

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 7 OF 2006

RESERVE REMUNERATION REVIEW

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

Commencement

- 1.1 Clause 3 of this Determination commences on the date of signature.
- 1.2 Attachment B of this Determination is taken to have commenced on 5 October 2006.
- 1.3 The remainder of this Determination, including Attachment A, is taken to have commenced on 1 September 2006.

Amendment

2. The following Determinations are amended as set out in this Determination.
 - (a) No. 6 of 1992, Salaries, as amended by determinations up to and including No. 8 of 2006, Salary rates for senior officers – Reserve Forces, is amended as set out in Attachment A; and
 - (b) No. 6 of 1992, Salaries, as amended by determinations up to and including No. 3 of 2006, Remuneration reform project – officer and Warrant Officer salaries, is amended as set out in clause 3 and Attachment B.

Schedule 2C (Pay grades for recognition of qualification and skill), item 11

3. Substitute the item:

11.	Trainee TAG East (specialist operations allowance)	4A	4A
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Dated this 17th day of October two thousand and six.

Senior Deputy President R N Cartwright
President

Mr G D John
Member

Rear Admiral Brian Adams, AO, RAN (Retd)
Member

ATTACHMENT A

DETERMINATION NO. 6 OF 1992, SALARIES (as in force at 1 September 2006)

Subclause 21.1 (Salary of member of the Reserve Forces)

1. Insert at the end:

“21.1A.1 A member who holds the professional competencies to be deployed in their employment category or officer specialisation, and who is in any of the following groups, is eligible for a non-discounted rate of salary prescribed for their circumstances under this Part:

Item	Service	Group
1.	Navy	Any member who is not a trainee.
2.	Army	a. A member who is serving in, or has been in the High Readiness Reserve at any time in the previous five years.
		b. A member who has been in the Permanent Force at any time in the previous five years.
		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 populated only by members of the Reserve Forces and listed in Schedule 1 or 1A 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 Defence Force Remuneration Tribunal, and that is listed in Schedule 1 or 1A to this Determination.
		f. Any other member who holds competencies for which the Chief of the Defence Force decides the member is to be paid salary at the non-discounted rate.
3.	Air Force	Any 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 Chaplain.
		c. A member who is a dental officer.
		d. A member who is a legal officer.
		e. A member who is a medical officer.

21A.2 For all members not described in subclause 1, the salary rate that applies to the member is the discounted rate prescribed for their circumstances (if relevant).”.

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

2. Substitute:

“22.1 This clause does not apply to the following classes of officer.

- (a) An officer who may be paid salary at a rate for a specified appointment listed in Schedule 12.
- (b) A specialist officer who may be paid salary at a rate specified for:
 - (i) a chaplain; or
 - (ii) a dental officer; or

- (iii) a legal officer; or
- (iv) a medical officer.
- (c) A statutory office holder to whom salary is payable under a determination made by the Remuneration Tribunal.
- (d) An officer who holds the position of Chief Capability Development.

22.2 The daily rate of salary applicable to a senior officer of the Reserve Forces with a rank listed in column 2 of Part 2 of Schedule 2 is the base rate specified for that rank in column 3 of Part 2 of Schedule 2.

22.3 The Defence Force Remuneration Tribunal may determine that an individual senior officer is to be paid salary at a rate up to the maximum rate of salary for their rank and Force in Schedule 2, to recognise additional work value.”.

Clause 26 (Rate of salary - member other than officer)

3. Substitute:

“**26.1** The rate of salary applicable to a member other than an officer who is to be paid at the non-discounted rate is the rate specified for the member’s pay group in column 2 of Schedule 13 opposite the member’s rank in column 1.

26.2 The rate of salary applicable to a member other than an officer who is to be paid at the discounted rate is the rate specified for the member’s pay group in column 2 of Schedule 13A opposite the member’s rank in column 1.”.

Clause 30 (Payment of salary)

4. Insert at the end:

Reserve service allowance

31.1 This clause applies to a member for Reserve service with the rank of Major or lower, who is not a trainee.

31.2 For each day or part day for which salary is payable to the member, an allowance of \$10.00 is payable to the member.

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

5. Substitute with the Schedule at Attachment A1.

Schedule 10 (Medical officer of the Reserve Forces on specialist career structure - scale of daily rates)

6. Substitute with the Schedule at Attachment A2.

Schedule 10AAA (Scale of daily rates - medical officer of the Reserve Forces not on specialist career structure)

7. Substitute with the Schedule at Attachment A3.

Schedule 10AA (Scale of daily rate - dental officer of the reserve forces on specialist career structure)

8. Substitute with the Schedule at Attachment A4.

Schedule 10A (Scale of daily rates - legal officer of the reserve forces on specialist career structure)

9. Substitute with the Schedule at Attachment A5.

Schedule 11 (Scale of daily rates - Chaplain of the reserve forces on specialist salary structure)

10. Substitute with the Schedule at Attachment A6.

Schedule 13 (Scale of daily Rates – Other rank of the Reserve Forces)

11. Substitute with the Schedules at Attachment A7.

ATTACHMENT A1

SCHEDULE 9
SCALE OF DAILY RATES
OFFICER OF THE RESERVE FORCES

Column 1			Column 2	Column 3
Rank			Non-discounted rate of salary	Discounted rate of salary
Navy	Army	Air Force	\$ per day	\$ per day
Acting Sub Lieutenant	Second Lieutenant	Pilot Officer	111.44	100.29
			115.06	103.56
Sub Lieutenant	Lieutenant	Flying Officer	118.68	106.82
			127.32	114.58
Lieutenant	Captain	Flight Lieutenant	141.08	126.97
			151.96	136.77
			162.85	146.57
Lieutenant Commander	Major	Squadron Leader	177.82	160.04
			189.28	170.36
Commander	Lieutenant Colonel	Wing Commander	249.90	224.91
			258.07	232.26
Captain	Colonel	Group Captain	292.43	263.18
Commodore	Brigadier	Air Commodore	336.24	Non-discounted rate only applies to ADF members with the rank of Brigadier or higher
Rear Admiral	Major General	Air Vice Marshal	406.57	
Vice Admiral	Lieutenant General	Air Marshal	611.32	
Admiral	General	Air Chief Marshal	788.63	

ATTACHMENT A2

SCHEDULE 10
MEDICAL OFFICER OF THE RESERVE FORCES ON SPECIALIST CAREER STRUCTURE
SCALE OF DAILY RATES

Column 1a			Column 1b	Column 2			
Rank			Competency level	Rate of salary			
Navy	Army	Air Force		\$ per day			
Lieutenant	Captain	Flight Lieutenant	Resident	141.08			
			CL 1-1	159.28			
			CL 1-2	164.85			
			CL 2-1	204.64			
			CL 2-2	211.57			
			CL 2-3	218.72			
			CL 3-1	265.11			
			CL 3-2	273.86			
			CL 3-3	282.87			
			CL4	301.43			
			CL 5-1	316.60			
			CL 5-2	326.90			
			Lieutenant Commander	Major	Squadron Leader	CL1	177.82
						CL 2-1	228.24
CL 2-2	235.88						
CL 2-3	243.76						
CL 3-1	285.53						
CL 3-2	294.89						
CL 3-3	304.53						
CL 4	324.40						
CL 5-1	327.21						
CL 5-2	337.83						

SCHEDULE 10 – continued

Column 1a			Column 1b	Column 2
Rank			Competency level	Rate of salary
Navy	Army	Air Force		\$per day
Commander	Lieutenant Colonel	Wing Commander	CL 2-1 (Higher duties or temporary duty only)	276.41
			CL 2-2 (Higher duties or temporary duty only)	284.71
			CL 3-1 (Higher duties or temporary duty only)	324.59
			CL 3-2 (Higher duties or temporary duty only)	334.32
			CL 3-3	347.38
			CL 4	365.02
			CL 5-1	375.77
Captain	Colonel	Group Captain	CL 3-1 (Higher duties or temporary duty only)	341.82
			CL 3-2 (Higher duties or temporary duty only)	352.08
			CL 3-3	362.64
			CL 4	384.39
			CL 5-1	395.72
Commodore	Brigadier	Air Commodore	CL 3-1 (Higher duties or temporary duty only)	360.24
			CL 3-2 (Higher duties or temporary duty only)	371.01
			CL 3-3	382.10
			CL 4	404.96
			CL 5-1	416.85
Rear Admiral	Major General	Air Vice Marshal	CL 3-1	374.60
			CL 3-2	385.80
			CL 3-3	397.34
			CL 4	421.11
			CL 5-1	433.48

NOTES:

1. To advance from one competency level to another the Medical Officer must meet the competency requirements established by the CDF.

ATTACHMENT A3

SCHEDULE 10AAA
SCALE OF DAILY RATES
MEDICAL OFFICER OF THE RESERVE FORCES NOT ON SPECIALIST CAREER STRUCTURE

Column 1			Column 2
Rank			Rate of Salary
Navy	Army	Air Force	\$ per day
Lieutenant	Captain	Flight Lieutenant	171.16 191.62 208.16 223.36
Lieutenant (a)	Captain (a)	Flight Lieutenant (a)	174.44 191.62 208.16 223.36
Lieutenant Commander	Major	Squadron Leader	239.88 255.98 264.02
Commander	Lieutenant Colonel	Wing Commander	318.85
Captain	Colonel	Group Captain	361.92
Commodore	Brigadier	Air Commodore	389.46
Rear Admiral	Major General	Air Vice Marshal	406.57

(a) This rate shall not apply unless the Chief of the Defence Force is satisfied that the member has prior regular military experience or the payment of this rate is necessary to ensure satisfactory medical officer staffing levels.

ATTACHMENT A4

SCHEDULE 10AA
SCALE OF DAILY RATES
DENTAL OFFICER OF THE RESERVE FORCES ON SPECIALIST CAREER STRUCTURE

Column 1a			Column 1b	Column 2
Rank			Competency level	Rate of salary
Navy	Army	Air Force		\$ per day
Lieutenant	Captain	Flight Lieutenant	CL 1-1	171.16
			CL 1-2	177.78
			CL 2-1	227.90
			CL 2-2	235.43
			CL 2-3	243.17
			CL 3-1	259.13
			CL 3-2	267.59
			CL 3-3	276.30
			CL 4	294.25
Lieutenant Commander	Major	Squadron Leader	CL 2-1	250.47
			CL 2-2	258.67
			CL 2-3	267.11
			CL 3-1	284.51
			CL 3-2	293.72
			CL 3-3	303.22
			CL 4	322.78
Commander	Lieutenant Colonel	Wing Commander	CL 2 (Higher duties or temporary duty only)	308.53
			CL 3	346.96
			CL 4	367.78
Captain	Colonel	Group Captain	CL 3	376.87
			CL 4	399.48
Commodore	Brigadier	Air Commodore	CL3	404.96
			CL4	416.85

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

ATTACHMENT A5

SCHEDULE 10A
SCALE OF DAILY RATES
LEGAL OFFICER OF THE RESERVE FORCES ON SPECIALIST CAREER STRUCTURE

Column 1a			Column 1b	Column 2
Rank			Competency level	Rate of salary
Navy	Army	Air Force		\$ per day
Sub Lieutenant	Lieutenant	Flying Officer	LL 1	118.68
Lieutenant	Captain	Flight Lieutenant	LL 1 (higher duties or temporary duty only)	136.44
			LL 1	136.44
			LL 2-1	141.08
			LL 2-2	146.53
			LL 3	191.62
Lieutenant Commander	Major	Squadron Leader	LL 1 (higher duties or temporary duty only)	177.82
			LL 2-1	177.82
			LL 2-2	183.56
			LL 3-1	223.36
			LL 3-2	239.88
LL 4	285.23			
Commander	Lieutenant Colonel	Wing Commander	LL 2 (higher duties or temporary duty only)	249.90
			LL 3 (higher duties or temporary duty only)	309.32
			LL 4-1	328.07
			LL 4-2	340.17
			LL5	351.04

SCHEDULE 10A – continued

SCALE OF DAILY RATES

LEGAL OFFICER OF THE RESERVE FORCES ON SPECIALIST CAREER STRUCTURE

Column 1a			Column 1b	Column 2
Rank			Competency level	Rate of salary
Navy	Army	Air Force		\$ per day
Captain	Colonel	Group Captain	LL 2 (higher duties or temporary duty only)	292.43
			LL 3 (higher duties or temporary duty only)	334.82
			LL 4	351.04
			LL 5	361.92
Commodore	Brigadier	Air Commodore	LL 4 (higher duties or temporary duty only)	375.28
			LL 5	398.36

Note: To advance from one competency level to another the Legal Officer must meet the competency requirements established by the CDF for the competency level, and to be posted to a position designated by the CDF as a position that requires that competency level.

ATTACHMENT A6

SCHEDULE 11
SCALE OF DAILY RATES
CHAPLAIN OF THE RESERVE FORCES ON SPECIALIST SALARY STRUCTURE

Column 1a Classification	Column 1b Competency Level	Column 2 Rate of Salary \$ per day
Chaplain Division 1	CL 1-1	160.41
	CL 1-2	166.08
	CL 2-1	171.92
	CL 2-2	177.95
	CL 2-3	184.16
	CL 3-1	190.56
Chaplain Division 2	CL 2-3	190.56
	CL 3-1	196.95
	CL 3-2	203.35
	CL 3-3	209.76
Chaplain Division 3	CL2	223.59
	CL 3-1	252.48
	CL 3-2	260.29
Chaplain Division 4	CL3-1	275.25
	CL3-2 or Division 4 Head of Denomination	283.76
Chaplain Division 5	CL3 Principal Chaplain	308.41

* To advance from one competency level to another the Chaplain must meet the competency requirements established by the CDF.

ATTACHMENT A7

ATTACHMENT B

DETERMINATION NO. 6 OF 1992, SALARIES, as amended by DETERMINATION NO.3 OF 2006, REMUNERATION REFORM PROJECT – OFFICER AND WARRANT OFFICER SALARIES, at 5 October 2006)

Clause 22A (Graded pay structure for officer of the Reserve Forces)

1. Substitute:

“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 for an officer who is to be paid at the non-discounted rate 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 Part 2 of Schedule 2A.

22A.3 The rate of salary for an officer who is to be paid at the discounted rate is the rate in Part 3 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 3 of Schedule 2A.
- (b) The pay grade held by the officer and listed under column 2 of Part 3 of Schedule 2A.

22A.4 An officer holds pay grade 2 under Part 2 of Schedule 2A if:

- (a) salary is not payable to the officer at a pay grade specified in recognition of the officer's level of qualification and skill for the purposes of clause 22C; and
- (b) salary is payable to the officer at the non-discounted rate.

22A.5 An officer holds pay grade 2 under Part 3 of Schedule 2A if:

- (a) salary is not payable to the officer at a pay grade specified in recognition of the officer's level of qualification and skill for the purposes of clause 22C; and
- (b) salary is payable to the officer at the discounted rate.”.

Clause 22B (Graded pay structure for Warrant Officer Class 1 of the Reserve Forces)

2. Substitute:

“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 for a member who is to be paid at the non-discounted rate 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 Part 2 of Schedule 2B.

22B.3 The rate of salary for a member who is to be paid at the discounted rate is the rate in Part 3 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 3 of Schedule 2B.
- (b) The pay grade held by the member and listed under column 2 of Part 3 of Schedule 2B.

22B.4 A member holds pay grade 2 under Part 2 of Schedule 2B if:

- (a) salary is not payable to the officer at a pay grade specified in recognition of the officer's level of qualification and skill for the purposes of clause 22C; and
- (b) salary is payable to the officer at the non-discounted rate.

22B.5 A member holds pay grade 2 under Part 3 of Schedule 2B if:

- (a) salary is not payable to the officer at a pay grade specified in recognition of the officer's level of qualification and skill for the purposes of clause 22C; and

- (b) salary is payable to the officer at the discounted rate.”.

Clause 22C (Graded pay structure and allowances – member of the Reserve Forces)

3. Substitute:

“**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. 4 of 2006, Flying and flight duties 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)

4. Substitute:

“**26.1** The rate of salary applicable to a member with a rank below Warrant Officer Class 1 who is to be paid at the non-discounted rate is the rate specified for the member’s pay group in column 2 of Schedule 13 opposite the member’s rank in column 1.

26.2 The rate of salary applicable to a member with a rank below Warrant Officer Class 1 who is to be paid at the discounted rate is the rate specified for the member’s pay group in column 2 of Schedule 13A opposite the member’s rank in column 1.”.

Schedule 2A (Salary rates and pay grades for officers)

5. Substitute Part 2 of Schedule 2A (Salary rates and pay grades for officers) with the Parts at Attachment B1.

Schedule 2B (Salary rates and pay grades for Warrant Officer Class 1)

6. Substitute Part 2 of Schedule 2B (Salary rates and pay grades for Warrant Officer Class 1) with the Parts at Attachment B2.

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

7. Substitute with the Schedules at Attachment B3.

ATTACHMENT B1

Schedule 2A

Salary rates and pay grades for officers

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	2A	3	3A	4	4A
Captain	Colonel	Group Captain	O6 - 0	\$284.08	\$292.43	\$297.24	\$302.05	\$306.59	\$310.39	\$311.67
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$249.73	\$258.07	\$262.88	\$267.70	\$272.23	\$276.04	\$277.32
			O5 - 0	\$241.56	\$249.90	\$254.71	\$259.53	\$264.06	\$267.87	\$269.15
Lieutenant Commander	Major	Squadron Leader	O4 - 1	\$180.94	\$189.28	\$194.10	\$198.91	\$203.44	\$207.25	\$208.53
			O4 - 0	\$169.48	\$177.82	\$182.63	\$187.45	\$191.98	\$195.79	\$197.07
Lieutenant	Captain	Flight Lieutenant	O3 - 2	\$154.51	\$162.85	\$167.67	\$172.48	\$177.02	\$180.82	\$182.10
			O3 - 1	\$143.62	\$151.96	\$156.78	\$161.59	\$166.12	\$169.93	\$171.21
			O3 - 0	\$132.73	\$141.08	\$145.89	\$150.70	\$155.24	\$159.04	\$160.32
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 1	\$118.97	\$127.32	\$132.13	\$136.94	\$141.47	\$145.28	\$146.56
			O2 - 0	\$110.34	\$118.68	\$123.50	\$128.31	\$132.85	\$136.65	\$137.93
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$106.72	\$115.06	\$119.87	\$124.69	\$129.22	\$133.03	\$134.31
			O1 - 0	\$103.10	\$111.44	\$116.25	\$121.07	\$125.60	\$129.41	\$130.68

- Notes:**
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 it on 5 October 2006.
 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 2A

Salary rates and pay grades for officers

Part 2: Officer of the Reserve Force on non-discounted rate (continued)

Column 1 Rank and increment				Column 2 Non-discounted daily salary rate for pay grade						
Navy	Army	Air Force		4C	5	6	7	8	9*	10*
Captain	Colonel	Group Captain	O6 - 0	\$315.67	\$319.69	\$330.12	\$340.58	\$351.91	\$363.23	\$370.80
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$281.31	\$285.33	\$295.76	\$306.22	\$317.55	\$328.87	\$336.44
			O5 - 0	\$273.15	\$277.17	\$287.59	\$298.05	\$309.38	\$320.71	\$328.27
Lieutenant Commander	Major	Squadron Leader	O4 - 1	\$212.53	\$216.55	\$226.98	\$237.44	\$248.76	\$260.09	\$267.66
			O4 - 0	\$201.07	\$205.09	\$215.52	\$225.98	\$237.30	\$248.63	\$256.19
Lieutenant	Captain	Flight Lieutenant	O3 - 2	\$186.10	\$190.12	\$200.55	\$211.01	\$222.33	\$233.66	\$241.23
			O3 - 1	\$175.21	\$179.23	\$189.65	\$200.12	\$211.44	\$222.77	\$230.33
			O3 - 0	\$164.32	\$168.34	\$178.77	\$189.23	\$200.56	\$211.88	\$219.45
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 1	\$150.56	\$154.58	\$165.01	\$175.47	\$186.79	\$198.12	\$205.68
			O2 - 0	\$141.93	\$145.95	\$156.38	\$166.84	\$178.16	\$189.49	\$197.06
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$138.31	\$142.33	\$152.75	\$163.21	\$174.54	\$185.87	\$193.43
			O1 - 0	\$134.68	\$138.70	\$149.13	\$159.59	\$170.92	\$182.24	\$189.81

- Notes:**
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 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 2A

Salary rates and pay grades for officers

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	2A	3	3A	4	4A
Captain	Colonel	Group Captain	O6 - 0	\$255.68	\$263.18	\$267.51	\$271.85	\$275.93	\$279.36	\$280.51
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$224.75	\$232.26	\$236.59	\$240.93	\$245.00	\$248.43	\$249.58
			O5 - 0	\$217.40	\$224.91	\$229.24	\$233.58	\$237.65	\$241.08	\$242.23
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:**
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 it on 5 October 2006.
 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 2A

Salary rates and pay grades for officers

Part 3: Officer of the Reserve Force on discounted rate (continued)

Column 1 Rank and increment				Column 2 Discounted daily salary rate for pay grade						
Navy	Army	Air Force		4C	5	6	7	8	9*	10*
Captain	Colonel	Group Captain	O6 - 0	\$284.11	\$287.72	\$297.11	\$306.52	\$316.72	\$326.91	\$333.72
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$253.18	\$256.80	\$266.18	\$275.60	\$285.79	\$295.99	\$302.80
			O5 - 0	\$245.83	\$249.45	\$258.83	\$268.25	\$278.44	\$288.64	\$295.45
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:**
- 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 it on 5 October 2006.
 - 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 B2

Schedule 2B
Salary rates and pay grades for Warrant Officer Class 1 (continued)

Part 2: Warrant Officer Class 1 in the Reserve Force on non-discounted rate

Column 1 Rank and increment	Column 2 Non-discounted daily rate of salary for pay grade						
	1	2	2A	3	4	4A	4B
WO1 - 1	\$158.08	\$166.42	\$171.24	\$176.05	\$184.39	\$185.67	\$187.06
WO1 - 0	\$153.13	\$161.48	\$166.29	\$171.10	\$179.44	\$180.72	\$182.11

Column 1 Rank and increment	Column 2 Non-discounted daily rate of salary for pay grade						
	4C	4D	5	5A	6	7	8
WO1 - 1	\$189.67	\$191.39	\$193.69	\$195.87	\$204.12	\$214.58	\$225.90
WO1 - 0	\$184.72	\$186.45	\$188.74	\$190.93	\$199.17	\$209.63	\$220.96

- 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 5 October 2006.
 - 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 3: Warrant Officer Class 1 in the Reserve Force on discounted rate

Column 1 Rank and increment	Column 2 Discounted 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 Discounted 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:**
- 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 5 October 2006.
 - 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 B3

SCHEDULE 13
SCALE OF NON-DISCOUNTED DAILY RATES
OTHER RANK OF THE RESERVE FORCES

Column 1
Rank

Column 2
Rate of Salary

Navy	Army	Air Force	Pay	Pay	Pay	Pay	Pay	Pay	Pay
			Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7
			\$pd	\$pd	\$pd	\$pd	\$pd	\$pd	\$pd
Seaman	Private	Aircraftman	91.21	96.19	101.18	106.16	111.14	116.13	121.11
Able Seaman	Private Proficient	Leading Aircraftman	93.00	98.08	103.17	108.25	113.33	118.41	123.50
	Lance Corporal		94.84	100.01	105.20	110.39	115.57	120.75	125.94
Leading Seaman	Corporal	Corporal	103.21	107.33	111.46	115.58	119.72	123.83	127.96
			106.36	110.61	114.86	119.11	123.36	127.61	131.87
Petty Officer	Sergeant	Sergeant	118.50	121.57	124.65	127.73	130.81	133.89	136.97
			122.12	125.29	128.46	131.64	134.81	137.99	141.16
	Staff Sergeant		132.38	135.82	139.25	142.70	146.15	149.59	153.03
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	139.83	143.43	145.60	147.76	149.92	152.08	154.19
			144.11	147.81	150.05	152.27	154.49	156.73	158.92

SCHEDULE 13A
SCALE OF DISCOUNTED DAILY RATES
OTHER RANK OF THE RESERVE FORCES

Column 1
Rank

Column 2
Rate of Salary

Navy	Army	Air Force	Pay	Pay	Pay	Pay	Pay	Pay	Pay
			Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7
			\$pd	\$pd	\$pd	\$pd	\$pd	\$pd	\$pd
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