

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 4 OF 2007

PAY GRADE PLACEMENT ENGINEERS

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

Commencement

1. This Determination is to be taken to have commenced on 22 February 2007.

Amendment

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

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

3. Substitute with the Schedule in Attachment B.

Dated this Eighteenth day of May two thousand and seven.

Senior Deputy President R N Cartwright
President

Mr G D John
Member

Rear Admiral B L Adams, AO (Retd)
Member

ATTACHMENT A

DETERMINATION NO. 6 OF 1992, SALARIES

Clause 2 (Definitions)

1. Insert in alphabetical order:

“allowance for qualification and skill” means an allowance for qualification and skill 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 Forces Allowance.
- (d) Determination No. 19 of 2002, Specialist Operations Allowance.”.

Clause 13.4 (Rate of salary for senior officer)

2. Substitute:

“**13.4** For any period that salary is payable under this clause, a senior officer is not to be paid an allowance for qualification and skill, as defined in subclause 2.”.

Clause 13A (Graded pay structure for officer)

3. Substitute:

“Pay grade for an 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 An officer holds the pay grade that is:

- (a) specified in Schedule 2C for a level of qualification and skill that the officer holds; or
- (b) if Schedule 2C does not specify a pay grade that applies to the member — pay grade 2.

13A.3 An officer for whom a pay grade is specified in Schedule 2C holds the pay grade that corresponds to the officer's level of qualification and skill in:

- (a) column 3 of Part 1 of Schedule 2C; or
- (b) column 4 in whichever of Part 2, 3 or 4 of Schedule 2C is relevant for the officer's Service.

13A.4 If more than one pay grade applies to an officer under Schedule 2C, the higher pay grade is taken to apply to the officer.

13A.5 A pay grade listed in Schedule 2C applies to an officer for the period that the officer meets any conditions for that pay grade, including relevant conditions for an allowance for qualification and skill.

13A.6 An officer's pay grade under Part 1 of Schedule 2C is taken to be retained subject to the same conditions as an allowance for qualification and skill (as defined in subclause 2) that would otherwise be payable to the officer.

Rate of salary for an officer

13AA.1 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.

13AA.2 In any period for which salary is payable at a pay grade that applies to the officer under Schedule 2C, the officer is not to be paid an allowance for qualification and skill, as defined in subclause 2."

Clause 13B (Graded pay structure for Warrant Officer Class 1)

4. Substitute:

"Pay grade for a Warrant Officer Class 1

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

13B.2 A member holds the pay grade that is:

- (a) specified in Schedule 2C for a level of qualification and skill that the officer holds; or
- (b) if Schedule 2C does not specify a pay grade that applies to the member -- pay grade 2.

13B.3 A member for whom a pay grade is specified in Schedule 2C holds the pay grade that corresponds to the member's level of qualification and skill in:

- (a) column 4 of Part 1 of Schedule 2C; or

- (b) column 5 in whichever of Part 2, 3 or 4 of Schedule 2C is relevant for the member's Service.

13B.4 If more than one pay grade applies to a Warrant Officer Class 1 under Schedule 2C, the higher pay grade is taken to apply to the member.

13B.5 A pay grade listed in Schedule 2C applies to a Warrant Officer Class 1 for the period that the member meets any conditions for that pay grade, including relevant conditions for an allowance for qualification and skill.

13B.6 A member's pay grade under this clause is taken to be retained subject to the same conditions as an allowance for qualification and skill (as defined in subclause 2) that would otherwise be payable to the member.

Rate of salary for a Warrant Officer Class 1

13BA.1 The rate of salary that a Warrant Officer Class 1 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.

13BA.2 In any period for which salary is payable to a Warrant Officer Class 1 at a pay grade that applies to the member under Schedule 2C, the member is not to be paid an allowance for qualification and skill, as defined in subclause 2.”

Clause 13C (Graded pay structure and allowances – continuous full time service)

- 5. Omit.

Subclause 14.5 (Rate of salary on advancement from other rank)

- 6. Substitute:

“**14.5** If the pay grade that applies to an officer changes but does not increase the member's salary so that they cease to be eligible under subclause 14.4, the officer is to be paid salary at the rate for their rank and increment and new pay grade under Schedule 3.”

Subclause 21A.2 (Salary of member of the Reserve Forces)

- 7. Renumber the subclause as 21.1A.2.

Subclause 22.4 (Rate of salary for senior officer of the Reserve Forces)

- 8. Substitute:

“**22.4** For any period that salary is payable under this clause, a senior officer is not to be paid an amount of allowance for qualification and skill, as defined in subclause 2.”

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

9. Substitute:

“Pay grade for an 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 An officer of the Reserve Forces holds the pay grade that is:

- (a) specified in Schedule 2C for a level of qualification and skill that the officer holds; or
- (b) if Schedule 2C does not specify a pay grade that applies to the member — pay grade 2.

22A.3 An officer for whom a pay grade is specified in Schedule 2C holds the pay grade that corresponds to the officer’s level of qualification and skill in:

- (a) column 3 of Part 1 of Schedule 2C; or
- (b) column 4 in whichever of Part 2, 3 or 4 of Schedule 2C is relevant for the officer’s Service.

22A.4 If more than one pay grade applies to an officer under Schedule 2C, the higher of the pay grades is taken to apply to the officer.

22A.5 A pay grade listed in Schedule 2C applies to an officer for the period that the officer meets any conditions for that pay grade, including relevant conditions for an allowance for qualification and skill.

22A.6 An officer’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 officer under the retention period in an allowance for qualification and skill, as defined in subclause 2.

Rate of salary for an officer of the Reserve Forces

22AB.1 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.

22AB.2 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.

22AB.3 While salary is payable at a pay grade that applies to the officer under Schedule 2C, the officer is not to be paid an amount of allowance for qualification and skill, as defined in subclause 2.”.

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

10. Substitute:

“Pay grade for a 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 A Warrant Officer Class 1 of the Reserve Forces holds the pay grade that is:

- (a) specified in Schedule 2C for a level of qualification and skill that the officer holds; or
- (b) if Schedule 2C does not specify a pay grade that applies to the member —pay grade 2.

22B.3 A member for whom a pay grade is specified in Schedule 2C holds the pay grade that corresponds to the member’s level of qualification and skill in:

- (a) column 4 of Part 1 of Schedule 2C; or
- (b) column 5 in whichever of Part 2, 3 or 4 of Schedule 2C is relevant for the member’s Service.

22B.4 If more than one pay grade applies to a Warrant Officer Class 1 under Schedule 2C, the higher pay grade is taken to apply to the member.

22B.5 A pay grade listed in Schedule 2C applies to a Warrant Officer Class 1 for the period that the member meets any conditions for that pay grade, including relevant conditions for an allowance for qualification and skill.

22B.6 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 an allowance for qualification and skill, as defined in subclause 2.

Rate of salary for a Warrant Offer Class 1 of the Reserve Forces

22BA.1 The rate of salary for a Warrant Officer Class 1 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.

22BA.2 The rate of salary for a Warrant Officer Class 1 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.

22BA.3 In any period for which salary is payable to a Warrant Officer Class 1 at a pay grade that applies to the member under Schedule 2C, the member is not to be paid an allowance for qualification and skill, as defined in subclause 2.”.

Clause 22C (Graded pay structure and allowances – continuous full time service)

11. Omit.

ATTACHMENT B

Schedule 2C

Pay grades for recognition of qualification and skill

Part 1: All Services

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)	4A	4A
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

Schedule 2C

Pay grades for recognition of qualification and skill

Part 2: Navy

Column 1 Item	Column 2 Specialisation	Column 3 Level of qualification and skill	Column 4 Pay grade for an officer	Column 5 Pay grade for a Warrant Officer Class 1
1.	Engineering Officer	Marine Engineer	3	Not applicable
2.	Engineering Officer	Weapons Electrical Engineer	3	Not applicable
3.	Engineering Officer	Aerospace Engineer	3	Not applicable
4.	Engineering Officer	Explosive Ordnance Engineer	3	Not applicable

Schedule 2C

Pay grades for recognition of qualification and skill

Part 3: Army

Column 1 Item	Column 2 Specialisation	Column 3 Level of qualification and skill	Column 4 Pay grade for an officer	Column 5 Pay grade for a Warrant Officer Class 1
1.	Artificer Ground Grade 1	Not applicable	Not applicable	2
2.	Artificer Ground Grade 2	Not applicable	Not applicable	2
3.	Mechanic Recovery Operations Specialist Grade 1	Not applicable	Not applicable	2
4.	Mechanic Recovery Operations Specialist Grade 2	Not applicable	Not applicable	2
5.	Engineering Officer	Royal Australian Electrical and Mechanical Engineer Corp (classified as Army Land Mechanical Engineer or Army Aerospace Engineer Officer)	3	Not applicable
6.	Engineering Officer	Royal Australian Engineers Corp	3	Not applicable
7.	Engineering Officer	Royal Australian Signals Corp	3	Not applicable

Schedule 2C

Pay grades for recognition of qualification and skill

Part 4: Air Force

Column 1 Item	Column 2 Specialisation	Column 3 Level of qualification and skill	Column 4 Pay grade for an officer	Column 5 Pay grade for a Warrant Officer Class 1
1.	Engineering Officer	Aerospace Engineering Officer – Aeronautical	3	Not applicable
2.	Engineering Officer	Aerospace Engineering Officer – Armament	3	Not applicable
3.	Engineering Officer	Aerospace Engineering Officer – Electronics	3	Not applicable
4.	Engineering Officer	Aerospace Engineering Officer – Airfield	3	Not applicable