



Defence Force Remuneration Tribunal Determination No. 17 of 2021, ADF Workplace Remuneration Arrangement (non-Senior Officer) 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 20 October 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. 17 of 2021, ADF Workplace Remuneration Arrangement (non-Senior Officer) 2020–2023.
2. This Determination may also be cited as DFRT Determination No. 17 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 | 11 November 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Note: This table relates only to the provisions of this instrument as originally made.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.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 | \$165,333 | \$170,023 | \$175,435 | \$180,124 | \$185,355 | \$191,216 | \$197,103 | \$203,465 | \$209,834 | \$214,091 |
| | | | O6 – 0 | \$160,650 | \$165,339 | \$170,755 | \$175,441 | \$180,672 | \$186,535 | \$192,414 | \$198,784 | \$205,154 | \$209,407 |
| Commander | Lieutenant Colonel | Wing Commander | O5 – 1 | \$141,327 | \$146,019 | \$151,437 | \$156,124 | \$161,352 | \$167,213 | \$173,097 | \$179,467 | \$185,833 | \$190,088 |
| | | | O5 – 0 | \$136,736 | \$141,426 | \$146,842 | \$151,532 | \$156,760 | \$162,623 | \$168,504 | \$174,874 | \$181,242 | \$185,498 |
| Lieutenant Commander | Major | Squadron Leader | O4 – 2 | \$117,584 | \$122,273 | \$127,687 | \$132,377 | \$137,607 | \$143,467 | \$149,351 | \$155,719 | \$162,084 | \$166,341 |
| | | | O4 – 1 | \$114,364 | \$119,057 | \$124,469 | \$129,158 | \$134,386 | \$140,251 | \$146,133 | \$152,501 | \$158,871 | \$163,121 |
| | | | O4 – 0 | \$111,136 | \$115,829 | \$121,241 | \$125,929 | \$131,159 | \$137,022 | \$142,905 | \$149,275 | \$155,642 | \$159,896 |
| Lieutenant | Captain | Flight Lieutenant | O3 – 5 | \$105,782 | \$110,475 | \$115,889 | \$120,577 | \$125,808 | \$131,669 | \$137,552 | \$143,922 | \$150,291 | \$154,543 |
| | | | O3 – 4 | \$102,719 | \$107,412 | \$112,826 | \$117,517 | \$122,746 | \$128,607 | \$134,488 | \$140,856 | \$147,227 | \$151,479 |
| | | | O3 – 3 | \$99,650 | \$104,340 | \$109,753 | \$114,442 | \$119,674 | \$125,537 | \$131,419 | \$137,786 | \$144,156 | \$148,406 |
| | | | O3 – 2 | \$96,596 | \$101,291 | \$106,703 | \$111,390 | \$116,622 | \$122,483 | \$128,363 | \$134,736 | \$141,105 | \$145,356 |
| | | | O3 – 1 | \$93,544 | \$98,233 | \$103,646 | \$108,336 | \$113,567 | \$119,428 | \$125,309 | \$131,677 | \$138,046 | \$142,302 |
| | | | O3 – 0 | \$90,479 | \$95,166 | \$100,579 | \$105,268 | \$110,499 | \$116,359 | \$122,245 | \$128,613 | \$134,978 | \$139,235 |
| Sub-Lieutenant | Lieutenant | Flying Officer | O2 – 3 | \$85,261 | \$89,949 | \$95,362 | \$100,052 | \$105,278 | \$111,139 | \$117,025 | \$123,395 | \$129,762 | \$134,019 |
| | | | O2 – 2 | \$82,738 | \$87,428 | \$92,842 | \$97,529 | \$102,760 | \$108,622 | \$114,506 | \$120,875 | \$127,244 | \$131,495 |
| | | | O2 – 1 | \$80,259 | \$84,949 | \$90,365 | \$95,054 | \$100,281 | \$106,142 | \$112,026 | \$118,398 | \$124,764 | \$129,018 |
| | | | O2 – 0 | \$77,885 | \$82,574 | \$87,989 | \$92,679 | \$97,908 | \$103,771 | \$109,651 | \$116,018 | \$122,389 | \$126,643 |
| Acting Sub-Lieutenant | Second Lieutenant | Pilot Officer | O1 – 1 | \$75,848 | \$80,539 | \$85,954 | \$90,641 | \$95,870 | \$101,734 | \$107,614 | \$113,983 | \$120,352 | \$124,606 |
| | | | O1 – 0 | \$73,809 | \$78,502 | \$83,913 | \$88,602 | \$93,832 | \$99,693 | \$105,579 | \$111,944 | \$118,315 | \$122,568 |

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 | \$452.97 | \$465.82 | \$480.64 | \$493.49 | \$507.82 | \$523.88 | \$540.01 | \$557.44 | \$574.89 | \$586.55 |
| | | | O6 – 0 | \$440.14 | \$452.98 | \$467.82 | \$480.66 | \$494.99 | \$511.05 | \$527.16 | \$544.61 | \$562.07 | \$573.72 |
| Commander | Lieutenant Colonel | Wing Commander | O5 – 1 | \$387.20 | \$400.05 | \$414.90 | \$427.74 | \$442.06 | \$458.12 | \$474.24 | \$491.69 | \$509.13 | \$520.79 |
| | | | O5 – 0 | \$374.62 | \$387.47 | \$402.31 | \$415.16 | \$429.48 | \$445.54 | \$461.65 | \$479.11 | \$496.55 | \$508.21 |
| Lieutenant Commander | Major | Squadron Leader | O4 – 2 | \$322.15 | \$334.99 | \$349.83 | \$362.68 | \$377.01 | \$393.06 | \$409.18 | \$426.63 | \$444.07 | \$455.73 |
| | | | O4 – 1 | \$313.33 | \$326.18 | \$341.01 | \$353.86 | \$368.18 | \$384.25 | \$400.36 | \$417.81 | \$435.26 | \$446.91 |
| | | | O4 – 0 | \$304.48 | \$317.34 | \$332.17 | \$345.01 | \$359.34 | \$375.40 | \$391.52 | \$408.97 | \$426.42 | \$438.07 |
| Lieutenant | Captain | Flight Lieutenant | O3 – 5 | \$289.81 | \$302.67 | \$317.50 | \$330.35 | \$344.68 | \$360.74 | \$376.85 | \$394.31 | \$411.76 | \$423.41 |
| | | | O3 – 4 | \$281.42 | \$294.28 | \$309.11 | \$321.96 | \$336.29 | \$352.35 | \$368.46 | \$385.91 | \$403.36 | \$415.01 |
| | | | O3 – 3 | \$273.01 | \$285.86 | \$300.69 | \$313.54 | \$327.87 | \$343.94 | \$360.05 | \$377.50 | \$394.95 | \$406.59 |
| | | | O3 – 2 | \$264.65 | \$277.51 | \$292.34 | \$305.18 | \$319.51 | \$335.57 | \$351.68 | \$369.14 | \$386.59 | \$398.24 |
| | | | O3 – 1 | \$256.28 | \$269.13 | \$283.96 | \$296.81 | \$311.14 | \$327.20 | \$343.31 | \$360.76 | \$378.21 | \$389.87 |
| | | | O3 – 0 | \$247.89 | \$260.73 | \$275.56 | \$288.41 | \$302.74 | \$318.79 | \$334.92 | \$352.36 | \$369.80 | \$381.47 |
| Sub-Lieutenant | Lieutenant | Flying Officer | O2 – 3 | \$233.59 | \$246.44 | \$261.27 | \$274.12 | \$288.43 | \$304.49 | \$320.62 | \$338.07 | \$355.51 | \$367.18 |
| | | | O2 – 2 | \$226.68 | \$239.53 | \$254.36 | \$267.20 | \$281.53 | \$297.59 | \$313.72 | \$331.16 | \$348.61 | \$360.26 |
| | | | O2 – 1 | \$219.89 | \$232.74 | \$247.58 | \$260.42 | \$274.74 | \$290.80 | \$306.92 | \$324.38 | \$341.82 | \$353.47 |
| | | | O2 – 0 | \$213.38 | \$226.23 | \$241.07 | \$253.92 | \$268.24 | \$284.30 | \$300.41 | \$317.86 | \$335.31 | \$346.97 |
| Acting Sub-Lieutenant | Second Lieutenant | Pilot Officer | O1 – 1 | \$207.80 | \$220.65 | \$235.49 | \$248.33 | \$262.66 | \$278.72 | \$294.83 | \$312.28 | \$329.73 | \$341.39 |
| | | | O1 – 0 | \$202.22 | \$215.07 | \$229.90 | \$242.75 | \$257.07 | \$273.13 | \$289.26 | \$306.70 | \$324.15 | \$335.80 |

2 **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 | \$105,782 | \$110,475 | \$115,889 | \$120,577 | \$125,808 | \$131,669 | \$137,552 | \$143,922 | \$150,291 | \$154,543 |
| | | | O3 – 2 | \$103,621 | \$108,313 | \$113,726 | \$118,415 | \$123,645 | \$129,504 | \$135,390 | \$141,758 | \$148,123 | \$152,381 |
| | | | O3 – 1 | \$101,454 | \$106,143 | \$111,561 | \$116,246 | \$121,477 | \$127,340 | \$133,219 | \$139,591 | \$145,955 | \$150,211 |
| | | | O3 – 0 | \$99,296 | \$103,988 | \$109,404 | \$114,094 | \$119,321 | \$125,183 | \$131,062 | \$137,434 | \$143,804 | \$148,057 |
| Sub-Lieutenant | Lieutenant | Flying Officer | O2 – 3 | \$97,141 | \$101,832 | \$107,245 | \$111,933 | \$117,163 | \$123,024 | \$128,909 | \$135,275 | \$141,643 | \$145,898 |
| | | | O2 – 2 | \$94,979 | \$99,670 | \$105,083 | \$109,774 | \$115,000 | \$120,863 | \$126,745 | \$133,113 | \$139,486 | \$143,736 |
| | | | O2 – 1 | \$92,817 | \$97,510 | \$102,921 | \$107,611 | \$112,843 | \$118,703 | \$124,583 | \$130,953 | \$137,322 | \$141,577 |
| | | | O2 – 0 | \$90,650 | \$95,341 | \$100,753 | \$105,443 | \$110,671 | \$116,534 | \$122,416 | \$128,785 | \$135,156 | \$139,405 |
| Acting Sub-Lieutenant | Second Lieutenant | Pilot Officer | O1 – 0 | \$88,496 | \$93,188 | \$98,598 | \$103,289 | \$108,519 | \$114,380 | \$120,264 | \$126,631 | \$133,000 | \$137,253 |

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 | \$289.81 | \$302.67 | \$317.50 | \$330.35 | \$344.68 | \$360.74 | \$376.85 | \$394.31 | \$411.76 | \$423.41 |
| | | | O3 – 2 | \$283.89 | \$296.75 | \$311.58 | \$324.42 | \$338.75 | \$354.81 | \$370.93 | \$388.38 | \$405.82 | \$417.48 |
| | | | O3 – 1 | \$277.96 | \$290.80 | \$305.65 | \$318.48 | \$332.81 | \$348.88 | \$364.98 | \$382.44 | \$399.88 | \$411.54 |
| | | | O3 – 0 | \$272.04 | \$284.90 | \$299.74 | \$312.59 | \$326.91 | \$342.97 | \$359.07 | \$376.53 | \$393.98 | \$405.64 |
| Sub-Lieutenant | Lieutenant | Flying Officer | O2 – 3 | \$266.14 | \$278.99 | \$293.82 | \$306.67 | \$320.99 | \$337.05 | \$353.18 | \$370.62 | \$388.06 | \$399.72 |
| | | | O2 – 2 | \$260.22 | \$273.07 | \$287.90 | \$300.75 | \$315.07 | \$331.13 | \$347.25 | \$364.69 | \$382.15 | \$393.80 |
| | | | O2 – 1 | \$254.29 | \$267.15 | \$281.98 | \$294.82 | \$309.16 | \$325.21 | \$341.32 | \$358.78 | \$376.22 | \$387.88 |
| | | | O2 – 0 | \$248.36 | \$261.21 | \$276.04 | \$288.88 | \$303.21 | \$319.27 | \$335.39 | \$352.84 | \$370.29 | \$381.93 |
| Acting Sub-Lieutenant | Second Lieutenant | Pilot Officer | O1 – 0 | \$242.45 | \$255.31 | \$270.13 | \$282.98 | \$297.31 | \$313.37 | \$329.49 | \$346.93 | \$364.38 | \$376.04 |

3 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 4 | CL 3-2 | \$163,661 |
| | CL 3-1 | \$158,880 |
| Chaplain Division 3 | CL 3-2 | \$150,198 |
| | CL 3-1 | \$145,724 |
| Chaplain Division 2 | CL 3-3 | \$134,781 |
| | CL 3-2 | \$132,449 |
| | CL 3-1 | \$130,161 |
| | CL 2-4 | \$127,919 |
| | CL 2-3 | \$125,723 |
| | CL 2-2 | \$123,571 |
| | CL 2-1 | \$121,459 |
| Chaplain Division 1 | CL 2-3 | \$119,389 |
| | CL 2-2 | \$115,899 |
| | CL 2-1 | \$112,509 |
| | CL 1-2 | \$109,230 |
| | CL 1-1 | \$106,039 |

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 4 | CL 3-2 | \$448.39 |
| | CL 3-1 | \$435.29 |
| Chaplain Division 3 | CL 3-2 | \$411.50 |
| | CL 3-1 | \$399.24 |
| Chaplain Division 2 | CL 3-3 | \$369.26 |
| | CL 3-2 | \$362.87 |
| | CL 3-1 | \$356.61 |
| | CL 2-4 | \$350.46 |
| | CL 2-3 | \$344.45 |
| | CL 2-2 | \$338.55 |
| | CL 2-1 | \$332.76 |
| Chaplain Division 1 | CL 2-3 | \$327.09 |
| | CL 2-2 | \$317.53 |
| | CL 2-1 | \$308.24 |
| | CL 1-2 | \$299.26 |
| | CL 1-1 | \$290.52 |

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 4 | CL 3-2 | \$163,661 |
| | CL 3-1 | \$158,880 |
| Maritime Spiritual Wellbeing Officer Class 3 | CL 3-2 | \$150,198 |
| | CL 3-1 | \$145,724 |
| Maritime Spiritual Wellbeing Officer Class 2 | CL 3-3 | \$134,781 |
| | CL 3-2 | \$132,449 |
| | CL 3-1 | \$130,161 |
| | CL 2-4 | \$127,919 |
| | CL 2-3 | \$125,723 |
| | CL 2-2 | \$123,571 |
| | CL 2-1 | \$121,459 |
| Maritime Spiritual Wellbeing Officer Class 1 | CL 2-3 | \$119,389 |
| | CL 2-2 | \$115,899 |
| | CL 2-1 | \$112,509 |
| | CL 1-2 | \$109,230 |
| | CL 1-1 | \$106,039 |

Part 4: Member of the Reserves 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 4 | CL 3-2 | \$448.39 |
| | CL 3-1 | \$435.29 |
| Maritime Spiritual Wellbeing Officer Class 3 | CL 3-2 | \$411.50 |
| | CL 3-1 | \$399.24 |
| Maritime Spiritual Wellbeing Officer Class 2 | CL 3-3 | \$369.26 |
| | CL 3-2 | \$362.87 |
| | CL 3-1 | \$356.61 |
| | CL 2-4 | \$350.46 |
| | CL 2-3 | \$344.45 |
| | CL 2-2 | \$338.55 |
| | CL 2-1 | \$332.76 |
| Maritime Spiritual Wellbeing Officer Class 1 | CL 2-3 | \$327.09 |
| | CL 2-2 | \$317.53 |
| | CL 2-1 | \$308.24 |
| | CL 1-2 | \$299.26 |
| | CL 1-1 | \$290.52 |

4 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 | | |
| Captain | Colonel | Group Captain | DL 4 | \$225,536 |
| | | | DL 3 | \$212,818 |
| Commander | Lieutenant Colonel | Wing Commander | DL 4 | \$207,708 |
| | | | DL 3 | \$196,003 |
| | | | DL 2 (higher duties or temporary duty only) | \$174,396 |
| Lieutenant Commander | Major | Squadron Leader | DL 4 | \$197,338 |
| | | | DL 3-3 | \$186,339 |
| | | | DL 3-2 | \$181,001 |
| | | | DL 3-1 | \$175,816 |
| | | | DL 2-3 | \$166,037 |
| | | | DL 2-2 | \$161,288 |
| | | | DL 2-1 | \$156,676 |
| Lieutenant | Captain | Flight Lieutenant | DL 4 | \$181,293 |
| | | | DL 3-3 | \$171,205 |
| | | | DL 3-2 | \$166,304 |
| | | | DL 3-1 | \$161,549 |
| | | | DL 2-3 | \$152,576 |
| | | | DL 2-2 | \$148,219 |
| | | | DL 2-1 | \$143,986 |
| | | | DL 1-2 | \$115,803 |
| DL 1-1 | \$112,081 | | | |

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 | | |
| Captain | Colonel | Group Captain | DL 4 | \$617.91 |
| | | | DL 3 | \$583.06 |
| Commander | Lieutenant Colonel | Wing Commander | DL 4 | \$569.06 |
| | | | DL 3 | \$536.99 |
| | | | DL 2 (temporary duty only) | \$477.80 |
| Lieutenant Commander | Major | Squadron Leader | DL 4 | \$540.65 |
| | | | DL 3-3 | \$510.52 |
| | | | DL 3-2 | \$495.89 |
| | | | DL 3-1 | \$481.69 |
| | | | DL 2-3 | \$454.90 |
| | | | DL 2-2 | \$441.88 |
| | | | DL 2-1 | \$429.25 |
| Lieutenant | Captain | Flight Lieutenant | DL 4 | \$496.69 |
| | | | DL 3-3 | \$469.05 |
| | | | DL 3-2 | \$455.63 |
| | | | DL 3-1 | \$442.60 |
| | | | DL 2-3 | \$418.02 |
| | | | DL 2-2 | \$406.08 |
| | | | DL 2-1 | \$394.48 |
| | | | DL 1-2 | \$317.27 |
| DL 1-1 | \$307.07 | | | |

5 **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 | | |
| Captain | Colonel | Group Captain | LL 5-2 | \$211,608 |
| | | | LL 5-1 | \$204,416 |
| | | | LL 4 | \$198,300 |
| | | | LL 3 (higher duties or temporary duty only) | \$189,176 |
| Commander | Lieutenant Colonel | Wing Commander | LL 5 | \$198,300 |
| | | | LL 4-2 | \$192,184 |
| | | | LL 4-1 | \$185,382 |
| | | | LL 3-2 | \$180,054 |
| Lieutenant Commander | Major | Squadron Leader | LL 3-1 | \$174,838 |
| | | | LL 4-4 | \$182,049 |
| | | | LL 4-3 | \$177,853 |
| | | | LL 4-2 | \$173,904 |
| | | | LL 4-1 | \$170,199 |
| | | | LL 3-4 | \$164,294 |
| | | | LL 3-3 | \$155,246 |
| | | | LL 3-2 | \$150,726 |
| | | | LL 3-1 | \$141,433 |
| | | | LL 2-4 | \$123,584 |
| | | | LL 2-3 | \$122,273 |
| Lieutenant | Captain | Flight Lieutenant | LL 2-2 | \$119,057 |
| | | | LL 2-1 | \$115,829 |
| | | | LL 3-2 | \$132,886 |
| | | | LL 3-1 | \$123,584 |
| | | | LL 2-6 | \$110,475 |
| | | | LL 2-5 | \$107,412 |
| | | | LL 2-4 | \$104,340 |
| | | | LL 2-3 | \$101,291 |
| Sub-Lieutenant | Lieutenant | Flying Officer | LL 2-2 | \$98,233 |
| | | | LL 2-1 | \$95,166 |
| | | | LL 1 | \$92,559 |
| | | | LL 1 | \$82,574 |

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 | | |
| Captain | Colonel | Group Captain | LL-A | \$541.38 |
| | | | LL-B | \$524.63 |
| | | | LL 5-2 | \$579.75 |
| | | | LL 5-1 | \$560.04 |
| | | | LL 4 | \$543.29 |
| | | | LL 3 (higher duties or temporary duty only) | \$518.29 |
| Commander | Lieutenant Colonel | Wing Commander | LL-A | \$541.38 |
| | | | LL-B | \$524.63 |
| | | | LL 5 | \$543.29 |
| | | | LL 4-2 | \$526.53 |
| | | | LL 4-1 | \$507.90 |
| | | | LL 3-2 | \$493.30 |
| | | | LL 3-1 | \$479.01 |
| Lieutenant Commander | Major | Squadron Leader | LL-A | \$540.79 |
| | | | LL-B | \$524.04 |
| | | | LL 4-4 | \$498.76 |
| | | | LL 4-3 | \$487.27 |
| | | | LL 4-2 | \$476.45 |
| | | | LL 4-1 | \$466.30 |
| | | | LL 3-4 | \$450.12 |
| | | | LL 3-3 | \$425.33 |
| | | | LL 3-2 | \$412.95 |
| | | | LL 3-1 | \$387.49 |
| | | | LL 2-4 | \$338.59 |
| | | | LL 2-3 | \$334.99 |
| | | | LL 2-2 | \$326.18 |
| LL 2-1 | \$317.34 | | | |
| Lieutenant | Captain | Flight Lieutenant | LL-A | \$540.79 |
| | | | LL-B | \$524.04 |
| | | | LL 3-2 | \$364.07 |
| | | | LL 3-1 | \$338.59 |
| | | | LL 2-6 | \$302.67 |
| | | | LL 2-5 | \$294.28 |
| | | | LL 2-4 | \$285.86 |
| | | | LL 2-3 | \$277.51 |
| | | | LL 2-2 | \$269.13 |
| | | | LL 2-1 | \$260.73 |
| LL 1 | \$253.59 | | | |
| Sub-Lieutenant | Lieutenant | Flying Officer | LL1 | \$226.23 |

6 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 | | |
| Captain | Colonel | Group Captain | MML 4-3 | \$320,388 |
| | | | MML 4-2 | \$312,524 |
| | | | MML 4-1 | \$304,890 |
| | | | MML 3A-4 | \$320,245 |
| | | | MML 3A-3 | \$312,387 |
| | | | MML 3A-2 | \$303,528 |
| | | | MML 3A-1 | \$292,629 |
| | | | MML 3-5 | \$304,890 |
| | | | MML 3-4 | \$298,684 |
| | | | MML 3-3 | \$292,629 |
| | | | MML 3-2 | \$286,721 |
| | | | MML 3-1 | \$279,839 |
| | | | MML 2B-2 | \$208,824 |
| | | | MML 2B-1 | \$200,933 |
| | | | MML 2A-4 | \$193,046 |
| | | | MML 2A-3 | \$183,811 |
| | | | MML 2A-2 | \$179,796 |
| MML 2A-1 | \$175,897 | | | |
| Commander | Lieutenant Colonel | Wing Commander | MML 4-3 | \$307,591 |
| | | | MML 4-2 | \$299,727 |
| | | | MML 4-1 | \$292,093 |
| | | | MML 3A-4 | \$307,448 |
| | | | MML 3A-3 | \$299,590 |
| | | | MML 3A-2 | \$290,731 |
| | | | MML 3A-1 | \$279,832 |
| | | | MML 3-5 | \$292,093 |
| | | | MML 3-4 | \$285,887 |
| | | | MML 3-3 | \$279,832 |
| | | | MML 3-2 | \$273,924 |
| | | | MML 3-1 | \$267,042 |
| | | | MML 2B-2 | \$196,027 |
| | | | MML 2B-1 | \$188,136 |
| | | | MML 2A-4 | \$180,249 |
| | | | MML 2A-3 | \$171,014 |
| | | | MML 2A-2 | \$167,000 |
| MML 2A-1 | \$163,100 | | | |

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 | | |
| Lieutenant Commander | Major | Squadron Leader | MML 4-3 | \$296,725 |
| | | | MML 4-2 | \$288,861 |
| | | | MML 4-1 | \$281,227 |
| | | | MML 3A-4 | \$296,582 |
| | | | MML 3A-3 | \$288,724 |
| | | | MML 3A-2 | \$279,865 |
| | | | MML 3A-1 | \$268,966 |
| | | | MML 3-5 | \$281,227 |
| | | | MML 3-4 | \$275,021 |
| | | | MML 3-3 | \$268,966 |
| | | | MML 3-2 | \$263,058 |
| | | | MML 3-1 | \$256,176 |
| | | | MML 2B-2 | \$185,161 |
| | | | MML 2B-1 | \$177,270 |
| | | | MML 2A-4 | \$169,383 |
| | | | MML 2A-3 | \$160,148 |
| | | | MML 2A-2 | \$156,133 |
| | | | MML 2A-1 | \$152,234 |
| MML 1-4 | \$129,601 | | | |
| MML 1-3 (senior resident) | \$115,829 | | | |
| Lieutenant | Captain | Flight Lieutenant | MML 4-3 | \$285,801 |
| | | | MML 4-2 | \$277,937 |
| | | | MML 4-1 | \$270,303 |
| | | | MML 3A-4 | \$285,658 |
| | | | MML 3A-3 | \$277,800 |
| | | | MML 3A-2 | \$269,461 |
| | | | MML 3A-1 | \$258,042 |
| | | | MML 3-5 | \$270,303 |
| | | | MML 3-4 | \$264,096 |
| | | | MML 3-3 | \$258,042 |
| | | | MML 3-2 | \$252,134 |
| | | | MML 3-1 | \$245,252 |
| | | | MML 2B-2 | \$174,236 |
| | | | MML 2B-1 | \$166,346 |
| | | | MML 2A-4 | \$158,459 |
| | | | MML 2A-3 | \$149,224 |
| | | | MML 2A-2 | \$145,209 |
| | | | MML 2A-1 | \$141,310 |
| MML 1-4 | \$118,940 | | | |
| MML 1-3 (senior resident) | \$105,404 | | | |
| MML 1-2 (resident) | \$95,166 | | | |

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 | | |
| Lieutenant Commander and below | Major and below | Squadron Leader and below | 6 | \$399,361 |
| | | | 5 | \$390,135 |
| | | | 4 | \$378,607 |
| | | | 3 | \$363,354 |
| | | | 2 | \$349,778 |
| | | | 1 | \$338,248 |
| | | | entry | \$326,716 |
| Commander and above | Lieutenant Colonel and above | Wing Commander and above | 6 | \$399,362 |
| | | | 5 | \$390,135 |
| | | | 4 | \$378,607 |
| | | | 3 | \$363,356 |
| | | | 2 | \$349,780 |
| | | | 1 | \$338,249 |
| | | | entry | \$326,716 |

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 | | |
| Captain Captain | Colonel Colonel | Group Captain Group Captain | MML 4-3 | \$877.78 |
| | | | MML 4-2 | \$856.23 |
| | | | MML 4-1 | \$835.32 |
| | | | MML 3A-4 | \$877.38 |
| | | | MML 3A-3 | \$855.85 |
| | | | MML 3A-2 | \$831.58 |
| | | | MML 3A-1 | \$801.72 |
| | | | MML 3-5 | \$835.32 |
| | | | MML 3-4 | \$818.31 |
| | | | MML 3-3 | \$801.72 |
| | | | MML 3-2 | \$785.55 |
| | | | MML 3-1 | \$766.68 |
| | | | MML 2B-2 | \$572.12 |
| | | | MML 2B-1 | \$550.50 |
| | | | MML 2A-4 | \$528.89 |
| | | | MML 2A-3 | \$503.59 |
| | | | MML 2A-2 | \$492.59 |
| | | | MML 2A-1 | \$481.91 |
| Commander | Lieutenant Colonel | Wing Commander | MML 4-3 | \$842.72 |
| | | | MML 4-2 | \$821.17 |
| | | | MML 4-1 | \$800.25 |
| | | | MML 3A-4 | \$842.32 |
| | | | MML 3A-3 | \$820.79 |
| | | | MML 3A-2 | \$796.53 |
| | | | MML 3A-1 | \$766.66 |
| | | | MML 3-5 | \$800.25 |
| | | | MML 3-4 | \$783.25 |
| | | | MML 3-3 | \$766.66 |
| | | | MML 3-2 | \$750.48 |
| | | | MML 3-1 | \$731.62 |
| | | | MML 2B-2 | \$537.06 |
| | | | MML 2B-1 | \$515.44 |
| | | | MML 2A-4 | \$493.83 |
| | | | MML 2A-3 | \$468.53 |
| | | | MML 2A-2 | \$457.53 |
| | | | MML 2A-1 | \$446.85 |

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 | | |
| Lieutenant Commander | Major | Squadron Leader | MML 4-3 | \$812.95 |
| | | | MML 4-2 | \$791.40 |
| | | | MML 4-1 | \$770.48 |
| | | | MML 3A-4 | \$812.55 |
| | | | MML 3A-3 | \$791.02 |
| | | | MML 3A-2 | \$766.75 |
| | | | MML 3A-1 | \$736.89 |
| | | | MML 3-5 | \$770.48 |
| | | | MML 3-4 | \$753.48 |
| | | | MML 3-3 | \$736.89 |
| | | | MML 3-2 | \$720.71 |
| | | | MML 3-1 | \$701.85 |
| | | | MML 2B-2 | \$507.29 |
| | | | MML 2B-1 | \$485.67 |
| | | | MML 2A-4 | \$464.06 |
| | | | MML 2A-3 | \$438.76 |
| | | | MML 2A-2 | \$427.76 |
| | | | MML 2A-1 | \$417.08 |
| | | | MML 1-4 | \$355.07 |
| MML 1-3 (senior resident) | \$317.34 | | | |
| Lieutenant | Captain | Flight Lieutenant | MML 4-3 | \$783.02 |
| | | | MML 4-2 | \$761.47 |
| | | | MML 4-1 | \$740.55 |
| | | | MML 3A-4 | \$782.62 |
| | | | MML 3A-3 | \$761.10 |
| | | | MML 3A-2 | \$738.25 |
| | | | MML 3A-1 | \$706.96 |
| | | | MML 3-5 | \$740.56 |
| | | | MML 3-4 | \$723.56 |
| | | | MML 3-3 | \$706.96 |
| | | | MML 3-2 | \$690.78 |
| | | | MML 3-1 | \$671.92 |
| | | | MML 2B-2 | \$477.36 |
| | | | MML 2B-1 | \$455.74 |
| | | | MML 2A-4 | \$434.13 |
| | | | MML 2A-3 | \$408.83 |
| | | | MML 2A-2 | \$397.83 |
| | | | MML 2A-1 | \$387.15 |
| | | | MML 1-4 | \$325.86 |
| MML 1-3 (senior resident) | \$288.77 | | | |
| MML 1-2 (resident) | \$260.73 | | | |

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 | | |
| Lieutenant Commander and below | Major and below | Squadron Leader and below | 6 | \$1,094.14 |
| | | | 5 | \$1,068.86 |
| | | | 4 | \$1,037.28 |
| | | | 3 | \$995.49 |
| | | | 2 | \$958.30 |
| | | | 1 | \$926.71 |
| | | | entry | \$895.11 |
| Commander | Lieutenant Colonel | Wing Commander | 6 | \$1,094.14 |
| | | | 5 | \$1,068.86 |
| | | | 4 | \$1,037.28 |
| | | | 3 | \$995.50 |
| | | | 2 | \$958.30 |
| | | | 1 | \$926.71 |
| | | | entry | \$895.11 |

7 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 | \$145,743 |

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 | - | - | - | - | - | - | - | \$133,871 | \$139,583 | \$145,743 |
| WO1 - Tier B | 0 | - | - | - | \$114,974 | \$119,171 | \$123,701 | \$128,590 | \$133,871 | \$139,583 | \$145,743 |
| WO1 - Tier A | 1 | \$101,958 | \$104,763 | \$108,360 | \$112,239 | \$116,434 | \$120,962 | \$125,856 | \$131,137 | \$136,843 | \$143,006 |
| | 0 | \$100,178 | \$102,980 | \$106,575 | \$110,461 | \$114,654 | \$119,179 | \$124,073 | \$129,356 | \$135,060 | \$141,223 |

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 | - | - | - | - | - | - | - | \$366.77 | \$382.42 | \$399.30 |
| WO1 - Tier B | 0 | - | - | - | \$315.00 | \$326.50 | \$338.91 | \$352.30 | \$366.77 | \$382.42 | \$399.30 |
| WO1 - Tier A | 1 | \$279.34 | \$287.02 | \$296.88 | \$307.50 | \$319.00 | \$331.40 | \$344.81 | \$359.28 | \$374.91 | \$391.80 |
| | 0 | \$274.46 | \$282.14 | \$291.99 | \$302.63 | \$314.12 | \$326.52 | \$339.93 | \$354.40 | \$370.03 | \$386.91 |

8 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 | \$95,147 | \$97,949 | \$101,545 | \$105,429 | \$109,623 | \$114,150 | \$119,042 | \$124,326 | \$130,031 | \$136,193 |
| | | | 0 | \$93,503 | \$96,306 | \$99,905 | \$103,786 | \$107,981 | \$112,510 | \$117,402 | \$122,685 | \$128,388 | \$134,552 |
| | Staff Sergeant | | 0 | \$90,893 | \$93,696 | \$97,290 | \$101,175 | \$105,369 | \$109,898 | \$114,788 | \$120,069 | \$125,776 | \$131,940 |
| Petty Officer | Sergeant | Sergeant | 2 | \$85,817 | \$88,620 | \$92,218 | \$96,099 | \$100,295 | \$104,821 | \$109,714 | \$114,996 | \$120,703 | \$126,865 |
| | | | 1 | \$84,357 | \$87,161 | \$90,756 | \$94,641 | \$98,835 | \$103,365 | \$108,251 | \$113,536 | \$119,242 | \$125,406 |
| | | | 0 | \$82,927 | \$85,730 | \$89,325 | \$93,211 | \$97,404 | \$101,934 | \$106,822 | \$112,106 | \$117,811 | \$123,975 |
| Leading Seaman | Corporal | Corporal | 2 | \$76,215 | \$79,017 | \$82,611 | \$86,495 | \$90,692 | \$95,218 | \$100,108 | \$105,393 | \$111,095 | \$117,260 |
| | | | 1 | \$74,945 | \$77,748 | \$81,344 | \$85,228 | \$89,422 | \$93,949 | \$98,842 | \$104,124 | \$109,827 | \$115,989 |
| | | | 0 | \$73,700 | \$76,503 | \$80,099 | \$83,982 | \$88,174 | \$92,706 | \$97,598 | \$102,879 | \$108,585 | \$114,751 |
| | Lance Corporal | | 0 | \$69,043 | \$71,845 | \$75,437 | \$79,325 | \$83,518 | \$88,046 | \$92,935 | \$98,220 | \$103,922 | \$110,088 |
| Able Seaman | Private Proficient* | Leading Aircraftman | 0 | \$67,938 | \$70,741 | \$74,338 | \$78,220 | \$82,415 | \$86,946 | \$91,833 | \$97,116 | \$102,822 | \$108,983 |
| Seaman | Private | Aircraftman | 0 | \$66,855 | \$69,660 | \$73,253 | \$77,138 | \$81,332 | \$85,861 | \$90,753 | \$96,034 | \$101,739 | \$107,905 |

*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 | \$260.68 | \$268.35 | \$278.21 | \$288.85 | \$300.34 | \$312.74 | \$326.14 | \$340.62 | \$356.25 | \$373.13 |
| | | | 0 | \$256.17 | \$263.85 | \$273.71 | \$284.35 | \$295.84 | \$308.25 | \$321.65 | \$336.12 | \$351.75 | \$368.64 |
| | Staff Sergeant | | 0 | \$249.02 | \$256.70 | \$266.55 | \$277.19 | \$288.68 | \$301.09 | \$314.49 | \$328.96 | \$344.59 | \$361.48 |
| | | | | | | | | | | | | | |
| Petty Officer | Sergeant | Sergeant | 2 | \$235.12 | \$242.79 | \$252.65 | \$263.28 | \$274.78 | \$287.18 | \$300.59 | \$315.06 | \$330.69 | \$347.58 |
| | | | 1 | \$231.12 | \$238.80 | \$248.65 | \$259.29 | \$270.78 | \$283.19 | \$296.58 | \$311.06 | \$326.69 | \$343.58 |
| | | | 0 | \$227.20 | \$234.88 | \$244.73 | \$255.37 | \$266.86 | \$279.27 | \$292.66 | \$307.14 | \$322.77 | \$339.66 |
| | | | | | | | | | | | | | |
| Leading Seaman | Corporal | Corporal | 2 | \$208.81 | \$216.48 | \$226.33 | \$236.97 | \$248.47 | \$260.87 | \$274.27 | \$288.75 | \$304.37 | \$321.26 |
| | | | 1 | \$205.33 | \$213.01 | \$222.86 | \$233.50 | \$244.99 | \$257.39 | \$270.80 | \$285.27 | \$300.90 | \$317.78 |
| | | | 0 | \$201.92 | \$209.60 | \$219.45 | \$230.09 | \$241.57 | \$253.99 | \$267.39 | \$281.86 | \$297.49 | \$314.39 |
| | | | | | | | | | | | | | |
| | Lance Corporal | | 0 | \$189.16 | \$196.84 | \$206.68 | \$217.33 | \$228.82 | \$241.22 | \$254.62 | \$269.10 | \$284.72 | \$301.61 |
| | | | | | | | | | | | | | |
| Able Seaman | Private Proficient* | Leading Aircraftman | 0 | \$186.13 | \$193.81 | \$203.67 | \$214.30 | \$225.79 | \$238.21 | \$251.60 | \$266.07 | \$281.70 | \$298.58 |
| Seaman | Private | Aircraftman | 0 | \$183.16 | \$190.85 | \$200.69 | \$211.34 | \$222.83 | \$235.24 | \$248.64 | \$263.11 | \$278.74 | \$295.63 |
| | | | | | | | | | | | | | |

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

9 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 | \$51,277 |
| 2. | Member undergoing initial category or trade or employment training 0-6 months 6-12 months 12 months or more | \$58,602 \$61,533 \$64,463 |
| 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 1 st year of training 2 nd year of training 3 rd year of training 4 th year of training | \$40,036 \$46,316 \$52,596 \$58,877 \$65,157 |
| 4. | Member participating in the undergraduate entry scheme completing a degree greater than three years: with six years to graduation with five years to graduation with four years to graduation with three years to graduation with two years to graduation in the final year 1 st postgraduate legal year 1 st postgraduate medical year (year of internship) Member participating in undergraduate entry scheme completing a three year degree: with three years to graduation with two years to graduation in the final year | \$29,046 \$29,046 \$35,326 \$41,606 \$47,886 \$54,166 \$74,577 \$79,939 \$35,326 \$41,606 \$47,886 |
| 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 with five years to graduation with four years to graduation with three years to graduation with two years to graduation in the final year | \$29,046 \$29,046 \$35,326 \$41,606 \$47,886 \$54,166 |

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

| Column 1 Item | Column 2 Training capacity | Column 3 Yearly salary rate |
|--------------------------|---|--|
| 6. | <p>Member undergoing officer training and not undertaking a degree course:</p> <p>member of the Army or Air Force:</p> <ul style="list-style-type: none"> • without a degree (0-6 months) • without a degree (6 months or more) • with a degree <p>member of the Navy:</p> <ul style="list-style-type: none"> • without a degree (1st year) • without a degree (2nd year) • with a degree | <p>\$58,877</p> <p>\$65,157</p> <p>\$65,157</p> <p>\$58,877</p> <p>\$65,157</p> <p>\$65,157</p> |
| 7. | <p>Member participating in the graduate medical scheme who immediately before entering the scheme was not a member rendering continuous full-time service, and in:</p> <p>1st year of training</p> <p>2nd year of training</p> <p>3rd year of training</p> <p>4th year of training</p> <p>year of internship (1st postgraduate medical year)</p> | <p>\$67,568</p> <p>\$70,423</p> <p>\$72,326</p> <p>\$75,181</p> <p>\$79,939</p> |

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 | \$140.48 |
| 2. | Member undergoing initial category or trade or employment training | \$160.55 |
| 3. | <p>Student /Member at Officer Training Unit:</p> <p>without a degree</p> <p>with a degree</p> | <p>\$161.31</p> <p>\$178.51</p> |

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. | Aircrew officers who have held the rank of Colonel and either command at Tier 1 or Tier 2 (General Service Officer Grade 8) Flight test engineers who have held command at Tier 1 or Tier 2 | AS 29 | \$213,209 |
| | | AS 28 | \$210,488 |
| | | AS 27 | \$207,766 |
| | | AS 26 | \$205,041 |
| | | AS 25 | \$202,323 |
| | | | |
| 2. | all aircrew officers flight test engineers | AS 24 | \$199,598 |
| | | AS 23 | \$196,876 |
| | | AS 22 | \$194,158 |
| | | AS21 | \$191,435 |
| | | AS20 | \$188,713 |
| | | | |
| 3. | all aircrew officers air traffic controller officers who have held a detachment command position flight test engineers | AS 19 | \$185,992 |
| | | AS 18 | \$183,269 |
| | | AS 17 | \$180,546 |
| | | | |
| 4. | Aircrew All ATC FTE | AS 16 | \$176,465 |
| | | AS 15 | \$172,381 |
| | | AS 14 | \$168,301 |
| | | AS 13 | \$164,217 |
| | | AS 12 | \$160,134 |
| | | AS 11 | \$156,052 |
| | | AS 10 | \$151,970 |
| | | AS 9 | \$147,886 |
| | | AS 8 | \$143,805 |
| | | AS 7 | \$139,722 |
| | | AS 6 | \$135,641 |
| | | AS 5 | \$131,555 |
| | | AS 4 | \$127,475 |
| | | AS 3 | \$123,389 |
| | | AS 2 | \$119,309 |
| AS 1 | \$115,222 | | |
| AS 0 | \$111,141 | | |
| | | | |

Part 2: Member of the Reserves (specialist officer)

| Column 1 Item | Column 2 Class | Column 3 Experience level | Column 4 Daily salary rate |
|------------------|--|---------------------------------|-------------------------------|
| 1. | Aircrew officers who have held the rank of Colonel and either command at Tier 1 or Tier 2 (General Service Officer Grade 8) Flight test engineers who have held command at Tier 1 or Tier 2 | AS 29 | \$584.13 |
| | | AS 28 | \$576.68 |
| | | AS 27 | \$569.22 |
| | | AS 26 | \$561.76 |
| | | AS 25 | \$554.31 |
| | | | |
| 2. | all aircrew officers flight test engineers | AS 24 | \$546.84 |
| | | AS 23 | \$539.39 |
| | | AS 22 | \$531.94 |
| | | AS21 | \$524.48 |
| | | AS20 | \$517.02 |
| | | | |
| 3. | all aircrew officers air traffic controller officers who have held a detachment command position flight test engineers | AS 19 | \$509.57 |
| | | AS 18 | \$502.11 |
| | | AS 17 | \$494.65 |
| | | | |
| 4. | Aircrew All ATC FTE | AS 16 | \$483.47 |
| | | AS 15 | \$472.28 |
| | | AS 14 | \$461.10 |
| | | AS 13 | \$449.91 |
| | | AS 12 | \$438.72 |
| | | AS 11 | \$427.54 |
| | | AS 10 | \$416.36 |
| | | AS 9 | \$405.17 |
| | | AS 8 | \$393.99 |
| | | AS 7 | \$382.80 |
| | | AS 6 | \$371.62 |
| | | AS 5 | \$360.42 |
| | | AS 4 | \$349.25 |
| | | AS 3 | \$338.05 |
| | | AS 2 | \$326.87 |
| | | AS 1 | \$315.68 |
| AS 0 | \$304.50 | | |
| | | | |

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

| Column 1 Item | Column 2 Officer Aviation increment | Column 3 Annual salary rate (\$) |
|--------------------------|--|---|
| 1. | OA 37 | \$214,090 |
| 2. | OA 36 | \$210,488 |
| 3. | OA 35 | \$207,766 |
| 4. | OA 34 | \$205,041 |
| 5. | OA 33 | \$202,323 |
| 6. | OA 32 | \$199,598 |
| 7. | OA 31 | \$196,876 |
| 8. | OA 30 | \$194,158 |
| 9. | OA 29 | \$191,435 |
| 10. | OA 28 | \$188,713 |
| 11. | OA 27 | \$185,992 |
| 12. | OA 26 | \$183,269 |
| 13. | OA 25 | \$180,546 |
| 14. | OA 24 | \$176,465 |
| 15. | OA 23 | \$172,381 |
| 16. | OA 22 | \$168,301 |
| 17. | OA 21 | \$164,217 |
| 18. | OA 20 | \$160,134 |
| 19. | OA 19 | \$156,052 |
| 20. | OA 18 | \$151,970 |
| 21. | OA 17 | \$147,886 |
| 22. | OA 16 | \$143,805 |
| 23. | OA 15 | \$139,722 |
| 24. | OA 14 | \$135,641 |
| 25. | OA 13 | \$131,555 |
| 26. | OA 12 | \$127,475 |
| 27. | OA 11 | \$123,389 |
| 28. | OA 10 | \$119,309 |
| 29. | OA 9 | \$115,222 |
| 30. | OA 8 | \$111,141 |
| 31. | OA 7 | \$107,075 |
| 32. | OA 6 | \$102,992 |
| 33. | OA 5 | \$98,911 |
| 34. | OA 4 | \$94,828 |
| 35. | OA 3 | \$90,747 |
| 36. | OA 2 | \$86,666 |
| 37. | OA 1 | \$82,583 |
| 38. | OA 0 | \$78,502 |

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

| Column 1 Item | Column 2 Officer Aviation increment | Column 3 Daily salary rate (\$) |
|------------------|--|------------------------------------|
| 1. | OA 37 | \$586.55 |
| 2. | OA 36 | \$576.68 |
| 3. | OA 35 | \$569.22 |
| 4. | OA 34 | \$561.76 |
| 5. | OA 33 | \$554.31 |
| 6. | OA 32 | \$546.84 |
| 7. | OA 31 | \$539.39 |
| 8. | OA 30 | \$531.94 |
| 9. | OA 29 | \$524.48 |
| 10. | OA 28 | \$517.02 |
| 11. | OA 27 | \$509.57 |
| 12. | OA 26 | \$502.11 |
| 13. | OA 25 | \$494.65 |
| 14. | OA 24 | \$483.47 |
| 15. | OA 23 | \$472.28 |
| 16. | OA 22 | \$461.10 |
| 17. | OA 21 | \$449.91 |
| 18. | OA 20 | \$438.72 |
| 19. | OA 19 | \$427.54 |
| 20. | OA 18 | \$416.36 |
| 21. | OA 17 | \$405.17 |
| 22. | OA 16 | \$393.99 |
| 23. | OA 15 | \$382.80 |
| 24. | OA 14 | \$371.62 |
| 25. | OA 13 | \$360.42 |
| 26. | OA 12 | \$349.25 |
| 27. | OA 11 | \$338.05 |
| 28. | OA 10 | \$326.87 |
| 29. | OA 9 | \$315.68 |
| 30. | OA 8 | \$304.50 |
| 31. | OA 7 | \$293.36 |
| 32. | OA 6 | \$282.17 |
| 33. | OA 5 | \$270.99 |
| 34. | OA 4 | \$259.80 |
| 35. | OA 3 | \$248.62 |
| 36. | OA 2 | \$237.44 |
| 37. | OA 1 | \$226.25 |
| 38. | OA 0 | \$215.07 |

NOTE

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended by DFRT Determination Nos. 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 13, 15 and 16 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 | \$1,226 | | | |
| Degree of language difficulty Group 1 | \$1,226 | \$2,453 | \$3,680 | \$4,909 |
| Degree of language difficulty Group 2 | \$1,841 | \$3,680 | \$6,135 | \$8,577 |
| Degree of language difficulty Group 3 | \$2,453 | \$4,909 | \$8,577 | \$12,256 |

NOTE

1. 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; No. 4 of 2021.

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. | — | — |
| 2. | — | — |
| 3. | Paratrooper allowance Paragraph B.16.7.2.a Separation allowance section B.3.6, table items 1, 2 and 4 | \$3,015 |
| 4. | Arduous conditions instructor allowance section B.5.4 Separation allowance (discounted) section B.3.6, table item 3 | \$801 |
| 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 | \$7,375 |
| 6. | Adventurous training instructor allowance section B.4.6, items 1, 2 and 3 Diving allowance section B.6.6, items 1 and 2 | \$54.14 |

| 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 | \$72.53 |
| 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 | \$9,539 |
| 9. | Flying disability allowance section B.7.8, table items 1, 2 and 3 | \$26.13 |
| 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 | \$43.99 |
| 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 | \$13,211 |
| 12. | Maritime disability allowance subsection B.9.5, table items 2, 5 and 8 | \$15,614 |
| 13. | Maritime disability allowance subsection B.9.5, table items 3, 6 and 9 | \$19,819 |
| 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 | \$36.19 |
| 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 | \$42.78 |

| 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 | \$54.30 |
| 17. | Maritime sustainability allowance section C.1.5, table item 1 | \$12,011 |
| 18. | Maritime sustainability allowance section C.1.5, table item 2 | \$19,216 |
| 19. | Maritime sustainability allowance section C.1.5, table item 3 Special Forces sustainability allowance section C.2.5, table item 2.b | \$21,619 |
| 20. | Maritime sustainability allowance section C.1.6, table item 1 | \$32.91 |
| 21. | Maritime sustainability allowance section C.1.6, table item 2 | \$52.65 |
| 22. | Maritime sustainability allowance section C.1.6, table item 3 | \$59.23 |
| 23. | — | — |
| 24. | Special Forces disability allowance section B.12.7, table item 2 | \$45,091 |
| 25. | Special Forces disability allowance section B.12.7, table items 1 and 3 | \$36,073 |
| 26. | Special Forces disability allowance section B.12.7, table items 4 to 9 section B.12.7, table item 14 | \$27,057 |
| 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 | \$17,135 |
| 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 | \$10,547 |
| 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 | \$74.13 |

| 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 | \$46.94 | |
| 31. | Paratrooper allowance section B.16.8, table item 2 Special Forces disability allowance subsection B.12.8.1, table item 10 | \$28.89 | |
| 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 | \$20.21 | |
| 33. | Special Forces disability allowance subsection B.12.8.2 | a. | \$271.41 |
| | | b. | \$174.88 |
| | | c. | \$104.92 |
| 34. | Special Forces sustainability allowance section C.2.5, table item 1.a | \$4,909 | |
| 35. | Clearance diver allowance section B.14.7, table item 1.a | \$23448 | |
| 36. | Paratrooper allowance subsection B.16.7.1, table item 7 | \$4,572 | |
| | Unpredictable explosives allowance section B.15.5.1, table items 1 and 2 | | |
| 37. | Clearance diver allowance section B.14.8, table item 1.a | \$64.24 | |
| 38. | Unpredictable explosives allowance section B.15.6.1, table item 1.b | \$87.88 | |
| 39. | Unpredictable explosives allowance section B.15.6.1, table item 2 | \$144.20 | |
| 40. | Clearance diver allowance – deep dive supplement (per dive) section B.14.9.1.a | \$359.43 | |
| 41. | Clearance diver allowance – deep dive supplement (per hour) section B.14.9.1.b | \$36.91 | |
| 42. | Clearance diver allowance – experimental dive supplement (per dive) section B.14.10, table item 1, column 4 | \$240.13 | |
| 43. | Clearance diver allowance – experimental dive supplement (per hour) section B.14.10, table item 1, column 5 | \$24.01 | |
| 44. | Clearance diver allowance – experimental dive supplement (per dive) section B.14.10, table item 2, column 4 | \$387.86 | |
| 45. | Clearance diver allowance – experimental dive supplement (per dive) section B.14.10, table item 3, column 4 | \$650.40 | |
| 46. | Clearance diver allowance – experimental dive supplement (per hour) section B.14.10, table item 3, column 5 | \$70.03 | |

| 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 | \$1,300.69 |
| 48. | Clearance diver allowance – experimental dive supplement (per hour) section B.14.10, table item 4, column 5 | \$220.14 |
| 49. | Paratrooper allowance subsection B.16.7.1, table item 5 | \$6,381 |
| 50. | Paratrooper allowance subsection B.16.7.1, table item 6 | \$5,524 |
| 51. | Paratrooper allowance subsection B.16.7.1, table item 8 paragraph B.16.7.2.b | \$2,285 |
| 52. | Paratrooper allowance section B.16.8, table item 5 | \$17.48 |
| 53. | Paratrooper allowance section B.16.8, table item 6 | \$15.13 |
| 54. | Paratrooper allowance section B.16.8, table item 7 | \$12.53 |
| 55. | Paratrooper allowance section B.16.8, table item 8 | \$6.26 |
| 56. | Paratrooper allowance paragraph B.16.9.1.a | \$419.04 |
| 57. | Paratrooper allowance paragraph B.16.9.1.b | \$209.52 |

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 | \$204.13 |
| 3. | Submarine Escape Allowance – for ascents made for a depth greater than 90 metres section B.8.6, item 2 and item 5 | \$400.23 |

NOTE

1. Defence Force Remuneration Tribunal Determination No. 11 of 2013, *ADF Allowances*, as amended by DFRT Determination Nos. 1, 4, 5 and 14 of 2021.

