



# Defence Force Remuneration Tribunal Determination No. 11 of 2025, ADF Workplace Remuneration Arrangement 2023-2026

The Defence Force Remuneration Tribunal make this Determination under section 58KD of the *Defence Act 1903*. It relates to Matter No. 8 of 2023 – ADF Workplace Remuneration Arrangement 2023-2026.

Dated 18 July 2025

Bernadette O'Neill

President

Andrea Lester

Member

Major General Gerard Fogarty, AO (Retd)

Member

# Contents

1	Name.....	1
2	Commencement.....	1
3	Authority .....	1
4	Schedules .....	1
5	Saved and transitional rates .....	1
	<b>Schedule 1—Amendments to DFRT Determination No. 14 of 1992</b>	<b>2</b>
	<i>Defence Force Remuneration Tribunal Determination No. 14 of 1992, Language allowance</i>	2
	<b>Schedule 2—Amendments to DFRT Determination No. 11 of 2013</b>	<b>3</b>
	<i>Defence Force Remuneration Tribunal Determination No. 11 of 2013, Allowances</i>	3
	<b>Schedule 3—Amendments to DFRT Determination No. 2 of 2017</b>	<b>4</b>
	<i>Defence Force Remuneration Tribunal Determination No. 2 of 2017, Salaries</i>	4
	<b>Schedule 4—Amendments to DFRT Determination No. 6 of 2024</b>	<b>32</b>
	<i>Defence Force Remuneration Tribunal Determination No. 6 of 2024, ADF Military Factor Framework</i>	32

## 1 Name

1. This Determination is the Defence Force Remuneration Tribunal Determination No. 11 of 2025, ADF Workplace Remuneration Arrangement 2023-2026.
2. This Determination may also be cited as DFRT Determination No. 11 of 2025.

## 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	6 November 2025

**Note:** This table relates only to the provisions of this instrument as originally made.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

## 3 Authority

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

## 4 Schedules

Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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

1. The amount payable for any non-reduction supplement under sections 3.2.52, 3.2.52A, 3.2.56, 3.2.57 and 3.2.58 of Defence Determination 2016/19, Conditions of service, as amended, is increased by 3.4%.
2. The amount payable for any salary preservation under Part C of Defence Force Remuneration Tribunal Determination No. 2 of 2017, as amended, is increased by 3.4%.

# Schedule 1—Amendments to DFRT Determination No. 14 of 1992

## *Defence Force Remuneration Tribunal Determination No. 14 of 1992, Language allowance*

### 1 Clause 6 (table)

Repeal the table, substitute:

	Language level			
	Proficiency – lower or Competency – Strategic Engagement – lower	Proficiency – intermediate or Competency – Strategic Engagement – intermediate or operational engagement	Proficiency – higher or Competency – Strategic Engagement – higher	Proficiency – advanced or Competency – Professional interpreter
Unspecified languages approved by CDF under special circumstances	\$1,410	-	-	-
Degree of language difficulty Group 1	\$1,410	\$2,821	\$4,231	\$5,644
Degree of language difficulty Group 2	\$2,117	\$4,231	\$7,054	\$9,860
Degree of language difficulty Group 3	\$2,821	\$5,644	\$9,860	\$14,091

## **Schedule 2—Amendments to DFRT Determination No. 11 of 2013**

### ***Defence Force Remuneration Tribunal Determination No. 11 of 2013, Allowances***

**1            Table 1 of Part F (table item 2)**

Omit "\$3,352", substitute "\$3,466".

## Schedule 3—Amendments to DFRT Determination No. 2 of 2017

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

#### 1 Schedule B.1

Repeal the Schedule, substitute:

#### Schedule B.1: Senior officer salary rates

##### Part 1: Member of the Permanent Forces (senior officer) — salary rate

Column 1 Rank and increment				Column 2 Yearly salary rate
Navy	Army	Air Force	Increment	
Rear Admiral	Major General	Air Vice Marshal	O8 – 1	\$332,277
			O8 – 0	\$316,619
Commodore	Brigadier	Air Commodore	O7 – 1	\$290,217
			O7 – 0	\$282,677

##### 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	\$1,997.00
Rear Admiral	Major General	Air Vice Marshal	O8 – 1	\$910.35
			O8 – 0	\$867.45
Commodore	Brigadier	Air Commodore	O7 – 1	\$795.12
			O7 – 0	\$774.46

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	\$478,781
				Positional	\$0
			2	Base salary	\$478,781
				Positional	\$46,025
			3	Base salary	\$478,781
				Positional	\$88,744

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

Column 1 Rank			Column 2 Pay point	Column 3 Remuneration component	Column 4 Daily remuneration rate
Navy	Army	Air Force			
Vice Admiral	Lieutenant General	Air Marshal	1	Base salary	\$1,311.73

2      **Schedule B.3**

Repeal the Schedule, substitute:

## Schedule B.3: Officer salary rates

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

Column 1 Rank and increment				Column 2 Yearly salary rate for pay grade									
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Captain	Colonel	Group Captain	O6 – 1	\$192,318	\$197,710	\$203,932	\$209,323	\$215,338	\$222,075	\$228,844	\$236,158	\$243,480	\$248,376
			O6 – 0	\$186,934	\$192,324	\$198,552	\$203,938	\$209,953	\$216,693	\$223,452	\$230,777	\$238,100	\$242,990
Commander	Lieutenant Colonel	Wing Commander	O5 – 1	\$164,718	\$170,113	\$176,340	\$181,730	\$187,741	\$194,479	\$201,244	\$208,567	\$215,886	\$220,780
			O5 – 0	\$159,440	\$164,832	\$171,058	\$176,450	\$182,462	\$189,202	\$195,963	\$203,286	\$210,608	\$215,502
Lieutenant Commander	Major	Squadron Leader	O4 – 2	\$137,420	\$142,811	\$149,037	\$154,428	\$160,440	\$167,178	\$173,943	\$181,265	\$188,583	\$193,476
			O4 – 1	\$133,718	\$139,113	\$145,336	\$150,726	\$156,738	\$163,481	\$170,243	\$177,565	\$184,887	\$189,775
			O4 – 0	\$130,007	\$135,402	\$141,624	\$147,014	\$153,028	\$159,769	\$166,532	\$173,855	\$181,175	\$186,067
Lieutenant	Captain	Flight Lieutenant	O3 – 5	\$123,850	\$129,247	\$135,472	\$140,861	\$146,875	\$153,614	\$160,378	\$167,702	\$175,024	\$179,912
			O3 – 4	\$120,330	\$125,724	\$131,950	\$137,344	\$143,354	\$150,093	\$156,855	\$164,176	\$171,501	\$176,389
			O3 – 3	\$116,802	\$122,193	\$128,418	\$133,807	\$139,823	\$146,563	\$153,327	\$160,647	\$167,970	\$172,856
			O3 – 2	\$113,290	\$118,688	\$124,909	\$130,298	\$136,314	\$143,052	\$149,813	\$157,140	\$164,463	\$169,351
			O3 – 1	\$109,781	\$115,172	\$121,395	\$126,787	\$132,802	\$139,539	\$146,302	\$153,622	\$160,944	\$165,839
			O3 – 0	\$106,257	\$111,646	\$117,869	\$123,260	\$129,275	\$136,012	\$142,778	\$150,100	\$157,417	\$162,312
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$100,259	\$105,647	\$111,872	\$117,264	\$123,270	\$130,010	\$136,778	\$144,101	\$151,421	\$156,316
			O2 – 2	\$97,357	\$102,750	\$108,973	\$114,362	\$120,377	\$127,117	\$133,881	\$141,203	\$148,526	\$153,415
			O2 – 1	\$94,508	\$99,899	\$106,126	\$111,517	\$117,527	\$124,265	\$131,030	\$138,356	\$145,675	\$150,567
			O2 – 0	\$91,778	\$97,168	\$103,395	\$108,786	\$114,798	\$121,538	\$128,300	\$135,620	\$142,944	\$147,835
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 1	\$89,435	\$94,828	\$101,055	\$106,443	\$112,455	\$119,196	\$125,958	\$133,279	\$140,603	\$145,493
			O1 – 0	\$87,091	\$92,486	\$98,708	\$104,099	\$110,113	\$116,850	\$123,618	\$130,935	\$138,260	\$143,150



## 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	\$526.90	\$541.67	\$558.72	\$573.49	\$589.97	\$608.42	\$626.97	\$647.01	\$667.07	\$680.48
			O6 – 0	\$512.15	\$526.92	\$543.98	\$558.73	\$575.21	\$593.68	\$612.20	\$632.27	\$652.33	\$665.73
Commander	Lieutenant Colonel	Wing Commander	O5 – 1	\$451.28	\$466.06	\$483.12	\$497.89	\$514.36	\$532.82	\$551.35	\$571.42	\$591.47	\$604.88
			O5 – 0	\$436.82	\$451.59	\$468.65	\$483.42	\$499.90	\$518.36	\$536.88	\$556.95	\$577.01	\$590.42
Lieutenant Commander	Major	Squadron Leader	O4 – 2	\$376.49	\$391.26	\$408.32	\$423.09	\$439.56	\$458.02	\$476.56	\$496.62	\$516.67	\$530.07
			O4 – 1	\$366.35	\$381.13	\$398.18	\$412.95	\$429.42	\$447.89	\$466.42	\$486.48	\$506.54	\$519.93
			O4 – 0	\$356.18	\$370.96	\$388.01	\$402.78	\$419.25	\$437.72	\$456.25	\$476.32	\$496.37	\$509.77
Lieutenant	Captain	Flight Lieutenant	O3 – 5	\$339.32	\$354.10	\$371.16	\$385.92	\$402.40	\$420.86	\$439.39	\$459.46	\$479.52	\$492.91
			O3 – 4	\$329.67	\$344.45	\$361.51	\$376.28	\$392.75	\$411.21	\$429.74	\$449.80	\$469.87	\$483.26
			O3 – 3	\$320.01	\$334.78	\$351.83	\$366.59	\$383.08	\$401.54	\$420.07	\$440.13	\$460.19	\$473.58
			O3 – 2	\$310.38	\$325.17	\$342.22	\$356.98	\$373.46	\$391.92	\$410.45	\$430.52	\$450.58	\$463.98
			O3 – 1	\$300.77	\$315.54	\$332.59	\$347.36	\$363.84	\$382.30	\$400.83	\$420.88	\$440.94	\$454.35
			O3 – 0	\$291.12	\$305.88	\$322.93	\$337.70	\$354.18	\$372.64	\$391.17	\$411.23	\$431.28	\$444.69
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$274.68	\$289.44	\$306.50	\$321.27	\$337.73	\$356.19	\$374.73	\$394.80	\$414.85	\$428.26
			O2 – 2	\$266.73	\$281.51	\$298.56	\$313.32	\$329.80	\$348.27	\$366.80	\$386.86	\$406.92	\$420.32
			O2 – 1	\$258.93	\$273.70	\$290.76	\$305.53	\$321.99	\$340.45	\$358.99	\$379.06	\$399.11	\$412.51
			O2 – 0	\$251.45	\$266.21	\$283.27	\$298.04	\$314.52	\$332.98	\$351.51	\$371.56	\$391.63	\$405.03
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 1	\$245.03	\$259.80	\$276.86	\$291.62	\$308.10	\$326.56	\$345.09	\$365.15	\$385.21	\$398.61
			O1 – 0	\$238.61	\$253.39	\$270.43	\$285.20	\$301.68	\$320.14	\$338.68	\$358.73	\$378.79	\$392.19

Repeal the Schedule, substitute:

### Schedule B.4: Other rank member appointed as officer — transitional salary rates

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

Column 1 Rank and increment				Column 2 Transitional yearly salary rates									
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Lieutenant	Captain	Flight Lieutenant	O3 – 3	\$123,850	\$129,247	\$135,472	\$140,861	\$146,875	\$153,614	\$160,378	\$167,702	\$175,024	\$179,912
			O3 – 2	\$121,367	\$126,760	\$132,985	\$138,375	\$144,388	\$151,125	\$157,892	\$165,213	\$172,532	\$177,426
			O3 – 1	\$118,876	\$124,266	\$130,495	\$135,881	\$141,896	\$148,635	\$155,397	\$162,722	\$170,038	\$174,931
			O3 – 0	\$116,394	\$121,789	\$128,014	\$133,408	\$139,417	\$146,157	\$152,916	\$160,241	\$167,566	\$172,456
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$113,916	\$119,309	\$125,532	\$130,923	\$136,936	\$143,675	\$150,440	\$157,758	\$165,081	\$169,973
			O2 – 2	\$111,430	\$116,823	\$123,046	\$128,440	\$134,449	\$141,191	\$147,952	\$155,273	\$162,602	\$167,487
			O2 – 1	\$108,945	\$114,340	\$120,562	\$125,954	\$131,968	\$138,707	\$145,466	\$152,791	\$160,114	\$165,005
			O2 – 0	\$106,454	\$111,847	\$118,069	\$123,461	\$129,472	\$136,213	\$142,975	\$150,298	\$157,623	\$162,508
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 0	\$103,977	\$109,371	\$115,592	\$120,986	\$126,998	\$133,735	\$140,501	\$147,822	\$155,144	\$160,034

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

Column 1 Rank and increment				Column 2 Transitional daily salary rates									
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Lieutenant	Captain	Flight Lieutenant	O3 – 3	\$339.32	\$354.10	\$371.16	\$385.92	\$402.40	\$420.86	\$439.39	\$459.46	\$479.52	\$492.91
			O3 – 2	\$332.51	\$347.29	\$364.34	\$379.11	\$395.58	\$414.04	\$432.58	\$452.64	\$472.69	\$486.10
			O3 – 1	\$325.69	\$340.45	\$357.52	\$372.28	\$388.76	\$407.22	\$425.75	\$445.81	\$465.86	\$479.26
			O3 – 0	\$318.89	\$333.67	\$350.72	\$365.50	\$381.96	\$400.43	\$418.95	\$439.02	\$459.08	\$472.48
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$312.10	\$326.87	\$343.92	\$358.69	\$375.17	\$393.63	\$412.16	\$432.21	\$452.28	\$465.68
			O2 – 2	\$305.29	\$320.06	\$337.11	\$351.89	\$368.35	\$386.82	\$405.35	\$425.41	\$445.48	\$458.87
			O2 – 1	\$298.48	\$313.26	\$330.31	\$345.08	\$361.56	\$380.02	\$398.54	\$418.61	\$438.67	\$452.07
			O2 – 0	\$291.65	\$306.43	\$323.48	\$338.25	\$354.72	\$373.19	\$391.71	\$411.78	\$431.84	\$445.23
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 0	\$284.87	\$299.65	\$316.69	\$331.47	\$347.94	\$366.40	\$384.93	\$404.99	\$425.05	\$438.45

#### 4 Schedule B.5

Repeal the Schedule, substitute:

### Schedule B.5: Specialist officer salary rates — Chaplain and Maritime Spiritual Wellbeing Officer

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

Column 1 Classification	Column 2 Competency level	Column 3 Yearly salary rate
Chaplain Division 4	CL 3-2	\$190,396
	CL 3-1	\$184,898
Chaplain Division 3	CL 3-2	\$174,917
	CL 3-1	\$169,773
Chaplain Division 2	CL 3-3	\$157,191
	CL 3-2	\$154,510
	CL 3-1	\$151,880
	CL 2-4	\$149,302
	CL 2-3	\$146,778
	CL 2-2	\$144,303
	CL 2-1	\$141,875
Chaplain Division 1	CL 2-3	\$139,496
	CL 2-2	\$135,483
	CL 2-1	\$131,585
	CL 1-2	\$127,815
	CL 1-1	\$124,146

#### 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	\$521.63
	CL 3-1	\$506.57
Chaplain Division 3	CL 3-2	\$479.22
	CL 3-1	\$465.13
Chaplain Division 2	CL 3-3	\$430.66
	CL 3-2	\$423.32
	CL 3-1	\$416.11
	CL 2-4	\$409.05
	CL 2-3	\$402.13
	CL 2-2	\$395.35
	CL 2-1	\$388.70

Chaplain Division 1	CL 2-3	\$382.18
	CL 2-2	\$371.19
	CL 2-1	\$360.51
	CL 1-2	\$350.18
	CL 1-1	\$340.13

**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	\$190,396
	CL 3-1	\$184,898
Maritime Spiritual Wellbeing Officer Class 3	CL 3-2	\$174,917
	CL 3-1	\$169,773
Maritime Spiritual Wellbeing Officer Class 2	CL 3-3	\$157,191
	CL 3-2	\$154,510
	CL 3-1	\$151,880
	CL 2-4	\$149,302
	CL 2-3	\$146,778
	CL 2-2	\$144,303
	CL 2-1	\$141,875
Maritime Spiritual Wellbeing Officer Class 1	CL 2-3	\$139,496
	CL 2-2	\$135,483
	CL 2-1	\$131,585
	CL 1-2	\$127,815
	CL 1-1	\$124,146

**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	\$521.63
	CL 3-1	\$506.57
Maritime Spiritual Wellbeing Officer Class 3	CL 3-2	\$479.22
	CL 3-1	\$465.13
Maritime Spiritual Wellbeing Officer Class 2	CL 3-3	\$430.66
	CL 3-2	\$423.32
	CL 3-1	\$416.11
	CL 2-4	\$409.05
	CL 2-3	\$402.13
	CL 2-2	\$395.35
	CL 2-1	\$388.70

Maritime Spiritual Wellbeing Officer Class 1	CL 2-3	\$382.18
	CL 2-2	\$371.19
	CL 2-1	\$360.51
	CL 1-2	\$350.18
	CL 1-1	\$340.13

## 5 Schedule B.6

Repeal the Schedule, substitute:

### Schedule B.6: Specialist officer salary rates — dental officer

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

Column 1 Rank			Column 2 Dental level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Captain	Colonel	Group Captain	DL 4	\$261,534
			DL 3	\$246,912
Commander	Lieutenant Colonel	Wing Commander	DL 4	\$241,037
			DL 3	\$227,578
			DL 2 (higher duties or temporary duty only)	\$202,737
Lieutenant Commander	Major	Squadron Leader	DL 4	\$229,114
			DL 3-3	\$216,468
			DL 3-2	\$210,331
			DL 3-1	\$204,370
			DL 2-3	\$193,127
			DL 2-2	\$187,667
			DL 2-1	\$182,365
Lieutenant	Captain	Flight Lieutenant	DL 4	\$210,667
			DL 3-3	\$199,069
			DL 3-2	\$193,435
			DL 3-1	\$187,967
			DL 2-3	\$177,651
			DL 2-2	\$172,642
			DL 2-1	\$167,775
			DL 1-2	\$135,372
			DL 1-1	\$131,093

## 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	\$716.53
			DL 3	\$676.47
Commander	Lieutenant Colonel	Wing Commander	DL 4	\$660.38
			DL 3	\$623.50
			DL 2 (temporary duty only)	\$555.44
Lieutenant Commander	Major	Squadron Leader	DL 4	\$627.71
			DL 3-3	\$593.06
			DL 3-2	\$576.25
			DL 3-1	\$559.92
			DL 2-3	\$529.12
			DL 2-2	\$514.16
			DL 2-1	\$499.63
Lieutenant	Captain	Flight Lieutenant	DL 4	\$577.17
			DL 3-3	\$545.39
			DL 3-2	\$529.96
			DL 3-1	\$514.98
			DL 2-3	\$486.72
			DL 2-2	\$472.99
			DL 2-1	\$459.66
			DL 1-2	\$370.88
			DL 1-1	\$359.16

## 6 Schedule B.7

Repeal the Schedule, substitute:

## Schedule B.7: Specialist officer salary rates — legal officer

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

Column 1 Rank			Column 2 Legal level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Captain	Colonel	Group Captain	LL 5-2	\$245,520
			LL 5-1	\$237,251
			LL 4	\$230,220
			LL 3 (higher duties or temporary duty only)	\$219,730
Commander	Lieutenant Colonel	Wing Commander	LL 5	\$230,220
			LL 4-2	\$223,189
			LL 4-1	\$215,368

Lieutenant Commander	Major	Squadron Leader	LL 3-2	\$209,242
			LL 3-1	\$203,245
			LL 4-4	\$211,535
			LL 4-3	\$206,713
			LL 4-2	\$202,172
			LL 4-1	\$197,912
			LL 3-4	\$191,124
			LL 3-3	\$180,719
			LL 3-2	\$175,524
			LL 3-1	\$164,839
			LL 2-4	\$144,320
			LL 2-3	\$142,811
			LL 2-2	\$139,113
			LL 2-1	\$135,402
Lieutenant	Captain	Flight Lieutenant	LL 3-2	\$155,013
			LL 3-1	\$144,320
			LL 2-6	\$129,247
			LL 2-5	\$125,724
			LL 2-4	\$122,193
			LL 2-3	\$118,688
			LL 2-2	\$115,172
			LL 2-1	\$111,646
Sub-Lieutenant	Lieutenant	Flying Officer	LL 1	\$108,649
			LL 1	\$97,168

## 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	\$630.74
			LL-B	\$611.48
			LL 5-2	\$672.66
			LL 5-1	\$650.00
			LL 4	\$630.74
			LL 3 (higher duties or temporary duty only)	\$602.00
Commander	Lieutenant Colonel	Wing Commander	LL-A	\$630.74
			LL-B	\$611.48
			LL 5	\$630.74
			LL 4-2	\$611.48
			LL 4-1	\$590.05
			LL 3-2	\$573.27
Lieutenant Commander	Major	Squadron Leader	LL 3-1	\$556.84
			LL-A	\$630.74
			LL-B	\$611.48



			LL 4-4	\$579.55
			LL 4-3	\$566.34
			LL 4-2	\$553.90
			LL 4-1	\$542.22
			LL 3-4	\$523.63
			LL 3-3	\$495.12
			LL 3-2	\$480.89
			LL 3-1	\$451.61
			LL 2-4	\$395.40
			LL 2-3	\$391.26
			LL 2-2	\$381.13
			LL 2-1	\$370.96
Lieutenant	Captain	Flight Lieutenant	LL-A	\$630.74
			LL-B	\$611.48
			LL 3-2	\$424.69
			LL 3-1	\$395.40
			LL 2-6	\$354.10
			LL 2-5	\$344.45
			LL 2-4	\$334.78
			LL 2-3	\$325.17
			LL 2-2	\$315.54
			LL 2-1	\$305.88
Sub-Lieutenant	Lieutenant	Flying Officer	LL 1	\$297.67
				\$266.21

## 7 Schedule B.8

Repeal the Schedule, substitute:

### Schedule B.8: Specialist officer salary rates — medical officer

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

Column 1 Rank			Column 2 Military Medical level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Captain	Colonel	Group Captain	MML 4-3	\$370,587
			MML 4-2	\$361,545
			MML 4-1	\$352,768
			MML 3A-4	\$370,421
			MML 3A-3	\$361,387
			MML 3A-2	\$351,201
			MML 3A-1	\$338,671
			MML 3-5	\$352,768
			MML 3-4	\$345,633

			MML 3-3	\$338,671
			MML 3-2	\$331,879
			MML 3-1	\$323,966
			MML 2B-2	\$242,320
			MML 2B-1	\$233,247
			MML 2A-4	\$224,178
			MML 2A-3	\$213,561
			MML 2A-2	\$208,947
			MML 2A-1	\$204,463
Commander	Lieutenant Colonel	Wing Commander	MML 4-3	\$355,874
			MML 4-2	\$346,833
			MML 4-1	\$338,055
			MML 3A-4	\$355,708
			MML 3A-3	\$346,674
			MML 3A-2	\$336,488
			MML 3A-1	\$323,958
			MML 3-5	\$338,055
			MML 3-4	\$330,920
			MML 3-3	\$323,958
			MML 3-2	\$317,166
			MML 3-1	\$309,253
			MML 2B-2	\$227,606
			MML 2B-1	\$218,534
			MML 2A-4	\$209,466
			MML 2A-3	\$198,849
			MML 2A-2	\$194,234
			MML 2A-1	\$189,750
Lieutenant Commander	Major	Squadron Leader	MML 4-3	\$343,380
			MML 4-2	\$334,339
			MML 4-1	\$325,563
			MML 3A-4	\$343,216
			MML 3A-3	\$334,182
			MML 3A-2	\$323,996
			MML 3A-1	\$311,465
			MML 3-5	\$325,563
			MML 3-4	\$318,428
			MML 3-3	\$311,465
			MML 3-2	\$304,673
			MML 3-1	\$296,760
			MML 2B-2	\$215,114
			MML 2B-1	\$206,042
			MML 2A-4	\$196,974
			MML 2A-3	\$186,356
			MML 2A-2	\$181,741
			MML 2A-1	\$177,258
			MML 1-4	\$151,237

			MML 1-3 (senior resident)	\$135,402
Lieutenant	Captain	Flight Lieutenant	MML 4-3	\$330,821
			MML 4-2	\$321,780
			MML 4-1	\$313,002
			MML 3A-4	\$330,657
			MML 3A-3	\$321,622
			MML 3A-2	\$312,035
			MML 3A-1	\$298,906
			MML 3-5	\$313,002
			MML 3-4	\$305,867
			MML 3-3	\$298,906
			MML 3-2	\$292,113
			MML 3-1	\$284,201
			MML 2B-2	\$202,553
			MML 2B-1	\$193,481
			MML 2A-4	\$184,415
			MML 2A-3	\$173,797
			MML 2A-2	\$169,181
			MML 2A-1	\$164,698
			MML 1-4	\$138,979
			MML 1-3 (senior resident)	\$123,417
			MML 1-2 (resident)	\$111,646

**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	\$461,383
			5	\$450,775
			4	\$437,521
			3	\$419,987
			2	\$404,378
			1	\$391,121
			entry	\$377,861
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$461,383
			5	\$450,775
			4	\$437,521
			3	\$419,987
			2	\$404,378
			1	\$391,121
			entry	\$377,861

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

Column 1 Rank			Column 2 Military Medical level	Column 3 Daily salary rate
Navy	Army	Air Force		
Captain	Colonel	Group Captain	MML 4-3	\$1,015.31
			MML 4-2	\$990.53
			MML 4-1	\$966.49
			MML 3A-4	\$1,014.85
			MML 3A-3	\$990.10
			MML 3A-2	\$962.19
			MML 3A-1	\$927.87
			MML 3-5	\$966.49
			MML 3-4	\$946.94
			MML 3-3	\$927.87
			MML 3-2	\$909.26
			MML 3-1	\$887.58
			MML 2B-2	\$663.89
			MML 2B-1	\$639.03
			MML 2A-4	\$614.19
			MML 2A-3	\$585.10
			MML 2A-2	\$572.46
			MML 2A-1	\$560.17
Commander	Lieutenant Colonel	Wing Commander	MML 4-3	\$975.00
			MML 4-2	\$950.23
			MML 4-1	\$926.18
			MML 3A-4	\$974.54
			MML 3A-3	\$949.79
			MML 3A-2	\$921.88
			MML 3A-1	\$887.56
			MML 3-5	\$926.18
			MML 3-4	\$906.63
			MML 3-3	\$887.56
			MML 3-2	\$868.95
			MML 3-1	\$847.27
			MML 2B-2	\$623.58
			MML 2B-1	\$598.72
			MML 2A-4	\$573.88
			MML 2A-3	\$544.79
			MML 2A-2	\$532.15
			MML 2A-1	\$519.86
Lieutenant Commander	Major	Squadron Leader	MML 4-3	\$940.77
			MML 4-2	\$916.00
			MML 4-1	\$891.95
			MML 3A-4	\$940.32
			MML 3A-3	\$915.57
			MML 3A-2	\$887.66

			MML 3A-1	\$853.33
			MML 3-5	\$891.95
			MML 3-4	\$872.41
			MML 3-3	\$853.33
			MML 3-2	\$834.72
			MML 3-1	\$813.04
			MML 2B-2	\$589.35
			MML 2B-1	\$564.50
			MML 2A-4	\$539.65
			MML 2A-3	\$510.56
			MML 2A-2	\$497.92
			MML 2A-1	\$485.64
			MML 1-4	\$414.35
			MML 1-3 (senior resident)	\$370.96
Lieutenant	Captain	Flight Lieutenant	MML 4-3	\$906.36
			MML 4-2	\$881.59
			MML 4-1	\$857.54
			MML 3A-4	\$905.91
			MML 3A-3	\$881.16
			MML 3A-2	\$854.89
			MML 3A-1	\$818.92
			MML 3-5	\$857.54
			MML 3-4	\$837.99
			MML 3-3	\$818.92
			MML 3-2	\$800.31
			MML 3-1	\$778.63
			MML 2B-2	\$554.94
			MML 2B-1	\$530.08
			MML 2A-4	\$505.25
			MML 2A-3	\$476.16
			MML 2A-2	\$463.51
			MML 2A-1	\$451.23
			MML 1-4	\$380.76
			MML 1-3 (senior resident)	\$338.13
			MML 1-2 (resident)	\$305.88

**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	\$1,264.06
			5	\$1,235.00
			4	\$1,198.69
			3	\$1,150.65
			2	\$1,107.88
			1	\$1,071.56
			entry	\$1,035.24
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$1,264.06
			5	\$1,235.00
			4	\$1,198.69
			3	\$1,150.65
			2	\$1,107.88
			1	\$1,071.56
			entry	\$1,035.24

**8 Schedule B.10**

Repeal the Schedule, substitute:

**Schedule B.10: Service Warrant Officer and Warrant Officer Class 1 salary rates**

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

Column 1 Rank	Column 2 Yearly rate of salary
Service Warrant Officer	\$169,795

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

Column 1 Rank	Column 2 Daily rate of salary
Service Warrant Officer	\$465.19

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

Column 1 Rank and tier	Column 2 Yearly rate of salary for pay grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	\$156,144	\$162,712	\$169,795
WO1 - Tier B	-	-	-	\$134,419	\$139,245	\$144,452	\$150,074	\$156,144	\$162,712	\$169,795
WO1 - Tier A2	\$119,455	\$122,679	\$126,815	\$131,275	\$136,098	\$141,304	\$146,930	\$153,002	\$159,562	\$166,648
WO1 - Tier A1	\$117,408	\$120,630	\$124,762	\$129,230	\$134,052	\$139,253	\$144,881	\$150,955	\$157,512	\$164,598

**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	-	-	-	-	-	-	-	\$427.79	\$445.79	\$465.19
WO1 - Tier B	-	-	-	\$368.27	\$381.49	\$395.76	\$411.16	\$427.79	\$445.79	\$465.19
WO1 - Tier A2	\$327.27	\$336.11	\$347.44	\$359.66	\$372.87	\$387.13	\$402.55	\$419.18	\$437.16	\$456.57
WO1 - Tier A1	\$321.67	\$330.49	\$341.81	\$354.05	\$367.27	\$381.52	\$396.93	\$413.58	\$431.54	\$450.95

## 9 Schedule B.12

Repeal the Schedule, substitute:

### Schedule B.12: Other rank salary rates

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

Column 1 Rank and increment				Column 2 Yearly salary rate for pay grade									
Navy	Army	Air Force	Increment	1	2	3	4	5	6	7	8	9	10
Chief Petty Officer	Warrant Officer Class 2	Flight Sergeant	1	\$111,623	\$114,844	\$118,979	\$123,446	\$128,267	\$133,473	\$139,097	\$145,172	\$151,730	\$158,815
			0	\$109,733	\$112,956	\$117,094	\$121,557	\$126,379	\$131,586	\$137,211	\$143,286	\$149,842	\$156,929
	Staff Sergeant		0	\$106,734	\$109,956	\$114,087	\$118,553	\$123,376	\$128,584	\$134,206	\$140,278	\$146,838	\$153,925
Petty Officer	Sergeant	Sergeant	2	\$100,898	\$104,120	\$108,257	\$112,718	\$117,543	\$122,747	\$128,371	\$134,445	\$141,006	\$148,091
			1	\$99,220	\$102,443	\$106,575	\$111,041	\$115,864	\$121,073	\$126,690	\$132,767	\$139,326	\$146,413
			0	\$97,575	\$100,797	\$104,930	\$109,397	\$114,219	\$119,427	\$125,047	\$131,122	\$137,681	\$144,768
Leading Seaman	Corporal	Corporal	2	\$89,857	\$93,081	\$97,212	\$101,677	\$106,503	\$111,706	\$117,327	\$123,404	\$129,959	\$137,047
			1	\$88,398	\$91,620	\$95,754	\$100,219	\$105,042	\$110,246	\$115,871	\$121,945	\$128,502	\$135,586
			0	\$86,966	\$90,189	\$94,324	\$98,787	\$103,607	\$108,817	\$114,442	\$120,514	\$127,074	\$134,164
	Lance Corporal		0	\$81,612	\$84,833	\$88,963	\$93,433	\$98,255	\$103,459	\$109,081	\$115,158	\$121,713	\$128,802
Able Seaman	Private Proficient*	Leading Aircraftman	0	\$80,341	\$83,565	\$87,700	\$92,164	\$96,985	\$102,194	\$107,814	\$113,887	\$120,448	\$127,530
Seaman	Private	Aircraftman	0	\$79,096	\$82,322	\$86,453	\$90,919	\$95,741	\$100,947	\$106,572	\$112,644	\$119,203	\$126,292

**\*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	\$305.82	\$314.64	\$325.97	\$338.21	\$351.42	\$365.68	\$381.09	\$397.73	\$415.70	\$435.11
			0	\$300.64	\$309.47	\$320.81	\$333.03	\$346.24	\$360.51	\$375.92	\$392.56	\$410.53	\$429.94
	Staff Sergeant		0	\$292.42	\$301.25	\$312.57	\$324.80	\$338.02	\$352.28	\$367.69	\$384.32	\$402.30	\$421.71
Petty Officer	Sergeant	Sergeant	2	\$276.43	\$285.26	\$296.59	\$308.82	\$322.04	\$336.29	\$351.70	\$368.34	\$386.32	\$405.73
			1	\$271.84	\$280.67	\$291.99	\$304.22	\$317.44	\$331.71	\$347.10	\$363.75	\$381.72	\$401.13
			0	\$267.33	\$276.16	\$287.48	\$299.72	\$312.93	\$327.20	\$342.59	\$359.24	\$377.21	\$396.62
Leading Seaman	Corporal	Corporal	2	\$246.18	\$255.02	\$266.33	\$278.57	\$291.79	\$306.04	\$321.44	\$338.09	\$356.05	\$375.47
			1	\$242.19	\$251.01	\$262.34	\$274.57	\$287.79	\$302.04	\$317.45	\$334.10	\$352.06	\$371.47
			0	\$238.26	\$247.09	\$258.42	\$270.65	\$283.85	\$298.13	\$313.54	\$330.18	\$348.15	\$367.57
	Lance Corporal		0	\$223.59	\$232.42	\$243.73	\$255.98	\$269.19	\$283.45	\$298.85	\$315.50	\$333.46	\$352.88
Able Seaman	Private Proficient*	Leading Aircraftman	0	\$220.11	\$228.95	\$240.27	\$252.50	\$265.71	\$279.98	\$295.38	\$312.02	\$329.99	\$349.40
Seaman	Private	Aircraftman	0	\$216.70	\$225.54	\$236.86	\$249.09	\$262.30	\$276.57	\$291.98	\$308.61	\$326.58	\$346.01

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

## 10 Schedule B.13

Repeal the Schedule, substitute:

### Schedule B.13: Trainee salary rates

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

Column 1 Item	Column 2 Training capacity	Column 3 Yearly salary rate
1.	Normal entry recruit during basic recruit training	\$60,517
2.	Member undergoing initial category or trade or employment training	
	0-6 months	\$69,162
	6-12 months	\$72,621
	12 months or more	\$76,079
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	\$47,168
	1 <sup>st</sup> year of training	\$54,567
	2 <sup>nd</sup> year of training	\$61,966
	3 <sup>rd</sup> year of training	\$69,365
	4 <sup>th</sup> year of training	\$76,763
4.	Member participating in the undergraduate entry scheme completing a degree greater than three years:	
	with six years to graduation	\$34,220
	with five years to graduation	\$34,220
	with four years to graduation	\$41,619
	with three years to graduation	\$49,018
	with two years to graduation	\$56,416
	in the final year	\$63,815
	1 <sup>st</sup> postgraduate legal year	\$87,862
	1 <sup>st</sup> postgraduate medical year (year of internship)	\$93,783
	Member participating in undergraduate entry scheme completing a three year degree:	
	with three years to graduation	\$41,619
	with two years to graduation	\$49,018
	in the final year	\$56,416
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	\$34,220
	with five years to graduation	\$34,220
	with four years to graduation	\$41,619
	with three years to graduation	\$49,018
	with two years to graduation	\$56,416
	in the final year	\$63,815

6.	Member undergoing officer training and not undertaking a degree course who is:	
	a member of the Army or Air Force:	
	without a degree (0-6 months)	\$69,365
	without a degree (6 months or more)	\$76,763
	with a degree	\$76,763
	a member of the Navy:	
	without a degree (1 <sup>st</sup> year)	\$69,365
	without a degree (2 <sup>nd</sup> year)	\$76,763
	with a degree	\$76,763
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 <sup>st</sup> year of training	\$79,269
	2 <sup>nd</sup> year of training	\$82,618
	3 <sup>rd</sup> year of training	\$84,851
	4 <sup>th</sup> year of training	\$88,200
	a year of internship (1 <sup>st</sup> postgraduate medical year)	\$93,783

## 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	\$165.80
2.	Member undergoing initial category or trade or employment training	\$189.48
3.	Student /Member at Officer Training Unit:	
	without a degree	\$190.04
	with a degree	\$210.31

## 11 Schedule B.14

Repeal the Schedule, substitute:

## Schedule B.14: Specialist officer salary rates — aviation

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

Column 1 Item	Column 2 Class	Column 3 Experience level	Column 4 Yearly salary rate
1.	Any of the following: a. Aircrew. b. All air traffic controllers. c. Flight test engineers.	AS 0	\$130,012
		AS 1	\$134,704
		AS 2	\$139,404
		AS 3	\$144,095
		AS 4	\$148,792
		AS 5	\$153,483
		AS 6	\$158,179

		AS 7	\$162,874
		AS 8	\$167,567
		AS 9	\$172,259
		AS 10	\$176,954
		AS 11	\$181,647
		AS 12	\$186,340
		AS 13	\$191,036
		AS 14	\$195,730
		AS 15	\$200,420
		AS 16	\$205,116
		AS 17	\$209,807
2.	Any of the following: a. All aircrew officers. b. Air traffic controller officers who have held a detachment command position. c. Flight test engineers.	AS 18	\$212,939
		AS 19	\$216,070
3.	Any of the following: a. All aircrew officers. b. Flight test engineers.	AS 20	\$219,198
		AS 21	\$222,328
		AS 22	\$225,457
		AS 23	\$228,582
		AS 24	\$231,712
4.	Any of the following: a. Aircrew officers who have held the rank of Colonel and either command at Tier 1 or Tier 2 (General Service Officer Grade 8). b. Flight test engineers who have held command at Tier 1 or Tier 2.	AS 25	\$234,846
		AS 26	\$237,970
		AS 27	\$241,103
		AS 28	\$244,233
		AS 29	\$247,361

## Part 2: Member of the Reserves (specialist officer)

Column 1 Item	Column 2 Class	Column 3 Experience level	Column 4 Daily salary rate
1.	Any of the following: a. Aircrew. b. All air traffic controllers. c. Flight test engineers.	AS 0	\$356.20
		AS 1	\$369.05
		AS 2	\$381.93
		AS 3	\$394.78
		AS 4	\$407.65
		AS 5	\$420.50
		AS 6	\$433.37
		AS 7	\$446.23
		AS 8	\$459.09
		AS 9	\$471.94
		AS 10	\$484.81
		AS 11	\$497.66
		AS 12	\$510.52
		AS 13	\$523.39
		AS 14	\$536.25
		AS 15	\$549.10

		AS 16	\$561.96
2.	Any of the following: a. All aircrew officers. b. Air traffic controller officers who have held a detachment command position. c. Flight test engineers.	AS 17	\$574.81
		AS 18	\$583.39
		AS 19	\$591.97
3.	Any of the following: a. All aircrew officers. b. Flight test engineers.	AS 20	\$600.54
		AS 21	\$609.12
		AS 22	\$617.69
		AS 23	\$626.25
		AS 24	\$634.83
4.	Any of the following: a. Aircrew officers who have held the rank of Colonel and either command at Tier 1 or Tier 2 (General Service Officer Grade 8). b. Flight test engineers who have held command at Tier 1 or Tier 2.	AS 25	\$643.41
		AS 26	\$651.97
		AS 27	\$660.56
		AS 28	\$669.13
		AS 29	\$677.70

### 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	\$248,375
2.	OA 36	\$244,233
3.	OA 35	\$241,103
4.	OA 34	\$237,970
5.	OA 33	\$234,846
6.	OA 32	\$231,712
7.	OA 31	\$228,582
8.	OA 30	\$225,457
9.	OA 29	\$222,328
10.	OA 28	\$219,198
11.	OA 27	\$216,070
12.	OA 26	\$212,939
13.	OA 25	\$209,807
14.	OA 24	\$205,116
15.	OA 23	\$200,420
16.	OA 22	\$195,730
17.	OA 21	\$191,036
18.	OA 20	\$186,340
19.	OA 19	\$181,647
20.	OA 18	\$176,954
21.	OA 17	\$172,259
22.	OA 16	\$167,567
23.	OA 15	\$162,874
24.	OA 14	\$158,179

25.	OA 13	\$153,483
26.	OA 12	\$148,792
27.	OA 11	\$144,095
28.	OA 10	\$139,404
29.	OA 9	\$134,704
30.	OA 8	\$130,012
31.	OA 7	\$125,337
32.	OA 6	\$120,643
33.	OA 5	\$115,951
34.	OA 4	\$111,257
35.	OA 3	\$106,565
36.	OA 2	\$101,874
37.	OA 1	\$97,178
38.	OA 0	\$92,486

#### 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	\$680.48
2.	OA 36	\$669.13
3.	OA 35	\$660.56
4.	OA 34	\$651.97
5.	OA 33	\$643.41
6.	OA 32	\$634.83
7.	OA 31	\$626.25
8.	OA 30	\$617.69
9.	OA 29	\$609.12
10.	OA 28	\$600.54
11.	OA 27	\$591.97
12.	OA 26	\$583.39
13.	OA 25	\$574.81
14.	OA 24	\$561.96
15.	OA 23	\$549.10
16.	OA 22	\$536.25
17.	OA 21	\$523.39
18.	OA 20	\$510.52
19.	OA 19	\$497.66
20.	OA 18	\$484.81
21.	OA 17	\$471.94
22.	OA 16	\$459.09
23.	OA 15	\$446.23
24.	OA 14	\$433.37
25.	OA 13	\$420.50
26.	OA 12	\$407.65
27.	OA 11	\$394.78

28.	OA 10	\$381.93
29.	OA 9	\$369.05
30.	OA 8	\$356.20
31.	OA 7	\$343.39
32.	OA 6	\$330.53
33.	OA 5	\$317.67
34.	OA 4	\$304.81
35.	OA 3	\$291.96
36.	OA 2	\$279.11
37.	OA 1	\$266.24
38.	OA 0	\$253.39

## 12 Schedule B.15

Repeal the Schedule, substitute:

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

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

Column 1 Rank			Column 2 Increment	Column 3 Yearly salary rate
Navy	Army	Air Force		
Rear Admiral	Major General	Air Vice Marshal	2	\$423,232
			1	\$416,290
Commodore	Brigadier	Air Commodore	2	\$407,430
			1	\$400,490

#### 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	\$1,159.54
			1	\$1,140.52
Commodore	Brigadier	Air Commodore	2	\$1,116.25
			1	\$1,097.23

### 13 Schedule B.16

Repeal the Schedule, substitute:

#### Schedule B.16: Senior officer salary rates — dental officer

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

Column 1 Rank			Column 2 Dental level	Column 3 Annual rate of salary
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	DL 3	\$281,335
			DL 4	\$295,474

##### 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	\$770.78
			DL 4	\$809.52

### 14 Schedule B.17

Repeal the Schedule, substitute:

#### Schedule B.17: Senior officer salary rates — legal officer

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

Column 1 Rank			Column 2 Legal level	Column 3 Yearly salary rate
Navy	Army	Air Force		
Rear Admiral	Major General	Air Vice Marshal	LL 5-2	\$334,692
			LL 5-1	\$318,944
Commodore	Brigadier	Air Commodore	LL 5-2	\$288,239
			LL 5-1	\$280,000

##### 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	\$916.96
			LL 5-1	\$873.82
Commodore	Brigadier	Air Commodore	LL 5-2	\$789.70
			LL 5-1	\$767.12



**15 Schedule B.18**

Repeal the Schedule, substitute:

**Schedule B.18: Senior officer salary rates — Chaplain and Maritime Spiritual Wellbeing Officer**

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

<b>Column 1 Classification</b>	<b>Column 2 Competency level</b>	<b>Column 3 Yearly salary rate</b>
Chaplain Division 5	CL 3-1	\$226,681
	CL 3-2	\$229,569

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

<b>Column 1 Classification</b>	<b>Column 2 Competency level</b>	<b>Column 3 Daily salary rate</b>
Chaplain Division 5	CL 3-1	\$621.04
	CL 3-2	\$628.96

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

<b>Column 1 Classification</b>	<b>Column 2 Competency level</b>	<b>Column 3 Yearly salary rate</b>
Maritime Spiritual Wellbeing Officer Class 5	CL 3-1	\$226,681
	CL 3-2	\$229,569

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

<b>Column 1 Classification</b>	<b>Column 2 Competency level</b>	<b>Column 3 Daily salary rate</b>
Maritime Spiritual Wellbeing Officer Class 5	CL 3-1	\$621.04
	CL 3-2	\$628.96

## Schedule 4—Amendments to DFRT Determination No. 6 of 2024

### *Defence Force Remuneration Tribunal Determination No. 6 of 2024, ADF Military Factor Framework*

#### 1 Annex A.1 (table)

Repeal the table, substitute:

Item	Column A Military Factor tier	Column B Annual Rate	Column C Daily Rate
1.	TIER A	\$10,964	-
2.	TIER B	\$15,507	-
3.	TIER C	\$20,050	-
4.	TIER D	\$24,593	-
5.	TIER E	\$29,136	-
6.	TIER F	\$33,679	-
7.	TIER G	\$38,222	-
8.	TIER H	\$42,765	-
9.	TIER I	\$47,308	-
10.	TIER J	\$51,851	-
11.	TIER K	\$56,394	-
12.	TIER L	\$60,937	-
13.	TIER Z – 1	-	\$200.34
14.	TIER Z – 2	-	\$217.04
15.	TIER Z – 3	-	\$250.43
16.	TIER Z – 4	-	\$317.21
17.	TIER Z – 5	-	\$333.90
18.	TIER Z – 6	-	\$350.60
19.	TIER Z – 7	-	\$400.68
20.	TIER Z – 8	-	\$467.46
21.	TIER Z – 9	-	\$550.94
22.	TIER Z – 10	-	\$567.63
23.	TIER Z – 11	-	\$951.62
24.	TIER Z – 12	-	\$2,120.27

# EXPLANATORY STATEMENT

## Defence Force Remuneration Tribunal Determination No. 11 of 2025, ADF Workplace Remuneration Arrangement 2023–2026

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

- DFRT Determination No. 14 of 1992, Language Allowance.
- DFRT Determination No. 11 of 2013, ADF Allowances.
- DFRT Determination No. 2 of 2017, Salaries.
- DFRT Determination No. 6 of 2024, ADF Military Factor Framework.

This Determination gives effect to the third set of remuneration increases as set out in the ADF Workplace Remuneration Arrangement 2023-2026 (the Arrangement), which is an agreement reached between the Minister, acting on behalf of the Commonwealth, and the Chief of Defence Force, acting on behalf of the members of the Australian Defence Force (ADF).

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

Section 2 of this Determination provides that the Determination commences on 6 November 2025.

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

Section 4 provides that each instrument made under section 58H of the Act that is specified in a Schedule to this instrument is amended as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

Section 5 provides a 3.4% increase to preserved rates of salary. Specifically, the increase applies to the rates of salary preserved by the provisions set out in sections 3.2.52, 3.2.52A, 3.2.56, 3.2.57 and 3.2.58 of Defence Determination 2016/19, Conditions of service and the rates of salary preserved under Part C of Defence Force Remuneration Tribunal Determination No. 2 of 2017.

Schedule 1 sets out amendments to DFRT Determination No. 14 of 1992, Language Allowance. A 3.4% increase is applied to the rates in the table in clause 6 (Rates of allowance) of the Determination.

Schedule 2 sets out amendments to DFRT Determination No. 11 of 2013, ADF Allowances. A 3.4% increase to the rate of allowances is applied to Table 1 (General allowance rates) of Part F to the Determination.

Schedule 3 sets out amendments to DFRT Determination No. 2 of 2017, Salaries. A 3.4% increase is applied to the rates across each of the schedules in the Determination listed below.

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

Schedule 4 sets out amendments to DFRT Determination No. 6 of 2024, ADF Military Factor Framework. A 3.4% increase is applied to the rates in Annex A.1 (Military Factor tiers and rates) of the Determination.

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

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