



# Defence Force Remuneration Tribunal Determination No. 3 of 2021, Salaries – Medical Officer Specialist Officer Career Structure – amendment

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*. It relates to Matter 17 of 2020 – ADF Medical Officers.

Dated 7 April 2021

Ingrid Asbury  
President

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Adrian Morris  
Member

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Major General Gerard Fogarty, AO (Retd)  
Member

.....



**1 Name**

1. This Determination is Defence Force Remuneration Tribunal Determination No. 3 of 2021, Salaries – Medical Officer Specialist Officer Career Structure – amendment.
2. This Determination may also be cited as DFRT Determination No. 3 of 2021.

**2 Commencement**

Each provision of this instrument specified in column 1 of the table commences, or is taken to have commenced, in accordance with column 2 of the table. Any other statement in column 2 has effect according to its terms.

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<b>Commencement information</b>	
<b>Column 1</b>	<b>Column 2</b>
<b>Provisions</b>	<b>Commencement</b>
1. The whole of this instrument	29 April 2021

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**Note:** This table relates only to the provisions of this instrument as originally made. It will not be amended to deal with any later amendments of this instrument.

**3 Authority**

This instrument is made under section 58H of the *Defence Act 1903*.

**4 Schedules**

Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended,<sup>1</sup> is amended as set out in Schedule 1 of this Determination.

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**NOTE**

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended by DFRT Determination No. 2 of 2021.

# Schedule 1—Medical Officer Specialist Officer Career Structure

## DFRT Determination No. 2 of 2017, Salaries

- 1      **Section A.1.12 (Specialist officers), table**  
Omit “medical level” wherever occurring, substitute “military medical level”.
  
- 2      **Section A.1.12 (Specialist officers), definition of medical level in the table**  
Omit “number in a medical level (for example “ML2”)", substitute “character preceding the hyphen”.
  
- 3      **Section A.1.12 (Specialist officers), definition of medical level in the table**  
Omit “number (for example “-3”)", substitute “character following the hyphen”.
  
- 4      **Subsection B.3.4.1 (Rate of salary for a specialist officer), table item 4**  
Omit “medical level”, substitute “military medical level”.
  
- 5      **Subsection B.3.4.1 (Rate of salary for a specialist officer), table item 5**  
Omit the table item.
  
- 6      **Subsection B.3.4.1 (Rate of salary for a specialist officer), table item 6**  
Omit the table item.
  
- 7      **Part 1 of Schedule B.8 (Specialist officer salary rates — medical officer), table**  
Omit the table, substitute:

Column 1 Rank			Column 2 Military medical level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	MML 1-2 (resident)	\$76,246
			MML 1-3 (senior resident)	\$86,086
			MML 1-4	\$99,097
			MML 2A-1	\$120,598
			MML 2A-2	\$124,346
			MML 2A-3	\$128,205
			MML 2A-4	\$137,081
			MML 2B-1	\$144,662
			MML 2B-2	\$152,246
			MML 3-1	\$220,504
			MML 3-2	\$227,119
			MML 3-3	\$232,797

			MML 3-4	\$238,617
			MML 3-5	\$244,582
			MML 3A-1	\$232,797
			MML 3A-2	\$243,773
			MML 3A-3	\$251,788
			MML 3A-4	\$259,341
			MML 4-1	\$244,582
			MML 4-2	\$251,920
			MML 4-3	\$259,478
Lieutenant Commander	Major	Squadron Leader	MML 1-3	\$96,107
			MML 1-4	\$109,344
			MML 2A-1	\$131,098
			MML 2A-2	\$134,846
			MML 2A-3	\$138,705
			MML 2A-4	\$147,581
			MML 2B-1	\$155,162
			MML 2B-2	\$162,746
			MML 3-1	\$231,004
			MML 3-2	\$237,619
			MML 3-3	\$243,297
			MML 3-4	\$249,117
			MML 3-5	\$255,082
			MML 3A-1	\$243,297
			MML 3A-2	\$253,773
			MML 3A-3	\$262,288
			MML 3A-4	\$269,841
			MML 4-1	\$255,082
			MML 4-2	\$262,420
			MML 4-3	\$269,978
Commander	Lieutenant Colonel	Wing Commander	MML 2A-1	\$156,098
			MML 2A-2	\$159,846
			MML 2A-3	\$163,705
			MML 2A-4	\$172,581
			MML 2B-1	\$180,162
			MML 2B-2	\$187,746
			MML 3-1	\$256,004
			MML 3-2	\$262,619
			MML 3-3	\$268,297
			MML 3-4	\$274,117
			MML 3-5	\$280,082
			MML 3A-1	\$268,297
			MML 3A-2	\$278,773
			MML 3A-3	\$287,288
			MML 3A-4	\$294,841
			MML 4-1	\$280,082
MML 4-2	\$287,420			
MML 4-3	\$294,978			
Captain	Colonel	Group Captain	MML 2A-1	\$168,398
			MML 2A-2	\$172,146
			MML 2A-3	\$176,005
			MML 2A-4	\$184,881
			MML 2B-1	\$192,462
			MML 2B-2	\$200,046
			MML 3-1	\$268,304

		MML 3-2	\$274,919
		MML 3-3	\$280,597
		MML 3-4	\$286,417
		MML 3-5	\$292,382
		MML 3A-1	\$280,597
		MML 3A-2	\$291,073
		MML 3A-3	\$299,588
		MML 3A-4	\$307,141
		MML 4-1	\$292,382
		MML 4-2	\$299,720
		MML 4-3	\$307,278

**8 Part 2 of Schedule B.8 (Specialist officer salary rates — medical officer)**

Omit the Part, substitute:

**Part 2: Member of the Permanent Forces (officer) in specialist officer career structure (military medicine trauma specialist)**

Column 1 Rank			Column 2 Increment	Column 3 Yearly salary rate
Navy	Army	Air Force		
Commander and above	Lieutenant Colonel and above	Wing Commander and above	6	\$383,185
			5	\$374,317
			4	\$363,236
			3	\$348,577
			2	\$335,529
			1	\$324,446
			entry	\$313,361
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$368,628
			5	\$359,761
			4	\$348,680
			3	\$334,020
			2	\$320,972
			1	\$309,889
			entry	\$298,805

**9 Part 3 of Schedule B.8 (Specialist officer salary rates — medical officer), table**

Omit the table, substitute:

Column 1 Rank			Column 2 Military medical level	Column 3 Daily salary rate
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	MML 1-2 (resident)	\$208.89
			MML 1-3 (senior resident)	\$235.85

			MML 1-4	\$271.50
			MML 2A-1	\$330.41
			MML 2A-2	\$340.67
			MML 2A-3	\$351.25
			MML 2A-4	\$375.56
			MML 2B-1	\$396.33
			MML 2B-2	\$417.11
			MML 3-1	\$604.12
			MML 3-2	\$622.24
			MML 3-3	\$637.80
			MML 3-4	\$653.75
			MML 3-5	\$670.09
			MML 3A-1	\$637.80
			MML 3A-2	\$667.87
			MML 3A-3	\$689.83
			MML 3A-4	\$710.52
			MML 4-1	\$670.09
			MML 4-2	\$690.19
			MML 4-3	\$710.90
Lieutenant Commander	Major	Squadron Leader	MML 1-3	\$263.31
			MML 1-4	\$299.57
			MML 2A-1	\$359.17
			MML 2A-2	\$369.44
			MML 2A-3	\$380.01
			MML 2A-4	\$404.33
			MML 2B-1	\$425.10
			MML 2B-2	\$445.88
			MML 3-1	\$632.89
			MML 3-2	\$651.01
			MML 3-3	\$666.57
			MML 3-4	\$682.51
			MML 3-5	\$698.85
			MML 3A-1	\$666.57
			MML 3A-2	\$695.27
			MML 3A-3	\$718.60
			MML 3A-4	\$739.29
MML 4-1	\$698.85			
MML 4-2	\$718.96			
MML 4-3	\$739.67			
Commander	Lieutenant Colonel	Wing Commander	MML 2A-1	\$427.67
			MML 2A-2	\$437.93
			MML 2A-3	\$448.51
			MML 2A-4	\$472.82
			MML 2B-1	\$493.59
			MML 2B-2	\$514.37
			MML 3-1	\$701.38
			MML 3-2	\$719.50
			MML 3-3	\$735.06
			MML 3-4	\$751.01
			MML 3-5	\$767.35
			MML 3A-1	\$735.06
			MML 3A-2	\$763.76
MML 3A-3	\$787.09			
MML 3A-4	\$807.78			

			MML 4-1	\$767.35
			MML 4-2	\$787.45
			MML 4-3	\$808.16
Captain	Colonel	Group Captain	MML 2A-1	\$461.36
			MML 2A-2	\$471.63
			MML 2A-3	\$482.21
			MML 2A-4	\$506.52
			MML 2B-1	\$527.29
			MML 2B-2	\$548.07
			MML 3-1	\$735.08
			MML 3-2	\$753.20
			MML 3-3	\$768.76
			MML 3-4	\$784.70
			MML 3-5	\$801.05
			MML 3A-1	\$768.76
			MML 3A-2	\$797.46
			MML 3A-3	\$820.79
			MML 3A-4	\$841.48
			MML 4-1	\$801.05
MML 4-2	\$821.15			
MML 4-3	\$841.86			

**10 Part 4 of Schedule B.8 (Specialist officer salary rates — medical officer)**

Omit the Part, substitute:

**Part 4: Member of the Reserves (officer) in specialist officer career structure (medicine trauma specialist)**

Column 1 Rank			Column 2 Increment	Column 3 Daily salary rate
Navy	Army	Air Force		
Commander and above	Lieutenant Colonel and above	Wing Commander and above	6	\$1,049.82
			5	\$1,025.53
			4	\$995.17
			3	\$955.01
			2	\$919.26
			1	\$888.89
			entry	\$858.52
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$1,009.94
			5	\$985.65
			4	\$955.29
			3	\$915.12
			2	\$879.38
			1	\$849.01
			entry	\$818.64

## Schedule 2—Transitional provisions

### 1 Definition

In this schedule the **DFRT Determination** means the Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as in force immediately before the commencement of this Schedule.

### 2 Medical level – transitional provision

1. This section applies to a member holding the rank of Lieutenant who was eligible to be paid a rate of salary under Part 1 or 3 of Schedule B.8 of the DFRT Determination before the commencement of this Determination.
2. If the member's medical level was 'resident' immediately before the commencement of this Determination, the member's military medical level is 'MML 1-2 (resident)' from the commencement of this Determination.
3. If the member's medical level was 'ML1-1' immediately before the commencement of this Determination, the member's military medical level is 'MML 1-3' (senior resident) from the commencement of this Determination.
4. If the member's medical level was 'ML1-2' immediately before the commencement of this Determination, the member's military medical level is 'MML 1-4' from the commencement of this Determination.

# EXPLANATORY STATEMENT

## Defence Force Remuneration Tribunal Determination No. 3 of 2021, Salaries – Medical Officer Specialist Officer Career Structure – amendment

This Determination amends Defence Force Remuneration Tribunal (DFRT) Determination No. 2 of 2017, *Salaries* (the Principal Determination), made under section 58H of the *Defence Act 1903* (the Act) and in accordance with subsection 33(3) of the *Acts Interpretation Act 1901* (AIA Act). The Principal Determination sets out provisions dealing with salary for members of the Australian Defence Force (ADF).

The purpose of this Determination is to amend the Principal Determination to incorporate changes to the medical officer specialist officer career structure as a result of the submissions made in DFRT Matter 17 of 2020 – ADF Medical Officers. Army, Navy and Air Force have all experienced ongoing difficulties retaining medical officers to meet uniformed capability requirements. These changes to the medical officer specialist officer career structure will enable services to attract and retain suitable candidates by providing a better career development structure with more competitive pay rates.

Section 1 of this Determination sets out the manner in which this Determination may be cited.

Section 2 of this Determination provides that the Determination commences on 29 April 2021.

Section 3 provides that this instrument has authority under section 58H of the *Defence Act 1903*.

Section 4 provides that each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

### Schedule 1—Medical Officers

Section 1 amends section A.1.12 of the Principal Determination which provides a table of definitions used in Part B Division 3 and Annexes B.3.A to B.3.D. The section is amended to change three references to ‘medical level’ to ‘military medical level’ as part of changes to the medical officer specialist officer career structure made by this Determination.

Sections 2 and 3 amend section A.1.12 of the Principal Determination which provides a table of definitions relevant to specialist officers used in Part B Division 3 and Annexes B.3.A to B.3.D. The section is amended to remove the examples provided which are non-legislative and administrative in nature.

Section 4 amends the table in subsection B.3.4.1 of the Principal Determination which lists the provisions where the rates of salary paid to specialist officers under Part B Division 3 can be located. The table is amended to change a reference to ‘medical level’ to ‘military medical level’ as part of changes to the medical officer specialist officer career structure made by this Determination.

Sections 5 and 6 omit table items 5 and 6 in subsection B.3.4.1 of the Principal Determination which lists the provisions where the rates of salary paid to specialist officers under Part B Division 3 can be located. The table items are omitted as the class of members they refer to no longer exist, and the table items are redundant.

Sections 7 and 9 omit and substitute the tables in Parts 1 and 3 of Schedule B.8 of the Principal Determination which provide the salary rate paid to members based on their rank and medical level. The tables provide a new list of salary rates for members based on their rank and military medical levels. The changes to the table are part of the alterations to the medical officer specialist officer career structure made by this Determination.

Sections 8 and 10 omit and substitute the tables in Parts 2 and 4 of Schedule B.8 of the Principal Determination which provide the salary rate paid to members based on their rank and medical level. The tables provide a new list of salary rates for members based on their rank and military medical levels. The

changes to the table are part of the alterations to the medical officer specialist officer career structure made by this Determination.

Schedule 2—Transitional provisions

Section 1 defines ‘the DFRT Determination’ as being Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, which is incorporated into this Schedule as in force immediately before the commencement of this Determination.

Section 2 is a transitional provision that provides that members holding the rank of Lieutenant whose medical levels were ‘resident’, ‘ML1-1’ or ‘ML1-2’ under Part 1 or 3 of Schedule B.8 of the Determination prior to commencement of this Schedule are now at the military medical levels of ‘MML1-2’ (resident), ‘MML1-3’ (senior resident) or ‘MML1-4’ on the commencement of this Schedule. As a consequence, these members will not be disadvantaged by the removal of the medical level they had previously held, and that they will be eligible to be paid a rate of salary at the new equivalent military medical level irrespective of any prerequisites or training requirements.

**Authority:** Section 58H of the  
*Defence Act 1903*