



DEFENCE FORCE REMUNERATION TRIBUNAL DETERMINATION NO. 2 of 2017, SALARIES

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

Compilation date: 5 June 2025

Includes amendments: DFRT Determination No. 4 of 2025

About this compilation

This compilation

This is a compilation of Defence Force Remuneration Tribunal Determination No. 2 of 2017: Salaries that shows the text of the law as amended and in force on 5 June 2025 (the *compilation date*).

The notes at the end of this compilation (the *endnotes*) include information about amending laws and the amendment history of provisions of the compiled law.

Uncommenced amendments

The effect of uncommenced amendments is not shown in the text of the compiled law. Any uncommenced amendments affecting the law are accessible on the Defence Force Remuneration Tribunal (www.DFRT.gov.au). The details of amendments made up to, but not commenced at, the compilation date are underlined in the endnotes.

Application, saving and transitional provisions for provisions and amendments

If the operation of a provision or amendment of the compiled law is affected by an application, saving or transitional provision that is not included in this compilation, details are included in the endnotes.

Modifications

If the compiled law is modified by another law, the compiled law operates as modified but the modification does not amend the text of the law. Accordingly, this compilation does not show the text of the compiled law as modified. For more information on any modifications, see the Register for the compiled law.

Self-repealing provisions

If a provision of the compiled law has been repealed in accordance with a provision of the law, details are included in the endnotes.

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1 Citation

1. This Determination is Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*.
2. This Determination may also be cited as Defence Force Remuneration Tribunal Determination No. 2 of 2017.

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. | 4 April 2017 |

Note: This table relates only to the provisions of this instrument as originally made.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

3 Authority

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

4 Schedules

Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

5 Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*

5.1 Overview

This Determination provides the rates of salary for members and the criteria for setting a rate of salary for those members.

5.2 Contents

This Determination contains the following Parts.

- | | |
|--------|---------------------|
| Part A | Administration |
| Part B | Salaries |
| Part C | Salary preservation |

Part A: Administration

A.1.1 Defence Force Remuneration Tribunal Determination No. 2 of 2017 – general

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, is the Determination authorising ADF salary for members of the Permanent Forces and the Reserves.

A.1.2 Members this Determination applies to

This Determination applies to all members, including members of the Reserves on Reserve service.

A.1.3 Administration of salary

1. This Determination does not limit the capacity for Defence Determination 2016/19, *Conditions of service*, as in force from time to time, made under section 58B of the *Defence Act 1903*, to provide for administrative matters relating to the payment of salary.

Note: Administrative matters includes the forfeiture and suspension of salary.

2. A member performing a period of continuous full-time service may be eligible for the relevant annual rate of salary for the Permanent Forces as set out in this Determination.
3. A member performing Reserve service may be eligible for the relevant daily rate of salary for the Reserves as set out in this Determination.
4. The fortnightly rate of an annual salary rate is worked out using the following steps.

| Step | Action |
|------|--|
| 1. | Find the annual rate of salary payable to the member. |
| 2. | Divide that figure by 365. |
| 3. | Multiply the result of Step 2 by fourteen. |
| 4. | The result of Step 3 is the fortnightly rate of salary that applies to the member. |

5. The daily rate of an annual rate of salary is the result of step two in the table under subsection A.1.3.4.
6. The annual rate of salary in this Determination continues to be payable during periods of paid leave provided under Defence Determination 2016/19, *Conditions of service*, as in force from time to time.
7. If a member takes any form of paid leave at half pay under Defence Determination 2016/19, *Conditions of service*, as in force from time to time, then the member's annual rate of salary under this Determination is only payable to the member at half that annual rate for the period of the leave taken at half pay.

A.1.4 Salary not payable

Salary is not payable to a member under this Determination for any period when the member meets any of the following conditions.

- a. The member is on any form of unpaid leave.

- b. The member is undertaking service with, and receiving remuneration from, the United Nations.
- c. The member is undertaking service with, and receiving remuneration from, a multinational force.
- d. The member is paid salary under a separate determination made under Part IIIA Division 2 of the *Defence Act 1903*, as in force from time to time.
- e. The member is paid salary under a determination made under the *Remuneration Tribunal Act 1973*, as in force from time to time.
- f. The member is on a nonworking period.

A.1.5 Salary for Reserve service

1. Salary is payable to a member for each day or part day of Reserve service for which the member meets both of the following conditions.
 - a. The member is required to attend for duty.
 - b. The member attends for that duty.
2. If the member is required to attend for duty for less than six hours on a day, they are eligible to a proportion of the daily rate as worked out under the following table.

| Item | A member who attends for duty for this amount of time... | is to be paid the rate of salary of... |
|------|--|--|
| 1. | at least three hours but less than six hours | half the daily rate. |
| 2. | at least two hours but less than three hours | one third of the daily rate. |

3. A **day** for a member on Reserve service who performs duty under a shift roster, is the period of 24 hours, beginning when the member first commences a shift on the day.

Example: A member who attends for duty between six and 24 hours is entitled to one day's pay. This applies even if members of the Reserves are normally required to work the same daily routine as members of the Permanent Forces in the same area. Note that the six hour duty period (excluding meal breaks) is the minimum qualifying time for one day's Reserve salary, it is not the length of the Reserve working day.

A.1.6 Exercise of powers

1. In this Determination, a reference to the CDF includes a reference to a person the CDF has authorised to exercise administrative powers vested in the CDF under this Determination.
2. In this Determination, a reference to a named position includes a reference to a person who has been authorised to exercise administrative powers vested in that position under this Determination.

A.1.7 Other matters

A reference to a rank is a reference to an Army rank. It includes a reference to the corresponding rank in the Navy and Air Force. This is unless it is made clear otherwise.

A.1.8 Contents

This Part contains the following Division.

Division 1 Definitions

Division 1: Definitions

A.1.9 General

1. The *Acts Interpretation Act 1901* and the *Defence Act 1903* contain definitions of other terms that may apply.

Examples:

- a. The *Defence Act 1903* defines member, officer, remuneration, the Permanent Forces and the Reserves.
 - b. The *Acts Interpretation Act 1901* specifies how to work out periods of time and defines some commonly used words, including Australia, month, calendar year, financial year and the Commonwealth.
2. This table defines terms used in this Determination.

| Term | Definition |
|--------------------------------|--|
| ADF | Means the Australian Defence Force. |
| CDF | Means the Chief of the Defence Force. |
| continuous full-time service | Means service performed by these two groups of members. <ol style="list-style-type: none">a. Members of the Permanent Forces.b. Members of the Reserves who are undertaking a period of continuous full-time service directed by the CDF. |
| employment category | Means a Service-specific job classification applied to a Defence member. It may refer to a trade, specialisation, mustering, primary qualification, corps or skill. |
| enlisted rank | Has the same meaning as in Section 6 of the <i>Defence Regulation 2016</i> , as in force from time to time. |
| Flexible service determination | Means a determination made under subsection 23(2) of the <i>Defence Act 1903</i> as in force from time to time. |
| Force | Means either the Permanent Forces or the Reserves of the ADF. |
| increment | Means an advancement through the salary band for a rank, based on the passing of time. |
| member | Has the same meaning as in section 58A of the <i>Defence Act 1903</i> , as in force from time to time. |
| Nonworking period | A nonworking period under a flexible service determination that applies to a member that is not the member's pattern of service. |
| Nuclear qualified | Means the member has achieved one of the following specified qualifications: <ol style="list-style-type: none">a. Completion of Nuclear Power Training Unit, orb. Completion of Officers Nuclear Operator Course Phase 2. |

| | |
|-------------------------|---|
| Nuclear Technician | Includes the following employment category streams: a. Machinist's Mate – SM. b. Electrician's Mate – SM. c. Electronics Technician – SM. |
| officer | Has the same meaning as in section 4 of the <i>Defence Act 1903</i> , as in force from time to time. |
| Other rank | Means a sailor, soldier or airman who holds a rank specified in items 15 to 21 of the table in Schedule 1 of the <i>Defence Act 1903</i> , as in force from time to time. |
| Pattern of service | Means the hours of duty or the periods of duty prescribed under a flexible service determination. |
| pay grade | Means the pay grade under which is listed the employment category and any additional requirements applicable to the member's rank in the following schedules: a. Officer, Schedule B.2. b. Warrant Officer Class 1, Schedule B.9. c. Other Rank member, Schedule B.11. |
| rank | Means a rank (and any corresponding rank) provided in Schedule 1 of the <i>Defence Act 1903</i> , as in force from time to time. |
| rate | Includes a scale of rates. |
| Reserve service | Means a period of service that is other than continuous full-time service. |
| senior officer | Means an officer who holds a rank specified in items 1 to 5 in Schedule 1 of the <i>Defence Act 1903</i> , as in force from time to time. |
| Service Warrant Officer | Means a member who holds a rank specified in item 13 of the table in Schedule 1 of the <i>Defence Act 1903</i> , as in force from time to time. |
| SM | Means a submarine service qualification and skill. Exceptions: a. A member who has the rank of Rear Admiral in the Navy, or a higher rank. b. A member who is a medical or dental officer with the rank of Commander in the Navy, or a higher rank. |
| TAG | Means the Tactical Assault Group qualification and skill. |
| unpaid leave | Has the meaning as in Defence Determination 2016/19, <i>Conditions of service</i> , as in force from time to time. See: Chapter 1 Part 3 Division 1, section 1.3.77A (Unpaid leave), Defence Determination 2016/19, <i>Conditions of service</i> . |
| Warrant Officer Class 1 | Means a member who holds a rank specified in item 14 of the table in Schedule 1 of the <i>Defence Act 1903</i> , as in force from time to time. |

A.1.10 Flying terms

The following descriptors are used in relation to a member's employment category or classification.

| Term | Definition |
|----------|---|
| Fly 0 | Means the member has no liability to fly. Note: For Air Force, this may apply to an Other Rank member who is commissioning to Officer, if the member is commissioning to a non-flying specialisation. |
| Fly 0-2 | Means a member with flying experience of less than 2 years. |
| Fly 2-4 | Means a member with flying experience of 2 years up to 4 years. |
| Fly 4-6 | Means a member with flying experience of 4 years up to 6 years. |
| Fly 6-8 | Means a member with flying experience of 6 years up to 8 years. |
| Fly 8-10 | Means a member with flying experience of 8 years up to 10 years. |
| Fly 10+ | Means a member with flying experience of 10 or more years. |

A.1.11 Officers

1. This table defines terms used in Part B Division 2, Schedule B.2 Part 2 (Navy).

| Term | Definition |
|--------|--|
| ADQUAL | Means any of the following. 1. Either a maritime warfare officer or a maritime combat officer, with any of the following additional qualifications. a. Fighter Controller. b. Communications Information Warfare. c. Navigation (maritime warfare officer only). 2. A principal warfare officer who has a Force Warfare qualification and one of the following additional qualifications. a. Air Warfare. b. Amphibious. c. Communications Information Warfare. d. Mine Warfare. e. Navigation — (maritime warfare officer only). f. Surface Warfare. 3. Either pilot or maritime aviation warfare officer with any of the following additional qualifications. a. Aero-Systems Qualified. b. Aviation Warfare Officer. c. Helicopter Warfare Instructor. |

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| | <p>d. Flying Instructor.</p> <p>e. Helicopter Instructor.</p> <p>f. Maritime Aviation Warfare Officer Instructor.</p> <p>g. Test Pilot.</p> |
| Under Training | <p>Means under training for a primary qualification.</p> <p>Note: This description does not include a trainee paid under Schedule B.13 of this Determination.</p> |
| Former Warrant Officer | <p>Means a member who held a rank specified in item 13, 14 or 15 of Schedule 1 of the <i>Defence Act 1903</i> and to whom section B.2.5 applies.</p> <p>Exception: A member in the Navy in the aircrew employment category at pay grade 6.</p> |
| Basic | <p>Means either of the following.</p> <p>a. For a maritime aviation warfare officer — Maritime Aviation Warfare Officer Rotary Course qualified.</p> <p>b. For a pilot — Pilot Rotary Course qualified.</p> |
| Intermediate | <p>Means either of the following.</p> <p>a. For a maritime aviation warfare officer – Maritime Aviation Warfare Officer Rotary Course qualified plus further two years flying experience.</p> <p>b. For a pilot – Pilot Rotary Course qualified plus further two years flying experience.</p> |
| Highly Proficient | <p>Means either of the following.</p> <p>a. For a maritime aviation warfare officer – Maritime Aviation Warfare Officer Rotary Course qualified plus a further five years flying experience.</p> <p>b. For a pilot – Pilot Rotary Course qualified plus a further five years flying experience.</p> |

2. This table defines terms used in Part B Division 2 and Schedule B.2 Part 3 (Army).

| Term | Definition |
|--------------------|---|
| Competency Level 2 | Means graduation from Army Helicopter School. |
| Competency Level 3 | Means attainment of Army Aviator Basic Qualification. |
| Competency Level 4 | Means attainment of Army Aviator Intermediate Qualification. |
| Competency Level 5 | Means attainment of Army Aviator Highly Proficient Qualification. |
| Competency Level 6 | Means attainment of Army Aviator Advanced Qualification. |

3. This table defines terms used in Part B Division 2 and Schedule B.2 Part 4 (Air Force).

| Term | Definition |
|---------------------------------------|--|
| Competency Level 2 | For Officer Aviation, means graduation from initial employment training. |
| Air Traffic Control — Legacy, Grade 1 | |
| Competency Level 3 | Means either of the following classes of member: a. For Officer Aviation (including First Appointment Instructor Pilot Scheme), excluding air traffic control employment categories — attainment of Battlespace Command and Control Basic qualification; or b. For air traffic control employment categories — attainment of initial primary air traffic control endorsement. |
| Air Traffic Control — Legacy, Grade 2 | |
| Competency Level 4 | For Officer Aviation (including First Appointment Instructor Pilot Scheme), excluding air traffic control employment categories — attainment of Battlespace Command and Control Intermediate qualification. |
| Competency Level 5 | Means either of the following classes of member: a. For Officer Aviation (including First Appointment Instructor Pilot Scheme), excluding air traffic control employment categories — attainment of Battlespace Command and Control Highly Proficient qualification. b. For air traffic control employment categories — attainment of either of the following. i. initial primary training officer standard. ii. a supervisor endorsement. |
| Air Traffic Control — Legacy Grade 3 | |
| Competency Level 6 | Means either of the following classes of member. a. For Officer Aviation (including First Appointment Instructor Pilot Scheme), excluding air traffic control employment categories — attainment of Battlespace Command and Control Advanced qualification. b. For air traffic control employment categories — attainment of one primary endorsement in each of tower and radar elements, and any of the following. i. Two training officer standards in two primary endorsements. ii. Two supervisor endorsements. iii. An air traffic control instructor qualification. |
| Air Traffic Control — Legacy Grade 4 | |
| Officer Aviation | Means a member in any of the following employment categories. a. air battle management, b. airborne electronics officer, c. air mobility officer, d. air traffic control, e. fast jet pilot, f. fixed wing pilot, g. maritime patrol and response officer, |

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| | <ul style="list-style-type: none"> h. weapon systems officer, or i. related specialists structures. |
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A.1.12 Specialist officers

This table defines terms used in Part B Division 3, Annex B.3.A, Annex, B.3.B, Annex B.3.C and Annex B.3.D.

| Term | Definition |
|------------------------------|---|
| approved category | <p>Means any of the following categories.</p> <ul style="list-style-type: none"> a. Medical. b. Dental. c. Legal. d. Chaplain. e. Maritime Spiritual Wellbeing Officer. |
| aviation specialist | <p>Means a member who meets all the following conditions.</p> <ul style="list-style-type: none"> a. The member holds the rank of Captain or Major or, a higher rank approved by the member's Service Chief. b. The member is placed in the aviation specialist stream. c. The member is not subject to a period decided by CDF under <i>Defence Regulation 2016</i>, which the member must complete in relation to initial training, qualification or appointment. |
| aviation specialist stream | <p>For a member of the Army — means an aviation pilot category selected to become a streamed aviator as a result of high skill sets that are deemed enhanced capability.</p> |
| compulsory medical residency | <p>Means training in a hospital undertaken by a medical officer as a condition of entry into the medical profession. This does not include a year for which salary is payable to the member as a trainee.</p> |
| dental level | <p>Means the competency level relevant to a dental officer. There are two parts to the dental level (DL) number.</p> <ul style="list-style-type: none"> a. The first number in a dental level (for example "DL2") indicates the level of qualification and skill. b. The second number (for example "-3") indicates the increment level the member has achieved. |

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| dental officer | <p>Means a member who is eligible to be registered as a dental practitioner under the law of a State or Territory and who meets either of the following conditions.</p> <ol style="list-style-type: none"> The member is serving in a health branch of the ADF. The member is serving in another position that has been approved by the CDF for career management purposes, for a maximum period of three years. <p>In considering whether to approve a position under paragraph b, the CDF will have regard to the following.</p> <ol style="list-style-type: none"> The duties the officer with perform in the position. The relevance of the duties to the officer's responsibilities as a dental officer. The career progression of the officer within the dental or health stream. |
| legacy employment category | <p>Means the relevant of the following.</p> <ol style="list-style-type: none"> For air traffic control employment categories — an officer who meets any of the following. <ol style="list-style-type: none"> The member is in an air traffic control employment category. The member is under training for an air traffic control employment category. The member was paid under the Air Traffic Controller system before 1 October 2009. The member was paid under the joint battlefield airspace controller system between 1 October 2009 and 3 May 2018. For officer aircrew categories — an officer who met any of the following before 1 October 2009. <ol style="list-style-type: none"> The member has been offered employment within an officer aircrew category. The member is under training for an officer aircrew category. The member has one of the flying terms listed in section A.1.10 included in the classification of their employment category under Schedule B.2. |
| legal level | <p>Means the competency level relevant to a legal officer. There are two parts to the legal level (LL) number.</p> <ol style="list-style-type: none"> The first number in a legal level (for example "LL2") indicates the level of qualification and skill. The second character may be either: <ol style="list-style-type: none"> A number representing the increment. An alphabetic character representing the specialisation. |

| | |
|------------------------|---|
| legal officer | <p>Means a member of a specialist career structure who meets both of the following conditions.</p> <ol style="list-style-type: none"> The member is admitted as a barrister or solicitor of the High Court or the Supreme Court of a State or Territory. The member has been appointed as a legal officer. <p>It does not include a member who is any of the following.</p> <ol style="list-style-type: none"> A Judge of the Federal Court. A Judge of a Supreme Court of a State or Territory. Any other office holder to whom salary is payable under a determination made under the <i>Remuneration Tribunal Act 1973</i>. |
| military medical level | <p>Means the competency level relevant to a medical officer position approved for a member under section 3.2.47 of Defence Determination 2016/19, <i>Conditions of service</i>, as in force from time to time. There are two parts to the military medical level number.</p> <ol style="list-style-type: none"> The character preceding the hyphen indicates the level of qualification and skill. The second character following the hyphen indicates the increment level the member has achieved. |
| medical officer | <p>Means a member who is a registered medical practitioner under the law of a State or Territory and who meets either of the following conditions.</p> <ol style="list-style-type: none"> The member is serving in a health branch of the ADF. The member is serving in another position approved by the CDF for career management purposes, for a period of less than three years. <p>In considering whether to approve a position under paragraph b, the CDF will have regard to the following.</p> <ol style="list-style-type: none"> The duties the officer will perform in the position. The relevance of the duties to the officer's responsibilities as a medical officer. The career progression of the officer within the medical or health stream. |
| Officer Aviation | <p>Means any of the following competency streams.</p> <ol style="list-style-type: none"> air battle management, airborne electronics officer, air mobility officer, air traffic control, aviation warfare officer, fast jet pilot, fixed wing pilot, maritime patrol and response officer, remote pilot warfare officer, rotary wing pilot, |

| | |
|-------------------------|--|
| | k. weapon systems officer. |
| Officer Aviation member | <p>Means a member who meets all of the following.</p> <ul style="list-style-type: none"> a. The member is one of the following. <ul style="list-style-type: none"> i. A Navy member who holds a rank between Acting Sub-Lieutenant and Captain, inclusive. ii. An Army member who holds a rank between Lieutenant and Colonel, inclusive. iii. An Air Force member who holds a rank between Pilot Officer and Group Captain, inclusive. b. The member is placed in an Officer Aviation Pay Structure pathway. c. The member is placed in an Officer Aviation Pay Structure competency stream. |
| specified qualification | Means the member holds a qualification described in paragraph 3.2.42.2.b of Defence Determination 2016/19, <i>Conditions of service</i> , as in force from time to time. |

Part B: Salaries

B.0.1 Purpose

This Part sets out the pay grades and the rates of salary that apply to members of the Permanent Forces and the Reserves.

B.0.2 Contents

This Part contains the following Divisions.

| | |
|-------------|--|
| Division 1 | Senior officers |
| Division 2 | Officers |
| Division 3 | Specialist officers |
| Division 3A | Nuclear qualified submariners posted to a seagoing nuclear powered submarine |
| Division 4 | Service Warrant Officers and Warrant Officer Class 1 |
| Division 5 | Other ranks |
| Division 6 | Trainees |

Division 1: Senior officers

B.1.1 Purpose

This Division sets out the method for pay grade (or pay point) placement for senior officers and the rates of salary that apply.

B.1.2 Member this Division applies to

This Division applies to all senior officers.

Exception: Senior officers who are paid salary under Division 3 (specialist officers) or the instruments referenced in section A.1.4 of this Determination.

B.1.4 Rate of salary for a senior officer

A senior officer is to be paid the rate of salary in Schedule B.1 that corresponds to all of the following.

- a. The senior officer's Force in Schedule B.1 Part 1 or 2.
- b. The senior officer's rank and increment.

Exceptions: A senior officer who holds the rank of Lieutenant General.

Note: This is the senior officer's salary for which superannuation contributions are payable

B.1.5 Rate of salary for a Lieutenant General

1. The following table sets out the pay point for a senior officer who holds the rank of Lieutenant General.

| Item | Lieutenant General who is... | holds the pay point... |
|------|------------------------------|------------------------|
| 1. | a generalist senior officer | 1 |
| 2. | Chief Joint Operations | 3 |

2. A Lieutenant General is to be paid the total of the base salary and positional components listed for the relevant time period and the officer's Force, rank and pay point in Schedule B.1 Part 3 or 4.

Note: The base salary of each pay point is the senior officer's salary for which superannuation contributions are payable.

B.1.6 Career transition for senior officers

1. This section applies to a senior officer who meets all the following conditions.
 - a. The senior officer holds a rank specified in items 2 or 3 in Schedule 1 of the *Defence Act 1903*.
 - b. The senior officer is transferred to a pool position.

- c. The senior officer is required to undertake activities that support their resignation, retirement or transfer to the Reserves.
- 2. The senior officer's annual salary is equal to the amount of annual salary for which superannuation was payable on the last day of their appointment under paragraph 1.a.
- 3. The senior officer's eligibility for payment under subsection 2 ceases when the earlier of the following events occur.
 - a. The senior officer ceases to be in the Permanent Forces.
 - b. The senior officer is appointed or posted to a position in which they cease the activities under paragraph 1.b.

Division 2: Officers

B.2.1 Purpose

This Division sets out the method for pay grade placement and rates of salary that apply to officers.

B.2.2 Member this Division applies to

This Division applies to all officers.

Exception: Officers who are paid salary under Division 1 or Division 3.

B.2.3 Pay grade for an officer

1. An officer has the pay grade specified in Schedule B.2 that is relevant to their Service, employment category and classification (if any).
2. If Schedule B.2 does not specify a pay grade that applies to the officer, the officer is placed in pay grade 2.
3. If an officer is liable to serve in more than one employment category and more than one pay grade would apply under Schedule B.2, the higher pay grade applies.
4. A pay grade listed in Schedule B.2 applies to an officer only during the period the officer meets the requirements for the relevant employment category and classification, including any required levels of qualification, experience or skill.
5. If a member is recognised under a Special Forces Skills Framework listed in Column A of the following table and has a mastery level listed in Column B of the same item, their paygrade is increased by the number of paygrades listed in Column C, up to the maximum paygrade listed in Column D of the same item.

| Item | Column A Special Forces Skills Framework | Column B Mastery Level | Column C Number of paygrade increases | Column D Maximum paygrade |
|------|--|---------------------------|---|------------------------------|
| 1. | Enhanced Technical | Foundation | 0 | n/a |
| 2. | | Intermediate | 2 | 7 |
| 3. | | Advanced | 3 | 7 |
| 4. | | Master | 4 | 8 |
| 5. | Interoperability | Foundation | 1 | 6 |
| 6. | | Intermediate | 2 | 7 |
| 7. | | Advanced | 2 | 7 |
| 8. | | Master | 3 | 7 |

- 5A. For the purpose of subsection 5, all of the following apply.

- a. If a member is eligible for an increased paygrade under more than one table item in subsection 5, the member has the higher of the two paygrades.

Note: A member can be recognised under more than one Special Forces Skills Framework at a time.

- b. A member who had their paygrade increased under subsection 5 retains that paygrade for any day they meet all of the following.
 - i. They are not posted to a position within Special Operations Command.
 - ii. It has been less than 4 years since they were last posted to a position within Special Operations Command.
 - iii. They are suitable for service in Special Operations Command.
- 6. The pay grade is increased by one for an officer who meets all of the following conditions.
 - a. The member has a pay grade below pay grade 10.
 - b. The member is posted to a designated submarine escape instructor position.
 - c. The member is qualified and reasonably expected to perform duties supporting submarine escape training in that position for the duration of the posting.

B.2.4 Rate of salary for an officer

An officer is to be paid the rate of salary in Schedule B.3 that corresponds to all of the following.

- a. The officer's Force in Schedule B.3.
- b. The officer's rank and increment.
- c. The officer's pay grade.

B.2.5 Rate of salary on becoming an officer

An officer who held an enlisted rank immediately before becoming an officer is paid salary as set out in the following table.

| Item | A member became an officer.... | is to be paid the higher of the following rates... |
|------|---|--|
| 1. | on or before 30 June 2015 and held the rank of Sergeant or above immediately before becoming an officer | <ul style="list-style-type: none"> a. The rate of salary in Schedule B.4 that: <ul style="list-style-type: none"> i. corresponds to the officer's Force, rank and increment; and ii. is next above the rate of salary that the member was paid immediately before becoming an officer. b. The rate of salary payable to the officer under section B.2.4. c. The rate of salary that corresponds to the Force, rank, increment and tier that the officer held immediately before becoming an officer. |
| 2. | on or after 1 July 2015 and held the rank of Sergeant or above immediately before becoming an officer | <ul style="list-style-type: none"> a. The rate of salary payable to the officer under section B.2.4. b. The rate of salary that corresponds to the Force, rank, increment and tier that the officer held immediately before becoming an officer. |
| 3. | the member held the rank of Corporal or below | |

Division 3: Specialist officers

B.3.1 Purpose

This Division sets out the method for placement in the relevant career structure and the rate of salary that apply to specialist officers.

B.3.2 Member this Division applies to

This Division applies to the following officers.

- a. Chaplain.
- b. Dental officer.
- c. Legal officer.
- d. Medical officer.
- e. Aviation specialist.
- f. Officer Aviation member.
- fa. Maritime Spiritual Wellbeing Officer.
- g. A member in an approved category.

B.3.3 Approved categories

CDF may approve a category in which members of the Reserves normally perform a large part of their duties within periods of duty less than two hours. The CDF is to have regard to all of the following.

- a. The special skills or qualifications held by the member.
- b. The special positions or offices held by the member in the ADF.
- c. The nature of the duties normally performed.

Note: Approved categories are listed in the definition of approved category under section A.1.12 (Specialist officers).

B.3.4 Rate of salary for a specialist officer

1. The following table sets out the rate of salary to be paid to a specialist officer covered by this Division.

| Item | If the member is... | in the... | then the member is to be paid salary... |
|------|---|-----------------------------|--|
| 1. | a Chaplain Division 1, 2, 3 or 4 | specialist career structure | under Schedule B.5 Part 1 or 2 according to the officer's classification and competency level. |
| 1A. | a Maritime Spiritual Wellbeing Officer Class 1, 2, 3 or 4 | specialist career structure | under Schedule B.5 Part 3 or 4 according to the officer's classification and competency level. |

| | | | |
|-----|--|--|--|
| 2. | a dental officer | specialist career structure | under Schedule B.6 according to the officer's Force, rank and dental level. |
| 3. | a legal officer | specialist career structure | under Schedule B.7 according to the officer's Force, rank and legal level. |
| 4. | a medical officer | specialist career structure | under Schedule B.8 Part 1 or 3, according to the officer's Force, rank and military medical level. |
| | | specialist career structure, and meets all of the following. a. Registered to practice in Australia in an area of medical specialty. b. Approved by the Surgeon General ADF to perform duty in that area of specialty for a period of procedural specialist service. c. Either of the following. i. Deployed overseas for the purpose of practicing in that area. ii. Required to practice in that area on a regular basis for the majority of the period of procedural specialist service. | under Schedule B.8 Part 2 or 4, according to the officer's Force, rank and increment. |
| 7. | an aviation specialist | aviation specialist stream | under Schedule B.14 Part 1 or 2 for the officer's Force, class and experience level. |
| 8. | a medical officer who is a senior officer | specialist career structure | under Schedule B.15, according to the officer's Force, rank and increment. |
| 9. | a dental officer who is a senior officer | specialist career structure | under Schedule B.16, according to the officer's Force, rank and dental level. |
| 10. | a legal officer who is a senior officer | specialist career structure | under Schedule B.17, according to the officer's Force, rank and legal level. |
| 11. | a Chaplain in Division 5 | specialist career structure | under Schedule B.18, according to the officer's Force, classification and competency level. |
| 11. | a Chaplain Division 5 | specialist career structure | under Schedule B.18 Part 1 or 2, according to the officer's classification and competency level. |
| 12. | a Maritime Spiritual Wellbeing Officer Class 5 | specialist career structure | under Schedule B.18 Part 3 or 4, according to the officer's classification and competency level. |
| 13. | an Officer Aviation member | Officer Aviation Pay Structure | under section B.3.7 |

2. Officers not described in the table in subsection 1 may be paid under Division 1 or Division 2, according to their rank.
3. A senior officer, who meets all the following conditions may be paid a daily rate of salary under this Determination. The daily rate is to be based on the annual rate of salary the member received immediately before transfer to the Reserves.
 - a. The member is a dental officer or legal officer.
 - b. The member was receiving an annual rate of salary under a separate determination made under Part IIIA Division 2 of the *Defence Act 1903*, as in force from time to time, immediately before their transfer to the Reserves.
 - c. The member has transferred from the Permanent Forces to the Reserves.
4. A member in an approved category who attends for duty on Reserve service for at least one hour, but less than two hours, is to be paid one sixth of the daily rate of salary.

B.3.5 Rate of salary for aviation specialist

1. On the day that an officer becomes an aviation specialist, the officer's rate of salary is the rate in Schedule B.14 Part 1 or 2 that is equal to or next above the rate payable to the officer on the day immediately before they became an aviation specialist.
2. On the day after the officer completes 12 months of continuous full-time service in an experience level in Schedule B.14, Part 1 or Part 2, the officer is advanced to the next experience level in the relevant Schedule.

B.3.6 Officer ceases to be an aviation specialist

On the day that an officer ceases to be an aviation specialist, the officer's rate of salary is the relevant of the following.

- a. For an officer who returns to their previous Schedule B.2 legacy employment category, the officer's pay grade and increment that they held immediately before they became an aviation specialist.
- b. For an officer who returns to their previous Schedule B.2 competency-based employment category, the officer's pay grade and increment that they held immediately before they became an aviation specialist.

B.3.7 Rate of salary for Officer Aviation member

1. An Officer Aviation member is to be paid a rate of salary for their Officer Aviation increment and rank in either of the following Parts of Schedule B.14.
 - a. If the member is a member of the Permanent Force — Part 3.
 - b. If the member is a member of the Reserves — Part 4.
2. Despite subsection 1, Division 4A of Defence Determination 2016/19, *Conditions of service*, as in force from time to time, may vary the rate of salary for an Officer Aviation member in any of the following circumstances.
 - a. Immediately before becoming an Officer Aviation member the member was an Other Rank member.

- b. Immediately before becoming an Officer Aviation member the member was an Officer in another salary structure.
- c. The member is in the Navy and immediately before becoming an Officer Aviation member was an aviation specialist.
- d. The member is in the Air Force and has been reduced in rank.

B.3.8 Officer Aviation Pay Structure pathways and competency streams

1. The range of Officer Aviation increments available for each rank, pathway, and competency stream are set out in the following annexes.
 - a. The Command pathway – Annex B.3.A.
 - b. The Specialist pathway – Annex B.3.B.
 - c. The Staff pathway – Annex B.3.C.
 - d. The Generalist pathway — one of the following.
 - i. For a member who holds the rank of Captain and is appointed to a Troop Command position — Annex B.3.D Part 1.
 - ii. For any other member — Annex B.3.D Part 2.
2. An Officer Aviation member in the Specialist pathway may advance through their competency stream by a single increment within the increment range provided in Annex B.3.B for the member's Service, competency stream and rank.
3. An Officer Aviation member in either of the following pathways may advance through their competency stream for each year in rank within the increment range provided in the specified annex for the member's Service, competency stream and rank.
 - a. The Command pathway – Annex B.3.A.
 - b. The Generalist pathway – Annex B.3.D.
4. An Officer Aviation member in the Staff pathway who is promoted may advance to the lowest increment provided under Annex B.3.C for the rank to which they are promoted in their competency stream on promotion.
5. Despite paragraph 3.a, for a Navy Officer Aviation in the Command Pathway the following apply.
 - a. A member holding the rank of Commander in one of the following competency streams has a maximum Officer Aviation increment of OA28 unless the member has an aviation command appointment.
 - i. Rotary Wing Pilot.
 - ii. Aviation Warfare Officer.
 - b. A member holding the rank of Commander in the remote pilot warfare officer competency stream has a maximum Officer Aviation increment of OA24 unless the member has a command appointment.
6. Despite paragraph 3.b, for an Army Officer Aviation in the Generalist Pathway the following apply.

- a. A member holding the rank of Lieutenant Colonel has a maximum Officer Aviation increment of OA28 unless the member has been appointed to Unit Command.
- b. A member holding the rank of Major has a maximum Officer Aviation increment of OA23 unless the member has been appointed to Sub-Unit Command.
- c. A member holding the rank of Captain has a maximum Officer Aviation increment of OA17 unless the member has been appointed to Troop Command.

B.3.9 Officer in the Air Force ceases to be an Officer Aviation member

1. On the day that an officer of the Permanent Forces has been in the Command pathway at the same rank for 12 years' cumulative effective service (as prescribed under Chapter 3 Part 2 Division 4A of the Defence Determination 2016/19, *Conditions of service*, as in force from time to time), they will cease to be an Air Force Officer Aviation member. The following will occur on that day.
 - a. The officer is transferred into the Graded Officer Pay Structure, Air Force operations officer employment category.
 - b. The CDF will determine the rate of salary for the officer that corresponds to their rank, pay grade and increment after considering any experience and qualifications that are relevant to the operations officer employment category.
2. On the day that an officer of the Permanent Forces has been in the Staff pathway at the same rank for 12 years' cumulative effective service, they will cease to be an Air Force Officer Aviation member. The following will occur on that day.
 - a. The officer is transferred into the Graded Officer Pay Structure, Air Force Operations Officer employment category.
 - b. The CDF will determine the rate of salary for the officer that corresponds to their rank, pay grade and increment after considering any experience and qualifications that are relevant to the operations officer employment category.

B.3.10 Officer ceases to be an Officer Aviation member

1. Subject to the following, a member who ceases to be an Officer Aviation member will be remunerated under Division 2 or Division 3.
 - a. Section B.3.9.
 - b. Subsection 2 and 3.
2. If the member was previously an aviation specialist, sections B.3.5 to B.3.8 do not apply.
3. If the member is a member of the Navy or Army, the member may not be paid under Division 2 for the following employment categories.
 - a. Any of the following Navy employment categories.
 - i. Pilot Competency Progression.
 - ii. Pilot Competency Progression ADQUAL.
 - iii. Pilot Time Progression.
 - iv. Pilot Time Progression ADQUAL.

- v. Maritime Aviation Warfare Officer Competency Progression.
- vi. Maritime Aviation Warfare Officer Competency Progression ADQUAL.
- vii. Maritime Aviation Warfare Officer Time Progression.
- viii. Maritime Aviation Warfare Officer Time Progression ADQUAL.
- b. Either of the following Army employment categories.
 - i. Pilot — Competency Progression.
 - ii. Pilot — Time Based Progression.

Annex B.3.A: Officer Aviation Pay Structure Command Pathway — Increment Ranges

Part 1 – Navy

Rotary Wing Pilot competency stream

| Column 1 Rank range | Column 2 Years in rank | | | | | | | Column 3 Years in Command | |
|--|---------------------------|------|------|------|------|------|------|------------------------------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + | 0 | 1 |
| Captain | OA35 | OA36 | | | | | | | |
| Commander | OA27 | OA28 | | | | | | OA29 | OA30 |
| Lieutenant Commander | OA21 | OA22 | OA23 | OA24 | OA25 | | | | |
| Lieutenant Sub Lieutenant | OA9 | OA10 | OA11 | OA13 | OA15 | OA17 | OA19 | | |
| Lieutenant* Sub Lieutenant* Acting Sub Lieutenant* | OA0 | OA1 | OA2 | OA3 | OA4 | | | | |

Aviation Warfare Officer competency stream

| Column 1 Rank range | Column 2 Years in rank | | | | | | | Column 3 Years in Command | |
|--|---------------------------|------|------|------|------|------|------|------------------------------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + | 0 | 1 |
| Captain | OA35 | OA36 | | | | | | | |
| Commander | OA27 | OA28 | | | | | | OA29 | OA30 |
| Lieutenant Commander | OA21 | OA22 | OA23 | OA24 | OA25 | | | | |
| Lieutenant Sub Lieutenant | OA8 | OA9 | OA11 | OA13 | OA15 | OA17 | OA19 | | |
| Lieutenant* Sub Lieutenant* Acting Sub Lieutenant* | OA0 | OA1 | OA2 | OA3 | OA4 | | | | |

* denotes Officer Aviation members undertaking basic aviation and rotary wing training.

Remote Pilot Warfare Officer competency stream

| Column 1 Rank range | Column 2 Years in rank | | | | | | | Column 3 Years in Command | |
|----------------------------------|---------------------------|------|------|------|------|------|------|------------------------------|---|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + | 0 | 1 |
| Captain | OA34 | OA35 | OA36 | | | | | | |
| Commander | OA23 | OA24 | | | | | | OA25 | |
| Lieutenant Commander | OA16 | OA17 | OA18 | OA19 | OA20 | | | | |
| Lieutenant Sub Lieutenant | OA6 | OA7 | OA8 | OA9 | OA10 | OA12 | OA14 | | |
| Lieutenant** Sub Lieutenant** | OA0 | OA1 | OA2 | OA3 | OA4 | | | | |

| | | | | | | | | | |
|----------------------------|--|--|--|--|--|--|--|--|--|
| Acting Sub Lieutenant** | | | | | | | | | |
|----------------------------|--|--|--|--|--|--|--|--|--|

** denotes Officer Aviation members undertaking aviation and remote pilot warfare officer training.

Part 2 – Air Force

Fast Jet Pilot competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA36 | OA37 | | | | | |
| Wing Commander | OA27 | OA28 | OA29 | OA30 | | | |
| Squadron Leader | OA22 | OA23 | OA24 | OA25 | | | |
| Flight Lieutenant | OA9 | OA10 | OA12 | OA14 | OA16 | OA18 | OA20 |

Fixed Wing Pilot competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA35 | OA36 | OA37 | | | | |
| Wing Commander | OA26 | OA27 | OA28 | OA29 | | | |
| Squadron Leader | OA21 | OA22 | OA23 | OA24 | | | |
| Flight Lieutenant | OA8 | OA9 | OA11 | OA13 | OA15 | OA17 | OA19 |

Remote Pilot competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA34 | OA35 | OA36 | OA37 | | | |
| Wing Commander | OA24 | OA25 | OA26 | OA27 | | | |
| Squadron Leader | OA18 | OA19 | OA20 | OA21 | | | |
| Flight Lieutenant | OA7 | OA8 | OA9 | OA10 | OA12 | OA14 | OA16 |

Weapon Systems competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA34 | OA35 | OA36 | OA37 | | | |
| Wing Commander | OA24 | OA25 | OA26 | OA27 | | | |
| Squadron Leader | OA18 | OA19 | OA20 | OA21 | | | |
| Flight Lieutenant | OA7 | OA8 | OA9 | OA10 | OA12 | OA14 | OA16 |

Maritime Patrol Response competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA33 | OA34 | OA35 | OA36 | | | |
| Wing Commander | OA23 | OA24 | OA25 | OA26 | | | |
| Squadron Leader | OA17 | OA18 | OA19 | OA20 | | | |
| Flight Lieutenant | OA6 | OA7 | OA8 | OA9 | OA11 | OA13 | OA15 |

Air Battle Management competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA32 | OA33 | OA34 | OA35 | | | |
| Wing Commander | OA22 | OA23 | OA24 | OA25 | | | |
| Squadron Leader | OA16 | OA17 | OA18 | OA19 | | | |
| Flight Lieutenant | OA5 | OA6 | OA7 | OA8 | OA10 | OA12 | OA14 |

Air Traffic Control competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA35 | OA36 | OA37 | | | | |
| Wing Commander | OA26 | OA27 | OA28 | OA29 | | | |
| Squadron Leader | OA21 | OA22 | OA23 | OA24 | | | |
| Flight Lieutenant | OA6 | OA8 | OA10 | OA12 | OA15 | OA17 | OA19 |

Air Mobility competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA33 | OA34 | OA35 | OA36 | | | |
| Wing Commander | OA23 | OA24 | OA25 | OA26 | | | |
| Squadron Leader | OA17 | OA18 | OA19 | OA20 | | | |
| Flight Lieutenant | OA6 | OA7 | OA8 | OA9 | OA11 | OA13 | OA15 |

Airborne Electronics competency stream

| Column 1 Rank | Column 2 Years in rank | | | | | | |
|-------------------|---------------------------|------|------|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 + |
| Group Captain | OA32 | OA33 | OA34 | OA35 | | | |
| Wing Commander | OA22 | OA23 | OA24 | OA25 | | | |
| Squadron Leader | OA16 | OA17 | OA18 | OA19 | | | |
| Flight Lieutenant | OA5 | OA6 | OA7 | OA8 | OA10 | OA12 | OA14 |

Officer Aviation Candidate competency stream

| Column 1 Rank | Column 2 Years in rank | | | | |
|------------------|---------------------------|-----|-----|-----|-----|
| | 0 | 1 | 2 | 3 | 4 |
| Flying Officer | OA0 | OA1 | OA2 | OA3 | OA4 |
| Pilot Officer | OA0 | OA1 | OA2 | OA3 | OA4 |

Annex B.3.B: Officer Aviation Pay Structure Specialist Pathway — Increment Ranges

Part 1 – Navy

| Column 1 Rank | Column 2 Competency streams increment range | |
|----------------------|--|--------------------------|
| | Rotary Wing Pilot | Aviation Warfare Officer |
| Captain | OA35 – OA36 | OA35 – OA36 |
| Commander | OA27 – OA30 | OA27 – OA30 |
| Lieutenant Commander | OA21 – OA28 | OA21 – OA28 |
| Lieutenant | OA9 – OA25 | OA8 – OA25 |

Part 2 – Army

| Column 1 Rank | Column 2 Rotary Wing Pilot competency stream increment range |
|--------------------|---|
| Lieutenant Colonel | OA27 – OA30 |
| Major | OA21 – OA28 |
| Captain | OA8 – OA23 |

Part 3 – Air Force

| Column 1 Rank | Column 2 Competency streams increment range | | | | | | | | |
|-------------------|--|------------------|--------------|----------------|--------------------------|--------------|-----------------------|----------------------|---------------------|
| | Fast Jet Pilot | Fixed Wing Pilot | Remote Pilot | Weapon Systems | Maritime Patrol Response | Air Mobility | Air Battle Management | Airborne Electronics | Air Traffic Control |
| Group Captain | OA36 – OA37 | OA35 – OA37 | OA34 – OA37 | OA34 – OA37 | OA33 – OA36 | OA33 – OA36 | OA32 – OA35 | OA32 – OA35 | OA35 – OA37 |
| Wing Commander | OA27 – OA37 | OA26 – OA37 | OA24 – OA37 | OA24 – OA37 | OA23 – OA36 | OA23 – OA36 | OA22 – OA35 | OA22 – OA35 | OA26 – OA37 |
| Squadron Leader | OA22 – OA30 | OA21 – OA29 | OA18 – OA27 | OA18 – OA27 | OA17 – OA26 | OA17 – OA26 | OA16 – OA25 | OA16 – OA25 | OA21 – OA29 |
| Flight Lieutenant | OA9 – OA25 | OA8 – OA24 | OA7 – OA21 | OA7 – OA21 | OA6 – OA20 | OA6 – OA20 | OA5 – OA19 | OA5 – OA19 | OA6 – OA24 |

Annex B.3.C: Officer Aviation Pay Structure Staff Pathway — Increment Ranges

| Column 1 Rank | Column 2 Competency Streams | | | | | | | | |
|----------------------|--------------------------------|---------------------|--------------|-------------------|--------------------------------|--------------|--------------------------|-------------------------|------------------------|
| | Fast Jet Pilot | Fixed Wing Pilot | Remote Pilot | Weapon Systems | Maritime Patrol Response | Air Mobility | Air Battle Management | Airborne Electronics | Air Traffic Control |
| Group Captain | OA 36 | OA 35 | OA 34 | OA 34 | OA 33 | OA 33 | OA 32 | OA 32 | OA 35 |
| Wing Commander | OA 27 | OA 26 | OA 24 | OA 24 | OA 23 | OA 23 | OA 22 | OA 22 | OA 26 |
| Squadron Leader | OA22 | OA 21 | OA 18 | OA 18 | OA 17 | OA 17 | OA 16 | OA 16 | OA 21 |
| Flight Lieutenant | OA 9 | OA 8 | OA 7 | OA 7 | OA 6 | OA 6 | OA 5 | OA 5 | OA 6 |

Annex B.3.D: Officer Aviation Pay Structure Generalist Pathway — Increment Ranges

Part 1 – Captain appointed to a Troop Command position

| Column 1 Rank range | Column 2 Years in rank | | | | | | |
|------------------------|---------------------------|---|---|------|------|------|------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6+ |
| Captain | | | | OA14 | OA16 | OA18 | OA19 |

Part 2 – Other members

| Column 1 Rank range | Column 2 Years in rank | | | | | | Column 3 Years in Command | |
|------------------------|---------------------------|------|------|------|------|------|------------------------------|------|
| | 0 | 1 | 2 | 3 | 4 | 5+ | 0 | 1 |
| Colonel | OA35 | OA36 | OA37 | | | | | |
| Lieutenant Colonel | OA27 | OA28 | | | | | OA29 | OA30 |
| Major | OA21 | OA22 | OA23 | | | | OA24 | OA25 |
| Captain | OA8 | OA9 | OA11 | OA13 | OA15 | OA17 | | |
| Lieutenant* | OA0 | OA1 | OA2 | OA3 | OA4 | | | |

* Officer Aviation members undertaking basic aviation and rotary wing training.

Division 3A: Nuclear qualified submariners posted to a seagoing nuclear powered submarine

B.3A.1 Purpose

This Division sets out the increment placement and the rate of salary that apply to nuclear qualified submariners who are posted to a seagoing nuclear powered submarine.

B.3A.2 Member this Division applies to

This Division applies to a member who is in one of the following employment categories and is posted to a seagoing nuclear powered submarine.

- a. Nuclear Powered Submarine Officer (SSNO).
- b. Nuclear Marine Engineer Officer Submariner (MESM-N).
- c. Nuclear Technician (NT).

B.3A.3 Salary ceases to be payable under other Divisions

A member who is entitled to the payment of salary under this Division ceases to be eligible for the following.

- a. The payment of salary under Division 2, Division 4 or Division 5.
- b. Any salary preservation that applied to the member on the day immediately before this Division applied to the member.

B.3A.4 Rate of salary and increment for a Nuclear Powered Submarine Officer

1. This section applies to an officer who meets all of the following.
 - a. They are in the Nuclear Powered Submarine Officer employment category at pay grade 8 under Part 2 of Schedule B.2.
 - b. They are posted to a seagoing nuclear powered submarine.
2. The officer's rate of salary is the rate under Part 3 of Schedule B.14 that is the higher of the following.
 - a. If the rate of salary payable to the member immediately before their posting to a seagoing nuclear powered submarine is specified in Part 3 of Schedule B.14, that rate of salary.
 - b. If the rate of salary payable to the member immediately before their posting to a seagoing nuclear powered submarine is not specified in Part 3 of Schedule B.14, the next higher rate of salary specified in Part 3 of Schedule B.14
3. The member's increment is the increment that is commensurate to the rate of salary payable under subsection 2.

B.3A.5 Rate of salary and increment for a Nuclear Marine Engineer Officer Submariner

1. This section applies to an officer who meets all of the following.

- a. They are in the Nuclear Marine Engineer Officer Submariner employment category at pay grade 8 under Part 2 of Schedule B.2.
 - b. They are posted to a seagoing nuclear powered submarine.
- 2. The officer's rate of salary is the rate under Part 3 of Schedule B.14 that is the higher of the following.
 - a. If the rate of salary payable to the member immediately before their posting to a seagoing nuclear powered submarine is specified in Part 3 of Schedule B.14, that rate of salary.
 - b. If the rate of salary payable to the member immediately before their posting to a seagoing nuclear powered submarine is not specified in Part 3 of Schedule B.14, the next higher rate of salary specified in Part 3 of Schedule B.14
- 3. The member's increment is the increment that is commensurate to the rate of salary payable under subsection 2.

B.3A.6 Rate of salary and increment for a Nuclear Technician

- 1. This section applies to a member who meets all of the following.
 - a. They are in a Nuclear Technician employment category at pay grade 8 under Part 1 of Schedule B.11.
 - b. They are posted to a seagoing nuclear powered submarine.
- 2. The member's rate of salary is the rate under Part 3 of Schedule B.14 that is the higher of the following.
 - a. If the rate of salary payable to the member immediately before their posting to a seagoing nuclear powered submarine is specified in Part 3 of Schedule B.14, that rate of salary.
 - b. If the rate of salary payable to the member immediately before their posting to a seagoing nuclear powered submarine is not specified in Part 3 of Schedule B.14, the next higher rate of salary specified in Part 3 of Schedule B.14
- 3. The member's increment is the increment that is commensurate to the rate of salary payable under subsection 2.

B.3A.7 Adjustments to increments and rate of salary

- 1. A member's increment may be adjusted by Defence Determination 2016/19, *Conditions of service*, Chapter 3 Part 2 Division 4B.
- 2. If a member's increment is adjusted under subsection 1, the member's rate of salary is the rate payable for the new increment.

Note: An ADF Workplace Remuneration Arrangement general salary adjustment adjusts the salary rates.

B.3A.8 Recognition of specified qualifications

- 1. On the day a member gains one of the following specified nuclear qualifications the member is to advance to the next increment level under Part 3 of Schedule B.14.

- a. Nuclear Powered Submarine Officer – Prospective Nuclear Engineering Officer.
- b. Nuclear Marine Engineer Officer Submariner – completion of Category A1 Board.
- c. Nuclear Technician – Nuclear Propulsion Plant Supervisor.

Note 1: The advancement does not change the member's increment anniversary date as provided under section 3.2.47X of Defence Determination 2016/19, Conditions of service, as in force from time to time.

Note 2: The advancement does not count as an increment advancement for the purpose of subsection 3.2.47Z.2 of Defence Determination 2016/19, Conditions of service, as in force from time to time.

B.3A.9 Member ceases to be in a seagoing nuclear powered submarine position

If a member ceases to be in a seagoing nuclear powered submarine position, salary under this Division ceases to be payable and one of the following applies.

- a. If the member remains in the Nuclear Qualified workgroup, the member is placed at pay grade 7 at the salary rate the member was paid under this Division.
- b. If the member leaves the Nuclear Qualified workgroup, the member is placed at the pay grade for their employment category.

Division 4: Service Warrant Officer and Warrant Officer Class 1

B.4.1 Purpose

This Division sets out the method for tier and pay grade placement and the rate of salary payable to Service Warrant Officers and Warrant Officers Class 1.

B.4.2 Member this Division applies to

This Division applies to Service Warrant Officers and to Warrant Officers Class 1 in the ADF.

B.4.3 Tiers

The following table sets out the tiers that apply to Warrant Officer Class 1 employment categories.

| Tier | Description |
|--------|---|
| Tier A | Applies to positions involving direct application of trade skills or entry level Regimental Sergeant Major (all corps) or Warrant Officer disciplinary positions at, or higher than, the relevant of the following. a. Navy — the department level. b. Army — the unit level. c. Air Force — the unit or squadron level. |
| Tier B | Applies to positions involving application of managerial skills (applied with or without reference to trade knowledge) at, or higher than, the relevant of the following. a. Navy — the unit level. b. Army — the formation level. c. Air Force — the wing level. |
| Tier C | Applies to positions involving high level management and representational duties, applied generally at a functional or environmental command level. |

B.4.4 Pay grade for a Warrant Officer Class 1

1. A Warrant Officer Class 1 is placed in the pay grade specified in Schedule B.9 for the Service, employment category and tier that applies to the member.
2. If Schedule B.9 does not specify a pay grade that applies to the member, the member is to be placed in pay grade 2.
3. If more than one pay grade applies to a Warrant Officer Class 1 under Schedule B.9, the higher pay grade is taken to apply.
4. A pay grade listed in Schedule B.9 applies to a Warrant Officer Class 1 only during the period the member meets the requirements for the relevant employment category and tier, including any required levels of qualification, experience or skill.
5. If a member is recognised under a Special Forces Skills Framework listed in Column A of the following table and has a mastery level listed in Column B of the same item, their

paygrade is increased by the number of paygrades listed in Column C, up to the maximum paygrade listed in Column D of the same item.

| Item | Column A Special Forces Skills Framework | Column B Mastery Level | Column C Number of paygrade increases | Column D Maximum paygrade |
|------|--|---------------------------|---|------------------------------|
| 1. | Enhanced Technical | Foundation | 0 | n/a |
| 2. | | Intermediate | 2 | 9 |
| 3. | | Advanced | 3 | 10 |
| 4. | | Master | 4 | 10 |
| 5. | Interoperability | Foundation | 1 | 9 |
| 6. | | Intermediate | 2 | 9 |
| 7. | | Advanced | 2 | 9 |
| 8. | | Master | 3 | 9 |

5A. For the purpose of subsection 5, all of the following apply.

- a. If a member is eligible for an increased paygrade under more than one table item in subsection 5, the member has the higher of the two paygrades.

Note: A member can be recognised under more than one Special Forces Skills Framework at a time.

- b. A member who had their paygrade increased under subsection 5 retains that paygrade for any day they meet all of the following.
 - i. They are not posted to a position within Special Operations Command.
 - ii. It has been less than 4 years since they were last posted to a position within Special Operations Command.
 - iii. They are suitable for service in Special Operations Command.

6. The pay grade is increased by one for a Warrant Officer Class 1 who meets all of the following conditions.

- a. The member has a pay grade below pay grade 10.
- b. The member is posted to a designated submarine escape instructor position.
- c. The member is qualified and reasonably expected to perform duties supporting submarine escape training in that position for the duration of the posting.

B.4.5 Rate of salary for a Warrant Officer Class 1

A Warrant Officer Class 1 is to be paid the rate of salary in Schedule B.10 that corresponds to all of the following.

- a. The member's Force in Parts 2 or 3 of Schedule B.10.
- b. The member's tier and increment.
- c. The member's pay grade.

B.4.6 Rate of salary for Service Warrant Officers

1. A Service Warrant Officer who is in the Permanent Forces is to be paid the rate of salary listed in Part 1 of Schedule B.10.
2. A Service Warrant Officer who is a member of the Reserves is to be paid the daily rate of salary listed in Part 1A of Schedule B.10, if the CDF is satisfied that the work to be completed requires the experience, skill and knowledge of a Service Warrant Officer.

Division 5: Other ranks

B.5.1 Purpose

This Division sets out the method for pay grade placement and rates of salary for Other ranks that apply.

B.5.2 Member this Division applies to

This Division applies to members holding an Other rank who are not covered by Division 4 or Division 6.

B.5.3 Pay grade for a member below the rank of Warrant Officer Class 1

1. A member is placed in the pay grade specified in Schedule B.11 for the Service and employment category that applies to the member.
2. If more than one pay grade applies to a member under Schedule B.11, the higher pay grade applies.
3. A pay grade listed in Schedule B.11 applies to a member only during the period the member meets the requirements for the relevant employment category, including any required levels of qualification, experience or skill.
4. If a member is recognised under a Special Forces Skills Framework listed in Column A of the following table and has a mastery level listed in Column B of the same item, their paygrade is increased by the number of paygrades listed in Column C, up to the maximum paygrade listed in Column D of the same item.

| Item | Column A Special Forces Skills Framework | Column B Mastery Level | Column C Number of paygrade increases | Column D Maximum paygrade |
|------|--|---------------------------|---|------------------------------|
| 1. | Enhanced | Foundation | 0 | n/a |
| 2. | Technical | Intermediate | 2 | 9 |
| 3. | | Advanced | 3 | 10 |
| 4. | | Master | 4 | 10 |
| 5. | Interoperability | Foundation | 1 | 8 |
| 6. | | Intermediate | 2 | 9 |
| 7. | | Advanced | 2 | 9 |
| 8. | | Master | 3 | 9 |

- 4A. For the purpose of subsection 4, all of the following apply.

- a. If a member is eligible for an increased paygrade under more than one table item in subsection 4, the member has the higher of the two paygrades.

Note: A member can be recognised under more than one Special Forces Skills Framework at a time.

- b. A member who had their paygrade increased under subsection 4 retains that paygrade for any day they meet all of the following.
 - i. They are not posted to a position within Special Operations Command.

- ii. It has been less than 4 years since they were last posted to a position within Special Operations Command.
 - iii. They are suitable for service in Special Operations Command.
- 5. The pay grade is increased by one for a member who meets all of the following conditions.
 - a. The member has a pay grade below pay grade 10.
 - b. The member is posted to a designated submarine escape instructor position.
 - c. The member is qualified and reasonably expected to perform duties supporting submarine escape training in that position for the duration of the posting.
- 6. The pay grade is increased by one for a member who meets all of the following conditions.
 - a. The member has a pay grade below pay grade 8.
 - b. The member is posted to a designated recruit instructor position at 1st Recruit Training Battalion.
 - c. The member is qualified and reasonably expected to perform recruit instructor duties in that position for the duration of the posting.

B.5.4 Rate of salary for a member below the rank of Warrant Officer Class 1

A member below the rank of Warrant Officer Class 1 is to be paid the rate of salary in Schedule B.12 that corresponds to all of the following.

- a. The member's Force.
- b. The member's rank and increment.
- c. The member's pay grade.

Division 6: Trainees

B.6.1 Purpose

This Division provides the salary for members who are undertaking training.

Exception: This Division does not apply to members who are undergoing recategorisation training.

B.6.2 Rate of salary for a trainee

1. In this section **degree** has the meaning given in the Australian Qualifications Framework level 7 Bachelor degree as published on 20 April 2017.
Related Information: Australian Qualifications Framework
2. The member may be deemed to hold a degree for the purposes of items 6.a.iii and 6.b.iii if all of the following conditions are met.
 - a. The member does not hold a **degree** under subsection 1.
 - b. The member holds a qualification that meets Australian Qualifications Framework level 8 or higher.
 - c. CDF decides the qualification in subsection 2.b is relevant to the Australian Defence Force.
3. A member undertaking training in a capacity listed in Schedule B.13 is to be paid the rate of salary that corresponds to all of the following.
 - a. The member's Force.
 - b. The member's training capacity and stage (if any).

Part C: Salary preservation

C.1.1 Transition – Army and Air Force cyberspace employment categories

1. This section applies to a member of the Army or Air Force if all the following apply.
 - a. The member volunteered to transfer into one of the following employment categories relevant to their Service.
 - i. Cyber Engineer
 - ii. Cyber Specialist.
 - iii. Cyber Manager.
 - iv. Cyberspace Warfare Officer.
 - v. Cyberspace Warfare Analyst.
 - b. The member is transferred into an employment category listed in paragraph 1.a between the date of commencement of this Determination and 31 October 2024.
 - c. The rate of salary for the member's new employment category is lower than the rate of salary payable immediately before they transferred.
2. Despite Part B, the member is to be paid the rate of salary payable immediately before they transferred, as varied by subsection 3, from the day the transfer takes effect.
3. The member's rate of salary is to be adjusted by both the following.
 - a. An increment advancement owed to the member under Defence Determination 2016/19, *Conditions of service*, Chapter 3 Part 2 Division 3.
 - b. ADF Workplace Remuneration Arrangement general salary adjustment determined by the DFRT.
4. This section ceases to apply to a member on the earlier of the following days.
 - a. Five years after the day the member transferred to the employment category.
 - b. A day the rate of salary payable to the member under subsection 2 is lower than the rate of salary that would be payable to the member under Part B, had this section not applied.
 - c. The day the member ceases to be in an employment category listed in paragraph 1.a.

C.1.2 Transition – Navy Maritime Personnel Community employment categories

1. This section applies to a member of the Navy if all the following apply.
 - a. The member volunteered to transfer from a Navy employment category and grade, tier or category in Column A to a Navy employment category and grade, tier or category in column B between 5 March 2020 and 30 June 2020.

| Item | Column A | | Column B | |
|------|----------------------|---------------------|---------------------------------|---------------------|
| | Employment Category | Grade/Tier/Category | Employment category | Grade/Tier/Category |
| 1. | Management Executive | Tier 1 – Specialist | Maritime Human Resource Officer | Under Training |

| | | | | |
|-----|---|-------------------------------------|---------------------------------|-----------------------|
| 2. | Management Executive | Tier 2 – Strategic Specialist | Maritime Human Resource Officer | Primary Qualification |
| 3. | Management Executive | Tier 3 –Senior Strategic Specialist | Maritime Human Resource Officer | Foundation |
| 4. | Management Executive | Shore Command | Maritime Human Resource Officer | Intermediate |
| 5. | Maritime Logistics Personnel Operations – Grade 4 | A | Maritime Human Resource Officer | Advanced |
| 6. | Maritime Logistics Personnel Operations – Grade 5 | A | Maritime Human Resource Officer | Master |
| 7. | Maritime Logistics Personnel Operations | B | Maritime Human Resource Officer | Shore Command |
| 8. | Maritime Logistics Personnel Operations | C | Maritime Personnel Manager | A |
| 9. | Maritime Logistics Personnel Operations | 1 | Maritime Personnel Manager | B |
| 10. | Maritime Logistics Personnel Operations | 2 | Maritime Personnel Manager | C |
| 11. | Maritime Logistics Personnel Operations | 3 | Maritime Personnel Operator | 1 |
| 12. | Maritime Logistics Personnel Operations | 4 | Maritime Personnel Operator | 2 |
| 13. | – | – | Maritime Personnel Supervisor | 3 |
| 14. | – | – | Maritime Personnel Manager | 4 |

- b. The rate of salary for the member's new employment category is lower than the rate of salary payable to the member immediately before they transferred.
2. Despite Part B, the member is to be paid the rate of salary payable immediately before they transferred, as varied by subsection 3, from the day the transfer takes effect.
3. The member's rate of salary is to be adjusted by both the following.
 - a. An increment advancement owed to the member under Defence Determination 2016/19, *Conditions of service*, Chapter 3 Part 2 Division 3.
 - b. ADF Workplace Remuneration Arrangement general salary adjustment determined by the DFRT.
4. This section ceases to apply to a member on the earlier of the following days.
 - a. Five years after the day the member transferred to the employment category.
 - b. A day the rate of salary payable to the member under subsection 2 is lower than the rate of salary that would be payable to the member under Part B for their employment category, had this section not applied.
 - c. The day the member ceases to be in an employment category listed in column B of the table in subsection 1.

C.1.3 Air Force Network Technician employment categories

1. This section applies to a member of the Air Force who meets all of the following.
 - a. The member volunteered to transfer from an Air Force employment category and grade or tier in column A to an Air Force employment category and grade or tier in column B between the 25 June 2020 and 25 June 2025.

| Item | Column A | | Column B | |
|------|--|------------|---|------------|
| | Employment Category | Grade/Tier | Employment category | Grade/Tier |
| 1. | Communications and Information Systems Controller | – | Network Technician | 1 |
| 2. | Communications and Information Systems Controller | 1 | Network Technician | 2 |
| 3. | Communications Electronic Fitter | 1 | Network Technician Advanced | – |
| 4. | Communications Electronic Mechanic | – | Network Technician Supervisor | – |
| 5. | Communications and Information Systems Controller | 2 | Network Technician Technical Manager | – |
| 6. | Communications Electronic Fitter | 2 | Network Technician Supervisor | A |
| 7. | Advanced Communications Electronic Technician | – | Network Technician Technical Manager | A |
| 8. | Communications Electronic Technician | – | Network Technician Warrant Officer Networks | A |
| 9. | Communications and Information Systems Controller | 3 | – | – |
| 10. | Detachment Supervisor Communications and Information System Controller | – | – | – |
| 11. | Supervisor Communications and Information Systems Controller | – | – | – |
| 12. | Communications Electronics Supervisor | – | – | – |
| 13. | Manager Communications and Information Systems Controller | – | – | – |
| 14. | Communications Electronic Systems Technician | – | – | – |
| 15. | Communications Electronic Technical Manager | – | – | – |
| 16. | Communications Electronic Technical Manager | A | – | – |

| | | | | |
|-----|---|---|---|---|
| 17. | Communications Electronic Technician Manager (Warrant Officer Engineering) | A | — | — |
| 18. | Supervisor Communications and Information Systems Controller | A | — | — |
| 19. | Manager Communications and Information Systems Controller | A | — | — |
| 20. | Advanced Communications Electronic Technician (Warrant Officer Engineering) | A | — | — |
| 21. | Communications Electronic Systems Technician | A | — | — |
| 22. | Communications Electronic Systems Technician (Warrant Officer Engineering) | A | — | — |

- b. The rate of salary for the member's new employment category is lower than the rate of salary payable to the member immediately before they transferred.
2. Despite Part B, the member is to be paid the rate of salary payable immediately before they transferred, as varied by subsection 3, from the day the transfer takes effect.
3. The member's rate of salary is to be adjusted by both the following.
 - a. An increment advancement owed to the member under Defence Determination 2016/19, *Conditions of service*, Chapter 3 Part 2 Division 3.
 - b. ADF Workplace Remuneration Arrangement general salary adjustment determined by the DFRT.
4. This section ceases to apply to a member on the earlier of the following days.
 - a. Five years after the day the member transferred to the employment category.
 - b. A day the rate of salary payable to the member under subsection 2 is lower than the rate of salary that would be payable to the member under Part B for their employment category, had this section not applied.
 - c. The day the member ceases to be in an employment category listed in column B of the table in subsection 1.

C.1.4 Transition – Navy nuclear qualified submariners employment categories

1. This section applies to a member who meets all of the following.
 - a. The member transfers into one of the following employment categories.
 - i. Nuclear Powered Submarine Officer.
 - ii. Nuclear Marine Engineer Officer Submarine.

- iii. Nuclear Technician.
 - b. The rate of salary for the member's employment category is lower than the rate of salary payable for their previous employment category under Part B Division 2, Division 4 or Division 5.
2. Despite Part B, the member is paid the rate of salary payable immediately before they transferred, as varied by subsection 3, from the day the transfer takes effect.
 3. The member's rate of salary is adjusted by both of the following.
 - a. An advance in increment under Defence Determination 2016/19, *Conditions of service*, Chapter 3 Part 2 Division 3 or Division 4B.
 - b. An ADF Workplace Remuneration Arrangement general salary adjustment determined by the DFRT.
 4. This section ceases to apply to a member on the earlier of the following.
 - a. Five years after the day the member transferred to the employment category.
 - b. A day the rate of salary payable to the member under subsection 2 is lower than the rate of salary that would be payable to the member under Part B, had this section not applied.
- Note:** If the member ceases to be in an employment category listed in paragraph 1.a they no longer meet the conditions of this section and it ceases to apply.

C.1.5 Transition – Navy non-nuclear submariner employment categories

1. This section applies to a member who meets all of the following.
 - a. The member transfers into one of the following employment categories.
 - i. Electronics Technician Fire Control – Submariner.
 - ii. Electronics Technician Navigation – Submariner.
 - iii. Hospitality Specialist – Submariner.
 - iv. Information Systems Communications – Submariner.
 - v. Information Systems Technician Electronic Warfare – Submariner.
 - vi. Machinist's Mate Auxiliary – Submariner.
 - vii. Machinist's Mate Weapons – Submariner.
 - viii. Sonar Technician – Submariner.
 - b. The rate of salary for the member's employment category is lower than the rate of salary payable for their previous employment category under Part B Division 4 or Division 5.
2. Despite Part B, the member is paid the rate of salary payable immediately before they transferred, as varied by subsection 3, from the day the transfer takes effect.
3. The member's rate of salary is adjusted by both of the following.
 - a. An advance in increment under Defence Determination 2016/19, *Conditions of service*, Chapter 3 Part 2 Division 3.

- b. An ADF Workplace Remuneration Arrangement general salary adjustment determined by the DFRT.
- 4. This section ceases to apply to a member on the day the rate of salary payable to the member under subsection 2 is lower than the rate of salary that would be payable to the member under Part B, had this section not applied.

Note: If the member ceases to be in an employment category listed in paragraph 1.a they no longer meet the conditions of this section and it ceases to apply.

C.1.6 Transition – Targeted workforce segments

- 1. This section applies to a member who meets all of the following.
 - a. As a consequence of DFRT Determination No. 4 of 2025 the member's paygrade was increased.
 - b. The rate of salary payable for the member's new paygrade is lower than the member's rate of salary payable immediately before the commencement of DFRT Determination No. 4 of 2025.
- 2. Despite Part B, the member's rate of salary is the rate that was payable immediately before the commencement of DFRT Determination No. 4 of 2025, as varied by subsection 3 from time to time.
- 3. The member's rate of salary is adjusted by any of the following.
 - a. An advance in increment under Defence Determination 2016/19, *Conditions of service*, Chapter 3 Part 2 Division 3 or Division 4B.
 - b. An ADF Workplace Remuneration Arrangement general salary adjustment, as determined by the DFRT.
- 4. This section ceases to apply to a member on the earlier of the following.
 - a. The day the rate of salary payable to the member under subsection 2, as amended by subsection 3, is equal to or lower than the rate of salary that would be payable to the member under Part B, had this section not applied.
 - b. The member changes to an employment category for which a lower salary applies.

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 | \$321,351 |
| | | | O8 – 0 | \$306,208 |
| Commodore | Brigadier | Air Commodore | O7 – 1 | \$280,674 |
| | | | O7 – 0 | \$273,382 |

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 | \$1,931.00 |
| Rear Admiral | Major General | Air Vice Marshal | O8 – 1 | \$880.41 |
| | | | O8 – 0 | \$838.93 |
| Commodore | Brigadier | Air Commodore | O7 – 1 | \$768.97 |
| | | | O7 – 0 | \$748.99 |

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

| Column 1 Rank | | | Column 2 Pay point | Column 3 Remuneration component | Column 4 Yearly remuneration rate |
|------------------|--------------------|-------------|-----------------------|------------------------------------|--------------------------------------|
| Navy | Army | Air Force | | | |
| Vice Admiral | Lieutenant General | Air Marshal | 1 | Base salary | \$463,038 |
| | | | | Positional | \$0 |
| | | | 2 | Base salary | \$463,038 |
| | | | | Positional | \$44,512 |
| | | | 3 | Base salary | \$463,038 |
| | | | | Positional | \$85,826 |

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 | \$1,268.60 |

Schedule B.2: Officer pay grades

Part 1: All Services

Pay grade 6

| Item | Employment Category | Classification |
|------|---|----------------|
| 1. | Special Reconnaissance Officer (Foundation) | — |
| 2. | Strike and Recovery Officer (Foundation) | — |
| 3. | Special Warfare Officer (Foundation) | — |

Pay grade 8

| Item | Employment Category | Classification |
|------|---|----------------|
| 1. | Special Reconnaissance Officer (Intermediate) | — |
| 2. | Special Reconnaissance Officer (Advanced) | — |
| 3. | Special Reconnaissance Officer (Master) | — |
| 4. | Strike and Recovery Officer (Intermediate) | — |
| 5. | Strike and Recovery Officer (Advanced) | — |
| 6. | Strike and Recovery Officer (Master) | — |
| 7. | Special Warfare Officer (Intermediate) | — |
| 8. | Special Warfare Officer (Advanced) | — |
| 9. | Special Warfare Officer (Master) | — |

Part 2: Navy

Pay grade 2

| Item | Employment Category | Classification |
|------|--|------------------------|
| 1. | Administration | Primary Qualification |
| 2. | Bandmaster | Under Training |
| 3. | Former Warrant Officer | On becoming an Officer |
| 4. | Instructor | Primary Qualification |
| 8. | Maritime Aviation Warfare Officer Competency Progression | Under Training |
| 9. | Maritime Aviation Warfare Officer Competency Progression | Wings Under Training |
| 10. | Maritime Aviation Warfare Officer Time Progression | Under Training |
| 11. | Maritime Human Resource Officer | Under Training |
| 12. | Maritime Logistics | Under Training |
| 13. | Maritime Trade Operations | Under Training |
| 14. | Maritime Warfare Officer | Under Training |
| 15. | Medical Administrator | Under Training |
| 16. | Medical Administrator | Primary Qualification |
| 17. | Military Public Affairs Officer | Under Training |
| 18. | Naval Police Coxswain Officer | Under Training |
| 19. | Naval Police Coxswain Officer | Primary Qualification |
| 20. | Navy Health Services Officer | Under Training |
| 21. | Nurse | Under Training |
| 22. | Pilot Competency Progression | Under Training |
| 23. | Pilot Competency Progression | Wings Under Training |
| 24. | Pilot Time Progression | Under Training |
| 25. | Surface Warfare Officer | Under Training |

Pay grade 3

| Item | Employment Category | Classification |
|------|--|-----------------------|
| 1. | Bandmaster | Primary Qualification |
| 2. | Information Warfare Officer | Under Training |
| 3. | Intelligence | Under Training |
| 4. | Intelligence NIR | Under Training |
| 5. | Intelligence NIR | Primary Qualification |
| 6. | Maritime Aviation Warfare Officer Competency Progression | Basic |
| 7. | Maritime Aviation Warfare Officer Competency Progression | Basic Under Training |
| 8. | Maritime Aviation Warfare Officer Time Progression | Fly 0-2 |

| | | |
|-----|--|--------------------------------|
| 9. | Maritime Aviation Warfare Officer Time Progression | Fly 0-2 Under Training |
| 10. | Maritime Human Resource Officer | Primary Qualification |
| 11. | Maritime Logistics | Primary Qualification |
| 12. | Maritime Trade Operations | Primary Qualification |
| 13. | Military Public Affairs Officer | Primary Qualification |
| 14. | Navy Health Services Officer | Tier 1 (Endorsed) |
| 15. | Navy Health Services Officer | Tier 1 (Primary Qualification) |
| 16. | Nurse | Primary Qualification |
| 17. | Pilot Competency Progression | Basic |
| 18. | Pilot Competency Progression | Basic Under Training |
| 19. | Pilot Time Progression | Fly 0-2 |
| 20. | Pilot Time Progression | Fly 0-2 Under Training |
| 21. | Psychologist | Under Training |
| 22. | Psychologist | Primary Qualification |
| 23. | Training Systems | Under Training |
| 24. | Training Systems | Primary Qualification |

Pay grade 4

| Item | Employment Category | Classification |
|------|--|--|
| 1. | Aerospace Engineer | Under Training |
| 2. | Bandmaster | Officer In Charge |
| 3. | Maritime Trade Operations | Level 2B |
| 4. | Information Warfare Officer | Tier 1 (Primary Qualification) |
| 5. | Intelligence | Tier 1 Operator Primary Qualification |
| 6. | Management Executive | Tier 1 — Specialist |
| 7. | Marine Engineering | Under Training |
| 8. | Medical Administration | Specialist |
| 9. | Military Public Affairs Officer | Foundation |
| 10. | Naval Police Coxswain Officer | Director of Policing and Security — Navy |
| 11. | Maritime Aviation Warfare Officer Competency Progression | Intermediate |
| 12. | Maritime Aviation Warfare Officer Competency Progression | Intermediate Under Training |
| 13. | Maritime Aviation Warfare Officer Time Progression | Fly 2-4 |
| 14. | Maritime Aviation Warfare Officer Time Progression | Fly 2-4 Under Training |
| 15. | Maritime Combat Officer | Primary Qualification |
| 16. | Maritime Human Resource Officer | Foundation |
| 17. | Maritime Warfare Officer | Primary Qualification |

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| 18. | Nuclear Marine Engineer Officer Submariner (MESM-N) | Under Training |
| 19. | Nuclear Powered Submarine Officer (SSNO) | Under Training |
| 20. | Pilot Competency Progression | Intermediate |
| 21. | Pilot Competency Progression | Intermediate Under Training |
| 22. | Pilot Time Progression | Fly 2-4 |
| 23. | Pilot Time Progression | Fly 2-4 Under Training |
| 24. | Surface Warfare Officer | Foundation Warfare Learning Package, Primary Qualification |
| 25. | Training Systems | Specialist |
| 26. | Weapon Electrical Aircraft Engineering | Under Training |
| 27. | Weapon Electrical Engineer | Under Training |

Pay grade 5

| Item | Employment Category | Classification |
|------|---|---|
| 1. | Information Warfare Officer | Tier 1 (Endorsed) |
| 2. | Intelligence | Tier 1A Operator Specialist |
| 3. | Management Executive | Tier 2 — Strategic Specialist |
| 4. | Maritime Aviation Warfare Officer Competency Progression | Highly Proficient |
| 5. | Maritime Aviation Warfare Officer Competency Progression | Highly Proficient Under Training |
| 6. | Maritime Aviation Warfare Officer Time Progression | Fly 4-6 |
| 7. | Maritime Aviation Warfare Officer Time Progression | Fly 4-6 Under Training |
| 8. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Fly 4-6 |
| 9. | Maritime Combat Officer | Minor War Vessel Command |
| 10. | Maritime Combat Officer ADQUAL | Qualified |
| 11. | Maritime Combat Officer | Surface Warfare Officer Qualified |
| 12. | Maritime Human Resource Officer | Intermediate |
| 13. | Maritime Logistics | Charge Qualified |
| 14. | Maritime Logistics | Qualified non Supply Charge Board before 1 January 1998 |
| 15. | Maritime Warfare Officer | Minor War Vessel Command |
| 16. | Maritime Warfare Officer ADQUAL | Qualified |
| 17. | Maritime Warfare Officer Specialist | Qualified before 1 July 2004 |
| 18. | Military Public Affairs Officer | Intermediate |
| 19. | Mine Clearance Diver Officer | Qualified |
| 20. | Navy Health Services Officer | Tier 2 (Charge Qualified) |
| 21. | Nurse | Specialist |
| 22. | Pilot Competency Progression | Highly Proficient |

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| 23. | Pilot Competency Progression | Highly Proficient Under Training |
| 24. | Pilot Time Progression | Fly 4-6 |
| 25. | Pilot Time Progression | Fly 4-6 Under Training |
| 26. | Pilot Time Progression ADQUAL | Fly 4-6 |
| 27. | Principal Warfare Officer | Qualified |
| 28. | Psychologist | Specialist |
| 29. | Surface Warfare Officer | Intermediate Warfare Learning Package |
| 30. | Training Systems | Senior Training Specialist |

Pay grade 6

| Item | Employment Category | Classification |
|------|---|--------------------------------------|
| 1. | Administration | Shore Charge |
| 2. | Aerospace Engineer | Primary Qualification |
| 3. | Aerospace Engineer | Shore Charge |
| 4. | Aircrew | Appointment |
| 5. | Bandmaster | Director of Music |
| 6. | Bandmaster | Shore Charge |
| 7. | Former Warrant Officer | Shore Charge |
| 8. | Information Warfare Officer | Tier 2 (Role Specialist) |
| 9. | Information Warfare Officer | Shore Charge |
| 10. | Instructor Maritime Geospatial Officer Meteorology | Qualified |
| 11. | Intelligence | Shore Charge |
| 12. | Intelligence | Tier 2 — Intelligence Manager |
| 13. | Management Executive | Shore Charge |
| 14. | Management Executive | Tier 3 — Senior Strategic Specialist |
| 15. | Marine Engineer | Primary Qualification |
| 16. | Marine Engineer | Shore Charge |
| 17. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Qualified |
| 18. | Maritime Combat Officer | Shore Charge |
| 19. | Maritime Geospatial Officer Hydrographer | Qualified |
| 20. | Maritime Geospatial Officer Meteorology | Qualified |
| 21. | Maritime Geospatial Officer Meteorology | Shore Charge |
| 22. | Maritime Human Resource Officer | Advanced |
| 23. | Maritime Human Resource Officer | Master |
| 24. | Maritime Human Resource Officer | Shore Charge |

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| 25. | Maritime Logistics | Shore Charge |
| 26. | Maritime Trade Officer | Shore Charge |
| 27. | Maritime Warfare Officer SM | Qualified |
| 28. | Maritime Warfare Officer | Shore Charge |
| 29. | Medical Administrator | Officer In Charge |
| 30. | Medical Administrator | Shore Charge |
| 31. | Military Public Affairs Officer | Advanced |
| 32. | Military Public Affairs Officer | Master |
| 33. | Military Public Affairs Officer | Shore Charge |
| 34. | Mine Clearance Diver Officer | Shore Charge |
| 35. | Mine Clearance Diving Officer Force Warfare Officer | Qualified |
| 36. | Mine Clearance Diver Officer TAG | Qualified |
| 37. | Naval Police Coxswain Officer | Commanding Officer Defence Police Training Centre |
| 38. | Naval Police Coxswain Officer | Shore Charge |
| 39. | Navy Health Services Officer | Tier 3 (Deep Specialist) |
| 40. | Navy Health Services Officer | Shore Charge |
| 41. | Nurse | Officer In Charge |
| 42. | Nurse | Shore Charge |
| 43. | Pilot Competency Progression ADQUAL | Qualified |
| 44. | Principal Warfare Officer ADQUAL | Qualified |
| 45. | Psychologist | Shore Charge |
| 46. | Surface Warfare Officer | Advanced Warfare Learning Package |
| 47. | Surface Warfare Officer | Shore Charge |
| 48. | Training Systems | Principal Training Specialist |
| 49. | Training Systems | Shore Charge |
| 50. | Training Systems Maritime Geospatial Officer Meteorology | Qualified |
| 51. | Weapons Electrical Engineer | Primary Qualification |
| 52. | Weapons Electrical Engineer | Shore Charge |

Pay grade 7

| Item | Employment Category | Classification |
|------|---|---|
| 1. | Aerospace Engineer | Charge Qualified |
| 2. | Information Warfare Officer | Tier 3 (Deep Specialist) |
| 3. | Information Warfare Officer | Sea Charge (Preservation) |
| 4. | Instructor Maritime Geospatial Officer Meteorology — Advanced | Masters of Science and Oceanography Qualified |

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| 5. | Marine Engineer | Charge Qualified |
| 6. | Marine Engineer SM | Qualified |
| 7. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Executive Officer Squadron |
| 8. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Ship's Flight Commander |
| 9. | Maritime Aviation Warfare Officer Competency Progression | Executive Officer Squadron |
| 10. | Maritime Aviation Warfare Officer Competency Progression | Ship's Flight Commander |
| 11. | Maritime Aviation Warfare Officer Time Progression | Fly 6-8 |
| 12. | Maritime Aviation Warfare Officer Time Progression | Fly 6-8 Under Training |
| 13. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Fly 6-8 |
| 14. | Maritime Geospatial Officer Hydrographer | Executive Officer Major Fleet Unit |
| 15. | Maritime Geospatial Officer Hydrographer | Minor War Vessel Command |
| 16. | Maritime Geospatial Officer Hydrographer — H1 | Hydrographic Officers Long Course or Masters Degree in Hydrographic Science Qualified |
| 17. | Maritime Geospatial Officer Hydrographer H1 | Minor War Vessel Command |
| 18. | Maritime Geospatial Officer Meteorology | Director of Meteorology |
| 19. | Maritime Geospatial Officer Meteorology | Minor War Vessel Command |
| 20. | Maritime Geospatial Officer Meteorology — Advanced | Master of Science and Oceanography Qualified |
| 21. | Maritime Geospatial Officer Meteorology — Advanced | Minor War Vessel Command |
| 22. | Maritime Geospatial Officer Meteorology — Advanced | Director of Meteorology |
| 23. | Maritime Logistics | Maritime Logistics Officer Major Fleet Unit |
| 24. | Maritime Warfare Officer | Executive Officer Major Fleet Unit |
| 25. | Maritime Warfare Officer ADQUAL | Executive Officer Major Fleet Unit |
| 26. | Maritime Warfare Officer SM | Executive Officer Major Fleet Unit |
| 27. | Maritime Warfare Officer SM | Minor War Vessel Command |
| 28. | Maritime Warfare Officer SM | Warfare Officer |
| 29. | Maritime Warfare Officer Specialist | Minor War Vessel Command |
| 30. | Mine Clearance Diver Officer | Executive Officer Major Fleet Unit |
| 31. | Mine Clearance Diver Officer | Minor War Vessel Command |
| 32. | Mine Clearance Diver Officer | Clearance Diving Team Command |
| 33. | Mine Clearance Diver Officer Force Warfare Officer | Executive Officer Major Fleet Unit |

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| 34. | Mine Clearance Diver Officer Force Warfare Officer | Minor War Vessel Command |
| 35. | Mine Clearance Diver Officer Force Warfare Officer | Clearance Diving Team Command |
| 36. | Mine Clearance Diver Officer TAG | Executive Officer Major Fleet Unit |
| 37. | Mine Clearance Diver Officer TAG | Minor War Vessel Command |
| 38. | Mine Clearance Diver Officer TAG | Clearance Diving Team Command |
| 39. | Intelligence | Tier 3 — Senior Intelligence Officer |
| 40. | Nuclear Marine Engineer Officer Submariner (MESM-N) | Primary Qualified |
| 41. | Pilot Competency Progression ADQUAL | Executive Officer Squadron |
| 42. | Pilot Competency Progression ADQUAL | Ship's Flight Commander |
| 43. | Navy Health Services Officer | Shore Command |
| 44. | Pilot Competency Progression | Executive Officer Squadron |
| 45. | Pilot Competency Progression | Ship's Flight Commander |
| 46. | Pilot Time Progression | Fly 6-8 |
| 47. | Pilot Time Progression | Fly 6-8 Under Training |
| 48. | Pilot Time Progression ADQUAL | Fly 6-8 |
| 49. | Principal Warfare Officer — Legacy | Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section |
| 50. | Principal Warfare Officer | Executive Officer Major Fleet Unit |
| 51. | Principal Warfare Officer | Minor War Vessel Command |
| 52. | Principal Warfare Officer ADQUAL — Legacy | Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section |
| 53. | Principal Warfare Officer ADQUAL | Executive Officer Major Fleet Unit |
| 54. | Principal Warfare Officer ADQUAL | Minor War Vessel Command |
| 55. | Surface Warfare Officer | Executive Officer Major Fleet Unit |
| 56. | Surface Warfare Officer | Minor War Vessel Command |
| 57. | Training Systems Maritime Geospatial Officer Meteorology — Advanced | Masters of Science and Oceanography Qualified |
| 58. | Weapons Electrical Engineer | Charge Qualified |
| 59. | Weapons Electrical Engineer SM | Qualified |

Pay grade 8

| Item | Employment Category | Classification |
|-------------|--|--|
| 1. | Administration | Shore Command |
| 2. | Aerospace Engineer | Head of Department |
| 3. | Aerospace Engineer | Shore Command |
| 4. | Aircrew | Shore Command |
| 5. | Bandmaster | Shore Command |
| 6. | Former Warrant Officer (Commissioned) | Shore Command |
| 7. | Information Warfare Officer | Tier 4 (Principal) |
| 8. | Information Warfare Officer | Shore Command |
| 9. | Instructor | Shore Command |
| 10. | Instructor Maritime Geospatial Officer Meteorology | Shore Command |
| 11. | Intelligence | Shore Command |
| 12. | Management Executive | Shore Command |
| 13. | Marine Engineer | Marine Engineering Officer Major Fleet Unit |
| 14. | Marine Engineer | Shore Command |
| 15. | Marine Engineer SM | Charge Qualified |
| 16. | Marine Engineering SM | Shore Command |
| 17. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Shore Command |
| 18. | Maritime Aviation Warfare Officer Competency Progression | Shore Command |
| 19. | Maritime Aviation Warfare Officer Time Progression | Shore Command |
| 20. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Shore Command |
| 21. | Maritime Combat Officer | Shore Command |
| 22. | Maritime Combat Officer ADQUAL | Shore Command |
| 23. | Maritime Geospatial Officer Hydrographer | Shore Command |
| 24. | Maritime Geospatial Officer Hydrographer H1 | Shore Command |
| 25. | Maritime Geospatial Officer Meteorology | Shore Command |
| 26. | Maritime Geospatial Officer Meteorology Advanced | Shore Command |
| 27. | Maritime Human Resource Officer | Shore Command |
| 28. | Maritime Logistics | Shore Command |
| 29. | Maritime Trade Operations | Shore Command |
| 30. | Maritime Warfare Officer | Shore Command |
| 31. | Maritime Warfare Officer ADQUAL | Shore Command |
| 32. | Maritime Warfare Officer SM | Shore Command |
| 33. | Medical Administrator | Shore Command |
| 34. | Military Public Affairs Officer | Shore Command |

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| 35. | Mine Clearance Diver Officer | Shore Command |
| 36. | Mine Clearance Diver Officer Force Warfare Officer | Shore Command |
| 37. | Mine Clearance Diver Officer TAG | Shore Command |
| 38. | Nuclear Marine Engineer Officer Submariner (MESM-N) | Nuclear Qualified |
| 39. | Nuclear Powered Submarine Officer (SSNO) | Nuclear Qualified |
| 40. | Naval Police Coxswain Officer | Shore Command |
| 41. | Nurse | Shore Command |
| 42. | Pilot Competency Progression | Shore Command |
| 43. | Pilot Competency Progression ADQUAL | Shore Command |
| 44. | Pilot Time Progression | Shore Command |
| 45. | Pilot Time Progression ADQUAL | Shore Command |
| 46. | Principal Warfare Officer | Shore Command |
| 47. | Principal Warfare Officer ADQUAL | Shore Command |
| 48. | Psychologist | Shore Command |
| 49. | Surface Warfare Officer | Shore Command |
| 50. | Training Systems | Shore Command |
| 51. | Training Systems Maritime Geospatial Officer Meteorology | Director of Meteorology |
| 52. | Training Systems Maritime Geospatial Officer Meteorology | Shore Command |
| 53. | Weapons Electrical Engineer | Weapon Electrical Engineering Officer Major Fleet Unit |
| 54. | Weapons Electrical Engineer SM | Charge Qualified |
| 55. | Weapons Electrical Aircraft Engineering | Shore Command |
| 56. | Weapons Electrical Engineer SM | Shore Command |
| 57. | Weapons Electrical Engineer | Shore Command |

Pay grade 9

| Item | Employment Category | Classification |
|------|-----------------------------|--|
| 1. | Aerospace Engineer | Principal Engineer, Subordinate Materiel Governance Authority or Engineer Warrant Holder Grade 2 |
| 2. | Information Warfare Officer | Sea Command (Preservation) |
| 3. | Marine Engineer | Principal Engineer, Subordinate Materiel Governance Authority or Engineer Warrant Holder Grade 2 |
| 4. | Marine Engineer SM | Principal Engineer, Subordinate Materiel Governance Authority or Engineer Warrant Holder Grade 2 |
| 5. | Marine Engineer SM | Marine Engineering Officer SM |

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| 6. | Maritime Aviation Warfare Officer Competency Progression | Squadron Command |
| 7. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Squadron Command |
| 8. | Maritime Aviation Warfare Officer Time Progression | Fly 8-10 |
| 9. | Maritime Aviation Warfare Officer Time Progression | Fly 8-10 Under Training |
| 10. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Fly 8-10 |
| 11. | Maritime Geospatial Officer Hydrographer | Major Fleet Unit Command |
| 12. | Maritime Geospatial Officer Hydrographer H1 | Major Fleet Unit Command |
| 13. | Maritime Geospatial Officer Meteorology | Major Fleet Unit Command |
| 14. | Maritime Geospatial Officer Meteorology — Advanced | Major Fleet Unit Command |
| 15. | Maritime Warfare Officer | Major Fleet Unit Command |
| 16. | Maritime Warfare Officer ADQUAL | Major Fleet Unit Command |
| 17. | Maritime Warfare Officer SM | Major Fleet Unit Command |
| 18. | Maritime Warfare Officer SM | SM Command |
| 19. | Mine Clearance Diver Officer | Major Fleet Unit Command |
| 20. | Mine Clearance Diver Officer TAG | Major Fleet Unit Command |
| 22. | Mine Clearance Diving Officer Force Warfare Officer | Major Fleet Unit Command |
| 23. | Pilot Competency Progression | Squadron Command |
| 24. | Pilot Competency Progression ADQUAL | Squadron Command |
| 25. | Pilot Time Progression | Fly 8-10 |
| 26. | Pilot Time Progression | Fly 8-10 Under Training |
| 27. | Pilot Time Progression ADQUAL | Fly 8-10 |
| 28. | Principal Warfare Officer | Major Fleet Unit Command |
| 29. | Principal Warfare Officer ADQUAL | Major Fleet Unit Command |
| 30. | Surface Warfare Officer | Major Fleet Unit Command |
| 31. | Weapons Electrical Aircraft Engineer | Principal Engineer, Subordinate Materiel Governance Authority or Engineer Warrant Holder Grade 2 |
| 32. | Weapons Electrical Engineer | Principal Engineer, Subordinate Materiel Governance Authority or Engineer Warrant Holder Grade 2 |
| 33. | Weapons Electrical Engineer — SM | Weapons Electrical Engineering Officer SM |
| 34. | Weapons Electrical Engineer — SM | Principal Engineer, Subordinate Materiel Governance Authority or Engineer Warrant Holder Grade 2 |

Pay grade 10

| Item | Employment Category | Classification |
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| 1. | Maritime Aviation Warfare Officer Time Progression | Fly 10+ |
| 2. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Fly 10+ |
| 3. | Pilot Time Progression | Fly 10+ |
| 4. | Pilot Time Progression ADQUAL | Fly 10+ |

Part 3: Army

Pay grade 2

| Item | Employment Category | Classification |
|------|--------------------------------|---------------------------------|
| 1. | Air Defence Officer | General Service Officer Grade 2 |
| 2. | Armoured Officer | General Service Officer Grade 2 |
| 3. | Army Psychologist | General Service Officer Grade 2 |
| 4. | Aviation Officer | General Service Officer Grade 2 |
| 5. | Band Officer | General Service Officer Grade 2 |
| 6. | Catering Officer | General Service Officer Grade 2 |
| 7. | Dental Officer (Non Dentist) | General Service Officer Grade 2 |
| 8. | Education Officer | General Service Officer Grade 2 |
| 9. | Environmental Officer | General Service Officer Grade 2 |
| 10. | Field Artillery Officer | General Service Officer Grade 2 |
| 11. | Health Officer | General Service Officer Grade 2 |
| 12. | Infantry Officer | General Service Officer Grade 2 |
| 13. | Infectious Diseases Researcher | General Service Officer Grade 2 |
| 14. | Local Observer | General Service Officer Grade 2 |
| 15. | Medical Imaging Specialist | General Service Officer Grade 2 |
| 16. | Military Police Officer | General Service Officer Grade 2 |
| 17. | Miscellaneous Medical Officer | General Service Officer Grade 2 |
| 18. | Nursing Officer | General Service Officer Grade 2 |
| 19. | Ordnance Officer | General Service Officer Grade 2 |
| 20. | Pathology Officer | General Service Officer Grade 2 |
| 21. | Pay Officer | General Service Officer Grade 2 |
| 22. | Pharmaceutical Officer | General Service Officer Grade 2 |
| 23. | Physiotherapist | General Service Officer Grade 2 |
| 24. | Pilot — Competency Progression | Competency Level 2 |
| 25. | Public Relations Officer | General Service Officer Grade 2 |
| 26. | Transport Officer | General Service Officer Grade 2 |

Pay grade 3

| Item | Employment Category | Classification |
|------|---------------------|---------------------------------|
| 1. | Air Defence Officer | General Service Officer Grade 3 |
| 2. | Armoured Officer | General Service Officer Grade 3 |
| 3. | Army Psychologist | General Service Officer Grade 3 |
| 4. | Aviation Officer | General Service Officer Grade 3 |

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| 5. | Band Officer | General Service Officer Grade 3 |
| 6. | Catering Officer | General Service Officer Grade 3 |
| 7. | Dental Officer (Non Dentist) | General Service Officer Grade 3 |
| 8. | Education Officer | General Service Officer Grade 3 |
| 9. | Electrical and Mechanical Engineering Aviation Officer | Engineering Officer Grade 3 |
| 10. | Electrical and Mechanical Engineering Officer | Engineering Officer Grade 3 |
| 11. | Engineer Officer | Engineering Officer Grade 3 |
| 12. | Environmental Officer | General Service Officer Grade 3 |
| 13. | Field Artillery Officer | General Service Officer Grade 3 |
| 14. | Health Officer | General Service Officer Grade 3 |
| 15. | Infantry Officer | General Service Officer Grade 3 |
| 16. | Infectious Diseases Researcher | General Service Officer Grade 3 |
| 17. | Intelligence Officer | General Service Officer Grade 2 |
| 18. | Medical Imaging Specialist | General Service Officer Grade 3 |
| 19. | Military Police Officer | General Service Officer Grade 3 |
| 20. | Miscellaneous Medical Officer | General Service Officer Grade 3 |
| 21. | Nursing Officer | General Service Officer Grade 3 |
| 22. | Ordnance Officer | General Service Officer Grade 3 |
| 23. | Pathology Officer | General Service Officer Grade 3 |
| 24. | Pay Officer | General Service Officer Grade 3 |
| 25. | Pharmaceutical Officer | General Service Officer Grade 3 |
| 26. | Physiotherapist | General Service Officer Grade 3 |
| 27. | Pilot — Competency Progression | Competency Level 3 |
| 28. | Pilot — Time Based Progression | Fly 0-2 |
| 29. | Public Relations Officer | General Service Officer Grade 3 |
| 30. | Transport Officer | General Service Officer Grade 3 |

Pay grade 4

| Item | Employment Category | Classification |
|------|------------------------------|---------------------------------|
| 1. | Air Defence Officer | General Service Officer Grade 4 |
| 2. | Armoured Officer | General Service Officer Grade 4 |
| 3. | Army Psychologist | General Service Officer Grade 4 |
| 4. | Aviation Officer | General Service Officer Grade 4 |
| 5. | Band Officer | General Service Officer Grade 4 |
| 6. | Catering Officer | General Service Officer Grade 4 |
| 7. | Dental Officer (Non Dentist) | General Service Officer Grade 4 |
| 8. | Education Officer | General Service Officer Grade 4 |

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| 9. | Electrical and Mechanical Engineering Aviation Officer | Engineering Officer Grade 4 |
| 10. | Electrical and Mechanical Engineering Aviation Officer (Q) | Engineering Officer Grade 3 |
| 11. | Electrical and Mechanical Engineering Officer | Engineering Officer Grade 4 |
| 12. | Electrical and Mechanical Engineering Officer (Q) | Engineering Officer Grade 3 |
| 13. | Engineer Officer | Engineering Officer Grade 4 |
| 14. | Engineer Officer (Q) | Engineering Officer Grade 3 |
| 15. | Environmental Officer | General Service Officer Grade 4 |
| 16. | Field Artillery Officer | General Service Officer Grade 4 |
| 17. | Health Officer | General Service Officer Grade 4 |
| 18. | Infantry Officer | General Service Officer Grade 4 |
| 19. | Infectious Diseases Researcher | General Service Officer Grade 4 |
| 20. | Intelligence Officer | General Service Officer Grade 3 |
| 21. | Medical Imaging Specialist | General Service Officer Grade 4 |
| 22. | Military Police Officer | General Service Officer Grade 4 |
| 23. | Miscellaneous Medical Officer | General Service Officer Grade 4 |
| 24. | Nursing Officer | General Service Officer Grade 4 |
| 25. | Ordnance Officer | General Service Officer Grade 4 |
| 26. | Pathology Officer | General Service Officer Grade 4 |
| 27. | Pay Officer | General Service Officer Grade 4 |
| 28. | Pharmaceutical Officer | General Service Officer Grade 4 |
| 29. | Physiotherapist | General Service Officer Grade 4 |
| 30. | Pilot — Competency Progression | Competency Level 4 |
| 31. | Pilot — Time Based Progression | Fly 2-4 |
| 32. | Public Relations Officer | General Service Officer Grade 4 |
| 33. | Signals Officer | Engineering Officer Grade 3 |
| 34. | Transport Officer | General Service Officer Grade 4 |

Pay grade 5

| Item | Employment Category | Classification |
|------|------------------------------|---------------------------------|
| 1. | Air Defence Officer | General Service Officer Grade 5 |
| 2. | Armoured Officer | General Service Officer Grade 5 |
| 3. | Army Psychologist | General Service Officer Grade 5 |
| 4. | Aviation Officer | General Service Officer Grade 5 |
| 5. | Band Officer | General Service Officer Grade 5 |
| 6. | Catering Officer | General Service Officer Grade 5 |
| 7. | Dental Officer (Non Dentist) | General Service Officer Grade 5 |
| 8. | Education Officer | General Service Officer Grade 5 |

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| 9. | Electrical and Mechanical Engineering Aviation Officer | Engineering Officer Grade 5 |
| 10. | Electrical and Mechanical Engineering Aviation Officer (Q) | Engineering Officer Grade 4 |
| 11. | Electrical and Mechanical Engineering Officer | Engineering Officer Grade 5 |
| 12. | Electrical and Mechanical Engineering Officer (Q) | Engineering Officer Grade 4 |
| 13. | Engineer Officer | Engineering Officer Grade 5 |
| 14. | Engineer Officer (Q) | Engineering Officer Grade 4 |
| 15. | Environmental Officer | General Service Officer Grade 5 |
| 16. | Field Artillery Officer | General Service Officer Grade 5 |
| 17. | Health Officer | General Service Officer Grade 5 |
| 18. | Infantry Officer | General Service Officer Grade 5 |
| 19. | Infectious Diseases Researcher | General Service Officer Grade 5 |
| 20. | Intelligence Officer | General Service Officer Grade 4 |
| 21. | Medical Imaging Specialist | General Service Officer Grade 5 |
| 22. | Military Police Officer | General Service Officer Grade 5 |
| 23. | Miscellaneous Medical Officer | General Service Officer Grade 5 |
| 24. | Nursing Officer | General Service Officer Grade 5 |
| 25. | Ordnance Officer | General Service Officer Grade 5 |
| 26. | Pathology Officer | General Service Officer Grade 5 |
| 27. | Pay Officer | General Service Officer Grade 5 |
| 28. | Pharmaceutical Officer | General Service Officer Grade 5 |
| 29. | Physiotherapist | General Service Officer Grade 5 |
| 30. | Pilot — Competency Progression | Competency Level 5 |
| 31. | Pilot — Time Based Progression | Fly 4-6 |
| 32. | Public Relations Officer | General Service Officer Grade 5 |
| 33. | Signals Officer | Engineering Officer Grade 4 |
| 34. | Transport Officer | General Service Officer Grade 5 |

Pay grade 6

| Item | Employment Category | Classification |
|------|---------------------|---|
| 1. | Air Defence Officer | General Service Officer Grade 6 |
| 2. | Armoured Officer | General Service Officer Grade 6 |
| 3. | Army Psychologist | General Service Officer Grade 6 |
| 4. | Aviation Officer | General Service Officer Grade 6 |
| 5. | Aviation Officer | (Army Senior Non-Commissioned Officer and Warrant Officer Commissioning Scheme – ex-Aircrewman) |
| 6. | Band Officer | General Service Officer Grade 6 |

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| 7. | Catering Officer | General Service Officer Grade 6 |
| 8. | Dental Officer (Non Dentist) | General Service Officer Grade 6 |
| 9. | Education Officer | General Service Officer Grade 6 |
| 10. | Electrical and Mechanical Engineering Aviation Officer | Engineering Officer Grade 6 |
| 11. | Electrical and Mechanical Engineering Aviation Officer (Q) | Engineering Officer Grade 5 |
| 12. | Electrical and Mechanical Engineering Officer | Engineering Officer Grade 6 |
| 13. | Electrical and Mechanical Engineering Officer (Q) | Engineering Officer Grade 5 |
| 14. | Engineer Officer | Engineering Officer Grade 6 |
| 15. | Engineer Officer (Q) | Engineering Officer Grade 5 |
| 16. | Environmental Officer | General Service Officer Grade 6 |
| 17. | Field Artillery Officer | General Service Officer Grade 6 |
| 18. | Health Officer | General Service Officer Grade 6 |
| 19. | Infantry Officer | General Service Officer Grade 6 |
| 20. | Infectious Diseases Researcher | General Service Officer Grade 6 |
| 21. | Intelligence Officer | General Service Officer Grade 6 |
| 22. | Intelligence Officer | General Service Officer Grade 5 |
| 23. | Medical Imaging Specialist | General Service Officer Grade 6 |
| 24. | Military Police Officer | General Service Officer Grade 6 |
| 25. | Miscellaneous Medical Officer | General Service Officer Grade 6 |
| 26. | Nursing Officer | General Service Officer Grade 6 |
| 27. | Ordnance Officer | General Service Officer Grade 6 |
| 28. | Pathology Officer | General Service Officer Grade 6 |
| 29. | Pay Officer | General Service Officer Grade 6 |
| 30. | Pharmaceutical Officer | General Service Officer Grade 6 |
| 31. | Physiotherapist | General Service Officer Grade 6 |
| 32. | Pilot — Competency Progression | Competency Level 6 |
| 33. | Public Relations Officer | General Service Officer Grade 6 |
| 34. | Signals Officer | Engineering Officer Grade 5 |
| 35. | Transport Officer | General Service Officer Grade 6 |

Pay grade 7

| Item | Employment Category | Classification |
|------|---------------------|-------------------------------------|
| 1. | Air Defence Officer | General Service Officer Grade 7 |
| 2. | Air Defence Officer | General Service Officer RPE Grade 7 |
| 3. | Armoured Officer | General Service Officer Grade 7 |
| 4. | Armoured Officer | General Service Officer RPE Grade 7 |

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| 5. | Army Psychologist | General Service Officer Grade 7 |
| 6. | Army Psychologist | General Service Officer RPE Grade 7 |
| 7. | Aviation Officer | General Service Officer Grade 7 |
| 8. | Aviation Officer | General Service Officer RPE Grade 7 |
| 9. | Band Officer | General Service Officer Grade 7 |
| 10. | Band Officer | General Service Officer RPE Grade 7 |
| 11. | Catering Officer | General Service Officer Grade 7 |
| 12. | Catering Officer | General Service Officer RPE Grade 7 |
| 13. | Dental Officer (Non Dentist) | General Service Officer Grade 7 |
| 14. | Dental Officer (Non Dentist) | General Service Officer RPE Grade 7 |
| 15. | Education Officer | General Service Officer Grade 7 |
| 16. | Education Officer | General Service Officer RPE Grade 7 |
| 17. | Electrical and Mechanical Engineering Aviation Officer | General Service Officer Grade 7 |
| 18. | Electrical and Mechanical Engineering Aviation Officer | General Service Officer RPE Grade 7 |
| 19. | Electrical and Mechanical Engineering Aviation Officer | Engineering Officer Grade 7 |
| 20. | Electrical and Mechanical Engineering Aviation Officer | Engineering Officer RPE Grade 7 |
| 21. | Electrical and Mechanical Engineering Aviation Officer (Q) | Engineering Officer Grade 6 |
| 22. | Electrical and Mechanical Engineering Officer | General Service Officer Grade 7 |
| 23. | Electrical and Mechanical Engineering Officer | General Service Officer RPE Grade 7 |
| 24. | Electrical and Mechanical Engineering Officer | Engineering Officer Grade 7 |
| 25. | Electrical and Mechanical Engineering Officer | Engineering Officer RPE Grade 7 |
| 26. | Electrical and Mechanical Engineering Officer (Q) | Engineering Officer Grade 6 |
| 27. | Engineer Officer | General Service Officer Grade 7 |
| 28. | Engineer Officer | General Service Officer RPE Grade 7 |
| 29. | Engineer Officer (Q) | Engineering Officer Grade 6 |
| 30. | Engineer Officer | Engineering Officer Grade 7 |
| 31. | Engineer Officer | Engineering Officer RPE Grade 7 |
| 32. | Environmental Officer | General Service Officer Grade 7 |
| 33. | Environmental Officer | General Service Officer RPE Grade 7 |

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|-----|--------------------------------|-------------------------------------|
| 34. | Field Artillery Officer | General Service Officer Grade 7 |
| 35. | Field Artillery Officer | General Service Officer RPE Grade 7 |
| 36. | Health Officer | General Service Officer Grade 7 |
| 37. | Health Officer | General Service Officer RPE Grade 7 |
| 38. | Infantry Officer | General Service Officer Grade 7 |
| 39. | Infantry Officer | General Service Officer RPE Grade 7 |
| 40. | Infectious Diseases Researcher | General Service Officer Grade 7 |
| 41. | Infectious Diseases Researcher | General Service Officer RPE Grade 7 |
| 42. | Intelligence Officer | General Service Officer RPE Grade 7 |
| 43. | Medical Imaging Specialist | General Service Officer Grade 7 |
| 44. | Medical Imaging Specialist | General Service Officer RPE Grade 7 |
| 45. | Military Police Officer | General Service Officer Grade 7 |
| 46. | Military Police Officer | General Service Officer RPE Grade 7 |
| 47. | Miscellaneous Medical Officer | General Service Officer Grade 7 |
| 48. | Miscellaneous Medical Officer | General Service Officer RPE Grade 7 |
| 49. | Nursing Officer | General Service Officer Grade 7 |
| 50. | Nursing Officer | General Service Officer RPE Grade 7 |
| 51. | Ordnance Officer | General Service Officer Grade 7 |
| 52. | Ordnance Officer | General Service Officer RPE Grade 7 |
| 53. | Pathology Officer | General Service Officer Grade 7 |
| 54. | Pathology Officer | General Service Officer RPE Grade 7 |
| 55. | Pay Officer | General Service Officer Grade 7 |
| 56. | Pay Officer | General Service Officer RPE Grade 7 |
| 57. | Pharmaceutical Officer | General Service Officer Grade 7 |
| 58. | Pharmaceutical Officer | General Service Officer RPE Grade 7 |
| 59. | Physiotherapist | General Service Officer Grade 7 |
| 60. | Physiotherapist | General Service Officer RPE Grade 7 |
| 61. | Pilot — Time Based Progression | Fly 6-8 |

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|-----|--------------------------|-------------------------------------|
| 62. | Public Relations Officer | General Service Officer Grade 7 |
| 63. | Public Relations Officer | General Service Officer RPE Grade 7 |
| 64. | Signals Officer | General Service Officer RPE Grade 7 |
| 65. | Signals Officer | Engineering Officer Grade 6 |
| 66. | Signals Officer | Engineering Officer RPE Grade 7 |
| 67. | Transport Officer | General Service Officer Grade 7 |
| 68. | Transport Officer | General Service Officer RPE Grade 7 |

Pay grade 8

| Item | Employment Category | Classification |
|------|--|--|
| 1. | Air Defence Officer | General Service Officer Grade 8 |
| 2. | Armoured Officer | General Service Officer Grade 8 |
| 3. | Aviation Officer | General Service Officer Grade 8 |
| 4. | Band Officer | General Service Officer Grade 8 |
| 5. | Catering Officer | General Service Officer Grade 8 |
| 6. | Dental Officer (Non Dentist) | General Service Officer Grade 8 |
| 7. | Education Officer | General Service Officer Grade 8 |
| 8. | Electrical and Mechanical Engineering Aviation Officer (Q) | General Service Officer Grade 7 |
| 9. | Electrical and Mechanical Engineering Aviation Officer (Q) | Engineering Officer Grade 7 |
| 10. | Electrical and Mechanical Engineering Aviation Officer (Q) | Engineering Officer RPE (CM) Grade 7 |
| 11. | Electrical and Mechanical Engineering Aviation Officer (Q) | General Service Officer RPE (CM) Grade 7 |
| 12. | Electrical and Mechanical Engineering Aviation Officer | General Service Officer Grade 8 |
| 13. | Electrical and Mechanical Engineering Officer | General Service Officer Grade 8 |
| 14. | Electrical and Mechanical Engineering Officer (Q) | General Service Officer Grade 7 |
| 15. | Electrical and Mechanical Engineering Officer (Q) | Engineering Officer Grade 7 |
| 16. | Electrical and Mechanical Engineering Officer (Q) | Engineering Officer RPE (CM) Grade 7 |
| 17. | Electrical and Mechanical Engineering Officer (Q) | General Service Officer RPE (CM) Grade 7 |
| 18. | Engineer Officer | General Service Officer Grade 8 |
| 19. | Engineer Officer (Q) | General Service Officer Grade 7 |
| 20. | Engineer Officer (Q) | Engineering Officer Grade 7 |
| 21. | Engineer Officer (Q) | Engineering Officer RPE (CM) Grade 7 |

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| 22. | Engineer Officer (Q) | General Service Officer RPE (CM) Grade 7 |
| 23. | Environmental Officer | General Service Officer Grade 8 |
| 24. | Field Artillery Officer | General Service Officer Grade 8 |
| 25. | Health Officer | General Service Officer Grade 8 |
| 26. | Infantry Officer | General Service Officer Grade 8 |
| 27. | Infectious Diseases Researcher | General Service Officer Grade 8 |
| 28. | Intelligence Officer | General Service Officer Grade 7 |
| 29. | Intelligence Officer | General Service Officer Grade 8 |
| 30. | Medical Imaging Specialist | General Service Officer Grade 8 |
| 31. | Military Police Officer | General Service Officer Grade 8 |
| 32. | Miscellaneous Medical Officer | General Service Officer Grade 8 |
| 33. | Nursing Officer | General Service Officer Grade 8 |
| 34. | Ordnance Officer | General Service Officer Grade 8 |
| 35. | Pathology Officer | General Service Officer Grade 8 |
| 36. | Pay Officer | General Service Officer Grade 8 |
| 37. | Pharmaceutical Officer | General Service Officer Grade 8 |
| 38. | Physiotherapist | General Service Officer Grade 8 |
| 39. | Public Relations Officer | General Service Officer Grade 8 |
| 40. | Signals Officer | Engineering Officer Grade 7 |
| 41. | Signals Officer | Engineering Officer RPE (CM) Grade 7 |
| 42. | Signals Officer | General Service Officer Grade 7 |
| 43. | Signals Officer | General Service Officer RPE (CM) Grade 7 |
| 44. | Signals Officer | General Service Officer Grade 8 |
| 45. | Transport Officer | General Service Officer Grade 8 |

Pay grade 9

| Item | Employment Category | Classification |
|------|--------------------------------|----------------|
| 1. | Pilot — Time Based Progression | Fly 8-10 |

Pay grade 10

| Item | Employment Category | Classification |
|------|--------------------------------|----------------|
| 1. | Pilot — Time Based Progression | Fly 10+ |

Part 4: Air Force

Pay grade 2

| Item | Employment Category | Classification |
|------|---|--------------------|
| 1. | Air Battle Management — Competency Progression | Competency Level 2 |
| 2. | Air Battle Management — Time Based Progression | Fly 0 |
| 3. | Airborne Electronics Officer — Competency Progression | Competency Level 2 |
| 4. | Airborne Electronics Officer — Time Based Progression | Fly 0 |
| 5. | Air Mobility Officer — Competency Progression | Competency Level 2 |
| 6. | Air Mobility Officer — Time Based Progression | Fly 0 |
| 7. | Air Traffic Control — Competency Progression | Competency Level 2 |
| 8. | Air Traffic Control — Legacy | Grade 1 |
| 9. | Environmental Health | Grade 1 |
| 10. | Fast Jet Pilot — Competency Progression | Competency Level 2 |
| 11. | Fast Jet Pilot — Time Based Progression | Fly 0 |
| 12. | Fixed Wing Pilot — Competency Progression | Competency Level 2 |
| 13. | Fixed Wing Pilot — Time Based Progression | Fly 0 |
| 14. | Logistics | Grade 1 |
| 15. | Maritime Patrol and Response Officer — Competency Progression | Competency Level 2 |
| 16. | Maritime Patrol and Response Officer — Time Based Progression | Fly 0 |
| 17. | Military Public Affairs Officer | Grade 1 |
| 18. | Nurse | Grade 1 |
| 19. | Operations | Grade 1 |
| 20. | Personnel Capability Officer | Grade 1 |
| 21. | Personnel Psychologist | Grade 1 |
| 22. | Pharmacy | Grade 1 |
| 23. | Radiographer | Grade 1 |
| 24. | Scientific Officer | Grade 1 |
| 25. | Security Forces Officer | Grade 1 |
| 26. | Training Systems Officer | Grade 1 |
| 27. | Weapon Systems Officer — Competency Progression | Competency Level 2 |
| 28. | Weapon Systems Officer — Time Based Progression | Fly 0 |

Pay grade 3

| Item | Employment Category | Classification |
|-------------|---|-----------------------|
| 1. | Air Battle Management — Competency Progression | Competency Level 3 |
| 2. | Air Battle Management — Time Based Progression | Fly 0-2 |
| 3. | Airborne Electronics Officer — Competency Progression | Competency Level 3 |
| 4. | Airborne Electronics Officer — Time Based Progression | Fly 0-2 |
| 5. | Air Intelligence Officer | Grade 1 |
| 6. | Air Mobility Officer — Competency Progression | Competency Level 3 |
| 7. | Air Mobility Officer — Time Based Progression | Fly 0-2 |
| 8. | Air Traffic Control — Competency Progression | Competency Level 3 |
| 9. | Air Traffic Control — Legacy | Grade 2 |
| 10. | Cyber Warfare Officer | Grade 1 |
| 11. | Environmental Health | Grade 2 |
| 12. | Fast Jet Pilot — Competency Progression | Competency Level 3 |
| 13. | Fast Jet Pilot — Time Based Progression | Fly 0-2 |
| 14. | Fixed Wing Pilot — Competency Progression | Competency Level 3 |
| 15. | Fixed Wing Pilot — Time Based Progression | Fly 0-2 |
| 16. | Maritime Patrol and Response Officer — Competency Progression | Competency Level 3 |
| 17. | Maritime Patrol and Response Officer — Time Based Progression | Fly 0-2 |
| 18. | Military Public Affairs Officer | Grade 2 |
| 19. | Nurse | Grade 2 |
| 20. | Operations | Grade 2 |
| 21. | Personnel Capability Officer | Grade 2 |
| 22. | Personnel Psychologist | Grade 2 |
| 23. | Pharmacy | Grade 2 |
| 24. | Radiographer | Grade 2 |
| 25. | Scientific Officer | Grade 2 |
| 26. | Security Forces Officer | Grade 2 |
| 27. | Training Systems Officer | Grade 2 |
| 28. | Weapon Systems Officer — Competency Progression | Competency Level 3 |
| 29. | Weapon Systems Officer — Time Based Progression | Fly 0-2 |

Pay grade 4

| Item | Employment Category | Classifications |
|------|---|--------------------|
| 1. | Aeronautical Engineer | Grade 1 |
| 2. | Air Battle Management — Competency Progression | Competency Level 4 |
| 3. | Air Battle Management — Time Based Progression | Fly 2-4 |
| 4. | Airborne Electronics Officer — Competency Progression | Competency Level 4 |
| 5. | Airborne Electronics Officer — Time Based Progression | Fly 2-4 |
| 6. | Airfield Engineer | Grade 1 |
| 7. | Air Intelligence Officer | Grade 2 |
| 8. | Air Mobility Officer — Time Based Progression | Fly 2-4 |
| 9. | Armament Engineer | Grade 1 |
| 10. | Combat Control Officer Qualified | Grade 1 |
| 11. | Cyber Warfare Officer | Grade 2 |
| 12. | Electronics Engineer | Grade 1 |
| 13. | Environmental Health | Grade 3 |
| 14. | Environmental Health Grade 2 | Command Level 1 |
| 15. | Fast Jet Pilot — Competency Progression | Competency Level 4 |
| 16. | Fast Jet Pilot — Time Based Progression | Fly 2-4 |
| 17. | Fixed Wing Pilot — Competency Progression | Competency Level 4 |
| 18. | Fixed Wing Pilot — Time Based Progression | Fly 2-4 |
| 19. | Logistics | Grade 2 |
| 20. | Maritime Patrol and Response Officer — Competency Progression | Competency Level 4 |
| 21. | Maritime Patrol and Response Officer — Time Based Progression | Fly 2-4 |
| 22. | Military Public Affairs Officer | Grade 3 |
| 23. | Nurse | Grade 3 |
| 24. | Nurse Grade 2 | Command Level 1 |
| 25. | Operations | Grade 3 |
| 26. | Operations Grade 2 | Command Level 1 |
| 27. | Personnel Capability Officer | Grade 3 |
| 28. | Personnel Capability Officer Grade 2 | Command Level 1 |
| 29. | Personnel Psychologist | Grade 3 |
| 30. | Pharmacy | Grade 3 |
| 31. | Pharmacy Grade 2 | Command Level 1 |
| 32. | Radiographer | Grade 3 |
| 33. | Radiographer Grade 2 | Command Level 1 |
| 34. | Scientific Officer | Grade 3 |

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| 35. | Scientific Officer Grade 2 | Command Level 1 |
| 36. | Security Forces Officer | Grade 3 |
| 37. | Security Forces Officer Grade 2 | Command Level 1 |
| 38. | Training Systems Officer | Grade 3 |
| 39. | Training Systems Officer Grade 2 | Command Level 1 |
| 40. | Weapon Systems Officer — Competency Progression | Competency Level 4 |
| 41. | Weapon Systems Officer — Time Based Progression | Fly 2-4 |

Pay grade 5

| Item | Employment Category | Classification |
|------|---|--------------------|
| 1. | Aeronautical Engineer | Grade 2 |
| 2. | Air Battle Management — Competency Progression | Competency Level 5 |
| 3. | Air Battle Management — Time Based Progression | Fly 4-6 |
| 4. | Airborne Electronics Officer — Competency Progression | Competency Level 5 |
| 5. | Airborne Electronics Officer — Time Based Progression | Fly 4-6 |
| 6. | Airfield Engineer | Grade 2 |
| 7. | Air Intelligence Officer | Grade 3 |
| 8. | Air Intelligence Officer Grade 2 | Command Level 1 |
| 9. | Air Mobility Officer — Competency Progression | Competency Level 5 |
| 10. | Air Mobility Officer — Time Based Progression | Fly 4-6 |
| 11. | Air Traffic Control — Competency Progression | Competency Level 5 |
| 12. | Air Traffic Control — Legacy | Grade 3 |
| 13. | Armament Engineer | Grade 2 |
| 14. | Cyber Warfare Officer | Grade 3 |
| 15. | Electronics Engineer | Grade 2 |
| 16. | Environmental Health Grade 3 | Command Level 1 |
| 17. | Fast Jet Pilot — Competency Progression | Competency Level 5 |
| 18. | Fast Jet Pilot — Time Based Progression | Fly 4-6 |
| 19. | Fixed Wing Pilot — Competency Progression | Competency Level 5 |
| 20. | Fixed Wing Pilot — Time Based Progression | Fly 4-6 |
| 21. | Logistics Grade 2 | Command Level 1 |
| 22. | Maritime Patrol and Response Officer — Competency Progression | Competency Level 5 |
| 23. | Maritime Patrol and Response Officer — Time Based Progression | Fly 4-6 |
| 24. | Military Public Affairs Officer | Grade 4 |
| 25. | Military Public Affairs Officer | Command Level 1 |
| 26. | Nurse | Grade 4 |

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| 27. | Nurse Grade 3 | Command Level 1 |
| 28. | Operations | Grade 4 |
| 29. | Operations Grade 3 | Command Level 1 |
| 30. | Personnel Capability Officer Grade 3 | Command Level 1 |
| 31. | Personnel Psychologist | Grade 4 |
| 32. | Personnel Psychologist Grade 3 | Command Level 1 |
| 33. | Pharmacy Grade 3 | Command Level 1 |
| 34. | Radiographer Grade 3 | Command Level 1 |
| 35. | Scientific Officer Grade 3 | Command Level 1 |
| 36. | Security Forces Officer Grade 3 | Command Level 1 |
| 37. | Training Systems Officer Grade 3 | Command Level 1 |
| 38. | Weapon Systems Officer — Competency Progression | Competency Level 5 |
| 39. | Weapon Systems Officer — Time Based Progression | Fly 4-6 |

Pay grade 6

| Item | Employment Category | Classification |
|------|---|--------------------|
| 1. | Air Battle Management — Competency Progression | Competency Level 6 |
| 2. | Airborne Electronics Officer — Competency Progression | Competency Level 6 |
| 3. | Air Mobility Officer — Competency Progression | Competency Level 6 |
| 4. | Air Intelligence Officer Grade 3 | Command Level 1 |
| 5. | Air Intelligence Officer | Grade 4 |
| 6. | Air Traffic Control — Competency Progression | Competency Level 6 |
| 7. | Combat Control Officer (Foundation) | — |
| 8. | Fast Jet Pilot — Competency Progression | Competency Level 6 |
| 9. | Fixed Wing Pilot — Competency Progression | Competency Level 6 |
| 10. | Logistics | Grade 3 |
| 11. | Maritime Patrol and Response Officer — Competency Progression | Competency Level 6 |
| 12. | Military Public Affairs Officer | Command Level 1 |
| 13. | Nurse Grade 4 | Command Level 1 |
| 14. | Operations Grade 4 | Command Level 1 |
| 15. | Weapon Systems Officer — Competency Progression | Competency Level 6 |

Pay grade 7

| Item | Employment Category | Classification |
|-------------|---|-------------------------------|
| 1. | Aeronautical Engineer | Grade 3 |
| 2. | Air Battle Management — Competency Progression | Command and Management Tier 3 |
| 3. | Air Battle Management — Time Based Progression | Fly 6-8 |
| 4. | Air Intelligence Officer Grade 4 | Command Level 1 |
| 5. | Air Intelligence Officer | Grade 5 |
| 6. | Airborne Electronics Officer — Competency Progression | Command and Management Tier 3 |
| 7. | Airborne Electronics Officer — Time Based Progression | Fly 6-8 |
| 8. | Airfield Engineer | Grade 3 |
| 9. | Air Intelligence Officer Grade 4 | Command Level 1 |
| 10. | Air Mobility Officer — Competency Progression | Command and Management Tier 3 |
| 11. | Air Mobility Officer — Time Based Progression | Fly 6-8 |
| 12. | Air Traffic Control — Competency Progression | Detachment Command |
| 13. | Air Traffic Control — Legacy | Grade 4 |
| 14. | Armament Engineer | Grade 3 |
| 15. | Cyber Warfare Officer | Grade 4 |
| 16. | Cyber Warfare Officer | Grade 5 |
| 17. | Electronics Engineer | Grade 3 |
| 18. | Fast Jet Pilot — Competency Progression | Command and Management Tier 3 |
| 19. | Fast Jet Pilot — Time Based Progression | Fly 6-8 |
| 20. | Fixed Wing Pilot — Competency Progression | Command and Management Tier 3 |
| 21. | Fixed Wing Pilot — Time Based Progression | Fly 6-8 |
| 22. | Logistics Grade 3 | Command Level 1 |
| 23. | Maritime Patrol and Response Officer — Competency Progression | Command and Management Tier 3 |
| 24. | Maritime Patrol and Response Officer — Time Based Progression | Fly 6-8 |
| 25. | Weapon Systems Officer — Competency Progression | Command and Management Tier 3 |
| 26. | Weapon Systems Officer — Time Based Progression | Fly 6-8 |

Pay grade 8

| Item | Employment Category | Classification |
|-------------|---|-------------------------------|
| 1. | Aeronautical Engineer Grade 3 | Command Level 1 |
| 2. | Aeronautical Engineer | Grade 4 |
| 3. | Aeronautical Engineer Grade 4 | Command Level 1 |
| 4. | Aeronautical Engineer Grade 4 | Command Level 2 |
| 5. | Air Battle Management — Competency Progression | Command and Management Tier 2 |
| 6. | Airborne Electronics Officer — Competency Progression | Command and Management Tier 2 |
| 7. | Airfield Engineer Grade 3 | Command Level 1 |
| 8. | Airfield Engineer | Grade 4 |
| 9. | Airfield Engineer Grade 4 | Command Level 1 |
| 10. | Airfield Engineer Grade 4 | Command Level 2 |
| 11. | Air Intelligence Officer Grade 3 | Command Level 2 |
| 12. | Air Intelligence Officer Grade 4 | Command Level 2 |
| 13. | Air Intelligence Officer Grade 5 | Command Level 1 |
| 14. | Air Intelligence Officer Grade 5 | Command Level 2 |
| 15. | Air Mobility Officer — Competency Progression | Command and Management Tier 2 |
| 16. | Armament Engineer Grade 3 | Command Level 1 |
| 17. | Armament Engineer | Grade 4 |
| 18. | Armament Engineer Grade 4 | Command Level 1 |
| 19. | Armament Engineer Grade 4 | Command Level 2 |
| 20. | Combat Control Officer (Intermediate) | – |
| 21. | Combat Control Officer (Advanced) | – |
| 22. | Combat Control Officer (Master) | – |
| 23. | Cyber Warfare Officer Grade 4 | Command Level 1 |
| 24. | Cyber Warfare Officer Grade 5 | Command Level 1 |
| 25. | Cyber Warfare Officer | Grade 6 |
| 26. | Cyber Warfare Officer Grade 6 | Command Level 1 |
| 27. | Cyber Warfare Officer Grade 6 | Command Level 2 |
| 28. | Electronics Engineer Grade 3 | Command Level 1 |
| 29. | Electronics Engineer | Grade 4 |
| 30. | Electronics Engineer Grade 4 | Command Level 1 |
| 31. | Electronics Engineer Grade 4 | Command Level 2 |
| 32. | Environmental Health Grade 3 | Command Level 2 |
| 33. | Fast Jet Pilot — Competency Progression | Command and Management Tier 2 |

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| 34. | Fixed Wing Pilot — Competency Progression | Command and Management Tier 2 |
| 35. | Logistics Grade 3 | Command Level 2 |
| 36. | Maritime Patrol and Response Officer — Competency Progression | Command and Management Tier 2 |
| 37. | Military Public Affairs Officer | Command Level 2 |
| 38. | Nurse Grade 3 | Command Level 2 |
| 39. | Nurse Grade 4 | Command Level 2 |
| 40. | Operations Grade 3 | Command Level 2 |
| 41. | Operations Grade 4 | Command Level 2 |
| 42. | Personnel Capability Officer Grade 3 | Command Level 2 |
| 43. | Personnel Psychologist Grade 4 | Command Level 2 |
| 44. | Pharmacy Grade 3 | Command Level 2 |
| 45. | Radiographer Grade 3 | Command Level 2 |
| 46. | Scientific Officer Grade 3 | Command Level 2 |
| 47. | Security Forces Officer Grade 3 | Command Level 2 |
| 48. | Training Systems Officer Grade 3 | Command Level 2 |
| 49. | Weapon Systems Officer — Competency Progression | Command and Management Tier 2 |

Pay grade 9

| Item | Employment Category | Classification |
|------|---|-------------------------------|
| 1. | Air Battle Management — Competency Progression | Command and Management Tier 1 |
| 2. | Air Battle Management — Time Based Progression | Fly 8-10 |
| 3. | Airborne Electronics Officer — Competency Progression | Command and Management Tier 1 |
| 4. | Airborne Electronics Officer — Time Based Progression | Fly 8-10 |
| 5. | Air Mobility Officer — Competency Progression | Command and Management Tier 1 |
| 6. | Air Mobility Officer — Time Based Progression | Fly 8-10 |
| 7. | Fast Jet Pilot — Competency Progression | Command and Management Tier 1 |
| 8. | Fast Jet Pilot — Time Based Progression | Fly 8-10 |
| 9. | Fixed Wing Pilot — Competency Progression | Command and Management Tier 1 |
| 10. | Fixed Wing Pilot — Time Based Progression | Fly 8-10 |
| 11. | Maritime Patrol and Response Officer — Competency Progression | Command and Management Tier 1 |
| 12. | Maritime Patrol and Response Officer — Time Based Progression | Fly 8-10 |

| | | |
|-----|---|-------------------------------|
| 13. | Weapon Systems Officer — Competency Progression | Command and Management Tier 1 |
| 14. | Weapon Systems Officer — Time Based Progression | Fly 8-10 |

Pay grade 10

| Item | Employment Category | Classification |
|------|---|----------------|
| 1. | Air Battle Management — Time Based Progression | Fly 10+ |
| 2. | Airborne Electronics Officer — Time Based Progression | Fly 10+ |
| 3. | Air Mobility Officer — Time Based Progression | Fly 10+ |
| 4. | Fast Jet Pilot — Time Based Progression | Fly 10+ |
| 5. | Fixed Wing Pilot — Time Based Progression | Fly 10+ |
| 6. | Maritime Patrol and Response Officer — Time Based Progression | Fly 10+ |
| 7. | Weapon Systems Officer — Time Based Progression | Fly 10+ |

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 | \$185,994 | \$191,209 | \$197,226 | \$202,440 | \$208,257 | \$214,773 | \$221,319 | \$228,393 | \$235,474 | \$240,209 |
| | | | O6 – 0 | \$180,787 | \$186,000 | \$192,023 | \$197,232 | \$203,049 | \$209,568 | \$216,104 | \$223,189 | \$230,271 | \$235,000 |
| | | | | | | | | | | | | | |
| Commander | Lieutenant Colonel | Wing Commander | O5 – 1 | \$159,302 | \$164,519 | \$170,542 | \$175,754 | \$181,568 | \$188,084 | \$194,627 | \$201,709 | \$208,787 | \$213,520 |
| | | | O5 – 0 | \$154,197 | \$159,412 | \$165,433 | \$170,648 | \$176,462 | \$182,981 | \$189,519 | \$196,602 | \$203,683 | \$208,416 |
| | | | | | | | | | | | | | |
| Lieutenant Commander | Major | Squadron Leader | O4 – 2 | \$132,901 | \$138,115 | \$144,136 | \$149,350 | \$155,164 | \$161,681 | \$168,223 | \$175,305 | \$182,382 | \$187,114 |
| | | | O4 – 1 | \$129,321 | \$134,539 | \$140,557 | \$145,770 | \$151,584 | \$158,105 | \$164,645 | \$171,726 | \$178,808 | \$183,535 |
| | | | O4 – 0 | \$125,732 | \$130,950 | \$136,967 | \$142,180 | \$147,996 | \$154,515 | \$161,056 | \$168,138 | \$175,218 | \$179,949 |
| | | | | | | | | | | | | | |
| Lieutenant | Captain | Flight Lieutenant | O3 – 5 | \$119,778 | \$124,997 | \$131,017 | \$136,229 | \$142,045 | \$148,563 | \$155,104 | \$162,188 | \$169,269 | \$173,996 |
| | | | O3 – 4 | \$116,373 | \$121,590 | \$127,611 | \$132,828 | \$138,640 | \$145,158 | \$151,697 | \$158,778 | \$165,862 | \$170,589 |
| | | | O3 – 3 | \$112,961 | \$118,175 | \$124,195 | \$129,407 | \$135,225 | \$141,744 | \$148,285 | \$155,365 | \$162,447 | \$167,172 |
| | | | O3 – 2 | \$109,565 | \$114,785 | \$120,802 | \$126,014 | \$131,832 | \$138,348 | \$144,887 | \$151,973 | \$159,055 | \$163,782 |
| | | | O3 – 1 | \$106,171 | \$111,385 | \$117,403 | \$122,618 | \$128,435 | \$134,951 | \$141,491 | \$148,571 | \$155,652 | \$160,386 |
| | | | O3 – 0 | \$102,763 | \$107,975 | \$113,993 | \$119,207 | \$125,024 | \$131,540 | \$138,083 | \$145,164 | \$152,241 | \$156,975 |
| | | | | | | | | | | | | | |
| Sub-Lieutenant | Lieutenant | Flying Officer | O2 – 3 | \$96,962 | \$102,173 | \$108,193 | \$113,408 | \$119,217 | \$125,735 | \$132,280 | \$139,363 | \$146,442 | \$151,176 |
| | | | O2 – 2 | \$94,156 | \$99,371 | \$105,390 | \$110,602 | \$116,419 | \$122,937 | \$129,479 | \$136,560 | \$143,642 | \$148,370 |
| | | | O2 – 1 | \$91,400 | \$96,614 | \$102,636 | \$107,850 | \$113,662 | \$120,179 | \$126,721 | \$133,807 | \$140,885 | \$145,616 |
| | | | O2 – 0 | \$88,760 | \$93,973 | \$99,995 | \$105,209 | \$111,023 | \$117,542 | \$124,081 | \$131,161 | \$138,244 | \$142,974 |
| | | | | | | | | | | | | | |
| Acting Sub-Lieutenant | Second Lieutenant | Pilot Officer | O1 – 1 | \$86,494 | \$91,710 | \$97,732 | \$102,943 | \$108,757 | \$115,277 | \$121,816 | \$128,897 | \$135,980 | \$140,709 |
| | | | O1 – 0 | \$84,227 | \$89,445 | \$95,462 | \$100,676 | \$106,492 | \$113,008 | \$119,553 | \$126,630 | \$133,714 | \$138,443 |

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 | \$509.57 | \$523.86 | \$540.35 | \$554.63 | \$570.57 | \$588.42 | \$606.35 | \$625.73 | \$645.13 | \$658.11 |
| | | | O6 – 0 | \$495.31 | \$509.59 | \$526.09 | \$540.36 | \$556.30 | \$574.16 | \$592.07 | \$611.48 | \$630.88 | \$643.84 |
| | | | | | | | | | | | | | |
| Commander | Lieutenant Colonel | Wing Commander | O5 – 1 | \$436.44 | \$450.74 | \$467.24 | \$481.52 | \$497.45 | \$515.30 | \$533.22 | \$552.63 | \$572.02 | \$584.99 |
| | | | O5 – 0 | \$422.46 | \$436.75 | \$453.24 | \$467.53 | \$483.46 | \$501.32 | \$519.23 | \$538.64 | \$558.04 | \$571.00 |
| | | | | | | | | | | | | | |
| Lieutenant Commander | Major | Squadron Leader | O4 – 2 | \$364.11 | \$378.40 | \$394.89 | \$409.18 | \$425.11 | \$442.96 | \$460.88 | \$480.29 | \$499.68 | \$512.64 |
| | | | O4 – 1 | \$354.30 | \$368.60 | \$385.09 | \$399.37 | \$415.30 | \$433.16 | \$451.08 | \$470.48 | \$489.88 | \$502.84 |
| | | | O4 – 0 | \$344.47 | \$358.77 | \$375.25 | \$389.53 | \$405.47 | \$423.33 | \$441.25 | \$460.65 | \$480.05 | \$493.01 |
| | | | | | | | | | | | | | |
| Lieutenant | Captain | Flight Lieutenant | O3 – 5 | \$328.16 | \$342.46 | \$358.95 | \$373.23 | \$389.16 | \$407.02 | \$424.94 | \$444.35 | \$463.75 | \$476.70 |
| | | | O3 – 4 | \$318.83 | \$333.12 | \$349.62 | \$363.91 | \$379.84 | \$397.69 | \$415.61 | \$435.01 | \$454.42 | \$467.37 |
| | | | O3 – 3 | \$309.48 | \$323.77 | \$340.26 | \$354.54 | \$370.48 | \$388.34 | \$406.26 | \$425.66 | \$445.06 | \$458.01 |
| | | | O3 – 2 | \$300.18 | \$314.48 | \$330.96 | \$345.24 | \$361.18 | \$379.04 | \$396.95 | \$416.36 | \$435.77 | \$448.72 |
| | | | O3 – 1 | \$290.88 | \$305.16 | \$321.65 | \$335.94 | \$351.88 | \$369.73 | \$387.65 | \$407.04 | \$426.44 | \$439.41 |
| | | | O3 – 0 | \$281.54 | \$295.82 | \$312.31 | \$326.59 | \$342.53 | \$360.38 | \$378.31 | \$397.71 | \$417.10 | \$430.07 |
| | | | | | | | | | | | | | |
| Sub-Lieutenant | Lieutenant | Flying Officer | O2 – 3 | \$265.65 | \$279.93 | \$296.42 | \$310.71 | \$326.62 | \$344.48 | \$362.41 | \$381.82 | \$401.21 | \$414.18 |
| | | | O2 – 2 | \$257.96 | \$272.25 | \$288.74 | \$303.02 | \$318.96 | \$336.81 | \$354.74 | \$374.14 | \$393.54 | \$406.49 |
| | | | O2 – 1 | \$250.41 | \$264.70 | \$281.19 | \$295.48 | \$311.40 | \$329.26 | \$347.18 | \$366.59 | \$385.99 | \$398.95 |
| | | | O2 – 0 | \$243.18 | \$257.46 | \$273.96 | \$288.24 | \$304.17 | \$322.03 | \$339.95 | \$359.35 | \$378.75 | \$391.71 |
| | | | | | | | | | | | | | |
| Acting Sub-Lieutenant | Second Lieutenant | Pilot Officer | O1 – 1 | \$236.97 | \$251.26 | \$267.76 | \$282.04 | \$297.96 | \$315.83 | \$333.74 | \$353.14 | \$372.55 | \$385.50 |
| | | | O1 – 0 | \$230.76 | \$245.05 | \$261.54 | \$275.82 | \$291.76 | \$309.61 | \$327.54 | \$346.93 | \$366.34 | \$379.30 |

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 | \$119,778 | \$124,997 | \$131,017 | \$136,229 | \$142,045 | \$148,563 | \$155,104 | \$162,188 | \$169,269 | \$173,996 |
| | | | O3 – 2 | \$117,376 | \$122,592 | \$128,612 | \$133,825 | \$139,640 | \$146,156 | \$152,700 | \$159,780 | \$166,859 | \$171,592 |
| | | | O3 – 1 | \$114,967 | \$120,180 | \$126,204 | \$131,413 | \$137,230 | \$143,748 | \$150,287 | \$157,371 | \$164,447 | \$169,179 |
| | | | O3 – 0 | \$112,567 | \$117,784 | \$123,805 | \$129,021 | \$134,833 | \$141,351 | \$147,888 | \$154,972 | \$162,056 | \$166,785 |
| | | | | | | | | | | | | | |
| Sub-Lieutenant | Lieutenant | Flying Officer | O2 – 3 | \$110,170 | \$115,386 | \$121,404 | \$126,618 | \$132,433 | \$138,951 | \$145,493 | \$152,571 | \$159,653 | \$164,384 |
| | | | O2 – 2 | \$107,766 | \$112,982 | \$119,000 | \$124,217 | \$130,028 | \$136,548 | \$143,087 | \$150,167 | \$157,255 | \$161,980 |
| | | | O2 – 1 | \$105,363 | \$110,580 | \$116,598 | \$121,812 | \$127,629 | \$134,146 | \$140,683 | \$147,767 | \$154,849 | \$159,579 |
| | | | O2 – 0 | \$102,954 | \$108,169 | \$114,187 | \$119,401 | \$125,215 | \$131,734 | \$138,274 | \$145,356 | \$152,440 | \$157,164 |
| | | | | | | | | | | | | | |
| Acting Sub-Lieutenant | Second Lieutenant | Pilot Officer | O1 – 0 | \$100,558 | \$105,775 | \$111,791 | \$117,008 | \$122,822 | \$129,338 | \$135,881 | \$142,961 | \$150,043 | \$154,772 |

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 | \$328.16 | \$342.46 | \$358.95 | \$373.23 | \$389.16 | \$407.02 | \$424.94 | \$444.35 | \$463.75 | \$476.70 |
| | | | O3 – 2 | \$321.58 | \$335.87 | \$352.36 | \$366.64 | \$382.58 | \$400.43 | \$418.36 | \$437.75 | \$457.15 | \$470.12 |
| | | | O3 – 1 | \$314.98 | \$329.26 | \$345.76 | \$360.04 | \$375.97 | \$393.83 | \$411.75 | \$431.15 | \$450.54 | \$463.50 |
| | | | O3 – 0 | \$308.40 | \$322.70 | \$339.19 | \$353.48 | \$369.41 | \$387.26 | \$405.17 | \$424.58 | \$443.99 | \$456.95 |
| | | | | | | | | | | | | | |
| Sub-Lieutenant | Lieutenant | Flying Officer | O2 – 3 | \$301.84 | \$316.13 | \$332.61 | \$346.90 | \$362.83 | \$380.69 | \$398.61 | \$418.00 | \$437.41 | \$450.37 |
| | | | O2 – 2 | \$295.25 | \$309.54 | \$326.03 | \$340.32 | \$356.24 | \$374.10 | \$392.02 | \$411.42 | \$430.84 | \$443.78 |
| | | | O2 – 1 | \$288.67 | \$302.96 | \$319.45 | \$333.73 | \$349.67 | \$367.52 | \$385.43 | \$404.84 | \$424.24 | \$437.20 |
| | | | O2 – 0 | \$282.07 | \$296.35 | \$312.84 | \$327.13 | \$343.05 | \$360.92 | \$378.83 | \$398.24 | \$417.64 | \$430.59 |
| | | | | | | | | | | | | | |
| Acting Sub-Lieutenant | Second Lieutenant | Pilot Officer | O1 – 0 | \$275.50 | \$289.79 | \$306.28 | \$320.57 | \$336.50 | \$354.35 | \$372.28 | \$391.67 | \$411.08 | \$424.03 |

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 | \$184,135 |
| | CL 3-1 | \$178,818 |
| | | |
| Chaplain Division 3 | CL 3-2 | \$169,165 |
| | CL 3-1 | \$164,191 |
| | | |
| Chaplain Division 2 | CL 3-3 | \$152,022 |
| | CL 3-2 | \$149,429 |
| | CL 3-1 | \$146,886 |
| | CL 2-4 | \$144,393 |
| | CL 2-3 | \$141,952 |
| | CL 2-2 | \$139,558 |
| | CL 2-1 | \$137,210 |
| | | |
| Chaplain Division 1 | CL 2-3 | \$134,909 |
| | CL 2-2 | \$131,028 |
| | CL 2-1 | \$127,258 |
| | CL 1-2 | \$123,612 |
| | CL 1-1 | \$120,064 |

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 | \$504.48 |
| | CL 3-1 | \$489.91 |
| | | |
| Chaplain Division 3 | CL 3-2 | \$463.47 |
| | CL 3-1 | \$449.84 |
| | | |
| Chaplain Division 2 | CL 3-3 | \$416.50 |
| | CL 3-2 | \$409.39 |
| | CL 3-1 | \$402.43 |
| | CL 2-4 | \$395.60 |
| | CL 2-3 | \$388.91 |
| | CL 2-2 | \$382.35 |
| | CL 2-1 | \$375.92 |
| | | |
| Chaplain Division 1 | CL 2-3 | \$369.61 |
| | CL 2-2 | \$358.98 |
| | CL 2-1 | \$348.65 |
| | CL 1-2 | \$338.66 |
| | CL 1-1 | \$328.94 |

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 | \$184,135 |
| | CL 3-1 | \$178,818 |
| | | |
| Maritime Spiritual Wellbeing Officer Class 3 | CL 3-2 | \$169,165 |
| | CL 3-1 | \$164,191 |
| | | |
| Maritime Spiritual Wellbeing Officer Class 2 | CL 3-3 | \$152,022 |
| | CL 3-2 | \$149,429 |
| | CL 3-1 | \$146,886 |
| | CL 2-4 | \$144,393 |
| | CL 2-3 | \$141,952 |
| | CL 2-2 | \$139,558 |
| | CL 2-1 | \$137,210 |
| | | |
| Maritime Spiritual Wellbeing Officer Class 1 | CL 2-3 | \$134,909 |
| | CL 2-2 | \$131,028 |
| | CL 2-1 | \$127,258 |
| | CL 1-2 | \$123,612 |
| | CL 1-1 | \$120,064 |

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 | \$504.48 |
| | CL 3-1 | \$489.91 |
| | | |
| Maritime Spiritual Wellbeing Officer Class 3 | CL 3-2 | \$463.47 |
| | CL 3-1 | \$449.84 |
| | | |
| Maritime Spiritual Wellbeing Officer Class 2 | CL 3-3 | \$416.50 |
| | CL 3-2 | \$409.39 |
| | CL 3-1 | \$402.43 |
| | CL 2-4 | \$395.60 |
| | CL 2-3 | \$388.91 |
| | CL 2-2 | \$382.35 |
| | CL 2-1 | \$375.92 |
| | | |
| Maritime Spiritual Wellbeing Officer Class 1 | CL 2-3 | \$369.61 |
| | CL 2-2 | \$358.98 |
| | CL 2-1 | \$348.65 |
| | CL 1-2 | \$338.66 |
| | CL 1-1 | \$328.94 |

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 | \$252,934 |
| | | | DL 3 | \$238,793 |
| | | | | |
| Commander | Lieutenant Colonel | Wing Commander | DL 4 | \$233,111 |
| | | | DL 3 | \$220,095 |
| | | | DL 2 (higher duties or temporary duty only) | \$196,071 |
| | | | | |
| Lieutenant Commander | Major | Squadron Leader | DL 4 | \$221,580 |
| | | | DL 3-3 | \$209,350 |
| | | | DL 3-2 | \$203,415 |
| | | | DL 3-1 | \$197,650 |
| | | | DL 2-3 | \$186,777 |
| | | | DL 2-2 | \$181,496 |
| | | | DL 2-1 | \$176,368 |
| | | | | |
| Lieutenant | Captain | Flight Lieutenant | DL 4 | \$203,740 |
| | | | DL 3-3 | \$192,523 |
| | | | DL 3-2 | \$187,074 |
| | | | DL 3-1 | \$181,786 |
| | | | DL 2-3 | \$171,809 |
| | | | DL 2-2 | \$166,965 |
| | | | DL 2-1 | \$162,258 |
| | | | DL 1-2 | \$130,921 |
| | | | DL 1-1 | \$126,782 |

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 | \$692.97 |
| | | | DL 3 | \$654.23 |
| | | | | |
| Commander | Lieutenant Colonel | Wing Commander | DL 4 | \$638.66 |
| | | | DL 3 | \$603.00 |
| | | | DL 2 (temporary duty only) | \$537.18 |
| | | | | |
| Lieutenant Commander | Major | Squadron Leader | DL 4 | \$607.07 |
| | | | DL 3-3 | \$573.56 |
| | | | DL 3-2 | \$557.30 |
| | | | DL 3-1 | \$541.51 |
| | | | DL 2-3 | \$511.72 |
| | | | DL 2-2 | \$497.25 |
| | | | DL 2-1 | \$483.20 |
| | | | | |
| Lieutenant | Captain | Flight Lieutenant | DL 4 | \$558.19 |
| | | | DL 3-3 | \$527.46 |
| | | | DL 3-2 | \$512.53 |
| | | | DL 3-1 | \$498.04 |
| | | | DL 2-3 | \$470.71 |
| | | | DL 2-2 | \$457.44 |
| | | | DL 2-1 | \$444.54 |
| | | | DL 1-2 | \$358.69 |
| | | | DL 1-1 | \$347.35 |

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 | \$237,447 |
| | | | LL 5-1 | \$229,450 |
| | | | LL 4 | \$222,650 |
| | | | LL 3 (higher duties or temporary duty only) | \$212,505 |
| | | | | |
| Commander | Lieutenant Colonel | Wing Commander | LL 5 | \$222,650 |
| | | | LL 4-2 | \$215,850 |
| | | | LL 4-1 | \$208,286 |
| | | | LL 3-2 | \$202,362 |
| | | | LL 3-1 | \$196,562 |
| | | | | |
| Lieutenant Commander | Major | Squadron Leader | LL 4-4 | \$204,579 |
| | | | LL 4-3 | \$199,916 |
| | | | LL 4-2 | \$195,524 |
| | | | LL 4-1 | \$191,404 |
| | | | LL 3-4 | \$184,839 |
| | | | LL 3-3 | \$174,777 |
| | | | LL 3-2 | \$169,752 |
| | | | LL 3-1 | \$159,419 |
| | | | LL 2-4 | \$139,574 |
| | | | LL 2-3 | \$138,115 |
| | | | LL 2-2 | \$134,539 |
| | | | LL 2-1 | \$130,950 |
| | | | | |
| Lieutenant | Captain | Flight Lieutenant | LL 3-2 | \$149,916 |
| | | | LL 3-1 | \$139,574 |
| | | | LL 2-6 | \$124,997 |
| | | | LL 2-5 | \$121,590 |
| | | | LL 2-4 | \$118,175 |
| | | | LL 2-3 | \$114,785 |
| | | | LL 2-2 | \$111,385 |
| | | | LL 2-1 | \$107,975 |
| | | | LL 1 | \$105,076 |
| | | | | |
| Sub-Lieutenant | Lieutenant | Flying Officer | LL1 | \$93,973 |

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 | \$610.00 |
| | | | LL-B | \$591.37 |
| | | | LL 5-2 | \$650.54 |
| | | | LL 5-1 | \$628.63 |
| | | | LL 4 | \$610.00 |
| | | | LL 3 (higher duties or temporary duty only) | \$582.21 |
| | | | | |
| Commander | Lieutenant Colonel | Wing Commander | LL-A | \$610.00 |
| | | | LL-B | \$591.37 |
| | | | LL 5 | \$610.00 |
| | | | LL 4-2 | \$591.37 |
| | | | LL 4-1 | \$570.65 |
| | | | LL 3-2 | \$554.42 |
| | | | LL 3-1 | \$538.53 |
| | | | | |
| Lieutenant Commander | Major | Squadron Leader | LL-A | \$610.00 |
| | | | LL-B | \$591.37 |
| | | | LL 4-4 | \$560.49 |
| | | | LL 4-3 | \$547.72 |
| | | | LL 4-2 | \$535.68 |
| | | | LL 4-1 | \$524.39 |
| | | | LL 3-4 | \$506.41 |
| | | | LL 3-3 | \$478.84 |
| | | | LL 3-2 | \$465.07 |
| | | | LL 3-1 | \$436.76 |
| | | | LL 2-4 | \$382.39 |
| | | | LL 2-3 | \$378.40 |
| | | | LL 2-2 | \$368.60 |
| | | | LL 2-1 | \$358.77 |
| | | | | |
| Lieutenant | Captain | Flight Lieutenant | LL-A | \$610.00 |
| | | | LL-B | \$591.37 |
| | | | LL 3-2 | \$410.73 |
| | | | LL 3-1 | \$382.39 |
| | | | LL 2-6 | \$342.46 |
| | | | LL 2-5 | \$333.12 |
| | | | LL 2-4 | \$323.77 |
| | | | LL 2-3 | \$314.48 |
| | | | LL 2-2 | \$305.16 |
| | | | LL 2-1 | \$295.82 |
| | | | LL 1 | \$287.88 |
| | | | | |
| Sub- Lieutenant | Lieutenant | Flying Officer | LL1 | \$257.46 |

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 | \$358,401 |
| | | | MML 4-2 | \$349,657 |
| | | | MML 4-1 | \$341,168 |
| | | | MML 3A-4 | \$358,241 |
| | | | MML 3A-3 | \$349,504 |
| | | | MML 3A-2 | \$339,653 |
| | | | MML 3A-1 | \$327,535 |
| | | | MML 3-5 | \$341,168 |
| | | | MML 3-4 | \$334,268 |
| | | | MML 3-3 | \$327,535 |
| | | | MML 3-2 | \$320,966 |
| | | | MML 3-1 | \$313,313 |
| | | | MML 2B-2 | \$234,352 |
| | | | MML 2B-1 | \$225,577 |
| | | | MML 2A-4 | \$216,807 |
| | | | MML 2A-3 | \$206,539 |
| | | | MML 2A-2 | \$202,076 |
| | | | MML 2A-1 | \$197,740 |
| | | | | |
| Commander | Lieutenant Colonel | Wing Commander | MML 4-3 | \$344,172 |
| | | | MML 4-2 | \$335,428 |
| | | | MML 4-1 | \$326,939 |
| | | | MML 3A-4 | \$344,012 |
| | | | MML 3A-3 | \$335,275 |
| | | | MML 3A-2 | \$325,424 |
| | | | MML 3A-1 | \$313,306 |
| | | | MML 3-5 | \$326,939 |
| | | | MML 3-4 | \$320,039 |
| | | | MML 3-3 | \$313,306 |
| | | | MML 3-2 | \$306,737 |
| | | | MML 3-1 | \$299,084 |
| | | | MML 2B-2 | \$220,122 |
| | | | MML 2B-1 | \$211,348 |
| | | | MML 2A-4 | \$202,578 |
| | | | MML 2A-3 | \$192,310 |
| | | | MML 2A-2 | \$187,847 |
| | | | MML 2A-1 | \$183,511 |
| | | | | |

| | | | | |
|-----------------------------|----------------|--------------------------|---------------------------|-----------|
| Lieutenant Commander | Major | Squadron Leader | MML 4-3 | \$332,089 |
| | | | MML 4-2 | \$323,345 |
| | | | MML 4-1 | \$314,858 |
| | | | MML 3A-4 | \$331,930 |
| | | | MML 3A-3 | \$323,193 |
| | | | MML 3A-2 | \$313,342 |
| | | | MML 3A-1 | \$301,223 |
| | | | MML 3-5 | \$314,858 |
| | | | MML 3-4 | \$307,957 |
| | | | MML 3-3 | \$301,223 |
| | | | MML 3-2 | \$294,655 |
| | | | MML 3-1 | \$287,002 |
| | | | MML 2B-2 | \$208,041 |
| | | | MML 2B-1 | \$199,267 |
| | | | MML 2A-4 | \$190,497 |
| | | | MML 2A-3 | \$180,228 |
| | | | MML 2A-2 | \$175,765 |
| | | | MML 2A-1 | \$171,429 |
| | | | MML 1-4 | \$146,264 |
| | | | MML 1-3 (senior resident) | \$130,950 |
| Lieutenant | Captain | Flight Lieutenant | MML 4-3 | \$319,943 |
| | | | MML 4-2 | \$311,199 |
| | | | MML 4-1 | \$302,710 |
| | | | MML 3A-4 | \$319,784 |
| | | | MML 3A-3 | \$311,046 |
| | | | MML 3A-2 | \$301,775 |
| | | | MML 3A-1 | \$289,077 |
| | | | MML 3-5 | \$302,710 |
| | | | MML 3-4 | \$295,809 |
| | | | MML 3-3 | \$289,077 |
| | | | MML 3-2 | \$282,508 |
| | | | MML 3-1 | \$274,856 |
| | | | MML 2B-2 | \$195,893 |
| | | | MML 2B-1 | \$187,119 |
| | | | MML 2A-4 | \$178,351 |
| | | | MML 2A-3 | \$168,082 |
| | | | MML 2A-2 | \$163,618 |
| | | | MML 2A-1 | \$159,282 |
| | | | MML 1-4 | \$134,409 |
| | | | MML 1-3 (senior resident) | \$119,359 |
| | | | MML 1-2 (resident) | \$107,975 |

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 | \$446,212 |
| | | | 5 | \$435,953 |
| | | | 4 | \$423,134 |
| | | | 3 | \$406,177 |
| | | | 2 | \$391,081 |
| | | | 1 | \$378,260 |
| | | | entry | \$365,436 |
| | | | | |
| Lieutenant Commander and below | Major and below | Squadron Leader and below | 6 | \$446,212 |
| | | | 5 | \$435,953 |
| | | | 4 | \$423,134 |
| | | | 3 | \$406,177 |
| | | | 2 | \$391,081 |
| | | | 1 | \$378,260 |
| | | | entry | \$365,436 |

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 | \$981.92 |
| | | | MML 4-2 | \$957.96 |
| | | | MML 4-1 | \$934.71 |
| | | | MML 3A-4 | \$981.48 |
| | | | MML 3A-3 | \$957.55 |
| | | | MML 3A-2 | \$930.56 |
| | | | MML 3A-1 | \$897.36 |
| | | | MML 3-5 | \$934.71 |
| | | | MML 3-4 | \$915.80 |
| | | | MML 3-3 | \$897.36 |
| | | | MML 3-2 | \$879.36 |
| | | | MML 3-1 | \$858.39 |
| | | | MML 2B-2 | \$642.06 |
| | | | MML 2B-1 | \$618.02 |
| | | | MML 2A-4 | \$593.99 |
| | | | MML 2A-3 | \$565.86 |
| | | | MML 2A-2 | \$553.63 |
| | | | MML 2A-1 | \$541.75 |
| | | | | |
| Commander | Lieutenant Colonel | Wing Commander | MML 4-3 | \$942.94 |
| | | | MML 4-2 | \$918.98 |
| | | | MML 4-1 | \$895.72 |
| | | | MML 3A-4 | \$942.50 |
| | | | MML 3A-3 | \$918.56 |
| | | | MML 3A-2 | \$891.57 |
| | | | MML 3A-1 | \$858.37 |
| | | | MML 3-5 | \$895.72 |
| | | | MML 3-4 | \$876.82 |
| | | | MML 3-3 | \$858.37 |
| | | | MML 3-2 | \$840.38 |
| | | | MML 3-1 | \$819.41 |
| | | | MML 2B-2 | \$603.07 |
| | | | MML 2B-1 | \$579.04 |
| | | | MML 2A-4 | \$555.01 |
| | | | MML 2A-3 | \$526.88 |
| | | | MML 2A-2 | \$514.65 |
| | | | MML 2A-1 | \$502.77 |
| | | | | |
| Lieutenant Commander | Major | Squadron Leader | MML 4-3 | \$909.83 |
| | | | MML 4-2 | \$885.88 |
| | | | MML 4-1 | \$862.62 |
| | | | MML 3A-4 | \$909.40 |
| | | | MML 3A-3 | \$885.46 |
| | | | MML 3A-2 | \$858.47 |
| | | | MML 3A-1 | \$825.27 |

| | | | | |
|-------------------|----------------|--------------------------|---------------------------|----------|
| | | | MML 3-5 | \$862.62 |
| | | | MML 3-4 | \$843.72 |
| | | | MML 3-3 | \$825.27 |
| | | | MML 3-2 | \$807.27 |
| | | | MML 3-1 | \$786.31 |
| | | | MML 2B-2 | \$569.98 |
| | | | MML 2B-1 | \$545.94 |
| | | | MML 2A-4 | \$521.91 |
| | | | MML 2A-3 | \$493.78 |
| | | | MML 2A-2 | \$481.55 |
| | | | MML 2A-1 | \$469.67 |
| | | | MML 1-4 | \$400.72 |
| | | | MML 1-3 (senior resident) | \$358.77 |
| | | | | |
| Lieutenant | Captain | Flight Lieutenant | MML 4-3 | \$876.56 |
| | | | MML 4-2 | \$852.60 |
| | | | MML 4-1 | \$829.34 |
| | | | MML 3A-4 | \$876.12 |
| | | | MML 3A-3 | \$852.18 |
| | | | MML 3A-2 | \$826.78 |
| | | | MML 3A-1 | \$791.99 |
| | | | MML 3-5 | \$829.34 |
| | | | MML 3-4 | \$810.44 |
| | | | MML 3-3 | \$791.99 |
| | | | MML 3-2 | \$773.99 |
| | | | MML 3-1 | \$753.03 |
| | | | MML 2B-2 | \$536.69 |
| | | | MML 2B-1 | \$512.65 |
| | | | MML 2A-4 | \$488.63 |
| | | | MML 2A-3 | \$460.50 |
| | | | MML 2A-2 | \$448.27 |
| | | | MML 2A-1 | \$436.39 |
| | | | MML 1-4 | \$368.24 |
| | | | MML 1-3 (senior resident) | \$327.01 |
| | | | MML 1-2 (resident) | \$295.82 |

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 | \$1,222.50 |
| | | | 5 | \$1,194.39 |
| | | | 4 | \$1,159.27 |
| | | | 3 | \$1,112.81 |
| | | | 2 | \$1,071.45 |
| | | | 1 | \$1,036.33 |
| | | | entry | \$1,001.19 |
| | | | | |
| Lieutenant Commander and below | Major and below | Squadron Leader and below | 6 | \$1,222.50 |
| | | | 5 | \$1,194.39 |
| | | | 4 | \$1,159.27 |
| | | | 3 | \$1,112.81 |
| | | | 2 | \$1,071.45 |
| | | | 1 | \$1,036.33 |
| | | | entry | \$1,001.19 |

Schedule B.9: Warrant Officer Class 1 pay grades

Part 1: Navy

Pay grade 2

| Item | Employment Category | Tier |
|------|---------------------|------|
| 1. | Underwater Weapons | A |

Pay grade 3

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Diver | A |
| 2. | Maritime Logistics Support Operations — Grade 3 | A |
| 3. | Motor Transport Driver | A |
| 4. | Survival Equipment | A |
| 5. | Underwater Control | A |

Pay grade 4

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Boatswain — Grade 3 | A |
| 2. | Maritime Logistics Chef | A |
| 3. | Maritime Logistics Support Operations — Grade 4 | A |
| 4. | Maritime Personnel Manager | A |
| 5. | Naval Police Coxswain | A |
| 6. | Signals Yeoman | A |
| 7. | Work Study | A |

Pay grade 5

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Aviation Support | A |
| 2. | Boatswain — Limited Navigation Watchkeeping Certificate | A |
| 3. | Boatswain — Navigation Watchkeeping Certificate | A |
| 4. | Combat Systems Manager Mine Warfare | A |
| 5. | Dental Manager | A |
| 6. | Maritime Logistics Supply Chain | A |
| 7. | Musician | A |
| 8. | Naval Police Coxswain — Limited Navigation Watchkeeping Certificate | A |
| 9. | Naval Police Coxswain — Australian Defence Force Investigator Grade 1 | A |
| 10. | Non-aligned Air Technical | A |

| | | |
|-----|----------------------------------|---|
| 11. | Non-aligned Electrical Technical | A |
| 12. | Non-aligned Marine Technical | A |
| 13. | Physical Training Instructor | A |
| 14. | Radio Operator Special | A |

Pay grade 6

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Acoustic Warfare Analyst | A |
| 2. | Combat Systems Manager | A |
| 3. | Combat Systems Manager Mine Warfare — Navigation Watchkeeping Certificate | A |
| 4. | Electronic Warfare Operator | A |
| 5. | Hydrographic Systems Manager | A |
| 6. | Imagery Specialist — Grade 2 | A |
| 7. | Maritime Logistics Support Operations — SM | A |
| 8. | Medic Manager | A |
| 9. | Naval Police Coxswain — Australian Defence Force Investigator Grade 2 | A |

Pay grade 7

| Item | Employment Category | Tier |
|------|--|------|
| 1. | Aircrewman — Grade 4 (Competency Progression) | A |
| 2. | Aircrewman — Grade 4 (Competency Progression) | B |
| 3. | Aircrewman — Grade 5 (Competency Progression) | A |
| 4. | Aircrewman — Grade 5 (Competency Progression) | B |
| 5. | Aviation Support | B |
| 6. | Boatswain | B |
| 7. | Combat Systems Manager | B |
| 8. | Combat Systems Manager Mine Warfare | B |
| 9. | Dental Manager | B |
| 10. | Electronic Technician — Grade 4 | A |
| 11. | Hospitality Specialist — Submariner (HS-SM) — Grade A | A |
| 12. | Hydrographic Systems Manager — Navigation Watchkeeping Certificate | A |
| 13. | Imagery Specialist — Grade 3 | A |
| 14. | Marine Technician — Grade 4 | A |
| 15. | Maritime Logistics Chef | B |
| 16. | Maritime Logistics Chef — SM | A |
| 17. | Maritime Logistics Chef — SM | B |
| 18. | Maritime Logistics Supply Chain | B |

| | | |
|-----|--|---|
| 19. | Maritime Logistics Supply Chain — SM | A |
| 20. | Maritime Logistics Supply Chain — SM | B |
| 21. | Maritime Logistics Support Operations | B |
| 22. | Maritime Logistics Support Operations — SM | B |
| 23. | Maritime Personnel Manager | B |
| 24. | Medic Manager | B |
| 25. | Musician | B |
| 26. | Naval Police Coxswain | B |
| 27. | Physical Training Instructor | B |

Pay grade 8

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Aircrewman — Grade 2 Fly 8-10 | A |
| 2. | Aircrewman — Grade 2 Fly 8-10 | B |
| 3. | Aircrewman — Grade 2 Fly 8-10 | C |
| 4. | Aircrewman — Grade 2 Fly 10+ | A |
| 5. | Aircrewman — Grade 2 Fly 10+ | B |
| 6. | Aircrewman — Grade 2 Fly 10+ | C |
| 7. | Aircrewman — Grade 3 Fly 8-10 | A |
| 8. | Aircrewman — Grade 3 Fly 8-10 | B |
| 9. | Aircrewman — Grade 3 Fly 8-10 | C |
| 10. | Aircrewman — Grade 4 (Competency Progression) | C |
| 11. | Aircrewman — Grade 5 (Competency Progression) | C |
| 12. | Aircrewman — Grade 6 (Competency Progression) | A |
| 13. | Aircrewman — Grade 6 (Competency Progression) | B |
| 14. | Aircrewman — Grade 6 (Competency Progression) | C |
| 15. | Aviation Support | C |
| 16. | Aviation Technician Aircraft — Grade 5 | A |
| 17. | Aviation Technician Aircraft — Grade 5 | B |
| 18. | Aviation Technician Avionics — Grade 5 | A |
| 19. | Aviation Technician Avionics — Grade 5 | B |
| 20. | Boatswain | C |
| 21. | Clearance Diver | A |
| 22. | Clearance Diver | B |
| 23. | Clearance Diver | C |
| 24. | Combat Systems Manager | C |
| 25. | Combat Systems Manager Mine Warfare | C |

| | | |
|-----|---|---|
| 26. | Communications and Information Systems — Communications — Information Warfare Advisor | A |
| 27. | Communications and Information Systems — Information — Information Warfare Advisor | A |
| 28. | Communications and Information Systems | B |
| 29. | Cyber Warfare Specialist | A |
| 30. | Cyber Warfare Specialist | B |
| 31. | Dental Manager | C |
| 32. | Electronic Technician | B |
| 33. | Electronic Technician — Grade 4 Fire Control Officer | A |
| 34. | Electronic Technician — Grade 5 Fire Control Officer | A |
| 35. | Electronic Technician — Grade 5 | A |
| 36. | Electronic Warfare | A |
| 37. | Electronic Warfare | B |
| 38. | Imagery Specialist | B |
| 39. | Hydrographic Systems Manager | B |
| 40. | Marine Technician — Grade 5 | A |
| 41. | Marine Technician | B |
| 42. | Maritime Logistics Chef | C |
| 43. | Maritime Logistics Chef — SM | C |
| 44. | Maritime Logistics Supply Chain | C |
| 45. | Maritime Logistics Supply Chain — SM | C |
| 46. | Maritime Logistics Support Operations | C |
| 47. | Maritime Logistics Support Operations — SM | C |
| 48. | Maritime Personnel Manager | C |
| 49. | Medic Manager | C |
| 50. | Medic Manager — SM | A |
| 51. | Medic Manager — SM | B |
| 52. | Medic Manager — SM | C |
| 53. | Musician | C |
| 54. | Naval Police Coxswain | C |
| 55. | Navy Intelligence Sailor | A |
| 56. | Navy Intelligence Sailor | B |
| 57. | Photographer | C |
| 58. | Physical Training Instructor | C |

Pay grade 9

| Item | Employment Category | Tier |
|-------------|---|-------------|
| 1. | Acoustic Warfare Analyst Submarines — Grade 3 SM | A |
| 2. | Acoustic Warfare Analyst Submarines — Grade 3 SM | B |
| 3. | Acoustic Warfare Analyst Submarines — Grade 3 SM | C |
| 4. | Aircrewman — Grade 3 Fly 10+ | A |
| 5. | Aircrewman — Grade 3 Fly 10+ | B |
| 6. | Aircrewman — Grade 3 Fly 10+ | C |
| 7. | Aviation Technician Aircraft | C |
| 8. | Aviation Technician Aircraft — Flight Senior Maintenance Sailor | A |
| 9. | Aviation Technician Aircraft — Flight Senior Maintenance Sailor | B |
| 10. | Aviation Technician Avionics | C |
| 11. | Aviation Technician Avionics — Flight Senior Maintenance Sailor | A |
| 12. | Aviation Technician Avionics — Flight Senior Maintenance Sailor | B |
| 13. | Communications and Information Systems | C |
| 14. | Communications and Information Systems — Information Grade 4 SM | A |
| 15. | Communications and Information Systems — Information Grade 4 SM | B |
| 16. | Communications and Information Systems — Information Grade 4 SM | C |
| 17. | Cyber Warfare Specialist | C |
| 18. | Electronic Technician | C |
| 19. | Electronic Warfare | C |
| 20. | Hydrographic Systems Manager | C |
| 21. | Imagery Specialist | C |
| 22. | Marine Technician | C |
| 23. | Marine Technician — Senior Technical Officer | A |
| 24. | Marine Technician — Senior Technical Officer | B |
| 25. | Navy Intelligence Sailor | C |
| 26. | Sonar Technician — Submariner (ST-SM) | A |

Pay grade 10

| Item | Employment Category | Tier |
|-------------|---|-------------|
| 1. | Acoustic Warfare Analyst Submarines — SM Specialist | A |
| 2. | Acoustic Warfare Analyst Submarines — SM Specialist | B |
| 3. | Acoustic Warfare Analyst Submarines — SM Specialist | C |
| 4. | Communications and Information Systems — Information Grade 5 SM | A |
| 5. | Communications and Information Systems — Information Grade 5 SM | B |
| 6. | Communications and Information Systems — Information Grade 5 SM | C |

| | | |
|-----|---|---|
| 7. | Electronic Technician — SM | A |
| 8. | Electronic Technician — SM | B |
| 9. | Electronic Technician — SM | C |
| 10. | Electronics Technician Fire Control — Submariner (ETFC-SM) | A |
| 11. | Electronics Technician Navigation — Submariner (ETV-SM) | A |
| 12. | Electronic Warfare Submarines — SM | A |
| 13. | Electronic Warfare Submarines — SM | B |
| 14. | Electronic Warfare Submarines — SM | C |
| 15. | Information Systems Technician Communications — Submariner (ITR-SM) | A |
| 16. | Information Systems Technician Electronic Warfare — Submariner (ITE-SM) | A |
| 17. | Machinist's Mate Auxiliary — Submariner (MMA-SM) | A |
| 18. | Machinist's Mate Weapons — Submariner (MMW-SM) | A |
| 19. | Marine Technician — SM | A |
| 20. | Marine Technician — SM | B |
| 21. | Marine Technician — SM | C |

Part 2: Army

Pay grade 1

| Item | Employment Category | Tier |
|------|---------------------|------|
| 1. | Local Observer | A |

Pay grade 2

| Item | Employment Category | Tier |
|------|--------------------------|------|
| 1. | Assistant Administration | A |
| 2. | Assistant Instructor | A |

Pay grade 3

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Kitchen Manager | A |
| 2. | Manager Clerk Engineers | A |
| 3. | Manager Storeman Engineers | A |
| 4. | Military Police Law Enforcement Grade 2 | A |

Pay grade 4

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Cargo Specialist Manager | A |
| 2. | Catering Technical Adviser | A |
| 3. | Command Support Clerk Technical Finance Manager | A |
| 4. | Command Support Clerk Technical Manager | A |
| 5. | Health Operator Manager | A |
| 6. | Manager Infantry Operations Clerk | A |
| 7. | Manager Infantry Resource Storeman | A |
| 8. | Manager Operator Movements | A |
| 9. | Marine Specialist Manager | A |
| 10. | Military Police General Duties | A |
| 11. | Military Police Law Enforcement Specialist | A |
| 12. | Physical Training Instructor Grade 3 | A |
| 13. | Transport Operations Manager | A |
| 14. | Unit Distribution Enterprise Manager | A |

Pay grade 5

| Item | Employment Category | Tier |
|------|--|------|
| 1. | Aerial Delivery Chief | A |
| 2. | Army Imagery Specialist Grade 2 | A |
| 3. | Cargo Specialist Manager | B |
| 4. | Catering Technical Adviser | B |
| 5. | Combat Engineer Manager Grade 2 | A |
| 6. | Command Support Clerk Technical Finance Manager | B |
| 7. | Command Support Clerk Technical Manager | B |
| 8. | Dental Manager | A |
| 9. | Examiner Psychological | A |
| 10. | Light Cavalry Scout Warrant Officer | A |
| 11. | Manager Company Operations Grade 1 | A |
| 12. | Manager Infantry Operations Clerk | B |
| 13. | Manager Operator Movements | B |
| 14. | Manager Uncrewed Aircraft Systems Grade 2 | A |
| 15. | Marine Specialist Manager | B |
| 16. | Military Police Australian Defence Force Investigator | A |
| 17. | Military Police General Duties | B |
| 18. | Military Police Specialist — Close Personal Protection Operative | A |
| 19. | Military Police Specialist — Dog Handler | A |
| 20. | Musician Drum Major Grade 1A | A |
| 21. | Musician Drum Major Grade 2A | A |
| 22. | Petroleum Specialist | A |
| 23. | Physical Training Instructor Advisor | A |
| 24. | Preventive Medicine Manager | A |
| 25. | Rigger Parachute Technical Manager | A |
| 26. | Strategic Distribution Enterprise Advisor | B |
| 27. | Supervisor Emergency Response Operations | A |
| 28. | Transport Operations Manager | B |

Pay grade 6

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Aerial Delivery Chief | B |
| 2. | Armoured Cavalry Warrant Officer | A |
| 3. | Artificer Land Grade 3 | A |
| 4. | Battlespace Communications Engineer Grade 1 | A |

| | | |
|-----|--|---|
| 5. | Chief Aerial Delivery | B |
| 6. | Combat Engineer Explosive Ordnance Disposal Manager | A |
| 7. | Combat Engineer Manager Grade 3 | A |
| 8. | Combat Rescue Manager Grade 2 | A |
| 9. | Dental Manager | B |
| 10. | Examiner Psychological | B |
| 11. | Health Technician Manager | A |
| 12. | Health Technician Manager | B |
| 13. | Manager Company Operations Grade 2 | A |
| 14. | Manager Joint Fires | A |
| 15. | Manager Uncrewed Aircraft Systems Grade 1 | A |
| 16. | Military Police Australian Defence Force Investigator | B |
| 17. | Military Police Australian Defence Force Investigator Specialist | A |
| 18. | Military Police Specialist — Close Personal Protection Operative | B |
| 19. | Military Police Specialist — Dog Handler | B |
| 20. | Musician Drum Major Grade 1B | B |
| 21. | Musician Drum Major Grade 2B | B |
| 22. | Petroleum Specialist | B |
| 23. | Physical Training Instructor Advisor | B |
| 24. | Regimental Sergeant Major | A |
| 25. | Rigger Parachute Technical Manager | B |

Pay grade 7

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Ammunition Technician Technical Manager | A |
| 2. | Analyst Intelligence Operations Manager | A |
| 3. | Artificer Land Grade 4 | A |
| 4. | Aviation Groundcrew Senior Advisor | A |
| 5. | Aviation Groundcrew Senior Advisor | B |
| 6. | Aviation Regimental Sergeant Major | A |
| 7. | Battlespace Communications Engineer Grade 2 | A |
| 8. | Cavalry Warrant Officer | B |
| 9. | Combat Engineer Explosive Ordnance Disposal Manager | B |
| 10. | Combat Engineer Manager Grade 3 | B |
| 11. | Combat Rescue Manager Grade 2 | B |
| 12. | Geospatial Technician Grade 6 | A |
| 13. | Geospatial Technician Grade 7 | A |

| | | |
|-----|--|---|
| 14. | Information Systems Engineer | A |
| 15. | Manager Company Operations Grade 2 | B |
| 16. | Manager Joint Fires | B |
| 17. | Military Police Australian Defence Force Investigator Specialist | B |
| 18. | Regimental Sergeant Major | B |
| 19. | Tank Warrant Officer | B |
| 20. | Telecommunications Network Engineer | A |

Pay grade 8

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Aerial Delivery Chief | C |
| 2. | Aircrew Operator Senior Advisor | A |
| 3. | Aircrew Operator Senior Advisor | B |
| 4. | Aircrew Operator Senior Advisor | C |
| 5. | Ammunition Technician Technical Manager | B |
| 6. | Analyst Intelligence Operations Manager | B |
| 7. | Artificer Aircraft | A |
| 8. | Artificer Aircraft | B |
| 9. | Artificer Avionics | A |
| 10. | Artificer Avionics | B |
| 11. | Artificer Land Grade 4 | B |
| 12. | Aviation Groundcrew Senior Advisor | C |
| 13. | Aviation Operations Advisor | A |
| 14. | Aviation Operations Advisor | B |
| 15. | Aviation Regimental Sergeant Major | A |
| 16. | Aviation Regimental Sergeant Major | B |
| 17. | Battlespace Communications Engineer Grade 2 | B |
| 18. | Cargo Specialist Manager | C |
| 19. | Cavalry Warrant Officer | C |
| 20. | Combat Engineer Explosive Ordnance Disposal Manager | C |
| 21. | Combat Engineer Manager Grade 3 | C |
| 22. | Combat Rescue Manager Grade 2 | C |
| 23. | Cyber Warfare Specialist | A |
| 24. | Cyber Warfare Specialist | B |
| 25. | Dental Manager | C |
| 26. | Electronic Warfare Engineer | A |
| 27. | Electronic Warfare Engineer | B |

| | | |
|-----|---|---|
| 28. | Examiner Psychological | C |
| 29. | Geospatial Technician Grade 6 | B |
| 30. | Geospatial Technician Grade 7 | B |
| 31. | Health Technician Manager | C |
| 32. | Information Systems Engineer | |
| 33. | Manager Company Operations Grade 2 | C |
| 34. | Manager Joint Fires | C |
| 35. | Manager Operations Movements | C |
| 36. | Manager Preventive Medicine | C |
| 37. | Manager Works | A |
| 38. | Manager Works | B |
| 39. | Marine Specialist Manager | C |
| 40. | Musician Drum Major Grade 1C | C |
| 41. | Musician Drum Major Grade 2C | C |
| 42. | Petroleum Specialist | C |
| 43. | Physical Training Instructor Advisor | C |
| 44. | Regimental Sergeant Major | C |
| 45. | Rigger Parachute Technical Manager | C |
| 46. | Strategic Distribution Enterprise Advisor | C |
| 47. | Supervisor Works | A |
| 48. | Tank Warrant Officer | C |
| 49. | Telecommunications Network Engineer | B |
| 50. | Transport Operations Manager | C |

Pay grade 9

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Aeroskills Technician Technical Warrant Officer | A |
| 2. | Aeroskills Technician Technical Warrant Officer | B |
| 3. | Ammunition Technician Technical Manager | C |
| 4. | Analyst Intelligence Operations Manager | C |
| 5. | Artificer Air (Time Progression) Fly 10+ | A |
| 6. | Artificer Air (Time Progression) Fly 10+ | B |
| 7. | Artificer Aero Aircraft | A |
| 8. | Artificer Aero Aircraft | B |
| 9. | Artificer Aero Aircraft | C |
| 10. | Artificer Aero Avionics | A |
| 11. | Artificer Aero Avionics | B |

| | | |
|-----|--|---|
| 12. | Artificer Aero Avionics | C |
| 13. | Artificer Land Grade 4 | C |
| 14. | Aviation Operations Advisor | C |
| 15. | Battlespace Communications Engineer Grade 2 | C |
| 16. | Electronic Warfare Engineer | C |
| 17. | Geospatial Technician Grade 7 | C |
| 18. | Information Systems Engineer | C |
| 19. | Manager Works | C |
| 20. | Special Reconnaissance Operator (Intermediate) | A |
| 21. | Strike and Recovery Operator (Intermediate) | A |
| 22. | Special Warfare Operator (Intermediate) | A |
| 23. | Telecommunications Network Engineer | C |

Pay grade 10

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Special Forces Regimental Sergeant Major (Master) | A |
| 2. | Special Forces Regimental Sergeant Major (Master) | B |
| 3. | Special Forces Regimental Sergeant Major (Master) | C |
| 4. | Special Reconnaissance Operator (Advanced) | A |
| 5. | Special Reconnaissance Operator (Master) | A |
| 6. | Strike and Recovery Operator (Advanced) | A |
| 7. | Strike and Recovery Operator (Master) | A |
| 8. | Special Warfare Operator (Advanced) | A |
| 9. | Special Warfare Operator (Master) | A |

Part 3: Air Force

Pay grade 2

| Item | Employment Category | Tier |
|------|--|------|
| 1. | Chef Grade 1 | A |
| 2. | Motor Transport Driver Grade 1 | A |
| 3. | Personnel Capability Specialist — Operator | A |
| 4. | Steward Grade 2 | A |

Pay grade 3

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Air Force Police Grade 1 | A |
| 2. | Chef Grade 2 | A |
| 3. | Crew Attendant — Competency Progression Grade 1 | A |
| 4. | Crew Attendant — Time Progression Fly 0 | A |
| 5. | Motor Transport Driver Grade 2 | A |
| 6. | Movements Grade 2 | A |
| 7. | Personnel Capability Specialist — Coordinator | A |
| 8. | Security Forces Grade 3 | A |
| 9. | Supply Grade 2 | A |

Pay grade 4

| Item | Employment Category | Tier |
|------|--|------|
| 1. | Airborne Electronics Analyst (Ground) (Non-Feeder) — Grade 1 | A |
| 2. | Aircraft Surface Finisher | A |
| 3. | Air Force Police Grade 2 | A |
| 4. | Chef Grade 3 | A |
| 5. | Crew Attendant — Competency Progression Grade 2 | A |
| 6. | Crew Attendant — Time Progression Grade 1 Fly 0-2 | A |
| 7. | Environmental Health Surveyor | A |
| 8. | Loadmaster — Time Progression Fly 0 | A |
| 9. | Movements Grade 3 | A |
| 10. | Personnel Capability Specialist — Specialist | A |
| 11. | Physical Training Instructor Grade 3 | A |
| 12. | Security Forces Grade 4 | A |
| 13. | Supply Grade 3 | A |

Pay grade 5

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Aeronautical Life Support Fitter — Grade 2 | A |
| 2. | Airborne Electronics Analyst (Air) (Non-Feeder) — Grade 1 | A |
| 3. | Airborne Electronics Analyst (Ground) (Feeder) — Grade 1 | A |
| 4. | Airborne Electronics Analyst (Ground) — Grade 2 | A |
| 5. | Aircraft Structural Fitter Grade 2 | A |
| 6. | Air Force Imagery Specialist Grade 2 | A |
| 7. | Air Force Police Grade 3 | A |
| 8. | Air Surveillance Operator Grade 2 | A |
| 9. | Communications and Information Systems Controller | A |
| 10. | Crew Attendant — Competency Progression Grade 3 | A |
| 11. | Crew Attendant — Time Progression Grade 2 Fly 2-4 | A |
| 12. | Crew Attendant — Time Progression Grade 3 Fly 4-6 | A |
| 13. | Dental Manager | A |
| 14. | Dental Technician | A |
| 15. | Firefighter Grade 3 | A |
| 16. | Firefighter Manager | A |
| 17. | Flight Engineer — Time Progression Fly 0 | A |
| 18. | Flight Engineer — Time Progression Grade 1 Fly 0-2 | A |
| 19. | Ground Support Engineering Fitter Grade 2 | A |
| 20. | Ground Support Engineering Manager Grade 1 | A |
| 21. | Laboratory Technician | A |
| 22. | Loadmaster — Competency Progression Grade 1 | A |
| 23. | Loadmaster — Time Progression Grade 1 Fly 0-2 | A |
| 24. | Loadmaster — Time Progression Grade 2 Fly 2-4 | A |
| 25. | Medical Technician Supervisor | A |
| 26. | Musician Grade 3 | A |
| 27. | Physical Training Instructor Grade 4 | A |
| 28. | Security Forces Grade 5 | A |

Pay grade 6

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Advanced Aircraft Structural Fitter | A |
| 2. | Advanced Aircraft Structural Technician | A |
| 3. | Advanced Aircraft Technician | A |
| 4. | Advanced Avionics Technician | A |

| | | |
|-----|--|---|
| 5. | Advanced Communications Electronic Technician | A |
| 6. | Airborne Electronics Analyst (Air) (Feeder) — Grade 1 | A |
| 7. | Airborne Electronics Analyst (Air) — Grade 2 | A |
| 8. | Airborne Electronics Analyst (Ground) — Grade 3 | A |
| 9. | Aircraft Technician Grade 1 | A |
| 10. | Aircraft Technician Grade 2 | A |
| 11. | Air Force Police Grade 4 | A |
| 12. | Air Surveillance Operator Supervisor | A |
| 13. | Armament Technician | A |
| 14. | Avionics Technician Grade 1 | A |
| 15. | Avionics Technician Grade 2 | A |
| 16. | Communications Electronic Technician | A |
| 17. | Crew Attendant — Competency Progression Grade 4 | A |
| 18. | Crew Attendant — Time Progression Grade 4 Fly 6-8 | A |
| 19. | Flight Engineer — Competency Progression Grade 1 | A |
| 20. | Flight Engineer — Time Progression Grade 2 Fly 2-4 | A |
| 21. | Ground Support Engineering Manager Grade 2 | A |
| 22. | Loadmaster — Competency Progression Grade 2 | A |
| 23. | Loadmaster — Time Progression Grade 3 Fly 4-6 | A |
| 24. | Medical Technician Manager | A |
| 25. | Security Forces Grade 6 | A |
| 26. | Supervisor Communications and Information Systems Controller | A |
| 27. | Warrant Officer Disciplinary | A |

Pay grade 7

| Item | Employment Category | Tier |
|------|--|------|
| 1. | Advanced Aircraft Technician (Warrant Officer Engineering) | A |
| 2. | Advanced Avionics Technician (Warrant Officer Engineering) | A |
| 3. | Advanced Communications Electronic Technician (Warrant Officer Engineering) | A |
| 4. | Aeronautical Life Support Technical Manager | A |
| 5. | Airborne Electronics Analyst (Air) — Grade 3 | A |
| 6. | Airborne Electronics Analyst (Ground) — Grade 4 | A |
| 7. | Airborne Electronics Analyst (Ground) — Grade 5 | A |
| 8. | Airborne Electronics Analyst — Time Progression Grade 4 Fly 6-8 | A |
| 9. | Airborne Electronics Analyst Single Station — Time Progression Grade 4 Fly 6-8 | A |

| | | |
|-----|---|---|
| 10. | Airborne Electronics Analyst Single Station — Time Progression Grade 5 Fly 8-10 | A |
| 11. | Aircraft Surface Finisher Technical Manager | A |
| 12. | Aircraft Technician Grade 1 (Warrant Officer Engineering) | A |
| 13. | Aircraft Technician Grade 2 (Warrant Officer Engineering) | A |
| 14. | Air Surveillance Operator Manager | A |
| 15. | Armament Technician (Warrant Officer Engineering) | A |
| 16. | Avionics Technician Grade 1 (Warrant Officer Engineering) | A |
| 17. | Avionics Technician Grade 2 (Warrant Officer Engineering) | A |
| 18. | Communications Electronic Technician (Warrant Officer Engineering) | A |
| 19. | Crew Attendant — Time Progression Grade 5 Fly 8-10 | A |
| 20. | Crew Attendant — Time Progression Grade 6 Fly 10+ | A |
| 21. | Executive Warrant Officer | B |
| 22. | Flight Engineer — Competency Progression Grade 2 | A |
| 23. | Flight Engineer — Time Progression Grade 3 Fly 4-6 | A |
| 24. | Flight Engineer — Time Progression Grade 4 Fly 6-8 | A |
| 25. | Ground Technical Manager | A |
| 26. | Loadmaster — Competency Progression Grade 3 | A |
| 27. | Loadmaster — Competency Progression Grade 4 | A |
| 28. | Loadmaster — Time Progression Grade 4 Fly 6-8 | A |
| 29. | Loadmaster — Time Progression Grade 5 Fly 8-10 | A |
| 30. | Manager Communications and Information Systems Controller | A |
| 31. | Network Technician Supervisor | A |
| 32. | Security Forces | B |

Pay grade 8

| Item | Employment Category | Tier |
|------|--|------|
| 1. | Aeronautical Life Support Technical Manager | B |
| 2. | Airborne Electronics Analyst (Air) — Grade 4 | A |
| 3. | Airborne Electronics Analyst (Air) — Grade 5 | A |
| 4. | Airborne Electronics Analyst — Time Progression Grade 5 Fly 8-10 | A |
| 5. | Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+ | A |
| 6. | Airborne Electronics Analyst Single Station — Time Progression Grade 6 Fly 10+ | A |
| 7. | Aircraft Structures Technical Manager | A |
| 8. | Aircraft Structures Technical Manager | B |
| 9. | Aircraft Systems Technician | A |
| 10. | Aircraft Technical Manager | A |

| | | |
|-----|--|---|
| 11. | Aircraft Technical Manager | B |
| 12. | Air Surveillance Operator Grade 2 | B |
| 13. | Air Surveillance Operator Supervisor | B |
| 14. | Air Surveillance Operator Manager | B |
| 15. | Armament Technical Manager | A |
| 16. | Armament Technical Manager | B |
| 17. | Avionics Systems Technician | A |
| 18. | Avionics Technical Manager | A |
| 19. | Avionics Technical Manager | B |
| 20. | Communications Electronic Systems Technician | A |
| 21. | Communications Electronic Technical Manager | A |
| 22. | Communications Electronic Technical Manager | B |
| 23. | Cyber Warfare Specialist | A |
| 24. | Cyber Warfare Specialist | B |
| 25. | Executive Warrant Officer | C |
| 26. | Executive Warrant Officer (Airborne Electronics Analyst) (Air) — Grade 4 | B |
| 27. | Executive Warrant Officer (Airborne Electronics Analyst) (Air) — Grade 5 | B |
| 28. | Executive Warrant Officer (Airborne Electronics Analyst — Time Progression Grade 5 Fly 8-10) | B |
| 29. | Executive Warrant Officer (Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+) | B |
| 30. | Executive Warrant Officer (Flight Engineer — Competency Progression Grade 3) | B |
| 31. | Executive Warrant Officer (Flight Engineer — Competency Progression Grade 4) | B |
| 32. | Executive Warrant Officer (Flight Engineer — Competency Progression Grade 5) | B |
| 33. | Executive Warrant Officer (Flight Engineer — Time Progression Grade 5 Fly 8-10) | B |
| 34. | Executive Warrant Officer (Flight Engineer — Time Progression Grade 6 Fly 10+) | B |
| 35. | Executive Warrant Officer (Loadmaster — Time Progression Grade 6 Fly 10+) | B |
| 36. | Flight Engineer — Competency Progression Grade 3 | A |
| 37. | Flight Engineer — Competency Progression Grade 4 | A |
| 38. | Flight Engineer — Competency Progression Grade 5 | A |
| 39. | Flight Engineer — Time Progression Grade 5 Fly 8-10 | A |
| 40. | Flight Engineer — Time Progression Grade 6 Fly 10+ | A |
| 41. | Ground Technical Manager | B |
| 42. | Intelligence Manager | A |

| | | |
|-----|--|---|
| 43. | Intelligence Manager | B |
| 44. | Loadmaster — Time Progression Grade 6 Fly 10+ | A |
| 45. | Manager Communications and Information Systems Controller | B |
| 46. | Manager Trades | A |
| 47. | Manager Trades | B |
| 48. | Network Technician Supervisor | B |
| 49. | Network Technician Manager | A |
| 50. | Network Technician Manager | B |
| 51. | Network Technician Warrant Officer Networks | A |
| 52. | Network Technician Warrant Officer Networks | B |
| 53. | Non-Destructive Inspection Technician Level 2 | A |
| 54. | Non-Destructive Inspection Technician Level 2 | B |
| 55. | Security Forces | C |
| 56. | Supervisor Communications and Information Systems Controller | B |
| 57. | Works Manager | A |
| 58. | Works Manager | B |

Pay grade 9

| Item | Employment Category | Tier |
|------|---|------|
| 1. | Aeronautical Life Support Technical Manager | C |
| 2. | Air Surveillance Operator Grade 2 | C |
| 3. | Air Surveillance Operator Manager | C |
| 4. | Air Surveillance Operator Supervisor | C |
| 5. | Aircraft Structures Technical Manager | C |
| 6. | Aircraft Structures Technical Manager — Warrant Officer Engineering | A |
| 7. | Aircraft Structures Technical Manager — Warrant Officer Engineering | B |
| 8. | Aircraft Structures Technical Manager — Warrant Officer Engineering | C |
| 9. | Aircraft Systems Technician — Warrant Officer Engineering | A |
| 10. | Aircraft Systems Technician — Warrant Officer Engineering | B |
| 11. | Aircraft Technical Manager | C |
| 12. | Aircraft Technical Manager — Warrant Officer Engineering | A |
| 13. | Aircraft Technical Manager — Warrant Officer Engineering | B |
| 14. | Aircraft Technical Manager — Warrant Officer Engineering | C |
| 15. | Armament Technical Manager | C |
| 16. | Armament Technical Manager — Warrant Officer Engineering | A |
| 17. | Armament Technical Manager — Warrant Officer Engineering | B |
| 18. | Armament Technical Manager — Warrant Officer Engineering | C |

| | | |
|-----|---|---|
| 19. | Avionics Systems Technician — Warrant Officer Engineering | A |
| 20. | Avionics Systems Technician — Warrant Officer Engineering | B |
| 21. | Avionics Technical Manager | C |
| 22. | Avionics Technical Manager — Warrant Officer Engineering | A |
| 23. | Avionics Technical Manager — Warrant Officer Engineering | B |
| 24. | Avionics Technical Manager — Warrant Officer Engineering | C |
| 25. | Combat Control Operator (Intermediate) | A |
| 26. | Communications Electronic Systems Technician — Warrant Officer Engineering | A |
| 27. | Communications Electronic Systems Technician — Warrant Officer Engineering | B |
| 28. | Communications Electronic Systems Technician — Warrant Officer Engineering | C |
| 29. | Communications Electronic Technical Manager | C |
| 30. | Communications Electronic Technical Manager — Warrant Officer Engineering | A |
| 31. | Communications Electronic Technical Manager — Warrant Officer Engineering | B |
| 32. | Communications Electronic Technical Manager — Warrant Officer Engineering | C |
| 33. | Cyber Warfare Specialist | C |
| 34. | Ground Technical Manager | C |
| 35. | Intelligence Manager | C |
| 36. | Manager Communications and Information Systems Controller | C |
| 37. | Network Technician Manager | C |
| 38. | Network Technician Warrant Officer Networks | C |
| 39. | Non-Destructive Inspection Technician Level 2 — Warrant Officer Engineering | A |
| 40. | Non-Destructive Inspection Technician Level 2 — Warrant Officer Engineering | B |
| 41. | Non-Destructive Inspection Technician Level 2 — Warrant Officer Engineering | C |
| 42. | Non-Destructive Inspection Technician Level 2 | C |
| 43. | Works Manager | C |

Pay grade 10

| Item | Employment Category | Tier |
|------|------------------------------------|------|
| 1. | Combat Control Operator (Advanced) | A |
| 2. | Combat Control Operator (Master) | A |

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 | \$164,212 |

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

| Column 1 Rank | Column 2 Daily rate of salary |
|-------------------------|----------------------------------|
| Service Warrant Officer | \$449.90 |

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 | - | - | - | - | - | - | - | \$151,010 | \$157,362 | \$164,212 |
| WO1 - Tier B | - | - | - | \$129,999 | \$134,666 | \$139,702 | \$145,139 | \$151,010 | \$157,362 | \$164,212 |
| WO1 - Tier A2 | \$115,527 | \$118,645 | \$122,645 | \$126,958 | \$131,623 | \$136,658 | \$142,099 | \$147,971 | \$154,315 | \$161,168 |
| WO1 - Tier A1 | \$113,547 | \$116,663 | \$120,660 | \$124,981 | \$129,644 | \$134,674 | \$140,117 | \$145,991 | \$152,333 | \$159,186 |

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

| Column 1 Rank and tier | Column 2 Daily rate of salary for pay grade | | | | | | | | | |
|---------------------------|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| WO1 - Tier C | - | - | - | - | - | - | - | \$413.73 | \$431.13 | \$449.90 |
| | | | | | | | | | | |
| WO1 - Tier B | - | - | - | \$356.16 | \$368.95 | \$382.75 | \$397.64 | \$413.73 | \$431.13 | \$449.90 |
| | | | | | | | | | | |
| WO1 - Tier A2 | \$316.51 | \$325.05 | \$336.01 | \$347.83 | \$360.61 | \$374.41 | \$389.31 | \$405.40 | \$422.78 | \$441.56 |
| WO1 - Tier A1 | \$311.09 | \$319.62 | \$330.58 | \$342.41 | \$355.19 | \$368.97 | \$383.88 | \$399.98 | \$417.35 | \$436.13 |

Schedule B.11: Other rank pay grades

Part 1: Navy

Pay grade 1

| Item | Employment Category | Grade |
|------|---------------------|-------|
| 1. | General Mariner | — |

Pay grade 2

| Item | Employment Category | Grade |
|------|--|---------|
| 1. | Aviation Support | Grade 1 |
| 2. | Boatswains Mate | Grade 1 |
| 3. | Dental Assistant | Grade 1 |
| 4. | Diver | Grade 1 |
| 5. | Maritime Logistics Chef | Grade 1 |
| 6. | Maritime Logistics Supply Chain | Grade 1 |
| 7. | Maritime Logistics Support Operations — Operator | Grade 1 |
| 8. | Maritime Logistics Support Operations — Operator | Grade 2 |
| 9. | Maritime Personnel Sailor | Grade 1 |
| 10. | Maritime Personnel Sailor | Grade 2 |
| 11. | Motor Transport Driver | Grade 1 |
| 12. | Underwater Weapons | — |

Pay grade 3

| Item | Employment Category | Grade |
|------|--|---------|
| 1. | Aviation Support Technician | — |
| 2. | Aviation Support | Grade 2 |
| 3. | Boatswains | Grade 2 |
| 4. | Boatswains Mate — Shipborne Life Support Equipment | Grade 1 |
| 5. | Boatswains Mate — Navigation Yeoman | Grade 1 |
| 6. | Boatswains Mate | Grade 2 |
| 7. | Combat Systems Operator | Grade 1 |
| 8. | Combat Systems Operator Mine Warfare | Grade 1 |
| 9. | Dental Assistant | Grade 2 |
| 10. | Diver | Grade 2 |
| 11. | Diver | Grade 3 |
| 12. | Electronics Technician Fire Control — Submariner (ETFC-SM) | Grade 1 |
| 13. | Electronics Technician Navigation — Submariner (ETV-SM) | Grade 1 |

| | | |
|-----|---|---------|
| 14. | Hospitality Specialist — Submariner (HS-SM) | Grade 1 |
| 15. | Hospitality Specialist — Submariner (HS-SM) | Grade 2 |
| 16. | Information Systems Technician Communications — Submariner (ITR-SM) | Grade 1 |
| 17. | Information Systems Technician Electronic Warfare — Submariner (ITE-SM) | Grade 1 |
| 18. | Machinist's Mate Auxiliary — Submariner (MMA-SM) | Grade 1 |
| 19. | Machinist's Mate Weapons — Submariner (MMW-SM) | Grade 1 |
| 20. | Maritime Logistics Chef | Grade 2 |
| 21. | Maritime Logistics Chef | Grade 3 |
| 22. | Maritime Logistics Chef | Grade 4 |
| 23. | Maritime Logistics Supply Chain | Grade 2 |
| 24. | Maritime Logistics Supply Chain | Grade 3 |
| 25. | Maritime Logistics Support Operations Supervisor | Grade 3 |
| 26. | Maritime Personnel Sailor | Grade 3 |
| 27. | Medic | Grade 1 |
| 28. | Motor Transport Driver | Grade 2 |
| 29. | Musician | Grade 1 |
| 30. | Naval Police Coxswain | Grade 1 |
| 31. | Non-aligned Air Technical | Grade 1 |
| 32. | Non-aligned Electrical Technical | Grade 1 |
| 33. | Non-aligned Marine Technical | Grade 1 |
| 34. | Nuclear Technician — SM | Grade 1 |
| 35. | Nuclear Technician — Electrician's Mate — SM (NT-EM) | Grade 1 |
| 36. | Nuclear Technician — Electronics Technician — SM (NT-ET) | Grade 1 |
| 37. | Nuclear Technician — Machinist's Mate — SM (NT-MM) | Grade 1 |
| 38. | Physical Training Instructor | Grade 1 |
| 39. | Sonar Technician — Submariner (ST-SM) | Grade 1 |
| 40. | Survival Equipment | — |
| 41. | Underwater Control | — |

Pay grade 4

| Item | Employment Category | Grade |
|------|---|---------|
| 1. | Acoustic Warfare Analyst | Grade 1 |
| 2. | Aircrewman — Fly 0 | Grade 1 |
| 3. | Aviation Support | Grade 3 |
| 4. | Boatswain | Grade 3 |
| 5. | Boatswains Mate — Limited Navigation Watchkeeping Certificate | Grade 2 |

| | | |
|-----|--|---------|
| 6. | Boatswains Mate | Grade 3 |
| 7. | Boatswains Mate — Operator | Grade 2 |
| 8. | Boatswains Mate — Operator Landing Deck | Grade 2 |
| 9. | Combat System Operator | Grade 2 |
| 10. | Combat Systems Operator Mine Warfare | Grade 2 |
| 11. | Communications and Information Systems — Communications | Grade 1 |
| 12. | Communications and Information Systems — Information | Grade 1 |
| 13. | Dental Assistant Preventive | Grade 3 |
| 14. | Dental Supervisor | — |
| 15. | Electronic Technician | Grade 1 |
| 16. | Electronic Warfare | Grade 1 |
| 17. | Hydrographic Systems Operator | Grade 1 |
| 18. | Marine Technician | Grade 1 |
| 19. | Maritime Logistics Chef | Grade 5 |
| 20. | Maritime Logistics Supply Chain | Grade 4 |
| 21. | Maritime Logistics Support Operations Manager | Grade 4 |
| 22. | Maritime Personnel Sailor | Grade 4 |
| 23. | Medic | Grade 2 |
| 24. | Musician | Grade 2 |
| 25. | Naval Police Coxswain | Grade 2 |
| 26. | Navy Intelligence Sailor | Grade 1 |
| 27. | Non-aligned Air Technical | Grade 2 |
| 28. | Non-aligned Electrical Technical | Grade 2 |
| 29. | Non-aligned Marine Technical | Grade 2 |
| 30. | Nuclear Technician — SM | Grade 2 |
| 31. | Nuclear Technician — Electrician's Mate — SM (NT-EM) | Grade 2 |
| 32. | Nuclear Technician — Electronics Technician — SM (NT-ET) | Grade 2 |
| 33. | Nuclear Technician — Machinist's Mate — SM (NT-MM) | Grade 2 |
| 34. | Physical Training Instructor | Grade 2 |
| 35. | Signals Yeoman | — |
| 36. | Work Study | — |

Pay grade 5

| Item | Employment Category | Grade |
|------|---------------------------------------|---------|
| 1. | Aircrewman — (Competency Progression) | Grade 1 |
| 2. | Aircrewman — (Competency Progression) | Grade 2 |
| 3. | Aircrewman — Fly 0 | Grade 2 |

| | | |
|-----|---|---------|
| 4. | Aircrewman — Fly 0 | Grade 3 |
| 5. | Aircrewman — Fly 0-2 | Grade 1 |
| 6. | Aircrewman — Fly 0-2 | Grade 2 |
| 7. | Aircrewman — Fly 2-4 | Grade 1 |
| 8. | Aviation Support | Grade 4 |
| 9. | Aviation Technician Aircraft | Grade 1 |
| 10. | Aviation Technician Avionics | Grade 1 |
| 11. | Boatswain — Manager Limited Navigation Watchkeeping Certificate | Grade 3 |
| 12. | Boatswain — Navigation Watchkeeping Certificate | Grade 3 |
| 13. | Boatswains Mate — Navigation Watchkeeping Certificate | Grade 3 |
| 14. | Combat Systems Manager | Grade 3 |
| 15. | Combat Systems Manager Mine Warfare | Grade 3 |
| 16. | Combat Systems Operator | Grade 3 |
| 17. | Combat Systems Operator — Anti-Submarine Aircraft Controller | Grade 2 |
| 18. | Combat Systems Operator — Anti-Submarine Aircraft Controller | Grade 3 |
| 19. | Combat Systems Operator Mine Warfare | Grade 3 |
| 20. | Combat Systems Supervisor | Grade 3 |
| 21. | Combat Systems Supervisor — Anti-Submarine Aircraft Controller | Grade 3 |
| 22. | Combat Systems Supervisor Mine Warfare | Grade 3 |
| 23. | Communications and Information Systems — Communications | Grade 2 |
| 24. | Communications and Information Systems — Information | Grade 2 |
| 25. | Cyber Warfare Specialist | Grade 1 |
| 26. | Dental Manager | — |
| 27. | Electronic Technician | Grade 2 |
| 28. | Electronic Warfare | Grade 2 |
| 29. | Hydrographic Systems Manager | Grade B |
| 30. | Hydrographic Systems Operator | Grade 2 |
| 31. | Hydrographic Systems Operator — Laser Airborne Depth Sounder | Grade 1 |
| 32. | Imagery Specialist | Grade 1 |
| 33. | Marine Technician | Grade 2 |
| 34. | Maritime Logistics Supply Chain | Grade 5 |
| 35. | Medic | Grade 3 |
| 36. | Medic | Grade 4 |
| 37. | Medic Underwater | — |
| 38. | Musician | Grade 3 |
| 39. | Naval Police Coxswain — Australian Defence Force Investigator | Grade 1 |
| 40. | Naval Police Coxswain — Limited Navigation Watchkeeping Certificate | Grade 3 |

| | | |
|-----|----------------------------------|---------|
| 41. | Navy Intelligence Sailor | Grade 2 |
| 42. | Non-aligned Air Technical | Grade 3 |
| 43. | Non-aligned Electrical Technical | Grade 3 |
| 44. | Non-aligned Electrical Technical | Grade 4 |
| 45. | Non-aligned Marine Technical | Grade 3 |
| 46. | Physical Training Instructor | Grade 3 |
| 47. | Radio Operator | — |
| 48. | Radio Operator Special | — |

Pay grade 6

| Item | Employment Category | Grade |
|------|--|---------|
| 1. | Aircrewman — Competency Progression | Grade 3 |
| 2. | Aircrewman — Fly 0-2 | Grade 3 |
| 3. | Aircrewman — Fly 2-4 | Grade 2 |
| 4. | Aircrewman — Fly 4-6 | Grade 1 |
| 5. | Aviation Technician Aircraft | Grade 2 |
| 6. | Aviation Technician Avionics | Grade 2 |
| 7. | Boatswains Mate — SM | Grade 1 |
| 8. | Boatswains Mate — SM | Grade 2 |
| 9. | Boatswains Mate — SM | Grade 3 |
| 10. | Clearance Diver | Grade 1 |
| 11. | Combat Systems Manager | Grade 4 |
| 12. | Combat Systems Manager — Air Interceptor Controller | Grade 3 |
| 13. | Combat Systems Manager — Air Interceptor Controller | Grade 4 |
| 14. | Combat Systems Manager — Anti-Submarine Aircraft Controller | Grade 3 |
| 15. | Combat Systems Manager — Anti-Submarine Aircraft Controller | Grade 4 |
| 16. | Combat Systems Manager Mine Warfare — Navigation Watchkeeping Certificate | — |
| 17. | Combat Systems Operator — Air Interceptor Controller | Grade 3 |
| 18. | Combat Systems Operator Mine Warfare — Navigation Watchkeeping Certificate | Grade 3 |
| 19. | Combat Systems Supervisor | Grade 4 |
| 20. | Combat Systems Supervisor — Air Interceptor Controller | Grade 3 |
| 21. | Combat Systems Supervisor — Air Interceptor Controller | Grade 4 |
| 22. | Combat Systems Supervisor — Anti-Submarine Aircraft Controller | Grade 4 |
| 23. | Combat Systems Supervisor Mine Warfare — Navigation Watchkeeping Certificate | — |
| 24. | Communications and Information Systems — Communications | Grade 3 |

| | | |
|-----|---|---------|
| 25. | Communications and Information Systems — Information | Grade 3 |
| 26. | Cyber Warfare Specialist | Grade 2 |
| 27. | Electronic Technician | Grade 3 |
| 28. | Electronic Technician — Fire Control Officer | Grade 2 |
| 29. | Electronic Technician — Radar Systems Controller | Grade 2 |
| 30. | Electronic Warfare | Grade 3 |
| 31. | Electronic Warfare Operator | — |
| 32. | Hydrographic Systems Manager | Grade A |
| 33. | Hydrographic Systems Operator — Limited Navigation Watchkeeping Certificate | Grade 2 |
| 34. | Hydrographic Systems Manager — Navigation Watchkeeping Certificate | Grade B |
| 35. | Hydrographic Systems Operator | Grade 3 |
| 36. | Hydrographic Systems Operator — Laser Airborne Depth Sounder | Grade 2 |
| 37. | Imagery Specialist | Grade 2 |
| 38. | Marine Technician | Grade 3 |
| 39. | Maritime Logistics Support Operations — SM | Grade 2 |
| 40. | Maritime Logistics Support Operations — SM | Grade 3 |
| 41. | Maritime Logistics Support Operations — SM | Grade 4 |
| 42. | Medic Manager | — |
| 43. | Medic Supervisor | — |
| 44. | Naval Police Coxswain — Australian Defence Force Investigator | Grade 2 |
| 45. | Navy Intelligence Sailor | Grade 3 |

Pay grade 7

| Item | Employment Category | Grade |
|------|---|---------|
| 1. | Acoustic Warfare Analyst Submarine | Grade 1 |
| 2. | Aircrewman — (Competency Progression) | Grade 4 |
| 3. | Aircrewman — (Competency Progression) | Grade 5 |
| 4. | Aircrewman — Fly 2-4 | Grade 3 |
| 5. | Aircrewman — Fly 4-6 | Grade 2 |
| 6. | Aircrewman — Fly 4-6 | Grade 3 |
| 7. | Aircrewman — Fly 6-8 | Grade 1 |
| 8. | Aircrewman — Fly 6-8 | Grade 2 |
| 9. | Aircrewman — Fly 8-10 | Grade 1 |
| 10. | Aviation Technician Aircraft | Grade 3 |
| 11. | Aviation Technician Avionics | Grade 3 |
| 12. | Clearance Diver | Grade 2 |
| 13. | Combat Systems Operator Mine Warfare — SM | Grade 1 |

| | | |
|-----|---|---------|
| 14. | Combat Systems Operator Mine Warfare — SM | Grade 2 |
| 15. | Combat Systems Operator Mine Warfare — SM | Grade 3 |
| 16. | Communications and Information Systems — Communications | Grade 4 |
| 17. | Communications and Information Systems — Information | Grade 4 |
| 18. | Communications and Information Systems — Information SM | Grade 1 |
| 19. | Cyber Warfare Specialist | Grade 3 |
| 20. | Electronic Technician | Grade 4 |
| 21. | Electronic Technician — Fire Control Officer | Grade 3 |
| 22. | Electronic Technician — Radar Systems Controller | Grade 3 |
| 23. | Electronic Technician — SM | Grade 1 |
| 24. | Electronic Warfare | Grade 4 |
| 25. | Electronics Technician Fire Control — Submariner (ETFC-SM) | Grade 2 |
| 26. | Electronics Technician Navigation — Submariner (ETV-SM) | Grade 2 |
| 27. | Hospitality Specialist — Submariner (HS-SM) | Grade 3 |
| 28. | Hospitality Specialist — Submariner (HS-SM) | Grade 4 |
| 29. | Hospitality Specialist — Submariner (HS-SM) | Grade 5 |
| 30. | Hydrographic Systems Manager — Laser Airborne Depth Sounder | Grade A |
| 31. | Hydrographic Systems Manager — Navigation Watchkeeping Certificate | Grade A |
| 32. | Hydrographic Systems Operator — Laser Airborne Depth Sounder | Grade 3 |
| 33. | Hydrographic Systems Operator — Navigation Watchkeeping Certificate | Grade 3 |
| 34. | Imagery Specialist | Grade 3 |
| 35. | Information Systems Technician Communications — Submariner (ITR-SM) | Grade 2 |
| 36. | Information Systems Technician Electronic Warfare — Submariner (ITE-SM) | Grade 2 |
| 37. | Machinist's Mate Auxiliary — Submariner (MMA-SM) | Grade 2 |
| 38. | Machinist's Mate Weapons — Submariner (MMW-SM) | Grade 2 |
| 39. | Marine Technician | Grade 4 |
| 40. | Marine Technician — SM | Grade 1 |
| 41. | Maritime Logistics Chef — SM | Grade 3 |
| 42. | Maritime Logistics Chef — SM | Grade 4 |
| 43. | Maritime Logistics Chef — SM | Grade 5 |
| 44. | Maritime Logistics Supply Chain — SM | Grade 2 |
| 45. | Maritime Logistics Supply Chain — SM | Grade 3 |
| 46. | Maritime Logistics Supply Chain — SM | Grade 4 |
| 47. | Maritime Logistics Supply Chain — SM | Grade 5 |
| 48. | Medic — SM | Grade 2 |
| 49. | Medic — SM | Grade 3 |

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| 50. | Medic Underwater — SM | — |
| 51. | Naval Police Coxswain — SM | Grade 1 |
| 52. | Naval Police Coxswain — SM | Grade 2 |
| 53. | Navy Intelligence Sailor | Grade 4 |
| 54. | Sonar Technician — Submariner (ST-SM) | Grade 2 |

Pay grade 8

| Item | Employment Category | Grade |
|------|--|---------|
| 1. | Acoustic Warfare Analyst Submarines | Grade 2 |
| 2. | Aircrewman — (Competency Progression) | Grade 6 |
| 3. | Aircrewman — Fly 10+ | Grade 1 |
| 4. | Aircrewman — Fly 8-10 | Grade 2 |
| 5. | Aircrewman — Fly 10+ | Grade 2 |
| 6. | Aircrewman — Fly 6-8 | Grade 3 |
| 7. | Aircrewman — Fly 8-10 | Grade 3 |
| 8. | Aviation Technician Aircraft | Grade 4 |
| 9. | Aviation Technician Aircraft | Grade 5 |
| 10. | Aviation Technician Avionics | Grade 4 |
| 11. | Aviation Technician Avionics | Grade 5 |
| 12. | Clearance Diver | Grade 3 |
| 13. | Clearance Diver — TAG | Grade 1 |
| 14. | Clearance Diver — TAG | Grade 2 |
| 15. | Clearance Diver — TAG | Grade 3 |
| 16. | Communications and Information Systems — Communications | Grade 5 |
| 17. | Communications and Information Systems — Information | Grade 5 |
| 18. | Communications and Information Systems — Information SM | Grade 2 |
| 19. | Cyber Warfare Specialist | Grade 4 |
| 20. | Cyber Warfare Specialist | Grade 5 |
| 21. | Electronic Technician | Grade 5 |
| 22. | Electronic Technician — Combat Systems Coordinator | Grade 4 |
| 23. | Electronic Technician — Fire Control Officer | Grade 4 |
| 24. | Electronic Technician — Fire Control Officer | Grade 5 |
| 25. | Electronic Technician — SM | Grade 2 |
| 26. | Electronic Warfare | Grade 5 |
| 27. | Electronic Warfare Submarines — SM | Grade 3 |
| 28. | Electronics Technician Fire Control — Submariner (ETFC-SM) | Grade 3 |
| 29. | Electronics Technician Navigation — Submariner (ETV-SM) | Grade 3 |

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| 30. | Information Systems Technician Communications — Submariner (ITR-SM) | Grade 3 |
| 31. | Information Systems Technician Electronic Warfare — Submariner (ITE-SM) | Grade 3 |
| 32. | Machinist's Mate Auxiliary — Submariner (MMA-SM) | Grade 3 |
| 33. | Machinist's Mate Weapons — Submariner (MMW-SM) | Grade 3 |
| 34. | Marine Technician | Grade 5 |
| 35. | Marine Technician — SM | Grade 2 |
| 36. | Medic — SM | Grade 4 |
| 37. | Nuclear Technician – Electrician's Mate — SM (NT-EM) | Grade 3 |
| 38. | Nuclear Technician — Electronics Technician — SM (NT-ET) | Grade 3 |
| 39. | Nuclear Technician — Machinist's Mate — SM (NT-MM) | Grade 3 |
| 40. | Medic Manager — SM | – |
| 41. | Medic Supervisor — SM | – |
| 42. | Navy Intelligence Sailor | Grade 5 |
| 43. | Sonar Technician — Submariner (ST-SM) | Grade 3 |

Pay grade 9

| Item | Employment Category | Grade |
|------|---|---------|
| 1. | Acoustic Warfare Analyst Submarines — SM | Grade 3 |
| 2. | Aircrewman — Fly 10+ | Grade 3 |
| 3. | Aviation Technician Aircraft — Flight Senior Maintenance Sailor | – |
| 4. | Aviation Technician Avionics — Flight Senior Maintenance Sailor | – |
| 5. | Communications and Information Systems — Information SM | Grade 3 |
| 6. | Communications and Information Systems — Information SM | Grade 4 |
| 7. | Electronic Technician — SM | Grade 3 |
| 8. | Electronic Warfare Submarines — SM | Grade 4 |
| 9. | Electronics Technician Fire Control — Submariner (ETFC-SM) | Grade 4 |
| 10. | Electronics Technician Navigation — Submariner (ETV-SM) | Grade 4 |
| 11. | Information Systems Technician Communications — Submariner (ITR-SM) | Grade 4 |
| 12. | Information Systems Technician Electronic Warfare — Submariner (ITE-SM) | Grade 4 |
| 13. | Machinist's Mate Auxiliary — Submariner (MMA-SM) | Grade 4 |
| 14. | Machinist's Mate Weapons — Submariner (MMW-SM) | Grade 4 |
| 15. | Marine Technician — Senior Technical Officer | – |
| 16. | Marine Technician — SM | Grade 3 |
| 17. | Sonar Technician — Submariner (ST-SM) | Grade 4 |
| 18. | Sonar Technician — Submariner (ST-SM) | Grade 5 |

Pay grade 10

| Item | Employment Category | Grade |
|-------------|---|--------------|
| 1. | Acoustic Warfare Analyst Specialist — SM | — |
| 2. | Communications and Information Systems — Information SM | Grade 5 |
| 3. | Electronic Warfare Submarines Specialist — SM | Grade 5 |
| 4. | Electronics Technician Fire Control — Submariner (ETFC-SM) | Grade 5 |
| 5. | Electronics Technician Navigation — Submariner (ETV-SM) | Grade 5 |
| 6. | Electronic Technician — SM | Grade 4 |
| 7. | Electronic Technician — SM | Grade 5 |
| 8. | Information Systems Technician Communications — Submariner (ITR-SM) | Grade 5 |
| 9. | Information Systems Technician Electronic Warfare — Submariner (ITE-SM) | Grade 5 |
| 10. | Machinist's Mate Auxiliary — Submariner (MMA-SM) | Grade 5 |
| 11. | Machinist's Mate Weapons — Submariner (MMW-SM) | Grade 5 |
| 12. | Marine Technician — SM | Grade 4 |
| 13. | Marine Technician — SM | Grade 5 |

Part 2: Army

Pay grade 1

| Item | Employment Category | Grade |
|------|---|---------|
| 1. | Air Dispatcher | Grade 2 |
| 2. | Air Dispatcher | Grade 3 |
| 3. | Artillery Gunner AMDS | Grade 0 |
| 4. | Artillery Gunner DS | Grade 0 |
| 5. | Artillery Gunner OS (PMF) | Grade 0 |
| 6. | Artillery Gunner OS (Towed Howitzer) | Grade 0 |
| 7. | Cargo Specialist | Grade 1 |
| 8. | Combat Engineer | Grade 1 |
| 9. | Combat Support Operator (Reserve) | Grade 1 |
| 10. | Combat Support Operator (Reserve) | Grade 2 |
| 11. | Command Support Clerk | Grade 1 |
| 12. | Cook | Grade 1 |
| 13. | Cook Assistant | – |
| 14. | Distribution Operator | Grade 1 |
| 15. | Driver Specialist | Grade 1 |
| 16. | General Duties | – |
| 17. | Gunner Provisional | – |
| 18. | Health Operator 1 | – |
| 19. | Marine Specialist | Grade 1 |
| 20. | Local Observer | – |
| 21. | Operator Movements | Grade 1 |
| 22. | Operator Petroleum | Grade 1 |
| 23. | Operator Surveillance Reconnaissance and Targeting (AFO) | Grade 0 |
| 24. | Operator Surveillance Reconnaissance and Targeting (Sensor) | Grade 0 |
| 25. | Operator Uncrewed Aircraft Systems | Grade 0 |
| 26. | Patrolman | – |
| 27. | Preventive Medicine Technician (Reserve) | Grade 1 |
| 28. | Rifleman | Grade 1 |

Pay grade 2

| Item | Employment Category | Grade |
|------|---|---------|
| 1. | Air Dispatcher | Grade 1 |
| 2. | Air Dispatcher | Grade 4 |
| 3. | Artillery Command Systems Operator AMDS | Grade 0 |

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| 4. | Artillery Command Systems Operator OS | Grade 0 |
| 5. | Artillery Gunner AMDS | Grade 1 |
| 6. | Artillery Gunner DS | Grade 1 |
| 7. | Artillery Gunner OS (PMF) | Grade 1 |
| 8. | Artillery Gunner OS (Towed Howitzer) | Grade 1 |
| 9. | Assistant Instructor | – |
| 10. | Aviation Groundcrew Operator | Grade 1 |
| 11. | Battlespace Communications Specialist | Grade 1 |
| 12. | Combat Engineer | Grade 2 |
| 13. | Combat Engineer Section Commander | Grade 1 |
| 14. | Combat Support Operator Second in Command (Reserve) | – |
| 15. | Command Support Clerk | Grade 2 |
| 16. | Cook | Grade 2 |
| 17. | Cook | Grade 3 |
| 18. | Cook Advanced | – |
| 19. | Dental Assistant | Grade 1 |
| 20. | Distribution Operator | Grade 2 |
| 21. | Driver Specialist | Grade 2 |
| 22. | Health Operator 2 | – |
| 23. | Health Operator 3 | – |
| 24. | Light Cavalry Scout | Grade 1 |
| 25. | Military Police Law Enforcement | Grade 1 |
| 26. | Operator Uncrewed Aircraft Systems | Grade 2 |
| 27. | Patrolman | Grade 1 |
| 28. | Preventive Medicine Technician | Grade 2 |
| 29. | Rifleman | Grade 2 |
| 30. | Technician Assistant | – |

Pay grade 3

| Item | Employment Category | Grade |
|------|---------------------------------|---------|
| 1. | Air Dispatcher | Grade 5 |
| 2. | Air Dispatcher Crew Commander | Grade 1 |
| 3. | Air Dispatcher Crew Commander | Grade 2 |
| 4. | Air Dispatcher Crew Commander | Grade 3 |
| 5. | Analyst Intelligence Operations | Grade 1 |
| 6. | Armoured Cavalry Trooper | – |
| 7. | Artillery Gunner AMDS | Grade 2 |

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| 8. | Artillery Gunner DS | Grade 2 |
| 9. | Artillery Gunner OS (PMF) | Grade 2 |
| 10. | Artillery Gunner OS (Towed Howitzer) | Grade 2 |
| 11. | Aviation Groundcrew Operator | Grade 2 |
| 12. | Aviation Operations Specialist Command Post Operator | Grade 1 |
| 13. | Battlespace Communications Specialist | Grade 2 |
| 14. | Cargo Specialist | Grade 2 |
| 15. | Cargo Specialist | Grade 3 |
| 16. | Chef | – |
| 17. | Combat Clerk Engineers | – |
| 18. | Combat Engineer | Grade 3 |
| 19. | Combat Engineer Supervisor | Grade 1 |
| 20. | Combat Support Operator Commander (Reserve) | – |
| 21. | Combat Support Operator Manager (Reserve) | – |
| 22. | Command Support Clerk Advanced | – |
| 23. | Cook | Grade 4 |
| 24. | Cook Supervisor | – |
| 25. | Dental Assistant | Grade 2 |
| 26. | Distribution Operator | Grade 3 |
| 27. | Distribution Operator Driver | – |
| 28. | Driver Specialist | Grade 3 |
| 29. | Driver Specialist Advanced | – |
| 30. | Emergency Responder | – |
| 31. | Health Operator Supervisor | – |
| 32. | Health Technician 1A | – |
| 33. | Health Technician 1B | – |
| 34. | Health Technician 1C | – |
| 35. | Infantry Operations Clerk | – |
| 36. | Infantry Resource Storeman | – |
| 37. | Information Systems Technician | Grade 1 |
| 38. | Information Systems Technician | Grade 2 |
| 39. | Kitchen Manager | – |
| 40. | Light Cavalry Scout | Grade 2 |
| 41. | Manager Clerk Engineers | – |
| 42. | Manager Storeman Engineers | – |
| 43. | Marine Specialist | Grade 2 |
| 44. | Military Police General Duties | Grade 1 |

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| 45. | Military Police Law Enforcement | Grade 2 |
| 46. | Musician Single Instrument | Grade 1 |
| 47. | Operator Heavy Vehicle | — |
| 48. | Operator Heavy Vehicle Advanced | — |
| 49. | Operator Movements | Grade 2 |
| 50. | Operator Movements Advanced | — |
| 51. | Operator Petroleum | — |
| 52. | Operator Specialist Vehicles | Grade 1 |
| 53. | Operator Surveillance Reconnaissance and Targeting (AFO) | Grade 1 |
| 54. | Operator Surveillance Reconnaissance and Targeting (AFO) | Grade 2 |
| 55. | Operator Surveillance Reconnaissance and Targeting (Sensor) | Grade 1 |
| 56. | Operator Surveillance Reconnaissance and Targeting (Sensor) | Grade 2 |
| 57. | Operator Uncrewed Aircraft Systems | Grade 1 |
| 58. | Operator Uncrewed Aircraft Systems | Grade 4 |
| 59. | Patrolman | Grade 2 |
| 60. | Physical Training Instructor | Grade 1 |
| 61. | Preventive Medicine Technician | Grade 3 |
| 62. | Preventive Medicine Technician Advanced | — |
| 63. | Recovery Technician — Driver | Grade 1 |
| 64. | Recovery Technician | Grade 2 |
| 65. | Rifleman | Grade 3 |
| 66. | Rigger Parachute | — |
| 67. | Storeman Engineers | — |
| 68. | Supervisor Section Operations | Grade 1 |
| 69. | Supervisor Clerk Engineers | — |
| 70. | Supervisor Storeman Engineers | — |
| 71. | Telecommunications Network Signaller | Grade 1 |

Pay grade 4

| Item | Employment Category | Grade |
|------|---|---------|
| 1. | Aerial Delivery Supervisor | Grade 1 |
| 2. | Aerial Delivery Supervisor | Grade 2 |
| 3. | Ammunition Supplier | — |
| 4. | Analyst Intelligence Operations | Grade 2 |
| 5. | Armoured Cavalry Specialist | — |
| 6. | Army Imagery Specialist | Grade 1 |
| 7. | Artillery Command Systems Operator AMDS | Grade 1 |

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| 8. | Artillery Command Systems Operator OS | Grade 1 |
| 9. | Artillery Gunner AMDS | Grade 3 |
| 10. | Artillery Gunner DS | Grade 3 |
| 11. | Artillery Gunner OS (PMF) | Grade 3 |
| 12. | Artillery Gunner OS (Towed Howitzer) | Grade 3 |
| 13. | Assistant Supervisor Infantry Operations Clerk | — |
| 14. | Assistant Supervisor Infantry Resource Storeman | — |
| 15. | Aviation Groundcrew Operator Advanced | — |
| 16. | Aviation Operations Specialist Command Post Operator | Grade 2 |
| 17. | Battlespace Communications Specialist | Grade 3 |
| 18. | Battlespace Communications Specialist | Grade 4 |
| 19. | Cargo Specialist Advanced | — |
| 20. | Cargo Specialist Manager | — |
| 21. | Cargo Specialist Supervisor | — |
| 22. | Carpenter | Grade 1 |
| 23. | Caterer | — |
| 24. | Chef Supervisor | — |
| 25. | Combat Engineer Dry Support Bridge | — |
| 26. | Combat Engineer Operator Engineer Vehicle | — |
| 27. | Combat Engineer Section Commander | Grade 2 |
| 28. | Combat Engineer Supervisor | Grade 2 |
| 29. | Combat Rescue Operator | — |
| 30. | Command Support Clerk Finance Manager | — |
| 31. | Command Support Clerk Finance Supervisor | — |
| 32. | Command Support Clerk Manager | — |
| 33. | Command Support Clerk Supervisor | — |
| 34. | Dental Supervisor | — |
| 35. | Distribution Operator Advanced | — |
| 36. | Distribution Supervisor | — |
| 37. | Distribution Manager | — |
| 38. | Electrician | Grade 1 |
| 39. | Electronics Technician | Grade 1 |
| 40. | Energy Technician | Grade 1 |
| 41. | Health Operator Manager | — |
| 42. | Health Technician 2 | — |
| 43. | Information Systems Technician | Grade 3 |
| 44. | Information Systems Technician | Grade 5 |

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| 45. | Light Cavalry Scout Section Commander | — |
| 46. | Manager Infantry Operations Clerk | — |
| 47. | Manager Infantry Resource Storeman | — |
| 48. | Marine Specialist | Grade 3 |
| 49. | Marine Specialist Advanced | — |
| 50. | Marine Specialist Manager | — |
| 51. | Marine Specialist Supervisor | — |
| 52. | Marine Technician | Grade 1 |
| 53. | Marine Technician | Grade 2 |
| 54. | Material Technician | Grade 1 |
| 55. | Material Technician | Grade 2 |
| 56. | Military Police General Duties | Grade 2 |
| 57. | Military Police Law Enforcement Specialist | — |
| 58. | Musician Audio Engineer | Grade 1 |
| 59. | Musician Music Arranger | Grade 1 |
| 60. | Musician Multi-Instrumentalist | Grade 1 |
| 61. | Musician Multi-Instrumentalist | Grade 2 |
| 62. | Musician Single Instrument | Grade 2 |
| 63. | Operator Movements Supervisor | — |
| 64. | Operator Movements Manager | — |
| 65. | Operator Petroleum Advanced | — |
| 66. | Operator Plant | Grade 1 |
| 67. | Operator Specialist Vehicles | Grade 2 |
| 68. | Operator Specialist Vehicles Advanced | — |
| 69. | Operator Surveillance Reconnaissance and Targeting (AFO) | Grade 3 |
| 70. | Operator Surveillance Reconnaissance and Targeting (Sensor) | Grade 3 |
| 71. | Operator Uncrewed Aircraft Systems | Grade 3 |
| 72. | Operator Uncrewed Aircraft Systems | Grade 6 |
| 73. | Operator Uncrewed Aircraft Systems | Grade 8 |
| 74. | Patrol Commander | — |
| 75. | Physical Training Instructor | Grade 2 |
| 76. | Physical Training Instructor Supervisor | — |
| 77. | Plumber | Grade 1 |
| 78. | Preventive Medicine Supervisor | — |
| 79. | Recovery Technician | Grade 3 |
| 80. | Rifleman Specialist | Grade 3 |
| 81. | Rigger Parachute Advanced | — |

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| 82. | Supervisor Infantry Operations Clerk | – |
| 83. | Supervisor Infantry Resource Storeman | – |
| 84. | Supervisor Platoon Operations | Grade 1 |
| 85. | Supervisor Platoon Operations Specialist | Grade 1 |
| 86. | Supervisor Section Operations | Grade 2 |
| 87. | Supervisor Section Operations Specialist | Grade 1 |
| 88. | Telecommunications Network Signaller | Grade 2 |
| 89. | Transport Operations Manager | – |
| 90. | Transport Operations Supervisor | – |
| 91. | Vehicle Technician | Grade 1 |
| 92. | Vehicle Technician | Grade 2 |
| 93. | Weapon Technician | Grade 1 |
| 94. | Weapon Technician | Grade 2 |

Pay grade 5

| Item | Employment Category | Grade |
|------|--|---------|
| 1. | Aerial Delivery Project Officer | – |
| 2. | Aircraft Technician | Grade 1 |
| 3. | Aircrew Operator | Grade 1 |
| 4. | Analyst Intelligence Operations | Grade 3 |
| 5. | Analyst Intelligence Operations | Grade 4 |
| 6. | Ammunition Supplier Advanced | Grade 1 |
| 7. | Armoured Cavalry Commander | – |
| 8. | Armoured Cavalry Sergeant | – |
| 9. | Army Imagery Specialist | Grade 2 |
| 10. | Artillery Command Systems Operator AMDS | Grade 2 |
| 11. | Artillery Command Systems Operator OS | Grade 2 |
| 12. | Assistant Manager Joint Fires AMDS | – |
| 13. | Assistant Manager Joint Fires DS | – |
| 14. | Assistant Manager Joint Fires OS (AFO) | – |
| 15. | Assistant Manager Joint Fires OS (PMF) | – |
| 16. | Assistant Manager Joint Fires OS (Sensor) | – |
| 17. | Assistant Manager Joint Fires OS (Towed Howitzer) | – |
| 18. | Aviation Groundcrew Supervisor | – |
| 19. | Aviation Operations Specialist Command Post Operator | Grade 3 |
| 20. | Avionics Technician | Grade 1 |
| 21. | Battlespace Communications Specialist | Grade 5 |

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| 22. | Battlespace Communications Specialist Detachment Commander | Grade 1 |
| 23. | Battlespace Communications Specialist Supervisor | Grade 1 |
| 24. | Carpenter | Grade 2 |
| 25. | Combat Engineer Explosive Detection Dog Handler | – |
| 26. | Combat Engineer Explosive Ordnance Reconnaissance | – |
| 27. | Combat Engineer Manager | Grade 2 |
| 28. | Combat Engineer Section Commander | Grade 3 |
| 29. | Combat Engineer Section Commander Grade 3 Explosive Detection Dog | – |
| 30. | Combat Engineer Supervisor | Grade 3 |
| 31. | Combat Rescue Section Commander | – |
| 32. | Combat Rescue Supervisor | – |
| 33. | Cyber Warfare Specialist | Grade 1 |
| 34. | Dental Manager | – |
| 35. | Drafting Technician | – |
| 36. | Electrician | Grade 2 |
| 37. | Electronic Warfare Operator | – |
| 38. | Electronics Technician | Grade 2 |
| 39. | Electronics Technician | Grade 3 |
| 40. | Energy Technician | Grade 2 |
| 41. | Energy Technician | Grade 3 |
| 42. | Engineer Surveyor | – |
| 43. | Examiner Psychological | – |
| 44. | Geospatial Technician | Grade 1 |
| 45. | Geospatial Technician | Grade 2 |
| 46. | Health Technician 3 | – |
| 47. | Health Technician 3 Underwater | – |
| 48. | Health Technician Supervisor | – |
| 49. | Health Technician Supervisor Underwater | – |
| 50. | Information Systems Team Leader | – |
| 51. | Information Systems Technician | Grade 6 |
| 52. | Light Cavalry Scout Sergeant | – |
| 53. | Light Cavalry Scout Warrant Officer | – |
| 54. | Manager Company Operations | Grade 1 |
| 55. | Manager Petroleum | – |
| 56. | Manager Uncrewed Aircraft Systems | Grade 2 |
| 57. | Marine Technician | Grade 3 |
| 58. | Material Technician | Grade 3 |

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| 59. | Military Police Australian Defence Force Investigator | — |
| 60. | Military Police Specialist — Close Personal Protection Operative | — |
| 61. | Military Police Specialist — Dog Handler | — |
| 62. | Multimedia Technician | Grade 1 |
| 63. | Musician Audio Engineer | Grade 2 |
| 64. | Musician Audio Engineer | Grade 3 |
| 65. | Musician Drum Major | Grade 1 |
| 66. | Musician Drum Major | Grade 2 |
| 67. | Musician Multi-Instrumentalist | Grade 3 |
| 68. | Musician Multi-Instrumentalist | Grade 4 |
| 69. | Musician Multi-Instrumentalist | Grade 5 |
| 70. | Musician Music Arranger | Grade 2 |
| 71. | Musician Music Arranger | Grade 3 |
| 72. | Musician Single Instrument | Grade 3 |
| 73. | Operator Plant | Grade 2 |
| 74. | Operator Plant | Grade 3 |
| 75. | Operator Uncrewed Aircraft Systems | Grade 5 |
| 76. | Operator Uncrewed Aircraft Systems | Grade 7 |
| 77. | Patrol Master | — |
| 78. | Petroleum Specialist | — |
| 79. | Physical Training Instructor Manager | — |
| 80. | Plumber | Grade 2 |
| 81. | Preventive Medicine Manager | — |
| 82. | Recovery Technician | Grade 4 |
| 83. | Rigger Parachute Manager | — |
| 84. | Rigger Parachute Supervisor | — |
| 85. | Reporter | — |
| 86. | Supervisor Artillery ADMS | — |
| 87. | Supervisor Artillery DS | — |
| 88. | Supervisor Artillery OS (PMF) | — |
| 89. | Supervisor Artillery OS (Towed Howitzer) | — |
| 90. | Supervisor Petroleum | — |
| 91. | Supervisor Platoon Operations | Grade 2 |
| 92. | Supervisor Platoon Operations Specialist | Grade 2 |
| 93. | Supervisor Section Operations Specialist | Grade 2 |
| 94. | Supervisor Surveillance Reconnaissance and Targeting (AFO) | — |
| 95. | Supervisor Surveillance Reconnaissance and Targeting (Sensor) | — |

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| 96. | Telecommunications Network Detachment Commander | – |
| 97. | Telecommunications Network Signaller | – |
| 98. | Vehicle Technician | Grade 3 |
| 99. | Weapon Technician | Grade 3 |

Pay grade 6

| Item | Employment Category | Grade |
|------|--|---------|
| 1. | Aircraft Technician | Grade 2 |
| 2. | Aircrew Operator | Grade 2 |
| 3. | Ammunition Supplier Advanced | Grade 2 |
| 4. | Analyst Intelligence Operations Supervisor | – |
| 5. | Armoured Cavalry Warrant Officer | – |
| 6. | Artificer Land | Grade 1 |
| 7. | Artillery Command Systems Operator AMDS | Grade 3 |
| 8. | Artillery Command Systems Operator OS | Grade 3 |
| 9. | Aviation Groundcrew Manager | – |
| 10. | Aviation Operations Specialist Command Post Supervisor | – |
| 11. | Avionics Technician | Grade 2 |
| 12. | Battlespace Communications Manager | Grade 1 |
| 13. | Battlespace Communications Specialist Detachment Commander | Grade 2 |
| 14. | Battlespace Communications Specialist Supervisor | Grade 2 |
| 15. | Battlespace Communications Specialist Supervisor | Grade 2 |
| 16. | Combat Rescue Manager | Grade 1 |
| 17. | Combat Engineer Explosive Ordnance Disposal Manager | – |
| 18. | Combat Engineer Explosive Ordnance Disposal Operator | – |
| 19. | Combat Engineer Explosive Ordnance Disposal Supervisor | – |
| 20. | Combat Engineer Manager | Grade 3 |
| 21. | Cyber Warfare Specialist | Grade 2 |
| 22. | Electronic Warfare Detachment Commander | – |
| 23. | Electronics Technician | Grade 4 |
| 24. | Electronics Technician | Grade 5 |
| 25. | Energy Technician | Grade 4 |
| 26. | Energy Technician | Grade 5 |
| 27. | Geospatial Technician | Grade 3 |
| 28. | Geospatial Technician | Grade 4 |
| 29. | Health Technician Manager | – |
| 30. | Information Systems Detachment Commander | – |

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| 31. | Information Systems Supervisor | – |
| 32. | Manager Company Operations | Grade 2 |
| 33. | Manager Company Operations Specialist | Grade 2 |
| 34. | Manager Joint Fires AMDS | – |
| 35. | Manager Joint Fires DS | – |
| 36. | Manager Joint Fires OS | – |
| 37. | Manager Uncrewed Aircraft Systems | Grade 1 |
| 38. | Marine Technician | Grade 4 |
| 39. | Material Technician | Grade 4 |
| 40. | Military Police Australian Defence Force Investigator Specialist | – |
| 41. | Multimedia Technician | Grade 2 |
| 42. | Multimedia Technician | Grade 3 |
| 43. | Recovery Technician Specialist | – |
| 44. | Section Commander Construction (Carpenter) | – |
| 45. | Section Commander Construction (Drafting) | – |
| 46. | Section Commander Construction (Electrician) | – |
| 47. | Section Commander Construction (Operator Plant) | – |
| 48. | Section Commander Construction (Plumber) | – |
| 49. | Section Commander Construction (Survey) | – |
| 50. | Supervisor Company Operations Specialist | Grade 2 |
| 51. | Telecommunications Network Supervisor | – |
| 52. | Telecommunications Network Team Leader | – |
| 53. | Vehicle Technician | Grade 4 |
| 54. | Weapon Technician | Grade 4 |

Pay grade 7

| Item | Employment Category | Grade |
|------|--|-------|
| 1. | Aeroskills Technician Specialist Single Category | – |
| 2. | Aircraft Technician Supervisor | – |
| 3. | Aircrew Operator Manager | – |
| 4. | Aircrew Operator Supervisor | – |
| 5. | Aircrew Operator Senior Manager | – |
| 6. | Aircrew Operator Supervisor Instructor | – |
| 7. | Ammunition Technician Manager | – |
| 8. | Ammunition Technician Supervisor | – |
| 9. | Analyst Intelligence Operations Manager | – |
| 10. | Aviation Groundcrew Advisor | – |

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|-----|---|---------|
| 11. | Artificer Land | Grade 2 |
| 12. | Assistant Manager Joint Fires AMDS (ACS) | — |
| 13. | Assistant Manager Joint Fires OS (ACS) | — |
| 14. | Aviation Operations Specialist Manager Aviation Squadron Operations | — |
| 15. | Avionics Technician Supervisor | — |
| 16. | Battlespace Communications Manager | Grade 2 |
| 17. | Cyber Warfare Specialist | Grade 3 |
| 18. | Electronic Warfare Supervisor | — |
| 19. | Electronics Technician | Grade 6 |
| 20. | Electronics Technician Specialist | — |
| 21. | Energy Technician | Grade 6 |
| 22. | Geospatial Technician | Grade 5 |
| 23. | Geospatial Technician | Grade 6 |
| 24. | Geospatial Technician | Grade 7 |
| 25. | Information Systems Manager | — |
| 26. | Supervisor Artillery Command Systems AMDS | — |
| 27. | Supervisor Artillery Command Systems OS | — |
| 28. | Telecommunications Network Manager | — |
| 29. | Telecommunications Network Planner | — |

Pay grade 8

| Item | Employment Category | Grade |
|------|--|-------|
| 1. | Aeroskills Technician Specialist Dual Category | — |
| 2. | Aeroskills Technician Specialist Manager Single Category | — |
| 3. | Aircraft Technician Manager | — |
| 4. | Aircrew Artificer (Aircraft) | - |
| 5. | Aircrew Artificer (Avionics) | |
| 6. | Aircrew Operator Manager Instructor | — |
| 7. | Aircrew Operator Senior Manager Instructor | — |
| 8. | Aircrew Technician Manager (Aircraft) | — |
| 9. | Aircrew Technician Manager (Avionics) | — |
| 10. | Aircrew Technician Supervisor (Aircraft) | — |
| 11. | Aircrew Technician Supervisor (Avionics) | — |
| 12. | Aircrewman Supervisor (Time Progression) Fly 10+ | — |
| 13. | Artificer Aircraft | — |
| 14. | Artificer Avionics | — |
| 15. | Aviation Operations Senior Manager | — |

| | | |
|-----|--|---------|
| 16. | Avionics Technician Manager | — |
| 17. | Cyber Warfare Specialist | Grade 4 |
| 18. | Electronic Warfare Manager | — |
| 19. | Special Reconnaissance Operator (Foundation) | — |
| 20. | Strike and Recovery Operator (Foundation) | — |
| 21. | Special Warfare Operator (Foundation) | — |
| 22. | Supervisor Works | — |
| 23. | Technician Avionics (Time Progression) Fly 10+ | Grade 2 |

Pay grade 9

| Item | Employment Category | Grade |
|------|--|-------|
| 1. | Aeroskills Technician Master Specialist | — |
| 2. | Aeroskills Technician Specialist Manager Dual Category | — |
| 3. | Aircrew Artificer Aero (Aircraft) | — |
| 4. | Aircrew Artificer Aero (Avionics) | — |
| 5. | Artificer Aero Aircraft | — |
| 6. | Artificer Aero Avionics | — |
| 7. | Artificer Aircraft (Time Progression) Fly 10+ | — |
| 8. | Artificer Avionics (Time Progression) Fly 10+ | — |
| 9. | Special Reconnaissance Operator (Intermediate) | — |
| 10. | Strike and Recovery Operator (Intermediate) | — |
| 11. | Special Warfare Operator (Intermediate) | — |

Pay grade 10

| Item | Employment Category | Grade |
|------|--|-------|
| 1. | Special Reconnaissance Operator (Advanced) | — |
| 2. | Special Reconnaissance Operator (Master) | — |
| 3. | Strike and Recovery Operator (Advanced) | — |
| 4. | Strike and Recovery Operator (Master) | — |
| 5. | Special Warfare Operator (Advanced) | — |
| 6. | Special Warfare Operator (Master) | — |

Part 3: Air Force

Pay grade 1

| Item | Employment Category | Grade |
|------|-------------------------|---------|
| 1. | General Enlisted Duties | — |
| 2. | Mess Operator | Grade 1 |
| 3. | Security Forces | Grade 1 |
| 4. | Steward | Grade 1 |
| 5. | Telephone Operator | — |

Pay grade 2

| Item | Employment Category | Grade |
|------|---|---------|
| 1. | Chef | Grade 1 |
| 2. | Crew Attendant General — Time Progression Fly 0 | — |
| 3. | Dental Assistant | — |
| 4. | Dental Assistant | Grade 1 |
| 5. | Mess Operator | Grade 2 |
| 6. | Motor Transport Driver | Grade 1 |
| 7. | Movements | Grade 1 |
| 8. | Personnel Capability Specialist — Operator | — |
| 9. | Security Forces | Grade 2 |
| 10. | Steward | Grade 2 |
| 11. | Supply | Grade 1 |

Pay grade 3

| Item | Employment Category | Grade |
|------|---|---------|
| 1. | Aircraft Mechanic | — |
| 2. | Air Force Police | Grade 1 |
| 3. | Armament Mechanic | — |
| 4. | Avionics Mechanic | — |
| 5. | Chef | Grade 2 |
| 6. | Communications Electronic Mechanic | — |
| 7. | Crew Attendant — Competency Progression | Grade 1 |
| 8. | Crew Attendant — Time Progression Fly 0 | — |
| 9. | Crew Attendant General — Time Progression Fly 0-2 | Grade 1 |
| 10. | Dental Assistant | Grade 2 |
| 11. | Firefighter | — |

| | | |
|-----|---|---------|
| 12. | Medical Technician | Grade 1 |
| 13. | Motor Transport Driver | Grade 2 |
| 14. | Movements | Grade 2 |
| 15. | Personnel Capability Specialist — Coordinator | — |
| 16. | Physical Training Instructor | Grade 1 |
| 17. | Security Forces | Grade 3 |
| 18. | Supply | Grade 2 |
| 19. | Tailor | — |

Pay grade 4

| Item | Employment Category | Grade |
|------|--|---------|
| 1. | Aeronautical Life Support Fitter | Grade 1 |
| 2. | Airborne Electronics Analyst (Ground) (Non-Feeder) | Grade 1 |
| 3. | Aircraft Fitter | Grade 1 |
| 4. | Aircraft Surface Finisher | — |
| 5. | Aircraft Structural Fitter | Grade 1 |
| 6. | Aircraft Surface Finisher | Grade 1 |
| 7. | Air Force Imagery Specialist | Grade 1 |
| 8. | Air Force Police | Grade 2 |
| 9. | Air Surveillance Operator | Grade 1 |
| 10. | Armament Fitter | Grade 1 |
| 11. | Avionics Fitter | Grade 1 |
| 12. | Carpenter | Grade 1 |
| 13. | Chef | Grade 3 |
| 14. | Communications and Information Systems Controller | Grade 1 |
| 15. | Communications Electronic Fitter | Grade 1 |
| 16. | Crew Attendant — Competency Progression | Grade 2 |
| 17. | Crew Attendant — Time Progression Fly 0-2 | Grade 1 |
| 18. | Dental Supervisor | — |
| 19. | Electrician | Grade 1 |
| 20. | Electroplater | — |
| 21. | Environmental Health Surveyor | — |
| 22. | Firefighter | Grade 1 |
| 23. | Firefighter | Grade 2 |
| 24. | Ground Mechanical Engineering Fitter | Grade 1 |
| 25. | Ground Support Equipment Fitter | Grade 1 |

| | | |
|-----|--|---------|
| 26. | Loadmaster — Time Progression Fly 0 | — |
| 27. | Medical Technician | Grade 2 |
| 28. | Metal Mechanist | Grade 1 |
| 29. | Movements | Grade 3 |
| 30. | Musician | Grade 2 |
| 31. | Network Technician | Grade 1 |
| 32. | Operating Theatre Technician | — |
| 33. | Personnel Capability Specialist — Specialist | — |
| 34. | Physical Training Instructor | Grade 2 |
| 35. | Physical Training Instructor | Grade 3 |
| 36. | Plant Operator | Grade 1 |
| 37. | Plumber | Grade 1 |
| 38. | Security Forces | Grade 4 |
| 39. | Senior Dental Assistant — Preventative | — |
| 40. | Supply | Grade 3 |

Pay grade 5

| Item | Employment Category | Grade |
|------|---|---------|
| 1. | Advanced Aeronautical Life Support Fitter | — |
| 2. | Advanced Aircraft Surface Finisher | — |
| 3. | Advanced Ground Mechanical Engineering Fitter | — |
| 4. | Advanced Ground Support Equipment Fitter | — |
| 5. | Aeronautical Life Support Fitter | Grade 2 |
| 6. | Airborne Electronics Analyst (Air) (Non-Feeder) | Grade 1 |
| 7. | Airborne Electronics Analyst (Ground) (Feeder) | Grade 1 |
| 8. | Airborne Electronics Analyst (Ground) | Grade 2 |
| 9. | Aircraft Fitter | Grade 2 |
| 10. | Aircraft Structural Fitter | Grade 2 |
| 11. | Air Force Imagery Specialist | Grade 2 |
| 12. | Air Force Police | Grade 3 |
| 13. | Air Intelligence Analyst — Geospatial Intelligence | Grade 1 |
| 14. | Air Intelligence Analyst — Operational Intelligence | Grade 1 |
| 15. | Air Intelligence Analyst — Signals Intelligence | Grade 1 |
| 16. | Air Surveillance Operator | Grade 2 |
| 17. | Armament Fitter | Grade 2 |
| 18. | Avionics Fitter | Grade 2 |

| | | |
|-----|---|---------|
| 19. | Carpenter | Grade 2 |
| 20. | Communications Electronic Fitter | Grade 2 |
| 21. | Communications and Information Systems Controller | – |
| 22. | Communications and Information Systems Controller | Grade 2 |
| 23. | Crew Attendant — Competency Progression | Grade 3 |
| 24. | Crew Attendant — Time Progression Fly 2-4 | Grade 2 |
| 25. | Crew Attendant — Time Progression Fly 4-6 | Grade 3 |
| 26. | Cyber Warfare Specialist | Grade 1 |
| 27. | Dental Manager | – |
| 28. | Dental Technician | – |
| 29. | Electrician | Grade 2 |
| 30. | Firefighter | Grade 3 |
| 31. | Firefighter Manager | – |
| 32. | Flight Engineer — Time Progression Fly 0 | – |
| 33. | Flight Engineer — Time Progression Fly 0-2 | Grade 1 |
| 34. | Ground Mechanical Engineering Fitter | Grade 2 |
| 35. | Ground Support Engineering Manager | Grade 1 |
| 36. | Ground Support Equipment Fitter | Grade 2 |
| 37. | Laboratory Technician | – |
| 38. | Loadmaster — Competency Progression | Grade 1 |
| 39. | Loadmaster — Time Progression Fly 0-2 | Grade 1 |
| 40. | Loadmaster — Time Progression Fly 2-4 | Grade 2 |
| 41. | Medical Technician | Grade 3 |
| 42. | Medical Technician Supervisor | – |
| 43. | Metal Machinist | Grade 2 |
| 44. | Musician | Grade 3 |
| 45. | Network Technician | Grade 2 |
| 46. | Plant Operator | Grade 2 |
| 47. | Plumber | Grade 2 |
| 48. | Physical Training Instructor | Grade 4 |
| 49. | Security Forces | Grade 5 |
| 50. | Works Supervisor | Grade 1 |

Pay grade 6

| Item | Employment Category | Grade |
|-------------|--|--------------|
| 1. | Advanced Aeronautical Life Support Supervisor | — |
| 2. | Advanced Aircraft Structural Fitter | — |
| 3. | Advanced Aircraft Structural Technician | — |
| 4. | Advanced Aircraft Technician | — |
| 5. | Advanced Avionics Technician | — |
| 6. | Advanced Communications Electronic Technician | — |
| 7. | Airborne Electronics Analyst (Air) (Feeder) | Grade 1 |
| 8. | Airborne Electronics Analyst (Air) | Grade 2 |
| 9. | Airborne Electronics Analyst (Ground) | Grade 3 |
| 10. | Aircraft Surface Finisher Supervisor | — |
| 11. | Aircraft Structural Technician | — |
| 12. | Aircraft Technician | — |
| 13. | Aircraft Technician | Grade 1 |
| 14. | Aircraft Technician | Grade 2 |
| 15. | Air Force Police | Grade 4 |
| 16. | Air Intelligence Analyst — Geospatial Intelligence | Grade 2 |
| 17. | Air Intelligence Analyst — Operational Intelligence | Grade 2 |
| 18. | Air Intelligence Analyst — Signals Intelligence | Grade 2 |
| 19. | Air Surveillance Operator Supervisor | — |
| 20. | Armament Technician | — |
| 21. | Avionics Technician | — |
| 22. | Avionics Technician | Grade 1 |
| 23. | Avionics Technician | Grade 2 |
| 24. | Carpenter Foreman | — |
| 25. | Communications and Information Systems Controller | Grade 3 |
| 26. | Communications Electronic Technician | — |
| 27. | Crew Attendant — Competency Progression | Grade 4 |
| 28. | Crew Attendant — Time Progression Fly 6-8 | Grade 4 |
| 29. | Cyber Warfare Specialist | Grade 2 |
| 30. | Detachment Supervisor Communications and Information System Controller | — |
| 31. | Electrician Foreman | — |
| 32. | Flight Engineer — Competency Progression | Grade 1 |
| 33. | Flight Engineer — Time Progression Fly 2-4 | Grade 2 |

| | | |
|-----|--|---------|
| 34. | Ground Mechanical Engineering Supervisor | — |
| 35. | Ground Mechanical Engineering Technician | — |
| 36. | Ground Support Engineering Manager | Grade 2 |
| 37. | Ground Support Engineering Technician | — |
| 38. | Ground Support Equipment Supervisor | — |
| 39. | Ground Support Equipment Technician | — |
| 40. | Loadmaster — Competency Progression | Grade 2 |
| 41. | Loadmaster — Time Progression Fly 4-6 | Grade 3 |
| 42. | Medical Technician Manager | — |
| 43. | Network Technician Advanced | — |
| 44. | Plant Operator Foreman | — |
| 45. | Plumber Foreman | — |
| 46. | Security Forces | Grade 6 |
| 47. | Supervisor Communications and Information Systems Controller | — |
| 48. | Works Supervisor | Grade 2 |

Pay grade 7

| Item | Employment Category | Grade |
|------|---|---------|
| 1. | Aeronautical Life Support Technical Manager | — |
| 2. | Airborne Electronics Analyst (Air) | Grade 3 |
| 3. | Airborne Electronics Analyst (Ground) | Grade 4 |
| 4. | Airborne Electronics Analyst (Ground) | Grade 5 |
| 5. | Airborne Electronics Analyst — Time Progression Fly 6-8 | Grade 4 |
| 6. | Airborne Electronics Analyst Single Station — Time Progression Fly 6-8 | Grade 4 |
| 7. | Airborne Electronics Analyst Single Station — Time Progression Fly 8-10 | Grade 5 |
| 8. | Aircraft Structures Supervisor | — |
| 9. | Aircraft Supervisor | — |
| 10. | Aircraft Surface Finisher Technical Manager | — |
| 11. | Air Intelligence Analyst — Geospatial Intelligence | Grade 3 |
| 12. | Air Intelligence Analyst — Operational Intelligence | Grade 3 |
| 13. | Air Intelligence Analyst — Signals Intelligence | Grade 3 |
| 14. | Air Surveillance Operator Manager | — |
| 15. | Armament Supervisor | — |
| 16. | Avionics Supervisor | — |
| 17. | Communications Electronics Supervisor | — |
| 18. | Crew Attendant — Time Progression Fly 8-10 | Grade 5 |

| | | |
|-----|---|---------|
| 19. | Crew Attendant — Time Progression Fly 10+ | Grade 6 |
| 20. | Cyber Warfare Specialist | Grade 3 |
| 21. | Flight Engineer — Competency Progression | Grade 2 |
| 22. | Flight Engineer — Time Progression Fly 4-6 | Grade 3 |
| 23. | Flight Engineer — Time Progression Fly 6-8 | Grade 4 |
| 24. | Ground Support Equipment Technician Supervisor | — |
| 25. | Ground Technical Manager | — |
| 26. | Loadmaster — Competency Progression | Grade 3 |
| 27. | Loadmaster — Competency Progression | Grade 4 |
| 28. | Loadmaster — Time Progression Fly 6 | Grade 4 |
| 29. | Loadmaster — Time Progression Fly 8 | Grade 5 |
| 30. | Manager Communications and Information Systems Controller | — |
| 31. | Network Technician Supervisor | — |
| 32. | Non-Destructive Inspection Technician | Level 1 |
| 33. | Supervisor Trades | — |

Pay grade 8

| Item | Employment Category | Grade |
|------|--|---------|
| 1. | Airborne Electronics Analyst (Air) | Grade 4 |
| 2. | Airborne Electronics Analyst (Air) | Grade 5 |
| 3. | Airborne Electronics Analyst — Time Progression Fly 8-10 | Grade 5 |
| 4. | Airborne Electronics Analyst — Time Progression Fly 10+ | Grade 6 |
| 5. | Airborne Electronics Analyst Single Station — Time Progression Fly 10+ | Grade 6 |
| 6. | Aircraft Structures Technical Manager | — |
| 7. | Aircraft Systems Technician | — |
| 8. | Aircraft Technical Manager | — |
| 9. | Air Intelligence Analyst — Geospatial Intelligence | Grade 4 |
| 10. | Air Intelligence Analyst — Operational Intelligence | Grade 4 |
| 11. | Air Intelligence Analyst — Signals Intelligence | Grade 4 |
| 12. | Armament Technical Manager | — |
| 13. | Avionics Systems Technician | — |
| 14. | Avionics Technical Manager | — |
| 15. | Combat Control Operator (Foundation) | — |
| 16. | Communications Electronic Systems Technician | — |
| 17. | Communications Electronic Technical Manager | — |
| 18. | Cyber Warfare Specialist | Grade 4 |

| | | |
|-----|---|---------|
| 19. | Cyber Warfare Specialist | Grade 5 |
| 20. | Flight Engineer — Competency Progression | Grade 3 |
| 21. | Flight Engineer — Competency Progression | Grade 4 |
| 22. | Flight Engineer — Competency Progression | Grade 5 |
| 23. | Flight Engineer — Time Progression Fly 8-10 | Grade 5 |
| 24. | Flight Engineer — Time Progression Fly 10+ | Grade 6 |
| 25. | Loadmaster — Time Progression Fly 10+ | Grade 6 |
| 26. | Manager Trades | — |
| 27. | Network Technician Technical Manager | — |
| 28. | Non-Destructive Inspection Technician | Level 2 |
| 29. | Works Manager | — |

Pay grade 9

| Item | Employment Category | Grade |
|------|--|-------|
| 1. | Combat Control Operator (Intermediate) | — |

Pay grade 10

| Item | Employment Category | Grade |
|------|------------------------------------|-------|
| 1. | Combat Control Operator (Advanced) | — |
| 2. | Combat Control Operator (Master) | — |

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 | \$107,953 | \$111,068 | \$115,067 | \$119,387 | \$124,049 | \$129,084 | \$134,523 | \$140,398 | \$146,741 | \$153,593 |
| | | | 0 | \$106,125 | \$109,242 | \$113,244 | \$117,560 | \$122,223 | \$127,259 | \$132,699 | \$138,574 | \$144,915 | \$151,769 |
| | | | | | | | | | | | | | |
| | Staff Sergeant | | 0 | \$103,224 | \$106,340 | \$110,336 | \$114,655 | \$119,319 | \$124,356 | \$129,793 | \$135,665 | \$142,010 | \$148,864 |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Petty Officer | Sergeant | Sergeant | 2 | \$97,580 | \$100,696 | \$104,697 | \$109,012 | \$113,678 | \$118,711 | \$124,150 | \$130,024 | \$136,369 | \$143,221 |
| | | | 1 | \$95,957 | \$99,074 | \$103,071 | \$107,390 | \$112,054 | \$117,092 | \$122,524 | \$128,401 | \$134,745 | \$141,599 |
| | | | 0 | \$94,367 | \$97,483 | \$101,480 | \$105,800 | \$110,463 | \$115,500 | \$120,935 | \$126,810 | \$133,154 | \$140,008 |
| | | | | | | | | | | | | | |
| Leading Seaman | Corporal | Corporal | 2 | \$86,902 | \$90,020 | \$94,015 | \$98,334 | \$103,001 | \$108,033 | \$113,469 | \$119,346 | \$125,686 | \$132,541 |
| | | | 1 | \$85,491 | \$88,607 | \$92,605 | \$96,924 | \$101,588 | \$106,621 | \$112,061 | \$117,935 | \$124,277 | \$131,128 |
| | | | 0 | \$84,106 | \$87,223 | \$91,222 | \$95,539 | \$100,200 | \$105,239 | \$110,679 | \$116,551 | \$122,896 | \$129,752 |
| | | | | | | | | | | | | | |
| | Lance Corporal | | 0 | \$78,928 | \$82,044 | \$86,038 | \$90,361 | \$95,024 | \$100,057 | \$105,494 | \$111,371 | \$117,711 | \$124,567 |
| | | | | | | | | | | | | | |
| Able Seaman | Private Proficient* | Leading Aircraftman | 0 | \$77,699 | \$80,817 | \$84,816 | \$89,133 | \$93,796 | \$98,834 | \$104,269 | \$110,142 | \$116,487 | \$123,337 |
| Seaman | Private | Aircraftman | 0 | \$76,495 | \$79,615 | \$83,610 | \$87,929 | \$92,593 | \$97,628 | \$103,068 | \$108,940 | \$115,283 | \$122,139 |
| | | | | | | | | | | | | | |

***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 | \$295.76 | \$304.30 | \$315.25 | \$327.09 | \$339.86 | \$353.65 | \$368.56 | \$384.65 | \$402.03 | \$420.80 |
| | | | 0 | \$290.75 | \$299.29 | \$310.26 | \$322.08 | \$334.86 | \$348.65 | \$363.56 | \$379.65 | \$397.03 | \$415.81 |
| | | | | | | | | | | | | | |
| | Staff Sergeant | | 0 | \$282.81 | \$291.34 | \$302.29 | \$314.12 | \$326.90 | \$340.70 | \$355.60 | \$371.68 | \$389.07 | \$407.85 |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Petty Officer | Sergeant | Sergeant | 2 | \$267.34 | \$275.88 | \$286.84 | \$298.66 | \$311.45 | \$325.24 | \$340.14 | \$356.23 | \$373.61 | \$392.39 |
| | | | 1 | \$262.90 | \$271.44 | \$282.39 | \$294.22 | \$307.00 | \$320.80 | \$335.68 | \$351.78 | \$369.16 | \$387.94 |
| | | | 0 | \$258.54 | \$267.08 | \$278.03 | \$289.86 | \$302.64 | \$316.44 | \$331.33 | \$347.42 | \$364.81 | \$383.58 |
| | | | | | | | | | | | | | |
| Leading Seaman | Corporal | Corporal | 2 | \$238.09 | \$246.63 | \$257.58 | \$269.41 | \$282.19 | \$295.98 | \$310.87 | \$326.98 | \$344.35 | \$363.13 |
| | | | 1 | \$234.22 | \$242.76 | \$253.71 | \$265.55 | \$278.32 | \$292.11 | \$307.02 | \$323.11 | \$340.48 | \$359.25 |
| | | | 0 | \$230.43 | \$238.97 | \$249.92 | \$261.75 | \$274.52 | \$288.33 | \$303.23 | \$319.32 | \$336.70 | \$355.48 |
| | | | | | | | | | | | | | |
| | Lance Corporal | | 0 | \$216.24 | \$224.78 | \$235.72 | \$247.56 | \$260.34 | \$274.13 | \$289.02 | \$305.13 | \$322.50 | \$341.28 |
| | | | | | | | | | | | | | |
| Able Seaman | Private Proficient* | Leading Aircraftman | 0 | \$212.87 | \$221.42 | \$232.37 | \$244.20 | \$256.98 | \$270.78 | \$285.67 | \$301.76 | \$319.14 | \$337.91 |
| | | | | | | | | | | | | | |
| Seaman | Private | Aircraftman | 0 | \$209.58 | \$218.12 | \$229.07 | \$240.90 | \$253.68 | \$267.47 | \$282.38 | \$298.47 | \$315.84 | \$334.63 |
| | | | | | | | | | | | | | |

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

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 | \$58,528 |
| 2. | Member undergoing initial category or trade or employment training 0-6 months 6-12 months 12 months or more | \$66,888 \$70,232 \$73,577 |
| 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 | \$45,617 \$52,773 \$59,929 \$67,085 \$74,240 |
| 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 | \$33,095 \$33,095 \$40,251 \$47,406 \$54,562 \$61,717 \$84,974 \$90,699 \$40,251 \$47,406 \$54,562 |
| 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 | \$33,095 \$33,095 \$40,251 \$47,406 \$54,562 \$61,717 |
| 6. | Member undergoing officer training and not undertaking a degree course: member of the Army or Air Force: • without a degree (0-6 months) • without a degree (6 months or more) • with a degree member of the Navy: • without a degree (1 st year) • without a degree (2 nd year) • with a degree | \$67,085 \$74,240 \$74,240 \$67,085 \$74,240 \$74,240 |

| | | |
|----|---|----------|
| 7. | Member participating in the graduate medical scheme who immediately before entering the scheme was not a member rendering continuous full-time service, and in: | |
| | 1 st year of training | \$76,663 |
| | 2 nd year of training | \$79,902 |
| | 3 rd year of training | \$82,061 |
| | 4 th year of training | \$85,301 |
| | year of internship (1 st postgraduate medical year) | \$90,699 |

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 | \$160.35 |
| 2. | Member undergoing initial category or trade or employment training | \$183.25 |
| 3. | Student /Member at Officer Training Unit: | |
| | without a degree | \$183.79 |
| | with a degree | \$203.40 |

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 | \$125,737 |
| | | AS 1 | \$130,275 |
| | | AS 2 | \$134,820 |
| | | AS 3 | \$139,357 |
| | | AS 4 | \$143,899 |
| | | AS 5 | \$148,436 |
| | | AS 6 | \$152,978 |
| | | AS 7 | \$157,518 |
| | | AS 8 | \$162,057 |
| | | AS 9 | \$166,595 |
| | | AS 10 | \$171,135 |
| | | AS 11 | \$175,674 |
| | | AS 12 | \$180,213 |
| | | AS 13 | \$184,754 |
| | | AS 14 | \$189,294 |
| | | AS 15 | \$193,830 |
| | | AS 16 | \$198,371 |
| 2. | All aircrew officers Air traffic controller officers who have held a detachment command position Flight test engineers | AS 17 | \$202,908 |
| | | AS 18 | \$205,937 |
| | | AS 19 | \$208,965 |
| | | | |
| 3. | All aircrew officers Flight test engineers | AS20 | \$211,990 |
| | | AS21 | \$215,017 |
| | | AS 22 | \$218,044 |
| | | AS 23 | \$221,066 |
| | | AS 24 | \$224,093 |
| 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 | \$227,124 |
| | | AS 26 | \$230,145 |
| | | AS 27 | \$233,175 |
| | | AS 28 | \$236,202 |
| | | AS 29 | \$239,227 |

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 | \$344.48 |
| | | AS 1 | \$356.92 |
| | | AS 2 | \$369.37 |
| | | AS 3 | \$381.80 |
| | | AS 4 | \$394.24 |
| | | AS 5 | \$406.67 |
| | | AS 6 | \$419.12 |
| | | AS 7 | \$431.56 |
| | | AS 8 | \$443.99 |
| | | AS 9 | \$456.42 |
| | | AS 10 | \$468.86 |
| | | AS 11 | \$481.30 |
| | | AS 12 | \$493.73 |
| | | AS 13 | \$506.18 |
| | | AS 14 | \$518.61 |
| | | AS 15 | \$531.04 |
| | | AS 16 | \$543.48 |
| 2. | All aircrew officers Air traffic controller officers who have held a detachment command position Flight test engineers | AS 17 | \$555.91 |
| | | AS 18 | \$564.21 |
| | | AS 19 | \$572.51 |
| | | | |
| 3. | All aircrew officers Flight test engineers | AS 20 | \$580.79 |
| | | AS 21 | \$589.09 |
| | | AS 22 | \$597.38 |
| | | AS 23 | \$605.66 |
| | | AS 24 | \$613.95 |
| | | | |
| 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 | \$622.26 |
| | | AS 26 | \$630.53 |
| | | AS 27 | \$638.84 |
| | | AS 28 | \$647.13 |
| | | AS 29 | \$655.42 |

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 | \$240,208 |
| 2. | OA 36 | \$236,202 |
| 3. | OA 35 | \$233,175 |
| 4. | OA 34 | \$230,145 |
| 5. | OA 33 | \$227,124 |
| 6. | OA 32 | \$224,093 |
| 7. | OA 31 | \$221,066 |
| 8. | OA 30 | \$218,044 |
| 9. | OA 29 | \$215,017 |
| 10. | OA 28 | \$211,990 |
| 11. | OA 27 | \$208,965 |
| 12. | OA 26 | \$205,937 |
| 13. | OA 25 | \$202,908 |
| 14. | OA 24 | \$198,371 |
| 15. | OA 23 | \$193,830 |
| 16. | OA 22 | \$189,294 |
| 17. | OA 21 | \$184,754 |
| 18. | OA 20 | \$180,213 |
| 19. | OA 19 | \$175,674 |
| 20. | OA 18 | \$171,135 |
| 21. | OA 17 | \$166,595 |
| 22. | OA 16 | \$162,057 |
| 23. | OA 15 | \$157,518 |
| 24. | OA 14 | \$152,978 |
| 25. | OA 13 | \$148,436 |
| 26. | OA 12 | \$143,899 |
| 27. | OA 11 | \$139,357 |
| 28. | OA 10 | \$134,820 |
| 29. | OA 9 | \$130,275 |
| 30. | OA 8 | \$125,737 |
| 31. | OA 7 | \$121,216 |
| 32. | OA 6 | \$116,676 |
| 33. | OA 5 | \$112,138 |
| 34. | OA 4 | \$107,599 |
| 35. | OA 3 | \$103,061 |
| 36. | OA 2 | \$98,524 |
| 37. | OA 1 | \$93,983 |
| 38. | OA 0 | \$89,445 |

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 | \$658.10 |
| 2. | OA 36 | \$647.13 |
| 3. | OA 35 | \$638.84 |
| 4. | OA 34 | \$630.53 |
| 5. | OA 33 | \$622.26 |
| 6. | OA 32 | \$613.95 |
| 7. | OA 31 | \$605.66 |
| 8. | OA 30 | \$597.38 |
| 9. | OA 29 | \$589.09 |
| 10. | OA 28 | \$580.79 |
| 11. | OA 27 | \$572.51 |
| 12. | OA 26 | \$564.21 |
| 13. | OA 25 | \$555.91 |
| 14. | OA 24 | \$543.48 |
| 15. | OA 23 | \$531.04 |
| 16. | OA 22 | \$518.61 |
| 17. | OA 21 | \$506.18 |
| 18. | OA 20 | \$493.73 |
| 19. | OA 19 | \$481.30 |
| 20. | OA 18 | \$468.86 |
| 21. | OA 17 | \$456.42 |
| 22. | OA 16 | \$443.99 |
| 23. | OA 15 | \$431.56 |
| 24. | OA 14 | \$419.12 |
| 25. | OA 13 | \$406.67 |
| 26. | OA 12 | \$394.24 |
| 27. | OA 11 | \$381.80 |
| 28. | OA 10 | \$369.37 |
| 29. | OA 9 | \$356.92 |
| 30. | OA 8 | \$344.48 |
| 31. | OA 7 | \$332.10 |
| 32. | OA 6 | \$319.66 |
| 33. | OA 5 | \$307.23 |
| 34. | OA 4 | \$294.79 |
| 35. | OA 3 | \$282.36 |
| 36. | OA 2 | \$269.93 |
| 37. | OA 1 | \$257.49 |
| 38. | OA 0 | \$245.05 |

Schedule B.15: Senior officer specialist salary rates — medical officer

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

| Column 1 Rank | | | Column 2 Increment | Column 3 Yearly salary rate |
|------------------|---------------|---------------------|-----------------------|-----------------------------------|
| Navy | Army | Air Force | | |
| Rear Admiral | Major General | Air Vice Marshal | 2 | \$409,315 |
| | | | 1 | \$402,602 |
| Commodore | Brigadier | Air Commodore | 2 | \$394,033 |
| | | | 1 | \$387,321 |

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 | \$1,121.41 |
| | | | 1 | \$1,103.02 |
| Commodore | Brigadier | Air Commodore | 2 | \$1,079.54 |
| | | | 1 | \$1,061.15 |

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 | \$272,084 |
| | | | DL 4 | \$285,758 |

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 | \$745.44 |
| | | | DL 4 | \$782.90 |

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 | \$323,687 |
| | | | LL 5-1 | \$308,456 |
| Commodore | Brigadier | Air Commodore | LL 5-2 | \$278,761 |
| | | | LL 5-1 | \$270,793 |

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 | \$886.81 |
| | | | LL 5-1 | \$845.08 |
| Commodore | Brigadier | Air Commodore | LL 5-2 | \$763.73 |
| | | | LL 5-1 | \$741.90 |

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 3-2 | \$219,227 |
| | CL 3-1 | \$222,020 |

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 3-2 | \$600.62 |
| | CL 3-1 | \$608.27 |

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 3-2 | \$219,227 |
| | CL 3-1 | \$222,020 |

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 3-2 | \$600.62 |
| | CL 3-1 | \$608.27 |

Endnotes

Endnote 1—About the endnotes

The endnotes provide information about this compilation and the compiled law.

The following endnotes are included in every compilation:

Endnote 1—About the endnotes

Endnote 2—Abbreviation key

Endnote 3—Legislation history

Endnote 4—Amendment history

Abbreviation key—Endnote 2

The abbreviation key sets out abbreviations that may be used in the endnotes.

Legislation history and amendment history—Endnotes 3 and 4

Amending laws are annotated in the legislation history and amendment history.

The legislation history in endnote 3 provides information about each law that has amended (or will amend) the compiled law. The information includes commencement details for amending laws and details of any application, saving or transitional provisions that are not included in this compilation.

The amendment history in endnote 4 provides information about amendments at the provision (generally section or equivalent) level. It also includes information about any provision of the compiled law that has been repealed in accordance with a provision of the law.

Misdescribed amendments

A misdescribed amendment is an amendment that does not accurately describe how an amendment is to be made. If, despite the misdescription, the amendment can be given effect as intended, then the misdescribed amendment can be incorporated through an editorial change made under section 15V of the *Legislation Act 2003*.

If a misdescribed amendment cannot be given effect as intended, the amendment is not incorporated and “(md not incorp)” is added to the amendment history.

Endnote 2—Abbreviation key

ad = added or inserted

am = amended

amdt = amendment

c = clause(s)

C[x] = Compilation No. x

Ch = Chapter(s)

def = definition(s)

disallowed = disallowed by Parliament

Div = Division(s)

exp = expires/expired or ceases/ceased to have effect

(md not incorp) = misdescribed amendment cannot be given effect

mod = modified/modification

No. = Number(s)

orig = original

pres = present

prev = previous

(prev...) = previously

Pt = Part(s)

reloc = relocated

renum = renumbered

rep = repealed

rs = repealed and substituted

s = section(s)/subsection(s)

Sch = Schedule(s)

Sdiv = Subdivision(s)

Sub-Ch = Sub-Chapter(s)

SubPt = Subpart(s)

underlining = whole or part not commenced or to be commenced

par = paragraph(s)/subparagraph(s)
/sub-subparagraph(s)

Endnote 3—Legislation history

| Name | Signed | Commencement | Application, saving and transitional provisions |
|---|-------------------|--|---|
| Defence Force Remuneration Tribunal Determination No. 3 of 2017, Salaries — Navy employment categories — Amendment | 30 March 2017 | 6 April 2017 | |
| Defence Force Remuneration Tribunal Determination No. 5 of 2017, Salaries — Geospatial Technician — Amendment | 20 April 2017 | 20 April 2017 | |
| Defence Force Remuneration Tribunal Determination No. 6 of 2017, Salaries — Trainees — Amendment | 20 April 2017 | 20 April 2017 | |
| Defence Force Remuneration Tribunal Determination No. 7 of 2017, Trainees – Amendments | 28 July 2017 | 24 August 2017 | |
| Defence Force Remuneration Tribunal Determination No. 8 of 2017, Salaries — Senior Officers — Amendment | 20 September 2017 | 20 September 2017 | |
| Defence Force Remuneration Tribunal Determination No. 9 of 2017, ADF Workplace Remuneration Arrangement 2017-2020 | 11 October 2017 | 2 November 2017 | |
| Defence Force Remuneration Tribunal Determination No. 10 of 2017, Administration of salary and ADF allowances – amendment | 19 December 2017 | 19 December 2017 | |
| Defence Force Remuneration Tribunal Determination No. 12 of 2017, Salaries — Navy employment categories — amendment | 22 December 2017 | Schedule 1 - 22 December 2017 Schedule 2 - 8 March 2018 | |
| Defence Force Remuneration Tribunal Determination No. 1 of 2018, Salaries — Flexible Service Determination — Amendment | 20 February 2018 | 20 February 2018 | |
| Defence Force Remuneration Tribunal Determination No. 3 of 2018, Salaries — Officer Aviation Pay Structure — amendment | 7 March 2018 | 3 May 2018 | |
| Defence Force Remuneration Tribunal Determination No. 5 of 2018, Salaries – Air Force command position – amendment | 4 June 2018 | 4 June 2018 | |
| Defence Force Remuneration Tribunal Determination No. 6 of 2018, Salaries – Officers – amendment | 4 June 2018 | 4 June 2018 | |
| Defence Force Remuneration Tribunal Determination No. 7 of 2018, Salaries – Definitions – amendment | 4 June 2018 | 4 June 2018 | |
| Defence Force Remuneration Tribunal Determination No. 9 of 2018, ADF Workplace Remuneration Arrangement 2017–2020 | 24 October 2018 | 1 November 2018 | |

| Name | Signed | Commencement | Application, saving and transitional provisions |
|--|-------------------|---|--|
| Defence Force Remuneration Tribunal No. 10 of 2018, Salaries – Australian Army Band Corps – Amendment | 31 October 2018 | 7 March 2019 | |
| Defence Force Remuneration Tribunal Determination No. 11 of 2018, Salaries – Air Force Personnel Psychologist – Amendment | 31 October 2018 | 1 November 2018 | |
| Defence Force Remuneration Tribunal No. 12 of 2018, Salaries – Navy Medical Submariner – amendment | 15 November 2018 | 3 December 2018 | |
| Defence Force Remuneration Tribunal No. 13 of 2018, Salaries – Navy Aerospace Engineers – Amendment | 15 November 2018 | 14 January 2019 | |
| Defence Force Remuneration Tribunal No. 1 of 2019, Salaries – Navy Employment Categories – amendment | 23 January 2019 | Schedule 1 - 20 April 2018 Schedule 2 - 24 January 2019 Schedule 3 - 24 January 2019 | |
| Defence Force Remuneration Tribunal Determination No. 3 of 2019, Salaries – Officer Aviation Pay Structure – Rotary Wing Aviation Officers – Amendment | 11 September 2019 | 1 July 2019 | |
| Defence Force Remuneration Tribunal Determination No. 4 of 2019, Salaries — Senior Officers — Amendment | 31 July 2019 | 31 July 2019 | |
| Defence Force Remuneration Tribunal Determination No. 5 of 2019, Salaries & Allowances — Navy Employment Categories, Separation Allowance, Boarding Party Allowance and Submarine Capability Assurance Payment — Amendment | 1 August 2019 | 1 August 2019 | |
| Defence Force Remuneration Tribunal Determination No. 6 of 2019, Salaries — Cyberspace Employment Categories — Amendment | 29 August 2019 | 31 October 2019 | |
| Defence Force Remuneration Tribunal Determination No. 9 of 2019, ADF Workplace Remuneration Arrangement 2017–2020 | 6 November 2019 | 14 November 2019 | |
| Defence Force Remuneration Tribunal Determination No. 10 of 2019, Salaries – Network Technician Employment Category – amendment | 11 November 2019 | 25 June 2020 | |
| Defence Force Remuneration Tribunal Determination No. 11 of 2019, Salaries – Navy Maritime Personnel Community Employment Categories – amendment | 27 November 2019 | 5 March 2020 | |
| Defence Force Remuneration Tribunal Determination No. 1 of 2020, Salaries – Air Force command placements – amendment | 20 February 2020 | 5 March 2020 | Schedule 3 |
| Defence Force Remuneration Tribunal Determination No. 3 of 2020, Salaries - Maritime Spiritual Wellbeing Officer - amendment | 21 April 2020 | 9 July 2020 | |

| Name | Signed | Commencement | Application, saving and transitional provisions |
|--|-------------------|---|--|
| Defence Force Remuneration Tribunal Determination No. 4 of 2020, Salaries – Navy Shore Charge – amendment | 6 May 2020 | 9 July 2020 | |
| Defence Force Remuneration Tribunal Determination No. 5 of 2020, Salaries – Royal Australian Corps of Signals – amendment | 6 May 2020 | 9 July 2020 | |
| Defence Force Remuneration Tribunal Determination No. 6 of 2020, Salaries — Omnibus Technical Amendments | 24 June 2020 | Schedule 1 - 25 June 2020 Schedule 2 - 9 July 2020 | |
| Defence Force Remuneration Tribunal Determination No. 7 of 2020, Salaries – Surveyor employment category – amendment | 3 September 2020 | 3 October 2020 | |
| Defence Force Remuneration Tribunal Determination No. 10 of 2020, Salaries and ADF Allowances– Officer Aviation Pay Structure – Navy Remote Pilot Warfare Officers – amendment | 12 November 2020 | 7 January 2021 | Schedule 3 |
| Defence Force Remuneration Tribunal Determination No. 2 of 2021, Salaries – Air Intelligence Officer Employment Category – amendment | 22 March 2021 | 1 April 2021 | |
| Defence Force Remuneration Tribunal Determination No. 3 of 2021, Salaries – Medical Officer Specialist Officer Career Structure – amendment | 7 April 2021 | 29 April 2021 | Schedule 2 |
| Defence Force Remuneration Tribunal Determination No. 4 of 2021, ADF Workplace Remuneration Arrangement 2020–2023 | 7 April 2021 | 13 May 2021 | |
| Defence Force Remuneration Tribunal Determination No. 5 of 2021, Salaries and ADF allowances – Military Salary – Amendments | 7 April 2021 | 13 May 2021 | Schedule 3 |
| Defence Force Remuneration Tribunal Determination No. 11 of 2021, Salaries – Star Rank Medical Officers – amendment | 4 August 2021 | 5 August 2021 | Schedule 2 |
| Defence Force Remuneration Tribunal Determination No. 12 of 2021, ADF Workplace Remuneration Arrangement 2020–2023 (Star Rank senior officer variation) | 2 August 2021 | 5 August 2021 | |
| Defence Force Remuneration Tribunal Determination No. 13 of 2021, Salaries – Navy Electronic Technician Employment Category – amendment | 21 September 2021 | 1 October 2021 | |
| Defence Force Remuneration Tribunal Determination No. 2 of 2022, Salaries – Senior Officer Graded Structure – amendment | 6 July 2022 | 4 August 2022 | |
| Defence Force Remuneration Tribunal Determination No. 3 of 2022, ADF Workplace Remuneration Arrangement 2020–2023 (Star Rank senior officer variation) | 6 July 2022 | 4 August 2022 | |

| Name | Signed | Commencement | Application, saving and transitional provisions |
|---|-------------------|---|--|
| Defence Force Remuneration Tribunal Determination No. 5 of 2022, Salaries – Navy Boatswains Mate – amendments | 23 September 2022 | 7 October 2022 | |
| Defence Force Remuneration Tribunal Determination No. 6 of 2022, ADF Workplace Remuneration Arrangement (non-Senior Officer) 2020–2023 | 2 November 2022 | 10 November 2022 | |
| Defence Force Remuneration Tribunal Determination No. 7 of 2022, Salaries – Navy Boatswains Mate – amendments | 23 November 2022 | 7 October 2022 | |
| Defence Force Remuneration Tribunal Determination No. 8 of 2022, Salaries – Army Physical Training Instructors – amendments | 15 December 2022 | 16 January 2023 | |
| Defence Force Remuneration Tribunal Determination No. 1 of 2023, Salaries – Maritime Cyber Warfare – amendments | 18 January 2023 | 16 February 2023 | |
| Defence Force Remuneration Tribunal Determination No. 2 of 2023, Salaries – Imagery Specialist – amendment | 1 February 2023 | 1 February 2023 | |
| Defence Force Remuneration Tribunal Determination No. 3 of 2023, Salaries – Royal Australian Electrical and Mechanical Engineers – Ground Trades employment categories – amendments | 1 February 2023 | 11 May 2023 | |
| Defence Force Remuneration Tribunal Determination No. 6 of 2023, Salaries – Military Factor – amendment | 27 April 2023 | 25 May 2023 | |
| Defence Force Remuneration Tribunal Determination No. 8 of 2023, Salaries – Army Medical Officer and Navy Boatswains Mate employment categories – amendments | 3 May 2023 | 3 May 2023 | |
| Defence Force Remuneration Tribunal Determination No. 9 of 2023, Miscellaneous amendments | 23 May 2023 | Schedule 1 - 25 May 2023 Schedule 2 - 3 May 2023 | |
| Defence Force Remuneration Tribunal Determination No. 11 of 2023, Salaries – ADF Construction Engineer employment categories – amendment | 20 June 2023 | 20 June 2023 | |
| Defence Force Remuneration Tribunal Determination No. 12 of 2023, Salaries – Boatswain Mate Sailor – amendment | 20 June 2023 | 7 October 2023 | |
| Defence Force Remuneration Tribunal Determination No. 13 of 2023, Salaries – Cyber Warfare Employment Categories – amendment | 10 July 2023 | 10 July 2023 | |
| Defence Force Remuneration Tribunal Determination No. 14 of 2023, Salaries – Executive vehicle allowance – amendment | 13 October 2023 | 9 November 2023 | |

| Name | Signed | Commencement | Application, saving and transitional provisions |
|--|-------------------|---------------------|--|
| Defence Force Remuneration Tribunal Determination No. 15 of 2023, ADF Workplace Remuneration Arrangement 2023-2026 | 17 October 2023 | 9 November 2023 | |
| Defence Force Remuneration Tribunal Determination No. 16 of 2023, Salaries – Airborne Electronics Analyst – amendment | 8 November 2023 | 18 January 2024 | |
| Defence Force Remuneration Tribunal No. 18 of 2023, Special Forces amendments | 7 December 2023 | 1 February 2023 | |
| Defence Force Remuneration Tribunal Determination No. 1 of 2024, Salaries – Air Force Air Surveillance Operator – amendment | 30 April 2024 | 23 May 2024 | |
| Defence Force Remuneration Tribunal Determination No. 2 of 2024, Salaries – Navy Intelligence Sailor Employment Categories – amendment | 30 April 2024 | 23 May 2024 | |
| Defence Force Remuneration Tribunal Determination No. 2 of 2024, Salaries – Navy Intelligence Sailor Employment Categories – amendment | 30 April 2024 | 23 May 2024 | |
| Defence Force Remuneration Tribunal Determination No. 3 of 2024, Salaries, Air Force Security Forces – amendment | 30 April 2024 | 6 June 2024 | |
| Defence Force Remuneration Tribunal Determination No. 4 of 2024, Salaries – Nuclear qualified submariners | 22 July 2024 | 1 August 2024 | |
| Defence Force Remuneration Tribunal Determination No. 5 of 2024, Salaries – Surface Warfare Officer – amendment | 22 July 2024 | 15 August 2024 | |
| Defence Force Remuneration Tribunal Determination No. 8 of 2024, Salaries – ADF Medic Employment Categories- amendment | 2 September 2024 | 16 October 2024 | |
| Defence Force Remuneration Tribunal Determination No. 9 of 2024, Salaries – Nuclear Submariner Workforce – Tranche 2 | 9 September 2024 | 1 December 2024 | |
| Defence Force Remuneration Tribunal Determination No. 10 of 2024, Salaries – Royal Australian Artillery – Restructure of employment categories | 9 September 2024 | 5 December 2024 | |
| Defence Force Remuneration Tribunal Determination No. 11 of 2024, ADF Workplace Remuneration Arrangement 2023-2026 | 27 September 2024 | 7 November 2024 | |
| Defence Force Remuneration Tribunal Determination No.12 of 2024, Salaries – Air Force Security Forces | 8 November 2024 | 5 December 2024 | |
| Defence Force Remuneration Tribunal Determination No. 13 of 2024, Salaries – Military Public Affairs Officer – Salary Structure | 8 November 2024 | 19 December 2024 | |

| Name | Signed | Commencement | Application, saving and transitional provisions |
|--|---------------|---|--|
| Defence Force Remuneration Tribunal Determination No. 1 of 2025, Salaries – Aviation Support Technician – amendment | 17 March 2025 | 17 March 2025 | |
| Defence Force Remuneration Tribunal Determination No. 2 of 2025, Salaries – Army Aviation – Restructure of Employment Categories – amendment | 7 April 2025 | 8 May 2025 | |
| Defence Force Remuneration Tribunal Determination No. 3 of 2025, Army Aviation: Workforce Review Officer Aviation amendment | 7 April 2025 | 8 May 2025 | |
| Defence Force Remuneration Tribunal Determination No. 5 of 2025, Army Aviation: Workforce Review Officer Aviation amendment | 7 May 2025 | Immediately after DFRT Determination No. 3 of 2025. (8 May 2025) | |

Endnote 4—Amendment history

| Clause | Amendments |
|--------------|--|
| 5.2 | am: DFRT No. 6 of 2019. |
| A.1.3 | am: DFRT No. 10 of 2017. |
| A.1.4 | am: DFRT No. 1 of 2018. |
| A.1.9 | am: DFRT Nos. 1, 6 and 7 of 2018; No. 2 of 2022; No. 4 of 2024. |
| A.1.11 | am: DFRT Nos. 3 and 7 of 2018. |
| A.1.12 | am: DFRT No. 3 of 2018; No. 3 of 2019; Nos. 3, 6 and 10 of 2020; No. 3 of 2021. |
| B.0.2 | am: DFRT No. 4 of 2024. |
| B.1.3 | am: DFRT No. 3 of 2018. rep: DFRT No. 2 of 2022. |
| B.1.4 | am: DFRT No. 8 of 2017; No. 2 of 2022. |
| B.1.5 | am: DFRT No. 8 of 2017. |
| B.1.6 | rs: DFRT No. 8 of 2017. am: No. 4 of 2019. |
| B.2.3 | am: DFRT No. 5 of 2018; No. 1 of 2020; No. 18 of 2023. |
| B.2.5 | rs: DFRT No. 6 of 2018; No. 6 of 2020. |
| B.3.2 | am: DFRT No. 3 of 2018; No. 3 of 2019; No. 3 of 2020. |
| B.3.4 | am: DFRT No. 3 of 2020; No. 6 of 2020; Nos. 3 and 11 of 2021. |
| B.3.5 | rs: DFRT No. 3 of 2018. am: DFRT No. 5 of 2021. |
| B.3.6 | ad: DFRT No. 3 of 2018. |
| B.3.7 | ad: DFRT No. 3 of 2018. rs: DFRT No. 3 of 2019. |
| B.3.8 | ad: DFRT No. 3 of 2018. rs: DFRT No. 3 of 2019. am: DFRT No. 10 of 2020. am: DFRT No. 5 of 2025. |
| B.3.9 | ad: DFRT No. 3 of 2018. am: DFRT No. 3 of 2019. |
| B.3.10 | ad: DFRT No. 3 of 2019. |
| Annex B.3.A | ad: DFRT No. 3 of 2018. rs: DFRT No. 3 of 2019. am: DFRT Nos. 6 and 10 of 2020. |
| Annex B.3.B | ad: DFRT No. 3 of 2018. rs: DFRT No. 3 of 2019. |
| Annex B.3.C | ad: DFRT No. 3 of 2018. |
| Annex B.3.D | rs: DFRT No. 3 of 2019. am: DFRT No. 6 of 2020. rs: DFRT No. 3 and 5 of 2025. |
| B.3A.1 | ad: DFRT No. 4 of 2024. |
| B.3A.2 | ad: DFRT No. 4 of 2024. |
| B.3A.3 | ad: DFRT No. 4 of 2024. |
| B.3A.4 | ad: DFRT No. 4 of 2024. |
| B.3A.5 | ad: DFRT No. 4 of 2024. |
| B.3A.6 | ad: DFRT No. 4 of 2024. |
| B.3A.7 | ad: DFRT No. 4 of 2024. |
| B.3A.8 | ad: DFRT No. 4 of 2024. |
| B.3A.9 | ad: DFRT No. 4 of 2024. |
| B.4.4 | am: DFRT No. 18 of 2023. |
| B.5.3 | am: DFRT No. 18 of 2023. |
| B.6.2 | rs: DFRT No. 6 of 2017; No. 9 of 2018. |
| C.1.1 | ad: DFRT No. 6 of 2019. |
| C.1.2 | ad: DFRT No. 11 of 2019. renum: DFRT No. 4 of 2024. |
| C.1.3 | ad: DFRT No. 10 of 2019. am: DFRT No. 6 of 2020. renum: DFRT No. 4 of 2024. |
| C.1.4 | ad: DFRT No. 4 of 2024. |
| Schedule B.1 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019, Nos. 4, 5 and 12 of 2021. am: DFRT No. 2 of 2022. rs: DFRT No. 3 of 2022; Nos. 6, 14 and 15 of 2023; No. 11 of 2024. |
| Schedule B.2 | |
| Part 1 | am: DFRT No. 18 of 2023. |
| Part 2 | am: DFRT Nos. 7 and 13 of 2018; Nos. 5, 10 and 11 of 2019; Nos. 4 and 6 of 2020; No. 4, 5 and 13 of 2024. |
| Part 3 | am: DFRT Nos. 8 and 9 of 2023. |

| Clause | Amendments |
|---------------|---|
| Part 4 | rs: DFRT No. 3 of 2018. am: DFRT No. 11 of 2018; No. 6 of 2019; No. 1 of 2020; No. 2 of 2021; Nos. 6, 13 and 18 of 2023. am: No. 3 and 13 of 2024. |
| Schedule B.3 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 4 and 5 of 2021; No. 6 of 2022; Nos. 6 and 15 of 2023; No. 11 of 2024. |
| Schedule B.4 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 4 and 5 of 2021; No. 6 of 2022; Nos. 6 and 15 of 2023; No. 11 of 2024. |
| Schedule B.5 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; No. 3 of 2020; Nos. 4 and 5 of 2021; No. 6 of 2022; Nos. 6 and 15 of 2023; No. 11 of 2024. |
| Schedule B.6 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 4 and 5 of 2021; No. 6 of 2022; Nos. 6 and 15 of 2023; No. 11 of 2024. |
| Schedule B.7 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 4 and 5 of 2021; No. 6 of 2022; Nos. 6 and 15 of 2023; No. 11 of 2024. |
| Schedule B.8 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 3, 4 and 5 of 2021; No. 6 of 2022; Nos. 6 and 15 of 2023; No. 11 of 2024. |
| Schedule B.9 | |
| Part 1 | am: DFRT Nos. 3 and 12 of 2017; No. 12 of 2018; Nos. 1, 10 and 11 of 2019; Nos. 1, 12 and 13 of 2023. am: Nos. 2 and 9 of 2024. |
| Part 2 | am: DFRT No. 5 of 2017; No. 10 of 2018; No. 6 of 2019; Nos. 2, 3, 11, 13 and 18 of 2023; No. 10 of 2024; No. 2 of 2025. |
| Part 3 | am: DFRT No. 6 and 10 of 2019; Nos. 2, 11, 13, 16 and 18 of 2023. am: Nos. 1 and 12 of 2024. |
| Schedule B.10 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 4 and 5 of 2021; No. 6 of 2022; Nos. 6 and 15 of 2023; No. 11 of 2024. |
| Schedule B.11 | |
| Part 1 | am: DFRT Nos. 3 and 12 of 2017; No. 1 and 11 of 2019; No. 6 of 2020; No. 13 of 2021; No. 5 and 7 of 2022; Nos. 1, 8 and 13 of 2023; Nos. 2, 4 and 9 of 2024; No. 1 of 2025. |
| Part 2 | am: DFRT No. 10 of 2018; No. 6 of 2019; Nos. 5 and 7 of 2020; No. 8 of 2022; Nos. 2, 3, 13 and 18 of 2023; No. 10 of 2024; No. 2 of 2025. |
| Part 3 | am: DFRT No. 6 and 10 of 2019; Nos. 2, 13, 16 and 18 of 2023. am: Nos. 1 and 12 of 2024. |
| Schedule B.12 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 4 and 5 of 2021; No. 6 of 2022; Nos. 6 and 15 of 2023; No. 11 of 2024. |
| Schedule B.13 | am: DFRT Nos. 6 and 7 of 2017. rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 4 and 5 of 2021; No. 6 of 2022; Nos. 6 and 15 of 2023; No. 11 of 2024. |
| Schedule B.14 | rs: DFRT No. 9 of 2017. am: DFRT No. 3 of 2018. rs: DFRT No. 9 of 2018. am: DFRT No. 3 of 2019. rs: DFRT No. 9 of 2019; Nos. 4 and 5 of 2021; No. 6 of 2022; Nos. 6 and 15 of 2023; No. 11 of 2024. |
| Schedule B.15 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 4 and 5 of 2021. am: DFRT No. 11 of 2021. rs: DFRT No. 12 of 2021; No. 3 of 2022; Nos. 6, 14 and 15 of 2023; No. 11 of 2024. |
| Schedule B.16 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 4, 5 and 12 of 2021; No. 3 of 2022; Nos. 6, 14 and 15 of 2023; No. 11 of 2024. |
| Schedule B.17 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 4, 5 and 12 of 2021; No. 3 of 2022; Nos. 6, 14 and 15 of 2023; No. 11 of 2024. |
| Schedule B.18 | rs: DFRT No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; No. 3 of 2020; Nos. 4, 5 and 12 of 2021; No. 3 of 2022; Nos. 6, 14 and 15 of 2023; No. 11 of 2024. |