



Defence Force Remuneration Tribunal Determination No. 4 of 2021, ADF Workplace Remuneration Arrangement 2020–2023

The Defence Force Remuneration Tribunal make this Determination under section 58KD of the *Defence Act 1903*. It relates to Matter 12 of 2020 — ADF Workplace Remuneration Arrangement 2020-2023.

Dated 7 April 2021

Ingrid Asbury
President

.....

Adrian Morris
Member

.....

Major General Gerard Fogarty AO Rtd
Member

.....

1 Name

1. This Determination is Defence Force Remuneration Tribunal Determination No. 4 of 2021, ADF Workplace Remuneration Arrangement 2020–2023.
2. This Determination may also be cited as DFRT Determination No. 4 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.

Commencement information	
Column 1	Column 2
Provisions	Commencement
1. The whole of this instrument	13 May 2021

Note: This table relates only to the provisions of this instrument as originally made.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 58KD of the *Defence Act 1903*.

4 Schedules

Each instrument that is specified in a Schedule to this instrument is amended 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.

5 Saved and transitional rates

1. The amount payable for any non-reduction supplement under sections 3.2.52, 3.2.52A, 3.2.56, 3.2.57 and 3.2.58 of Defence Determination 2016/19, *Conditions of service*, as amended, is increased by two per cent.
2. The amount payable for any salary preservation under Part C of Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended, is increased by two per cent.

Schedule 1—Amendments to DFRT Determination No. 2 of 2017

Defence Force Remuneration Tribunal Determination No. 2 of 2017, Salaries¹

1 Schedule B.1 (Senior officer salary rates)

Omit Schedule B.1, substitute:

Schedule B.1 Senior officer salary rates

Part 1: Member of the Permanent Forces (senior officer) — pay grade

Column 1 Rank and increment				Column 2 Yearly salary rate for pay grade		
Navy	Army	Air Force	Increment	1	2	3
Rear Admiral	Major General	Air Vice Marshal	O8 – 1	\$258,650	–	–
			O8 – 0	\$245,113	–	–
Commodore	Brigadier	Air Commodore	O7 – 1	\$207,127	\$219,735	\$223,949
			O7 – 0	\$201,100	\$213,341	\$217,431

Part 2: Member of the Reserves (senior officer) — pay grade

Column 1 Rank and increment				Column 2 Daily salary rate for pay grade		
Navy	Army	Air Force	Increment	1	2	3
Admiral	General	Air Chief Marshal	O10 – 0	\$1,725.19	–	–
Rear Admiral	Major General	Air Vice Marshal	O8 – 1	\$708.63	–	–
			O8 – 0	\$671.54	–	–
Commodore	Brigadier	Air Commodore	O7 – 1	\$567.47	\$602.01	\$613.56
			O7 – 0	\$550.96	\$584.50	\$595.70

Part 3: Member of the Permanent Forces (senior officer) — pay point

Column 1			Column 2	Column 3	Column 4
Rank			Pay point	Remuneration component	Yearly remuneration rate
Navy	Army	Air Force			
Vice Admiral	Lieutenant General	Air Marshal	1	base salary	\$413,896
				Positional	\$0
			2	base salary	\$413,896
				Positional	\$39,788
			3	base salary	\$413,896
				Positional	\$76,718

Part 4: Member of the Reserves (senior officer) — pay point

Column 1			Column 2	Column 3	Column 4
Rank			Pay point	Remuneration component	Daily remuneration rate
Navy	Army	Air Force			
Vice Admiral	Lieutenant General	Air Marshal	1	base salary	\$1,133.96

2 Schedule B.3 (Officer salary rates)

Omit Schedule B.3, substitute:

**Schedule B.3
Officer salary rates**

Part 1: Member of the Permanent Forces (officer)

Column 1 Rank and increment				Column 2 Yearly salary rate for pay grade									
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Captain	Colonel	Group Captain	O6 – 1	\$161,409	\$166,007	\$171,313	\$175,910	\$181,039	\$186,785	\$192,556	\$198,793	\$205,038	\$209,211
			O6 – 0	\$156,818	\$161,415	\$166,725	\$171,319	\$176,447	\$182,195	\$187,959	\$194,204	\$200,449	\$204,619
Commander	Lieutenant Colonel	Wing Commander	O5 – 1	\$137,874	\$142,474	\$147,786	\$152,381	\$157,506	\$163,252	\$169,021	\$175,266	\$181,507	\$185,679
			O5 – 0	\$133,373	\$137,971	\$143,281	\$147,879	\$153,004	\$158,752	\$164,518	\$170,763	\$177,006	\$181,179
Lieutenant Commander	Major	Squadron Leader	O4 – 2	\$99,749	\$104,346	\$109,654	\$114,252	\$119,380	\$125,125	\$130,894	\$137,137	\$143,377	\$147,550
			O4 – 1	\$96,593	\$101,194	\$106,499	\$111,096	\$116,222	\$121,972	\$127,739	\$133,982	\$140,227	\$144,394
			O4 – 0	\$93,428	\$98,029	\$103,335	\$107,931	\$113,058	\$118,806	\$124,574	\$130,819	\$137,061	\$141,232
Lieutenant	Captain	Flight Lieutenant	O3 – 5	\$88,179	\$92,780	\$98,088	\$102,684	\$107,812	\$113,558	\$119,326	\$125,571	\$131,815	\$135,984
			O3 – 4	\$85,176	\$89,777	\$95,085	\$99,684	\$104,810	\$110,556	\$116,322	\$122,565	\$128,811	\$132,980
			O3 – 3	\$82,167	\$86,765	\$92,072	\$96,669	\$101,798	\$107,546	\$113,313	\$119,555	\$125,800	\$129,967
			O3 – 2	\$79,173	\$83,776	\$89,082	\$93,677	\$98,806	\$104,552	\$110,317	\$116,565	\$122,809	\$126,977
			O3 – 1	\$76,181	\$80,778	\$86,085	\$90,683	\$95,811	\$101,557	\$107,323	\$113,566	\$119,810	\$123,983
			O3 – 0	\$73,176	\$77,771	\$83,078	\$87,675	\$92,803	\$98,548	\$104,319	\$110,562	\$116,802	\$120,976
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$68,060	\$72,656	\$77,963	\$82,561	\$87,685	\$93,431	\$99,201	\$105,446	\$111,689	\$115,862
			O2 – 2	\$65,587	\$70,185	\$75,493	\$80,088	\$85,216	\$90,963	\$96,732	\$102,976	\$109,220	\$113,388
			O2 – 1	\$63,156	\$67,754	\$73,064	\$77,661	\$82,786	\$88,532	\$94,300	\$100,547	\$106,789	\$110,959
			O2 – 0	\$60,829	\$65,426	\$70,735	\$75,333	\$80,459	\$86,207	\$91,972	\$98,214	\$104,460	\$108,631

Column 1 Rank and increment				Column 2 Yearly salary rate for pay grade									
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 1	\$58,832	\$63,431	\$68,740	\$73,335	\$78,461	\$84,210	\$89,975	\$96,219	\$102,463	\$106,634
			O1 – 0	\$56,833	\$61,434	\$66,739	\$71,336	\$76,463	\$82,209	\$87,980	\$94,220	\$100,466	\$104,636

Part 2: Member of the Reserves (officer)

Column 1 Rank and increment				Column 2 Daily salary rate for pay grade									
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Captain	Colonel	Group Captain	O6 – 1	\$442.22	\$454.81	\$469.35	\$481.95	\$496.00	\$511.74	\$527.55	\$544.64	\$561.75	\$573.18
			O6 – 0	\$429.64	\$442.23	\$456.78	\$469.37	\$483.42	\$499.16	\$514.96	\$532.07	\$549.18	\$560.60
Commander	Lieutenant Colonel	Wing Commander	O5 – 1	\$377.74	\$390.34	\$404.89	\$417.48	\$431.52	\$447.27	\$463.07	\$480.18	\$497.28	\$508.71
			O5 – 0	\$365.41	\$378.00	\$392.55	\$405.15	\$419.19	\$434.94	\$450.73	\$467.84	\$484.95	\$496.38
Lieutenant Commander	Major	Squadron Leader	O4 – 2	\$273.28	\$285.88	\$300.42	\$313.02	\$327.07	\$342.81	\$358.61	\$375.72	\$392.81	\$404.25
			O4 – 1	\$264.64	\$277.24	\$291.78	\$304.37	\$318.42	\$334.17	\$349.97	\$367.07	\$384.18	\$395.60
			O4 – 0	\$255.97	\$268.57	\$283.11	\$295.70	\$309.75	\$325.50	\$341.30	\$358.41	\$375.51	\$386.94
Lieutenant	Captain	Flight Lieutenant	O3 – 5	\$241.59	\$254.19	\$268.73	\$281.33	\$295.38	\$311.12	\$326.92	\$344.03	\$361.14	\$372.56
			O3 – 4	\$233.36	\$245.96	\$260.51	\$273.11	\$287.15	\$302.89	\$318.69	\$335.79	\$352.91	\$364.33
			O3 – 3	\$225.12	\$237.71	\$252.25	\$264.85	\$278.90	\$294.65	\$310.45	\$327.55	\$344.66	\$356.07
			O3 – 2	\$216.91	\$229.52	\$244.06	\$256.65	\$270.70	\$286.44	\$302.24	\$319.36	\$336.46	\$347.88
			O3 – 1	\$208.72	\$221.31	\$235.85	\$248.45	\$262.50	\$278.24	\$294.04	\$311.14	\$328.25	\$339.68
			O3 – 0	\$200.48	\$213.07	\$227.61	\$240.21	\$254.25	\$269.99	\$285.81	\$302.91	\$320.01	\$331.44
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$186.47	\$199.06	\$213.60	\$226.19	\$240.23	\$255.98	\$271.78	\$288.89	\$306.00	\$317.43
			O2 – 2	\$179.69	\$192.29	\$206.83	\$219.42	\$233.47	\$249.21	\$265.02	\$282.13	\$299.23	\$310.65
			O2 – 1	\$173.03	\$185.63	\$200.18	\$212.77	\$226.81	\$242.55	\$258.36	\$275.47	\$292.57	\$304.00
			O2 – 0	\$166.65	\$179.25	\$193.79	\$206.39	\$220.44	\$236.18	\$251.98	\$269.08	\$286.19	\$297.62
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 1	\$161.18	\$173.78	\$188.33	\$200.92	\$214.96	\$230.71	\$246.51	\$263.61	\$280.72	\$292.15
			O1 – 0	\$155.71	\$168.31	\$182.85	\$195.44	\$209.49	\$225.23	\$241.04	\$258.14	\$275.25	\$286.67

3 Schedule B.4 (Other rank member appointed as officer – transitional salary rates)

Omit Schedule B.4, substitute:

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

Part 1: Member of the Permanent Forces (transition to officer)

Column 1 Rank and increment				Column 2 Transitional yearly salary rates									
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Lieutenant	Captain	Flight Lieutenant	O3 – 3	\$88,179	\$92,780	\$98,088	\$102,684	\$107,812	\$113,558	\$119,326	\$125,571	\$131,815	\$135,984
			O3 – 2	\$86,060	\$90,660	\$95,967	\$100,564	\$105,692	\$111,436	\$117,206	\$123,449	\$129,690	\$133,864
			O3 – 1	\$83,936	\$88,533	\$93,845	\$98,438	\$103,566	\$109,314	\$115,078	\$121,325	\$127,564	\$131,737
			O3 – 0	\$81,820	\$86,420	\$91,730	\$96,328	\$101,452	\$107,199	\$112,963	\$119,210	\$125,455	\$129,625
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$79,707	\$84,306	\$89,613	\$94,209	\$99,337	\$105,083	\$110,852	\$117,094	\$123,337	\$127,508
			O2 – 2	\$77,588	\$82,187	\$87,494	\$92,093	\$97,216	\$102,964	\$108,731	\$114,974	\$121,222	\$125,389
			O2 – 1	\$75,468	\$80,069	\$85,374	\$89,972	\$95,101	\$100,846	\$106,611	\$112,856	\$119,100	\$123,272
			O2 – 0	\$73,344	\$77,943	\$83,248	\$87,846	\$92,972	\$98,720	\$104,487	\$110,731	\$116,977	\$121,143
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 0	\$71,232	\$75,832	\$81,136	\$85,735	\$90,862	\$96,608	\$102,377	\$108,619	\$114,863	\$119,033

Part 2: Member of the Reserves (transition to officer)

Column 1 Rank and increment				Column 2 Transitional daily salary rates									
Navy	Army	Air Force		1	2	3	4	5	6	7	8	9	10
Lieutenant	Captain	Flight Lieutenant	O3 – 3	\$241.59	\$254.19	\$268.73	\$281.33	\$295.38	\$311.12	\$326.92	\$344.03	\$361.14	\$372.56
			O3 – 2	\$235.78	\$248.38	\$262.92	\$275.52	\$289.57	\$305.30	\$321.11	\$338.22	\$355.32	\$366.75
			O3 – 1	\$229.96	\$242.56	\$257.11	\$269.69	\$283.74	\$299.49	\$315.28	\$332.40	\$349.49	\$360.92
			O3 – 0	\$224.16	\$236.77	\$251.32	\$263.91	\$277.95	\$293.70	\$309.49	\$326.60	\$343.71	\$355.14
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$218.38	\$230.98	\$245.52	\$258.11	\$272.16	\$287.90	\$303.70	\$320.81	\$337.91	\$349.34
			O2 – 2	\$212.57	\$225.17	\$239.71	\$252.31	\$266.35	\$282.09	\$297.89	\$315.00	\$332.12	\$343.53
			O2 – 1	\$206.76	\$219.37	\$233.90	\$246.50	\$260.55	\$276.29	\$292.08	\$309.19	\$326.30	\$337.73
			O2 – 0	\$200.94	\$213.54	\$228.08	\$240.67	\$254.72	\$270.47	\$286.27	\$303.37	\$320.48	\$331.90
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 0	\$195.16	\$207.76	\$222.29	\$234.89	\$248.94	\$264.68	\$280.48	\$297.59	\$314.69	\$326.12

4 Schedule B.5 (Specialist officer salary rates – Chaplain and Maritime Spiritual Wellbeing Officer)

Omit Schedule B.5, substitute:

Schedule B.5

Specialist officer salary rates – Chaplain and Maritime Spiritual Wellbeing Officer

Part 1: Member of the Permanent Forces in specialist career structure – Chaplain

Column 1 Classification	Column 2 Competency level	Column 3 Yearly salary rate
Chaplain Division 1	CL 1-1	\$88,431
	CL 1-2	\$91,559
	CL 2-1	\$94,774
	CL 2-2	\$98,097
	CL 2-3	\$101,519
Chaplain Division 2	CL 2-1	\$103,548
	CL 2-2	\$105,619
	CL 2-3	\$107,729
	CL 2-4	\$109,882
	CL 3-1	\$112,080
	CL 3-2	\$114,323
	CL 3-3	\$116,609
Chaplain Division 3	CL 3-1	\$142,185
	CL 3-2	\$146,571
Chaplain Division 4	CL 3-1	\$155,083
	CL 3-2	\$159,770

Part 2: Member of the Reserves in specialist career structure – Chaplain

Column 1 Classification	Column 2 Competency level	Column 3 Daily salary rate
Chaplain Division 1	CL 1-1	\$242.28
	CL 1-2	\$250.85
	CL 2-1	\$259.65
	CL 2-2	\$268.76
	CL 2-3	\$278.13
Chaplain Division 2	CL 2-1	\$283.69
	CL 2-2	\$289.37
	CL 2-3	\$295.15
	CL 2-4	\$301.05
	CL 3-1	\$307.07
	CL 3-2	\$313.21
	CL 3-3	\$319.48
Chaplain Division 3	CL 3-1	\$389.55
	CL 3-2	\$401.56
Chaplain Division 4	CL 3-1	\$424.88
	CL 3-2	\$437.73

Part 3: Member of the Permanent Forces in specialist career structure – Maritime Spiritual Wellbeing Officer

Column 1 Classification	Column 2 Competency level	Column 3 Yearly salary rate
Maritime Spiritual Wellbeing Officer Class 1	CL 1-1	\$88,431
	CL 1-2	\$91,559
	CL 2-1	\$94,774
	CL 2-2	\$98,097
	CL 2-3	\$101,519
Maritime Spiritual Wellbeing Officer Class 2	CL 2-1	\$103,548
	CL 2-2	\$105,619
	CL 2-3	\$107,729
	CL 2-4	\$109,882
	CL 3-1	\$112,080
	CL 3-2	\$114,323
	CL 3-3	\$116,609
Maritime Spiritual Wellbeing Officer Class 3	CL 3-1	\$142,185
	CL 3-2	\$146,571
Maritime Spiritual Wellbeing Officer Class 4	CL 3-1	\$155,083
	CL 3-2	\$159,770

Part 4: Member of the Reserves in specialist career structure – Maritime Spiritual Wellbeing Officer

Column 1 Classification	Column 2 Competency level	Column 3 Daily salary rate
Maritime Spiritual Wellbeing Officer Class 1	CL 1-1	\$242.28
	CL 1-2	\$250.85
	CL 2-1	\$259.65
	CL 2-2	\$268.76
	CL 2-3	\$278.13
Maritime Spiritual Wellbeing Officer Class 2	CL 2-1	\$283.69
	CL 2-2	\$289.37
	CL 2-3	\$295.15
	CL 2-4	\$301.05
	CL 3-1	\$307.07
	CL 3-2	\$313.21
	CL 3-3	\$319.48
Maritime Spiritual Wellbeing Officer Class 3	CL 3-1	\$389.55
	CL 3-2	\$401.56
Maritime Spiritual Wellbeing Officer Class 4	CL 3-1	\$424.88
	CL 3-2	\$437.73

5 Schedule B.6 (Specialist officer salary rates – dental officer)

Omit Schedule B.6, substitute:

Schedule B.6
Specialist officer salary rates – dental officer

Part 1: Member of the Permanent Forces (officer) in specialist career structure

Column 1 Rank			Column 2 Dental level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	DL 1-1	\$94,354
			DL 1-2	\$98,003
			DL 2-1	\$125,634
			DL 2-2	\$129,784
			DL 2-3	\$134,055
			DL 3-1	\$142,852
			DL 3-2	\$147,514
			DL 3-3	\$152,319
			DL 4	\$162,209
Lieutenant Commander	Major	Squadron Leader	DL 2-1	\$138,075
			DL 2-2	\$142,596
			DL 2-3	\$147,252
			DL 3-1	\$156,840
			DL 3-2	\$161,923
			DL 3-3	\$167,156
			DL 4	\$177,940
Commander	Lieutenant Colonel	Wing Commander	DL 2 (higher duties or temporary duty only)	\$170,294
			DL 3	\$191,478
			DL 4	\$202,953
Captain	Colonel	Group Captain	DL 3	\$207,963
			DL 4	\$220,432

Part 2: Member of the Reserves (officer) in specialist career structure

Column 1 Rank			Column 2 Dental level	Column 3 Daily salary rate
Navy	Army	Air Force		
Lieutenant	Captain	Flight Lieutenant	DL 1-1	\$258.50
			DL 1-2	\$268.50
			DL 2-1	\$344.20
			DL 2-2	\$355.57
			DL 2-3	\$367.27
			DL 3-1	\$391.38
			DL 3-2	\$404.15
			DL 3-3	\$417.31
			DL 4	\$444.41
Lieutenant Commander	Major	Squadron Leader	DL 2-1	\$378.29
			DL 2-2	\$390.67
			DL 2-3	\$403.43
			DL 3-1	\$429.70
			DL 3-2	\$443.62
			DL 3-3	\$457.96
			DL 4	\$487.51
Commander	Lieutenant Colonel	Wing Commander	DL 2 (higher duties or temporary duty only)	\$466.56
			DL 3	\$524.60
			DL 4	\$556.04
Captain	Colonel	Group Captain	DL 3	\$569.76
			DL 4	\$603.92

6 Schedule B.7 (Specialist officer salary rates – legal officer)

Omit Schedule B.7, substitute:

Schedule B.7
Specialist officer salary rates – legal officer

Part 1: Member of the Permanent Forces (officer) in specialist career structure

Column 1 Rank			Column 2 Legal level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Sub Lieutenant	Lieutenant	Flying Officer	LL 1	\$65,426
Lieutenant	Captain	Flight Lieutenant	LL 1	\$75,215
			LL 2-1	\$77,771
			LL 2-2	\$80,778
			LL 2-3	\$83,776
			LL 2-4	\$86,765
			LL 2-5	\$89,777
			LL 2-6	\$92,780
			LL 3-1	\$105,632
			LL 3-2	\$114,751
Lieutenant Commander	Major	Squadron Leader	LL 2-1	\$98,029
			LL 2-2	\$101,194
			LL 2-3	\$104,346
			LL 2-4	\$105,632
			LL 3-1	\$123,131
			LL 3-2	\$132,242
			LL 3-3	\$136,673
			LL 3-4	\$145,544
			LL 4-1	\$151,333
			LL 4-2	\$154,965
			LL 4-3	\$158,837
			LL 4-4	\$162,950
Commander	Lieutenant Colonel	Wing Commander	LL 3-1	\$170,728
			LL 3-2	\$175,842
			LL 4-1	\$181,065
			LL 4-2	\$187,734
			LL 5	\$193,730
Captain	Colonel	Group Captain	LL 3 (higher duties or temporary duty only)	\$184,785
			LL 4	\$193,730
			LL 5-1	\$199,726
			LL 5-2	\$206,777

Part 2: Member of the Reserves (officer) in specialist career structure

Column 1 Rank			Column 2 Legal level	Column 3 Daily salary rate
Navy	Army	Air Force		
Sub Lieutenant	Lieutenant	Flying Officer	LL 1	\$179.25
Lieutenant	Captain	Flight Lieutenant	LL 1	\$206.07
			LL 2-1	\$213.07
			LL 2-2	\$221.31
			LL 2-3	\$229.52
			LL 2-4	\$237.71
			LL 2-5	\$245.96
			LL 2-6	\$254.19
			LL 3-1	\$289.40
			LL 3-2	\$314.39
			LL-B	\$513.76
			LL-A	\$530.19
Lieutenant Commander	Major	Squadron Leader	LL 2-1	\$268.57
			LL 2-2	\$277.24
			LL 2-3	\$285.88
			LL 2-4	\$289.40
			LL 3-1	\$337.35
			LL 3-2	\$362.31
			LL 3-3	\$374.45
			LL 3-4	\$398.75
			LL 4-1	\$414.61
			LL 4-2	\$424.56
			LL 4-3	\$435.17
			LL 4-4	\$446.44
			LL-B	\$513.76
			LL-A	\$530.19
Commander	Lieutenant Colonel	Wing Commander	LL 3-1	\$467.75
			LL 3-2	\$481.76
			LL 4-1	\$496.07
			LL 4-2	\$514.34
			LL 5	\$530.77
			LL-B	\$514.34
			LL-A	\$530.76
Captain	Colonel	Group Captain	LL 3 (higher duties or temporary duty only)	\$506.26
			LL 4	\$530.77
			LL 5-1	\$547.19
			LL 5-2	\$566.51
			LL-B	\$514.34
			LL-A	\$530.76

7 Schedule B.8 (Specialist officer salary rates – medical officer)

Omit Schedule B.8, substitute:

Schedule B.8

Specialist officer salary rates – medical officer

Part 1: Member of the Permanent Forces (officer) in specialist career structure

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)	\$77,771
			MML 1-3 (senior resident)	\$87,808
			MML 1-4	\$101,079
			MML 2A-1	\$123,010
			MML 2A-2	\$126,833
			MML 2A-3	\$130,769
			MML 2A-4	\$139,823
			MML 2B-1	\$147,555
			MML 2B-2	\$155,291
			MML 3-1	\$224,914
			MML 3-2	\$231,661
			MML 3-3	\$237,453
			MML 3-4	\$243,389
			MML 3-5	\$249,474
			MML 3A-1	\$237,453
			MML 3A-2	\$248,648
			MML 3A-3	\$256,824
			MML 3A-4	\$264,528
			MML 4-1	\$249,474
			MML 4-2	\$256,958
			MML 4-3	\$264,668
Lieutenant Commander	Major	Squadron Leader	MML 1-3	\$98,029
			MML 1-4	\$111,531
			MML 2A-1	\$133,720
			MML 2A-2	\$137,543
			MML 2A-3	\$141,479
			MML 2A-4	\$150,533
			MML 2B-1	\$158,265
			MML 2B-2	\$166,001
			MML 3-1	\$235,624
			MML 3-2	\$242,371
			MML 3-3	\$248,163
			MML 3-4	\$254,099
			MML 3-5	\$260,184
			MML 3A-1	\$248,163
			MML 3A-2	\$258,848
			MML 3A-3	\$267,534
			MML 3A-4	\$275,238
			MML 4-1	\$260,184
			MML 4-2	\$267,668
			MML 4-3	\$275,378

Part 1: Member of the Permanent Forces (officer) in specialist career structure (continued)

Column 1 Rank			Column 2 Military Medical level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Commander	Lieutenant Colonel	Wing Commander	MML 2A-1	\$159,220
			MML 2A-2	\$163,043
			MML 2A-3	\$166,979
			MML 2A-4	\$176,033
			MML 2B-1	\$183,765
			MML 2B-2	\$191,501
			MML 3-1	\$261,124
			MML 3-2	\$267,871
			MML 3-3	\$273,663
			MML 3-4	\$279,599
			MML 3-5	\$285,684
			MML 3A-1	\$273,663
			MML 3A-2	\$284,348
			MML 3A-3	\$293,034
			MML 3A-4	\$300,738
			MML 4-1	\$285,684
			MML 4-2	\$293,168
			MML 4-3	\$300,878
Captain	Colonel	Group Captain	MML 2A-1	\$171,766
			MML 2A-2	\$175,589
			MML 2A-3	\$179,525
			MML 2A-4	\$188,579
			MML 2B-1	\$196,311
			MML 2B-2	\$204,047
			MML 3-1	\$273,670
			MML 3-2	\$280,417
			MML 3-3	\$286,209
			MML 3-4	\$292,145
			MML 3-5	\$298,230
			MML 3A-1	\$286,209
			MML 3A-2	\$296,894
			MML 3A-3	\$305,580
			MML 3A-4	\$313,284
			MML 4-1	\$298,230
			MML 4-2	\$305,714
			MML 4-3	\$313,424

Part 2: Member of the Permanent Forces (officer) in specialist officer career structure (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	\$390,849
			5	\$381,803
			4	\$370,501
			3	\$355,549
			2	\$342,240
			1	\$330,935
			entry	\$319,628
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$376,001
			5	\$366,956
			4	\$355,654
			3	\$340,700
			2	\$327,391
			1	\$316,087
			entry	\$304,781

Part 3: Member of the Reserves (officer) in specialist career structure

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)	\$213.07
			MML 1-3 (senior resident)	\$240.57
			MML 1-4	\$276.93
			MML 2A-1	\$337.01
			MML 2A-2	\$347.49
			MML 2A-3	\$358.27
			MML 2A-4	\$383.08
			MML 2B-1	\$404.26
			MML 2B-2	\$425.45
			MML 3-1	\$616.20
			MML 3-2	\$634.69
			MML 3-3	\$650.56
			MML 3-4	\$666.82
			MML 3-5	\$683.49
			MML 3A-1	\$650.56
			MML 3A-2	\$681.23
			MML 3A-3	\$703.63
			MML 3A-4	\$724.73
			MML 4-1	\$683.49
			MML 4-2	\$703.99
			MML 4-3	\$725.12
Lieutenant Commander	Major	Squadron Leader	MML 1-3	\$268.57
			MML 1-4	\$305.56
			MML 2A-1	\$366.36
			MML 2A-2	\$376.83
			MML 2A-3	\$387.61
			MML 2A-4	\$412.42
			MML 2B-1	\$433.60
			MML 2B-2	\$454.80
			MML 3-1	\$645.55
			MML 3-2	\$664.03
			MML 3-3	\$679.90
			MML 3-4	\$696.16
			MML 3-5	\$712.83
			MML 3A-1	\$679.90
			MML 3A-2	\$709.17
			MML 3A-3	\$732.97
			MML 3A-4	\$754.08
			MML 4-1	\$712.83
			MML 4-2	\$733.34
			MML 4-3	\$754.46

Part 3: Member of the Reserves (officer) in specialist career structure (continued)

Column 1 Rank			Column 2 Military Medical level	Column 3 Daily salary rate
Navy	Army	Air Force		
Commander	Lieutenant Colonel	Wing Commander	MML 2A-1	\$436.22
			MML 2A-2	\$446.69
			MML 2A-3	\$457.48
			MML 2A-4	\$482.28
			MML 2B-1	\$503.47
			MML 2B-2	\$524.66
			MML 3-1	\$715.41
			MML 3-2	\$733.89
			MML 3-3	\$749.76
			MML 3-4	\$766.02
			MML 3-5	\$782.70
			MML 3A-1	\$749.76
			MML 3A-2	\$779.04
			MML 3A-3	\$802.83
			MML 3A-4	\$823.94
			MML 4-1	\$782.70
			MML 4-2	\$803.20
			MML 4-3	\$824.32
Captain	Colonel	Group Captain	MML 2A-1	\$470.59
			MML 2A-2	\$481.07
			MML 2A-3	\$491.85
			MML 2A-4	\$516.65
			MML 2B-1	\$537.84
			MML 2B-2	\$559.03
			MML 3-1	\$749.78
			MML 3-2	\$768.27
			MML 3-3	\$784.13
			MML 3-4	\$800.40
			MML 3-5	\$817.07
			MML 3A-1	\$784.13
			MML 3A-2	\$813.41
			MML 3A-3	\$837.21
			MML 3A-4	\$858.31
			MML 4-1	\$817.07
			MML 4-2	\$837.57
			MML 4-3	\$858.70

**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	\$1,070.82
			5	\$1,046.04
			4	\$1,015.07
			3	\$974.11
			2	\$937.64
			1	\$906.67
			entry	\$875.69
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$1,030.14
			5	\$1,005.36
			4	\$974.39
			3	\$933.42
			2	\$896.96
			1	\$865.99
			entry	\$835.02

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

Omit Schedule B.10, substitute:

Schedule B.10

Service Warrant Officer and Warrant Officer Class 1 salary rates

Part 1: Member of the Permanent Forces (Service Warrant Officers)

Column 1 - Rank	Column 2 Yearly rate of salary
Service Warrant Officer	\$127,534

Part 2: Member of the Permanent Forces (Warrant Officer Class 1)

Column 1		Column 2 Yearly rate of salary for pay grade									
Rank and tier	Increment	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	0	-	-	-	-	-	-	-	\$115,895	\$121,495	\$127,534
WO1 - Tier B	0	-	-	-	\$97,369	\$101,483	\$105,924	\$110,718	\$115,895	\$121,495	\$127,534
WO1 - Tier A	1	\$84,608	\$87,358	\$90,884	\$94,687	\$98,800	\$103,239	\$108,037	\$113,215	\$118,809	\$124,851
	0	\$82,863	\$85,610	\$89,134	\$92,944	\$97,055	\$101,491	\$106,289	\$111,469	\$117,061	\$123,103

Part 3: Member of the Reserves (Warrant Officer Class 1)

Column 1		Column 2 Daily rate of salary for pay grade									
Rank and tier	Increment	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	0	-	-	-	-	-	-	-	\$317.52	\$332.86	\$349.41
WO1 - Tier B	0	-	-	-	\$266.76	\$278.04	\$290.20	\$303.34	\$317.52	\$332.86	\$349.41
WO1 - Tier A	1	\$231.80	\$239.34	\$249.00	\$259.42	\$270.68	\$282.85	\$295.99	\$310.18	\$325.50	\$342.06
	0	\$227.02	\$234.55	\$244.20	\$254.64	\$265.90	\$278.06	\$291.20	\$305.39	\$320.72	\$337.27

9 Schedule B.12 (Other rank salary rates)

Omit Schedule B.12, substitute:

Schedule B.12

Other rank salary rates

Part 1: Member of the Permanent Forces (Other ranks)

Column 1 Rank and increment				Column 2 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	\$77,930	\$80,677	\$84,203	\$88,011	\$92,123	\$96,561	\$101,357	\$106,537	\$112,130	\$118,172
			0	\$76,319	\$79,067	\$82,595	\$86,400	\$90,513	\$94,953	\$99,749	\$104,928	\$110,520	\$116,563
	Staff Sergeant		0	\$73,760	\$76,508	\$80,031	\$83,840	\$87,952	\$92,392	\$97,186	\$102,364	\$107,959	\$114,002
Petty Officer	Sergeant	Sergeant	2	\$68,783	\$71,531	\$75,059	\$78,864	\$82,977	\$87,415	\$92,212	\$97,390	\$102,985	\$109,026
			1	\$67,352	\$70,101	\$73,625	\$77,434	\$81,546	\$85,987	\$90,777	\$95,959	\$101,553	\$107,596
			0	\$65,950	\$68,698	\$72,223	\$76,032	\$80,143	\$84,584	\$89,376	\$94,557	\$100,150	\$106,193
Leading Seaman	Corporal	Corporal	2	\$59,455	\$62,202	\$65,725	\$69,533	\$73,648	\$78,085	\$82,879	\$88,060	\$93,651	\$99,695
			1	\$58,209	\$60,958	\$64,483	\$68,291	\$72,403	\$76,841	\$81,638	\$86,816	\$92,408	\$98,449
			0	\$56,989	\$59,737	\$63,262	\$67,069	\$71,179	\$75,622	\$80,418	\$85,596	\$91,190	\$97,235
	Lance Corporal		0	\$52,423	\$55,170	\$58,692	\$62,504	\$66,614	\$71,054	\$75,847	\$81,028	\$86,618	\$92,663
Able Seaman	Private Proficient*	Leading Aircraftman	0	\$51,340	\$54,088	\$57,614	\$61,420	\$65,533	\$69,975	\$74,766	\$79,946	\$85,540	\$91,580
Seaman	Private	Aircraftman	0	\$50,278	\$53,028	\$56,551	\$60,359	\$64,471	\$68,911	\$73,708	\$78,885	\$84,478	\$90,523

***Note:** Private Proficient is not an ADF rank. It is a proficiency point for which a higher rate of salary is provided.

Part 2: Member of the Reserves (Other ranks)

Column 1 Rank and increment				Column 2 Daily 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	\$213.51	\$221.03	\$230.69	\$241.13	\$252.39	\$264.55	\$277.69	\$291.88	\$307.21	\$323.76
			0	\$209.09	\$216.62	\$226.29	\$236.71	\$247.98	\$260.15	\$273.28	\$287.47	\$302.79	\$319.35
	Staff Sergeant		0	\$202.08	\$209.61	\$219.26	\$229.70	\$240.96	\$253.13	\$266.26	\$280.45	\$295.78	\$312.33
Petty Officer	Sergeant	Sergeant	2	\$188.45	\$195.98	\$205.64	\$216.07	\$227.33	\$239.49	\$252.64	\$266.82	\$282.15	\$298.70
			1	\$184.53	\$192.06	\$201.71	\$212.15	\$223.41	\$235.58	\$248.70	\$262.90	\$278.23	\$294.78
			0	\$180.68	\$188.21	\$197.87	\$208.31	\$219.57	\$231.74	\$244.87	\$259.06	\$274.38	\$290.94
Leading Seaman	Corporal	Corporal	2	\$162.89	\$170.42	\$180.07	\$190.50	\$201.78	\$213.93	\$227.07	\$241.26	\$256.58	\$273.14
			1	\$159.48	\$167.01	\$176.67	\$187.10	\$198.36	\$210.52	\$223.67	\$237.85	\$253.17	\$269.72
			0	\$156.13	\$163.66	\$173.32	\$183.75	\$195.01	\$207.18	\$220.32	\$234.51	\$249.84	\$266.40
	Lance Corporal		0	\$143.62	\$151.15	\$160.80	\$171.24	\$182.50	\$194.67	\$207.80	\$221.99	\$237.31	\$253.87
Able Seaman	Private Proficient*	Leading Aircraftman	0	\$140.66	\$148.19	\$157.85	\$168.27	\$179.54	\$191.71	\$204.84	\$219.03	\$234.36	\$250.90
Seaman	Private	Aircraftman	0	\$137.75	\$145.28	\$154.93	\$165.37	\$176.63	\$188.80	\$201.94	\$216.12	\$231.45	\$248.01

***Note:** Private Proficient is not an ADF rank. It is a proficiency point for which a higher rate of salary is provided.

10 Schedule B.13 (Trainee salary rates)

Omit Schedule B.13, substitute:

Schedule B.13**Trainee salary rates****Part 1: Member of the Permanent Forces (trainee)**

Column 1 Item	Column 2 Training capacity	Column 3 Yearly salary rate
1.	Normal entry recruit during basic recruit training	\$39,586
2.	Member undergoing initial category or trade or employment training	
	0-6 months	\$45,241
	6-12 months	\$48,068
	12 months or more	\$50,896
3.	Member undertaking a combination of degree course and officer training, or study in preparation for such a course:	
	while undertaking matriculation or equivalent studies	\$27,645
	1 st year of training	\$33,789
	2 nd year of training	\$39,932
	3 rd year of training	\$46,076
	4 th year of training	\$52,219
4.	Member participating in the undergraduate entry scheme completing a degree greater than three years:	
	with six years to graduation	\$27,645
	with five years to graduation	\$27,645
	with four years to graduation	\$33,789
	with three years to graduation	\$39,932
	with two years to graduation	\$46,076
	in the final year	\$52,219
	1 st postgraduate legal year	\$61,434
	1 st postgraduate medical year (year of internship)	\$77,771
	Member participating in undergraduate entry scheme completing a three year degree:	
	with three years to graduation	\$33,789
	with two years to graduation	\$39,932
	in the final year	\$46,076
5.	Member participating in the officer tertiary recruitment scheme who immediately before entering the scheme was not a member rendering continuous full-time service, and:	
	with six years to graduation	\$27,645
	with five years to graduation	\$27,645
	with four years to graduation	\$33,789
	with three years to graduation	\$39,932
	with two years to graduation	\$46,076
	in the final year	\$52,219

Part 1: Member of the Permanent Forces (trainee) (continued)

Column 1 Item	Column 2 Training capacity	Column 3 Yearly salary rate
6.	Member undergoing officer training and not undertaking a degree course: member of the Army or Air Force: <ul style="list-style-type: none"> without a degree (0-6 months) without a degree (6 months or more) with a degree member of the Navy: <ul style="list-style-type: none"> without a degree (1st year) without a degree (2nd year) with a degree 	
7.	Member participating in the graduate medical scheme who immediately before entering the scheme was not a member rendering continuous full-time service, and in: <ul style="list-style-type: none"> 1st year of training 2nd year of training 3rd year of training 4th year of training year of internship (1st postgraduate medical year) 	

Part 2: Member of the Reserves (trainee)

Column 1 Item	Column 2 Training capacity	Column 3 Daily salary rate
1.	Normal entry recruit during basic recruit training	\$108.45
2.	Member undergoing initial category or trade or employment training	\$123.95
3.	Student /Member at Officer Training Unit: <ul style="list-style-type: none"> without a degree with a degree 	

11 Schedule B.14 (Specialist officer salary rates – aviation)

Omit Schedule B.14, substitute:

Schedule B.14

Specialist officer salary rates – aviation

Part 1: Member of the Permanent Forces (specialist officer)

Column 1 Item	Column 2 Class	Column 3 Experience level	Column 4 Yearly salary rate
1.	all aircrew officers	AS 0	\$93,433
		AS 1	\$97,434
		AS 2	\$101,441
		AS 3	\$105,441
		AS 4	\$109,446
		AS 5	\$113,446
		AS 6	\$117,452
		AS 7	\$121,453
		AS 8	\$125,456
		AS 9	\$129,457
		AS 10	\$133,461
		AS 11	\$137,463
		AS 12	\$141,465
		AS 13	\$145,468
		AS 14	\$149,472
		AS 15	\$153,472
		AS 16	\$157,476
2.	all aircrew officers	AS 17	\$161,477
		AS 18	\$164,146
		AS 19	\$166,816
3.	all aircrew officers	AS 20	\$169,484
		AS 21	\$172,152
		AS 22	\$174,822
		AS 23	\$177,487
		AS 24	\$180,155
4.	Aircrew officers who have held the rank of Colonel and either command at Tier 1 or Tier 2 (General Service Officer Grade 8)	AS 25	\$182,827
		AS 26	\$185,492
		AS 27	\$188,163
		AS 28	\$190,832
		AS 29	\$193,499
	Flight test engineers who have held command at Tier 1 or Tier 2		

Part 2: Member of the Reserves (specialist officer)

Column 1 Item	Column 2 Class	Column 3 Experience level	Column 4 Daily salary rate
1.	all aircrew officers air traffic controllers	AS 0	\$255.98
		AS 1	\$266.94
		AS 2	\$277.92
		AS 3	\$288.88
		AS 4	\$299.85
		AS 5	\$310.81
		AS 6	\$321.79
		AS 7	\$332.75
		AS 8	\$343.72
		AS 9	\$354.68
		AS 10	\$365.65
		AS 11	\$376.61
		AS 12	\$387.58
		AS 13	\$398.54
		AS 14	\$409.51
		AS 15	\$420.47
		AS 16	\$431.44
2.	all aircrew officers air traffic officers who have held a detachment command position	AS 17	\$442.40
		AS 18	\$449.72
		AS 19	\$457.03
3.	all aircrew officers	AS 20	\$464.34
		AS 21	\$471.65
		AS 22	\$478.96
		AS 23	\$486.27
		AS 24	\$493.58
4.	Aircrew officers who have held the rank of Colonel and either command at Tier 1 or Tier 2 (General Service Officer Grade 8)	AS 25	\$500.90
		AS 26	\$508.20
		AS 27	\$515.52
		AS 28	\$522.83
		AS 29	\$530.13

Part 3: Member of the Permanent Forces (Officer Aviation member)

Column 1 Item	Column 2 Officer Aviation increment	Column 3 Yearly salary rate for Major and below	Column 4 Yearly salary rate for Lieutenant Colonel and Colonel
1.	OA 0	\$61,434	-
2.	OA 1	\$65,435	-
3.	OA 2	\$69,438	-
4.	OA 3	\$73,439	-
5.	OA 4	\$77,440	-
6.	OA 5	\$81,443	-
7.	OA 6	\$85,444	-
8.	OA 7	\$89,446	-
9.	OA 8	\$93,433	-
10.	OA 9	\$97,434	-
11.	OA 10	\$101,441	-
12.	OA 11	\$105,441	-
13.	OA 12	\$109,446	-
14.	OA 13	\$113,446	-
15.	OA 14	\$117,452	-
16.	OA 15	\$121,453	-
17.	OA 16	\$125,456	-
18.	OA 17	\$129,457	-
19.	OA 18	\$133,461	-
20.	OA 19	\$137,463	\$152,310
21.	OA 20	\$141,465	\$156,313
22.	OA 21	\$145,468	\$160,315
23.	OA 22	\$149,472	\$164,320
24.	OA 23	\$153,472	\$168,320
25.	OA 24	\$157,476	\$172,324
26.	OA 25	\$161,477	\$176,325
27.	OA 26	\$164,146	\$178,993
28.	OA 27	\$166,816	\$181,664
29.	OA 28	\$169,484	\$184,331
30.	OA 29	\$172,152	\$187,000
31.	OA 30	\$174,822	\$189,670
32.	OA 31	\$177,487	\$192,335
33.	OA 32	\$180,155	\$195,004
34.	OA 33	\$182,827	\$197,673
35.	OA 34	\$185,492	\$200,340
36.	OA 35	\$188,163	\$203,012
37.	OA 36	\$190,832	\$205,679
38.	OA 37	\$194,363	\$209,211

Part 4: Member of the Reserves (Officer Aviation member)

Column 1 Item	Column 2 Officer Aviation increment	Column 3 Daily salary rate for Major and below	Column 4 Daily salary rate for Lieutenant Colonel and Colonel
1.	OA 0	\$168.31	-
2.	OA 1	\$179.27	-
3.	OA 2	\$190.24	-
4.	OA 3	\$201.20	-
5.	OA 4	\$212.16	-
6.	OA 5	\$223.13	-
7.	OA 6	\$234.09	-
8.	OA 7	\$245.06	-
9.	OA 8	\$255.98	-
10.	OA 9	\$266.94	-
11.	OA 10	\$277.92	-
12.	OA 11	\$288.88	-
13.	OA 12	\$299.85	-
14.	OA 13	\$310.81	-
15.	OA 14	\$321.79	-
16.	OA 15	\$332.75	-
17.	OA 16	\$343.72	-
18.	OA 17	\$354.68	-
19.	OA 18	\$365.65	-
20.	OA 19	\$376.61	\$417.29
21.	OA 20	\$387.58	\$428.25
22.	OA 21	\$398.54	\$439.22
23.	OA 22	\$409.51	\$450.19
24.	OA 23	\$420.47	\$461.15
25.	OA 24	\$431.44	\$472.12
26.	OA 25	\$442.40	\$483.08
27.	OA 26	\$449.72	\$490.39
28.	OA 27	\$457.03	\$497.71
29.	OA 28	\$464.34	\$505.02
30.	OA 29	\$471.65	\$512.33
31.	OA 30	\$478.96	\$519.64
32.	OA 31	\$486.27	\$526.95
33.	OA 32	\$493.58	\$534.26
34.	OA 33	\$500.90	\$541.57
35.	OA 34	\$508.20	\$548.88
36.	OA 35	\$515.52	\$556.20
37.	OA 36	\$522.83	\$563.50
38.	OA 37	\$532.50	\$573.18

12 Schedule B.15 (Senior officer specialist salary rates – medical officer)

Omit Schedule B.15, substitute:

Schedule B.15

Senior officer specialist salary rates – medical officer

Part 1: Member of the Permanent Forces (senior officer) in specialist career structure

Column 1 Rank			Column 2 Medical level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	ML 3	\$251,838
			ML 4	\$273,348
Rear Admiral	Major General	Air Vice Marshal	ML 3	\$277,408
			ML 4	\$298,914

Part 2: Member of the Reserves (senior officer) in specialist career structure

Column 1 Rank			Column 2 Medical level	Column 3 Daily salary rate
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	ML 3	\$689.97
			ML 4	\$748.90
Rear Admiral	Major General	Air Vice Marshal	ML 3	\$760.02
			ML 4	\$818.94

13 Schedule B.16 (Senior officer specialist salary rates – dental officer)

Omit Schedule B.16, substitute:

Schedule B.16

Senior officer salary rates – dental officer

Part 1: Member of the Permanent Forces (senior officer) in specialist career structure

Column 1 Rank			Column 2 Dental level	Column 3 Annual rate of salary
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	DL 3	\$216,271
			DL 4	\$228,495

Part 2: Member of the Reserves (senior officer) in specialist career structure

Column 1 Rank			Column 2 Dental level	Column 3 Daily rate of salary
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	DL 3	\$592.52
			DL 4	\$626.01

14 Schedule B.17 (Senior officer specialist salary rates – legal officer)

Omit Schedule B.17, substitute:

Schedule B.17

Senior officer salary rates – legal officer

Part 1: Member of the Permanent Forces (senior officer) in specialist career structure

Column 1 Rank			Column 2 Legal level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	LL 5-2	\$221,557
			LL 5-1	\$215,117
Rear Admiral	Major General	Air Vice Marshal	LL 5-2	\$260,738
			LL 5-1	\$247,124

Part 2: Member of the Reserves (senior officer) in specialist career structure

Column 1 Rank			Column 2 Legal level	Column 3 Daily salary rate
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	LL 5-2	\$607.01
			LL 5-1	\$589.36
Rear Admiral	Major General	Air Vice Marshal	LL 5-2	\$714.35
			LL 5-1	\$677.05

15 Schedule B.18 (Senior officer specialist salary rates – Chaplain)

Omit Schedule B.18, substitute:

Schedule B.18

Senior officer salary rates – Chaplain and Maritime Spiritual Wellbeing Officer

Part 1: Member of the Permanent Forces (senior officer) in specialist career structure – Chaplain

Column 1 Classification	Column 2 Competency level	Column 3 Yearly salary rate
Chaplain Division 5	CL 3-1	\$169,024
	CL 3-2	\$171,521

Part 2: Member of the Reserves (senior officer) in specialist career structure – Chaplain

Column 1 Classification	Column 2 Competency level	Column 3 Daily salary rate
Chaplain Division 5	CL 3-1	\$463.08
	CL 3-2	\$469.92

Part 3: Member of the Permanent Forces (senior officer) in specialist career structure – Maritime Spiritual Wellbeing Officer

Column 1 Classification	Column 2 Competency level	Column 3 Yearly salary rate
Maritime Spiritual Wellbeing Officer Class 5	CL 3-1	\$169,024
	CL 3-2	\$171,521

Part 4: Member of the Reserves (senior officer) in specialist career structure – Maritime Spiritual Wellbeing Officer

Column 1 Classification	Column 2 Competency level	Column 3 Daily salary rate
Maritime Spiritual Wellbeing Officer Class 5	CL 3-1	\$463.08
	CL 3-2	\$469.92

NOTE

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended to date. For previous amendments see DFRT Determination Nos. 3, 4, 5, 6, 7, 8, 9, 10, 12 and 13 of 2017; Nos. 1, 2, 3, 5, 6, 7, 8, 9, 10, 11, 12 and 13 of 2018; Nos. 1, 3, 4, 5, 6, 7, 8, 9, 10 and 11 of 2019; Nos. 1, 3, 4, 5, 6, 7, 8, 9 and 10 of 2020; Nos 2 and 3 of 2021.

Schedule 2—Amendments to DFRT Determination No. 14 of 1992

Defence Force Remuneration Tribunal Determination No. 14 of 1992, Language allowance¹

1 Clause 6 (Rates of Allowance), Table

Omit the table, substitute:

	Language level			
	Proficiency – lower or Competency – Strategic Engagement – lower	Proficiency – intermediate or Competency – Strategic Engagement – intermediate or operational engagement	Proficiency – higher or Competency – Strategic Engagement – higher	Proficiency – advanced or Competency – Professional interpreter
Unspecified languages approved by CDF under special circumstances	\$1,202			
Degree of language difficulty Group 1	\$1,202	\$2,405	\$3,608	\$4,813
Degree of language difficulty Group 2	\$1,805	\$3,608	\$6,015	\$8,409
Degree of language difficulty Group 3	\$2,405	\$4,813	\$8,409	\$12,016

NOTE

- Defence Force Remuneration Tribunal Determination No. 14 of 1992, *Language Allowance*, as amended to date. For previous amendments see DFRT Determinations No. 16 of 1992; Nos. 1 and 2 of 1993; Nos. 5, 6 and 19 of 1994; No. 23 of 1995; Nos. 8 and 24 of 1996; Nos. 9 and 10 of 1997; Nos. 9, 19 and 27 of 1998; No. 14 of 1999; No. 8 of 2000; Nos. 3, 16 and 21 of 2001; Nos. 7 and 23 of 2002; Nos. 11 and 16 of 2003; Nos. 2 and 14 of 2004; No. 5 of 2005; Nos. 1 and 16 of 2006; No. 5 of 2007; Nos. 10 and 29 of 2008; Nos. 11 and 14 of 2009; No. 6 of 2010; No. 8 of 2011; No. 10 of 2012; Nos. 12 and 19 of 2013; No. 9 of 2014; Nos. 5 and 14 of 2015; Nos. 8 and 9 of 2016; and Nos. 9 and 11 of 2017; No. 9 of 2018; No. 9 of 2019.

Schedule 3—Amendments to DFRT Determination No. 11 of 2013

Defence Force Remuneration Tribunal Determination No. 11 of 2013, ADF allowances¹

1 Part F (Allowance Rates), Table 1

Omit Part F Table 1, substitute:

Table 1 – General allowance rates

Column 1 Item	Column 2 Allowance Reference	Column 3 Rate (\$)
1.	Trainee allowance section B.1.4	\$11,135
2.	Service allowance section B.2.4	\$14,847
3.	Paratrooper allowance Paragraph B.16.7.2.a Separation allowance section B.3.6, table items 1, 2 and 4	\$2,956
4.	Arduous conditions instructor allowance section B.5.4 Separation allowance (discounted) section B.3.6, table item 3	\$785
5.	Adventurous training instructor allowance section B.4.5 Clearance diver allowance section B.14.7, table item 2 Diving allowance section B.6.5 Paratrooper allowance subsection B.16.7.1, table items 3 and 4 Recruit instructor sustainability allowance Section C.3.4 Special Forces disability allowance section B.12.7, table item 10 Special Forces sustainability allowance section C.2.5, table item 3 Submarine escape disability allowance section B.8.5, items 1 and 2	\$7,230
6.	Adventurous training instructor allowance section B.4.6, items 1, 2 and 3 Diving allowance section B.6.6, items 1 and 2	\$53.08

Column 1 Item	Column 2 Allowance Reference	Column 3 Rate (\$)
7.	Boarding party allowance section B.10.5 Diving allowance section B.6.6, table item 3 Field allowance (Tier 1 hardship) Subsection B.13.8.1	\$71.11
8.	Flying disability allowance section B.7.7 Recruit instructor disability allowance Section B.17.4 Unpredictable explosives allowance section B.15.5.1, table item 5.b	\$9,352
9.	Flying disability allowance section B.7.8, table items 1, 2 and 3	\$25.62
10.	Clearance diver allowance – experimental dive supplement (per hour) section B.14.10, table item 2, column 5 Paratrooper allowance subsection B.16.8, table items 9 and 10 Submarine escape disability allowance section B.8.6, table item 1	\$43.13
11.	Clearance diver allowance section B.14.7, table item 3 Maritime disability allowance subsection B.9.5, table items 1, 4 and 7 Paratrooper allowance subsection B.16.7.1, table item 1	\$12,952
12.	Maritime disability allowance subsection B.9.5, table items 2, 5 and 8	\$15,308
13.	Maritime disability allowance subsection B.9.5, table items 3, 6 and 9	\$19,430
14.	Clearance diver allowance section B.14.8, table item 3 Maritime disability allowance subsection B.9.6.1, table item 1 subsection B.9.6.2, table item 1 Paratrooper allowance section B.16.8, table item 1 Unpredictable explosives allowance section B.15.6.1, table item 1.a	\$35.48
15.	Maritime disability allowance subsection B.9.6.1, table item 2 subsection B.9.6.2, table item 2 Field allowance (Tier 2 hardship) Subsection B.13.8.2	\$41.94

Column 1 Item	Column 2 Allowance Reference	Column 3 Rate (\$)
16.	Maritime disability allowance subsection B.9.6.1, table item 3 subsection B.9.6.2, table item 3	\$53.23
17.	Maritime sustainability allowance section C.1.5, table item 1	\$11,775
18.	Maritime sustainability allowance section C.1.5, table item 2	\$18,839
19.	Maritime sustainability allowance section C.1.5, table item 3 Special Forces sustainability allowance section C.2.5, table item 2.b	\$21,195
20.	Maritime sustainability allowance section C.1.6, table item 1	\$32.26
21.	Maritime sustainability allowance section C.1.6, table item 2	\$51.61
22.	Maritime sustainability allowance section C.1.6, table item 3	\$58.07
23.	Reserve allowance section B.11.4	\$30.51
24.	Special Forces disability allowance section B.12.7, table item 2	\$44,207
25.	Special Forces disability allowance section B.12.7, table items 1 and 3	\$35,366
26.	Special Forces disability allowance section B.12.7, table items 4 to 9 section B.12.7, table item 14	\$26,526
27.	Clearance diver allowance section B.14.7, table item 1.b, 1.c, 1.d and 1.e Special Forces disability allowance section B.12.7, table item 12 and 13 Special Forces sustainability allowance section C.2.5, table item 1.b Unpredictable explosives allowance section B.15.5.1, table item 5.a	\$16,799
28.	Paratrooper allowance subsection B.16.7.1, table item 2 Special Forces disability allowance section B.12.7, table item 11 Special Forces sustainability allowance section C.2.5, table item 2.a Unpredictable explosives allowance section B.15.5.1, table items 3 and 4	\$10,340
29.	Special Forces disability allowance subsection B.12.8.1, table items 1 to 8 subsection B.12.8.1, table items 13 and 14	\$72.67

Column 1 Item	Column 2 Allowance Reference	Column 3 Rate (\$)	
30.	Clearance diver allowance section B.14.8, table item 1.b, 1.c, and 1.d Special Forces disability allowance subsection B.12.8.1, table items 11 and 12	\$46.02	
31.	Paratrooper allowance section B.16.8, table item 2 Special Forces disability allowance subsection B.12.8.1, table item 10	\$28.32	
32.	Clearance diver allowance section B.14.8, table item 2 Paratrooper allowance section B.16.8, table items 3 and 4 Special Forces disability allowance subsection B.12.8.1, table item 9	\$19.81	
33.	Special Forces disability allowance subsection B.12.8.2	a.	\$266.09
		b.	\$171.45
		c.	\$102.86
34.	Special Forces sustainability allowance section C.2.5, table item 1.a	\$4,813	
35.	Clearance diver allowance section B.14.7, table item 1.a	\$22,988	
36.	Paratrooper allowance subsection B.16.7.1, table item 7 Unpredictable explosives allowance section B.15.5.1, table items 1 and 2	\$4,482	
37.	Clearance diver allowance section B.14.8, table item 1.a	\$62.98	
38.	Unpredictable explosives allowance section B.15.6.1, table item 1.b	\$86.16	
39.	Unpredictable explosives allowance section B.15.6.1, table item 2	\$141.37	
40.	Clearance diver allowance – deep dive supplement (per dive) section B.14.9.1.a	\$352.38	
41.	Clearance diver allowance – deep dive supplement (per hour) section B.14.9.1.b	\$36.19	
42.	Clearance diver allowance – experimental dive supplement (per dive) section B.14.10, table item 1, column 4	\$235.42	
43.	Clearance diver allowance – experimental dive supplement (per hour) section B.14.10, table item 1, column 5	\$23.54	
44.	Clearance diver allowance – experimental dive supplement (per dive) section B.14.10, table item 2, column 4	\$380.25	
45.	Clearance diver allowance – experimental dive supplement (per dive) section B.14.10, table item 3, column 4	\$637.65	
46.	Clearance diver allowance – experimental dive supplement (per hour) section B.14.10, table item 3, column 5	\$68.66	

Column 1 Item	Column 2 Allowance Reference	Column 3 Rate (\$)
47.	Clearance diver allowance – experimental dive supplement (per dive) section B.14.10, table item 4, column 4	\$1,275.19
48.	Clearance diver allowance – experimental dive supplement (per hour) section B.14.10, table item 4, column 5	\$215.82
49.	Paratrooper allowance subsection B.16.7.1, table item 5	\$6,256
50.	Paratrooper allowance subsection B.16.7.1, table item 6	\$5,416
51.	Paratrooper allowance subsection B.16.7.1, table item 8 paragraph B.16.7.2.b	\$2,240
52.	Paratrooper allowance section B.16.8, table item 5	\$17.14
53.	Paratrooper allowance section B.16.8, table item 6	\$14.84
54.	Paratrooper allowance section B.16.8, table item 7	\$12.28
55.	Paratrooper allowance section B.16.8, table item 8	\$6.14
56.	Paratrooper allowance paragraph B.16.9.1.a	\$410.82
57.	Paratrooper allowance paragraph B.16.9.1.b	\$205.41

2 Part F (Allowance Rates), table 2

Omit Part F Table 2, substitute:

Table 2 – Quarantined disability allowance rates

Column 1 Item	Column 2 Allowance Reference	Column 3 Rate (\$)
1.	...	-
2.	Submarine Escape Allowance – for ascents made from a depth of 90 metres or less section B.8.6, item 2 and item 5	\$196.21
3.	Submarine Escape Allowance – for ascents made for a depth greater than 90 metres section B.8.6, item 2 and item 5	\$392.38

NOTE

1. Defence Force Remuneration Tribunal Determination No 11 of 2013, *ADF Allowances*, as amended to date. For previous amendments see DFRT Determinations Nos. 13, 19 and 20 of 2013; Nos. 6 and 9 of 2014; Nos. 5, 11, 12, 13, 14 and 16 of 2015; Nos. 1, 2, 5, 6 and 8 of 2016; Nos. 1, 2, 4, 7, 9 and 10 of 2017; Nos. 1, 4 and 9 of 2018; Nos. 2, 5 and 9 of 2019; Nos. 2 and 10 of 2020.

EXPLANATORY STATEMENT

Defence Force Remuneration Tribunal Determination No. 4 of 2021, ADF Workplace Remuneration Arrangement 2020–2023

This Determination made under section 58KD of the *Defence Act 1903* (the Act) amends the following Defence Force Remuneration Tribunal (DFRT) Determinations, made under section 58H of the Act, and in accordance with subsection 33(3) of the *Acts Interpretation Act 1901* (AIA Act).

- DFRT Determination No. 2 of 2017, *Salaries*.
- DFRT Determination No. 14 of 1992, *Language Allowance*.
- DFRT Determination No. 11 of 2013, *ADF Allowances*.

This Determination gives effect to the first set of remuneration increases as set out in the ADF Workplace Remuneration Arrangement 2020–2023 (the Arrangement), which is an agreement reached between the Minister, acting on behalf of the Commonwealth, and the Chief of Defence Force, acting on behalf of the members of the Australian Defence Force (ADF).

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 13 May 2021.

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

Section 4 provides that each instrument made under section 58H of the Act that is specified in a Schedule to this instrument is amended 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.

Section 5 provides that the two percent increase is to apply to preserved rates of salary. Subsection 1 provides that the rates of salary of ADF members preserved by the provisions set out in sections 3.2.52, 3.2.52A, 3.2.56, 3.2.57 and 3.2.58 of Defence Determination 2016/19, *Conditions of service*, are increased by two percent. Subsection 2 provides that the amount payable for any salary preservation under Part C of Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, is increased by two per cent.

Schedule 1 sets out amendments to DFRT Determination No. 2 of 2017, *Salaries*. In accordance with the Arrangement, a two per cent increase is applied across each of the salary schedules in this Determination. The following Schedules are substituted:

- Schedule B.1 (Senior officer salary rates)
- Schedule B.3 (Officer salary rates)
- Schedule B.4 (Other rank member appointed as officer – transitional salary rates)
- Schedule B.5 (Specialist officer salary rates – Chaplain)
- Schedule B.6 (Specialist officer salary rates – dental officer)
- Schedule B.7 (Specialist officer salary rates – legal officer)
- Schedule B.8 (Specialist officer salary rates – medical officer)
- Schedule B.10 (Service Warrant Officer and Warrant Officer Class 1 salary rates)
- Schedule B.12 (Other rank salary rates)
- Schedule B.13 (Trainee salary rates)
- Schedule B.14 (Specialist officer salary rates – aviation)
- Schedule B.15 (Senior officer specialist salary rates – medical officer)
- Schedule B.16 (Senior officer specialist salary rates – dental officer)
- Schedule B.17 (Senior officer specialist salary rates – legal officer)
- Schedule B.18 (Senior officer specialist salary rates – Chaplain)

Schedule 2 sets out amendments to DFRT Determination No. 14 of 1992, *Language Allowance*. In accordance with the Arrangement, a two per cent increase is applied to the table in clause 6 (Rates of allowance) of this Determination. The table at clause 6 is substituted.

Schedule 3 sets out amendments to DFRT Determination No. 11 of 2013, *ADF Allowances*. In accordance with the Arrangement, a two per cent increase is applied across each of the allowance rates listed in Part F Table 1 (General allowance rates) and Table 2 (Quarantined disability allowance rates) of this determination. Table 1 and Table 2 are substituted.

Criteria are provided for the exercise of discretions under the Principal Determination, as amended by this Determination. Adverse decisions may be subject to inquiry under the ADF redress of grievance system. A person may make a complaint to the Defence Force Ombudsman.

Authority: Section 58KD of the
Defence Act 1903