

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 11 OF 2007

PAY GRADE PLACEMENT FOR OFFICERS

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

Purpose

1. The purpose of the Determination is to permit timely implementation of officer pay grade placement while a replacement determination for Determination No. 6 of 1992, Salaries (as amended), is prepared, for consideration by 31 October 2007.

Commencement

2. This Determination commences on 9 August 2007.

Amendment

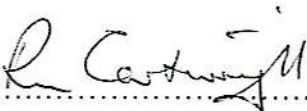
3.1 Determination No. 6 of 1992, Salaries, as amended, is amended as set out in Attachment A to this Determination.

3.2 To avoid doubt, Schedule 2C in Annex A to Attachment A to this Determination replaces Schedule 2C as amended by Determination No. 9 of 2007, Pay Grade Placement Warrant Officer Class 1.

3.3 Determination No. 22 of 2006, Remuneration Reform Project – Salary Rates for Other Ranks, as amended, is amended as set out in Attachment B to this Determination.

Dated this twenty-third day of August two thousand and seven.

Senior Deputy President R N Cartwright
President



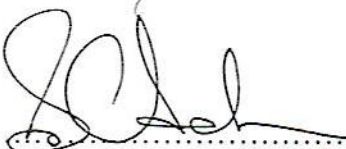
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Mr G D John
Member



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Rear Admiral B L Adams, AO (Retd)
Member



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ATTACHMENT A

DETERMINATION NO. 6 OF 1992, SALARIES

Clause 10 (Annual increment of salary payable where member is competent)

1.1 Rename clause to:

“Salary point for a member”.

1.2 Substitute:

“10. A member is to be paid an annual increment of salary if:

- (a) the member is below the top increment for the member’s rank; and
- (b) the member ordinarily carries out duties and responsibilities at the standard for whichever is relevant of the member’s:
 - (i) rank; and
 - (ii) experience; and
 - (iii) pay grade or pay group; and
 - (iv) employment category (including any applicable classification).

Note: This clause does not a limit the capacity for another determination made under Part IIIA of the *Defence Act 1903* to provide for:

- (a) the placement of a member at a salary point, on enlistment, appointment, change in rank or change in pay grade or pay group; and
- (b) the deferral or refusal of an increment.”.

Clause 11 (Deferral of increment of salary)

2. Omit.

Clause 11A (Legal salary payable to certain legal officers not performing legal duties)

3. Renumber clause to clause 11.

Subclause 11A.2 (Legal salary payable to certain legal officers not performing legal duties) (renumbered by this Determination as clause 11.2)

4.1 Omit:

“subclause 11A.1”.

4.2 Insert:

“subclause 11.1”.

Clause 11A (Definitions)

5. Substitute:

“**11A.** In this Part:

“date of effect” for a relevant employment category, means the date of effect specified for that category in either of column 2 of Schedule 1A or column 2 of Schedule 2E;

“relevant employment category” means an employment category listed in either of column 1 of Schedule 1A or column 1 of Schedule 2E for the purposes of salary non-reduction.”.

Clause 11B (Application)

6. Substitute:

“**11B.** This Part applies to a member if, but for this Part, the salary payable to the member would be reduced as a result of:

(a) compulsory transfer from one employment category to another employment category;

(b) transfer of an employment category to a lower pay group or pay grade; or

(c) the restructure of an employment category,

but not if the reduction would result from:

(d) unsatisfactory performance of duty;

(e) disciplinary action; or

(f) administrative sanction.”.

Clause 11C (Entitlement to salary non-reduction)

7. Substitute:

“**11C.** During a salary non-reduction period of 18 months (or longer if so determined), a member is to continue to receive the rate of salary payable to the member immediately before this Part applies.”.

Subclause 11D.1 (Salary non-reduction period)

8. Substitute:

“**11D.1**For clause 11C, the salary non-reduction period begins on the day on which this Part applies to a member and ends:

(a) for a member with the rank of Warrant Officer Class 2 or lower who occupied a relevant employment category immediately before the date of effect – at the end of the day specified in column 3 of Schedule 1A;

- (b) for a member who is an officer who occupied a relevant employment category immediately before the date of effect – at the end of day specified in column 3 of Schedule 2E; and
- (c) for any other member – after 18 months.”.

Clause 11F (Salary non-reduction – member posted as Recruit Instructor (1 RTB))

9. Insert at the end:

“Retention of pay grade or pay group

11G.1 A member who ceases to be eligible for a pay grade or pay group may continue to be paid, at the rate applicable for the member’s rank and increment in that pay grade or pay group, if:

- (a) the member remains liable to serve in the employment category and (if relevant) the classification to which the pay grade or pay group related; and
- (b) the CDF approves the retention of a pay grade or pay group for:
 - (i) an other rank member or a Warrant Officer Class 1 for a period of up to three years where the member holds qualifications required for payment at that pay grade or pay group; or
 - (ii) an officer in accordance with any relevant instruction or direction made under sections 9 and 9A of the *Defence Act 1903*.”.

Clause 13A (Pay grade for an officer)

10. Substitute:

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

- (a) An 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 the Service, employment category and classification (if any) 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 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.4 A pay grade listed in Schedule 2C applies to an officer for the period that the officer meets the requirements for the relevant employment category and classification (if any), including if relevant, required levels of qualification and skill.

13A.5 The pay grade for an officer of the Royal Australian Air Force, who does not hold an aircrew employment category, is increased by one if the member:

- (a) holds a pay grade below pay grade 10; and
- (b) is appointed to, and exercises, a command position.”.

Subclause 19.1 (Rate of salary – trainee)

11. Insert at end:

“**19.2** This clause does not apply to a member classified as "under training" in Schedule 2C.”.

Clause 22A (Pay grade for an officer of the Reserve Forces)

12. Substitute:

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

- (a) An 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 the Service, employment category and classification (if any) that the officer holds; or
- (b) if Schedule 2C does not specify a pay grade that applies to the officer — pay grade 2; or
- (c) if clause 21 provides that salary is payable to the officer at a discounted rate — pay grade 2 at the discounted rate.

22A.3 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.4 A pay grade listed in Schedule 2C applies to an officer for the period that the officer meets the requirements for the relevant employment category and classification (if any), including if relevant, required levels of qualification and skills.

22A.5 The pay grade for an officer of the Air Force Reserve, who does not hold an aircrew employment category, is increased by one if the member:

- (a) holds a pay grade below pay grade 10; and
- (b) is appointed to, and exercises, a command position.”.

Column 3 of Schedule 1A (Salary non-reduction – relevant employment categories, dates of effect and dates of cessation)

13.1 Under Navy – Pay Group 5, omit twice occurring:

“22 May 2007”.

13.2 Insert twice occurring:

“22 May 2009”.

Schedule 2C (Pay grades for officers)

14. Substitute with the Schedule in Annex A to this Determination.

Schedule 2D (Pay grades for Warrant Officer Class 1)

15. Insert at the end:

Schedule 2E – Salary non-reduction - Officers

Column 1	Column 2	Column 3
Relevant employment category	Date of effect	Date of cessation
NAVY		
ARMY		
Pay Grade 9 Flight Test Engineer	9 August 2007	8 August 2010
Pay Grade 10 Flight Test Engineer	9 August 2007	8 August 2010
AIR FORCE		
Pay Grade 7 Flight Test Engineer	9 August 2007	8 August 2010
Pay Grade 9 Flight Test Engineer	9 August 2007	8 August 2010
Pay Grade 10 Flight Test Engineer	9 August 2007	8 August 2010

ANNEX A

Schedule 2C Pay grades for Officers

Notes:

1. In this Schedule, "Employment Category" includes a mustering, professional qualification or specialisation.
2. In this Schedule, categories that require a member to hold specific experience, qualification or skill may include one or a combination of the following descriptions in the employment category or classification title:

Item	This descriptor...	means...
1.	Command	Command exercised by a member who is or has been, exercising the duties of command in a command position identified by the Chief of the member's Service.
2.	Fly 0-2	A member with flying experience of less than 2 years.
3.	Fly 2-4	A member with flying experience of 2 years up to 4 years.
4.	Fly 4-6	A member with flying experience of 4 years up to 6 years.
5.	Fly 6-8	A member with flying experience of 6 years up to 8 years.
6.	Fly 8-10	A member with flying experience of 8 years up to 10 years.
7.	Fly 10+	A member with flying experience of 10 or more years.
8.	SM	A qualified submariner other than (a) A member who has the rank of Rear Admiral in the Navy, or a higher rank. (b) A member who is a Medical or Dental Officer with the rank of Commander in the Navy, or a higher rank.

Part 1: All Services

Pay grade 2A		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Trainee Commando (specialist operations)	-

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Fly 0-2	-
2.	Qualified Commando (specialist operations)	-

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Fly 2-4	-
2.	Qualified Clearance Diver (advanced) (specialist operations)	-

Pay grade 4A		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Trainee Tactical Assault Group East (Commando)	-

Pay grade 5		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Fly 4-6	-
2.	Trainee Special Forces member (Special Action Forces)	-
3.	Qualified Tactical Assault Group East member (Clearance Diver)	-
4.	Qualified Tactical Assault Group East member (Special Action Forces)	-

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Fly 6-8	-
2.	Qualified Special Forces member (Special Action Forces)	-

Pay grade 9		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Fly 8-10	-

Pay grade 10		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Fly 10+	-

Part 2: Navy

Note: In this Part, categories that require a member to hold specific experience, qualification or skill may include one or a combination of the following descriptions in the employment category or classification title. Descriptions used in Parts 1, 3 or 4 may also be used.

Item	This descriptor...	means...
1.	ADQUAL	A member with the additional qualification of Above Water Warfare, Anti Submarine Warfare, Communications, Aircraft Direction, Gunnery, Navigation, and Surface Warfare.
2.	TAG(E)	A qualified member of the Tactical Assault Group (East)
3.	Under Training	Under training for a primary qualification. It does not include a trainee. It does not affect a member's entitlement to Service allowance.
4.	Former Warrant Officer (Commissioned)	A member to whom clause 14 applies, who held an employment category under Schedule 1 prior to appointment. Exception: a member in the Royal Australian Navy Aircrew Employment Category at pay grade 6.

Pay grade 2		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Seaman	Under Training
2.	Pilot	Under Training
3.	Observer	Under Training
4.	Nurse	Under Training
5.	Medical Administrator	Primary Qualification
6.	Supply	Under Training
7.	Administration	Primary Qualification
8.	Instructor	Primary Qualification
9.	Bandmaster	Under Training
10.	Naval Police Coxswain Officer	Under Training
11.	Naval Police Coxswain Officer	Primary Qualification
12.	Public Relations	Under Training
13.	Public Relations	Primary Qualification
14.	Intelligence	Under Training
15.	Intelligence	Primary Qualification
16.	Maritime Trade Organisation	Under Training
17.	Former Warrant Officer (Commissioned)	Appointment

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Bandmaster	Primary Qualification
2.	Marine Engineering	Under Training
3.	Weapon Electrical Engineering	Under Training
4.	Aeronautical Engineering	Under Training
5.	Weapon Electrical Aircraft Engineering	Under Training
6.	Supply	Primary Qualification
7.	Training Systems	Under Training
8.	Training Systems	Primary Qualification
9.	Nurse	Primary Qualification
10.	Maritime Trade Organisation	Primary Qualification
11.	Psychologist	Under Training
12.	Psychologist	Primary Qualification

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Bandmaster	Officer In Charge
2.	Seaman	Primary Qualification
3.	Naval Police Coxswain Officer	Director of Policing and Security - Navy
4.	Medical Administration	Specialist
5.	Training Systems	Charge Qualified
6.	Maritime Trade Organisation	Level 2B

Pay grade 5		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Marine Engineering	Primary Qualification
2.	Mine Warfare Clearance Diver Officer TAG(E)	Qualified
3.	Weapon Electrical Engineering	Primary Qualification
4.	Aerospace Engineering	Primary Qualification
5.	Principal Warfare Officer	Qualified
6.	Principal Warfare Officer ADQUAL	Qualified post 01AUG05

7.	Seaman	Minor War Vessel Command
8.	Seaman Specialist	Qualified pre 01JUL04
9.	Seaman Specialist	Minor War Vessel Command
10.	Mine Warfare Clearance Diver Officer	Qualified
11.	Maritime Geospatial Officer Hydrographer	Qualified
12.	Maritime Geospatial Officer Meteorology	Qualified
13.	Instructor Maritime Geospatial Officer Meteorology	Qualified
14.	Training Systems Maritime Geospatial Officer Meteorology	Qualified
15.	Nurse	Specialist
16.	Supply	Charge Qualified
17.	Supply	Qualified non Supply Charge Board pre 01JAN98
18.	Psychologist	Specialist

Pay grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Aircrew	Appointment
2.	Bandmaster	Director of Music
3.	Marine Engineer	Charge Qualified
4.	Marine Engineering SM	Qualified
5.	Weapons Electrical Engineer	Charge Qualified
6.	Weapon Electrical Engineering SM	Qualified
7.	Aerospace Engineering	Charge Qualified
8.	Seaman SM	Qualified
9.	Principal Warfare Officer ADQUAL	Qualified pre 01AUG05
10.	Force Warfare Officer	Qualified
12.	Maritime Geospatial Officer Hydrographer – Advanced	Hydrographic Officers Long Course/Masters Degree in Hydrographic Science Qualified
13.	Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
14.	Instructor Maritime Geospatial Officer Meteorology Specialist – Advanced	Masters of Science and Oceanography Qualified
15.	Training Systems Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
16.	Naval Police Coxswain Officer	Commanding Officer Defence Police Training Centre
17.	Nurse	Officer In Charge

18.	Medical Administrator	Officer In Charge
19.	Training Systems	Officer In Charge Naval Personnel and Training Centre

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Aerospace Engineering	Head of Department
2.	Marine Engineering	Marine Engineering Officer Major Fleet Unit
3.	Marine Engineering SM	Charge Qualified
4.	Weapon Electrical Engineering	Weapon Electrical Engineering Officer Major Fleet Unit
5.	Weapon Electrical Engineering SM	Charge Qualified
6.	Seaman	Executive Officer Major Fleet Unit
7.	Seaman Specialist	Executive Officer Major Fleet Unit
8.	Principal Warfare Officer	Executive Officer Major Fleet Unit
9.	Principal Warfare Officer	Minor War Vessel Command
10.	Principal Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
11.	Principal Warfare Officer ADQUAL	Minor War Vessel Command
12.	Force Warfare Officer	Executive Officer Major Fleet Unit
13.	Force Warfare Officer	Minor War Vessel Command
14.	Mine Warfare Clearance Diver Officer	Executive Officer Major Fleet Unit
15.	Mine Warfare Clearance Diver Officer	Minor War Vessel Command
16.	Mine Warfare Clearance Diver Officer	Commanding Officer Clearance Diving Team Command
17.	Mine Warfare Clearance Diver Officer	Executive Officer Major Fleet Unit
18.	Mine Warfare Clearance Diver Officer	Minor War Vessel Command
19.	Mine Warfare Clearance Diver Officer	Clearance Diving Team Command
20.	Maritime Geospatial Officer Hydrographer	Executive Officer Major Fleet Unit
21.	Maritime Geospatial Officer Hydrographer	Minor War Vessel Command
22.	Maritime Geospatial Officer Meteorology	Executive Officer Major Fleet Unit
23.	Maritime Geospatial Officer Meteorology	Minor War Vessel Command
24.	Maritime Geospatial Officer Meteorology	Director of Meteorology
25.	Maritime Geospatial Officer Meteorology – Advanced	Executive Officer Major Fleet Unit
26.	Maritime Geospatial Officer Meteorology – Advanced	Minor War Vessel Command
27.	Maritime Geospatial Officer Meteorology – Advanced	Director of Meteorology

29.	Seaman SM	Executive Officer SM
30.	Seaman SM	Watch Leader
31.	Seaman SM	Executive Officer Major Fleet Unit
32.	Seaman SM	Minor War Vessel Command
33.	Instructor Maritime Geospatial Officer Meteorology	Director of Meteorology
34.	Training Systems Maritime Geospatial Officer Meteorology	Director of Meteorology
35.	Supply	Supply Officer Major Fleet Unit

Pay grade 8		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Pilot	Shore Command
2.	Observer	Shore Command
3.	Bandmaster	Shore Command
4.	Marine Engineer	Shore Command
5.	Marine Engineering	Level 2
6.	Marine Engineering SM	Marine Engineering Officer SM
7.	Marine Engineering SM	Shore Command
8.	Weapons Electrical Engineer	Shore Command
9.	Weapon Electrical Engineering	Level 2
10.	Weapon Electrical Engineering SM	Shore Command
11.	Weapon Electrical Engineering SM	Weapon Electrical Engineering Officer SM
12.	Aeronautical Engineering	Shore Command
13.	Aeronautical Engineering	Level 2
14.	Weapon Electrical Aircraft Engineering	Shore Command
15.	Weapon Electrical Aircraft Engineering	Level 2
16.	Seaman	Shore Command
17.	Seaman Specialist	Shore Command
18.	Principal Warfare Officer	Shore Command
19.	Principal Warfare Officer ADQUAL	Shore Command
20.	Force Warfare Officer	Shore Command
21.	Mine Warfare Clearance Diver Officer	Shore Command
22.	Mine Warfare Clearance Diver Officer	Shore Command
23.	Maritime Geospatial Officer Hydrographer	Shore Command
24.	Maritime Geospatial Officer Hydrographer Specialist	Shore Command

25.	Maritime Geospatial Officer Meteorology	Shore Command
26.	Maritime Geospatial Officer Meteorology Advanced	Shore Command
27.	Seaman SM	Shore Command
28.	Naval Police Coxswain Officer	Shore Command
29.	Nurse	Shore Command
30.	Medical Administrator	Shore Command
31.	Supply	Shore Command
32.	Training Systems	Shore Command
33.	Training Systems Maritime Geospatial Officer Meteorology	Shore Command
34.	Administration	Shore Command
35.	Instructor	Shore Command
36.	Instructor Maritime Geospatial Officer Meteorology	Shore Command
37.	Public Relations	Shore Command
38.	Intelligence	Shore Command
39.	Psychologist	Shore Command
40.	Maritime Trade Organisation	Shore Command
41.	Warrant Officer (Commissioned)	Shore Command
42.	Aircrew	Shore Command

Pay grade 9		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Seaman	Major Fleet Unit Command
2.	Seaman Navigation	Major Fleet Unit Command
3.	Seaman Communications	Major Fleet Unit Command
4.	Seaman Mine Warfare	Major Fleet Unit Command
5.	Principal Warfare Officer	Major Fleet Unit Command
6.	Principal Warfare Officer ADQUAL	Major Fleet Unit Command
7.	Force Warfare Officer	Major Fleet Unit Command
8.	Mine Warfare Clearance Diver Officer	Major Fleet Unit Command
9.	Mine Warfare Clearance Diver Officer TAG(E)	Major Fleet Unit Command
10.	Maritime Geospatial Officer Meteorology	Major Fleet Unit Command
11.	Maritime Geospatial Officer Hydrographer	Major Fleet Unit Command
12.	Seaman SM	Major Fleet Unit Command
13.	Seaman SM	SM Command

Part 3: Army

Pay grade 2		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Armoured Officer	General Service Officer Grade 2
2.	Field Artillery Officer	General Service Officer Grade 2
3.	Air Defence Officer	General Service Officer Grade 2
4.	Aviation Officer	General Service Officer Grade 2
5.	Band Officer	General Service Officer Grade 2
6.	Catering Officer	General Service Officer Grade 2
7.	Dental Officer (Non Dentist)	General Service Officer Grade 2
8.	Education Officer	General Service Officer Grade 2
9.	Infantry Officer	General Service Officer Grade 2
10.	Intelligence Officer	General Service Officer Grade 2
11.	Medical Officer (Non doctor)	General Service Officer Grade 2
12.	Pharmaceutical Officer	General Service Officer Grade 2
13.	Therapeutical Officer	General Service Officer Grade 2
14.	Scientific Officer	General Service Officer Grade 2
15.	Miscellaneous Medical Officer	General Service Officer Grade 2
16.	Environmental Officer	General Service Officer Grade 2
17.	Radiographer Officer	General Service Officer Grade 2
18.	Military Police Officer	General Service Officer Grade 2
19.	Nursing Officer	General Service Officer Grade 2
20.	Ordnance Officer	General Service Officer Grade 2
21.	Pay Officer	General Service Officer Grade 2
22.	Psychology Officer	General Service Officer Grade 2
23.	Public Relations Officer	General Service Officer Grade 2
24.	Transport Officer	General Service Officer Grade 2

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Armoured Officer	General Service Officer Grade 3
2.	Field Artillery Officer	General Service Officer Grade 3
3.	Air Defence Officer	General Service Officer Grade 3

4.	Aviation Officer	General Service Officer Grade 3
5.	Band Officer	General Service Officer Grade 3
6.	Catering Officer	General Service Officer Grade 3
7.	Dental Officer (Non Dentist)	General Service Officer Grade 3
8.	Education Officer	General Service Officer Grade 3
9.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 3
10.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 3
11.	Engineer Officer	Engineering Officer Grade 3
12.	Infantry Officer	General Service Officer Grade 3
13.	Intelligence Officer	General Service Officer Grade 3
14.	Medical Officer (Non doctor)	General Service Officer Grade 3
15.	Pharmaceutical Officer	General Service Officer Grade 3
16.	Therapeutical Officer	General Service Officer Grade 3
17.	Scientific Officer	General Service Officer Grade 3
18.	Miscellaneous Medical Officer	General Service Officer Grade 3
19.	Environmental Officer	General Service Officer Grade 3
20.	Radiographer Officer	General Service Officer Grade 3
21.	Military Police Officer	General Service Officer Grade 3
22.	Nursing Officer	General Service Officer Grade 3
23.	Ordnance Officer	General Service Officer Grade 3
24.	Pay Officer	General Service Officer Grade 3
25.	Psychology Officer	General Service Officer Grade 3
26.	Public Relations Officer	General Service Officer Grade 3
27.	Signals Officer	Engineering Officer Grade 3
28.	Transport Officer	General Service Officer Grade 3

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Armoured Officer	General Service Officer Grade 4
2.	Field Artillery Officer	General Service Officer Grade 4
3.	Air Defence Officer	General Service Officer Grade 4
4.	Aviation Officer	General Service Officer Grade 4
5.	Band Officer	General Service Officer Grade 4
6.	Catering Officer	General Service Officer Grade 4
7.	Dental Officer (Non Dentist)	General Service Officer Grade 4

8.	Education Officer	General Service Officer Grade 4
9.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 4
10.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 4
11.	Engineer Officer	Engineering Officer Grade 4
12.	Infantry Officer	General Service Officer Grade 4
13.	Intelligence Officer	General Service Officer Grade 4
14.	Medical Officer (Non doctor)	General Service Officer Grade 4
15.	Pharmaceutical Officer	General Service Officer Grade 4
16.	Therapeutical Officer	General Service Officer Grade 4
17.	Scientific Officer	General Service Officer Grade 4
18.	Miscellaneous Medical Officer	General Service Officer Grade 4
19.	Environmental Officer	General Service Officer Grade 4
20.	Radiographer Officer	General Service Officer Grade 4
21.	Military Police Officer	General Service Officer Grade 4
22.	Nursing Officer	General Service Officer Grade 4
23.	Ordnance Officer	General Service Officer Grade 4
24.	Pay Officer	General Service Officer Grade 4
25.	Psychology Officer	General Service Officer Grade 4
26.	Public Relations Officer	General Service Officer Grade 4
27.	Signals Officer	Engineering Officer Grade 4
28.	Transport Officer	General Service Officer Grade 4

Pay grade 5		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Armoured Officer	General Service Officer Grade 5
2.	Field Artillery Officer	General Service Officer Grade 5
3.	Air Defence Officer	General Service Officer Grade 5
4.	Aviation Officer	General Service Officer Grade 5
5.	Band Officer	General Service Officer Grade 5
6.	Catering Officer	General Service Officer Grade 5
7.	Dental Officer (Non Dentist)	General Service Officer Grade 5
8.	Education Officer	General Service Officer Grade 5
9.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 5
10.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 5
11.	Engineering Officer	Engineering Officer Grade 5

12.	Infantry Officer	General Service Officer Grade 5
13.	Intelligence Officer	General Service Officer Grade 5
14.	Medical Officer (Non doctor)	General Service Officer Grade 5
15.	Pharmaceutical Officer	General Service Officer Grade 5
16.	Therapeutical Officer	General Service Officer Grade 5
17.	Scientific Officer	General Service Officer Grade 5
18.	Miscellaneous Medical Officer	General Service Officer Grade 5
19.	Environmental Officer	General Service Officer Grade 5
20.	Radiographer Officer	General Service Officer Grade 5
21.	Military Police Officer	General Service Officer Grade 5
22.	Nursing Officer	General Service Officer Grade 5
23.	Ordnance Officer	General Service Officer Grade 5
24.	Pay Officer	General Service Officer Grade 5
25.	Psychology Officer	General Service Officer Grade 5
26.	Public Relations Officer	General Service Officer Grade 5
27.	Signals Officer	Engineering Officer Grade 5
28.	Transport Officer	General Service Officer Grade 5

Pay grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Armoured Officer	General Service Officer Grade 6
2.	Field Artillery Officer	General Service Officer Grade 6
3.	Air Defence Officer	General Service Officer Grade 6
4.	Aviation Officer	General Service Officer Grade 6
5.	Band Officer	General Service Officer Grade 6
6.	Catering Officer	General Service Officer Grade 6
7.	Dental Officer (Non Dentist)	General Service Officer Grade 6
8.	Education Officer	General Service Officer Grade 6
9.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 6
10.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 6
11.	Engineering Officer	Engineering Officer Grade 6
12.	Infantry Officer	General Service Officer Grade 6
13.	Intelligence Officer	General Service Officer Grade 6
14.	Medical Officer (Non doctor)	General Service Officer Grade 6
15.	Pharmaceutical Officer	General Service Officer Grade 6
16.	Therapeutical Officer	General Service Officer Grade 6

17.	Scientific Officer	General Service Officer Grade 6
18.	Miscellaneous Medical Officer	General Service Officer Grade 6
19.	Environmental Officer	General Service Officer Grade 6
20.	Radiographer Officer	General Service Officer Grade 6
21.	Military Police Officer	General Service Officer Grade 6
22.	Nursing Officer	General Service Officer Grade 6
23.	Ordnance Officer	General Service Officer Grade 6
24.	Pay Officer	General Service Officer Grade 6
25.	Psychology Officer	General Service Officer Grade 6
26.	Public Relations Officer	General Service Officer Grade 6
27.	Signals Officer	Engineering Officer Grade 6
28.	Transport Officer	General Service Officer Grade 6

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Armoured Officer	General Service Officer Grade 7
2.	Field Artillery Officer	General Service Officer Grade 7
3.	Air Defence Officer	General Service Officer Grade 7
4.	Aviation Officer	General Service Officer Grade 7
5.	Band Officer	General Service Officer Grade 7
6.	Catering Officer	General Service Officer Grade 7
7.	Dental Officer (Non Dentist)	General Service Officer Grade 7
8.	Education Officer	General Service Officer Grade 7
9.	Electrical Mechanical Engineering Officer	General Service Officer Grade 7
10.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 7
11.	Electrical Mechanical Engineering Aviation Officer	General Service Officer Grade 7
12.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 7
13.	Engineering Officer	General Service Officer Grade 7
14.	Engineering Officer	Engineering Officer Grade 7
15.	Infantry Officer	General Service Officer Grade 7
16.	Intelligence Officer	General Service Officer Grade 7
17.	Medical Officer (Non doctor)	General Service Officer Grade 7
18.	Pharmaceutical Officer	General Service Officer Grade 7
19.	Therapeutical Officer	General Service Officer Grade 7
20.	Scientific Officer	General Service Officer Grade 7

21.	Miscellaneous Medical Officer	General Service Officer Grade 7
22.	Environmental Officer	General Service Officer Grade 7
23.	Radiographer Officer	General Service Officer Grade 7
24.	Military Police Officer	General Service Officer Grade 7
25.	Nursing Officer	General Service Officer Grade 7
26.	Ordnance Officer	General Service Officer Grade 7
27.	Pay Officer	General Service Officer Grade 7
28.	Psychology Officer	General Service Officer Grade 7
29.	Public Relations Officer	General Service Officer Grade 7
30.	Signals Officer	General Service Officer Grade 7
31.	Signals Officer	Engineering Officer Grade 7
32.	Transport Officer	General Service Officer Grade 7

Pay grade 8		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Armoured Officer	General Service Officer Grade 8
2.	Field Artillery Officer	General Service Officer Grade 8
3.	Air Defence Officer	General Service Officer Grade 8
4.	Aviation Officer	General Service Officer Grade 8
5.	Band Officer	General Service Officer Grade 8
6.	Catering Officer	General Service Officer Grade 8
7.	Dental Officer (Non Dentist)	General Service Officer Grade 8
8.	Education Officer	General Service Officer Grade 8
9.	Electrical Mechanical Engineering Officer	General Service Officer Grade 8
10.	Electrical Mechanical Engineering Aviation Officer	General Service Officer Grade 8
11.	Aviation Officer	General Service Officer Grade 8
12.	Infantry Officer	General Service Officer Grade 8
13.	Intelligence Officer	General Service Officer Grade 8
14.	Medical Officer (Non doctor)	General Service Officer Grade 8
15.	Pharmaceutical Officer	General Service Officer Grade 8
16.	Therapeutical Officer	General Service Officer Grade 8
17.	Scientific Officer	General Service Officer Grade 8
18.	Miscellaneous Medical Officer	General Service Officer Grade 8
19.	Environmental Officer	General Service Officer Grade 8
20.	Radiographer Officer	General Service Officer Grade 8
21.	Military Police Officer	General Service Officer Grade 8

22.	Nursing Officer	General Service Officer Grade 8
23.	Ordnance Officer	General Service Officer Grade 8
24.	Pay Officer	General Service Officer Grade 8
25.	Psychology Officer	General Service Officer Grade 8
26.	Public Relations Officer	General Service Officer Grade 8
27.	Signals Officer	General Service Officer Grade 8
28.	Transport Officer	General Service Officer Grade 8

Part 4: Air Force

Pay grade 2		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Administration	Grade 1
2.	Air Combat Officer (Air Battle Manager)	Grade 1
3.	Air Traffic Control	Grade 1
4.	Education	Grade 1
5.	Environmental Health	Grade 1
6.	Ground Defence	Grade 1
7.	Intelligence	Grade 1
8.	Laboratory	Grade 1
9.	Logistics	Grade 1
10.	Nurse	Grade 1
11.	Operations	Grade 1
12.	Pharmacy	Grade 1
13.	Radiographer	Grade 1
14.	Security Police	Grade 1

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Administration	Grade 2
3.	Aeronautical Engineer	Grade 1
4.	Airfield Engineer	Grade 1
5.	Air Combat Officer (Air Battle Manager)	Grade 2
7.	Air Traffic Control	Grade 2
9.	Armament Engineer	Grade 1
10.	Education	Grade 2
12.	Electronics Engineer	Grade 1
13.	Environmental Health	Grade 2
15.	Ground Defence	Grade 2
17.	Intelligence	Grade 2
19.	Laboratory	Grade 2
22.	Nurse	Grade 2

25.	Pharmacy	Grade 2
27.	Radiographer	Grade 2
29.	Security Police	Grade 2

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Administration	Grade 3
3.	Aeronautical Engineer	Grade 2
5.	Airfield Engineer	Grade 2
7.	Air Combat Officer (Air Battle Manager Defence)	Grade 3
10.	Armament Engineer	Grade 2
12.	Education	Grade 3
14.	Electronics Engineer	Grade 2
16.	Environmental Health	Grade 3
18.	Ground Defence	Grade 3
20.	Intelligence	Grade 3
22.	Laboratory	Grade 3
24.	Logistics	Grade 2
25.	Nurse	Grade 3
27.	Pharmacy	Grade 3
29.	Radiographer	Grade 3
30.	Radiographer	Grade 2C
31.	Security Police	Grade 3

Pay grade 5		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
4.	Air Traffic Control	Grade 3
14.	Nurse	Grade 4

Pay grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Classification

1.	Aeronautical Engineer	Grade 3
2.	Airfield Engineer	Grade 3
4.	Armament Engineer	Grade 3
5.	Electronics Engineer	Grade 3
6.	Logistics	Grade 3

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Traffic Control	Grade 4
2.	Aeronautical Engineer	Grade 4
4.	Airfield Engineer	Grade 4
6.	Armament Engineer	Grade 4
8.	Electronics Engineer	Grade 4

ATTACHMENT B

Determination No. 22 of 2006, Remuneration Reform Project – Salary Rates for Other Ranks

Pay Group 1 in Part A (Navy) of Schedule 1 (Permanent and Reserve members, pay group applicable to employment category of member)

1.1 Omit

“General Duties”.

1.2 Insert:

“General Experience”.

Note to Part B (Army) of Schedule 1 (Permanent and Reserve members, Pay group applicable to employment category of member)

2. Substitute:

Note: In this Part categories that require a member to hold specific experience, qualification or skill may include one of the following abbreviated descriptors in the category title:

Item	This descriptor...	means...
1.	Fly 1	Flying experience of less than 2 years
2.	Fly 2	Flying experience of 2 years up to 4 years
3.	Fly 3	Flying experience of 4 years up to 6 years
4.	Fly 4	Flying experience of 6 years up to 8 years
5.	Fly 5	Flying experience of 8 years up to 10 years
6.	Fly 6	Flying experience of 10 or more years
7.	SM	Submarine Service experience
8.	Special Forces 1	Qualified Special Air Service Regiment member
9.	Special Forces 2	Trainee Special Air Service Regiment member; or Qualified member of the Tactical Assault Group of 4th Battalion, Royal Australian Regiment (TAG (E))
10.	Special Forces 3	Trainee member of the Tactical Assault Group of 4th Battalion, Royal Australian Regiment (TAG (E))
11.	Special Forces 4	Qualified Commando
12.	Special Forces 5	Incident Response Regiment (IRR) trained (additional specialist)
13.	Special Forces 6	Trainee Commando; or Incident Response Regiment (IRR) trained member; or Member posted to any of 126, 152 or 301 Signals Squadron.

