

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 23 OF 2008

SENIOR OFFICER REMUNERATION

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

Commencement

1. This Determination is taken to have commenced on 1 July 2008.

Amendment

2. Determination No. 15 of 2008, Salaries, as amended, is amended as set out in this Determination.

Note: To avoid doubt, this Determination replaces the version of Determination No. 23 of 2008 made on 3 September 2008.

Transitional – Specialist Officers

3. If the amendments made by this Determination would reduce a Senior Officer's annual rate of salary, the amendments have no effect in relation to the officer until the day a determination which sets a rate of salary for the member as part of an individual total cash value package commences.

Clause B.1.2 (Salary)

4. Substitute:

“B.1.2 Salary

1. A Senior Officer may be provided with a package of salary and benefits with a nominated total cash value within the relevant range in Schedule B.1.
2. Unless otherwise determined, the total cash value for the purposes of subclause 1 is the amount listed as the minimum for the Senior Officer's rank in Schedule B.1.
3. If a Senior Officer is paid at the minimum of the total cash value range, the annual rate of salary for the purposes of superannuation is the minimum amount listed for the Senior Officer's rank in Schedule B.1, less the nominal value of a car that the Senior Officer may take as part of the salary and benefits package.”

Clause B.3.1 (Application)

5. Insert the following, after “officers”:
“, except Senior Officers,”

Schedule B.1 (Senior officer salary rates)

6. Substitute the schedule with the schedule in Attachment A.

Schedule B.6 (Specialist Officer – Dental Officer)

7. Substitute the schedule with the schedule in Attachment B.

Schedule B.7 (Specialist Officer – Legal Officer)

8. Substitute the schedule with the schedule in Attachment C.

Schedule B.8 (Specialist Officer – Medical Officer)

9. Substitute the schedule with the schedule in Attachment D.

Dated this twenty-second day of October two thousand and eight.

The Honourable R N Cartwright
President



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Schedule B.1

Senior Officer Total Cash Value

Column 1 Force	Column 2 Rank				Column 3 Total cash value minimum \$	Column 4 Total cash value maximum \$
	Rank	Navy	Army	Air Force		
Permanent	O-8	Rear Admiral	Major General	Air Vice Marshal	\$208,074 a year	\$226,473 a year
	O-7	Commodore	Brigadier	Air Commodore	\$171,890 a year	\$201,758 a year
Reserve	O-10	Admiral	General	Air Chief Marshal	\$927.31 a day	Not applicable
	O-9	Vice Admiral	Lieutenant General	Air Marshal	\$734.62 a day	Not applicable
	O-8	Rear Admiral	Major General	Air Vice Marshal	\$570 a day	\$621 a day
	O-7	Commodore	Brigadier	Air Commodore	\$471 a day	\$553 a day

Schedule B.6

Specialist Officer – Dental Officer

Part 1: Member of the Permanent force on Specialist Career Structure

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	CL 1-1	\$68,794
			CL 1-2	\$71,452
			CL 2-1	\$91,600
			CL 2-2	\$94,624
			CL 2-3	\$97,738
			CL 3-1	\$104,154
			CL 3-2	\$107,550
			CL 3-3	\$111,054
		CL 4	\$118,266	
Lieutenant Commander	Major	Squadron Leader	CL 2-1	\$100,670
			CL 2-2	\$103,965
			CL 2-3	\$107,360
			CL 3-1	\$114,351
			CL 3-2	\$118,056
			CL 3-3	\$121,872
			CL 4	\$129,734
Commander	Lieutenant Colonel	Wing Commander	CL 2 (Higher duties or temporary duty only)	\$124,007
			CL 3	\$139,452
			CL 4	\$147,819
Captain	Colonel	Group Captain	CL 3	\$151,472
			CL 4	\$160,562

Part 2: Member of the Permanent force not on Specialist Career Structure

Column 1			Column 2
Rank			Rate of salary \$ a year
Navy	Army	Air Force	
Lieutenant	Captain	Flight Lieutenant	\$68,794
			\$71,452
			\$77,016
			\$79,710
			\$83,664
			\$86,984
			\$89,773
Lieutenant *	Captain *	Flight Lieutenant *	\$70,112
			\$71,452
			\$77,016
			\$79,710
			\$83,664
			\$86,984
			\$89,773
Lieutenant Commander	Major	Squadron Leader	\$96,416
			\$99,647
			\$102,884
			\$106,116
Commander	Lieutenant Colonel	Wing Commander	\$128,156
Captain	Colonel	Group Captain	\$145,466

* These rates 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 dental officer staffing levels.

Part 3: Member of the Reserve Force on Specialist Career Structure

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	CL 1-1	\$188.48
			CL 1-2	\$195.76
			CL 2-1	\$250.96
			CL 2-2	\$259.24
			CL 2-3	\$267.78
			CL 3-1	\$285.35
			CL 3-2	\$294.66
			CL 3-3	\$304.26
			CL 4	\$324.02
Lieutenant Commander	Major	Squadron Leader	CL 2-1	\$275.81
			CL 2-2	\$284.84
			CL 2-3	\$294.14
			CL 3-1	\$313.29
			CL 3-2	\$323.44
			CL 3-3	\$333.90
			CL 4	\$355.44
Commander	Lieutenant Colonel	Wing Commander	CL 2 (Higher duties or temporary duty only)	\$339.75
			CL 3	\$382.06
			CL 4	\$404.98
Captain	Colonel	Group Captain	CL 3	\$414.99
			CL 4	\$439.90

Schedule B.7

Specialist Officer – Legal Officer

Part 1: Member of the Permanent force on Specialist Career Structure

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
Sub Lieutenant	Lieutenant	Flying Officer	CL 1	\$47,702
Lieutenant	Captain	Flight Lieutenant	CL 1	\$54,839
			CL 1 (higher duties or temporary duty only)	\$54,839
			CL 2-1	\$56,702
			CL 2-2	\$58,894
			CL 2-3	\$61,079
			CL 2-4	\$63,261
			CL 2-5	\$65,456
			CL 2-6	\$67,644
			CL 3-1	\$77,016
			CL 3-2	\$83,664
Lieutenant Commander	Major	Squadron Leader	CL 1 (higher duties or temporary duty only)	\$71,472
			CL 2-1	\$71,472
			CL 2-2	\$73,779
			CL 2-3	\$76,079
			CL 2-4	\$77,016
			CL 3-1	\$89,773
			CL 3-2	\$96,416
			CL 3-3	\$99,647
			CL 3-4	\$106,116
			CL 4-1	\$114,642
			CL 4-2	\$118,804
Commander	Lieutenant Colonel	Wing Commander	CL 2 (higher duties or temporary duty only)	\$100,442
			CL 3-1	\$124,323
			CL 3-2	\$128,053
			CL 4-1	\$131,861
			CL 4-2	\$136,723
			CL 5	\$141,092

Part 1: Member of the Permanent force on Specialist Career Structure (continued)

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
Captain	Colonel	Group Captain	CL 2 (higher duties or temporary duty only)	\$117,534
			CL 3 (higher duties or temporary duty only)	\$134,573
			CL 4	\$141,092
			CL 5-1	\$145,466
			CL 5-2	\$150,606

Part 2: Member of the Reserve Force on Specialist Career Structure

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Sub Lieutenant	Lieutenant	Flying Officer	CL 1	\$130.69
Lieutenant	Captain	Flight Lieutenant	CL 1 (higher duties or temporary duty only)	\$150.24
			CL 1	\$150.24
			CL 2-1	\$155.35
			CL 2-2	\$161.35
			CL 3	\$211.00
Lieutenant Commander	Major	Squadron Leader	CL 1 (higher duties or temporary duty only)	\$195.81
			CL 2-1	\$195.81
			CL 2-2	\$202.13
			CL 3-1	\$245.95
			CL 3-2	\$264.15
			CL 4	\$314.09
Commander	Lieutenant Colonel	Wing Commander	CL 2 (higher duties or temporary duty only)	\$275.18
			CL 3 (higher duties or temporary duty only)	\$340.61
			CL 4-1	\$361.26
			CL 4-2	\$374.58
			CL 5	\$386.55
Captain	Colonel	Group Captain	CL 2 (higher duties or temporary duty only)	\$322.01
			CL 3 (higher duties or temporary duty only)	\$368.69
			CL 4	\$386.55
			CL 5	\$398.54

Schedule B.8**Specialist Officer – Medical Officer****Part 1: Member of the Permanent force on Specialist Career Structure**

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	Resident	\$56,702
			CL 1-1	\$64,020
			CL 1-2	\$66,260
			CL 2-1	\$82,249
			CL 2-2	\$85,036
			CL 2-3	\$87,907
			CL 2A	\$90,866
			CL 3-1	\$106,554
			CL 3-2	\$110,070
			CL 3-3	\$113,694
			CL 4	\$121,154
			CL 5-1	\$127,252
			CL 5-2	\$131,389
Lieutenant Commander	Major	Squadron Leader	CL 1	\$71,472
			CL 2-1	\$91,737
			CL 2-2	\$94,808
			CL 2-3	\$97,973
			CL 2A	\$101,231
			CL 3-1	\$114,761
			CL 3-2	\$118,524
			CL 3-3	\$122,399
			CL 4	\$130,384
			CL 5-1	\$131,516
			CL 5-2	\$135,782
Commander	Lieutenant Colonel	Wing Commander	CL 2-1 (Higher duties or temporary duty only)	\$111,098
			CL 2-2 (Higher duties or temporary duty only)	\$114,433

Part 1: Member of the Permanent force on Specialist Career Structure (continued)

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
			CL 3-1 (Higher duties or temporary duty only)	\$130,461
			CL 3-2 (Higher duties or temporary duty only)	\$134,373
			CL 3-3	\$139,620
			CL 4	\$146,711
			CL 5-1	\$151,033
Captain	Colonel	Group Captain		
			CL 3-1 (Higher duties or temporary duty only)	\$137,387
			CL 3-2 (Higher duties or temporary duty only)	\$141,509
			CL 3-3	\$145,754
			CL 4	\$154,499
			CL 5-1	\$159,051

Note: The competency level 2A rate may be paid to a Medical Officer holding a relevant Masters Degree and posted to one of the following positions:

Navy	Submarine Squadron Medical Officer, HMAS Stirling
Army	SO3 Aviation Medicine, 16 Brigade Research Officer, Australian Malaria Institute
Air Force	Chief Instructor Aviation Medicine, RAAF Base Edinburgh Health Plans and Policy – 1, Air Force Headquarters

Part 2: Member of the Permanent force not on Specialist Career Structure

Column 1 Rank			Column 2 Rate of salary \$ a year
Navy	Army	Air Force	
Officer performing year of compulsory residency (from under-graduate scheme)			\$56,702
Lieutenant	Captain	Flight Lieutenant	\$68,794 \$71,452 \$77,016 \$79,710 \$83,664 \$86,984 \$89,773
Lieutenant *	Captain *	Flight Lieutenant *	\$70,112 \$71,452 \$77,016 \$79,710 \$83,664 \$86,984 \$89,773
Lieutenant Commander	Major	Squadron Leader	\$96,416 \$99,647 \$102,884 \$106,116
Commander	Lieutenant Colonel	Wing Commander	\$128,156
Captain	Colonel	Group Captain	\$145,466
* These rates 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.			

Part 3: Member of the Reserve Force on Specialist Career Structure

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	Resident	\$155.35
			CL 1-1	\$175.40
			CL 1-2	\$181.53
			CL 2-1	\$225.34
			CL 2-2	\$232.98
			CL 2-3	\$240.84
			CL 3-1	\$291.93
			CL 3-2	\$301.56
			CL 3-3	\$311.49
			CL 4	\$331.93
			CL 5-1	\$348.64
CL 5-2	\$359.97			
Lieutenant Commander	Major	Squadron Leader	CL 1	\$195.81
			CL 2-1	\$251.33
			CL 2-2	\$259.75
			CL 2-3	\$268.42
			CL 3-1	\$314.41
			CL 3-2	\$324.72
			CL 3-3	\$335.34
			CL 4	\$357.22
			CL 5-1	\$360.32
			CL 5-2	\$372.01
Commander	Lieutenant Colonel	Wing Commander	CL 2-1 (Higher duties or temporary duty only)	\$304.38
			CL 2-2 (Higher duties or temporary duty only)	\$313.52
			CL 3-1 (Higher duties or temporary duty only)	\$357.43
			CL 3-2 (Higher duties or temporary duty only)	\$368.15
			CL 3-3	\$382.52
			CL 4	\$401.95
			CL 5-1	\$413.79

**Part 3: Member of the Reserve Force on Specialist Career Structure
(continued)**

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Captain	Colonel	Group Captain	CL 3-1 (Higher duties or temporary duty only)	\$376.40
			CL 3-2 (Higher duties or temporary duty only)	\$387.70
			CL 3-3	\$399.33
			CL 4	\$423.28
			CL 5-1	\$435.76

Part 4: Member of the Reserve Force not on Specialist Career Structure

Column 1			Column 2
Rank			Rate of salary \$ a day
Navy	Army	Air Force	
Lieutenant	Captain	Flight Lieutenant	\$188.48
			\$211.00
			\$229.22
			\$245.95
Lieutenant *	Captain *	Flight Lieutenant *	\$192.09
			\$211.00
			\$229.22
			\$245.95
Lieutenant Commander	Major	Squadron Leader	\$264.15
			\$281.87
			\$290.73
Commander	Lieutenant Colonel	Wing Commander	\$351.11
Captain	Colonel	Group Captain	\$398.54

* These rates 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.