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: 24 September 2026

Includes amendments: DFRT Determination No. 10 of 2026

Prepared by the Department of Defence

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 24 September 2026 (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If a provision of the compiled law has been repealed in accordance with a provision of the law, details are included in the endnotes.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. 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 *Defence Regulation 2016*, as in force from time to time.
Flexible service determination	Means a determination made under subsection 23(2) of the *Defence Act 1903* 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 *Defence Act 1903*, 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: a. Completion of Nuclear Power Training Unit, or b. 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 *Defence Act 1903*, 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 *Defence Act 1903*, 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 *Defence Act 1903*, 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 *Defence Act 1903*, 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 *Defence Act 1903*, 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, *Conditions of service*, as in force from time to time. **See:** Chapter 1 Part 3 Division 1, section 1.3.77A (Unpaid leave), Defence Determination 2016/19, *Conditions of service*.
Warrant Officer Class 1	Means a member who holds a rank specified in item 14 of the table in Schedule 1 of the *Defence Act 1903*, 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.

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

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 Air Traffic Control — Legacy, Grade 1	For Officer Aviation, means graduation from initial employment training.
Competency Level 3 Air Traffic Control — Legacy, Grade 2	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.
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 Air Traffic Control — Legacy Grade 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 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.
Competency Level 6 Air Traffic Control — Legacy Grade 4	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.
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, h. weapon systems officer, or i. related specialists structures.

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	Means any of the following categories. a. Medical. b. Dental. c. Legal. d. Chaplain. e. Maritime Spiritual Wellbeing Officer.
aviation specialist	Means a member who meets all the following conditions. 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 *Defence Regulation 2016*, which the member must complete in relation to initial training, qualification or appointment.
aviation specialist stream	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.
compulsory medical residency	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.
dental level	Means the competency level relevant to a dental officer. There are two parts to the dental level (DL) number. 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.

dental officer	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. a. The member is serving in a health branch of the ADF. b. 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. In considering whether to approve a position under paragraph b, the CDF will have regard to the following. a. The duties the officer with perform in the position. b. The relevance of the duties to the officer's responsibilities as a dental officer. c. The career progression of the officer within the dental or health stream.
legacy employment category	Means the relevant of the following. a. For air traffic control employment categories — an officer who meets any of the following. i. The member is in an air traffic control employment category. ii. The member is under training for an air traffic control employment category. iii. The member was paid under the Air Traffic Controller system before 1 October 2009. iv. The member was paid under the joint battlefield airspace controller system between 1 October 2009 and 3 May 2018. b. For officer aircrew categories — an officer who met any of the following before 1 October 2009. i. The member has been offered employment within an officer aircrew category. ii. The member is under training for an officer aircrew category. iii. 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	Means the competency level relevant to a legal officer. There are two parts to the legal level (LL) number. a. The first number in a legal level (for example "LL2") indicates the level of qualification and skill. b. The second character may be either: i. A number representing the increment. ii. An alphabetic character representing the specialisation.

legal officer	Means a member of a specialist career structure who meets both of the following conditions. a. The member is admitted as a barrister or solicitor of the High Court or the Supreme Court of a State or Territory. b. The member has been appointed as a legal officer. It does not include a member who is any of the following. a. A Judge of the Federal Court. b. A Judge of a Supreme Court of a State or Territory. c. Any other office holder to whom salary is payable under a determination made under the *Remuneration Tribunal Act 1973*.
military medical level	Means the competency level relevant to a medical officer position approved for a member under section 3.2.47 of Defence Determination 2016/19, *Conditions of service*, as in force from time to time. There are two parts to the military medical level number. a. The character preceding the hyphen indicates the level of qualification and skill. b. The second character following the hyphen indicates the increment level the member has achieved.
medical officer	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. a. The member is serving in a heath branch of the ADF. b. The member is serving in another position approved by the CDF for career management purposes, for a period of less than three years. In considering whether to approve a position under paragraph b, the CDF will have regard to the following. a. The duties the officer will perform in the position. b. The relevance of the duties to the officer's responsibilities as a medical officer. c. The career progression of the officer within the medical or health stream.
Officer Aviation	Means any of the following competency streams. a. air battle management b. airborne electronics officer c. air mobility officer d. air traffic control e. aviation warfare officer f. fast jet pilot g. fixed wing pilot h. maritime patrol and response officer i. remote pilot j. remote pilot warfare officer k. rotary wing pilot

	l. weapon systems officer.
Officer Aviation member	Means a member who meets all of the following. a. The member is one of the following. 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, *Conditions of service*, 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 3B	Cyber warfare members
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, Division 3, Division 3A or Division 3B.

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	a. The rate of salary in Schedule B.4 that: 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	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 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 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 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 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 increment of OA28 unless the member has been appointed to Unit Command.

b. A member holding the rank of Major has a maximum increment of OA23 unless the member has been appointed to Sub-Unit Command.

c. A member holding the rank of Captain has a maximum 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 meets all of the following.

a. They are in any of the following employment categories.

   i. Nuclear Powered Submarine Officer (SSNO).

   ii. Nuclear Marine Engineer Officer Submariner (MESM-N).

   iii. Nuclear Technician (NT).

b. They are posted to one of the following.

   i. A seagoing nuclear powered submarine.

   ii. A shore position as a part of their nuclear powered submarine training continuum.

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 3, Division 3B, 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 3B: Cyber warfare members

B.3B.1 Purpose

This Division provides the increment placement and the rate of salary for cyber warfare members.

B.3B.2 Definitions

In this Division, the following apply.

Cyber warfare member means a member who is a cyber warfare officer or a cyber warfare specialist.

Cyber warfare officer means a member of the cyber warfare officer employment category who is in one of the following pathways under this Division.

a. The command pathway.

b. The specialist pathway.

c. The staff pathway.

Cyber warfare specialist means a member of a cyber warfare specialist employment category who is in the enlisted pathway under this Division.

B.3B.3 Member this Division applies to

This Division applies to a cyber warfare member.

B.3B.4 Rate of salary for a cyber warfare member

A cyber warfare member who has an increment in column 2 of the table in one of the following is to be paid the rate of salary in column 3 of the same item of the table.

a. If the member is on continuous full-time service — Part 3 of Schedule B.14.

b. If the member is a member of the Reserves who is not on continuous full-time service — Part 4 of Schedule B.14.

B.3B.5 Cyber warfare increments

1. The cyber warfare increment for a member is the increment in the table in one of the following annexes that corresponds with the member's rank and number of years in rank completed in their pathway.

   a. If the member is in the command pathway — Annex B.3B.A.

   b. If the member is in the specialist pathway — Annex B.3B.B.

   c. If the member is in the staff pathway — Annex B.3B.C.

   d. If the member is in the enlisted pathway — Annex B.3B.D.

2. A member's cyber warfare increment under subsection 1 may be modified by Chapter 3 Part 2 Division 4C of Defence Determination 2016/19, *Conditions of service*, as in force from time to time, in connection with any of the following.

   a. On entry into the cyber warfare pay structure.

   b. On promotion.

   c. On appointment as an officer if the member was an enlisted member immediately before being appointed.

   d. On transfer to a different pathway within the cyber warfare pay structure.

   e. On increment advancement.

3. For the purpose of subsection 1, Chapter 3 Part 2 Division 4C of Defence Determination 2016/19, *Conditions of service* determines when a member has completed a year in rank.

B.3B.6 Member ceases to be a cyber warfare member

If a member ceases to be a cyber warfare member, all of the following occur.

a. They cease to be paid a rate of salary under this Division.

b. They are paid the rate for their employment category.

B.3B.7 Salary ceases to be payable under other Divisions

A member who is paid a rate of salary under this Division ceases to be eligible for all of the following.

a. The payment of salary under Division 2, Division 3, Division 3A, 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.

Annex B.3B.A: Cyber Warfare Pay Structure Command Pathway — Increment Range

Column 1 Rank	Column 2 Years in rank					
	0	**1**	**2**	**3**	**4**	**5+**
Group Captain	OA33	OA34	OA35	OA36	OA36	OA36
Wing Commander	OA23	OA24	OA25	OA26	OA26	OA26
Squadron Leader	OA18	OA19	OA20	OA21	OA21	OA21
Flight Lieutenant	OA7	OA9	OA11	OA13	OA15	OA17
Flying Officer	OA2	OA3	OA4	OA5	OA5	OA5
Pilot Officer	OA1	OA2	OA3	OA4	OA4	OA4

Annex B.3B.B: Cyber Warfare Pay Structure Specialist Pathway — Increment Range

Column 1 Rank	Column 2 Years in rank														
	0	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14+**
Group Captain	OA33	OA34	OA35	OA36	OA36	OA36	OA36	OA36	OA36	OA36	OA36	OA36	OA36	OA36	OA36
Wing Commander	OA23	OA24	OA25	OA26	OA27	OA28	OA29	OA30	OA31	OA32	OA33	OA34	OA35	OA36	OA36
Squadron Leader	OA18	OA19	OA20	OA21	OA22	OA23	OA24	OA25	OA26	OA26	OA26	OA26	OA26	OA26	OA26
Flight Lieutenant	OA7	OA8	OA9	OA10	OA11	OA12	OA13	OA14	OA15	OA16	OA17	OA18	OA19	OA20	OA21
Flying Officer	OA2	OA3	OA4	OA5	OA5	OA5	OA5	OA5	OA5	OA5	OA5	OA5	OA5	OA5	OA5

Annex B.3B.C: Cyber Warfare Pay Structure Staff Pathway — Increment Range

Column 1 Rank	Column 2 Years in rank
	0+
Group Captain	OA33
Wing Commander	OA23
Squadron Leader	OA18
Flight Lieutenant	OA7
Flying Officer	OA2
Pilot Officer	OA1

Annex B.3B.D: Cyber Warfare Pay Structure Enlisted Pathway — Increment Range

Column 1 Rank			Column 2 Years in rank								
Navy	**Army**	**Air Force**	**0**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8+**
Warrant Officer	**Warrant Officer Class 1**	**Warrant Officer**	OA14	OA15	OA15	OA15	OA15	OA15	OA15	OA15	OA15
Chief Petty Officer	**Warrant Officer Class 2**	**Flight Sergeant**	OA12	OA13	OA14	OA15	OA15	OA15	OA15	OA15	OA15
	Staff Sergeant*										
Petty Officer	**Sergeant**	**Sergeant**	OA8	OA9	OA10	OA11	OA12	OA13	OA14	OA15	OA15
Leading Seaman	**Corporal**	**Corporal**	OA5	OA6	OA7	OA8	OA9	OA10	OA11	OA12	OA13
	Lance Corporal		OA3	OA4	OA5	OA6	OA7	OA7	OA7	OA7	OA7
Able Seaman	**Private Proficient****	**Leading Aircraftman**	OA1	OA2	OA3	OA4	OA5	OA6	OA7	OA7	OA7
Seaman	**Private**	**Aircraftman**	OA0	OA0	OA0	OA0	OA0	OA0	OA0	OA0	OA0

* The rank of Staff Sergeant is not used in the Cyber warfare pay structure, but included for completeness.

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

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 Technical	Foundation	0	n/a
2.		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 or employment category streams.

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.

ix. Maritime Logistics Officer, in the Submariner employment category stream only.

x. Maritime Personnel – Submariner.

xi. Medical Sailor Nuclear – Submariner.

xii. Supply Chain – Submariner.

xiii. Information Systems Technician Networks.

b. The rate of salary for the member's employment category or employment category stream 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.

C.1.7 Transition – cyber warfare employment categories

1. This section applies to a member who meets all of the following.

   a. The member becomes a cyber warfare member.

      Note: A cyber warfare member is defined in Division B.3B.

b. The rate of salary for the member's cyber warfare pathway is lower than the rate of salary payable for their previous employment category under Part B Division 2, Division 3, 3A, 4 or Division 5.

2. Despite Part B Division 3B, 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.

Note: The member remains on this salary until paragraph 4.b applies.

3. The member's rate of salary is adjusted, from time to time by both of the following.

a. On completion of a year in rank as defined in Chapter 3 Part 2 Division 4C of Defence Determination 2016/19, *Conditions of service*,.

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. The day the rate of salary payable to the member under subsection 2, as adjusted from time to time, is lower than the rate of salary that would be payable to the member under Part B Division 3B, had this section not applied.

Note: If the member ceases to be a cyber warfare member they no longer meet the conditions of this section and it ceases to apply.

C.1.8 Transition – space operations 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. Space Operations Officer.

ia. Space System Operator

ii. Space System Supervisor.

iii. Space Mission Supervisor.

iv. Space Mission Manager.

v. Space Operations Manager

b. The member was paid under one of the following immediately before their transfer to a space operations employment category and the rate of salary payable for their new employment category is lower than their previous rate of salary.

i. Division 2 of Part B.

ii. Division 4 of Part B.

iii. Division 5 of Part B.

iv. Item 13 of the table in subsection B.3.

2. Despite Part B, the member is paid the rate of salary payable to them immediately before they transferred, as varied by subsection 3, from the day the transfer takes effect.

3. The member's rate of salary payable to them immediately before they transferred is adjusted in accordance with 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 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.1.9 Transition – Army Maritime Officer employment categories

1. This section applies to a member who meets all of the following.

a. The member transfers into an Army maritime officer employment category.

b. The rate of salary for the member's new employment category is lower than the rate of salary payable for their previous employment category under Part B Division 2.

2. Despite Part B, the member is paid the rate of salary payable to them immediately before they transferred, as varied by subsection 3, from the day the transfer takes effect.

3. The member's rate of salary payable to them immediately before they transferred is adjusted in accordance with 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 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.

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

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
3A.	Geospatial Warfare Officer	Under training
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 Officer	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
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
24A.	Submarine Warfare Officer	Under Training
25.	Surface Warfare Officer	Under Training
26.	Undersea Warfare Officer	Under training

Pay grade 3

Item	Employment Category	Classification
1.	Bandmaster	Primary Qualification
1A.	Geospatial Warfare Officer	Foundation
2.	Information Warfare Officer	Under Training
4.	Intelligence NIR	Under Training
5.	Intelligence NIR	Primary Qualification
5A.	Intelligence Officer	Under Training

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 Officer	Foundation
12.	Maritime Trade Operations	Primary Qualification
12A.	Maritime Warfare Officer	Under Training – Navigation Watchkeeping Certificate Qualification
13.	Military Public Affairs Officer	Primary Qualification
13A.	Naval Police Coxswain Officer	Foundation
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
22AA.	Submarine Warfare Officer	Under Training – Navigation Watchkeeping Certificate Qualification
22A.	Surface Warfare Officer	Under Training – Navigation Watchkeeping Certificate Qualification
23.	Training Systems Officer	Foundation
24.	Training Systems Officer	Under Training
25.	Undersea Warfare Officer	Foundation

Pay grade 4

Item	Employment Category	Classification
1.	Aerospace Engineer	Under Training
2.	Bandmaster	Officer In Charge
2A.	Geospatial Warfare Officer	Foundation Plus
3.	Maritime Trade Operations	Level 2B
4.	Information Warfare Officer	Foundation
5.	Intelligence Officer	Foundation
6.	Management Executive	Tier 1 — Specialist

7.	Marine Engineering	Under Training
7A.	Maritime Logistics Officer	Intermediate
8.	Medical Administration	Specialist
9.	Military Public Affairs Officer	Foundation
10.	Naval Police Coxswain Officer	Intermediate
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
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
23A.	Space Operations Officer	Foundation
23B.	Submarine Warfare Officer	Primary Qualification
24.	Surface Warfare Officer	Foundation Warfare Learning Package, Primary Qualification
25.	Training Systems Officer	Foundation Plus
25A.	Undersea Warfare Officer	Foundation Plus
26.	Weapon Electrical Aircraft Engineering	Under Training
27.	Weapon Electrical Engineer	Under Training

Pay grade 5

Item	Employment Category	Classification
1A.	Geospatial Warfare Officer	Intermediate
1.	Information Warfare Officer	Endorsed
2.	Intelligence Officer	Endorsed
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 Officer	Intermediate Plus
14.	Maritime Logistics Officer	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
19A.	Naval Police Coxswain Officer	Advanced
20.	Navy Health Services Officer	Tier 2 (Charge Qualified)
21.	Nurse	Specialist
22.	Pilot Competency Progression	Highly Proficient
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
28A	Space Operations Officer (0-3 years)	Foundation
28B.	Space Operations Officer (0-3 years)	Intermediate
29.	Surface Warfare Officer	Intermediate Warfare Learning Package
30.	Training Systems Officer	Intermediate
31.	Undersea Warfare Officer	Intermediate

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

7A.	Geospatial Warfare Officer	Intermediate Plus
7B.	Geospatial Warfare Officer	Shore Charge
8.	Information Warfare Officer	Intermediate
9.	Information Warfare Officer	Shore Charge
11.	Intelligence Officer	Intermediate
12.	Intelligence Officer	Shore Charge
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
22.	Maritime Human Resource Officer	Advanced
23.	Maritime Human Resource Officer	Master
24.	Maritime Human Resource Officer	Shore Charge
25.	Maritime Logistics Officer	Shore Charge
25A.	Maritime Logistics Officer	Submariner
26.	Maritime Trade Officer	Shore Charge
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
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
45A.	Space Operations Officer (4-6 years)	Intermediate
45B.	Submarine Warfare Officer	SM Qualified
46.	Surface Warfare Officer	Advanced Warfare Learning Package

47.	Surface Warfare Officer	Shore Charge
48.	Training Systems Officer	Advanced
49.	Training Systems Officer	Master
50.	Training Systems Officer	Shore Charge
50A.	Undersea Warfare Officer	Advanced
50B.	Undersea Warfare Officer	Shore Charge
51.	Weapons Electrical Engineer	Primary Qualification
52.	Weapons Electrical Engineer	Shore Charge

Pay grade 7

Item	Employment Category	Classification
1.	Aerospace Engineer	Charge Qualified
1A.	Geospatial Warfare Officer	Advanced
1B.	Geospatial Warfare Officer	Master
1C.	Geospatial Warfare Officer	Executive Officer Major Fleet Unit
1D.	Geospatial Warfare Officer	Minor War Vessel Command
2.	Information Warfare Officer	Advanced
3.	Information Warfare Officer	Sea Charge (Preservation)
4A.	Intelligence Officer	Advanced
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
23.	Maritime Logistics Officer	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
29.	Maritime Warfare Officer Specialist	Minor War Vessel Command
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
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
54A.	Space Operations Officer	Intermediate
54B.	Space Operations Officer	Advanced
54C.	Submarine Warfare Officer	Major Fleet Unit Executive Officer
54D.	Submarine Warfare Officer	Minor War Vessel Command
54E.	Submarine Warfare Officer	Warfare Qualified
55.	Surface Warfare Officer	Executive Officer Major Fleet Unit
56.	Surface Warfare Officer	Minor War Vessel Command
57A.	Undersea Warfare Officer	Master
57B.	Undersea Warfare Officer	Executive Officer Major Fleet Unit
57C.	Undersea Warfare Officer	Minor War Vessel Command
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
6A.	Geospatial Warfare Officer	Shore Command
7.	Information Warfare Officer	Tier 4 (Principal)
8.	Information Warfare Officer	Master
9.	Instructor	Shore Command
11.	Intelligence Officer	Master
11A.	Intelligence Officer	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
27.	Maritime Human Resource Officer	Shore Command
28.	Maritime Logistics Officer	Shore Command
29.	Maritime Trade Operations	Shore Command
30.	Maritime Warfare Officer	Shore Command
31.	Maritime Warfare Officer ADQUAL	Shore Command
33.	Medical Administrator	Shore Command
34.	Military Public Affairs Officer	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
48A.	Space Operations Officer	Advanced
48B.	Space Operations Officer	Master
48C.	Space Operations Officer (Command)	Advanced
48D.	Space Operations Officer (Command)	Master
48E.	Submarine Warfare Officer	Shore Command
48F.	Submarine Warfare Officer	SM Executive Officer
49.	Surface Warfare Officer	Shore Command
50.	Training Systems Officer	Shore Command
52A.	Undersea Warfare Officer	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
1A.	Geospatial Warfare Officer	Major Fleet Unit Command
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
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
15.	Maritime Warfare Officer	Major Fleet Unit Command
16.	Maritime Warfare Officer ADQUAL	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
29A.	Submarine Warfare Officer	Major Fleet Unit Command
29B.	Submarine Warfare Officer	SM Command
30.	Surface Warfare Officer	Major Fleet Unit Command
30A.	Undersea 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
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
2A.	Army Maritime 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
2A.	Army Maritime Officer	General Service Officer Grade 3

3.	Army Psychologist	General Service Officer Grade 3
4.	Aviation Officer	General Service Officer Grade 3
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
2A.	Army Maritime 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
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
33A.	Space Operations Officer	Foundation
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
2A.	Army Maritime 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
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
33A.	Space Operations Officer (0-3 years)	Foundation
33B.	Space Operations Officer (0-3 years)	Intermediate
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
2A.	Army Maritime 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
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
34A.	Space Operations Officer (4-6 years)	Intermediate
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
4A.	Army Maritime Officer	General Service Officer Grade 7
4B.	Army Maritime Officer	General Service Officer RPE Grade 7
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
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
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
66A.	Space Operations Officer	Intermediate
66B.	Space Operations Officer	Advanced
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
2A.	Army Maritime 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
10A.	Electrical and Mechanical Engineering Aviation Officer (Q)	Engineering Officer RPE (DC) Grade 7
11.	Electrical and Mechanical Engineering Aviation Officer (Q)	General Service Officer RPE (CM) Grade 7
11A.	Electrical and Mechanical Engineering Aviation Officer (Q)	General Service Officer RPE (DC) 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
16A.	Electrical and Mechanical Engineering Officer (Q)	Engineering Officer RPE (DC) Grade 7
17.	Electrical and Mechanical Engineering Officer (Q)	General Service Officer RPE (CM) Grade 7
17A.	Electrical and Mechanical Engineering Officer (Q)	General Service Officer RPE (DC) 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
21A.	Engineer Officer (Q)	Engineering Officer RPE (DC) Grade 7
22.	Engineer Officer (Q)	General Service Officer RPE (CM) Grade 7
22A.	Engineer Officer (Q)	General Service Officer RPE (DC) 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
28A.	Intelligence Officer	General Service Officer RPE (DC) 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
41A.	Signals Officer	Engineering Officer RPE (DC) Grade 7
42.	Signals Officer	General Service Officer Grade 7
43.	Signals Officer	General Service Officer RPE (CM) Grade 7
43A.	Signals Officer	General Service Officer RPE (DC) Grade 7
44.	Signals Officer	General Service Officer Grade 8
44A.	Space Operations Officer	Advanced
44B.	Space Operations Officer	Advanced PSC
44C.	Space Operations Officer	Advanced RPE (CM)
44D.	Space Operations Officer	Master
44E.	Space Operations Officer	Master PSC
44F.	Space Operations Officer	Master RPE (CM)
44G.	Space Operations Officer (Command)	Advanced
44H.	Space Operations Officer (Command)	Master
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 Legacy	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	Foundation
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

35.	Scientific Officer Grade 2	Command Level 1
36.	Security Forces Officer	Grade 3
37.	Security Forces Officer Grade 2	Command Level 1
37A.	Space Operations Officer	Foundation
38.	Training Systems Officer	Foundation Plus
39.	Training Systems Officer Foundation	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
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
36A.	Space Operations Officer (0-3 years)	Foundation
36B.	Space Operations Officer (0-3 years)	Intermediate
37.	Training Systems Officer	Intermediate
37A.	Training Systems Officer Foundation Plus	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
14A.	Space Operations Officer (4-6 years)	Intermediate
14B.	Training Systems Officer	Advanced
14C.	Training Systems Officer	Master

14D.	Training Systems Officer Intermediate	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
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
24A.	Space Operations Officer	Intermediate
24B.	Space Operations Officer	Advanced
24C.	Training Systems Officer Advanced	Command Level 1
24D.	Training Systems Officer Master	Command Level 1

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
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
47A.	Space Operations Officer	Advanced
47B.	Space Operations Officer	Master
47C.	Space Operations Officer (Command)	Advanced
47D.	Space Operations Officer (Command)	Master
48.	Training Systems Officer Advanced	Command Level 2
48A.	Training Systems Officer Intermediate	Command Level 2
48B.	Training Systems Officer Master	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	$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

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

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

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

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
			LL 3-2	$209,242
			LL 3-1	$203,245
Lieutenant Commander	Major	Squadron Leader	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
			LL 1	$108,649
Sub-Lieutenant	Lieutenant	Flying Officer	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
			LL 3-1	$556.84
Lieutenant Commander	Major	Squadron Leader	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
			LL 1	$297.67
Sub-Lieutenant	Lieutenant	Flying Officer	LL 1	$266.21

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

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
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
4.	Electronic Warfare Operator	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
10.	Undersea Warfare Specialist – Advanced	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
9.	Dental Manager	B
10.	Electronic Technician — Grade 4	A
10A.	Geospatial Warfare Specialist – Advanced	A
11.	Hospitality Specialist — Submariner (HS-SM) — Grade A	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
23A.	Maritime Personnel – Submariner (MPERS-SM)	A
24.	Medic Manager	B
25.	Musician	B
26.	Naval Police Coxswain	B
27.	Physical Training Instructor	B
28.	Supply Chain – Submariner (SC-SM)	A
29.	Undersea Warfare Specialist	B
30.	Undersea Warfare Specialist – Master	A

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

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
37A.	Geospatial Warfare Specialist	B
37B.	Geospatial Warfare Specialist – Advanced Plus	A
37C.	Geospatial Warfare Specialist – Master	A
38.	Imagery Specialist	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
52A.	Medical Sailor Nuclear – Submariner – Medic Manager (MEDN-SM)	A
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

59.	Space Operations Manager – Master	A
60.	Space Operations Manager – Master	B
61.	Undersea Warfare Specialist	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
20A.	Geospatial Warfare Specialist	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
27.	Space Operations Manager – Master	C

Pay grade 10

Item	Employment Category	Tier
1C.	Acoustic Warfare Analyst Submarines – Chief of Boat	A
1B.	Acoustic Warfare Analyst Submarines – Chief of Boat	B

1A.	Acoustic Warfare Analyst Submarines – Chief of Boat	C
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
16A.	Information Systems Technician Networks — Submariner	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
10.	Military Police General Duties	A
11.	Military Police Law Enforcement Specialist	A
12.	Physical Training Instructor Grade 3	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 Training 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
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	A

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
15A.	Marine Specialist Master	A
15B.	Marine Specialist Master	B
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
26.	Transport Operations 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
45A.	Space Operations Manager – Master	A
45B.	Space Operations Manager – Master	B
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
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
19A.	Space Operations Manager – Master	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
1A.	Artificer Aero Avionics (Time Progression) Fly 10+	A
1B.	Artificer Aero Avionics (Time Progression) Fly 10+	B
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
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
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
1A.	Aeronautical Life Support Technical Manager	A
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
55A.	Space Operations Manager – Master	A
55B.	Space Operations Manager – Master	B
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
1A.	Aeronautical Life Support Technical Manager — Warrant Officer Engineering	A
1B.	Aeronautical Life Support Technical Manager — Warrant Officer Engineering	B
1C.	Aeronautical Life Support Technical Manager — Warrant Officer Engineering	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
36A.	Manager Trades	C
37.	Network Technician Manager	C
37A.	Network Technician Supervisor	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
42A.	Space Operations Manager – Master	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	$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

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
10A.	Maritime Personnel – Submariner (MPERS-SM)	Grade 1
10B.	Supply Chain – Submariner (SC-SM)	Grade 1
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
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
17A.	Information Systems Technician Networks — Submariner (ITN-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
26A.	Maritime Personnel – Submariner (MPERS-SM)	Grade 2
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
39A.	Supply Chain – Submariner (SC-SM)	Grade 2
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
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.	Geospatial Warfare Specialist	Foundation
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
23A.	Medical Sailor Nuclear – Submariner (MEDN-SM)	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	–

35A.	Space System Operator	Foundation
35B.	Undersea Warfare Specialist	Foundation
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
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
20.	Combat Systems Supervisor	Grade 3
21.	Combat Systems Supervisor — Anti-Submarine Aircraft Controller	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.	Geospatial Warfare Specialist	Foundation Plus
30.	Geospatial Warfare Specialist	Intermediate
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	–
37A.	Medical Sailor Nuclear – Submariner (MEDN-SM)	Grade 3
37B.	Medical Sailor Nuclear – Submariner (MEDN-SM)	Grade 4
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	–
49.	Space System Operator	Foundation
50.	Space System Operator	Intermediate
51.	Undersea Warfare Specialist	Intermediate

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
17.	Combat Systems Operator — Air Interceptor Controller	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
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.	Geospatial Warfare Specialist	Intermediate Plus
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
41A.	Maritime Personnel – Submariner (MPERS-SM)	Grade 3
41B.	Maritime Personnel – Submariner (MPERS-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
46.	Space System Supervisor	Intermediate
47.	Supply Chain – Submariner (SC-SM)	Grade 3
48.	Supply Chain – Submariner (SC-SM)	Grade 4
49.	Undersea Warfare Specialist	Advanced

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
26A.	Geospatial Warfare Specialist	Advanced
27.	Hospitality Specialist — Submariner (HS-SM)	Grade 3
28.	Hospitality Specialist — Submariner (HS-SM)	Grade 4
29.	Hospitality Specialist — Submariner (HS-SM)	Grade 5
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
36A.	Information Systems Technician Networks — Submariner (ITN-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
47A.	Maritime Personnel – Submariner (MPERS-SM)	Grade 5
48.	Medic — SM	Grade 2
49.	Medic — SM	Grade 3
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
55.	Space Mission Supervisor	Advanced
56.	Space Mission Supervisor	Intermediate
57.	Supply Chain – Submariner (SC-SM)	Grade 5
58.	Supply Chain – Submariner (SC-SM)	Grade 6
59.	Undersea Warfare Specialist	Master

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
29A.	Geospatial Warfare Specialist	Advanced Plus
28B.	Geospatial Warfare Specialist	Master
30.	Information Systems Technician Communications — Submariner (ITR-SM)	Grade 3
31.	Information Systems Technician Electronic Warfare — Submariner (ITE-SM)	Grade 3
31A.	Information Systems Technician Networks — Submariner (ITN-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
36A.	Medical Sailor Nuclear – Submariner (MEDN-SM)	Grade 4
36B.	Medical Sailor Nuclear – Submariner – Medic Manager (MEDN-SM)	-
36C.	Medical Sailor Nuclear – Submariner – Medic Supervisor (MEDN-SM)	-
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
44.	Space Mission Manager	Advanced
45.	Space Mission Manager	Master

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
12A.	Information Systems Technician Networks — Submariner (ITN-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	–
1A.	Chief of Boat – Submariner (COB-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
9A.	Information Systems Technician Networks — Submariner (ITN-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	Grade 1
16.	General Duties	–
17.	Gunner Provisional	–
18.	Health Operator 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
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
11A.	Chef	Grade 3
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
18.	Cook Advanced	–
19.	Dental Assistant	Grade 1
20.	Distribution Operator	Grade 2
21.	Driver	Grade 2
22.	Health Operator 2	–
23.	Health Operator 3	–
24.	Light Cavalry Trooper	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
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	–
16A.	Chef	Grade 4
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	–
24.	Cook Supervisor	–
25.	Dental Assistant	Grade 2
26.	Distribution Operator	Grade 3
27.	Distribution Operator Driver	–
28.	Driver Heavy Vehicle	Grade 3
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 Trooper	Grade 2
41.	Manager Clerk Engineers	–
42.	Manager Storeman Engineers	–
43.	Marine Specialist	Foundation 1
44.	Military Police General Duties	Grade 1
45.	Military Police Law Enforcement	Grade 2
46.	Musician Single Instrument	Grade 1
49.	Operator Movements	Grade 2
50.	Operator Movements Advanced	–
51.	Operator Petroleum	–
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 Technician Assistant	–
4.	Analyst Intelligence Operations	Grade 2
5.	Armoured Cavalry Specialist	–
6.	Army Imagery Specialist	Grade 1
7.	Artillery Command Systems Operator AMDS	Grade 1
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	–
37A.	Driver Heavy Vehicle Advanced	–
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
45.	Light Cavalry Commander	–
46.	Manager Infantry Operations Clerk	–
47.	Manager Infantry Resource Storeman	–
48.	Marine Specialist	Foundation 2
49.	Marine Specialist	Intermediate
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
66A.	Operator Specialist Vehicle	Grade 1
67.	Operator Specialist Vehicle	Grade 2
68.	Operator Specialist Vehicle 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	–
81A.	Space System Operator	Foundation
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 Supervisor	Grade 1
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 Technician Assistant	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
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 Sergeant	–
53.	Light Cavalry Warrant Officer	–
54.	Manager Company Operations	Grade 1
55.	Manager Petroleum	–
56.	Manager Uncrewed Aircraft Systems	Grade 2
56A.	Marine Specialist	Advanced
57.	Marine Technician	Grade 3
58.	Material Technician	Grade 3
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	–

85A.	Space System Operator	Foundation
85B.	Space System Operator	Intermediate
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)	–
96.	Telecommunications Network Detachment Commander	–
97.	Telecommunications Network Signaller	–
97A.	Transport Operations Manager	–
97B.	Transport Operations Supervisor	Grade 2
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 Technician Assistant	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	–
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
37A.	Marine Specialist	Master
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)	–
49A.	Space System Supervisor	Intermediate
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	–
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	–
25A.	Space Mission Supervisor	Advanced
25B.	Space Mission Supervisor	Intermediate
26.	Supervisor Artillery Command Systems AMDS	–
27.	Supervisor Artillery Command Systems OS	–
27A.	Supervisor Construction	–
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	–
18A.	Space Mission Manager	Advanced
18B.	Space Mission Manager	Master
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	–
9.	Special Reconnaissance Operator (Intermediate)	–
10.	Strike and Recovery Operator (Intermediate)	–
11.	Special Warfare Operator (Intermediate)	–

Pay grade 10

Item	Employment Category	Grade
1A.	Artificer Aero Aircraft (Time Progression) Fly 10+	–
1B.	Artificer Aero Avionics (Time Progression) Fly 10+	–
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
39A.	Space System Operator	Foundation
39.	Senior Dental Assistant — Preventative	–
40.	Supply	Grade 3

Pay grade 5

Item	Employment Category	Grade
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
49A.	Space System Operator	Foundation
49B.	Space System Operator	Intermediate
50.	Works Supervisor	Grade 1

Pay grade 6

Item	Employment Category	Grade
2.	Advanced Aircraft Structural Fitter	–
3.	Advanced Aircraft Structural Technician	–
4.	Advanced Aircraft Technician	–
5.	Advanced Avionics Technician	–
6.	Advanced Communications Electronic Technician	–
6A.	Aeronautical Life Support 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
46A.	Space System Supervisor	Intermediate
47.	Supervisor Communications and Information Systems Controller	–
48.	Works Supervisor	Grade 2

Pay grade 7

Item	Employment Category	Grade
1.	Aeronautical Life Support Supervisor	–
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
32A.	Space Mission Supervisor	Advanced
32B.	Space Mission Supervisor	Intermediate
33.	Supervisor Trades	–

Pay grade 8

Item	Employment Category	Grade
1A.	Aeronautical Life Support Technical Manager	–
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
28A.	Space Mission Manager	Advanced
28B.	Space Mission Manager	Master
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	$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.

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
	1st year of training	$54,567
	2nd year of training	$61,966
	3rd year of training	$69,365
	4th 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
	1st postgraduate legal year	$87,862
	1st 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 (1st year)	$69,365
	without a degree (2nd 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:	
	1st year of training	$79,269
	2nd year of training	$82,618
	3rd year of training	$84,851
	4th year of training	$88,200
	a year of internship (1st 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

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
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	$209,807
		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

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	$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

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

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

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

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

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

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

Column 1 Classification	Column 2 Competency level	Column 3 Daily salary rate
Chaplain Division 5	CL 3-1	$621.04
	CL 3-2	$628.96

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

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

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

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

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)
<u>underlining</u> = 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, Salaries – Army Aviation: Workforce Review Officer Aviation amendment	7 April 2025	8 May 2025	
Defence Force Remuneration Tribunal Determination No. 4 of 2025, Salaries – Targeted workforce segments amendment	22 April 2025	5 June 2025	
Defence Force Remuneration Tribunal Determination No. 5 of 2025, Salaries – Army Aviation: Workforce Review Officer Aviation amendment	7 May 2025	Immediately after DFRT Determination No. 3 of 2025. (8 May 2025)	
Defence Force Remuneration Tribunal Determination No. 6 of 2025, Salaries – Naval Police Coxswain Officer amendment	15 June 2025	1 August 2025	
Defence Force Remuneration Tribunal Determination No. 7 of 2025, Salaries – Cyber warfare pay structure amendment	22 July 2025	23 July 2025	
Defence Force Remuneration Tribunal Determination No. 8 of 2025, Aeronautical Life Support Technician amendment	28 July 2025	14 August 2025	
Defence Force Remuneration Tribunal Determination No. 9 of 2025, Salaries – Navy Intelligence Officer employment category amendment	21 July 2025	1 August 2025	
Defence Force Remuneration Tribunal Determination No. 10 of 2025, Space employment categories amendments	6 August 2025	8 September 2025	Schedule 1
Defence Force Remuneration Tribunal Determination No. 11 of 2025, ADF Workplace Remuneration Arrangement 2023-2026	18 July 2025	6 November 2025	
Defence Force Remuneration Tribunal Determination No. 12 of 2025, Space employment categories amendments	12 August 2025	Immediately after DFRT Determination No. 10 of 2025	
Defence Force Remuneration Tribunal Determination No. 13 of 2025, Maritime and Surface Warfare Officer amendment	3 November 2025	4 December 2025	
Defence Force Remuneration Tribunal Determination No. 14 of 2025, Salaries – Nuclear Submariner Workforce – employment categories – amendment	27 November 2025	1 December 2025	

Name	Signed	Commencement	Application, saving and transitional provisions
Defence Force Remuneration Tribunal Determination No. 15 of 2025, Targeted Workforce Segments technical amendments	13 November 2025	13 November 2025	Schedule 2
Defence Force Remuneration Tribunal Determination No. 17 of 2025, Navy Chief of Boat amendment	27 November 2025	4 December 2025	
Defence Force Remuneration Tribunal Determination No. 18 of 2025, Army Maritime Officer employment categories amendment	15 December 2025	16 December 2025	
Defence Force Remuneration Tribunal Determination No. 19 of 2025, Army Marine Specialist employment categories amendments	15 December 2025	1 July 2026	
Defence Force Remuneration Tribunal Determination No. 20 of 2025, Salaries – Army driver specialist employment categories amendment	23 December 2025	2 April 2026	
Defence Force Remuneration Tribunal Determination No. 21 of 2025, Miscellaneous amendments	21 January 2026	21 January 2026	
Defence Force Remuneration Tribunal Determination No. 3 of 2026, Salaries – Space operations salary preservation	13 April 2026	13 April 2026	
Defence Force Remuneration Tribunal Determination No. 6 of 2026, Nuclear Submarine Workforce	29 June 2026	1 June 2026	
Defence Force Remuneration Tribunal Determination No. 7 of 2026, Navy submarine warfare officer employment categories amendment	29 June 2026	2 July 2026	
Defence Force Remuneration Tribunal Determination No. 8 of 2026, ADF Training Systems Officers	29 July 2026	30 July 2026	
Defence Force Remuneration Tribunal Determination No. 9 of 2026, Navy Geospatial and Undersea Warfare Specialist	25 August 2026	10 September 2026	
Defence Force Remuneration Tribunal Determination No. 10 of 2026, Navy Maritime Logistics Officer	31 August 2026	24 September 2026	

Endnote 4—Amendment history

Clause	Amendments
5.2	am: No. 6 of 2019.
A.1.3	am: No. 10 of 2017.
A.1.4	am: No. 1 of 2018.
A.1.9	am: Nos. 1, 6 and 7 of 2018; No. 2 of 2022; No. 4 of 2024.
A.1.11	am: Nos. 3 and 7 of 2018.
A.1.12	am: No. 3 of 2018; No. 3 of 2019; Nos. 3, 6 and 10 of 2020; No. 3 of 2021; No. 21 of 2025.
B.0.2	am: No. 4 of 2024; No. 7 of 2025.
B.1.3	am: No. 3 of 2018. rep: No. 2 of 2022.
B.1.4	am: No. 8 of 2017; No. 2 of 2022.
B.1.5	am: No. 8 of 2017.
B.1.6	rs: No. 8 of 2017. am: No. 4 of 2019.
B.2.2	am: No. 7 of 2025.
B.2.3	am: No. 5 of 2018; No. 1 of 2020; No. 18 of 2023.
B.2.5	rs: No. 6 of 2018; No. 6 of 2020.
B.3.2	am: No. 3 of 2018; No. 3 of 2019; No. 3 of 2020.
B.3.4	am: No. 3 of 2020; No. 6 of 2020; Nos. 3 and 11 of 2021.
B.3.5	rs: No. 3 of 2018. am: No. 5 of 2021.
B.3.6	ad: No. 3 of 2018.
B.3.7	ad: No. 3 of 2018. rs: No. 3 of 2019. am: No. 7 of 2025.
B.3.8	ad: No. 3 of 2018. rs: No. 3 of 2019. am: No. 10 of 2020. am: Nos. 5 and 7 of 2025.
B.3.9	ad: No. 3 of 2018. am: No. 3 of 2019.
B.3.10	ad: No. 3 of 2019.
Annex B.3.A	ad: No. 3 of 2018. rs: No. 3 of 2019. am: Nos. 6 and 10 of 2020.
Annex B.3.B	ad: No. 3 of 2018. rs: No. 3 of 2019.
Annex B.3.C	ad: No. 3 of 2018.
Annex B.3.D	rs: No. 3 of 2019. am: No. 6 of 2020.rs: No. 3 and 5 of 2025.
B.3A.1	ad: No. 4 of 2024.
B.3A.2	ad: No. 4 of 2024. rs: No. 6 of 2026.
B.3A.3	ad: No. 4 of 2024. am: No. 7 of 2025.
B.3A.4	ad: No. 4 of 2024. am: No. 4 of 2025.
B.3A.5	ad: No. 4 of 2024. am: No. 4 of 2025.
B.3A.6	ad: No. 4 of 2024. am: No. 4 of 2025.
B.3A.7	ad: No. 4 of 2024.
B.3A.8	ad: No. 4 of 2024.
B.3A.9	ad: No. 4 of 2024.
B.3B.1	ad: No. 7 of 2025.
B.3B.2	ad: No. 7 of 2025.
B.3B.3	ad: No. 7 of 2025.
B.3B.4	ad: No. 7 of 2025.
B.3B.5	ad: No. 7 of 2025.
B.3B.6	ad: No. 7 of 2025.
B.3B.7	ad: No. 7 of 2025.
Annex B.3B.A	ad: No. 7 of 2025.
Annex B.3B.B	ad: No. 7 of 2025.
Annex B.3B.C	ad: No. 7 of 2025.
Annex B.3B.D	ad: No. 7 of 2025.
B.4.4	am: No. 18 of 2023.

Clause	Amendments
B.5.3	am: No. 18 of 2023.
B.6.2	rs: No. 6 of 2017; No. 9 of 2018.
C.1.1	ad: No. 6 of 2019.
C.1.2	ad: No. 11 of 2019. renum: No. 4 of 2024.
C.1.3	ad: No. 10 of 2019. am: No. 6 of 2020. renum: No. 4 of 2024.
C.1.4	ad: No. 4 of 2024.
C.1.5	ad: No. 9 of 2024. am: No. 14 of 2025; No. 6 of 2026.
C.1.6	ad: No. 4 of 2025.
C.1.7	ad: No. 7 of 2025.
C.1.8	ad: No. 10 of 2025. am: No. 12 of 2025; No. 3 of 2026.
C.1.9	ad: No. 18 of 2025.
Schedule B.1	rs: No. 9 of 2017; No. 9 of 2018; No. 9 of 2019, Nos. 4, 5 and 12 of 2021. am: No. 2 of 2022. rs: No. 3 of 2022; Nos. 6, 14 and 15 of 2023; No. 11 of 2024; No. 11 of 2025.
Schedule B.2	
Part 1	am: No. 18 of 2023. rs: No. 4 of 2025.
Part 2	am: Nos. 7 and 13 of 2018; Nos. 5, 10 and 11 of 2019; Nos. 4 and 6 of 2020; No. 26 of 2021, No. 4, 5 and 13 of 2024. rs: No. 4 of 2025. am: No. 6 of 2025. rs: No. 9 of 2025. am: Nos. 10, 13, 14, 17 and 21 of 2025; Nos. 7, 8, 9 and 10 of 2026.
Part 3	am: Nos. 8 and 9 of 2023. rs: No. 4 of 2025. am: Nos. 10, 14, 15 and 18 of 2025.
Part 4	rs: No. 3 of 2018. am: 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. rs: No. 4 of 2025. am: Nos. 10 and 15 of 2025; No. 8 of 2026.
Schedule B.3	rs: 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; No. 11 of 2025.
Schedule B.4	rs: 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; No. 11 of 2025.
Schedule B.5	rs: 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; No. 11 of 2025.
Schedule B.6	rs: 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; No. 11 of 2025.
Schedule B.7	rs: 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; No. 11 of 2025..
Schedule B.8	rs: 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; No. 11 of 2025.
Schedule B.9	
Part 1	am: 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. rs: No. 4 of 2025. am: Nos. 10 and 14 of 2025; No. 6 and 9 of 2026.
Part 2	am: 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. rs: No. 4 of 2025. am: Nos. 10, 15, 19, 20 and 21 of 2025.
Part 3	am: No. 6 and 10 of 2019; Nos. 2, 11, 13, 16 and 18 of 2023. am: Nos. 1 and 12 of 2024. rs: No. 4 of 2025. am: No 8 of 2025. am: Nos. 10 and 15 of 2025.
Schedule B.10	rs: 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; No. 11 of 2025.
Schedule B.11	
Part 1	am: 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. rs: No. 4 of 2025. am: Nos. 10, 14 and 17 of 2025; No. 6 and 9 of 2026.
Part 2	am: 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. rs: No. 4 of 2025. am: Nos. 10, 15, 19, 20 and 21 of 2025.
Part 3	am: No. 6 and 10 of 2019; Nos. 2, 13, 16 and 18 of 2023. am: Nos. 1 and 12 of 2024. rs: No. 4 of 2025. am: No 8 and 10 of 2025.
Schedule B.12	rs: 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; No. 11 of 2025.
Schedule B.13	am: Nos. 6 and 7 of 2017. rs: 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; No. 11 of 2025.

Clause	Amendments
Schedule B.14	rs: No. 9 of 2017. am: No. 3 of 2018. rs: No. 9 of 2018. am: No. 3 of 2019. rs: No. 9 of 2019; Nos. 4 and 5 of 2021; No. 6 of 2022; Nos. 6 and 15 of 2023; No. 11 of 2024. am: No. 7 of 2025.rs: No. 11 of 2025.
Schedule B.15	rs: No. 9 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 4 and 5 of 2021. am: No. 11 of 2021. rs: No. 12 of 2021; No. 3 of 2022; Nos. 6, 14 and 15 of 2023; No. 11 of 2024; No. 11 of 2025.
Schedule B.16	rs: 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; No. 11 of 2025.
Schedule B.17	rs: 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; No. 11 of 2025..
Schedule B.18	rs: 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; No. 11 of 2025.