

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 8 OF 2011

ADF WORKPLACE REMUNERATION ARRANGEMENT: 2011-14

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

PART A – Preliminary

Commencement

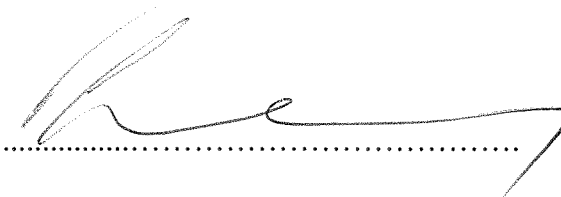
1. This Determination commences on 10 November 2011.

PART B –Amendment

2. Determination No. 15 of 2008, Salaries, as amended, is amended by omitting Schedules B.3 to B.8 (inclusive), B.10, B.12 to B.14 (inclusive) and substituting the schedules in Attachment A to this Determination.
3. The Determinations listed in Attachment B to this Determination, are amended as set out in the Attachment.
4. The amount payable for any non-reduction supplement under clause 3.2.47, 3.2.48 or 3.2.49 of Defence Determination 2005/15, Conditions of Service is increased by 4 per cent.

Dated this 28th day of OCTOBER two thousand and eleven.

The Honourable P L Leary
President



The Honourable A Bevis
Member



Brigadier W Rolfe, AO Retd
Member



ATTACHMENT A

Schedule B.3 Officer salary rates

Part 1: Officer of the Permanent Force

Column 1			Column 2									
Rank and increment			Yearly salary rate for pay grade									
Navy	Army	Air Force	1	2	3	4	5	6	7	8	9	10
Captain	Colonel	Group Captain	O6 - 1	\$137,372	\$141,769	\$145,577	\$149,826	\$154,587	\$159,368	\$164,537	\$169,712	\$173,168
			O6 - 0	\$129,757	\$133,567	\$137,966	\$141,774	\$150,785	\$155,561	\$160,735	\$165,908	\$169,364
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$114,062	\$117,874	\$122,273	\$126,082	\$130,329	\$139,868	\$145,043	\$150,214	\$153,671
			O5 - 0	\$110,332	\$114,143	\$118,542	\$122,351	\$126,597	\$136,137	\$141,312	\$146,484	\$149,940
Lieutenant Commander	Major	Squadron Leader	O4 - 2	\$82,647	\$86,457	\$90,855	\$94,663	\$98,911	\$108,452	\$113,624	\$118,797	\$122,253
			O4 - 1	\$80,032	\$83,845	\$88,241	\$92,048	\$96,297	\$105,838	\$111,011	\$116,185	\$119,638
			O4 - 0	\$77,410	\$81,222	\$85,619	\$89,426	\$93,675	\$103,215	\$108,390	\$113,562	\$117,018
Lieutenant	Captain	Flight Lieutenant	O3 - 5	\$73,061	\$76,872	\$81,270	\$85,079	\$89,327	\$98,867	\$104,041	\$109,215	\$112,669
			O3 - 4	\$70,574	\$74,385	\$78,782	\$82,593	\$86,840	\$96,379	\$101,552	\$106,726	\$110,182
			O3 - 3	\$68,079	\$71,890	\$76,287	\$80,097	\$84,344	\$93,884	\$99,059	\$104,231	\$107,687
			O3 - 2	\$65,599	\$69,412	\$73,809	\$77,616	\$81,865	\$91,405	\$96,579	\$101,752	\$105,207
			O3 - 1	\$63,119	\$66,928	\$71,326	\$75,136	\$79,383	\$88,923	\$94,096	\$99,269	\$102,726
			O3 - 0	\$60,629	\$64,437	\$68,834	\$72,644	\$76,892	\$86,433	\$91,606	\$96,778	\$100,235
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 3	\$56,389	\$60,199	\$64,596	\$68,406	\$72,652	\$82,193	\$87,367	\$92,540	\$95,996
			O2 - 2	\$54,341	\$58,153	\$62,548	\$66,357	\$70,606	\$80,147	\$85,320	\$90,494	\$93,947
			O2 - 1	\$52,328	\$56,138	\$60,536	\$64,345	\$68,592	\$78,133	\$83,307	\$88,480	\$91,935
			O2 - 0	\$50,400	\$54,209	\$58,608	\$62,417	\$66,664	\$76,205	\$81,376	\$86,551	\$90,008
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$48,744	\$52,556	\$56,954	\$60,762	\$65,009	\$74,549	\$79,722	\$84,896	\$88,351
			O1 - 0	\$47,089	\$50,901	\$55,297	\$59,106	\$63,354	\$72,896	\$78,067	\$83,242	\$86,698

Part 2: Officer of the Reserve Force on full rate

Column 1			Column 2										
Rank and increment			Non-discounted daily salary rate for pay grade										
Navy	Army	Air Force	1	2	3	4	5	6	7	8	9	10	
Captain	Colonel	Group Captain	O6 - 0	\$355.50	\$365.94	\$377.99	\$388.42	\$400.06	\$413.11	\$426.19	\$440.37	\$454.54	\$464.01
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$312.50	\$322.94	\$334.99	\$345.43	\$357.07	\$370.11	\$383.20	\$397.38	\$411.55	\$421.02
			O5 - 0	\$302.28	\$312.72	\$324.77	\$335.21	\$346.84	\$359.89	\$372.98	\$387.16	\$401.33	\$410.79
Lieutenant Commander	Major	Squadron Leader	O4 - 1	\$226.43	\$236.87	\$248.92	\$259.35	\$270.99	\$284.03	\$297.13	\$311.30	\$325.47	\$334.94
			O4 - 0	\$212.08	\$222.53	\$234.57	\$245.00	\$256.64	\$269.69	\$282.78	\$296.96	\$311.13	\$320.60
Lieutenant	Captain	Flight Lieutenant	O3 - 2	\$193.35	\$203.79	\$215.84	\$226.28	\$237.92	\$250.96	\$264.05	\$278.22	\$292.40	\$301.87
			O3 - 1	\$179.72	\$190.17	\$202.22	\$212.65	\$224.29	\$237.33	\$250.42	\$264.60	\$278.77	\$288.24
			O3 - 0	\$166.11	\$176.54	\$188.59	\$199.02	\$210.66	\$223.71	\$236.80	\$250.98	\$265.15	\$274.62
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 1	\$148.88	\$159.32	\$171.36	\$181.80	\$193.44	\$206.48	\$219.58	\$233.75	\$247.93	\$257.39
			O2 - 0	\$138.08	\$148.52	\$160.57	\$171.01	\$182.64	\$195.69	\$208.78	\$222.95	\$237.13	\$246.60
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$133.55	\$143.99	\$156.04	\$166.47	\$178.11	\$191.16	\$204.24	\$218.42	\$232.59	\$242.06
			O1 - 0	\$129.01	\$139.45	\$151.50	\$161.93	\$173.57	\$186.62	\$199.72	\$213.88	\$228.06	\$237.53

Part 3: Officer of the Reserve Force on discounted rate

Column 1			Column 2									
Rank and increment			Discounted daily salary rate for pay grade									
Navy	Army	Air Force	1	2	3	4	5	6	7	8	9	10
Captain	Colonel	Group Captain	O6 - 0	\$329.34	\$340.19	\$349.58	\$360.05	\$371.80	\$383.58	\$396.33	\$409.09	\$417.61
Commander	Lieutenant Colonel	Wing Commander	O5 - 1	\$281.25	\$290.65	\$301.50	\$321.36	\$333.10	\$344.88	\$357.64	\$370.39	\$378.91
			O5 - 0	\$272.05	\$281.45	\$292.30	\$301.69	\$323.90	\$335.68	\$348.44	\$361.19	\$369.72
Lieutenant Commander	Major	Squadron Leader	O4 - 1	\$203.79	\$213.18	\$224.03	\$243.89	\$255.63	\$267.42	\$280.17	\$292.92	\$301.45
			O4 - 0	\$190.87	\$200.27	\$211.12	\$230.98	\$242.72	\$254.50	\$267.26	\$280.02	\$288.54
Lieutenant	Captain	Flight Lieutenant	O3 - 2	\$174.02	\$183.42	\$194.26	\$203.65	\$225.87	\$237.65	\$250.40	\$263.16	\$271.68
			O3 - 1	\$161.75	\$171.15	\$181.99	\$191.38	\$201.86	\$225.38	\$238.14	\$250.90	\$259.41
			O3 - 0	\$149.50	\$158.89	\$169.73	\$179.12	\$201.34	\$213.12	\$225.88	\$238.63	\$247.15
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 1	\$133.99	\$143.39	\$154.23	\$163.62	\$185.84	\$197.62	\$210.38	\$223.14	\$231.65
			O2 - 0	\$124.27	\$133.67	\$144.51	\$153.90	\$176.12	\$187.90	\$200.65	\$213.41	\$221.94
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 1	\$120.19	\$129.59	\$140.43	\$149.82	\$172.04	\$183.82	\$196.57	\$209.33	\$217.85
			O1 - 0	\$116.11	\$125.51	\$136.35	\$145.74	\$167.96	\$179.74	\$192.49	\$205.25	\$213.78

Schedule B.4
Other rank member appointed as officer - transitional salary rates

Part 1: Officer of the Permanent Force

Column 1			Column 2									
Rank and increment			Transitional salary rates									
Navy	Army	Air Force	1	2	3	4	5	6	7	8	9	10
Lieutenant	Captain	Flight Lieutenant	O3 - 3	\$76,872	\$81,270	\$85,079	\$89,327	\$94,088	\$98,867	\$104,041	\$109,215	\$112,669
			O3 - 2	\$75,115	\$79,513	\$83,323	\$87,571	\$92,331	\$97,111	\$102,284	\$107,456	\$110,914
			O3 - 1	\$73,353	\$77,755	\$81,562	\$85,809	\$90,574	\$95,348	\$100,523	\$105,694	\$109,151
			O3 - 0	\$71,603	\$76,002	\$79,812	\$84,058	\$88,819	\$93,596	\$98,771	\$103,945	\$107,400
Sub-Lieutenant	Lieutenant	Flying Officer										
			O2 - 3	\$69,852	\$74,249	\$78,057	\$82,306	\$87,067	\$91,846	\$97,018	\$102,192	\$105,648
			O2 - 2	\$68,095	\$72,492	\$76,303	\$80,549	\$85,311	\$90,089	\$95,262	\$100,437	\$103,892
			O2 - 1	\$66,341	\$70,737	\$74,546	\$78,796	\$83,555	\$88,334	\$93,507	\$98,680	\$102,137
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O2 - 0	\$64,580	\$68,976	\$72,785	\$77,032	\$81,794	\$86,572	\$91,745	\$96,921	\$100,375
			O1 - 0	\$62,830	\$67,225	\$71,036	\$75,284	\$80,045	\$84,824	\$89,996	\$95,170	\$98,626

Part 2: Officer of the Reserve Force

Column 1			Column 2										
Rank and increment			Transitional salary rates										
Navy	Army	Air Force	1	2	3	4	5	6	7	8	9	10	
Lieutenant	Captain	Flight Lieutenant	O3 - 3	\$200.17	\$210.61	\$222.66	\$233.09	\$244.73	\$257.78	\$270.87	\$285.04	\$299.22	\$308.68
			O3 - 2	\$195.36	\$205.79	\$217.84	\$228.28	\$239.92	\$252.96	\$266.06	\$280.23	\$294.40	\$303.87
			O3 - 1	\$190.53	\$200.97	\$213.03	\$223.46	\$235.09	\$248.15	\$261.23	\$275.41	\$289.57	\$299.04
			O3 - 0	\$185.73	\$196.17	\$208.22	\$218.66	\$230.30	\$243.34	\$256.43	\$270.61	\$284.78	\$294.25
Sub-Lieutenant	Lieutenant	Flying Officer	O2 - 3	\$180.93	\$191.38	\$203.42	\$213.85	\$225.50	\$238.54	\$251.63	\$265.80	\$279.98	\$289.45
			O2 - 2	\$176.13	\$186.56	\$198.61	\$209.05	\$220.68	\$233.73	\$246.82	\$260.99	\$275.17	\$284.64
			O2 - 1	\$171.32	\$181.76	\$193.80	\$204.24	\$215.88	\$228.92	\$242.01	\$256.18	\$270.36	\$279.83
			O2 - 0	\$166.49	\$176.93	\$188.98	\$199.41	\$211.05	\$224.09	\$237.18	\$251.36	\$265.54	\$275.00
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 - 0	\$161.70	\$172.14	\$184.18	\$194.62	\$206.26	\$219.30	\$232.39	\$246.56	\$260.74	\$270.21

Schedule B.5**Specialist Officer – Chaplain****Part 1: Member of the Permanent Force on Specialist Career Structure**

Column 1 Classification	Column 2 Competency level	Column 3 Rate of salary \$ a year
Chaplain Division 1	CL 1-1	\$73,268
	CL 1-2	\$75,860
	CL 2-1	\$78,525
	CL 2-2	\$81,278
	CL 2-3	\$84,113
	CL 3-1	\$87,039
Chaplain Division 2	CL 2-3	\$87,039
	CL 3-1	\$89,958
	CL 3-2	\$92,883
	CL 3-3	\$95,808
Chaplain Division 3	CL 2	\$102,126
	CL 3-1	\$115,324
	CL 3-2	\$118,887
Chaplain Division 4	CL 3-1	\$125,720
	CL 3-2 or Division 4 Head of Denomination	\$129,609
Chaplain Division 5	CL 3 Principal Chaplain	\$140,869

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

Column 1 Classification	Column 2 Competency level	Column 3 Rate of salary \$ a day
Chaplain Division 1	CL 1-1	\$200.73
	CL 1-2	\$207.84
	CL 2-1	\$215.14
	CL 2-2	\$222.68
	CL 2-3	\$230.45
	CL 3-1	\$238.46
Chaplain Division 2	CL 2-3	\$238.46
	CL 3-1	\$246.46
	CL 3-2	\$254.47
	CL 3-3	\$262.49
Chaplain Division 3	CL 2	\$279.80
	CL 3-1	\$315.96
	CL 3-2	\$325.72
Chaplain Division 4	CL 3-1	\$344.44
	CL 3-2 or Division 4 Head of Denomination	\$355.09
Chaplain Division 5	CL 3 Principal Chaplain	\$385.94

Schedule B.6**Specialist Officer – Dental Officer****Part 1: Member of the Permanent force on Specialist Career Structure**

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	CL 1-1	\$78,178
			CL 1-2	\$81,200
			CL 2-1	\$104,096
			CL 2-2	\$107,532
			CL 2-3	\$111,072
			CL 3-1	\$118,361
			CL 3-2	\$122,222
			CL 3-3	\$126,204
			CL 4	\$134,398
Lieutenant Commander	Major	Squadron Leader	CL 2-1	\$114,403
			CL 2-2	\$118,148
			CL 2-3	\$122,006
			CL 3-1	\$129,950
			CL 3-2	\$134,161
			CL 3-3	\$138,497
			CL 4	\$147,432
Commander	Lieutenant Colonel	Wing Commander	CL 2 (Higher duties or temporary duty only)	\$140,923
			CL 3	\$158,475
			CL 4	\$167,984
Captain	Colonel	Group Captain	CL 3	\$172,135
			CL 4	\$182,466

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

Column 1	Column 2		
Rank	Rate of salary \$ a year		
Navy	Army	Air Force	
Lieutenant	Captain	Flight Lieutenant	\$78,178
			\$81,200
			\$87,521
			\$90,584
			\$95,077
			\$98,851
			\$102,020
Lieutenant *	Captain *	Flight Lieutenant *	\$79,676
			\$81,200
			\$87,521
			\$90,584
			\$95,077
			\$98,851
			\$102,020
Lieutenant Commander	Major	Squadron Leader	\$109,569
			\$113,240
			\$116,920
			\$120,591
Commander	Lieutenant Colonel	Wing Commander	\$145,638
Captain	Colonel	Group Captain	\$165,310
* This rate shall not apply unless the Chief of the Defence Force is satisfied that the member has prior regular military experience or the payment of this rate is necessary to ensure satisfactory dental officer staffing levels.			

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

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	CL 1-1	214.19
			CL 1-2	222.47
			CL 2-1	285.19
			CL 2-2	294.61
			CL 2-3	304.31
			CL 3-1	324.28
			CL 3-2	334.85
			CL 3-3	345.76
			CL 4	368.21
Lieutenant Commander	Major	Squadron Leader	CL 2-1	313.43
			CL 2-2	323.69
			CL 2-3	334.26
			CL 3-1	356.03
			CL 3-2	367.56
			CL 3-3	379.44
Commander	Lieutenant Colonel	Wing Commander	CL 4	403.92
			CL 2 (Higher duties or temporary duty only)	386.09
			CL 3	434.18
Captain	Colonel	Group Captain	CL 4	460.23
			CL 3	471.60
			CL 4	499.91

Schedule B.7**Specialist Officer – Legal Officer****Part 1: Member of the Permanent force on Specialist Career Structure**

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
Sub Lieutenant	Lieutenant	Flying Officer	CL 1	\$54,209
Lieutenant	Captain	Flight Lieutenant	CL 1	\$62,319
			CL 1 (higher duties or temporary duty only)	\$62,319
			CL 2-1	\$64,437
			CL 2-2	\$66,928
			CL 2-3	\$69,412
			CL 2-4	\$71,890
			CL 2-5	\$74,385
			CL 2-6	\$76,872
			CL 3-1	\$87,521
			CL 3-2	\$95,077
Lieutenant Commander	Major	Squadron Leader	CL 1 (higher duties or temporary duty only)	\$81,222
			CL 2-1	\$81,222
			CL 2-2	\$83,845
			CL 2-3	\$86,457
			CL 2-4	\$87,521
			CL 3-1	\$102,020
			CL 3-2	\$109,569
			CL 3-3	\$113,240
			CL 3-4	\$120,591
			CL 4-1	\$130,281
			CL 4-2	\$135,012
Commander	Lieutenant Colonel	Wing Commander	CL 2 (higher duties or temporary duty only)	\$114,143
			CL 3-1	\$141,282
			CL 3-2	\$145,521
			CL 4-1	\$149,848
			CL 4-2	\$155,374
			CL 5	\$160,340
Captain	Colonel	Group Captain	CL 2 (higher duties or temporary duty only)	\$133,567
			CL 3 (higher duties or temporary duty only)	\$152,931
			CL 4	\$160,340
			CL 5-1	\$165,310
			CL 5-2	\$171,152

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

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Sub Lieutenant	Lieutenant	Flying Officer	CL 1	\$148.52
Lieutenant	Captain	Flight Lieutenant	CL 1 (higher duties or temporary duty only)	\$170.74
			CL 1	\$170.74
			CL 2-1	\$176.54
			CL 2-2	\$183.36
			CL 3	\$239.78
Lieutenant Commander	Major	Squadron Leader	CL 1 (higher duties or temporary duty only)	\$222.53
			CL 2-1	\$222.53
			CL 2-2	\$229.71
			CL 3-1	\$279.51
			CL 3-2	\$300.19
			CL 4	\$356.93
Commander	Lieutenant Colonel	Wing Commander	CL 2 (higher duties or temporary duty only)	\$312.72
			CL 3 (higher duties or temporary duty only)	\$387.07
			CL 4-1	\$410.54
			CL 4-2	\$425.68
			CL 5	\$439.29
Captain	Colonel	Group Captain	CL 2 (higher duties or temporary duty only)	\$365.94
			CL 3 (higher duties or temporary duty only)	\$418.99
			CL 4	\$439.29
			CL 5	\$452.90

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

Column 1 Rank			Column 2 Medical level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	Resident	\$64,437
			ML 1-1	\$72,753
			ML 1-2	\$75,298
			ML 2-1	\$93,469
			ML 2-2	\$96,637
			ML 2-3	\$99,898
			ML 2-4	\$107,398
			ML 2-5	\$113,806
			ML 2-6	\$120,215
			ML 2-7	\$126,623
			ML 3-1	\$135,646
			ML 3-2	\$142,055
			ML 3-3	\$148,463
			ML 3-4	\$154,872
			ML 3-5	\$161,280
			ML 4-1	\$166,620
			ML 4-2	\$170,893
			ML 4-3	\$175,165
			ML 4-4	\$179,437
Lieutenant Commander	Major	Squadron Leader	ML 1-1	\$81,222
			ML 1-2	\$83,957
			ML 2-1	\$104,252
			ML 2-2	\$107,742
			ML 2-3	\$111,338
			ML 2-4	\$117,010
			ML 2-5	\$123,419
			ML 2-6	\$129,827
			ML 2-7	\$136,236
			ML 3-1	\$145,259
			ML 3-2	\$151,667
			ML 3-3	\$158,076
			ML 3-4	\$164,484
			ML 3-5	\$170,893
			ML 4-1	\$176,233
			ML 4-2	\$180,506
			ML 4-3	\$184,778
			ML 4-4	\$189,050

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

Column 1 Rank			Column 2 Medical level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
Commander	Lieutenant Colonel	Wing Commander	ML 2-1	\$126,254
			ML 2-2	\$130,043
			ML 2-3	\$131,975
			ML 2-4	\$137,648
			ML 2-5	\$144,057
			ML 2-6	\$150,465
			ML 2-7	\$156,874
			ML 3-1	\$165,897
			ML 3-2	\$172,305
			ML 3-3	\$178,714
			ML 3-4	\$185,122
			ML 3-5	\$191,531
			ML 4-1	\$196,871
			ML 4-2	\$201,143
			ML 4-3	\$205,416
			ML 4-4	\$209,688
Captain	Colonel	Group Captain	ML 2-1	\$136,935
			ML 2-2	\$140,723
			ML 2-3	\$142,656
			ML 2-4	\$148,329
			ML 2-5	\$154,737
			ML 2-6	\$161,146
			ML 2-7	\$167,554
			ML 3-1	\$176,577
			ML 3-2	\$182,986
			ML 3-3	\$189,394
			ML 3-4	\$195,803
			ML 3-5	\$202,211
			ML 4-1	\$207,552
			ML 4-2	\$211,824
			ML 4-3	\$216,096
			ML 4-4	\$220,369
			procedural specialist	\$220,369

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

Column 1 Rank			Column 2 Medical level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	Resident	\$176.54
			ML 1-1	\$199.32
			ML 1-2	\$206.30
			ML 2-1	\$256.08
			ML 2-2	\$264.76
			ML 2-3	\$273.69
			ML 2-4	\$294.24
			ML 2-5	\$311.80
			ML 2-6	\$329.36
			ML 2-7	\$346.91
			ML 3-1	\$371.63
			ML 3-2	\$389.19
			ML 3-3	\$406.75
			ML 3-4	\$424.31
			ML 3-5	\$441.86
			ML 4-1	\$456.49
			ML 4-2	\$468.20
			ML 4-3	\$479.90
			ML 4-4	\$491.61
Lieutenant Commander	Major	Squadron Leader	ML 1-1	\$222.53
			ML 1-2	\$230.02
			ML 2-1	\$285.62
			ML 2-2	\$295.18
			ML 2-3	\$305.04
			ML 2-4	\$320.58
			ML 2-5	\$338.13
			ML 2-6	\$355.69
			ML 2-7	\$373.25
			ML 3-1	\$397.97
			ML 3-2	\$415.53
			ML 3-3	\$433.08
			ML 3-4	\$450.64
			ML 3-5	\$468.20
			ML 4-1	\$482.83
			ML 4-2	\$494.54
			ML 4-3	\$506.24
			ML 4-4	\$517.95

**Part 2: Member of the Reserve Force on Specialist Career Structure
(continued)**

Column 1 Rank			Column 2 Medical level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Commander	Lieutenant Colonel	Wing Commander	ML 2-1	\$345.90
			ML 2-2	\$356.28
			ML 2-3	\$361.58
			ML 2-4	\$377.12
			ML 2-5	\$394.68
			ML 2-6	\$412.23
			ML 2-7	\$429.79
			ML 3-1	\$454.51
			ML 3-2	\$472.07
			ML 3-3	\$489.63
			ML 3-4	\$507.18
			ML 3-5	\$524.74
			ML 4-1	\$539.37
			ML 4-2	\$551.08
			ML 4-3	\$562.78
			ML 4-4	\$574.49
Captain	Colonel	Group Captain	ML 2-1	\$375.16
			ML 2-2	\$385.54
			ML 2-3	\$390.84
			ML 2-4	\$406.38
			ML 2-5	\$423.94
			ML 2-6	\$441.50
			ML 2-7	\$459.05
			ML 3-1	\$483.77
			ML 3-2	\$501.33
			ML 3-3	\$518.89
			ML 3-4	\$536.45
			ML 3-5	\$554.00
			ML 4-1	\$568.64
			ML 4-2	\$580.34
			ML 4-3	\$592.04
			ML 4-4	\$603.75
			procedural specialist	\$603.75

Part 3: Member of the Permanent force not on Specialist Career Structure

Column 1			Column 2
Rank			Rate of salary \$ a year
Navy	Army	Air Force	
Officer performing year of compulsory residency (from under-graduate scheme)			\$64,437
Lieutenant	Captain	Flight Lieutenant	\$78,178
			\$81,200
			\$87,521
			\$90,584
			\$95,077
			\$98,851
			\$102,020
Lieutenant *	Captain *	Flight Lieutenant *	\$79,676
			\$81,200
			\$87,521
			\$90,584
			\$95,077
			\$98,851
			\$102,020
Lieutenant Commander	Major	Squadron Leader	\$109,569
			\$113,240
			\$116,920
			\$120,591
Commander	Lieutenant Colonel	Wing Commander	\$145,638
Captain	Colonel	Group Captain	\$165,310
* This set of rates only applies to a member if the Chief of the Defence Force is satisfied that a member has prior regular military experience or that the payment of this rate is necessary to ensure satisfactory medical officer staffing levels.			

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

Column 1 Rank			Column 2 Rate of salary \$ a day
Navy	Army	Air Force	
Lieutenant	Captain	Flight Lieutenant	\$214.19
			\$239.78
			\$260.48
			\$279.51
Lieutenant *	Captain *	Flight Lieutenant *	\$218.29
			\$239.78
			\$260.48
			\$279.51
Lieutenant Commander	Major	Squadron Leader	\$300.19
			\$320.33
			\$330.39
Commander	Lieutenant Colonel	Wing Commander	\$399.01
Captain	Colonel	Group Captain	\$452.90
* This set of rates only applies to a member if the Chief of the Defence Force is satisfied that a member has prior regular military experience or that the payment of this rate is necessary to ensure satisfactory medical officer staffing levels.			

Schedule B.10
Warrant Officer Class 1 salary rates

Part 1: Service Warrant Officers

Column 1 - Rank and tier	Column 2 Yearly rate of salary
WO1 - Tier D	\$105,668

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	-	-	-	-	-	-	-	\$96,026	\$100,663	\$105,668
WO1 - Tier B	-	-	-	\$80,676	\$84,084	\$87,764	\$91,735	\$96,026	\$100,663	\$105,668
WO1 - Tier A2	\$70,101	\$72,381	\$75,301	\$78,453	\$81,860	\$85,539	\$89,514	\$93,804	\$98,439	\$103,445
WO1 - Tier A1	\$68,656	\$70,932	\$73,852	\$77,008	\$80,415	\$84,092	\$88,065	\$92,357	\$96,991	\$101,997

Part 3: Warrant Officer Class 1 of the Reserve Force

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	-	-	-	-	-	-	-	\$263.08	\$275.79	\$289.50
WO1 - Tier B	-	-	-	\$221.03	\$230.37	\$240.45	\$251.33	\$263.08	\$275.79	\$289.50
WO1 - Tier A2	\$192.06	\$198.30	\$206.30	\$214.94	\$224.27	\$234.35	\$245.24	\$257.00	\$269.70	\$283.41
WO1 - Tier A1	\$188.10	\$194.33	\$202.33	\$210.98	\$220.32	\$230.39	\$241.27	\$253.03	\$265.73	\$279.44

Schedule B.12

Other rank salary rates

Part 1: Member of the Permanent Force

Column 1				Column 2									
Rank and increment				Yearly salary rate for pay grade									
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	1	\$64,568	\$66,846	\$69,767	\$72,921	\$76,329	\$80,006	\$83,980	\$88,271	\$92,905	\$97,911
			0	\$63,235	\$65,512	\$68,433	\$71,588	\$74,994	\$78,674	\$82,647	\$86,938	\$91,571	\$96,578
	Staff Sergeant		0	\$61,114	\$63,390	\$66,310	\$69,465	\$72,872	\$76,551	\$80,524	\$84,815	\$89,449	\$94,456
Petty Officer	Sergeant	Sergeant	2	\$56,990	\$59,266	\$62,188	\$65,343	\$68,750	\$72,429	\$76,402	\$80,693	\$85,327	\$90,333
			1	\$55,805	\$58,082	\$61,002	\$64,158	\$67,565	\$71,243	\$75,215	\$79,507	\$84,141	\$89,149
			0	\$54,643	\$56,920	\$59,842	\$62,996	\$66,403	\$70,082	\$74,054	\$78,344	\$82,980	\$87,986
	Corporal	Corporal	2	\$49,260	\$51,537	\$54,458	\$57,612	\$61,020	\$64,697	\$68,670	\$72,961	\$77,596	\$82,602
			1	\$48,229	\$50,507	\$53,428	\$56,581	\$59,988	\$63,667	\$67,641	\$71,931	\$76,565	\$81,571
			0	\$47,219	\$49,496	\$52,417	\$55,571	\$58,978	\$62,657	\$66,630	\$70,921	\$75,555	\$80,563
	Lance Corporal		0	\$43,434	\$45,711	\$48,631	\$51,787	\$55,193	\$58,871	\$62,845	\$67,136	\$71,769	\$76,777
Able Seaman	Private Proficient	Leading Aircraftman	0	\$42,537	\$44,815	\$47,735	\$50,889	\$54,297	\$57,977	\$61,949	\$66,239	\$70,874	\$75,879
Seaman	Private	Aircraftman	0	\$41,658	\$43,937	\$46,856	\$50,010	\$53,418	\$57,097	\$61,071	\$65,360	\$69,995	\$75,002

Schedule B.13**Trainee salary rates****Part 1: Permanent Force**

Column 1 Item	Column 2 Training capacity	Column 3 Rate of salary \$ a year
1.	Normal entry recruit during basic recruit training	\$32,799
2.	Member undergoing initial category or trade or employment training	
	0-6 months	\$37,485
	6-12 months	\$39,828
	12 months +	\$42,170
3.	Trainee, other than a member referred to in item 2 or 3, undertaking a Certificate of Technology course:	
	1st year	\$25,771
	2nd year	\$30,456
	3rd year	\$35,142
4.	Member undertaking a combination of degree course and officer training, or study in preparation for such a course:	
	while undertaking matriculation or equivalent studies	\$22,905
	1st year of training	\$27,996
	2nd year of training	\$33,086
	3rd year of training	\$38,176
	4th year of training	\$43,266
5.	Member participating in the undergraduate entry scheme:	
	with 4 years to graduation	\$27,996
	with 3 years to graduation	\$33,086
	with 2 years to graduation	\$38,176
	in final year	\$43,266
	Year of internship (first postgraduate medical year)	\$64,437
6.	Member participating in the Officer Tertiary Recruitment Scheme who immediately before entering the scheme was not a member rendering continuous full-time service:	
	with 6 years to graduation	\$22,905
	with 5 years to graduation	\$22,905
	with 4 years to graduation	\$27,996
	with 3 years to graduation	\$33,086
	with 2 years to graduation	\$38,176
	in final year	\$43,266

Part 1: Permanent Force (continued)

Column 1 Item	Column 2 Training capacity	Column 3 Rate of salary \$ a year
7.	Member undergoing officer training and not undertaking a degree course:	
	in the case of a member of the Army or the Air Force Ground Defence Officer specialisation undergoing an 18-month course of military studies:	
	• for the first 6 months of the course	\$38,176
	• for the final 12 months of the course	\$43,266
	in the case of any other member of the Army or Air Force:	
	• without a degree	\$38,176
	• with a degree	\$43,266
	in the case of a member of the Navy:	
	• without a degree (1st year)	\$38,176
	• without a degree (2nd year)	\$43,266
	• with a degree	\$43,266
8.	Member participating in the graduate medical scheme who immediately before entering the scheme was not a member rendering continuous full-time service:	
	1st year	\$54,209
	2nd year	\$56,138
	3rd year	\$58,153
	4th year	\$60,199
	year of internship (first postgraduate medical year)	\$64,437

Part 2: Reserve Force

Column 1 Item	Column 2 Training capacity	Column 3 Rate of salary \$ a day
1.	Recruit during basic recruit training	\$78.18
2.	Private or equivalent not having completed category training, or military trade skill test	\$92.43
3.	Student at Officer Training Unit:	
	without a degree	\$90.99
	with a degree	\$103.13

Schedule B.14**Specialist Officer – Aviation****Part 1: Officer of the Permanent Force**

Column 1 Item	Column 2 Class	Column 3 Experience level	Column 4 Rate of salary \$ a year
1.	All Aircrew Officers Air Traffic Control Officers	AS 0	\$77,414
		AS 1	\$80,731
		AS 2	\$84,048
		AS 3	\$87,363
		AS 4	\$90,680
		AS 5	\$93,996
		AS 6	\$97,313
		AS 7	\$100,629
		AS 8	\$103,946
		AS 9	\$107,261
		AS 10	\$110,578
		AS 11	\$113,895
		AS 12	\$117,211
		AS 13	\$120,528
		AS 14	\$123,844
		AS 15	\$127,160
		AS 16	\$130,476
2.	All Aircrew Officers Air Traffic Control officers who have held a detachment command position	AS 17	\$133,793
		AS 18	\$136,004
		AS 19	\$138,215
3.	All Aircrew Officers	AS 20	\$140,426
		AS 21	\$142,637
		AS 22	\$144,848
		AS 23	\$147,058
		AS 24	\$149,269
4.	Aircrew officers who have held the rank of Colonel (06) and either command at Tier 1 or Tier 2 (General Service Officer Grade 8)	AS 25	\$151,480
		AS 26	\$153,691
		AS 27	\$155,902
		AS 28	\$158,113
		AS 29	\$160,324

Part 2: Officer of the Reserve Force

Column 1 Item	Column 2 Class	Column 3 Experience level	Column 4 Rate of salary \$ a day
1.	All Aircrew Officers Air Traffic Control Officers	AS 0	\$212.09
		AS 1	\$221.18
		AS 2	\$230.27
		AS 3	\$239.35
		AS 4	\$248.44
		AS 5	\$257.52
		AS 6	\$266.61
		AS 7	\$275.70
		AS 8	\$284.78
		AS 9	\$293.87
		AS 10	\$302.95
		AS 11	\$312.04
		AS 12	\$321.13
		AS 13	\$330.21
		AS 14	\$339.30
		AS 15	\$348.38
		AS 16	\$357.47
2.	All Aircrew Officers	AS 17	\$366.56
	Air Traffic Control officers who have held a detachment command position	AS 18	\$372.61
		AS 19	\$378.67
3.	All Aircrew Officers	AS 20	\$384.73
		AS 21	\$390.79
		AS 22	\$396.84
		AS 23	\$402.90
		AS 24	\$408.96
4.	Aircrew officers who have held the rank of Colonel (06) and either command at Tier 1 or Tier 2 (General Service Officer Grade 8)	AS 25	\$415.01
		AS 26	\$421.07
		AS 27	\$427.13
		AS 28	\$433.19
		AS 29	\$439.24

ATTACHMENT B

SECTION 58H DETERMINATIONS

The following Determinations made by the Defence Force Remuneration Tribunal pursuant to section 58H of the *Defence Act 1903* are amended as set out below:

1. Determination No. 14 of 1992, Language Proficiency Allowance

- a. Clause 6 - delete the table and insert the following:

Level of Language Proficiency				
Degree of Language Difficulty	Lower \$	Intermediate \$	Higher \$	Advanced \$
Group 1	995	1,993	2,989	3,988
Group 2	1,496	2,989	4,982	6,968
Group 3	1,993	3,988	6,968	9,956

2. Determination No. 11 of 1994, Service Allowance

- a. Clause 2 - delete \$11,662
- insert \$12,128

3. Determination No. 14 of 1995, Field Allowance

- a. Clause 3 Tier 1 - delete \$51.59
- insert \$53.65
- b. Clause 3 Tier 2 - delete \$30.27
- insert \$31.48

4. Determination No. 1 of 1996, Seagoing Allowance

- a. Clause 4 - delete the table and insert the following:

Column 1 Cumulative Sea Service	Column 2 Seagoing Allowance \$ a year
Completed less than 3 years	11,758
Completed 3 but less than 6 years	18,223
Completed 6 but less than 11 years	24,601
Completed 11 or more years	28,289

- b. Subclause 6C.1 - delete \$53.11
- insert \$55.23

5. Determination No. 10 of 1996, Hard Lying Allowance

- a. Clause 3 Table 1 - delete the table and insert the following:

Column 1 Cumulative Sea Service	Column 2 \$ a day
Completed less than 3 years	32.21
Completed 3 but less than 6 years	49.93
Completed 6 but less than 11 years	67.40
Completed 11 or more years	77.50

- b. Clause 3 Table 2 - delete the table and insert the following:

Column 1 Cumulative sea service	Column 2 \$ a day
Completed less than 3 years	48.32
Completed 3 but less than 6 years	67.40
Completed 6 but less than 11 years	80.87
Completed 11 or more years	89.13

6. Determination No. 15 of 1996, Adventurous Training Instructor Allowance

- a. Paragraph 3 (a) - delete \$5,923
- insert \$6,160
- b. Paragraph 3 (b) - delete \$42.30
- insert \$43.99

7. Determination No. 12 of 1997, Arduous Conditions Allowance

- a. Paragraph 7 (a) - delete \$3.64
- insert \$3.79
- b. Paragraph 7 (b) - delete \$5.53
- insert \$5.75
- c. Paragraph 7 (c) - delete \$11.68
- insert \$12.15

8. Determination No. 6 of 1998, Diving Allowance

- a. Paragraph 4 (a) - delete \$56.66
- insert \$58.93
- b. Paragraph 4 (aa) (ii) - delete \$38.87
- insert \$40.42
- c. Paragraph 4 (b) - delete \$5,760
- insert \$5,990

- | | | | | |
|----|-----------------|---|--------|---------|
| d. | Paragraph 4 (c) | - | delete | \$32.39 |
| | | - | insert | \$33.69 |

9. Determination No. 21 of 1999, Submarine Escape Allowance

- | | | | | |
|----|-------------------|---|--------|----------|
| a. | Paragraph 3.1 (a) | - | delete | \$8,596 |
| | | - | insert | \$8,940 |
| b. | Paragraph 3.1 (b) | - | delete | \$5,731 |
| | | - | insert | \$5,960 |
| c. | Paragraph 3.1 (c) | - | delete | \$34.36 |
| | | - | insert | \$35.73 |
| d. | Paragraph 3.2 (a) | - | delete | \$156.32 |
| | | - | insert | \$162.57 |
| e. | Paragraph 3.2 (b) | - | delete | \$312.61 |
| | | - | insert | \$325.11 |

10. Determination No. 2 of 2001, Paratrooper Allowance

- a. Clause 3 - substitute Column 3 with the following:

Column 3 is paid to this rate of allowance...
10,519 a year
8,508 a year
5,879 a year
5,182 a year
4,488 a year
3,713 a year
1,856 a year
38.70 for each descent (up to a limit of 30 descents a year)

- | | | | | |
|----|-------------------|---|--------|---------|
| b. | Paragraph 4.1 (c) | - | delete | \$2,233 |
| | | - | insert | \$2,322 |
| c. | Paragraph 4.1 (d) | - | delete | \$1,785 |
| | | - | insert | \$1,856 |

- d. Clause 5 - substitute Column 3 with the following:

Column 3 is paid to this rate of allowance...
28.82 a day
23.31 a day
16.11 a day
14.20 a day
12.30 a day
10.17 a day
5.08 a day
38.70 for each descent (up to a limit of 30 descents a year)

- e. Paragraph 5A.2 (a) - delete \$327.30
- insert \$340.39
- f. Paragraph 5A.2 (b) - delete \$163.64
- insert \$170.19

11. Determination No. 21 of 2006, Separation Allowance

- a. Clause 6 - delete \$792
- insert \$824
- b. Subclause 7.2 - substitute the final column of the table (Column 4) with the following:

is to be paid...
the daily rate of \$8.16.

12. Determination No. 4 of 2008, Allowance for Specialist Operations

- a. Paragraph 7.2.a. - delete \$280.74
- insert \$291.97
- b. Paragraph 7.2.b. - delete \$28.83
- insert \$29.98

- c. Paragraph 8.2.b. - substitute columns 3 and 4 of the table with the following:

Column 3 Rate for each dive \$	Column 4 Additional rate \$
195.05	19.50
325.11	35.73
528.32	56.89
1,056.58	178.82

- d. Schedule 1 - substitute columns 3, 4 and 5 of the table with the following:

Column 3 Annual rate (\$)	Column 4 Daily rate (\$)	Column 5 Effect of disability on other s.58H disability allowances
The highest rate that applies to the member under another item	-	See clause 13.
The highest rate that applies to the member under another item	-	See clause 13.
10,990	30.11	Other disability allowances may apply.
19,047	52.18	Other disability allowances may apply.
13,920	38.14	Other disability allowances may apply.
12,453	34.12	Other disability allowances may apply.
10,990	30.11	Other disability allowances may apply.
7,329	-	Other disability allowances may apply.

- e. Schedule 2 - substitute columns 3 and 4 of the table with the following:

Column 3 Annual rate (\$)	Column 4 Daily rate (\$)
13,920	-
7,329	-
7,329	-
3,663	-
-	117.14
-	58.57
-	220.00

13. Determination No. 5 of 2008, Special Forces Disability Allowance

- a. Schedule 1 - substitute columns 4 and 5 of the table with the following:

Column 4 Annual rate (\$)	Column 5 Daily rate (\$)
36,627	100.35
36,627	100.35
29,302	80.28
29,302	80.28
29,302	80.28
-	60.22
21,979	60.22
-	60.22
21,979	60.22
21,979	60.22
21,979	60.22
21,979	60.22
13,920	38.14
13,920	38.14
18,313	50.17
13,920	38.14
13,920	38.14
7,329	20.08
-	220.46
-	142.05
-	85.23

14. Determination No. 13 of 2008, Flying and Flight Duties Allowance

- a. Clause 7 - substitute the final column of the table (Column 4) with the following:

will be paid this rate of allowance (\$)...
6,641 a year.
7,749 a year.
6,641 a year.
7,749 a year.
18.19 a day.
21.23 a day.
18.19 a day.
21.23 a day.

- b. Subclause 8.1 - delete \$20.41
- insert \$21.23

15. Determination No. 14 of 2008, Submarine Service Allowance

- a. Subclause 7.1 - substitute column 2 of the table with the following:

Column 2 \$ a year
17,635
24,601
29,519
32,532

16. Determination No. 22 of 2008, Reserve Allowance

- a. Clause 5. - delete \$12.04
- insert \$12.52

17. Determination No. 26 of 2008, Trainee Allowance

- a. Clause 5 - delete \$8,742
- insert \$9,092