

**DEFENCE FORCE REMUNERATION TRIBUNAL**

**DETERMINATION NO. 10 OF 2009**

**GRADED OTHER RANKS PAY STRUCTURE 2009**

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

**Commencement**

1. This Determination commences on 18 March 2010.

**Amendment**

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

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

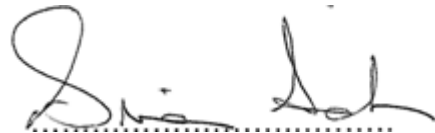
3. Substitute the schedule with the schedule in Attachment A.

**Schedule B.11 (Other Rank pay grades)**

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

Dated this sixteenth day of October two thousand and nine.

Rear Admiral B L Adams, AO (Ret'd)  
Member

A handwritten signature in black ink, appearing to read 'B L Adams', is written over a horizontal dotted line.



## 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

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

<b>Pay grade 5</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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.	Imagery Specialist	A
9.	Musician	A
10.	Naval Police Coxswain — Limited Navigation Watchkeeping Certificate	A
11.	Naval Police Coxswain — Australian Defence Force Investigator Grade 1	A

<b>Pay grade 5 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
12.	Non-aligned Air Technical	A
13.	Non-aligned Electrical Technical	A
14.	Non-aligned Marine Technical	A
15.	Radio Operator Special	A

<b>Pay grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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
8.	Naval Police Coxswain – Australian Defence Force Investigator Grade 2	A

<b>Pay grade 7</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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

<b>Pay grade 7 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
5.	Aviation Technician Aircraft — Grade 5	A
6.	Aviation Technician Aircraft — Grade 5	B
7.	Aviation Technician Avionics — Grade 5	A
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.	Imagery Specialist	B
25.	Marine Technician	B
26.	Marine Technician — Grade 5	A
27.	Medical	B
28.	Musician	B
29	Naval Police Coxswain	B

<b>Pay grade 7 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
30.	Physical Trainer	B
31.	Steward	B
32.	Stores Naval	B
33.	Writer	B

<b>Pay grade 8</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Acoustic Warfare Analyst Submarines - SM Grade 3	A
2.	Acoustic Warfare Analyst Submarines - SM Grade 3	B
3.	Acoustic Warfare Analyst Submarines - SM Grade 3	C
4.	Aircrewman — Grade 2 Fly 8-10	A
5.	Aircrewman — Grade 2 Fly 8-10	B
6.	Aircrewman — Grade 2 Fly 8-10	C
7.	Aircrewman — Grade 2 Fly 10+	A
8.	Aircrewman — Grade 2 Fly 10+	B
9.	Aircrewman — Grade 2 Fly 10+	C
10.	Aircrewman — Grade 3 Fly 8-10	A
11.	Aircrewman — Grade 3 Fly 8-10	B
12.	Aircrewman — Grade 3 Fly 8-10	C
13.	Aircrewman — Grade 4 (Competency Progression)	C
14.	Aircrewman — Grade 5 (Competency Progression)	C
15.	Aircrewman — Grade 6 (Competency Progression)	A
16.	Aircrewman — Grade 6 (Competency Progression)	B
17.	Aircrewman — Grade 6 (Competency Progression)	C
18.	Aviation Technician Aircraft	C
19.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	A
20.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	B
21.	Aviation Technician Avionics	C

<b>Pay grade 8 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
22.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	A
23.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	B
24.	Boatswain	C
25.	Clearance Diver	A
26.	Clearance Diver	B
27.	Clearance Diver	C
28.	Combat Systems Manager	C
29.	Combat Systems Manager Mine Warfare	C
30.	Communications & Information Systems	C
31.	Communications & Information Systems — Grade 4 SM	A
32.	Communications & Information Systems — Grade 4 SM	B
33.	Communications & Information Systems — Grade 4 SM	C
34.	Cook	C
35.	Cryptologic Linguist	C
36.	Cryptologic Systems	C
37.	Dental Manager	C
38.	Electronic Technician	C
39.	Imagery Specialist	C
40.	Hydrographic Systems Manager	C
41.	Marine Technician	C
42.	Marine Technician — Senior Technical Officer	A
43.	Marine Technician — Senior Technical Officer	B
44.	Medical	C
45.	Musician	C
46.	Naval Police Coxswain	C
47.	Photographer	C
48.	Physical Trainer	C
49.	Steward	C

<b>Pay grade 8 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
50.	Stores Naval	C
51.	Writer	C

<b>Pay grade 9</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Acoustic Warfare Analyst Submarines — SM Specialist	A
2.	Acoustic Warfare Analyst Submarines — SM Specialist	B
3.	Acoustic Warfare Analyst Submarines — SM Specialist	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
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:

<b>Item</b>	<b>This descriptor...</b>	<b>means...</b>
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

<b>Pay grade 1</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Local Observer	A

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

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

<b>Pay grade 4</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Cargo Specialist Manager	A
2.	Catering Technical Adviser	A
3.	Clerk Finance Technical Financial Services Manager	A
4.	Combat Engineer Manager Grade 1	A
5.	Combat Medical Attendant Grade 5	A
6.	Manager Infantry Operations Clerk	A
7.	Manager Infantry Resource Storeman	A
8.	Manager Preventive Medicine	A
9.	Manager Operational Movements Grade 1	A
10.	Manager Operational Movements Grade 2	A
11.	Marine Specialist Manager	A
12.	Mechanic Recovery Operations Specialist Grade 1	A
13.	Military Police Grade 4	A
14.	Musician Grade 2	A
15.	Operator Administrative Technical Manager	A
16.	Operator Supply Chain Technical Manager	A

<b>Pay grade 4 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
17.	Operator Unit Supply Technical Manager	A
18.	Physical Training Instructor Grade 3	A
19.	Supervisor Marine	A
20.	Transport Operations Manager	A

<b>Pay grade 5</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aerial Delivery Chief	A
2.	Artificer Ground Grade 1	A
3.	Australian Defence Investigator Grade 1	A
4.	Cargo Specialist Manager	B
5.	Catering Technical Adviser	B
6.	Clerk Finance Technical Financial Services Manager	B
7.	Combat Engineer Manager Grade 2	A
8.	Communications Systems Engineer Grade 1	A
9.	Dental Manager	A
10.	Examiner Psychological	A
11.	Light Cavalry Scout Warrant Officer	A
12.	Manager Bearer Systems	A
13.	Manager Command Support Systems	A
14.	Manager Communications	A
15.	Manager Company Operations Grade 1	A
16.	Manager Emergency Response Operations	A

<b>Pay grade 5 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
17.	Manager Infantry Operations Clerk	B
18.	Manager Operations Offensive Support Grade 1	A
19.	Operational Movements Manager Grade 2	B
20.	Marine Specialist Manager	B
21.	Physical Training Instructor Grade 4	A
22.	Mechanic Recovery Operations Specialist Grade 2	A
23.	Medical Technician Manager	A
24.	Military Police Grade 4	B
25.	Military Police Dog Handler	A
26.	Military Police Close Personal Protection Operator	A
27.	Multimedia Technician Grade 3	A
28.	Musician Grade 3	A
29.	Operator Administrative Technical Manager	B
30.	Operator Supply Chain Technical Manager	B
31.	Operator Unit Supply Technical Manager	B
32.	Petroleum Specialist	A
33.	Pipe Major	A
34.	Rigger Parachute Technical Manager	A
35.	Supervisor Emergency Response Operations	A
36.	Technical Dental	A
37.	Transport Operations Manager	B

<b>Pay grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aerial Delivery Chief	B
2.	Aircraft Support Senior Manager	A
3.	Analyst Intelligence Operations Manager	A
4.	Artificer Ground Grade 2	A
5.	Ammunition Technician Technical Manager	A
6.	Australian Defence Force Investigator Grade 2	A
7.	Aviation Operations Senior Manager	A
8.	Cavalry Warrant Officer	A
9.	Chief Aerial Delivery	B
10.	Combat Engineer Manager Grade 2	B
11.	Communications Systems Engineer Grade 2	A
12.	Examiner Psychological	B
13.	Geospatial Technician Grade 6	A
14.	Geospatial Technician Grade 7	A
15.	Information Systems Engineer	A
16.	Manager Command Support Systems	B
17.	Manager Communications	B
18.	Manager Company Operations Grade 2	A
19.	Manager Company Operations Specialist Grade 2	A
20.	Manager Electronic Warfare	A
21.	Manager Operations Ground-Based Air Defence	A
22.	Manager Operations Ground-Based Air Defence	B

<b>Pay grade 6 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
23.	Manager Operations Offensive Support	B
24.	Manager Operations Offensive Support Grade 2	A
25.	Manager Physical Training Instructor – Grade 4	B
26.	Manager Surveillance Target Acquisition	A
27.	Manager Telecommunications Systems	A
28.	Manager Works	A
29.	Mechanic Recovery Operations Specialist Grade 2	B
30.	Medical Technician Manager	B
31.	Military Police Dog Handler	B
32.	Military Police Close Personal Protection Operator	B
33.	Regimental Sergeant Major	A
34.	Rigger Parachute Technical Manager	B
35.	Supervisor Explosive Ordnance Disposal	A
36.	Tank Warrant Officer	A
37.	Telecommunications Systems Engineer	A

<b>Pay grade 7</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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

<b>Pay grade 7 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
5.	Ammunition Technician Technical Manager	B
6.	Analyst Intelligence Operations Manager	B
7.	Artificer Air	A
8.	Artificer Air	B
9.	Artificer Air (Time Progression) Fly 4-6	A
10.	Artificer Air (Time Progression) Fly 4-6	B
11.	Artificer Ground Grade 2	B
12.	Australian Defence Force Investigator Grade 2	B
13.	Cavalry Warrant Officer	B
14.	Communications Systems Engineer Grade 2	B
15.	Electronic Warfare Engineer	A
16.	Electronic Warfare Engineer	B
17.	Information Systems Engineer	B
18.	Manager Company Operations Grade 2	B
19.	Manager Electronic Warfare	B
20.	Manager Operations Ground Based Air Defence	B
21.	Manager Operations Offensive Support Grade 2	B
22.	Manager Surveillance Target Acquisition	B
23.	Manager Telecommunications Systems	B
24.	Manager Works	B
25.	Regimental Sergeant Major Fly 8-10	A
26.	Regimental Sergeant Major Fly 8-10	B
27.	Regimental Sergeant Major	B
28.	Tank Warrant Officer	B
29.	Telecommunications Systems Engineer	B

<b>Pay grade 8</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aircrewman Senior Manager (Time Progression) Fly 10+	A
2.	Aircrewman Senior Manager (Time Progression) Fly 10+	B
3.	Artificer Air (Time Progression) Fly 6-8	A
4.	Artificer Air (Time Progression) Fly 6-8	B
5.	Artificer Air (Time Progression) Fly 8-10	A
6.	Artificer Air (Time Progression) Fly 8-10	B
7.	Commando Grade 4	A
8.	Commando Regimental Sergeant Major	A
8.	Commando Regimental Sergeant Major	B
9.	Commando Regimental Sergeant Major	C
10.	Regimental Sergeant Major Fly 10+	A
11.	Regimental Sergeant Major Fly 10+	B
12.	Regimental Sergeant Major	C
13.	Supervisor Commando Operations	A
14.	Supervisor Commando Operations	B

<b>Pay grade 9</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Artificer Air (Time Progression) Fly 10+	A
2.	Artificer Air (Time Progression) Fly 10+	B

<b>Pay grade 10</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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 <sup>1</sup>
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

<sup>1</sup> 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

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

<b>Pay grade 4</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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

<b>Pay grade 4 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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
16.	Security Police Grade 2 — Security and Law Enforcement	A
17.	Supply Grade 3	A

<b>Pay grade 5</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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

<b>Pay grade 5 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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
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

<b>Pay grade 5 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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.	Physical Training Instructor Grade 4	A
40.	Security Police Grade 3 — Service Investigator	A
41.	Signals Operator	A
42.	Signals Operator Technical Grade 2	A
43.	Supervisor Airfield Defence Guard	A
44.	Supervisor Communications and Information Systems Controller	A

<b>Pay grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Advanced Aircraft Technician (Warrant Officer Engineering)	A
2.	Advanced Avionics Technician (Warrant Officer Engineering)	A

<b>Pay grade 6 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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
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

<b>Pay grade 6 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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.	Security Police Grade 4 – Service Investigator	A
27.	Signals Operator Linguist General	A
28.	Signals Operator Linguist Analyst	A
29.	Signals Operator Technical Analyst	A
30.	Special Tactics Grade 1	A
31.	Warrant Officer Disciplinary	A
32.	Works Manager	A

<b>Pay grade 7</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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

<b>Pay grade 7 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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
22.	Loadmaster — Competency Progression Grade 4	A
23.	Loadmaster — Time Progression Grade 4 Fly 6-8	A

<b>Pay grade 7 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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

<b>Pay grade 8</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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
7.	Aircraft Structures Technical Manager (Warrant Officer Engineering)	A

<b>Pay grade 8 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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

<b>Pay grade 8 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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

<b>Pay grade 8 cont'd</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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.11 – Other Ranks 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
3.	Dental Assistant — Grade 1
4.	Diver — Grade 1

<b>Pay grade 2 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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

<b>Pay grade 3</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Acoustic Warfare Analyst — Grade 1
2.	Boatswains — Grade 2
3.	Boatswains Mate — Grade 1 Shipborne Life Support Equipment
4.	Boatswains Mate — Grade 1 Navigation Yeoman
5.	Boatswains Mate — Grade 2
6.	Combat Systems Operator — Grade 1
7.	Combat Systems Operator Mine Warfare — Grade 1
8.	Communications Information Systems — Grade 1
9.	Cook — Grade 2
10.	Cook — Grade 3
11.	Cook — Grade 4
12.	Dental Assistant — Grade 2
13.	Diver — Grade 2
14.	Diver — Grade 3

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

<b>Pay grade 4</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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.	Imagery Specialist — Grade 1
23.	Naval Police Coxswain — Grade 2

<b>Pay grade 4 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
24.	Non-aligned Air Technical — Grade 2
25.	Non-aligned Electrical Technical — Grade 2
27.	Non-aligned Marine Technical — Grade 2
28.	Physical Trainer — Grade 2
29.	Physical Trainer — Grade 3
30.	Signals Yeoman
31.	Stores Naval — Grade 5
32.	Work Study
33.	Writer — Grade 5

<b>Pay grade 5</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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
10.	Boatswain — Grade 3 Navigation Watchkeeping Certificate
11.	Boatswains Mate — Grade 3 Navigation Watchkeeping Certificate
12.	Combat Systems Manager Mine Warfare — Grade 3

<b>Pay grade 5 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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
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.	Imagery Specialist — Grade 2

<b>Pay grade 5 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
35.	Marine Technician — Grade 3
36.	Medical — Underwater Medical Clinician
37.	Musician — Grade 3
38.	Naval Police Coxswain — Grade 3 Limited Navigation Watchkeeping Certificate
39.	Naval Police Coxswain — Australian Defence Force Investigator Grade 1
40.	Non-aligned Air Technical — Grade 3
41.	Non-aligned Electrical Technical — Grade 3
42.	Non-aligned Electrical Technical — Grade 4
43.	Non-aligned Marine Technical — Grade 3
44.	Radio Operator
45.	Radio Operator Special

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

<b>Pay grade 6 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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
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 — Grade 1 SM
30.	Electronic Technician — Grade 3 Fire Control Officer
31.	Electronic Technician — Grade 4

<b>Pay grade 6 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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 — Grade 1 SM
37.	Marine Technician — Grade 4
38.	Medical — Grade 3
39.	Naval Police Coxswain – Australian Defence Force Investigator Grade 2
40.	Steward — Grade 2 SM
41.	Steward — Grade 3 SM
42.	Steward — Grade 4 SM

<b>Pay grade 7</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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)

<b>Pay grade 7 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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
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

<b>Pay grade 8</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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 +
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**

<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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:

<b>Item</b>	<b>This descriptor...</b>	<b>means...</b>
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

<b>Pay grade 1</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Air Dispatcher Grade 2
2.	Air Dispatcher Grade 3
3.	Artillery Light Gunner Grade 1
4.	Artillery Command Systems Operator Grade 1
5.	Artillery Observer Grade 1
6.	Cargo Specialist Grade 1
7.	Combat Engineer Grade 1
8.	Combat Medical Attendant Grade 1
9.	Combat Signaller Grade 1
10.	Combat Signaller Grade 2
11.	Communications Systems Operator Grade 1
12.	Cook Assistant
13.	Cook Grade 1

<b>Pay grade 1 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
14.	Driver Specialist Grade 1
15.	Gunner Provisional
16.	Handler Petroleum
17.	Marine Specialist Grade 1
18.	Local Observer
19.	Military Police Grade 1
20.	Operator Administrative Grade Reserve
21.	Operator Catering Assistant
22.	Operator Catering Grade 1
24.	Operator Catering Grade 2
25.	Operator Petroleum Grade 1
26.	Operator Movements Grade 1
27.	Operator Supply Grade Reserve
28.	Patrolman
29.	Rifleman Grade 1
30.	Signaller Combat Grade 1

<b>Pay grade 2</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Air Dispatcher Grade 1
2.	Air Dispatcher Grade 4
3.	Analyst Intelligence Operations Grade 1
4.	Artillery Gunner Grade 1

<b>Pay grade 2 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
5.	Artillery Light Gunner Grade 2
6.	Artillery Light Gunner Grade 3
7.	Artillery Gunner Grade 2
8.	Artillery Command Systems Operator Grade 2
9.	Artillery Observer Grade 2
10.	Assistant Instructor
11.	Cavalryman Grade 1
12.	Clerk Finance Grade 1
13.	Combat Engineer Grade 2
15.	Combat Engineer Section Commander Grade 1
16.	Combat Medical Attendant Grade 2
17.	Combat Medical Attendant Grade 3
18.	Communications Systems Operator Grade 2
19.	Cook Grade 2
20.	Cook Grade 3
21.	Cook Advanced
22.	Dental Assistant Grade 1
23.	Driver Specialist Grade 2
24.	Handler Petroleum Grade 1
25.	Information Systems Technician Grade 1
26.	Light Cavalry Scout Grade 1
27.	Mechanic Recovery Driver
28.	Military Police Grade 2
29.	Operator Administrative Grade 1

<b>Pay grade 2 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
30.	Operator Catering Advanced Grade 1
31.	Operator Catering Grade 3
32.	Operator Catering Grade 4
33.	Operator Catering Manager Grade 1
34.	Operator Catering Supervisor Grade 1
35.	Operator Ground-Based Air Defence Grade 1
36.	Operator Radar Grade 1
37.	Operator Supply Grade 1
38.	Patrolman Grade 1
39.	Preventive Medicine Grade 1
37.	Rifleman Grade 2
38.	Rigger Parachute Grade 1
39.	Signaller Combat Grade 2
40.	Tank Crewman Grade 1
41.	Telecommunications Systems Linesman Grade 1
42.	Telecommunications Systems Linesman Grade 2

<b>Pay grade 3</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Advanced Operator Movements
2.	Advanced Artillery Gunner
3.	Advanced Artillery Light Gunner
4.	Air Dispatcher Crew Commander Grade 1

<b>Pay grade 3 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
5.	Air Dispatcher Crew Commander Grade 2
6.	Air Dispatcher Crew Commander Grade 3
7.	Air Dispatcher Grade 5
8.	Aircraft Life Support Fitter Grade 1
9.	Aircraft Structural Fitter Grade 1
10.	Ammunition Supplier
11.	Analyst Intelligence Operations Grade 2
12.	Artillery Command Systems Operator Advanced Grade 1
13.	Artillery Command Systems Operator Grade 3
14.	Artillery Light Section Commander
15.	Artillery Observer Grade 3
16.	Cargo Specialist Grade 2
17.	Cargo Specialist Grade 3
18.	Carpenter Grade 1
19.	Cavalryman Grade 2
20.	Cavalryman Specialist
21.	Chef
22.	Clerk Finance Advanced
23.	Clerk Finance Grade 2
24.	Combat Clerk Engineers
25.	Combat Engineer Grade 3
26.	Combat Engineer Section Commander Grade 2
27.	Combat Engineer Supervisor Grade 1
28.	Combat Medical Attendant Grade 4

<b>Pay grade 3 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
29.	Communications Systems Advanced Operator Grade 1
30.	Communications Systems Operator Grade 3
31.	Cook Grade 4
32.	Cook Supervisor
33.	Dental Assistant Grade 2
34.	Detachment Commander Bearer Systems
35.	Driver Specialist Grade 3
36.	Driver Specialist Advanced
37.	Electrician Grade 1
38.	Emergency Responder
39.	Fitter Armament Grade 1
40.	Fitter Armament Grade 2
41.	Groundcrewman, Command Post Operator
42.	Groundcrewman, Forward Arming and Refuelling Point Operator
43.	Gun Detachment Commander
44.	Gunner Grade 3
45.	Infantry Operations Clerk
46.	Infantry Resource Storeman
47.	Information Systems Technician Grade 2
48.	Joint Fires Observer Grade 1
49.	Kitchen Manager
50.	Light Cavalry Scout Grade 2
51.	Manager Clerk Engineers
52.	Manager Storeman Engineers

<b>Pay grade 3 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
53.	Marine Specialist Grade 2
54.	Mechanic Recovery Advanced Grade 1
55.	Mechanic Recovery Grade 1
56.	Mechanic Recovery Grade 2
57.	Mechanic Recovery Supervisor Grade 1
58.	Mechanic Vehicle Grade 1
59.	Mechanic Vehicle Grade 2
60.	Medical Operator
61.	Metalsmith Grade 1
62.	Metalsmith Grade 2
63.	Military Police Grade 3
64.	Musician Grade 1
65.	Operator Administrative Advanced
66.	Operator Bearer Systems
67.	Operator Catering Advanced Grade 2
68.	Operator Catering Manager Grade 2
69.	Operator Catering Supervisor Grade 2
70.	Operator Command Support Systems Grade 1
71.	Operator Communications Grade 1
72.	Operator Ground-Based Air Defence Grade 2
73.	Operator Heavy Vehicle
74.	Operator Heavy Vehicle Advanced
75.	Operator Movements Advanced
76.	Operator Movements Grade 2

<b>Pay grade 3 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
77.	Operator Movements Supervisor
78.	Operator Petroleum Grade 2
79.	Operator Radar Grade 2
80.	Operator Radar Grade 3
81.	Operator Radar Grade 5
82.	Operator Specialist Vehicles Grade 1
83.	Operator Supply Chain Advanced
83.	Operator Unit Supply Advanced
84.	Operator Unmanned Aerial Systems Grade 1
85.	Patrolman Grade 2
86.	Physical Training Instructor Grade 1
87.	Piper Drummer and Bugler Grade 1
88.	Plumber Grade 1
89.	Preventive Medicine Grade 2
90.	Rifleman Grade 3
91.	Rigger Parachute
92.	Storeman Engineers
93.	Supervisor Section Operations Grade 1
94.	Supervisor Clerk Engineers
95.	Supervisor Storeman Engineers
96.	Tank Crewman Grade 2
97.	Tank Crewman Specialist
98.	Technician Electrical Grade 1
99.	Technician Electronic Systems Grade 1

<b>Pay grade 3 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
100.	Telecommunications Systems Bearer Technician
101.	Telecommunications Systems Switch Technician

<b>Pay grade 4</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Aerial Delivery Supervisor Grade 1
2.	Aerial Delivery Supervisor Grade 2
3.	Aircraft Life Support Fitter Grade 2
4.	Aircraft Life Support Fitter Supervisor
5.	Aircrewman (Time Progression)
6.	Aircrewman Leader (Time Progression)
7.	Aircrewman Manager (Time Progression)
8.	Aircrewman Supervisor (Time Progression)
9.	Aircraft Structural Fitter Grade 2
10.	Ammunition Supplier Advanced Grade 1
11.	Analyst Intelligence Operations Grade 3
12.	Analyst Intelligence Operations Grade 4
13.	Artillery Command Systems Operator Advanced Grade 2
14.	Assistant Supervisor Bearer Systems
15.	Assistant Supervisor Infantry Operations Clerk
16.	Assistant Supervisor Infantry Resource Storeman
17.	Cargo Specialist Advanced
18.	Cargo Specialist Manager

<b>Pay grade 4 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
19.	Cargo Specialist Supervisor
20.	Carpenter Grade 2
21.	Carpenter Grade 3
22.	Caterer
23.	Cavalryman Gunner
24.	Chef Supervisor
25.	Clerk Finance Financial Services Manager
26.	Clerk Finance Unit Financial Services Supervisor
27.	Combat Engineer Manager Grade 1
28.	Combat Engineer Section Commander Grade 3
29.	Combat Engineer Supervisor Grade 2
30.	Combat Medical Attendant Grade 5
31.	Commander Emergency Response
32.	Communications Systems Advanced Operator Grade 2
33.	Communications Systems Detachment Commander Grade 1
34.	Communications Systems Supervisor Grade 1
35.	Crewman Commander (Royal Australian Engineers)
36.	Dental Supervisor
37.	Draughtsman Grade 1
38.	Draughtsman Grade 2
39.	Electrician Grade 2
40.	Electrician Grade 3
41.	Electronic Warfare Operator — Language
42.	Electronic Warfare Operator — Technical Signals

<b>Pay grade 4 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
43.	Fitter Armament Advanced Grade 1
44.	Fitter Armament Grade 3
45.	Fitter Armament Grade 4
46.	Fitter Armament Supervisor Grade 1
47.	Geospatial Technician Grade 1
48.	Geospatial Technician Grade 2
49.	Groundcrewman, Command Post Supervisor
50.	Groundcrewman, Forward Arming and Refuelling Point Team Leader
51.	Information Systems Advanced Technician
52.	Joint Fires Observer Grade 2
53.	Light Cavalry Scout Section Commander
54.	Manager Infantry Operations Clerk
55.	Manager Infantry Resource Storeman
56.	Manager Preventive Medicine
57.	Manager Transport Operations
58.	Marine Specialist Advanced
59.	Marine Specialist Grade 3
60.	Marine Specialist Manager
61.	Marine Specialist Supervisor
62.	Mechanic Recovery Advanced Grade 2
63.	Mechanic Recovery Manager Grade 1
64.	Mechanic Recovery Specialist
65.	Mechanic Recovery Supervisor Grade 2
66.	Mechanic Vehicle Advanced Grade 1

<b>Pay grade 4 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
67.	Mechanic Vehicle Grade 3
68.	Mechanic Vehicle Grade 4
69.	Mechanic Vehicle Supervisor Grade 1
70.	Medical Technician
71.	Medical Technician Supervisor
72.	Metalsmith Advanced Grade 1
73.	Metalsmith Grade 3
74.	Metalsmith Grade 4
75.	Metalsmith Supervisor Grade 1
76.	Military Police Grade 4
77.	Multimedia Technician Grade 1
78.	Musician Grade 2
79.	Offensive Support Detachment Commander
80.	Operator Administrative Manager
81.	Operator Administrative Supervisor
82.	Operator Command Support Systems Grade 2
83.	Operator Communications Grade 2
84.	Operator Electronic Warfare
85.	Operator Emergency Response
86.	Operator Ground-Based Air Defence Grade 3
87.	Operator Movements Manager Grade 1
88.	Operator Movements Manager Grade 2
89.	Operator Movements Assistant Manager
90.	Operator Petroleum Advanced

<b>Pay grade 4 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
91.	Operator Plant Grade 1
92.	Operator Plant Grade 2
93.	Operator Plant Grade 3
94.	Operator Plant Grade 4
95.	Operator Radar Grade 4
96.	Operator Radar Grade 7
97.	Operator Specialist Vehicles Advanced
98.	Operator Specialist Vehicles (Royal Australian Engineers)
99.	Operator Specialist Vehicles Grade 2
100.	Operator Supply Chain Manager
101.	Operator Supply Chain Supervisor
102.	Operator Unit Supply Manager
103.	Operator Unit Supply Supervisor
104.	Operator Unmanned Aerial Systems Grade 2
105.	Patrol Commander
106.	Physical Training Instructor Grade 2
107.	Physical Training Instructor Grade 3
108.	Physical Training Instructor Supervisor
109.	Piper Drummer and Bugler Grade 2
110.	Plumber Grade 2
111.	Plumber Grade 3
112.	Recruit Instructor (1st Recruit Training Battalion)
113.	Rifleman Grade 3 Specialist
114.	Rigger Parachute Advanced

<b>Pay grade 4 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
115.	Senior Dental Assistant Preventative
116.	Supervisor Artillery Command Systems Grade 1
117.	Supervisor Artillery Light
118.	Supervisor Bearer Systems
119.	Supervisor Infantry Operations Clerk
120.	Supervisor Infantry Resource Storeman
121.	Supervisor Joint Fires Grade 1
122.	Supervisor Platoon Operations Grade 1
123.	Supervisor Preventive Medicine
124.	Supervisor Section Operations Grade 2
125.	Supervisor Section Operations Specialist Grade 1
126.	Tank Crewman Gunner
127.	Technician Aircraft Grade 1
128.	Technician Avionics Grade 1
129.	Technician Electrical Grade 2
130.	Technician Electrical Grade 3
131.	Technician Electronic Systems Grade 2
132.	Technician Electronic Systems Grade 3
133.	Technician Laboratory Grade 1
134.	Technician Operating Theatre
135.	Technician Telecommunication Systems
136.	Telecommunications Systems Bearer Team Leader
137.	Telecommunications Systems Switch Team Leader
138.	Telecommunications Systems Technician

<b>Pay grade 4 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
139.	Transport Operations Manager
140.	Transport Operations Supervisor

<b>Pay grade 5</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Aerial Delivery Project Officer
2.	Aircraft Life Support Fitter Manager
3.	Aircraft Structural Fitter Grade 3
4.	Aircraft Structural Fitter Supervisor
5.	Aircrewman (Competency Progression)
6.	Aircrewman (Time Progression) Fly 0-2
7.	Aircrewman (Time Progression) Fly 2-4
8.	Aircrewman Leader (Time Progression) Fly 0-2
9.	Aircrewman Leader (Time Progression) Fly 2-4
10.	Analyst Intelligence Operations Supervisor
11.	Ammunition Supplier Advance Grade 2
12.	Artificer Electronics Grade 1
13.	Artificer Mechanical Grade 1
14.	Assistant Detachment Commander Command Support Systems
15.	Assistant Detachment Commander Communications
16.	Assistant Detachment Commander Electronic Warfare
17.	Assistant Detachment Commander Telecommunication Systems
18.	Assistant Manager Bearer Systems

<b>Pay grade 5 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
19.	Assistant Manager Communications
20.	Assistant Supervisor Command Support Systems
21.	Assistant Supervisor Electronic Warfare
22.	Assistant Supervisor Telecommunication Systems
23.	Australian Defence Force Investigator Grade 1
24.	Cavalry Sergeant
25.	Cavalryman Commander
26.	Combat Engineer Manager Grade 2
27.	Combat Engineer Supervisor Grade 3
28.	Communications Systems Detachment Commander Grade 2
29.	Communications Systems Manager Grade 1
30.	Communications Systems Supervisor Grade 2
31.	Dental Manager
32.	Detachment Commander Command Support Systems
33.	Detachment Commander Communications
34.	Detachment Commander Electronic Warfare
35.	Detachment Commander Telecommunication Systems
36.	Drum Major
37.	Electronic Warfare Detachment Commander — Language
38.	Electronic Warfare Detachment Commander — Technical Signals
39.	Examiner Psychological
40.	Explosive Detection Dog Handler
41.	Explosive Ordnance Reconnaissance Technician
42.	Fitter Armament Advanced Grade 2

<b>Pay grade 5 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
43.	Fitter Armament Specialist
44.	Fitter Armament Supervisor Grade 2
45.	Foreman Carpenter
46.	Foreman Draughtsman
47.	Foreman Electrician
48.	Foreman Operator Plant
49.	Foreman Plumber
50.	Geospatial Technician Grade 3
51.	Geospatial Technician Grade 4
52.	Groundcrewman, Forward Arming and Refuelling Point Supervisor
53.	Groundcrewman, Supervisor Aviation Squadron Operations
54.	Information Systems Detachment Commander
55.	Information Systems Supervisor
56.	Light Cavalry Scout Sergeant
57.	Light Cavalry Scout Warrant Officer
58.	Manager Bearer Systems
59.	Manager Command Support Systems
60.	Manager Communications
61.	Manager Company Operations Grade 1
62.	Manager Emergency Response Operations
63.	Manager Operations Offensive Support Grade 1
64.	Manager Petroleum
65.	Mechanic Recovery Manager Grade 2
66.	Mechanic Vehicle Advanced Grade 2

<b>Pay grade 5 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
67.	Mechanic Vehicle Specialist
68.	Mechanic Vehicle Supervisor Grade 2
69.	Medical Technician Manager
70.	Metalsmith Advanced Grade 2
71.	Metalsmith Specialist
72.	Metalsmith Supervisor Grade 2
73.	Military Police Dog Handler
74.	Military Police Close Personal Protection Operator
75.	Multimedia Technician Grade 2
76.	Multimedia Technician Grade 3
77.	Musician Grade 3
78.	Operator Radar Grade 6
79.	Operator Radar Grade 8
80.	Operator Unmanned Aerial Systems Grade 3
81.	Operator Unmanned Aerial Systems Grade 4
82.	Patrol Master
83.	Petroleum Specialist
84.	Photographer Public Relations
85.	Physical Training Instructor Grade 4
86.	Pipe Major
87.	Rigger Parachute Manager
88.	Rigger Parachute Supervisor
89.	Reporter
90.	Supervisor Artillery Command Systems Grade 2

<b>Pay grade 5 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
91.	Supervisor Building
92.	Supervisor Civil
93.	Supervisor Command Support Systems
94.	Supervisor Communications
95.	Supervisor Electronic Warfare
96.	Supervisor Emergency Response Operations
97.	Supervisor Engineering Services
98.	Supervisor Ground Based Air Defence
99.	Supervisor Gunnery
100.	Supervisor Joint Fires Grade 2
101.	Supervisor Petroleum
102.	Supervisor Platoon Operations Grade 2
103.	Supervisor Section Operations Specialist Grade 2
104.	Supervisor Platoon Operations Specialist Grade 2
105.	Supervisor Telecommunication Systems
106.	Tank Crewman Commander
107.	Tank Sergeant
108.	Technician Aircraft Grade 2
109.	Technician Aircraft Grade 2 (Time Progression) Fly 0-2
110.	Technician Aircraft Supervisor
111.	Technician Avionics Grade 2
112.	Technician Avionics Grade 2 (Time Progression) Fly 0-2
113.	Technician Avionics Supervisor
114.	Technician Dental

<b>Pay grade 5 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
115.	Technician Electrical Advanced Grade 1
116.	Technician Electrical Grade 4
117.	Technician Electrical Supervisor Grade 1
118.	Technician Electronic Systems Advanced Grade 1
119.	Technician Electronic Systems Grade 4
120.	Technician Electronic Systems Supervisor Grade 1
121.	Technician Laboratory Grade 2
122.	Telecommunications Systems Supervisor
123.	Telecommunications Systems Team Leader
124.	Underwater Medicine Clinician

<b>Pay grade 6</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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.	Ammunition Technician Manager

<b>Pay grade 6 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
11.	Ammunition Technician Supervisor
12.	Analyst Intelligence Operations Manager
13.	Artificer Electronics Grade 2
14.	Artificer Mechanical Grade 2
15.	Assistant Manager Electronic Warfare
16.	Assistant Manager Telecommunication Systems
17.	Assistant Supervisor Explosive Ordnance Disposal
18.	Australian Defence Force Investigator Grade 2
19.	Aviation Operations Manager
20.	Cavalry Warrant Officer
21.	Commando Grade 1
22.	Communications Systems Manager Grade 2
23.	Electronic Warfare Supervisor
24.	Explosive Ordnance Disposal Technician
25.	Geospatial Technician Grade 5
26.	Geospatial Technician Grade 6
27.	Geospatial Technician Grade 7
28.	Information Systems Manager
29.	Manager Electronic Warfare
30.	Manager Company Operations Grade 2
31.	Manager Operations Ground Based Air Defence
32.	Manager Operations Offensive Support Grade 2
33.	Manager Surveillance Target Acquisition
34.	Manager Telecommunication Systems

<b>Pay grade 6 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
35.	Supervisor Company Operations Specialist Grade 2
36.	Supervisor Explosive Ordnance Disposal
37.	Supervisor Works Horizontal
38.	Supervisor Works Services
39.	Supervisor Works Vertical
40.	Tank Warrant Officer
41.	Technician Aircraft Grade 2 (Time Progression) Fly 2-4
42.	Technician Aircraft Manager
43.	Technician Aircraft Supervisor (Competency Progression) Aircrewman
44.	Technician Avionics Grade 2 (Time Progression) Fly 2-4
45.	Technician Avionics Manager
46.	Technician Avionics Supervisor (Competency Progression) Aircrewman
47.	Technician Electrical Advanced Grade 2
48.	Technician Electrical Supervisor Grade 2
49.	Technician Electronic Systems Advanced Grade 2
50.	Technician Electronic Systems Specialist
51.	Technician Electronic Systems Supervisor Grade 2
52.	Telecommunications Systems Manager

<b>Pay grade 7</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Aircraft Structural Fitter Artisan
2.	Aircrewman Leader Instructor (Competency Progression)

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

<b>Pay grade 8</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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
7.	Artificer Avionics (Time Progression) Fly 6-8
8.	Artificer Avionics (Time Progression) Fly 8-10
9.	Commando Grades 4 to 7
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+

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

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

### Part 3: Air Force

**Note:** In this Part, Air Force Aircrew musterings (i.e. 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:

<b>Item</b>	<b>This descriptor...</b>	<b>means...</b>
1.	Fly 0	No liability to fly <sup>1</sup>
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

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

<b>Pay grade 1</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
1.	Air Base Protection Grade 1
2.	General Hand
3.	Mess Operator Grade 1
4.	Steward Grade 1
5.	Telephone Operator

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

<b>Pay grade 3</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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

<b>Pay grade 3 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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
29.	Plumber Grade 1
30.	Security Police Grade 1 — Military Working Dog Handler

<b>Pay grade 3 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
31.	Security Police Grade 1 — Security and Law Enforcement
32.	Supply Grade 2
33.	Tailor

<b>Pay grade 4</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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
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

<b>Pay grade 4 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
19.	Crew Attendant — Time Progression Grade 1 Fly 0-2
20.	Dental Supervisor
21.	Electrician Grade 2
22.	Electroplater
23.	Environmental Health Surveyor
24.	Firefighter Grade 1
25.	Firefighter Grade 2
26.	Geospatial Imagery Intelligence Analyst Grade 1
27.	Ground Mechanical Engineering Fitter Grade 2
28.	Ground Support Engineering Manager Grade 1
29.	Ground Support Equipment Fitter Grade 2
30.	Loadmaster — Time Progression Fly 0
31.	Medical Assistant Grade 2
32.	Metal Mechanist Grade 1
33.	Movements Grade 3
34.	Musician Grade 2
35.	Operating Theatre Technician
36.	Photographer Grade 1
37.	Physical Training Instructor Grade 2
38.	Physical Training Instructor Grade 3
39.	Plant Operator Grade 2
40.	Plumber Grade 2
41.	Security Police Grade 2 — Security and Law Enforcement
42.	Senior Dental Assistant — Preventative
43.	Signals Operator Linguist Grade 1

<b>Pay grade 4 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
44.	Signals Operator Technical Grade 1
45.	Supply Grade 3
46.	Works Supervisor Grade 1

<b>Pay grade 5</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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
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

<b>Pay grade 5 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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
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

<b>Pay grade 5 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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
55.	Photo Unit Supervisor
56.	Photo Unit Supervisor (Flight Test Photographer)
57.	Photographer Grade 2
58.	Plant Operator Foreman
59.	Plumber Foreman
60.	Physical Training Instructor Grade 4
61.	Security Police Grade 3 — Service Investigator
62.	Signals Operator
63.	Signals Operator Linguist Grade 2
64.	Signals Operator Technical Grade 2
65.	Supervisor Airfield Defence Guard
66.	Supervisor Communications and Information Systems Controller

<b>Pay grade 5 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
67.	Supervisor Trades
68.	Unit Flight Test Specialist
69.	Works Supervisor Grade 2
70.	Works Supervisor Grade 3

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

<b>Pay grade 6 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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.	Security Police Grade 4 – Service Investigator
25.	Signals Operator Linguist General
26.	Signals Operator Linguist Analyst
27.	Signals Operator Technical Analyst
28.	Special Tactics Grade 1
29.	Works Manager

<b>Pay grade 7</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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

<b>Pay grade 7 cont'd</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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+
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

<b>Pay grade 8</b>	
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>
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+
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