



Defence Force Remuneration Tribunal Determination No. 15 of 2023, ADF Workplace Remuneration Arrangement 2023-2026

The Defence Force Remuneration Tribunal make this Determination under section 58KD of the *Defence Act 1903*. It relates to Matter 8 of 2023 — ADF Workplace Remuneration Arrangement 2023-2026.

Dated 17 October 2023

Bernadette O'Neill
President

.....

Adrian Morris
Member

.....

Major General Gerard Fogarty AO Rtd
Member

.....

1 Name

1. This Determination is Defence Force Remuneration Tribunal Determination No.15 of 2023, ADF Workplace Remuneration Arrangement 2023–2026.
2. This Determination may also be cited as DFRT Determination No. 15 of 2023.

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	9 November 2023

Note: This table relates only to the provisions of this instrument as originally made.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 four 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 four 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	\$179,185	\$184,209	\$190,006	\$195,029	\$200,633	\$206,910	\$213,217	\$220,032	\$226,854	\$231,415
			O6 – 0	\$174,169	\$179,191	\$184,993	\$190,012	\$195,616	\$201,896	\$208,193	\$215,018	\$221,841	\$226,397
Commander	Lieutenant Colonel	Wing Commander	O5 – 1	\$153,470	\$158,496	\$164,299	\$169,320	\$174,921	\$181,198	\$187,502	\$194,325	\$201,144	\$205,703
			O5 – 0	\$148,552	\$153,576	\$159,377	\$164,401	\$170,002	\$176,282	\$182,581	\$189,405	\$196,226	\$200,786
Lieutenant Commander	Major	Squadron Leader	O4 – 2	\$128,036	\$133,059	\$138,859	\$143,882	\$149,484	\$155,762	\$162,065	\$168,887	\$175,705	\$180,264
			O4 – 1	\$124,587	\$129,614	\$135,411	\$140,434	\$146,035	\$152,317	\$158,618	\$165,439	\$172,262	\$176,816
			O4 – 0	\$121,129	\$126,156	\$131,953	\$136,975	\$142,578	\$148,858	\$155,160	\$161,983	\$168,803	\$173,361
Lieutenant	Captain	Flight Lieutenant	O3 – 5	\$115,393	\$120,421	\$126,221	\$131,242	\$136,845	\$143,124	\$149,426	\$156,250	\$163,072	\$167,626
			O3 – 4	\$112,113	\$117,139	\$122,939	\$127,965	\$133,565	\$139,844	\$146,144	\$152,965	\$159,790	\$164,344
			O3 – 3	\$108,826	\$113,849	\$119,648	\$124,670	\$130,275	\$136,555	\$142,856	\$149,677	\$156,500	\$161,052
			O3 – 2	\$105,554	\$110,583	\$116,380	\$121,401	\$127,006	\$133,283	\$139,583	\$146,409	\$153,232	\$157,786
			O3 – 1	\$102,284	\$107,307	\$113,105	\$118,129	\$123,733	\$130,011	\$136,311	\$143,132	\$149,954	\$154,514
			O3 – 0	\$99,001	\$104,022	\$109,820	\$114,843	\$120,447	\$126,724	\$133,028	\$139,850	\$146,668	\$151,228
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$93,412	\$98,433	\$104,232	\$109,256	\$114,853	\$121,132	\$127,437	\$134,261	\$141,081	\$145,642
			O2 – 2	\$90,709	\$95,733	\$101,532	\$106,553	\$112,157	\$118,436	\$124,739	\$131,561	\$138,383	\$142,938
			O2 – 1	\$88,054	\$93,077	\$98,879	\$103,902	\$109,501	\$115,779	\$122,082	\$128,908	\$135,727	\$140,285
			O2 – 0	\$85,511	\$90,533	\$96,334	\$101,357	\$106,959	\$113,239	\$119,539	\$126,359	\$133,183	\$137,740
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 1	\$83,328	\$88,353	\$94,154	\$99,174	\$104,776	\$111,057	\$117,356	\$124,178	\$131,002	\$135,558
			O1 – 0	\$81,144	\$86,171	\$91,967	\$96,990	\$102,593	\$108,871	\$115,176	\$121,994	\$128,819	\$133,375

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	\$490.92	\$504.68	\$520.56	\$534.33	\$549.68	\$566.88	\$584.16	\$602.83	\$621.52	\$634.01
			O6 – 0	\$477.18	\$490.93	\$506.83	\$520.58	\$535.93	\$553.14	\$570.39	\$589.09	\$607.78	\$620.27
Commander	Lieutenant Colonel	Wing Commander	O5 – 1	\$420.47	\$434.24	\$450.13	\$463.89	\$479.24	\$496.43	\$513.70	\$532.40	\$551.08	\$563.57
			O5 – 0	\$406.99	\$420.76	\$436.65	\$450.41	\$465.76	\$482.96	\$500.22	\$518.92	\$537.61	\$550.10
Lieutenant Commander	Major	Squadron Leader	O4 – 2	\$350.78	\$364.55	\$380.44	\$394.20	\$409.55	\$426.75	\$444.01	\$462.70	\$481.38	\$493.87
			O4 – 1	\$341.33	\$355.11	\$370.99	\$384.75	\$400.10	\$417.31	\$434.57	\$453.26	\$471.95	\$484.43
			O4 – 0	\$331.86	\$345.63	\$361.52	\$375.27	\$390.62	\$407.83	\$425.10	\$443.79	\$462.47	\$474.96
Lieutenant	Captain	Flight Lieutenant	O3 – 5	\$316.15	\$329.92	\$345.81	\$359.57	\$374.92	\$392.12	\$409.39	\$428.08	\$446.77	\$459.25
			O3 – 4	\$307.16	\$320.93	\$336.82	\$350.59	\$365.93	\$383.13	\$400.39	\$419.08	\$437.78	\$450.26
			O3 – 3	\$298.15	\$311.92	\$327.80	\$341.56	\$356.92	\$374.12	\$391.39	\$410.07	\$428.77	\$441.24
			O3 – 2	\$289.19	\$302.97	\$318.85	\$332.61	\$347.96	\$365.16	\$382.42	\$401.12	\$419.81	\$432.29
			O3 – 1	\$280.23	\$293.99	\$309.88	\$323.64	\$338.99	\$356.19	\$373.45	\$392.14	\$410.83	\$423.33
			O3 – 0	\$271.24	\$284.99	\$300.88	\$314.64	\$329.99	\$347.19	\$364.46	\$383.15	\$401.83	\$414.32
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$255.92	\$269.68	\$285.57	\$299.33	\$314.67	\$331.87	\$349.14	\$367.84	\$386.52	\$399.02
			O2 – 2	\$248.52	\$262.28	\$278.17	\$291.93	\$307.28	\$324.48	\$341.75	\$360.44	\$379.13	\$391.61
			O2 – 1	\$241.24	\$255.01	\$270.90	\$284.66	\$300.00	\$317.20	\$334.47	\$353.17	\$371.85	\$384.34
			O2 – 0	\$234.28	\$248.04	\$263.93	\$277.69	\$293.04	\$310.24	\$327.50	\$346.19	\$364.88	\$377.37
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 1	\$228.30	\$242.06	\$257.96	\$271.71	\$287.06	\$304.27	\$321.52	\$340.21	\$358.91	\$371.39
			O1 – 0	\$222.31	\$236.08	\$251.96	\$265.73	\$281.08	\$298.28	\$315.55	\$334.23	\$352.93	\$365.41

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	\$115,393	\$120,421	\$126,221	\$131,242	\$136,845	\$143,124	\$149,426	\$156,250	\$163,072	\$167,626
			O3 – 2	\$113,079	\$118,104	\$123,904	\$128,926	\$134,528	\$140,805	\$147,110	\$153,931	\$160,750	\$165,310
			O3 – 1	\$110,758	\$115,780	\$121,584	\$126,602	\$132,206	\$138,486	\$144,785	\$151,610	\$158,427	\$162,986
			O3 – 0	\$108,446	\$113,472	\$119,273	\$124,298	\$129,897	\$136,176	\$142,474	\$149,299	\$156,123	\$160,679
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$106,137	\$111,162	\$116,960	\$121,983	\$127,585	\$133,864	\$140,167	\$146,986	\$153,808	\$158,366
			O2 – 2	\$103,821	\$108,846	\$114,644	\$119,670	\$125,268	\$131,549	\$137,849	\$144,670	\$151,498	\$156,050
			O2 – 1	\$101,506	\$106,532	\$112,329	\$117,353	\$122,957	\$129,235	\$135,533	\$142,357	\$149,180	\$153,737
			O2 – 0	\$99,185	\$104,209	\$110,007	\$115,030	\$120,631	\$126,911	\$133,212	\$140,035	\$146,859	\$151,410
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 0	\$96,877	\$101,903	\$107,698	\$112,724	\$118,326	\$124,603	\$130,907	\$137,727	\$144,550	\$149,106

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	\$316.15	\$329.92	\$345.81	\$359.57	\$374.92	\$392.12	\$409.39	\$428.08	\$446.77	\$459.25
			O3 – 2	\$309.81	\$323.57	\$339.46	\$353.22	\$368.57	\$385.77	\$403.04	\$421.73	\$440.41	\$452.90
			O3 – 1	\$303.45	\$317.21	\$333.11	\$346.85	\$362.21	\$379.41	\$396.67	\$415.37	\$434.05	\$446.54
			O3 – 0	\$297.11	\$310.88	\$326.78	\$340.54	\$355.88	\$373.08	\$390.34	\$409.04	\$427.73	\$440.22
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$290.79	\$304.55	\$320.44	\$334.20	\$349.55	\$366.75	\$384.02	\$402.70	\$421.39	\$433.88
			O2 – 2	\$284.44	\$298.21	\$314.09	\$327.86	\$343.20	\$360.41	\$377.67	\$396.36	\$415.06	\$427.53
			O2 – 1	\$278.10	\$291.87	\$307.75	\$321.52	\$336.87	\$354.07	\$371.32	\$390.02	\$408.71	\$421.20
			O2 – 0	\$271.74	\$285.50	\$301.39	\$315.15	\$330.50	\$347.70	\$364.96	\$383.66	\$402.35	\$414.82
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 0	\$265.42	\$279.19	\$295.06	\$308.83	\$324.18	\$341.38	\$358.65	\$377.33	\$396.03	\$408.51

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	\$177,394
	CL 3-1	\$172,272
Chaplain Division 3	CL 3-2	\$162,972
	CL 3-1	\$158,180
Chaplain Division 2	CL 3-3	\$146,457
	CL 3-2	\$143,959
	CL 3-1	\$141,509
	CL 2-4	\$139,107
	CL 2-3	\$136,755
	CL 2-2	\$134,449
	CL 2-1	\$132,187
Chaplain Division 1	CL 2-3	\$129,970
	CL 2-2	\$126,231
	CL 2-1	\$122,599
	CL 1-2	\$119,087
	CL 1-1	\$115,669

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	\$486.01
	CL 3-1	\$471.98
Chaplain Division 3	CL 3-2	\$446.50
	CL 3-1	\$433.37
Chaplain Division 2	CL 3-3	\$401.25
	CL 3-2	\$394.41
	CL 3-1	\$387.70
	CL 2-4	\$381.12
	CL 2-3	\$374.67
	CL 2-2	\$368.35
	CL 2-1	\$362.16
Chaplain Division 1	CL 2-3	\$356.08
	CL 2-2	\$345.84
	CL 2-1	\$335.89
	CL 1-2	\$326.27
	CL 1-1	\$316.90

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	\$177,394
	CL 3-1	\$172,272
Maritime Spiritual Wellbeing Officer Class 3	CL 3-2	\$162,972
	CL 3-1	\$158,180
Maritime Spiritual Wellbeing Officer Class 2	CL 3-3	\$146,457
	CL 3-2	\$143,959
	CL 3-1	\$141,509
	CL 2-4	\$139,107
	CL 2-3	\$136,755
	CL 2-2	\$134,449
	CL 2-1	\$132,187
Maritime Spiritual Wellbeing Officer Class 1	CL 2-3	\$129,970
	CL 2-2	\$126,231
	CL 2-1	\$122,599
	CL 1-2	\$119,087
	CL 1-1	\$115,669

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 4	CL 3-2	\$486.01
	CL 3-1	\$471.98
Maritime Spiritual Wellbeing Officer Class 3	CL 3-2	\$446.50
	CL 3-1	\$433.37
Maritime Spiritual Wellbeing Officer Class 2	CL 3-3	\$401.25
	CL 3-2	\$394.41
	CL 3-1	\$387.70
	CL 2-4	\$381.12
	CL 2-3	\$374.67
	CL 2-2	\$368.35
	CL 2-1	\$362.16
Maritime Spiritual Wellbeing Officer Class 1	CL 2-3	\$356.08
	CL 2-2	\$345.84
	CL 2-1	\$335.89
	CL 1-2	\$326.27
	CL 1-1	\$316.90

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	\$243,674
			DL 3	\$230,051
Commander	Lieutenant Colonel	Wing Commander	DL 4	\$224,577
			DL 3	\$212,038
			DL 2 (higher duties or temporary duty only)	\$188,893
Lieutenant Commander	Major	Squadron Leader	DL 4	\$213,468
			DL 3-3	\$201,686
			DL 3-2	\$195,968
			DL 3-1	\$190,414
			DL 2-3	\$179,939
			DL 2-2	\$174,852
			DL 2-1	\$169,911
Lieutenant	Captain	Flight Lieutenant	DL 4	\$196,281
			DL 3-3	\$185,475
			DL 3-2	\$180,225
			DL 3-1	\$175,131
			DL 2-3	\$165,519
			DL 2-2	\$160,853
			DL 2-1	\$156,318
			DL 1-2	\$126,128
DL 1-1	\$122,141			

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	\$667.60
			DL 3	\$630.28
Commander	Lieutenant Colonel	Wing Commander	DL 4	\$615.28
			DL 3	\$580.93
			DL 2 (temporary duty only)	\$517.52
Lieutenant Commander	Major	Squadron Leader	DL 4	\$584.84
			DL 3-3	\$552.56
			DL 3-2	\$536.90
			DL 3-1	\$521.68
			DL 2-3	\$492.98
			DL 2-2	\$479.05
			DL 2-1	\$465.51
Lieutenant	Captain	Flight Lieutenant	DL 4	\$537.76
			DL 3-3	\$508.15
			DL 3-2	\$493.77
			DL 3-1	\$479.81
			DL 2-3	\$453.48
			DL 2-2	\$440.69
			DL 2-1	\$428.27
			DL 1-2	\$345.56
			DL 1-1	\$334.63

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	\$228,754
			LL 5-1	\$221,050
			LL 4	\$214,499
			LL 3 (higher duties or temporary duty only)	\$204,725
Commander	Lieutenant Colonel	Wing Commander	LL 5	\$214,499
			LL 4-2	\$207,948
			LL 4-1	\$200,661
			LL 3-2	\$194,954
			LL 3-1	\$189,366
Lieutenant Commander	Major	Squadron Leader	LL 4-4	\$197,090
			LL 4-3	\$192,597
			LL 4-2	\$188,366
			LL 4-1	\$184,397
			LL 3-4	\$178,072
			LL 3-3	\$168,379
			LL 3-2	\$163,538
			LL 3-1	\$153,583
			LL 2-4	\$134,464
			LL 2-3	\$133,059
			LL 2-2	\$129,614
			LL 2-1	\$126,156
			Lieutenant	Captain
LL 3-1	\$134,464			
LL 2-6	\$120,421			
LL 2-5	\$117,139			
LL 2-4	\$113,849			
LL 2-3	\$110,583			
LL 2-2	\$107,307			
LL 2-1	\$104,022			
LL 1	\$101,229			
Sub- Lieutenant	Lieutenant	Flying Officer	LL 1	\$90,533

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	\$587.67
			LL-B	\$569.72
			LL 5-2	\$626.72
			LL 5-1	\$605.62
			LL 4	\$587.67
			LL 3 (higher duties or temporary duty only)	\$560.89
Commander	Lieutenant Colonel	Wing Commander	LL-A	\$587.67
			LL-B	\$569.72
			LL 5	\$587.67
			LL 4-2	\$569.72
			LL 4-1	\$549.76
			LL 3-2	\$534.12
			LL 3-1	\$518.81
Lieutenant Commander	Major	Squadron Leader	LL-A	\$587.67
			LL-B	\$569.72
			LL 4-4	\$539.97
			LL 4-3	\$527.66
			LL 4-2	\$516.07
			LL 4-1	\$505.20
			LL 3-4	\$487.87
			LL 3-3	\$461.31
			LL 3-2	\$448.05
			LL 3-1	\$420.78
			LL 2-4	\$368.39
			LL 2-3	\$364.55
			LL 2-2	\$355.11
LL 2-1	\$345.63			
Lieutenant	Captain	Flight Lieutenant	LL-A	\$587.67
			LL-B	\$569.72
			LL 3-2	\$395.69
			LL 3-1	\$368.39
			LL 2-6	\$329.92
			LL 2-5	\$320.93
			LL 2-4	\$311.92
			LL 2-3	\$302.97
			LL 2-2	\$293.99
			LL 2-1	\$284.99
LL 1	\$277.34			
Sub- Lieutenant	Lieutenant	Flying Officer	LL 1	\$248.04

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	\$345,280
			MML 4-2	\$336,856
			MML 4-1	\$328,678
			MML 3A-4	\$345,126
			MML 3A-3	\$336,709
			MML 3A-2	\$327,219
			MML 3A-1	\$315,544
			MML 3-5	\$328,678
			MML 3-4	\$322,031
			MML 3-3	\$315,544
			MML 3-2	\$309,216
			MML 3-1	\$301,843
			MML 2B-2	\$225,773
			MML 2B-1	\$217,319
			MML 2A-4	\$208,870
			MML 2A-3	\$198,978
MML 2A-2	\$194,678			
MML 2A-1	\$190,501			
Commander	Lieutenant Colonel	Wing Commander	MML 4-3	\$331,572
			MML 4-2	\$323,148
			MML 4-1	\$314,970
			MML 3A-4	\$331,418
			MML 3A-3	\$323,001
			MML 3A-2	\$313,511
			MML 3A-1	\$301,836
			MML 3-5	\$314,970
			MML 3-4	\$308,323
			MML 3-3	\$301,836
			MML 3-2	\$295,508
			MML 3-1	\$288,135
			MML 2B-2	\$212,064
			MML 2B-1	\$203,611
			MML 2A-4	\$195,162
			MML 2A-3	\$185,270
MML 2A-2	\$180,970			
MML 2A-1	\$176,793			

Lieutenant Commander	Major	Squadron Leader	MML 4-3	\$319,932
			MML 4-2	\$311,508
			MML 4-1	\$303,331
			MML 3A-4	\$319,778
			MML 3A-3	\$311,361
			MML 3A-2	\$301,871
			MML 3A-1	\$290,196
			MML 3-5	\$303,331
			MML 3-4	\$296,683
			MML 3-3	\$290,196
			MML 3-2	\$283,868
			MML 3-1	\$276,495
			MML 2B-2	\$200,425
			MML 2B-1	\$191,972
			MML 2A-4	\$183,523
			MML 2A-3	\$173,630
			MML 2A-2	\$169,330
			MML 2A-1	\$165,153
			MML 1-4	\$140,909
			MML 1-3 (senior resident)	\$126,156
Lieutenant	Captain	Flight Lieutenant	MML 4-3	\$308,230
			MML 4-2	\$299,806
			MML 4-1	\$291,628
			MML 3A-4	\$308,077
			MML 3A-3	\$299,659
			MML 3A-2	\$290,727
			MML 3A-1	\$278,494
			MML 3-5	\$291,628
			MML 3-4	\$284,980
			MML 3-3	\$278,494
			MML 3-2	\$272,166
			MML 3-1	\$264,794
			MML 2B-2	\$188,722
			MML 2B-1	\$180,269
			MML 2A-4	\$171,822
			MML 2A-3	\$161,929
			MML 2A-2	\$157,628
			MML 2A-1	\$153,451
			MML 1-4	\$129,488
			MML 1-3 (senior resident)	\$114,989
MML 1-2 (resident)	\$104,022			

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	\$429,877
			5	\$419,993
			4	\$407,644
			3	\$391,307
			2	\$376,764
			1	\$364,412
			entry	\$352,058
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$429,877
			5	\$419,993
			4	\$407,644
			3	\$391,307
			2	\$376,764
			1	\$364,412
			entry	\$352,058

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	Colonel	Group Captain	MML 4-3	\$945.97
			MML 4-2	\$922.89
			MML 4-1	\$900.49
			MML 3A-4	\$945.55
			MML 3A-3	\$922.49
			MML 3A-2	\$896.49
			MML 3A-1	\$864.50
			MML 3-5	\$900.49
			MML 3-4	\$882.28
			MML 3-3	\$864.50
			MML 3-2	\$847.17
			MML 3-1	\$826.97
			MML 2B-2	\$618.56
			MML 2B-1	\$595.39
			MML 2A-4	\$572.25
			MML 2A-3	\$545.15
			MML 2A-2	\$533.36
			MML 2A-1	\$521.92
Commander	Lieutenant Colonel	Wing Commander	MML 4-3	\$908.42
			MML 4-2	\$885.34
			MML 4-1	\$862.93
			MML 3A-4	\$907.99
			MML 3A-3	\$884.93
			MML 3A-2	\$858.93
			MML 3A-1	\$826.95
			MML 3-5	\$862.93
			MML 3-4	\$844.72
			MML 3-3	\$826.95
			MML 3-2	\$809.61
			MML 3-1	\$789.41
			MML 2B-2	\$581.00
			MML 2B-1	\$557.84
			MML 2A-4	\$534.69
MML 2A-3	\$507.59			
MML 2A-2	\$495.81			
MML 2A-1	\$484.36			

Lieutenant Commander	Major	Squadron Leader	MML 4-3	\$876.53
			MML 4-2	\$853.45
			MML 4-1	\$831.04
			MML 3A-4	\$876.10
			MML 3A-3	\$853.04
			MML 3A-2	\$827.04
			MML 3A-1	\$795.06
			MML 3-5	\$831.04
			MML 3-4	\$812.83
			MML 3-3	\$795.06
			MML 3-2	\$777.72
			MML 3-1	\$757.52
			MML 2B-2	\$549.11
			MML 2B-1	\$525.95
			MML 2A-4	\$502.80
			MML 2A-3	\$475.70
			MML 2A-2	\$463.92
			MML 2A-1	\$452.47
			MML 1-4	\$386.05
			MML 1-3 (senior resident)	\$345.63
Lieutenant	Captain	Flight Lieutenant	MML 4-3	\$844.47
			MML 4-2	\$821.39
			MML 4-1	\$798.98
			MML 3A-4	\$844.05
			MML 3A-3	\$820.98
			MML 3A-2	\$796.51
			MML 3A-1	\$763.00
			MML 3-5	\$798.98
			MML 3-4	\$780.77
			MML 3-3	\$763.00
			MML 3-2	\$745.66
			MML 3-1	\$725.46
			MML 2B-2	\$517.05
			MML 2B-1	\$493.89
			MML 2A-4	\$470.75
			MML 2A-3	\$443.64
			MML 2A-2	\$431.86
			MML 2A-1	\$420.41
			MML 1-4	\$354.76
			MML 1-3 (senior resident)	\$315.04
MML 1-2 (resident)	\$284.99			

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	Lieutenant Colonel	Wing Commander	6	\$1,177.75
			5	\$1,150.67
			4	\$1,116.83
			3	\$1,072.07
			2	\$1,032.23
			1	\$998.39
			entry	\$964.54
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$1,177.75
			5	\$1,150.67
			4	\$1,116.83
			3	\$1,072.07
			2	\$1,032.23
			1	\$998.39
			entry	\$964.54

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	\$158,200

Part 1A: Member of the Reserves (Service Warrant Officers)

Column 1 Rank	Column 2 Daily rate of salary
Service Warrant Officer	\$433.42

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	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	\$145,482	\$151,601	\$158,200
WO1 - Tier B	-	-	-	\$125,240	\$129,736	\$134,588	\$139,826	\$145,482	\$151,601	\$158,200
WO1 - Tier A2	\$111,298	\$114,302	\$118,155	\$122,310	\$126,804	\$131,655	\$136,897	\$142,554	\$148,666	\$155,268
WO1 - Tier A1	\$109,390	\$112,392	\$116,243	\$120,406	\$124,898	\$129,744	\$134,987	\$140,646	\$146,756	\$153,358

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

Column 1	Column 2									
	Daily rate of salary for pay grade									
Rank and tier	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	\$398.58	\$415.35	\$433.42
WO1 - Tier B	-	-	-	\$343.12	\$355.44	\$368.73	\$383.08	\$398.58	\$415.35	\$433.42
WO1 - Tier A2	\$304.93	\$313.16	\$323.71	\$335.10	\$347.41	\$360.70	\$375.06	\$390.56	\$407.30	\$425.39
WO1 - Tier A1	\$299.70	\$307.92	\$318.47	\$329.88	\$342.19	\$355.46	\$369.83	\$385.33	\$402.07	\$420.16

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	\$104,001	\$107,002	\$110,855	\$115,016	\$119,508	\$124,358	\$129,598	\$135,258	\$141,369	\$147,970
			0	\$102,240	\$105,243	\$109,098	\$113,256	\$117,749	\$122,600	\$127,841	\$133,501	\$139,610	\$146,213
	Staff Sergeant		0	\$99,445	\$102,447	\$106,297	\$110,458	\$114,951	\$119,803	\$125,041	\$130,698	\$136,811	\$143,414
Petty Officer	Sergeant	Sergeant	2	\$94,008	\$97,010	\$100,864	\$105,021	\$109,516	\$114,365	\$119,605	\$125,264	\$131,377	\$137,978
			1	\$92,444	\$95,447	\$99,298	\$103,459	\$107,952	\$112,805	\$118,039	\$123,700	\$129,812	\$136,415
			0	\$90,912	\$93,914	\$97,765	\$101,927	\$106,419	\$111,272	\$116,508	\$122,168	\$128,279	\$134,882
Leading Seaman	Corporal	Corporal	2	\$83,721	\$86,724	\$90,573	\$94,734	\$99,230	\$104,078	\$109,315	\$114,977	\$121,085	\$127,689
			1	\$82,361	\$85,363	\$89,215	\$93,376	\$97,869	\$102,718	\$107,959	\$113,618	\$119,727	\$126,328
			0	\$81,027	\$84,030	\$87,882	\$92,041	\$96,532	\$101,386	\$106,627	\$112,284	\$118,397	\$125,002
	Lance Corporal		0	\$76,039	\$79,040	\$82,888	\$87,053	\$91,545	\$96,394	\$101,632	\$107,294	\$113,402	\$120,007
Able Seaman	Private Proficient*	Leading Aircraftman	0	\$74,855	\$77,858	\$81,711	\$85,870	\$90,362	\$95,216	\$100,452	\$106,110	\$112,223	\$118,822
Seaman	Private	Aircraftman	0	\$73,695	\$76,700	\$80,549	\$84,710	\$89,203	\$94,054	\$99,295	\$104,952	\$111,063	\$117,668

*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	\$284.93	\$293.16	\$303.71	\$315.11	\$327.42	\$340.71	\$355.06	\$370.57	\$387.31	\$405.40
			0	\$280.11	\$288.34	\$298.90	\$310.29	\$322.60	\$335.89	\$350.25	\$365.76	\$382.49	\$400.58
	Staff Sergeant		0	\$272.45	\$280.68	\$291.22	\$302.62	\$314.93	\$328.23	\$342.58	\$358.08	\$374.82	\$392.92
Petty Officer	Sergeant	Sergeant	2	\$257.56	\$265.78	\$276.34	\$287.73	\$300.04	\$313.33	\$327.68	\$343.19	\$359.94	\$378.02
			1	\$253.27	\$261.50	\$272.05	\$283.45	\$295.76	\$309.05	\$323.39	\$338.90	\$355.65	\$373.74
			0	\$249.07	\$257.30	\$267.85	\$279.25	\$291.56	\$304.85	\$319.20	\$334.71	\$351.45	\$369.54
Leading Seaman	Corporal	Corporal	2	\$229.37	\$237.60	\$248.15	\$259.55	\$271.86	\$285.15	\$299.49	\$315.01	\$331.74	\$349.83
			1	\$225.65	\$233.87	\$244.42	\$255.82	\$268.13	\$281.42	\$295.78	\$311.28	\$328.02	\$346.10
			0	\$221.99	\$230.22	\$240.77	\$252.17	\$264.47	\$277.77	\$292.13	\$307.63	\$324.38	\$342.47
	Lance Corporal		0	\$208.33	\$216.55	\$227.09	\$238.50	\$250.81	\$264.09	\$278.44	\$293.96	\$310.69	\$328.79
Able Seaman	Private Proficient*	Leading Aircraftman	0	\$205.08	\$213.31	\$223.87	\$235.26	\$247.57	\$260.87	\$275.21	\$290.71	\$307.46	\$325.54
Seaman	Private	Aircraftman	0	\$201.90	\$210.14	\$220.68	\$232.08	\$244.39	\$257.68	\$272.04	\$287.54	\$304.28	\$322.38

*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	\$56,385
2.	Member undergoing initial category or trade or employment training 0-6 months 6-12 months 12 months or more	\$64,439 \$67,661 \$70,883
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	\$43,947 \$50,841 \$57,735 \$64,629 \$71,522
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	\$31,883 \$31,883 \$38,777 \$45,671 \$52,565 \$59,458 \$81,863 \$87,379 \$38,777 \$45,671 \$52,565
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	\$31,883 \$31,883 \$38,777 \$45,671 \$52,565 \$59,458

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>\$64,629</p> <p>\$71,522</p> <p>\$71,522</p> <p>\$64,629</p> <p>\$71,522</p> <p>\$71,522</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>\$73,856</p> <p>\$76,977</p> <p>\$79,057</p> <p>\$82,178</p> <p>\$87,379</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	\$154.48
2.	Member undergoing initial category or trade or employment training	\$176.55
3.	<p>Student /Member at Officer Training Unit:</p> <p>without a degree</p> <p>with a degree</p>	<p>\$177.07</p> <p>\$195.95</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 All air traffic controllers Flight test engineers	AS 0	\$121,134
		AS 1	\$125,506
		AS 2	\$129,884
		AS 3	\$134,255
		AS 4	\$138,631
		AS 5	\$143,002
		AS 6	\$147,378
		AS 7	\$151,751
		AS 8	\$156,124
		AS 9	\$160,496
		AS 10	\$164,870
		AS 11	\$169,243
		AS 12	\$173,616
		AS 13	\$177,990
		AS 14	\$182,364
		AS 15	\$186,734
AS 16	\$191,109		
2.	all aircrew officers air traffic controller officers who have held a detachment command position flight test engineers	AS 17	\$195,480
		AS 18	\$198,398
		AS 19	\$201,315
3.	all aircrew officers flight test engineers	AS 20	\$204,229
		AS 21	\$207,145
		AS 22	\$210,062
		AS 23	\$212,973
		AS 24	\$215,889
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	\$218,809
		AS 26	\$221,720
		AS 27	\$224,639
		AS 28	\$227,555
	Flight test engineers who have held command at Tier 1 or Tier 2	AS 29	\$230,469

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 All air traffic controllers Flight test engineers	AS 0	\$331.87
		AS 1	\$343.85
		AS 2	\$355.85
		AS 3	\$367.82
		AS 4	\$379.81
		AS 5	\$391.79
		AS 6	\$403.78
		AS 7	\$415.76
		AS 8	\$427.74
		AS 9	\$439.72
		AS 10	\$451.70
		AS 11	\$463.68
		AS 12	\$475.66
		AS 13	\$487.64
		AS 14	\$499.63
		AS 15	\$511.60
AS 16	\$523.59		
2.	all aircrew officers air traffic controller officers who have held a detachment command position flight test engineers	AS 17	\$535.56
		AS 18	\$543.56
		AS 19	\$551.55
3.	all aircrew officers flight test engineers	AS 20	\$559.53
		AS 21	\$567.52
		AS 22	\$575.51
		AS 23	\$583.49
		AS 24	\$591.48
4	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 25	\$599.48
		AS 26	\$607.45
		AS 27	\$615.45
		AS 28	\$623.44
		AS 29	\$631.42

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	\$231,414
2.	OA 36	\$227,555
3.	OA 35	\$224,639
4.	OA 34	\$221,720
5.	OA 33	\$218,809
6.	OA 32	\$215,889
7.	OA 31	\$212,973
8.	OA 30	\$210,062
9.	OA 29	\$207,145
10.	OA 28	\$204,229
11.	OA 27	\$201,315
12.	OA 26	\$198,398
13.	OA 25	\$195,480
14.	OA 24	\$191,109
15.	OA 23	\$186,734
16.	OA 22	\$182,364
17.	OA 21	\$177,990
18.	OA 20	\$173,616
19.	OA 19	\$169,243
20.	OA 18	\$164,870
21.	OA 17	\$160,496
22.	OA 16	\$156,124
23.	OA 15	\$151,751
24.	OA 14	\$147,378
25.	OA 13	\$143,002
26.	OA 12	\$138,631
27.	OA 11	\$134,255
28.	OA 10	\$129,884
29.	OA 9	\$125,506
30.	OA 8	\$121,134
31.	OA 7	\$116,778
32.	OA 6	\$112,405
33.	OA 5	\$108,033
34.	OA 4	\$103,660
35.	OA 3	\$99,288
36.	OA 2	\$94,917
37.	OA 1	\$90,542
38.	OA 0	\$86,171

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	\$634.01
2.	OA 36	\$623.44
3.	OA 35	\$615.45
4.	OA 34	\$607.45
5.	OA 33	\$599.48
6.	OA 32	\$591.48
7.	OA 31	\$583.49
8.	OA 30	\$575.51
9.	OA 29	\$567.52
10.	OA 28	\$559.53
11.	OA 27	\$551.55
12.	OA 26	\$543.56
13.	OA 25	\$535.56
14.	OA 24	\$523.59
15.	OA 23	\$511.60
16.	OA 22	\$499.63
17.	OA 21	\$487.64
18.	OA 20	\$475.66
19.	OA 19	\$463.68
20.	OA 18	\$451.70
21.	OA 17	\$439.72
22.	OA 16	\$427.74
23.	OA 15	\$415.76
24.	OA 14	\$403.78
25.	OA 13	\$391.79
26.	OA 12	\$379.81
27.	OA 11	\$367.82
28.	OA 10	\$355.85
29.	OA 9	\$343.85
30.	OA 8	\$331.87
31.	OA 7	\$319.94
32.	OA 6	\$307.96
33.	OA 5	\$295.98
34.	OA 4	\$284.00
35.	OA 3	\$272.02
36.	OA 2	\$260.05
37.	OA 1	\$248.06
38.	OA 0	\$236.08

PART 2—Amendments to Senior Officer Star Ranks

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) — salary rate

Column 1 Rank and increment				Column 2 Yearly salary rate
Navy	Army	Air Force	Increment	
Rear Admiral	Major General	Air Vice Marshal	O8 – 1	\$309,587
			O8 – 0	\$294,998
Commodore	Brigadier	Air Commodore	O7 – 1	\$270,399
			O7 – 0	\$263,374

Part 2: Member of the Reserves (senior officer) — salary rate

Column 1 Rank and increment				Column 2 Daily salary rate
Navy	Army	Air Force	Increment	
Admiral	General	Air Chief Marshal	O10 – 0	\$1,860.00
Rear Admiral	Major General	Air Vice Marshal	O8 – 1	\$848.18
			O8 – 0	\$808.21
Commodore	Brigadier	Air Commodore	O7 – 1	\$740.82
			O7 – 0	\$721.57

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	\$446,087
				Positional	\$0
			2	Base salary	\$446,087
				Positional	\$42,882
			3	Base salary	\$446,087
				Positional	\$82,684

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	\$1,222.16

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

Omit Schedule B.15, substitute:

Schedule B.15

Senior officer salary rates – medical officer

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

Column 1 Rank			Column 2 Increment	Column 3 Yearly salary rate
Navy	Army	Air Force		
Rear Admiral	Major General	Air Vice Marshal	2	\$394,330
			1	\$387,863
Commodore	Brigadier	Air Commodore	2	\$379,608
			1	\$373,142

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

Column 1 Rank			Column 2 Increment	Column 3 Daily salary rate
Navy	Army	Air Force		
Rear Admiral	Major General	Air Vice Marshal	2	\$1,080.35
			1	\$1,062.64
Commodore	Brigadier	Air Commodore	2	\$1,040.02
			1	\$1,022.31

3 Schedule B.16 (Senior officer 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	\$262,123
			DL 4	\$275,297

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	\$718.14
			DL 4	\$754.24

4 Schedule B.17 (Senior officer 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		
Rear Admiral	Major General	Air Vice Marshal	LL 5-2	\$311,837
			LL 5-1	\$297,164
Commodore	Brigadier	Air Commodore	LL 5-2	\$268,556
			LL 5-1	\$260,880

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		
Rear Admiral	Major General	Air Vice Marshal	LL 5-2	\$854.35
			LL 5-1	\$814.15
Commodore	Brigadier	Air Commodore	LL 5-2	\$735.77
			LL 5-1	\$714.74

5 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	\$211,201
	CL 3-2	\$213,892

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	\$578.63
	CL 3-2	\$586.00

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	\$211,201
	CL 3-2	\$213,892

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	\$578.63
	CL 3-2	\$586.00

Schedule 3—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	\$1,314			
Degree of language difficulty Group 1	\$1,314	\$2,628	\$3,942	\$5,258
Degree of language difficulty Group 2	\$1,972	\$3,942	\$6,572	\$9,187
Degree of language difficulty Group 3	\$2,628	\$5,258	\$9,187	\$13,129

Schedule 4—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.	Paratrooper allowance under paragraph B.16.7.2.a	\$3,229
2.	Separation allowance under paragraph B.3.6	\$3,229
3.	Recruit instructor sustainability allowance under section C.3.4	\$8,462
4.	Paratrooper allowance under any of the following. a. subsection B.16.7.1, table item 3.a b. subsection B.16.7.1, table item 3.b	\$7,900
5.	Clearance diver allowance under section B.14.7, table item 2	\$10,215
6.	Special Forces disability allowance under any of the following. a. section B.12.7, table item 10 b. section B.12.7, table item 11	\$10,215
7.	Special Forces sustainability allowance under section C.2.5, table item 3	\$10,215
8.	Diving allowance under section B.6.5	\$18,680
9.	Diving allowance under any of the following a. section B.6.6, item 1 b. section B.6.6, item 2	\$39.58
10.	Adventurous training leader allowance under section B.4.6.	\$62.77
11.	Boarding party allowance under section B.10.5	\$77.70
12.	Diving allowance under section B.6.6, table item 3	\$77.70
13.	Field allowance (Tier 1 hardship) under subsection B.13.8.1	\$109.16
14.	Flying disability allowance under section B.7.7	\$10,215
15.	Unpredictable explosives allowance under section B.15.5.1, table item 3.b	\$10,215
16.	Flying disability allowance under paragraph B.7.8.a to d	\$27.99
17.	Recruit instructor disability allowance under section B.17.4	\$10,218
18.	Paratrooper allowance under any of the following. a. subsection B.16.8, table item 12 b. subsection B.16.8, table item 13	\$47.12
19.	Submarine escape disability allowance under section B.8.6, table item 1 and 3	\$51.18
20.	Paratrooper allowance under subsection B.16.7.1, table item 1	\$14,151

21.	Clearance diver allowance under section B.14.7, table item 3	\$14,448
22.	Maritime disability allowance under any of the following. a. subsection B.9.5, table item 1 b. subsection B.9.5, table item 4 c. subsection B.9.5, table item 7	\$14,448
23.	Maritime disability allowance under any of the following. a. subsection B.9.5, table item 2 b. subsection B.9.5, table item 5 c. subsection B.9.5, table items 8	\$18,680
24.	Maritime disability allowance under any of the following. a. subsection B.9.5, table item 3 b. subsection B.9.5, table item 6 c. subsection B.9.5, table item 9	\$27,145
25.	Paratrooper allowance under section B.16.8, table item 1	\$38.77
26.	Clearance diver allowance under section B.14.8, table item 3	\$39.58
27.	Maritime disability allowance under any of the following. a. subsection B.9.6.1, table item 1 b. subsection B.9.6.2, table item 1	\$39.58
28.	Unpredictable explosives allowance under section B.15.6.1, table item 1.a	\$39.58
29.	Maritime disability allowance under any of the following. a. subsection B.9.6.1, table item 2 b. subsection B.9.6.2, table item 2	\$51.18
30.	Field allowance (Tier 2 hardship) under subsection B.13.8.2	\$62.77
31.	Maritime disability allowance under any of the following. a. subsection B.9.6.1, table item 3 b. subsection B.9.6.2, table item 3	\$74.37
32.	Maritime sustainability allowance under section C.1.5, table item 1	\$12,698
33.	Maritime sustainability allowance under section C.1.5, table item 2	\$21,164
34.	Special Forces sustainability allowance under section C.2.5, table item 2.b	\$22,912
35.	Maritime sustainability allowance under section C.1.5, table item 3	\$25,428
36.	Maritime sustainability allowance under section C.1.6, table item 1	\$ 34.79
37.	Maritime sustainability allowance under section C.1.6, table item 2	\$57.98
38.	Maritime sustainability allowance under section C.1.6, table item 3	\$69.67
39.	Special Forces disability allowance under any of the following. a. section B.12.7, table item 1	\$48,308

	<ul style="list-style-type: none"> b. section B.12.7, table item 2 c. section B.12.7, table item 3 d. section B.12.7, table item 14 	
40.	<p>Special Forces disability allowance under any of the following.</p> <ul style="list-style-type: none"> a. section B.12.7, table item 4 b. section B.12.7, table item 5 c. section B.12.7, table item 6 d. section B.12.7, table item 7 e. section B.12.7, table item 8 f. section B.12.7, table item 9 g. section B.12.7, table item 15 	\$31,378
41.	<p>Clearance diver allowance under any of the following.</p> <ul style="list-style-type: none"> a. section B.14.7, table item 1.b.i b. section B.14.7, table item 1.b.ii c. section B.14.7, table item 1.b.iii 	\$18,680
42.	<p>Special Forces disability allowance under any of the following.</p> <ul style="list-style-type: none"> a. section B.12.7, table item 12 b. section B.12.7, table item 13 	\$18,680
43.	Special Forces sustainability allowance under section C.2.5, table item 1.b, 2.b and 4.b	\$22,912
44.	Unpredictable explosives allowance under section B.15.5.1, table item 3.a	\$18,680
45.	Paratrooper allowance under subsection B.16.7.1, table item 2	\$11,298
46.	<p>Special Forces sustainability allowance any of the following.</p> <ul style="list-style-type: none"> a. section C.2.5, table item 1a b. section C.2.5, table item 2.a c. section C.2.5, table item 4.a 	\$8,465
47.	<p>Special Forces disability allowance under any of the following.</p> <ul style="list-style-type: none"> a. subsection B.12.8.1, table item 9 b. subsection B.12.8.1, table item 10 	\$27.99
48.	<p>Special Forces disability allowance under any of the following.</p> <ul style="list-style-type: none"> a. subsection B.12.8.1, table item 4 b. subsection B.12.8.1, table item 5 c. subsection B.12.8.1, table item 6 d. subsection B.12.8.1, table item 7 e. subsection B.12.8.1, table item 8 f. subsection B.12.8.1, table item 13 g. subsection B.12.8.1, table item 15 	\$85.97
49.	<p>Special Forces disability allowance under any of the following.</p> <ul style="list-style-type: none"> a. subsection B.12.8.1, table item 1 b. subsection B.12.8.1, table item 2 c. subsection B.12.8.1, table item 3 d. subsection B.12.8.1, table item 14 	\$132.35
50.	<p>Clearance diver allowance under any of the following.</p> <ul style="list-style-type: none"> a. section B.14.8, table item 1.b.i b. section B.14.8, table item 1.b.ii 	\$51.18
51.	Paratrooper allowance under section B.16.8, table	\$30.95

	item 2		
52.	Paratrooper allowance under section B.16.8, table item 3	\$21.65	
53.	Clearance diver allowance under section B.14.8, table item 2	\$27.99	
54.	Special Forces disability allowance under subsection B.12.8.2	Tier A	\$295.64
		Tier B	\$202.28
		Tier C	\$109.16
55.	Clearance diver allowance under section B.14.7, table item 1.a	\$27,145	
56.	Paratrooper allowance under subsection B.16.7.1, table item 9	\$4,897	
57.	Unpredictable explosives allowance under section B.15.5.1, table items 1 or 2	\$10,215	
58.	Clearance diver allowance under section B.14.8, table item 1.a	\$74.37	
59.	Unpredictable explosives allowance under section B.15.6.1, table item 1.b	\$97.56	
60.	Unpredictable explosives allowance under section B.15.6.1, table item 2	\$154.47	
61.	Clearance diver allowance – deep dive supplement (per dive) under subsection B.14.9.1	\$513.48	
62.	Clearance diver allowance – experimental dive supplement (per dive) under section B.14.10, table item 1	\$326.77	
63.	Clearance diver allowance – experimental dive supplement (per dive) under section B.14.10, table item 2	\$529.05	
64.	Clearance diver allowance – experimental dive supplement (per dive) under section B.14.10, table item 3	\$886.93	
65.	Clearance diver allowance – experimental dive supplement (per dive) under - section B.14.10, table item 4	\$1,976.16	
66.	Paratrooper allowance under subsection B.16.7.1, table item 5	\$6,835	
67.	Paratrooper allowance under subsection B.16.7.1, table item 7	\$5,918	
68.	Paratrooper allowance under any of the following. a. subsection B.16.7.1, table item 11 b. paragraph B.16.7.2.b	\$2,448	
69.	Paratrooper allowance under section B.16.8, table item 5	\$18.73	
70.	Paratrooper allowance under section B.16.8, table item 7	\$16.21	
71.	Paratrooper allowance under section B.16.8, table item 9	\$13.42	
72.	Paratrooper allowance under section B.16.8, table item 11	\$6.71	
73.	Paratrooper allowance under paragraph B.16.9.1.a	\$529.05	
74.	Paratrooper allowance under paragraph B.16.9.1.b	\$311.21	
75.	Training Sustainment allowance under section C.4.3	\$10,215	
76.	Clearance Diver Allowance under section 14.7, table	\$14,448	

	item 4	
77.	Clearance Diver Allowance under section 14.8,1 table item 4	\$39.58
78.	Maritime sustainability allowance under section C.1.5, table item 4	\$29,661
79.	Maritime sustainability allowance under section C.1.5, table item 5	\$33,894
80.	Maritime sustainability allowance under section C.1.6, table item 4	\$81.26
81.	Maritime sustainability allowance under section C.1.6, table item 5	\$92.86
82.	Maritime Deployable Support Element under division B.18	\$14,448
83.	Paratrooper Allowance (not eligible for Special Forces Support 1B/1C) under section B16.7.1 table items 4, 6, 8 or 10	\$10,215
84.	Paratrooper Allowance (not eligible for Special Forces Support 1B/1C) under section B16.8.1 table items 4, 6, 8 or 10	\$27.99
85.	Special Forces disability allowance under any of the following. a. subsection B.12.8.1 table 11 b. subsection B.12.8.1 table 12	\$51.18
86.	Clearance diver allowance under any of the following. a. section B.14.7, table item 1.c.i b. section B.14.7, table item 1.c.ii	\$22,912
87.	Clearance diver allowance under any of the following. a. section B.14.8, table item 1.c.i b. section B.14.8, table item 1.c.ii	\$62.77

2 PART F – ALLOWANCE RATES (table 2)

Repeat the table, substitute:

Column 1 Item	Column 2 Allowance Reference	Column 3 Rate
1.	Submarine Escape Allowance – for ascents made from a depth of 90 metres or less section B.8.6, item 2 and item 4	\$233.41
2.	Submarine Escape Allowance – for ascents made for a depth greater than 90 metres section B.8.6, item 2 and item 4	\$435.69

EXPLANATORY STATEMENT

Defence Force Remuneration Tribunal Determination No. 15 of 2023, ADF Workplace Remuneration Arrangement 2023–2026

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 2023-2026 (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 9 November 2023.

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 three 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 three per cent.

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

- 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 2 sets out amendments to DFRT Determination No. 2 of 2017, *Salaries*, for Senior Officer Star Rank ADF members. In accordance with the Arrangement, a four 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.15 (Senior officer salary rates – medical officer)
- Schedule B.16 (Senior officer salary rates – dental officer)
- Schedule B.17 (Senior officer salary rates – legal officer)
- Schedule B.18 (Senior officer salary rates – Chaplain and Maritime Spiritual Wellbeing Officer)

Schedule 3 sets out amendments to DFRT Determination No. 14 of 1992, *Language Allowance*. In accordance with the Arrangement, a four 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 4 sets out amendments to DFRT Determination No. 11 of 2013, *ADF Allowances*. In accordance with the Arrangement, a four 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