captain Colonel Group Captain	8.37	13.95	25.12	47.44	69.76	77.21
O-5	Commander Lieutenant Colonel Wing Commander	8.37	13.95	25.12	47.44	69.76	77.21
O-4	Lieutenant Commander Major Squadron Leader	8.37	13.95	25.12	47.44	69.76	77.21
O-3	Lieutenant Captain Flight Lieutenant	8.37	13.95	25.12	47.44	69.76	77.21
O-2	Sub-Lieutenant Lieutenant Flying Officer	8.37	13.95	25.12	47.44	69.76	77.21
O-1	Acting Sub-Lieutenant Second Lieutenant Pilot Officer	8.37	13.95	25.12	47.44	69.76	77.21
Not applicable	Other rank member	5.34	11.77	16.04	20.33	24.60	29.01

11 Qualification and skill for a member appointed as an officer

1. This clause applies to a member if all of the following paragraphs apply to the member.
 - a. The member is appointed as an officer.
 - b. Flying allowance was payable to the member immediately before that appointment.
 - c. The member is in one of these situations.
 - i. Appointed into a category not listed in subclause 5.1, and who performs duties in a Navy flying-related position as an Aircrewman Officer.
 - ii. Appointed into a category not listed in subclause 5.1, and posted to an Army flying-related position in the Army Aviation Corps.
 - iii. Undergoing training for service in an officer category listed in subclause 5.1.
 - iv. Qualified in an officer category mentioned in subclause 5.1.

2. Despite the tables in subclause 9.2 and subclause 10.2, a member this clause applies to is to be paid flying allowance for qualification and skill at the rate that applies to them in the table.

Item	A member described by this subparagraph...	is to be paid this rate of allowance...	until...
1.	11.1.c.i	the rate that applied to the member immediately before the member became an officer	the earlier of the following dates. a. The day the member becomes entitled to a higher rate of allowance. b. The day the member's eligibility for the allowance ends.
2.	11.1.c.ii	the rate that applied to the member immediately before the member became an officer	the earlier of the following dates. a. The day the member becomes entitled to a higher rate of allowance. b. The day the member's eligibility for the allowance ends.
3.	11.1.c.iii	the rate that applied to the member immediately before the member became an officer	the later of the following dates. a. Twelve months after the member's appointment. b. A longer period decided by CDF.
4.	11.1.c.iv	the officer rate that is closest to but higher than the other rank rate that applied to the member immediately before the member became an officer Note: The member is deemed to have the relevant period of qualified service for this purpose.	the earlier of the following dates. a. The day the member's period of qualified service entitles them to the higher rate of allowance. b. The day the member's eligibility for the allowance ends.

Note: The member remains eligible for the allowance during time spent on a retention period.

3. The CDF may approve a longer period than the 12 months prescribed in item 3.a. of the table for a member undergoing training for service in an officer category, having regard to these factors.
- a. The officer category in which the member is to serve.
 - b. Whether courses of officer training, tertiary education and flying training are available to the member.
 - c. The reasons for any interruptions in the member's training.
 - d. Any other factor relevant to the member's transition to an officer category mentioned in subclause 5.1.

12 Member eligible for special action forces or specialist operations allowance

1. A member who is eligible for flying allowance and another allowance listed in the table is to be paid as described in this table.

Note: The table provides that a member might be paid only one of the allowances, not both.

Item	A member who is eligible for...	and...	is to be paid...
1.	special action forces allowance for qualification and skill	flying allowance for qualification and skill	the allowance payable at the higher rate.
2.	specialist operations allowance for qualification and skill	flying allowance for qualification and skill	the allowance payable at the higher rate.
3.	special action forces allowance for disability under item 1, 2 or 5 of column 4 of the Schedule to Determination No. 11 of 2002, Special Action Forces Allowance	flying allowance for disability	the special action forces for disability and not the flying allowance for disability.
4.	special action forces allowance for disability under another item of column 4 of the Schedule to Determination No. 11 of 2002, Special Action Forces Allowance	flying allowance for disability	both allowances.
5.	specialist operations allowance for disability under item 1, 2, 3 or 23 of column 4 of the Schedule to Determination No. 19 of 2002, Specialist Operations Allowance	flying allowance for disability	the specialist operations for disability and not the flying allowance for disability.
6.	specialist operations allowance for disability under another item of column 4 of the Schedule to Determination No. 19 of 2002, Specialist Operations Allowance	flying allowance for disability	both allowances.

2. A member who is eligible for flight duties allowance and an allowance listed in the table is to be paid as described in this table.

Note: The table provides that a member might be paid only one of the allowances, not both.

Item	A member who is eligible for...	and...	is to be paid...
1.	special action forces allowance for disability under item 1, 2 or 5 of column 4 of the Schedule to Determination No. 11 of 2002, Special Action Forces Allowance	flight duties allowance	the special action forces allowance for disability and not the flight duties allowance.
2.	special action forces allowance for disability under another item of column 4 of the Schedule to Determination No. 11 of 2002, Special Action Forces Allowance	flight duties allowance	both allowances.
3.	specialist operations allowance for disability under item 1, 2, 3 or 23 of column 4 of the Schedule to Determination No. 19 of 2002, Specialist Operations Allowance	flight duties allowance	the specialist operations allowance for disability and not the flight duties allowance.
4.	specialist operations allowance for disability under another item of column 4 of the Schedule to Determination No. 19 of 2002, Specialist Operations Allowance	flight duties allowance	both allowances.
5.	paratrooper allowance under Determination No. 2 of 2001, Paratrooper Allowance	flight duties allowance	the paratrooper allowance and not the flight duties allowance.

13 Inter-Service transfer

1. This clause applies to a member who meets both of the following conditions.
 - a. The member transfers to another arm of the ADF.
 - b. The member is training to become a qualified member in an aircrew category listed for the member's new Service in clause 5.
2. For the period of the training, the member is to be paid flying allowance for qualification and skill allowance at the rate that would have applied if the member had not transferred.

14 Retention period – officer qualified on or after 4 May 2006 or other rank member

1. This clause applies to a member who meets both the following conditions.
 - a. One of the following descriptions applies to the member.
 - i. The member is an officer who becomes a qualified member on or after 4 May 2006.
 - ii. The member is an other rank member.
 - b. The member ceases to occupy a designated flying position or a flying-related position.
2. This clause does not apply to a member in any of the following situations.
 - a. The member is posted to the Laser Airborne Depth Sounder Unit in the Navy.
 - b. The member is an other rank member who all of the following circumstances apply to.
 - i. The member has been performing duty as a qualified Fighter Controller in the Navy.
 - ii. The member has ceased to perform those duties.
 - iii. The member has not moved into a position where they have a liability to fly.
 - c. The member is a member of the Reserve Force.
3. The member is to be paid flying allowance for qualification and skill beginning on the day on which the member ceases to occupy the designated flying or flying-related position and ending on the day three years after that day.
4. The CDF may extend the period for which a member is to be paid under subclause 3, if satisfied that the member cannot return to a designated flying position or flying-related position at the end of the period in the table for any of the following reasons.
 - a. The needs of the Service.
 - b. The member is ill or injured.
 - c. The member's family obligations prevent the member's return.

Exception: This subclause does not apply to a member who holds the rank of Brigadier or higher.
5. Flying allowance for qualification and skill is not payable under this clause if any of these circumstances apply to the member.
 - a. Flying allowance for qualification and skill is payable to the member under another clause of this Determination.
 - b. The member is not qualified for a flying-related position.
 - c. The member's liability to fly has been withdrawn.

- d. The member is excluded from service which would qualify for payment of the allowance by reason of incapacity or otherwise.
- e. The member becomes a member of the Reserve Forces.

15 Retention period – officer qualified before 4 May 2006

1. This clause applies to an officer who meets both the following conditions.
 - a. They became a qualified member before 4 May 2006.
 - b. They cease to occupy a designated flying position or a flying-related position on or after 4 May 2006.

Exception: A member who is posted to the Laser Airborne Depth Sounder Unit in the Navy.

2. The member is to be paid flying allowance for qualification and skill beginning on the day the member ceases to occupy the designated flying or flying-related position and ending after the period specified in the table.

Item	A member at this rank...		who ceases to occupy a designated flying position in this period...	is to be paid flying allowance for qualification and skill for this period...
1.	O-7	Commodore Brigadier Air Commodore	on or after 4 May 2006 and while a Brigadier	three years.
2.	O-7	Commodore Brigadier Air Commodore	on or after 4 May 2006 and while an officer holding the rank of Colonel or lower	the first ending of: a. Six years. b. Three years from the day the member was promoted to the higher rank.
3.	O-1- O-6	any officer rank up to: Captain Colonel Group Captain	after 4 May 2006 and before 4 May 2007	six years.
4.	O-1- O-6	any officer rank up to: Captain Colonel Group Captain	after 4 May 2007 and before 4 May 2008	five years.
5.	O-1- O-6	any officer rank up to: Captain Colonel Group Captain	after 4 May 2008 and before 4 May 2009	four years.
6.	O-1- O-6	any officer rank up to: Captain Colonel Group Captain	after 4 May 2009	three years.

3. The CDF may extend the period for which a member is to be paid under the table, if satisfied that the member cannot return to a designated flying position or flying-related position at the end of the period in the table for any of the following reasons.
 - a. The needs of the Service.
 - b. The member is ill or injured.
 - c. The member's family obligations prevent the member's return.

Exception: This subclause does not apply to a member who holds the rank of Brigadier or higher.

4. Flying allowance for qualification and skill is not payable to the member under this clause if any of these circumstances apply to the member.
 - a. Flying allowance for qualification and skill is payable to the member under another clause of this Determination.
 - b. The member is not qualified for a flying-related position.
 - c. The member's liability to fly has been withdrawn.
 - d. The member is excluded from service which would qualify for payment of the allowance by reason of incapacity or otherwise.
 - e. The member becomes a member of the Reserve Force.

16 Saving – retention period commenced before 4 May 2006

1. This clause applies to a member who, at 4 May 2006, had commenced but not completed a retention period under clause 9 of DFRT Determination 7 of 1997, Flying Allowance.
2. The member's entitlement to flying allowance for qualification and skill for their retention period is preserved beginning on the day the member ceased to occupy the designated flying or flying-related position and ending after the period specified in the table.

Item	A member at this rank...		who ceases to occupy a designated flying position in this period...	is to be paid to flying allowance for qualification and skill for this period...
1.	O-7	Commodore Brigadier Air Commodore	before 4 May 2006 and while a Brigadier	three years.
2.	O-7	Commodore Brigadier Air Commodore	before 4 May 2006 and while an officer holding the rank of Colonel or lower	the first ending of: a. Six years. b. Three years from the day the member was promoted to the higher rank.
3.	O-1-O-6	any officer rank up to: Captain Colonel Group Captain	before 4 May 2006	six years.
4.	other ranks	any up to: Warrant Officer	before 4 May 2006	three years.

ATTACHMENT

Flying and flight duties allowance – 9 March 2006 amendment

1 Clause 7 (Flying allowance for disability), table

substitute the table

Item	A member at this rank...		and in this situation...	is to be paid this rate of allowance...
1.	O-7	Commodore Brigadier Air Commodore	undergoing flying training in order to become a qualified member	5,307 a year.
2.	up to O-6	any up to: Captain Colonel Group Captain	undergoing flying training in order to become a qualified member	6,192 a year.
3.	other ranks	any up to: Warrant Officer	undergoing flying training in order to become a qualified member	6,192 a year.
4.	O-7	Commodore Brigadier Air Commodore	posted to a designated flying position and entitled to flying allowance for qualification and skill	5,307 a year.
5.	up to O-6	any up to: Captain Colonel Group Captain	posted to a designated flying position and entitled to flying allowance for qualification and skill	6,192 a year.
6.	other ranks	any up to: Warrant Officer	posted to a designated flying position and entitled to flying allowance for qualification and skill	6,192 a year.
7.	O-7-O-8	Commodore Brigadier Air Commodore and above	assigned for duty as aircrew but not posted to a designated flying position	14.54 a day.
8.	up to O-6	any up to: Captain Colonel Group Captain	assigned for duty as aircrew but not posted to a designated flying position	16.96 a day.
9.	other ranks	any up to: Warrant Officer	assigned for duty as aircrew but not posted to a designated flying position	16.96 a day.
10.	O-7-O-8	Commodore Brigadier Air Commodore and above	on Reserve service and required to perform any of these duties. a. Flying. b. Stand by to fly on search and rescue duties. c. Duties relating to the operation of an aircraft in which the member is rostered to fly	14.54 a day.
11.	up to O-6	any up to: Captain Colonel Group Captain	on Reserve service and required to perform any of these duties. a. Flying. b. Stand by to fly on search and rescue duties. c. Duties relating to the operation of an aircraft in which the member is rostered to fly	16.96 a day.

12.	other ranks	any up to: Warrant Officer	on Reserve service and required to perform any of these duties. a. Flying. b. Stand by to fly on search and rescue duties. c. Duties relating to the operation of an aircraft in which the member is rostered to fly	16.96 a day.
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2 Subclause 8.1 (Flight duties allowance)

omit

\$16.71

insert

\$16.96

3 Subclause 9.2 (Flying allowance for qualification and skill), table

substitute the table

Column 1 Rank grade	Column 2 Rank (Navy) (Army) (Air Force)	Column 3 Annual rates of allowance by period of qualified service (\$)					
		Less than 2 years	2-4 years	4-6 years	6-8 years	8-10 years	More than 10 years
		O-7	Commodore Brigadier Air Commodore	20,333	20,333	20,333	20,333
O-6	Captain Colonel Group Captain	3,101	5,168	9,307	17,576	25,844	28,606
O-5	Commander Lieutenant Colonel Wing Commander	3,101	5,168	9,307	17,576	25,844	28,606
O-4	Lieutenant Commander Major Squadron Leader	3,101	5,168	9,307	17,576	25,844	28,606
O-3	Lieutenant Captain Flight Lieutenant	3,101	5,168	9,307	17,576	25,844	28,606
O-2	Sub-Lieutenant Lieutenant Flying Officer	3,101	5,168	9,307	17,576	25,844	28,606
O-1	Acting Sub-Lieutenant Second Lieutenant Pilot Officer	3,101	5,168	9,307	17,576	25,844	28,606
Not applicable	Other rank member	1,979	4,360	5,944	7,531	9,115	10,749

4 Subclause 10.2 (Flying allowance for qualification and skill), table

substitute the table

Column 1 Rank grade	Column 2 Rank (Navy) (Army) (Air Force)	Column 3 Daily rates of allowance by period of qualified service (\$)					
		Less than 2 years	2-4 years	4-6 years	6-8 years	8-10 years	More than 10 years
O-7	Commodore Brigadier Air Commodore	55.71	55.71	55.71	55.71	55.71	55.71
O-6	Captain Colonel Group Captain	8.50	14.16	25.50	48.15	70.81	78.37
O-5	Commander Lieutenant Colonel Wing Commander	8.50	14.16	25.50	48.15	70.81	78.37
O-4	Lieutenant Commander Major Squadron Leader	8.50	14.16	25.50	48.15	70.81	78.37
O-3	Lieutenant Captain Flight Lieutenant	8.50	14.16	25.50	48.15	70.81	78.37
O-2	Sub-Lieutenant Lieutenant Flying Officer	8.50	14.16	25.50	48.15	70.81	78.37
O-1	Acting Sub-Lieutenant Second Lieutenant Pilot Officer	8.50	14.16	25.50	48.15	70.81	78.37
Not applicable	Other rank member	5.42	11.95	16.28	20.63	24.97	29.45