

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 25 OF 2008

GRADED OTHER RANKS PAY STRUCTURE

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 4 September 2008.

Purpose

2. This Determination places Other Rank members in a revised pay structure.

Amendment

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

Paragraph B.2.4.2(a) (Rate of salary on advancement from Other Rank – Sergeant and above)

4. Substitute:

“(a) the rate of salary in Schedule B.4 that corresponds to the officer’s Force, rank and increment and is next above the rate of salary that he or she was paid immediately before appointment as an officer; or”

Subclause B.4.3 (Pay grade for a Warrant Officer Class 1)

5. Insert at the end:

“5. If a member of the Army is in a Special Forces capacity listed in the following table, then the member’s pay grade is increased by the number listed in column 3, up to the maximum pay grade listed in column 4.

Column 1 Item	Column 2 Special Forces capacity	Column 3 Number of pay grades	Column 4 Maximum pay grade
1.	Incident Response Regiment trained member	1	7
2.	Special Forces Signaller posted to any of 126, 152 or 301 Signals Squadrons	1	8
3.	Incident Response Regiment trained (additional specialist)	2	8

”

Subclause B.5.2 (Pay grade for a member below the rank of Warrant Officer Class 1),

6. Insert at the end:

“4. If a member of the Army is in a Special Forces capacity listed in the following table, then the member’s pay grade is increased by the number listed in column 3, up to the maximum pay grade listed in column 4.

Column 1 Item	Column 2 Special Forces capacity	Column 3 Number of pay grades	Column 4 Maximum pay grade
1.	Incident Response Regiment trained member	1	7
2.	Member posted to any of 126, 152 or 301 Signals Squadrons	1	8
3.	Incident Response Regiment trained (additional specialist)	2	8

”

Subclause B.5.3.2 (Rate of salary for a member below the rank of Warrant Officer Class 1),

7. Omit.

Schedule B.9 (Warrant Officer Class 1 pay grades)

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

Schedule B.10 (Warrant Officer Class 1 salary rates)

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

Schedule B.11 (Other Rank pay grades)

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

Schedule B.12 (Other Rank salary rates)

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

Transitional

12. This Determination does not operate to reduce a member’s salary below that payable immediately before 4 September 2008, or payable immediately before the date of this Determination, for so long as the member satisfies the prior requirements to be paid that salary.

13. Any salary preserved under clause 1 above is to be adjusted by 2.8% on 5 February 2009 in accordance with the Workforce Remuneration Arrangement 2006 - 2009.

14. A member qualified and eligible to be paid as SAS Trooper Grade 2 on 4 September 2008 will be paid from that date as SAS Trooper Grade 3. If the member has not achieved by 4 September 2013 the qualifications and

competencies required for SAS Trooper Grade 3, the member will be paid salary for the pay grade for which the member is qualified.

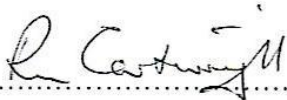
15. A member who, on 19 November 2008, was

- a qualified aircrew member; or
- accepted for or undertaking air crew training

continues in the time-based progression structure for aircrew unless the member elects in writing to transfer to the competency-based progression structure. The date of transfer is the date of the election or another date determined by the Chief of the Defence Force as the date the member qualified for a pay grade in the competency-based structure.


Dated this twenty fourth day of December two thousand and eight.

Senior Deputy President R N Cartwright
President



.....

Rear Admiral B L Adams, AO (Retd)
Member



.....

Schedule B.9

Warrant Officer Class 1 pay grades

Part 1: Navy

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 employment category title:

Item	This descriptor...	means...
1.	Fly 8-10	Flying experience of 8 years up to 10 years
2.	Fly 10+	Flying experience of 10 or more years
3.	SM	Submarine Service qualification and skill

Pay grade 2		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Steward — Grade 3	A
2.	Underwater Weapons	A

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Diver	A
2.	Motor Transport Driver	A
3.	Steward — Grade 4	A
4.	Steward — Grade 5	A
5.	Survival Equipment	A
6.	Underwater Control	A
7.	Writer — Grade 4	A

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Boatswain — Grade 3	A
2.	Cook	A
3.	Naval Police Coxswain	A
4.	Signals Yeoman	A
5.	Stores Naval	A
6.	Work Study	A
7.	Writer — Grade 5	A

Pay grade 5		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Acoustic Warfare Analyst	A
2.	Boatswain — Navigation Watchkeeping Certificate	A
3.	Combat Systems Manager Mine Warfare	A
4.	Communications & Information Systems — Grade 4	A
5.	Dental Manager	A
6.	Electronic Warfare Operator	A
7.	Hydrographic Systems Manager	A
8.	Musician	A
9.	Naval Police Coxswain — Limited Navigation Watchkeeping Certificate	A
10.	Naval Police Coxswain — Investigator	A
11.	Non-aligned Air Technical	A
12.	Non-aligned Electrical Technical	A
13.	Non-aligned Marine Technical	A
14.	Photographer	A

Pay grade 5 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
15.	Physical Trainer	A
16.	Radio Operator Special	A

Pay grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Communication & Information Systems — Grade 5	A
2.	Combat Systems Manager	A
3.	Combat Systems Manager Mine Warfare — Navigation Watchkeeping Certificate	A
4.	Electronic Technician — Grade 4	A
5.	Hydrographic Systems Manager — Navigation Watchkeeping Certificate	A
6.	Marine Technician — Grade 4	A
7.	Medical	A

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Aircrewman — Grade 4 (Competency Progression)	A
2.	Aircrewman — Grade 4 (Competency Progression)	B
3.	Aircrewman — Grade 5 (Competency Progression)	A
4.	Aircrewman — Grade 5 (Competency Progression)	B
5.	Aviation Technician Aircraft — Grade 5	A
6.	Aviation Technician Aircraft — Grade 5	B
7.	Aviation Technician Avionics — Grade 5	A

Pay grade 7 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
8.	Aviation Technician Avionics — Grade 5	B
9.	Boatswain	B
10.	Combat Systems Manager	B
11.	Combat Systems Manager Mine Warfare	B
12.	Communications & Information Systems	B
13.	Cook	B
14.	Cryptologic Linguist	A
15.	Cryptologic Linguist	B
16.	Cryptologic Systems	A
17.	Cryptologic Systems	B
18.	Dental Manager	B
19.	Electronic Technician	B
20.	Electronic Technician — Grade 4 Fire Control Officer	A
21.	Electronic Technician — Grade 5	A
22.	Electronic Technician — Grade 5 Fire Control Officer	A
23.	Hydrographic Systems Manager	B
24.	Marine Technician	B
25.	Marine Technician — Grade 5	A
26.	Medical	B
27.	Musician	B
28.	Naval Police Coxswain	B
29.	Photographer	B
30.	Physical Trainer	B

Pay grade 7 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
31.	Steward	B
32.	Stores Naval	B
33.	Writer	B

Pay grade 8		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Aircrewman — Grade 2 Fly 8-10	A
2.	Aircrewman — Grade 2 Fly 8-10	B
3.	Aircrewman — Grade 2 Fly 8-10	C
4.	Aircrewman — Grade 2 Fly 10+	A
5.	Aircrewman — Grade 2 Fly 10+	B
6.	Aircrewman — Grade 2 Fly 10+	C
7.	Aircrewman — Grade 3 Fly 8-10	A
8.	Aircrewman — Grade 3 Fly 8-10	B
9.	Aircrewman — Grade 3 Fly 8-10	C
10.	Aircrewman — Grade 4 (Competency Progression)	C
11.	Aircrewman — Grade 5 (Competency Progression)	C
12.	Aircrewman — Grade 6 (Competency Progression)	A
13.	Aircrewman — Grade 6 (Competency Progression)	B
14.	Aircrewman — Grade 6 (Competency Progression)	C
15.	Aviation Technician Aircraft	C
16.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	A

Pay grade 8 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
17.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	B
18.	Aviation Technician Avionics	C
19.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	A
20.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	B
21.	Boatswain	C
22.	Clearance Diver	A
23.	Clearance Diver	B
24.	Clearance Diver	C
25.	Combat Systems Manager	C
26.	Combat Systems Manager Mine Warfare	C
27.	Communications & Information Systems	C
28.	Communications & Information Systems — Grade 4 SM	A
29.	Communications & Information Systems — Grade 4 SM	B
30.	Communications & Information Systems — Grade 4 SM	C
31.	Cook	C
32.	Cryptologic Linguist	C
33.	Cryptologic Systems	C
34.	Dental Manager	C
35.	Electronic Technician	C
36.	Hydrographic Systems Manager	C
37.	Marine Technician	C
38.	Marine Technician — Senior Technical Officer	A

Pay grade 8 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
39.	Marine Technician — Senior Technical Officer	B
40.	Medical	C
41.	Musician	C
42.	Naval Police Coxswain	C
43.	Photographer	C
44.	Physical Trainer	C
45.	Steward	C
46.	Stores Naval	C
47.	Writer	C

Pay grade 9		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Acoustic Warfare Analyst Submarines — SM	A
2.	Acoustic Warfare Analyst Submarines — SM	B
3.	Acoustic Warfare Analyst Submarines — SM	C
4.	Aircrewman — Grade 3 Fly 10 +	A
5.	Aircrewman — Grade 3 Fly 10 +	B
6.	Aircrewman — Grade 3 Fly 10 +	C
7.	Communications & Information Systems — Grade 5 SM	A
8.	Communications & Information Systems — Grade 5 SM	B
9.	Communications & Information Systems — Grade 5 SM	C
10.	Cryptologic Systems Submarines — SM	A
11.	Cryptologic Systems Submarines — SM	B

Pay grade 9 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
12.	Cryptologic Systems Submarines — SM	C
13.	Electronic Technician — SM	A
14.	Electronic Technician — SM	B
15.	Electronic Technician — SM	C
16.	Marine Technician — SM	A
17.	Marine Technician — SM	B
18.	Marine Technician — SM	C

Part 2: Army

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 0-2	Flying experience of less than 2 years
2.	Fly 2-4	Flying experience of 2 years up to 4 years
3.	Fly 4-6	Flying experience of 4 years up to 6 years
4.	Fly 6-8	Flying experience of 6 years up to 8 years
5.	Fly 8-10	Flying experience of 8 years up to 10 years
6.	Fly 10+	Flying experience of 10 or more years

Pay grade 1		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Local Observer	A

Pay grade 2		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Assistant Administration	A
2.	Assistant Instructor	A
3.	Operator Catering Manager Grade 1	A

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Kitchen Manager	A
2.	Manager Clerk Engineers	A
3.	Manager Storeman Engineers	A
4.	Operator Catering Manager Grade 2	A

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Catering Technical Adviser	A
2.	Clerk Finance Technical Financial Services Manager	A
3.	Combat Engineer Manager Grade 1	A
4.	Combat Medical Attendant Grade 5	A
5.	Manager Cargo Operations	A
6.	Manager Infantry Operations Clerk	A
7.	Manager Infantry Resource Storeman	A
8.	Manager Operational Movements	A
9.	Manager Preventive Medicine	A
10.	Manager Rigger Parachute	A
11.	Mechanic Recovery Operations Specialist Grade 1	A
12.	Military Police Grade 4	A
13.	Musician Grade 2	A
14.	Operator Administrative Technical Manager	A
15.	Operator Supply Chain Technical Manager	A
16.	Operator Unit Supply Technical Manager	A
17.	Physical Training Instructor Advisor	A
18.	Supervisor Marine	A
19.	Supervisor Transport Troop Operations	A

Pay grade 5		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Artificer Ground Grade 1	A
2.	Catering Technical Adviser	B

Pay grade 5 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
3.	Chief Aerial Delivery	A
4.	Clerk Finance Technical Financial Services Manager	B
5.	Combat Engineer Manager Grade 2	A
6.	Communications Systems Engineer Grade 1	A
7.	Dental Manager	A
8.	Examiner Psychological	A
9.	Manager Bearer Systems	A
10.	Manager Cargo Operations	B
11.	Manager Command Support Systems	A
12.	Manager Communications	A
13.	Manager Emergency Response Operations	A
14.	Manager Infantry Operations Clerk	B
15.	Manager Operations Ground-Based Air Defence	A
16.	Manager Operational Movements	B
17.	Manager Operations Offensive Support	A
18.	Manager Operations Surveillance, Targeting and Acquisition	A
19.	Mechanic Recovery Operations Specialist Grade 2	A
20.	Medical Technician Manager	A
21.	Military Investigator Manager	A
22.	Military Police Grade 4	B
23.	Military Police Dog Handler	A
24.	Military Police Close Personal Protection Operator	A
25.	Musician Grade 3	A
26.	Operator Administrative Technical Manager	B
27.	Operator Supply Chain Technical Manager	B

28.	Operator Unit Supply Technical Manager	B
29.	Petroleum Specialist	A
30.	Physical Training Instructor Advisor	B
31.	Pipe Major	A
32.	Scout Supervisor Squadron Operations	A
33.	Supervisor Company Operations	A
34.	Supervisor Emergency Response Operations	A
35.	Supervisor Squadron Operations	A
36.	Supervisor Transport Troop Operations	B
37.	Technical Dental	A
38.	Technician Ammunition	A

Pay grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Aircraft Support Senior Manager	A
2.	Analyst Intelligence Operations Manager	A
3.	Artificer Ground Grade 2	A
4.	Aviation Operations Senior Manager	A
5.	Chief Aerial Delivery	B
6.	Combat Engineer Manager Grade 2	B
7.	Communications Systems Engineer Grade 2	A
8.	Examiner Psychological	B
9.	Information Systems Engineer	A
10.	Manager Command Support Systems	B
11.	Manager Communications	B
12.	Manager Electronic Warfare	A

Pay grade 6 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
13.	Manager Operations Ground-Based Air Defence	B
14.	Manager Operations Offensive Support	B
15.	Manager Operations Surveillance, Targeting and Acquisition	B
16.	Manager Telecommunications Systems	A
17.	Manager Works	A
18.	Mechanic Recovery Operations Specialist Grade 2	B
19.	Medical Technician Manager	B
20.	Military Police Dog Handler	B
21.	Military Police Close Personal Protection Operator	B
22.	Regimental Sergeant Major	A
23.	Specialist Geomatic	A
24.	Supervisor Company Operations	B
25.	Supervisor Explosive Ordnance Disposal	A
26.	Supervisor Squadron Operations	B
27.	Technician Geomatic Grade 3	A
28.	Telecommunications Systems Engineer	A

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Aircrewman Senior Manager Instructor (Competency Progression)	A
2.	Aircrewman Senior Manager Instructor (Competency Progression)	B
3.	Aircrewman Senior Manager (Time Progression) Fly 8-10	A
4.	Aircrewman Senior Manager (Time Progression) Fly 8-10	B

Pay grade 7 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
5.	Analyst Intelligence Operations Manager	B
6.	Artificer Air	A
7.	Artificer Air	B
8.	Artificer Air (Time Progression) Fly 4-6	A
9.	Artificer Air (Time Progression) Fly 4-6	B
10.	Artificer Air (Time Progression) Fly 6-8	A
11.	Artificer Air (Time Progression) Fly 6-8	B
12.	Artificer Ground Grade 2	B
13.	Commando Grade 2	A
14.	Commando Grade 3	A
15.	Communications Systems Engineer Grade 2	B
16.	Electronic Warfare Engineer	A
17.	Electronic Warfare Engineer	B
18.	Information Systems Engineer	B
19.	Manager Electronic Warfare	B
20.	Manager Telecommunications Systems	B
21.	Manager Works	B
22.	Regimental Sergeant Major Fly 8-10	A
23.	Regimental Sergeant Major Fly 8-10	B
24.	Regimental Sergeant Major	B
25.	Telecommunications Systems Engineer	B

Pay grade 8		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Aircrewman Senior Manager (Time Progression) Fly 10+	A
2.	Aircrewman Senior Manager (Time Progression) Fly 10+	B
3.	Artificer Air (Time Progression) Fly 8-10	A
4.	Artificer Air (Time Progression) Fly 8-10	B
5.	Artificer Air (Time Progression) Fly 10+	A
6.	Artificer Air (Time Progression) Fly 10+	B
7.	Commando Grade 4	A
8.	Commando Regimental Sergeant Major	A
9.	Commando Regimental Sergeant Major	B
10.	Commando Regimental Sergeant Major	C
11.	Regimental Sergeant Major Fly 10+	A
12.	Regimental Sergeant Major Fly 10+	B
13.	Regimental Sergeant Major	C
14.	Section Commander Commando	A
15.	Special Air Service Trooper Grade 1	A
16.	Supervisor Commando Operations	A
17.	Supervisor Commando Operations	B
18.	Supervisor Commando Platoon Operations	A

Pay grade 9		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Artificer Aircraft (Time Progression) Fly 10+	A
2.	Artificer Aircraft (Time Progression) Fly 10+	B

Pay grade 9 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
3.	Artificer Aircraft (Time Progression) Fly 10+	C
4.	Special Air Service Trooper Grade 2	A

Pay grade 10		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Special Air Service Regimental Sergeant Major	A
2.	Special Air Service Regimental Sergeant Major	B
3.	Special Air Service Regimental Sergeant Major	C
4.	Special Air Service Trooper Grade 3	A

Part 3: Air Force

Note: In this Part, Air Force Aircrew musterings (ie Airborne Electronic Analyst, Crew Attendant, Flight Engineer and Loadmaster) in the time progression stream may have one of the following abbreviated descriptors in the category title:

Item	This descriptor...	means...
1.	Fly 0	No liability to fly ¹
2.	Fly 0-2	Flying experience of less than 2 years
3.	Fly 2-4	Flying experience of 2 years up to 4 years
4.	Fly 4-6	Flying experience of 4 years up to 6 years
5.	Fly 6-8	Flying experience of 6 years up to 8 years
6.	Fly 8-10	Flying experience of 8 years up to 10 years
7.	Fly 10+	Flying experience of 10 or more years

¹ Note: This may apply to an Other Rank member who is commissioning to Officer if the member is commissioning to a non-flying specialisation.

Pay grade 2		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Clerk Grade 1	A
2.	Cook Grade 1	A
3.	Motor Transport Driver Grade 1	A
4.	Steward Grade 2	A

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Airfield Defence Guard Grade 2	A
2.	Aircraft Surface Finisher	A
3.	Clerk Grade 2	A
4.	Cook Grade 2	A

Pay grade 3 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
5.	Crew Attendant — Competency Progression Grade 1	A
6.	Crew Attendant — Time Progression Fly 0	A
7.	Motor Transport Driver Grade 2	A
8.	Movements Grade 2	A
9.	Security Police Grade 1 — Military Working Dog Handler	A
10.	Supply Grade 2	A

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Aircraft Life Support Fitter Grade 2	A
2.	Aircraft Structural Fitter Grade 2	A
3.	Airfield Defence Guard Grade 3	A
4.	Air Surveillance Operator Grade 2	A
5.	Clerk Grade 3	A
6.	Communications and Information Systems Controller	A
7.	Cook Grade 3	A
8.	Crew Attendant — Competency Progression Grade 2	A
9.	Crew Attendant — Time Progression Grade 1 Fly 0-2	A
10.	Environmental Health Surveyor	A
11.	Ground Support Engineering Fitter Grade 2	A
12.	Ground Support Engineering Manager Grade 1	A
13.	Loadmaster — Time Progression Fly 0	A
14.	Movements Grade 3	A
15.	Physical Training Instructor Grade 3	A

Pay grade 4 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
16.	Security Police Grade 2 — Security and Law Enforcement	A
17.	Supply Grade 3	A

Pay grade 5		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Advanced Aircraft Structural Fitter	A
2.	Advanced Aircraft Structural Technician	A
3.	Advanced Aircraft Technician	A
4.	Advanced Avionics Technician	A
5.	Advanced Communications Electronic Technician	A
6.	Airborne Electronics Analyst — Competency Progression Grade 1 (Non-Feeder)	A
7.	Airborne Electronics Analyst — Time Progression Fly 0	A
8.	Airborne Electronics Analyst — Time Progression Grade 1 Fly 0-2	A
9.	Airborne Electronics Analyst Single Station — Time Progression Grade 1 Fly 0-2	A
10.	Airborne Electronics Analyst Single Station — Time Progression Grade 2 Fly 2-4	A
11.	Aircraft Technician Grade 1	A
12.	Aircraft Technician Grade 2	A
13.	Air Surveillance Operator Supervisor	A
14.	Air Surveillance Operator Manager	A
15.	Armament Technician	A
16.	Avionics Technician Grade 1	A
17.	Avionics Technician Grade 2	A

Pay grade 5 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
18.	Communications Electronic Technician	A
19.	Crew Attendant — Competency Progression Grade 3	A
20.	Crew Attendant — Time Progression Grade 2 Fly 2-4	A
21.	Crew Attendant — Time Progression Grade 3 Fly 4-6	A
22.	Dental Manager	A
23.	Dental Technician	A
24.	Firefighter Grade 3	A
25.	Firefighter Manager	A
26.	Flight Engineer — Time Progression Fly 0	A
27.	Flight Engineer — Time Progression Grade 1 Fly 0-2	A
28.	Geospatial Imagery Intelligence Analyst Grade 2	A
29.	Ground Support Engineering Manager Grade 2	A
30.	Imagery Production Manager	A
31.	Imagery Production Manager (Flight Test Photographer)	A
32.	Laboratory Technician	A
33.	Loadmaster — Competency Progression Grade 1	A
34.	Loadmaster — Time Progression Grade 1 Fly 0-2	A
35.	Loadmaster — Time Progression Grade 2 Fly 2-4	A
36.	Manager Airfield Defence Guard	A
37.	Medical Assistant Manager	A
38.	Musician Grade 3	A
39.	Security Police Grade 3 — Service Investigator	A
40.	Signals Operator	A
41.	Signals Operator Technical Grade 2	A

Pay grade 5 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
42.	Supervisor Airfield Defence Guard	A
43.	Supervisor Communications and Information Systems Controller	A

Pay grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Advanced Aircraft Technician (Warrant Officer Engineering)	A
2.	Advanced Avionics Technician (Warrant Officer Engineering)	A
3.	Advanced Communications Electronic Technician (Warrant Officer Engineering)	A
4.	Airborne Electronics Analyst — Competency Progression Grade 1 (Feeder)	A
5.	Airborne Electronics Analyst — Competency Progression Grade 2	A
6.	Airborne Electronics Analyst — Time Progression Grade 2 Fly 2-4	A
7.	Airborne Electronics Analyst Single Station — Time Progression Grade 3 Fly 4-6	A
8.	Aircraft Life Support Technical Manager	A
9.	Aircraft Surface Finisher Technical Manager	A
10.	Aircraft Technician Grade 1 (Warrant Officer Engineering)	A
11.	Aircraft Technician Grade 2 (Warrant Officer Engineering)	A
12.	Armament Technician (Warrant Officer Engineering)	A
13.	Avionics Technician Grade 1 (Warrant Officer Engineering)	A

Pay grade 6 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
14.	Avionics Technician Grade 2 (Warrant Officer Engineering)	A
15.	Communications Electronic Technician (Warrant Officer Engineering)	A
16.	Crew Attendant — Competency Progression Grade 4	A
17.	Crew Attendant — Time Progression Grade 4 Fly 6-8	A
18.	Flight Engineer — Competency Progression Grade 1	A
19.	Flight Engineer — Time Progression Grade 2 Fly 2-4	A
20.	Geospatial Imagery Intelligence Analyst Manager	A
21.	Geospatial Imagery Intelligence Analyst Supervisor	A
22.	Ground Technical Manager	A
23.	Loadmaster — Competency Progression Grade 2	A
24.	Loadmaster — Time Progression Grade 3 Fly 4-6	A
25.	Manager Communications and Information Systems Controller	A
26.	Signals Operator Linguist General	A
27.	Signals Operator Linguist Analyst	A
28.	Signals Operator Technical Analyst	A
29.	Special Tactics Grade 1	A
30.	Warrant Officer Disciplinary	A
31.	Works Manager	A

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Airborne Electronics Analyst — Competency Progression Grade 3	A
2.	Airborne Electronics Analyst — Competency Progression Grade 4	A
3.	Airborne Electronics Analyst — Time Progression Grade 3 Fly 4-6	A
4.	Airborne Electronics Analyst — Time Progression Grade 4 Fly 6-8	A
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 4 Fly 6-8	A
6.	Airborne Electronics Analyst Single Station — Time Progression Grade 5 Fly 8-10	A
7.	Aircraft Structures Technical Manager	A
8.	Aircraft Systems Technician	A
9.	Aircraft Technical Manager	A
10.	Armament Technical Manager	A
11.	Avionics Systems Technician	A
12.	Avionics Technical Manager	A
13.	Communications Electronic Systems Technician	A
14.	Communications Electronic Technical Manager	A
15.	Crew Attendant — Time Progression Grade 5 Fly 8-10	A
16.	Crew Attendant — Time Progression Grade 6 Fly 10+	A
17.	Executive Warrant Officer	B
18.	Flight Engineer — Competency Progression Grade 2	A
19.	Flight Engineer — Time Progression Grade 3 Fly 4-6	A
20.	Flight Engineer — Time Progression Grade 4 Fly 6-8	A
21.	Loadmaster — Competency Progression Grade 3	A

Pay grade 7 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
22.	Loadmaster — Competency Progression Grade 4	A
23.	Loadmaster — Time Progression Grade 4 Fly 6-8	A
24.	Loadmaster — Time Progression Grade 5 Fly 8-10	A
25.	Non-Destructive Inspection Technician Level 2	A
26.	Senior Manager Processing	A
27.	Senior Manager Technical	A
28.	Signals Operator Linguist Advanced	A
29.	Signals Operator Linguist Advanced Analyst	A
30.	Signals Operator Technical Advanced Analyst	A
31.	Special Tactics Grade 2	A
32.	Special Tactics Grade 3	A

Pay grade 8		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Airborne Electronics Analyst — Competency Progression Grade 5	A
2.	Airborne Electronics Analyst — Competency Progression Grade 6	A
3.	Airborne Electronics Analyst — Time Progression Grade 5 Fly 8-10	A
4.	Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+	A
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 6 Fly 10+	A
6.	Aircraft Systems Technician (Warrant Officer Engineering)	A

Pay grade 8 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
7.	Aircraft Structures Technical Manager (Warrant Officer Engineering)	A
8.	Aircraft Technical Manager (Warrant Officer Engineering)	A
9.	Armament Technician Manager (Warrant Officer Engineering)	A
10.	Avionics Systems Technician (Warrant Officer Engineering)	A
11.	Avionics Technical Manager (Warrant Officer Engineering)	A
12.	Communications Electronic Systems Technician (Warrant Officer Engineering)	A
13.	Communications Electronic Technician Manager (Warrant Officer Engineering)	A
14.	Executive Warrant Officer	C
15.	Executive Warrant Officer (Airborne Electronics Analyst — Competency Progression Grade 5)	B
16.	Executive Warrant Officer (Airborne Electronics Analyst — Competency Progression Grade 6)	B
17.	Executive Warrant Officer (Airborne Electronics Analyst — Time Progression Grade 5 Fly 8-10)	B
18.	Executive Warrant Officer (Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+)	B
19.	Executive Warrant Officer (Aircraft Systems Technician — Warrant Officer Engineering)	B
20.	Executive Warrant Officer (Aircraft Structures Technical Manager — Warrant Officer Engineering)	B
21.	Executive Warrant Officer (Aircraft Technical Manager — Warrant Officer Engineering)	B
22.	Executive Warrant Officer (Armament Technical Manager — Warrant Officer Engineering)	B

Pay grade 8 (cont.)		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
23.	Executive Warrant Officer (Avionics Systems Technician — Warrant Officer Engineering)	B
24.	Executive Warrant Officer (Avionics Technical Manager — Warrant Officer Engineering)	B
25.	Executive Warrant Officer (Flight Engineer — Competency Progression Grade 3)	B
26.	Executive Warrant Officer (Flight Engineer — Competency Progression Grade 4)	B
27.	Executive Warrant Officer (Flight Engineer — Competency Progression Grade 5)	B
28.	Executive Warrant Officer (Flight Engineer — Time Progression Grade 5 Fly 8-10)	B
29.	Executive Warrant Officer (Flight Engineer — Time Progression Grade 6 Fly 10+)	B
30.	Executive Warrant Officer (Communications Electronic Systems Technician — Warrant Officer Engineering)	B
31.	Executive Warrant Officer (Communications Electronic Technical Manager — Warrant Officer Engineering)	B
32.	Executive Warrant Officer (Loadmaster — Time Progression Grade 6 Fly 10+)	B
33.	Executive Warrant Officer (Non Destructive Inspection Technician Level 2 — Warrant Officer Engineering)	B
34.	Flight Engineer — Competency Progression Grade 3	A
35.	Flight Engineer — Competency Progression Grade 4	A
36.	Flight Engineer — Competency Progression Grade 5	A
37.	Flight Engineer — Time Progression Grade 5 Fly 8-10	A
38.	Flight Engineer — Time Progression Grade 6 Fly 10+	A
39.	Loadmaster — Time Progression Grade 6 Fly 10+	A
40.	Non-Destructive Inspection Technician Level 2 (Warrant Officer Engineering)	A
41.	Special Tactics Grade 4	A

Schedule B.10

Warrant Officer Class 1 salary rates

Part 1: Service Warrant Officers

Column 1 Rank, tier and increment	Column 2 Yearly rates of salary	
	Base rate	Maximum rate
WO1 – Tier D	\$86,461	\$99,459

Part 2: Warrant Officer Class 1 of the Permanent Force

Column 1 Rank, tier and increment	Column 2 Yearly rate of salary for pay grade									
	1	2	3	4	5	6	7	8	9	10
WO1 – Tier C	-	-	-	-	-	-	-	\$84,500	\$88,579	\$92,983
WO1 – Tier B	-	-	-	\$73,769	\$73,990	\$77,228	\$80,724	\$84,500	\$88,579	\$92,983
WO1 – Tier A2	\$61,687	\$63,691	\$66,261	\$69,036	\$72,034	\$75,271	\$78,768	\$82,554	\$86,622	\$91,027
WO1 – Tier A1	\$60,413	\$62,417	\$64,987	\$67,763	\$70,761	\$73,998	\$77,494	\$81,270	\$85,348	\$89,753

Part 3: Warrant Officer Class 1 of the Reserve Force on non-discounted rate

Column 1 Rank, tier and increment	Column 2 Daily rate of salary for pay grade									
	1	2	3	4	5	6	7	8	9	10
WO1 – Tier C	-	-	-	-	-	-	-	\$231.51	\$242.68	\$254.75
WO1 – Tier B	-	-	-	\$202.11	\$202.71	\$211.58	\$221.16	\$231.51	\$242.68	\$254.75
WO1 – Tier A2	\$169.01	\$174.50	\$181.54	\$189.14	\$197.35	\$206.22	\$215.80	\$226.15	\$237.32	\$249.39
WO1 – Tier A1	\$165.52	\$171.01	\$178.05	\$185.65	\$193.87	\$202.74	\$212.31	\$222.66	\$233.83	\$245.90

Part 4: Warrant Officer Class 1 of the Reserve Force on discounted rate

Column 1 Rank, tier and increment	Column 2 Daily rate of salary for pay grade									
	1	2	3	4	5	6	7	8	9	10
WO1 – Tier C	-	-	-	-	-	-	-	\$196.78	\$206.28	\$216.54
WO1 – Tier B	-	-	-	\$171.79	\$172.31	\$179.85	\$187.99	\$196.78	\$206.28	\$216.54
WO1 – Tier A2	\$143.66	\$148.32	\$154.31	\$160.77	\$167.75	\$175.29	\$183.43	\$192.23	\$201.72	\$211.98
WO1 – Tier A1	\$140.69	\$145.36	\$151.34	\$157.81	\$164.79	\$172.33	\$180.47	\$189.26	\$198.76	\$209.01

Schedule B.11

Other Rank pay grades

Part 1: Navy

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

Item	This descriptor...	means...
1.	Fly 0	No liability to fly
2.	Fly 0-2	Flying experience of less than 2 years
3.	Fly 2-4	Flying experience of 2 years up to 4 years
4.	Fly 4-6	Flying experience of 4 years up to 6 years
5.	Fly 6-8	Flying experience of 6 years up to 8 years
6.	Fly 8-10	Flying experience of 8 years up to 10 years
7.	Fly 10+	Flying experience of 10 or more years
8.	SM	Submarine Service qualification and skill
9.	TAG	Tactical Assault Group qualification and skill

Pay grade 1

Column 1 Item	Column 2 Employment Category
1.	General Experience

Pay grade 2

Column 1 Item	Column 2 Employment Category
1.	Boatswains Mate — Grade 1
2.	Cook — Grade 1

Pay grade 2 (cont.)	
Column 1 Item	Column 2 Employment Category
3.	Dental Assistant — Grade 1
4.	Diver — Grade 1
5.	Motor Transport Driver — Grade 1
6.	Steward — Grade 1
7.	Steward — Grade 2
8.	Steward — Grade 3
9.	Stores Naval — Grade 1
10.	Underwater Weapons
11.	Writer — Grade 1

Pay grade 3	
Column 1 Item	Column 2 Employment Category
1.	Acoustic Warfare Analyst — Grade 1
2.	Boatswains Mate — Grade 1 Shipborne Life Support Equipment
3.	Boatswains Mate — Grade 1 Navigation Yeoman
4.	Boatswains Mate — Grade 2
5.	Combat Systems Operator — Grade 1
6.	Combat Systems Operator Mine Warfare — Grade 1
7.	Communications Information Systems — Grade 1
8.	Cook — Grade 2
9.	Cook — Grade 3
10.	Cook — Grade 4

Pay grade 3 (cont.)	
Column 1 Item	Column 2 Employment Category
11.	Dental Assistant — Grade 2
12.	Diver — Grade 2
13.	Diver — Grade 3
14.	Electronic Technician — Grade 1
15.	Hydrographic Systems Operator — Grade 1
16.	Marine Technician — Grade 1
17.	Medical — Grade 1
18.	Motor Transport Driver — Grade 2
19.	Musician — Grade 1
20.	Naval Police Coxswain — Grade 1
21.	Non-aligned Air Technical — Grade 1
22.	Non-aligned Electrical Technical — Grade 1
23.	Non-aligned Marine Technical — Grade 1
24.	Physical Trainer — Grade 1
25.	Steward — Grade 4
26.	Steward — Grade 5
27.	Stores Naval — Grade 2
28.	Stores Naval — Grade 3
29.	Stores Naval — Grade 4
30.	Survival Equipment
31.	Underwater Control
32.	Writer — Grade 2
33.	Writer — Grade 3
34.	Writer — Grade 4

Pay grade 4	
Column 1 Item	Column 2 Employment Category
1.	Aircrewman —Grade 1 Fly 0
2.	Aviation Technician Aircraft — Grade 1
3.	Aviation Technician Avionics — Grade 1
4.	Boatswain — Grade 3
5.	Boatswains Mate — Grade 2 Limited Navigation Watchkeeping Certificate
6.	Boatswains Mate — Grade 3
7.	Combat System Operator — Grade 2
8.	Combat Systems Operator Mine Warfare — Grade 2
9.	Communications Information Systems — Grade 2
10.	Cook — Grade 5
11.	Cryptologic Linguist — Grade 1
12.	Cryptologic Systems — Grade 1
13.	Dental Assistant Preventive — Grade 3
14.	Dental Supervisor
15.	Electronic Technician — Grade 2
16.	Hydrographic Systems Manager — Grade B
17.	Hydrographic Systems Operator — Grade 2
18.	Hydrographic Systems Operator — Grade 1 Laser Airborne Depth Sounder
19.	Marine Technician — Grade 2
20.	Medical — Grade 2
21.	Musician — Grade 2
22.	Naval Police Coxswain — Grade 2

Pay grade 4 (cont.)	
Column 1 Item	Column 2 Employment Category
23.	Non-aligned Air Technical — Grade 2
24.	Non-aligned Electrical Technical — Grade 2
25.	Non-aligned Marine Technical — Grade 2
26.	Photographer — Grade 1
27.	Physical Trainer — Grade 2
28.	Physical Trainer — Grade 3
29.	Signals Yeoman
30.	Stores Naval — Grade 5
31.	Work Study
32.	Writer — Grade 5

Pay grade 5	
Column 1 Item	Column 2 Employment Category
1.	Aircrewman — Grade 1 Fly 0-2
2.	Aircrewman — Grade 1 Fly 2-4
3.	Aircrewman — Grade 1 (Competency Progression)
4.	Aircrewman — Grade 2 (Competency Progression)
5.	Aircrewman —Grade 2 Fly 0
6.	Aircrewman — Grade 2 Fly 0-2
7.	Aircrewman —Grade 3 Fly 0
8.	Aviation Technician Aircraft — Grade 2
9.	Aviation Technician Avionics — Grade 2

Pay grade 5 (cont.)	
Column 1 Item	Column 2 Employment Category
10.	Boatswain — Grade 3 Navigation Watchkeeping Certificate
11.	Boatswains Mate — Grade 3 Navigation Watchkeeping Certificate
12.	Combat Systems Manager Mine Warfare — Grade 3
13.	Combat Systems Operator — Grade 2 Anti-Submarine Aircraft Controller
14.	Combat Systems Operator — Grade 3 Anti-Submarine Aircraft Controller
15.	Combat Systems Operator — Grade 3
16.	Combat Systems Operator Mine Warfare — Grade 3
17.	Combat Systems Manager — Grade 3
18.	Combat Systems Supervisor — Grade 3
19.	Combat Systems Supervisor — Grade 3 Anti-Submarine Aircraft Controller
20.	Combat Systems Supervisor Mine Warfare — Grade 3
21.	Communications Information Systems — Grade 3
22.	Communications Information Systems — Grade 4
23.	Cryptologic Linguist — Grade 2
24.	Cryptologic Systems — Grade 2
25.	Dental Manager
26.	Electronic Technician — Grade 2 Fire Control Officer
27.	Electronic Technician — Grade 3
28.	Electronic Warfare Operator
29.	Hydrographic Systems Manager — Grade A
30.	Hydrographic Systems Manager — Grade B Navigation Watchkeeping Certificate

Pay grade 5 (cont.)	
Column 1 Item	Column 2 Employment Category
31.	Hydrographic Systems Operator — Grade 2 Limited Navigation Watchkeeping Certificate
32.	Hydrographic Systems Operator — Grade 3
33.	Hydrographic Systems Operator — Grade 2 Laser Airborne Depth Sounder
34.	Marine Technician — Grade 3
35.	Medical — Underwater Medical Clinician
36.	Musician — Grade 3
37.	Naval Police Coxswain — Grade 3 Limited Navigation Watchkeeping Certificate
38.	Naval Police Coxswain — Grade 3 Investigator
39.	Non-aligned Air Technical — Grade 3
40.	Non-aligned Electrical Technical — Grade 3
41.	Non-aligned Electrical Technical — Grade 4
42.	Non-aligned Marine Technical — Grade 3
43.	Photographer — Grade 2
44.	Radio Operator
45.	Radio Operator Special

Pay grade 6	
Column 1 Item	Column 2 Employment Category
1.	Aircrewman — Grade 1 Fly 4-6
2.	Aircrewman — Grade 2 Fly 2-4
3.	Aircrewman — Grade 3 (Competency Progression)

Pay grade 6 (cont.)	
Column 1 Item	Column 2 Employment Category
4.	Aircrewman — Grade 3 Fly 0-2
5.	Acoustic Warfare Analyst Submarine — Grade 1
6.	Aviation Technician Aircraft — Grade 3
7.	Aviation Technician Avionics — Grade 3
8.	Boatswains Mate — Grade 1 SM
9.	Boatswains Mate — Grade 2 SM
10.	Boatswains Mate — Grade 3 SM
11.	Clearance Diver — Grade 1
12.	Combat Systems Operator — Grade 3 Air Interceptor Controller
13.	Combat Systems Manager — Grade 4
14.	Combat Systems Manager — Grade 3 Anti-Submarine Aircraft Controller
15.	Combat Systems Manager — Grade 4 Anti-Submarine Aircraft Controller
16.	Combat Systems Manager — Grade 3 Air Interceptor Controller
17.	Combat Systems Manager — Grade 4 Air Interceptor Controller
18.	Combat Systems Supervisor — Grade 3 Air Interceptor Controller
19.	Combat Systems Supervisor — Grade 4 Air Interceptor Controller
20.	Combat Systems Supervisor — Grade 4
21.	Combat Systems Supervisor — Grade 4 Anti-Submarine Aircraft Controller
22.	Combat Systems Operator Mine Warfare — Grade 3 Navigation Watchkeeping Certificate
23.	Combat Systems Supervisor Mine Warfare — Navigation Watchkeeping Certificate
24.	Combat Systems Manager Mine Warfare — Navigation Watchkeeping Certificate

Pay grade 6 (cont.)	
Column 1 Item	Column 2 Employment Category
25.	Communications Information Systems — Grade 1 SM
26.	Communications Information Systems — Grade 5
27.	Cryptologic Linguist — Grade 3
28.	Cryptologic Systems — Grade 3
29.	Electronic Technician — Grade1 SM
30.	Electronic Technician — Grade 3 Fire Control Officer
31.	Electronic Technician — Grade 4
32.	Hydrographic Systems Manager — Grade A Navigation Watchkeeping Certificate
33.	Hydrographic Systems Manager — Grade A Laser Airborne Depth Sounder
34.	Hydrographic Systems Operator — Grade 3 Laser Airborne Depth Sounder
35.	Hydrographic Systems Operator — Grade 3 Navigation Watchkeeping Certificate
36.	Marine Technician — Grade1 SM
37.	Marine Technician — Grade 4
38.	Medical — Grade 3
39.	Steward — Grade 2 SM
40.	Steward — Grade 3 SM
41.	Steward — Grade 4 SM

Pay grade 7	
Column 1 Item	Column 2 Employment Category
1.	Acoustic Warfare Analyst Submarines — Grade 2
2.	Aircrewman — Grade 1 Fly 6-8
3.	Aircrewman — Grade 1 Fly 8-10
4.	Aircrewman — Grade 2 Fly 4-6
5.	Aircrewman — Grade 2 Fly 6-8
6.	Aircrewman — Grade 3 Fly 2-4
7.	Aircrewman — Grade 3 Fly 4-6
8.	Aircrewman — Grade 4 (Competency Progression)
9.	Aircrewman — Grade 5 (Competency Progression)
10.	Aviation Technician Aircraft — Grade 4
11.	Aviation Technician Aircraft — Grade 5
12.	Aviation Technician Avionics — Grade 4
13.	Aviation Technician Avionics — Grade 5
14.	Clearance Diver — Grade 2
15.	Communications Information Systems — Grade 2 SM
16.	Cook — Grade 3 SM
17.	Cook — Grade 4 SM
18.	Cook — Grade 5 SM
19.	Cryptologic Linguist — Specialist
20.	Cryptologic Systems — Specialist
21.	Cryptologic Systems — Grade 1 SM
22.	Cryptologic Systems — Grade 2 SM
23.	Cryptologic Systems — Grade 3 SM

Pay grade 7 (cont.)	
Column 1 Item	Column 2 Employment Category
24.	Cryptologic Systems — Specialist SM
25.	Cryptologic Linguist — Grade 1 SM
26.	Cryptologic Linguist — Grade 2 SM
27.	Cryptologic Linguist — Grade 3 SM
28.	Cryptologic Linguist — Specialist SM
29.	Cryptologic Systems Submarines — Grade 1 SM
30.	Electronic Technician — Grade 2 SM
31.	Electronic Technician — Grade 4 Fire Control Officer
32.	Electronic Technician — Grade 5
33.	Electronic Technician — Grade 5 Fire Control Officer
34.	Marine Technician — Grade 2 SM
35.	Marine Technician — Grade 5
36.	Medical — Grade 2 SM
37.	Naval Police Coxswain — Grade 1 SM
38.	Naval Police Coxswain — Grade 2 SM

Pay grade 8	
Column 1 Item	Column 2 Employment Category
1.	Acoustic Warfare Analyst Submarines — Grade 3 SM
2.	Aircrewman — Grade 1 Fly 10 +
3.	Aircrewman — Grade 2 Fly 8-10
4.	Aircrewman — Grade 2 Fly 10 +

Pay grade 8 (cont.)	
Column 1 Item	Column 2 Employment Category
5.	Aircrewman — Grade 3 Fly 6-8
6.	Aircrewman — Grade 3 Fly 8-10
7.	Aircrewman — Grade 6 (Competency Progression)
8.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor
9.	Aviation Technician Avionics — Flight Senior Maintenance Sailor
10.	Clearance Diver — Grade 1 TAG
11.	Clearance Diver — Grade 2 TAG
12.	Clearance Diver — Grade 3
13.	Clearance Diver — Grade 3 TAG
14.	Combat Systems Operator Mine Warfare — Grade 1 SM
15.	Combat Systems Operator Mine Warfare — Grade 2 SM
16.	Combat Systems Operator Mine Warfare — Grade 3 SM
17.	Communications Information Systems — Grade 3 SM
18.	Communications Information Systems — Grade 4 SM
19.	Cryptologic Systems Submarines — Grade 2 SM
20.	Cryptologic Systems Submarines — Grade 3 SM
21.	Electronic Technician — Grade 3 SM
22.	Marine Technician — Grade 3 SM
23.	Marine Technician — Senior Technical Officer
24.	Medical — Grade 3 SM

Pay grade 9	
Column 1 Item	Column 2 Employment Category
1.	Acoustic Warfare Analyst Specialist — SM
2.	Aircrewman — Grade 3 Fly 10 +
3.	Communications Information Systems — Grade 5 SM
4.	Cryptologic Systems Submarines Specialist — SM
5.	Electronic Technician — Grade 4 SM
6.	Electronic Technician — Grade 5 SM
7.	Marine Technician — Grade 4 SM
8.	Marine Technician — Grade 5 SM

Part 2: Army

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

Item	This descriptor...	means...
1.	Fly 0-2	Flying experience of less than 2 years
2.	Fly 2-4	Flying experience of 2 years up to 4 years
3.	Fly 4-6	Flying experience of 4 years up to 6 years
4.	Fly 6-8	Flying experience of 6 years up to 8 years
5.	Fly 8-10	Flying experience of 8 years up to 10 years
6.	Fly 10+	Flying experience of 10 or more years

Pay grade 1	
Column 1 Item	Column 2 Employment Category
1.	Air Dispatcher
2.	Assistant Deckhand
3.	Cargo Specialist
4.	Combat Engineer Grade 1
5.	Combat Medical Attendant Grade 1
6.	Combat Signaller Grade 1
7.	Combat Signaller Grade 2
8.	Communications Systems Operator Grade 1
9.	Cook Assistant
10.	Cook Grade 1
11.	Crewman
12.	Driver

Pay grade 1 (cont.)	
Column 1 Item	Column 2 Employment Category
13.	Gunner Provisional
14.	Handler Petroleum
15.	Local Observer
16.	Military Police Grade 1
17.	Operator Administrative Grade Reserve
18.	Operator Artillery Meteorology
19.	Operator Catering Assistant
20.	Operator Catering Grade 1
21.	Operator Catering Grade 2
22.	Operator Movements
23.	Operator Radar Provisional
24.	Operator Supply Grade Reserve
25.	Patrolman
26.	Rifleman
27.	Signaller Combat Grade 1

Pay grade 2	
Column 1 Item	Column 2 Employment Category
1.	Air Dispatcher Grade 1
2.	Analyst Intelligence Operations Grade 1
3.	Assistant Instructor
4.	Cargo Specialist Grade 1

Pay grade 2 (cont.)	
Column 1 Item	Column 2 Employment Category
5.	Clerk Finance Grade 1
6.	Combat Engineer Grade 2
7.	Combat Engineer Section Commander Grade 1
8.	Combat Medical Attendant Grade 2
9.	Combat Medical Attendant Grade 3
10.	Communications Systems Operator Grade 2
11.	Cook Grade 2
12.	Cook Grade 3
13.	Cook Advanced
14.	Crewman Grade 1
15.	Dental Assistant Grade 1
16.	Driver Grade 1
17.	Gunner Grade 1
18.	Gunner Grade 2
19.	Handler Petroleum Grade 1
20.	Information Systems Technician Grade 1
21.	Marine Specialist
22.	Mechanic Recovery Driver
23.	Military Police Grade 2
24.	Operator Administrative Grade 1
25.	Operator Catering Advanced Grade 1
26.	Operator Catering Grade 3
27.	Operator Catering Grade 4

Pay grade 2 (cont.)	
Column 1 Item	Column 2 Employment Category
28.	Operator Catering Manager Grade 1
29.	Operator Catering Supervisor Grade 1
30.	Operator Ground-Based Air Defence Grade 1
31.	Operator Petroleum Grade 1
32.	Operator Supply Grade 1
33.	Patrolman Grade 1
34.	Preventive Medicine Grade 1
35.	Rifleman Grade 1
36.	Rigger Parachute Grade 1
37.	Scout Grade 1
38.	Signaller Combat Grade 2
39.	Telecommunications Systems Linesman Grade 1
40.	Telecommunications Systems Linesman Grade 2

Pay grade 3	
Column 1 Item	Column 2 Employment Category
1.	Advanced Cargo Specialist
2.	Advanced Operator Movements
3.	Air Dispatcher Grade 2
4.	Aircraft Life Support Fitter Grade 1
5.	Aircraft Structural Fitter Grade 1
6.	Analyst Intelligence Operations Grade 2

Pay grade 3 (cont.)	
Column 1 Item	Column 2 Employment Category
7.	Cargo Specialist Grade 2
8.	Carpenter Grade 1
9.	Chef
10.	Clerk Finance Advanced
11.	Clerk Finance Grade 2
12.	Combat Clerk Engineers
13.	Combat Engineer Grade 3
14.	Combat Engineer Section Commander Grade 2
15.	Combat Engineer Supervisor Grade 1
16.	Combat Medical Attendant Grade 4
17.	Communications Systems Advanced Operator Grade 1
18.	Communications Systems Operator Grade 3
19.	Cook Grade 4
20.	Cook Supervisor
21.	Crew Commander Air Dispatch
22.	Crewman Grade 2
23.	Crewman Specialist
24.	Dental Assistant Grade 2
25.	Detachment Commander Bearer Systems
26.	Driver Grade 2
27.	Electrician Grade 1
28.	Firefighter
29.	Fitter Armament Grade 1

Pay grade 3 (cont.)	
Column 1 Item	Column 2 Employment Category
30.	Fitter Armament Grade 2
31.	Groundcrewman, Command Post Operator
32.	Groundcrewman, Forward Arming and Refuelling Point Operator
33.	Gun Detachment Commander
34.	Gunner Grade 3
35.	Infantry Operations Clerk
36.	Infantry Resource Storeman
37.	Information Systems Technician Grade 2
38.	Kitchen Manager
39.	Manager Clerk Engineers
40.	Manager Storeman Engineers
41.	Marine Specialist Grade 1
42.	Mechanic Recovery Advanced Grade 1
43.	Mechanic Recovery Grade 1
44.	Mechanic Recovery Grade 2
45.	Mechanic Recovery Supervisor Grade 1
46.	Mechanic Vehicle Grade 1
47.	Mechanic Vehicle Grade 2
48.	Medical Operator
49.	Metalsmith Grade 1
50.	Metalsmith Grade 2
51.	Military Police Grade 3
52.	Musician Grade 1

Pay grade 3 (cont.)	
Column 1 Item	Column 2 Employment Category
53.	Operator Administrative Advanced
54.	Operator Artillery Meteorology and Survey Grade 1
55.	Operator Bearer Systems
56.	Operator Catering Advanced Grade 2
57.	Operator Catering Manager Grade 2
58.	Operator Catering Supervisor Grade 2
59.	Operator Command Post Grade 1
60.	Operator Command Post Grade 2
61.	Operator Command Support Systems Grade 1
62.	Operator Communications Grade 1
63.	Operator Ground-Based Air Defence Grade 2
64.	Operator Movements Grade 1
65.	Operator Petroleum Grade 2
66.	Operator Radar Grade 1
67.	Operator Radar Grade 2
68.	Operator Specialist Vehicles Grade 1
69.	Operator Supply Chain Advanced
70.	Operator Unit Supply Advanced
71.	Patrolman Grade 2
72.	Physical Training Instructor
73.	Piper Drummer and Bugler Grade 1
74.	Plumber Grade 1
75.	Preventive Medicine Grade 2

Pay grade 3 (cont.)	
Column 1 Item	Column 2 Employment Category
76.	Rifleman Grade 2
77.	Rigger Parachute Grade 2
78.	Scout Grade 2
79.	Storeman Engineers
80.	Supervisor Clerk Engineers
81.	Supervisor Operational Movements
82.	Supervisor Storeman Engineers
83.	Supervisor Transport Section Operations
84.	Technician Electrical Grade 1
85.	Technician Electronic Systems Grade 1
86.	Telecommunications Systems Bearer Technician
87.	Telecommunications Systems Switch Technician

Pay grade 4	
Column 1 Item	Column 2 Employment Category
1.	Aircraft Life Support Fitter Grade 2
2.	Aircraft Life Support Fitter Supervisor
3.	Aircrewman (Time Progression)
4.	Aircrewman Leader (Time Progression)
5.	Aircrewman Manager (Time Progression)
6.	Aircrewman Supervisor (Time Progression)
7.	Aircraft Structural Fitter Grade 2

Pay grade 4 (cont.)	
Column 1 Item	Column 2 Employment Category
8.	Analyst Intelligence Operations Grade 3
9.	Analyst Intelligence Operations Grade 4
10.	Assistant Manager Operational Movements
11.	Assistant Supervisor Bearer Systems
12.	Assistant Supervisor Cargo Operations
13.	Assistant Supervisor Infantry Operations Clerk
14.	Assistant Supervisor Infantry Resource Storeman
15.	Assistant Supervisor Offensive Support
16.	Carpenter Grade 2
17.	Carpenter Grade 3
18.	Caterer
19.	Chef Supervisor
20.	Clerk Finance Financial Services Manager
21.	Clerk Finance Unit Financial Services Supervisor
22.	Combat Engineer Manager Grade 1
23.	Combat Engineer Section Commander Grade 3
24.	Combat Engineer Supervisor Grade 2
25.	Combat Medical Attendant Grade 5
26.	Commander Emergency Response
27.	Communications Systems Advanced Operator Grade 2
28.	Communications Systems Detachment Commander Grade 1
29.	Communications Systems Supervisor Grade 1
30.	Crew Commander Mechanised

Pay grade 4 (cont.)	
Column 1 Item	Column 2 Employment Category
31.	Crewman Commander
32.	Crewman Commander (Royal Australian Engineers)
33.	Dental Hygienist
34.	Dental Supervisor
35.	Draughtsman Grade 1
36.	Draughtsman Grade 2
37.	Electrician Grade 2
38.	Electrician Grade 3
39.	Electronic Warfare Operator — Language
40.	Electronic Warfare Operator — Technical Signals
41.	Fitter Armament Advanced Grade 1
42.	Fitter Armament Grade 3
43.	Fitter Armament Grade 4
44.	Fitter Armament Supervisor Grade 1
45.	Groundcrewman, Command Post Supervisor
46.	Groundcrewman, Forward Arming and Refuelling Point Team Leader
47.	Information Systems Advanced Technician
48.	Manager Cargo Operations
49.	Manager Infantry Operations Clerk
50.	Manager Infantry Resource Storeman
51.	Manager Operational Movements
52.	Manager Petroleum
53.	Manager Preventive Medicine

Pay grade 4 (cont.)	
Column 1 Item	Column 2 Employment Category
54.	Manager Rigger Parachute
55.	Marine Specialist Grade 2
56.	Mechanic Recovery Advanced Grade 2
57.	Mechanic Recovery Manager Grade 1
58.	Mechanic Recovery Specialist
59.	Mechanic Recovery Supervisor Grade 2
60.	Mechanic Vehicle Advanced Grade 1
61.	Mechanic Vehicle Grade 3
62.	Mechanic Vehicle Grade 4
63.	Mechanic Vehicle Supervisor Grade 1
64.	Medical Technician
65.	Medical Technician Supervisor
66.	Metalsmith Advanced Grade 1
67.	Metalsmith Grade 3
68.	Metalsmith Grade 4
69.	Metalsmith Supervisor Grade 1
70.	Military Police Grade 4
71.	Multimedia Technician Grade 1
72.	Musician Grade 2
73.	Operator Administrative Manager
74.	Operator Administrative Supervisor
75.	Operator Artillery Meteorology and Survey Grade 2
76.	Operator Artillery Meteorology and Survey Grade 3
77.	Operator Command Post Grade 3

Pay grade 4 (cont.)	
Column 1 Item	Column 2 Employment Category
78.	Operator Command Support Systems Grade 2
79.	Operator Communications Grade 2
80.	Operator Electronic Warfare
81.	Operator Emergency Response
82.	Operator Ground-Based Air Defence Grade 3
83.	Operator Petroleum Grade 3
84.	Operator Plant Grade 1
85.	Operator Plant Grade 2
86.	Operator Plant Grade 3
87.	Operator Plant Grade 4
88.	Operator Radar Grade 3
89.	Operator Specialist Vehicles (Royal Australian Engineers)
90.	Operator Specialist Vehicles Grade 2
91.	Operator Supply Chain Manager
92.	Operator Supply Chain Supervisor
93.	Operator Unit Supply Manager
94.	Operator Unit Supply Supervisor
95.	Patrol Commander
96.	Physical Training Instructor Supervisor
97.	Physical Training Instructor Manager
98.	Piper Drummer and Bugler Grade 2
99.	Plumber Grade 2
100.	Plumber Grade 3

Pay grade 4 (cont.)	
Column 1 Item	Column 2 Employment Category
101.	Recruit Instructor (1 st Recruit Training Battalion)
102.	Rifleman Grade 3
103.	Rigger Parachute Grade 3
104.	Scout Patrol Commander
105.	Second in Command Transport Troop Operations
106.	Sniper
107.	Supervisor Aerial Delivery
108.	Supervisor Bearer Systems
109.	Supervisor Cargo Operations
110.	Supervisor Ground-Based Air Defence
111.	Supervisor Infantry Operations Clerk
112.	Supervisor Infantry Resource Storeman
113.	Supervisor Marine
114.	Supervisor Offensive Support
115.	Supervisor Petroleum
116.	Supervisor Platoon Infantry Operations
117.	Supervisor Preventive Medicine
118.	Supervisor Rigger Parachute
119.	Supervisor Transport Troop Operations
120.	Technician Aircraft Grade 1
121.	Technician Avionics Grade 1
122.	Technician Electrical Grade 2
123.	Technician Electrical Grade 3

Pay grade 4 (cont.)	
Column 1 Item	Column 2 Employment Category
124.	Technician Electronic Systems Grade 2
125.	Technician Electronic Systems Grade 3
126.	Technician Geomatic Grade 1
127.	Technician Laboratory Grade 1
128.	Technician Operating Theatre
129.	Technician Telecommunication Systems
130.	Telecommunications Systems Bearer Team Leader
131.	Telecommunications Systems Switch Team Leader
132.	Telecommunications Systems Technician

Pay grade 5	
Column 1 Item	Column 2 Employment Category
1.	Aircraft Life Support Fitter Manager
2.	Aircraft Structural Fitter Grade 3
3.	Aircraft Structural Fitter Supervisor
4.	Aircrewman (Competency Progression)
5.	Aircrewman (Time Progression) Fly 0-2
6.	Aircrewman (Time Progression) Fly 2-4
7.	Aircrewman Leader (Time Progression) Fly 0-2
8.	Aircrewman Leader (Time Progression) Fly 2-4
9.	Analyst Intelligence Operations Supervisor
10.	Artificer Electronics Grade 1

Pay grade 5 (cont.)	
Column 1 Item	Column 2 Employment Category
11.	Artificer Mechanical Grade 1
12.	Assistant Detachment Commander Command Support Systems
13.	Assistant Detachment Commander Communications
14.	Assistant Detachment Commander Electronic Warfare
15.	Assistant Detachment Commander Telecommunication Systems
16.	Assistant Manager Bearer Systems
17.	Assistant Manager Communications
18.	Assistant Manager Operations Locating
19.	Assistant Manager Operations Offensive Support
20.	Assistant Supervisor Command Support Systems
21.	Assistant Supervisor Electronic Warfare
22.	Assistant Supervisor Locating
23.	Assistant Supervisor Telecommunication Systems
24.	Combat Engineer Manager Grade 2
25.	Combat Engineer Supervisor Grade 3
26.	Communications Systems Detachment Commander Grade 2
27.	Communications Systems Manager Grade 1
28.	Communications Systems Supervisor Grade 2
29.	Company Mechanised Sergeant
30.	Dental Manager
31.	Detachment Commander Command Support Systems
32.	Detachment Commander Communications
33.	Detachment Commander Electronic Warfare

Pay grade 5 (cont.)	
Column 1 Item	Column 2 Employment Category
34.	Detachment Commander Telecommunication Systems
35.	Drum Major
36.	Electronic Warfare Detachment Commander — Language
37.	Electronic Warfare Detachment Commander — Technical Signals
38.	Examiner Psychological
39.	Explosive Detection Dog Handler
40.	Explosive Ordnance Reconnaissance Technician
41.	Fitter Armament Advanced Grade 2
42.	Fitter Armament Specialist
43.	Fitter Armament Supervisor Grade 2
44.	Foreman Carpenter
45.	Foreman Draughtsman
46.	Foreman Electrician
47.	Foreman Operator Plant
48.	Foreman Plumber
49.	Groundcrewman, Forward Arming and Refuelling Point Supervisor
50.	Groundcrewman, Supervisor Aviation Squadron Operations
51.	Information Systems Detachment Commander
52.	Information Systems Supervisor
53.	Manager Bearer Systems
54.	Manager Command Support Systems
55.	Manager Communications
56.	Manager Emergency Response Operations
57.	Manager Operations Ground-Based Air Defence

Pay grade 5 (cont.)	
Column 1 Item	Column 2 Employment Category
58.	Manager Operations Locating
59.	Manager Operations Offensive Support
60.	Mechanic Recovery Manager Grade 2
61.	Mechanic Vehicle Advanced Grade 2
62.	Mechanic Vehicle Specialist
63.	Mechanic Vehicle Supervisor Grade 2
64.	Medical Technician Manager
65.	Metalsmith Advanced Grade 2
66.	Metalsmith Specialist
67.	Metalsmith Supervisor Grade 2
68.	Military Investigator Grade 1
69.	Military Investigator Grade 2
70.	Military Investigator Manager
71.	Military Police Dog Handler
72.	Military Police Close Personal Protection Operator
73.	Multimedia Technician Grade 2
74.	Multimedia Technician Grade 3
75.	Musician Grade 3
76.	Patrol Master
77.	Petroleum Specialist
78.	Photographer Public Relations
79.	Pipe Major
80.	Project Officer Aerial Delivery
81.	Reporter
82.	Scout Supervisor Squadron Operations
83.	Scout Supervisor Troop Operations
84.	Sniper Master

Pay grade 5 (cont.)	
Column 1 Item	Column 2 Employment Category
85.	Sniper Supervisor
86.	Sniper Team Leader
87.	Supervisor Building
88.	Supervisor Civil
89.	Supervisor Command Support Systems
90.	Supervisor Communications
91.	Supervisor Company Operations
92.	Supervisor Electronic Warfare
93.	Supervisor Emergency Response Operations
94.	Supervisor Engineering Services
95.	Supervisor Locating
96.	Supervisor Squadron Operations
97.	Supervisor Telecommunication Systems
98.	Supervisor Troop Operations
99.	Technician Aircraft Grade 2
100.	Technician Aircraft Grade 2 (Time Progression) Fly 0-2
101.	Technician Aircraft Supervisor
102.	Technician Ammunition
103.	Technician Avionics Grade 2
104.	Technician Avionics Grade 2 (Time Progression) Fly 0-2
105.	Technician Avionics Supervisor
106.	Technician Dental
107.	Technician Electrical Advanced Grade 1
108.	Technician Electrical Grade 4
109.	Technician Electrical Supervisor Grade 1
110.	Technician Electronic Systems Advanced Grade 1
111.	Technician Electronic Systems Grade 4

Pay grade 5 (cont.)	
Column 1 Item	Column 2 Employment Category
112.	Technician Electronic Systems Supervisor Grade 1
113.	Technician Geomatic Grade 2
114.	Technician Laboratory Grade 2
115.	Telecommunications Systems Supervisor
116.	Telecommunications Systems Team Leader
117.	Underwater Medicine Clinician

Pay grade 6	
Column 1 Item	Column 2 Employment Category
1.	Aircraft Life Support Fitter Artisan
2.	Aircraft Structural Fitter Manager
3.	Aircraft Support Manager
4.	Aircrewman Leader (Competency Progression)
5.	Aircrewman Manager (Competency Progression)
6.	Aircrewman Supervisor (Competency Progression)
7.	Aircrewman (Time Progression) Fly 4-6
8.	Aircrewman Leader (Time Progression) Fly 4-6
9.	Aircrewman Supervisor (Time Progression) Fly 4-6
10.	Analyst Intelligence Operations Manager
11.	Artificer Electronics Grade 2
12.	Artificer Mechanical Grade 2
13.	Assistant Manager Electronic Warfare
14.	Assistant Manager Telecommunication Systems

Pay grade 6 (cont.)	
Column 1 Item	Column 2 Employment Category
15.	Assistant Supervisor Explosive Ordnance Disposal
16.	Aviation Operations Manager
17.	Commando Grade 1
18.	Communications Systems Manager Grade 2
19.	Electronic Warfare Supervisor
20.	Information Systems Manager
21.	Manager Electronic Warfare
22.	Manager Telecommunication Systems
23.	Specialist Geomatic
24.	Supervisor Explosive Ordnance Disposal
25.	Supervisor Works Horizontal
26.	Supervisor Works Services
27.	Supervisor Works Vertical
28.	Technician Aircraft Grade 2 (Time Progression) Fly 2-4
29.	Technician Aircraft Manager
30.	Technician Aircraft Supervisor (Competency Progression) Aircrewman
31.	Technician Avionics Grade 2 (Time Progression) Fly 2-4
32.	Technician Avionics Manager
33.	Technician Avionics Supervisor (Competency Progression) Aircrewman
34.	Technician Electrical Advanced Grade 2
35.	Technician Electrical Supervisor Grade 2
36.	Technician Electronic Systems Advanced Grade 2
37.	Technician Electronic Systems Specialist

Pay grade 6 (cont.)	
Column 1 Item	Column 2 Employment Category
38.	Technician Electronic Systems Supervisor Grade 2
39.	Technician Geomatic Grade 3
40.	Telecommunications Systems Manager

Pay grade 7	
Column 1 Item	Column 2 Employment Category
1.	Aircraft Structural Fitter Artisan
2.	Aircrewman Leader Instructor (Competency Progression)
3.	Aircrewman Manager Instructor (Competency Progression)
4.	Aircrewman Supervisor Instructor (Competency Progression)
5.	Aircrewman (Time Progression) Fly 6-8
6.	Aircrewman (Time Progression) Fly 8-10
7.	Aircrewman Leader (Time Progression) Fly 6-8
8.	Aircrewman Leader (Time Progression) Fly 8-10
9.	Aircrewman Manager (Time Progression) Fly 6-8
10.	Aircrewman Manager (Time Progression) Fly 8-10
11.	Aircrewman Supervisor (Time Progression) Fly 6-8
12.	Aircrewman Supervisor (Time Progression) Fly 8-10
13.	Artificer Aircraft (Time Progression) Fly 4-6
14.	Artificer Aircraft (Time Progression) Fly 6-8
15.	Artificer Aircraft
16.	Artificer Avionics

Pay grade 7 (cont.)	
Column 1 Item	Column 2 Employment Category
17.	Artificer Avionics (Time Progression) Fly 4-6
18.	Artificer Avionics (Time Progression) Fly 6-8
19.	Commando Grade 2
20.	Commando Grade 3
21.	Electronic Warfare Manager
22.	Technician Aircraft Grade 2 (Time Progression) Fly 4-6
23.	Technician Aircraft Grade 2 (Time Progression) Fly 6-8
24.	Technician Aircraft Manager (Competency Progression) Aircrewman
25.	Technician Avionics Grade 2 (Time Progression) Fly 4-6
26.	Technician Avionics Grade 2 (Time Progression) Fly 6-8
27.	Technician Avionics Manager (Competency Progression) Aircrewman

Pay grade 8	
Column 1 Item	Column 2 Employment Category
1.	Aircrewman (Time Progression) Fly 10+
2.	Aircrewman Leader (Time Progression) Fly 10+
3.	Aircrewman Manager (Time Progression) Fly 10+
4.	Aircrewman Supervisor (Time Progression) Fly 10+
5.	Artificer Aircraft (Time Progression) Fly 6-8
6.	Artificer Aircraft (Time Progression) Fly 8-10

Pay grade 8 (cont.)	
Column 1 Item	Column 2 Employment Category
7.	Artificer Avionics (Time Progression) Fly 6-8
8.	Artificer Avionics (Time Progression) Fly 8-10
9.	Commando Grade 4
10.	Section Commander Commando
11.	Special Air Service Trooper Grade 1
12.	Supervisor Commando Operations
13.	Supervisor Commando Platoon Operations
14.	Technician Aircraft Grade 2 (Time Progression) Fly 8-10
15.	Technician Aircraft Grade 2 (Time Progression) Fly 10+
16.	Technician Avionics Grade 2 (Time Progression) Fly 8-10
17.	Technician Avionics Grade 2 (Time Progression) Fly 10+

Pay grade 9	
Column 1 Item	Column 2 Employment Category
1.	Special Air Service Trooper Grade 2
2.	Artificer Aircraft (Time Progression) Fly 10+
3.	Artificer Avionics (Time Progression) Fly 10+

Pay grade 10	
Column 1 Item	Column 2 Employment Category
1.	Special Air Service Trooper Grade 3

Part 3: Air Force

Note: In this Part, Air Force Aircrew musterings (ie Airborne Electronic Analyst, Crew Attendant, Flight Engineer and Loadmaster) in the time progression stream, may have one of the following abbreviated descriptors in the category title:

Item	This descriptor...	means...
1.	Fly 0	No liability to fly ¹
2.	Fly 0-2	Flying experience of less than 2 years
3.	Fly 2-4	Flying experience of 2 years up to 4 years
4.	Fly 4-6	Flying experience of 4 years up to 6 years
5.	Fly 6-8	Flying experience of 6 years up to 8 years
6.	Fly 8-10	Flying experience of 8 years up to 10 years
7.	Fly 10+	Flying experience of 10 or more years

¹ Note: This may apply to an Other Rank member who is commissioning to Officer if the member is commissioning to a non-flying specialisation.

Pay grade 1	
Column 1 Item	Column 2 Employment Category
1.	General Hand
2.	Mess Operator Grade 1
3.	Steward Grade 1
4.	Telephone Operator

Pay grade 2	
Column 1 Item	Column 2 Employment Category
1.	Aircraft Mechanic

Pay grade 2 (cont.)	
Column 1 Item	Column 2 Employment Category
2.	Airfield Defence Guard Grade 1
3.	Armament Mechanic
4.	Avionics Mechanic
5.	Clerk Grade 1
6.	Communications Electronic Mechanic
7.	Cook Grade 1
8.	Crew Attendant General — Time Progression Fly 0
9.	Dental Assistant
10.	Dental Assistant Grade 1
11.	Mess Operator Grade 2
12.	Motor Transport Driver Grade 1
13.	Movements Grade 1
14.	Steward Grade 2
15.	Supply Grade 1

Pay grade 3	
Column 1 Item	Column 2 Employment Category
1.	Aircraft Fitter Grade 1
2.	Aircraft Life Support Fitter Grade 1
3.	Aircraft Structural Fitter Grade 1
4.	Aircraft Surface Finisher
5.	Aircraft Surface Finisher Grade 1

Pay grade 3 (cont.)	
Column 1 Item	Column 2 Employment Category
6.	Airfield Defence Guard Grade 2
7.	Air Surveillance Operator Grade 1
8.	Armament Fitter Grade 1
9.	Avionics Fitter Grade 1
10.	Carpenter Grade 1
11.	Clerk Grade 2
12.	Communications and Information Systems Controller Grade 1
13.	Communications Electronic Fitter Grade 1
14.	Cook Grade 2
15.	Crew Attendant — Competency Progression Grade 1
16.	Crew Attendant — Time Progression Fly 0
17.	Crew Attendant General — Time Progression Grade 1 Fly 0-2
18.	Dental Assistant Grade 2
19.	Electrician Grade 1
20.	Firefighter
21.	Geospatial Imagery Intelligence Analyst
22.	Ground Mechanical Engineering Fitter Grade 1
23.	Ground Support Equipment Fitter Grade 1
24.	Medical Assistant Grade 1
25.	Motor Transport Driver Grade 2
26.	Movements Grade 2
27.	Physical Training Instructor Grade 1
28.	Plant Operator Grade 1

Pay grade 3 (cont.)	
Column 1 Item	Column 2 Employment Category
29.	Plumber Grade 1
30.	Security Police Grade 1 — Military Working Dog Handler
31.	Security Police Grade 1 — Security and Law Enforcement
32.	Supply Grade 2
33.	Tailor

Pay grade 4	
Column 1 Item	Column 2 Employment Category
1.	Advanced Aircraft Life Support Fitter
2.	Advanced Aircraft Surface Finisher
3.	Advanced Ground Mechanical Engineering Fitter
4.	Advanced Ground Support Equipment Fitter
5.	Air Surveillance Operator Grade 2
6.	Aircraft Fitter Grade 2
7.	Aircraft Life Support Fitter Grade 2
8.	Aircraft Structural Fitter Grade 2
9.	Airfield Defence Guard Grade 3
10.	Armament Fitter Grade 2
11.	Avionics Fitter Grade 2
12.	Carpenter Grade 2
13.	Clerk Grade 3
14.	Communications and Information Systems Controller

Pay grade 4 (cont.)	
Column 1 Item	Column 2 Employment Category
15.	Communications and Information Systems Controller Grade 2
16.	Communications Electronic Fitter Grade 2
17.	Cook Grade 3
18.	Crew Attendant — Competency Progression Grade 2
19.	Crew Attendant — Time Progression Grade 1 Fly 0-2
20.	Dental Hygienist
21.	Dental Supervisor
22.	Electrician Grade 2
23.	Electroplater
24.	Environmental Health Surveyor
25.	Firefighter Grade 1
26.	Firefighter Grade 2
27.	Geospatial Imagery Intelligence Analyst Grade 1
28.	Ground Mechanical Engineering Fitter Grade 2
29.	Ground Support Engineering Manager Grade 1
30.	Ground Support Equipment Fitter Grade 2
31.	Loadmaster — Time Progression Fly 0
32.	Medical Assistant Grade 2
33.	Metal Mechanist Grade 1
34.	Movements Grade 3
35.	Musician Grade 2
36.	Operating Theatre Technician
37.	Photographer Grade 1

Pay grade 4 (cont.)	
Column 1 Item	Column 2 Employment Category
38.	Physical Training Instructor Grade 2
39.	Physical Training Instructor Grade 3
40.	Plant Operator Grade 2
41.	Plumber Grade 2
42.	Security Police Grade 2 — Security and Law Enforcement
43.	Signals Operator Linguist Grade 1
44.	Signals Operator Technical Grade 1
45.	Supply Grade 3
46.	Works Supervisor Grade 1

Pay grade 5	
Column 1 Item	Column 2 Employment Category
1.	Advanced Aircraft Life Support Supervisor
2.	Aircraft Surface Finisher Supervisor
3.	Advanced Aircraft Structural Fitter
4.	Advanced Aircraft Structural Technician
5.	Advanced Aircraft Technician
6.	Advanced Avionics Technician
7.	Advanced Communications Electronic Technician
8.	Airborne Electronics Analyst — Competency Progression Grade 1 (Non-Feeder)
9.	Airborne Electronics Analyst — Time Progression Fly 0
10.	Airborne Electronics Analyst — Time Progression Grade 1 Fly 0-2

Pay grade 5 (cont.)	
Column 1 Item	Column 2 Employment Category
11.	Airborne Electronics Analyst Single Station — Time Progression Grade 1 Fly 0-2
12.	Airborne Electronics Analyst Single Station — Time Progression Grade 2 Fly 2-4
13.	Aircraft Structural Technician
14.	Aircraft Technician
15.	Aircraft Technician Grade 1
16.	Aircraft Technician Grade 2
17.	Air Surveillance Operator Supervisor
18.	Air Surveillance Operator Manager
19.	Armament Technician
20.	Avionics Technician
21.	Avionics Technician Grade 1
22.	Avionics Technician Grade 2
23.	Carpenter Foreman
24.	Communications Electronic Technician
25.	Communications and Information Systems Controller Grade 3
26.	Crew Attendant — Competency Progression Grade 3
27.	Crew Attendant — Time Progression Grade 2 Fly 2-4
28.	Crew Attendant — Time Progression Grade 3 Fly 4-6
29.	Dental Manager
30.	Dental Technician
31.	Detachment Supervisor Communications and Information System Controller

Pay grade 5 (cont.)	
Column 1 Item	Column 2 Employment Category
32.	Electrician Foreman
33.	Firefighter Manager
34.	Firefighter Grade 3
35.	Flight Engineer — Time Progression Fly 0
36.	Flight Engineer — Time Progression Grade 1 Fly 0-2
37.	Flight Test Photographer
38.	Geospatial Imagery Intelligence Analyst Grade 2
39.	Ground Mechanical Engineering Technician
40.	Ground Mechanical Engineering Supervisor
41.	Ground Support Engineering Manager Grade 2
42.	Ground Support Engineering Technician
43.	Ground Support Equipment Technician
44.	Ground Support Equipment Supervisor
45.	Imagery Production Manager
46.	Imagery Production Manager (Flight Test Photographer)
47.	Laboratory Technician
48.	Load Master — Competency Progression Grade 1
49.	Load Master — Time Progression Grade 1 Fly 0-2
50.	Load Master — Time Progression Grade 2 Fly 2-4
51.	Manager Airfield Defence Guard
52.	Medical Assistant Manager
53.	Metal Machinist Grade 2
54.	Musician Grade 3

Pay grade 5 (cont.)	
Column 1 Item	Column 2 Employment Category
55.	Photo Unit Supervisor
56.	Photo Unit Supervisor (Flight Test Photographer)
57.	Photographer Grade 2
58.	Plant Operator Foreman
59.	Plumber Foreman
60.	Security Police Grade 3 — Service Investigator
61.	Signals Operator
62.	Signals Operator Linguist Grade 2
63.	Signals Operator Technical Grade 2
64.	Supervisor Airfield Defence Guard
65.	Supervisor Communications and Information Systems Controller
66.	Supervisor Trades
67.	Unit Flight Test Specialist
68.	Works Supervisor Grade 2
69.	Works Supervisor Grade 3

Pay grade 6	
Column 1 Item	Column 2 Employment Category
1.	Aircraft Life Support Technical Manager
2.	Aircraft Supervisor
3.	Aircraft Surface Finisher Technical Manager
4.	Aircraft Structures Supervisor

Pay grade 6 (cont.)	
Column 1 Item	Column 2 Employment Category
5.	Armament Supervisor
6.	Avionics Supervisor
7.	Airborne Electronics Analyst — Competency Progression Grade 1 (Feeder)
8.	Airborne Electronics Analyst — Competency Progression Grade 2
9.	Airborne Electronics Analyst — Time Progression Grade 2 Fly 2-4
10.	Airborne Electronics Analyst Single Station — Time Progression Grade 3 Fly 4-6
11.	Communications Electronics Supervisor
12.	Crew Attendant — Competency Progression Grade 4
13.	Crew Attendant — Time Progression Grade 4 Fly 6-8
14.	Flight Engineer — Competency Progression Grade 1
15.	Flight Engineer — Time Progression Grade 2 Fly 2-4
16.	Geospatial Imagery Intelligence Analyst Manager
17.	Geospatial Imagery Intelligence Analyst Supervisor
18.	Ground Technical Manager
19.	Loadmaster — Competency Progression Grade 2
20.	Loadmaster — Time Progression Grade 3 Fly 4-6
21.	Manager Communications and Information Systems Controller
22.	Manager Trades
23.	Non-Destructive Inspection Technician Level 1
24.	Signals Operator Linguist General
25.	Signals Operator Linguist Analyst
26.	Signals Operator Technical Analyst

Pay grade 6 (cont.)	
Column 1 Item	Column 2 Employment Category
27.	Special Tactics Grade 1
28.	Works Manager

Pay grade 7	
Column 1 Item	Column 2 Employment Category
1.	Airborne Electronics Analyst — Competency Progression Grade 3
2.	Airborne Electronics Analyst — Competency Progression Grade 4
3.	Airborne Electronics Analyst — Time Progression Grade 3 Fly 4-6
4.	Airborne Electronics Analyst — Time Progression Grade 4 Fly 6-8
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 4 Fly 6-8
6.	Airborne Electronics Analyst Single Station — Time Progression Grade 5 Fly 8-10
7.	Aircraft Structures Technical Manager
8.	Aircraft Systems Technician
9.	Aircraft Technical Manager
10.	Armament Technical Manager
11.	Avionics Systems Technician
12.	Avionics Technical Manager
13.	Communications Electronic Systems Technician
14.	Communications Electronic Technical Manager
15.	Crew Attendant — Time Progression Grade 5 Fly 8-10
16.	Crew Attendant — Time Progression Grade 6 Fly 10+

Pay grade 7 (cont.)	
Column 1 Item	Column 2 Employment Category
17.	Flight Engineer — Competency Progression Grade 2
18.	Flight Engineer — Time Progression Grade 3 Fly 4-6
19.	Flight Engineer — Time Progression Grade 4 Fly 6-8
20.	Loadmaster — Competency Progression Grade 3
21.	Loadmaster — Competency Progression Grade 4
22.	Loadmaster — Time Progression Grade 4 Fly 6-8
23.	Loadmaster — Time Progression Grade 5 Fly 8-10
24.	Non-Destructive Inspection Technical Manager Level 2
25.	Senior Manager Processing
26.	Senior Manager Technical
27.	Signals Operator Linguist Advanced
28.	Signals Operator Linguist Advanced Analyst
29.	Signals Operator Technical Advanced Analyst
30.	Special Tactics Grade 2
31.	Special Tactics Grade 3

Pay grade 8	
Column 1 Item	Column 2 Employment Category
1.	Airborne Electronics Analyst — Competency Progression Grade 5
2.	Airborne Electronics Analyst —Competency Progression Grade 6
3.	Airborne Electronics Analyst —Time Progression Grade 5 Fly 8-10
4.	Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+

Pay grade 8 (cont.)	
Column 1 Item	Column 2 Employment Category
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 6 Fly 10+
6.	Flight Engineer — Competency Progression Grade 3
7.	Flight Engineer — Competency Progression Grade 4
8.	Flight Engineer — Competency Progression Grade 5
9.	Flight Engineer — Time Progression Grade 5 Fly 8-10
10.	Flight Engineer — Time Progression Grade 6 Fly 10+
11.	Loadmaster — Time Progression Grade 6 Fly 10+
12.	Special Tactics Grade 4

Schedule B.12

Other Rank salary rates

Part 1: Member of the Permanent Force

Column 1 Rank and increment			Column 2 Yearly rate of salary for pay grade										
Navy	Army	Air Force		1	2	3	4	5	6	7	8	9	10
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	1	\$56,818	\$58,822	\$61,392	\$64,168	\$67,166	\$70,403	\$73,899	\$77,675	\$81,753	\$86,158
			0	\$55,644	\$57,648	\$60,218	\$62,994	\$65,992	\$69,229	\$72,725	\$76,501	\$80,579	\$84,984
	Staff Sergeant		0	\$53,777	\$55,781	\$58,351	\$61,127	\$64,125	\$67,362	\$70,858	\$74,634	\$78,712	\$83,117
Petty Officer	Sergeant	Sergeant	2	\$50,149	\$52,153	\$54,723	\$57,499	\$60,497	\$63,734	\$67,230	\$71,006	\$75,084	\$79,489
			1	\$49,106	\$51,110	\$53,680	\$56,456	\$59,454	\$62,691	\$66,187	\$69,963	\$74,041	\$78,446
			0	\$48,084	\$50,088	\$52,658	\$55,434	\$58,432	\$61,669	\$65,165	\$68,941	\$73,019	\$77,424
Leading Seaman	Corporal	Corporal	2	\$43,347	\$45,351	\$47,921	\$50,697	\$53,695	\$56,932	\$60,428	\$64,204	\$68,282	\$72,687
			1	\$42,440	\$44,444	\$47,014	\$49,790	\$52,788	\$56,025	\$59,521	\$63,297	\$67,375	\$71,780
			0	\$41,551	\$43,555	\$46,125	\$48,901	\$51,899	\$55,136	\$58,632	\$62,408	\$66,486	\$70,891
	Lance Corporal		0	\$38,220	\$40,224	\$42,794	\$45,570	\$48,568	\$51,805	\$55,301	\$59,077	\$63,155	\$67,560
Able Seaman	Private Proficient	Leading Aircraftman	0	\$37,431	\$39,435	\$42,005	\$44,781	\$47,779	\$51,016	\$54,512	\$58,288	\$62,366	\$66,771
Seaman	Private	Aircraftman	0	\$36,658	\$38,662	\$41,232	\$44,008	\$47,006	\$50,243	\$53,739	\$57,515	\$61,593	\$65,998

Part 2: Member of the Reserve Force on non-discounted rate

Column 1 Rank and increment			Column 2 Daily rate of salary for pay grade										
Navy	Army	Air Force		1	2	3	4	5	6	7	8	9	10
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	1	\$155.66	\$161.16	\$168.20	\$175.80	\$184.02	\$192.88	\$202.46	\$212.81	\$223.98	\$236.05
			0	\$152.45	\$157.94	\$164.98	\$172.59	\$180.80	\$189.67	\$199.25	\$209.59	\$220.76	\$232.83
	Staff Sergeant		0	\$147.33	\$152.82	\$159.87	\$167.47	\$175.68	\$184.55	\$194.13	\$204.48	\$215.65	\$227.72
Petty Officer	Sergeant	Sergeant	1	\$137.39	\$142.89	\$149.93	\$157.53	\$165.75	\$174.61	\$184.19	\$194.54	\$205.71	\$217.78
			0	\$131.74	\$137.23	\$144.27	\$151.87	\$160.09	\$168.96	\$178.53	\$188.88	\$200.05	\$212.12
Leading Seaman	Corporal	Corporal	1	\$118.76	\$124.25	\$131.29	\$138.89	\$147.11	\$155.98	\$165.55	\$175.90	\$187.07	\$199.14
			0	\$113.84	\$119.33	\$126.37	\$133.97	\$142.19	\$151.06	\$160.63	\$170.98	\$182.15	\$194.22
	Lance Corporal		0	\$104.71	\$110.20	\$117.24	\$124.85	\$133.06	\$141.93	\$151.51	\$161.85	\$173.03	\$185.10
Able Seaman	Private Proficient	Leading Aircraftman	0	\$102.55	\$108.04	\$115.08	\$122.69	\$130.90	\$139.77	\$149.35	\$159.69	\$170.87	\$182.93
Seaman	Private	Aircraftman	0	\$100.43	\$105.92	\$112.96	\$120.57	\$128.78	\$137.65	\$147.23	\$157.58	\$168.75	\$180.82

Part 3: Member of the Reserve Force on discounted rate

Column 1 Rank and increment			Column 2 Daily rate of salary for pay grade										
Navy	Army	Air Force		1	2	3	4	5	6	7	8	9	10
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	1	\$132.32	\$136.98	\$142.97	\$149.43	\$156.41	\$163.95	\$172.09	\$180.89	\$190.38	\$200.64
			0	\$129.58	\$134.25	\$140.23	\$146.70	\$153.68	\$161.22	\$169.36	\$178.15	\$187.65	\$197.91
	Staff Sergeant		0	\$125.23	\$129.90	\$135.89	\$142.35	\$149.33	\$156.87	\$165.01	\$173.80	\$183.30	\$193.56
Petty Officer	Sergeant	Sergeant	1	\$116.79	\$121.45	\$127.44	\$133.90	\$140.88	\$148.42	\$156.56	\$165.36	\$174.85	\$185.11
			0	\$111.98	\$116.64	\$122.63	\$129.09	\$136.07	\$143.61	\$151.75	\$160.55	\$170.04	\$180.30
Leading Seaman	Corporal	Corporal	1	\$100.94	\$105.61	\$111.60	\$118.06	\$125.04	\$132.58	\$140.72	\$149.52	\$159.01	\$169.27
			0	\$96.76	\$101.43	\$107.41	\$113.88	\$120.86	\$128.40	\$136.54	\$145.33	\$154.83	\$165.09
	Lance Corporal		0	\$89.01	\$93.67	\$99.66	\$106.12	\$113.10	\$120.64	\$128.78	\$137.58	\$147.07	\$157.33
Able Seaman	Private Proficient	Leading Aircraftman	0	\$87.17	\$91.84	\$97.82	\$104.29	\$111.27	\$118.80	\$126.95	\$138.74	\$145.24	\$155.49
Seaman	Private	Aircraftman	0	\$85.37	\$90.03	\$96.02	\$102.48	\$109.47	\$117.00	\$125.15	\$133.94	\$143.44	\$153.69