



# Defence Force Remuneration Tribunal Determination No. 11 of 2019, Salaries – Navy Maritime Personnel Community Employment Categories – amendment

The Defence Force Remuneration Tribunal, makes this Determination under section 58H of the *Defence Act 1903*. It relates to Matter 10 of 2019 – Navy Maritime Personnel Community.

Dated 27 November 2019

Ingrid Asbury  
President

Adrian Morris  
Member

Rear Admiral James Goldrick AO CSC RAN Rtd  
Member



**1 Name**

1. This Determination is Defence Force Remuneration Tribunal Determination No. 11 of 2019, Salaries – Navy Maritime Personnel Community Employment Categories – amendment.
2. This Determination may also be cited as DFRT Determination No. 11 of 2019.

**2 Commencement**

This instrument commences on 5 March 2020.

**3 Authority**

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

**4 Schedules**

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended,<sup>1</sup> is amended as set out in Schedule 1 of this Determination.

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**NOTE**

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended by DFRT Determinations Nos. 1, 3, 4, 5, 6, 7, 8, 9 and 10 of 2019.

# Schedule 1—Navy Maritime Personnel Community Employment Categories amendment

## *DFRT Determination No. 2 of 2017, Salaries*

### 1 Schedule B.2 (Officer pay grades), Part 2: Navy, Pay grade 2, table

Omit the pay grade table, substitute:

<b>Item</b>	<b>Employment Category</b>	<b>Classification</b>
1.	Administration	Primary Qualification
2.	Bandmaster	Under Training
3.	Former Warrant Officer	On becoming an Officer
4.	Instructor	Primary Qualification
5.	Intelligence	Under Training
6.	Intelligence NIR	Under Training
7.	Intelligence NIR	Primary Qualification
8.	Maritime Aviation Warfare Officer Competency Progression	Under Training
9.	Maritime Aviation Warfare Officer Competency Progression	Wings Under Training
10.	Maritime Aviation Warfare Officer Time Progression	Under Training
11.	Maritime Human Resource Officer	Under Training
12.	Maritime Logistics	Under Training
13.	Maritime Trade Operations	Under Training
14.	Maritime Warfare Officer	Under Training
15.	Medical Administrator	Under Training
16.	Medical Administrator	Primary Qualification
17.	Naval Police Coxswain Officer	Under Training
18.	Naval Police Coxswain Officer	Primary Qualification
19.	Nurse	Under Training
20.	Pilot Competency Progression	Under Training
21.	Pilot Competency Progression	Wings Under Training
22.	Pilot Time Progression	Under Training
23.	Public Relations	Under Training

24.	Public Relations	Primary Qualification
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**2 Schedule B.2 (Officer pay grades), Part 2: Navy Pay grade 3, table**

Omit the pay grade table, substitute:

**Pay grade 3**

<b>Item</b>	<b>Employment Category</b>	<b>Classification</b>
1.	Aeronautical Engineering	Under Training
2.	Bandmaster	Primary Qualification
3.	Intelligence	Tier 1 — Operator Primary Qualification
4.	Marine Engineering	Under Training
5.	Maritime Aviation Warfare Officer Competency Progression	Basic
6.	Maritime Aviation Warfare Officer Competency Progression	Basic Under Training
7.	Maritime Aviation Warfare Officer Time Progression	Fly 0-2
8.	Maritime Aviation Warfare Officer Time Progression	Fly 0-2 Under Training
9.	Maritime Human Resource Officer	Primary Qualification
10.	Maritime Logistics	Primary Qualification
11.	Maritime Trade Operations	Primary Qualification
12.	Nurse	Primary Qualification
13.	Pilot Competency Progression	Basic
14.	Pilot Competency Progression	Basic Under Training
15.	Pilot Time Progression	Fly 0-2
16.	Pilot Time Progression	Fly 0-2 Under Training
17.	Psychologist	Under Training
18.	Psychologist	Primary Qualification
19.	Training Systems	Under Training
20.	Training Systems	Primary Qualification
21.	Weapon Electrical Aircraft Engineering	Under Training
22.	Weapon Electrical Engineering	Under Training

**3 Schedule B.2 (Officer pay grades), Part 2: Navy Pay grade 4, table**

Omit the pay grade table, substitute:

**Pay grade 4**

<b>Item</b>	<b>Employment Category</b>	<b>Classification</b>
1.	Bandmaster	Officer In Charge
2.	Maritime Trade Operations	Level 2B
3.	Intelligence	Tier 1A — Operator Specialist
4.	Management Executive	Tier 1 — Specialist
5.	Medical Administration	Specialist
6.	Naval Police Coxswain Officer	Director of Policing and Security — Navy
7.	Maritime Aviation Warfare Officer Competency Progression	Intermediate
8.	Maritime Aviation Warfare Officer Competency Progression	Intermediate Under Training
9.	Maritime Aviation Warfare Officer Time Progression	Fly 2-4
10.	Maritime Aviation Warfare Officer Time Progression	Fly 2-4 Under Training
11.	Maritime Combat Officer	Primary Qualification
12.	Maritime Human Resource Officer	Foundation
13.	Maritime Warfare Officer	Primary Qualification
14.	Pilot Competency Progression	Intermediate
15.	Pilot Competency Progression	Intermediate Under Training
16.	Pilot Time Progression	Fly 2-4
17.	Pilot Time Progression	Fly 2-4 Under Training
18.	Training Systems	Specialist

**4 Schedule B.2 (Officer pay grades), Part 2: Navy Pay grade 5, table**

Omit the pay grade table, substitute:

**Pay grade 5**

<b>Item</b>	<b>Employment Category</b>	<b>Classification</b>
1.	Aeronautical Engineering	Primary Qualification
2.	Instructor Maritime Geospatial Officer Meteorology	Qualified
3.	Intelligence	Tier 2 — Intelligence Manager
4.	Management Executive	Tier 2 — Strategic Specialist
5.	Marine Engineering	Primary Qualification
6.	Maritime Aviation Warfare Officer Competency Progression	Highly Proficient
7.	Maritime Aviation Warfare Officer Competency Progression	Highly Proficient Under Training
8.	Maritime Aviation Warfare Officer Time Progression	Fly 4-6
9.	Maritime Aviation Warfare Officer Time Progression	Fly 4-6 Under Training
10.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Fly 4-6
11.	Maritime Combat Officer	Minor War Vessel Command
12.	Maritime Combat Officer ADQUAL	Qualified
13.	Maritime Geospatial Officer Hydrographer	Qualified
14.	Maritime Geospatial Officer Meteorology	Qualified
15.	Maritime Human Resource Officer	Intermediate
16.	Maritime Logistics	Charge Qualified
17.	Maritime Logistics	Qualified non Supply Charge Board before 1 January 1998
18.	Maritime Warfare Officer	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section
19.	Maritime Warfare Officer	Minor War Vessel Command
20.	Maritime Warfare Officer ADQUAL	Qualified
21.	Maritime Warfare Officer ADQUAL	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section

22.	Maritime Warfare Officer Specialist	Qualified before 1 July 2004
23.	Mine Clearance Diver Officer	Qualified
24.	Nurse	Specialist
25.	Pilot Competency Progression	Highly Proficient
26.	Pilot Competency Progression	Highly Proficient Under Training
27.	Pilot Time Progression	Fly 4-6
28.	Pilot Time Progression	Fly 4-6 Under Training
29.	Pilot Time Progression ADQUAL	Fly 4-6
30.	Principal Warfare Officer	Qualified
31.	Psychologist	Specialist
32.	Training Systems	Senior Training Specialist
33.	Training Systems Maritime Geospatial Officer Meteorology	Qualified
34.	Weapons Electrical Aircraft Engineering	Primary Qualification
35.	Weapons Electrical Engineering	Primary Qualification

**5 Schedule B.2 (Officer pay grades), Part 2: Navy Pay grade 6, table**

Omit the pay grade table, substitute:

**Pay grade 6**

<b>Item</b>	<b>Employment Category</b>	<b>Classification</b>
1.	Aeronautical Engineering	Charge Qualified
2.	Aircrew	Appointment
3.	Bandmaster	Director of Music
4.	Instructor Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
5.	Intelligence	Tier 3 — Senior Intelligence Officer
6.	Management Executive	Tier 3 — Senior Strategic Specialist
7.	Marine Engineer	Charge Qualified
8.	Marine Engineering SM	Qualified



9.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Qualified
10.	Maritime Geospatial Officer Hydrographer — H1	Hydrographic Officers Long Course or Masters Degree in Hydrographic Science Qualified
11.	Maritime Geospatial Officer Meteorology — Advanced	Masters of Science and Oceanography Qualified
12.	Maritime Human Resource Officer	Advanced
13.	Maritime Human Resource Officer	Master
14.	Maritime Warfare Officer SM	Qualified
15.	Medical Administrator	Officer In Charge
16.	Mine Clearance Diver Officer TAG	Qualified
17.	Mine Clearance Diving Officer Force Warfare Officer	Qualified
18.	Naval Police Coxswain Officer	Commanding Officer Defence Police Training Centre
19.	Nurse	Officer In Charge
20.	Pilot Competency Progression ADQUAL	Qualified
21.	Principal Warfare Officer ADQUAL	Qualified
22.	Training Systems	Principal Training Specialist
23.	Training Systems Maritime Geospatial Officer Meteorology — Advanced	Masters of Science and Oceanography Qualified
24.	Weapons Electrical Engineering SM	Qualified
25.	Weapons Electrical Aircraft Engineering	Charge Qualified
26.	Weapons Electrical Engineer	Charge Qualified

**6 Schedule B.2 (Officer pay grades), Part 2: Navy Pay grade 8, table**

Omit the pay grade table, substitute:

**Pay grade 8**

<b>Item</b>	<b>Employment Category</b>	<b>Classification</b>
1.	Administration	Shore Command
2.	Aeronautical Engineering	Principal Engineer or Subordinate Materiel Governance Authority
3.	Aeronautical Engineering	Shore Command
4.	Aircrew	Shore Command
5.	Bandmaster	Shore Command
6.	Former Warrant Officer (Commissioned)	Shore Command
7.	Instructor	Shore Command
8.	Instructor Maritime Geospatial Officer Meteorology	Shore Command
9.	Intelligence	Shore Command
10.	Management Executive	Shore Command
11.	Marine Engineer	Shore Command
12.	Marine Engineering	Principal Engineer or Subordinate Materiel Governance Authority
13.	Marine Engineering SM	Principal Engineer or Subordinate Materiel Governance Authority
14.	Marine Engineering SM	Marine Engineering Officer SM
15.	Marine Engineering SM	Shore Command
16.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Shore Command
17.	Maritime Aviation Warfare Officer Competency Progression	Shore Command
18.	Maritime Aviation Warfare Officer Time Progression	Shore Command
19.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Shore Command
20.	Maritime Combat Officer	Shore Command
21.	Maritime Combat Officer ADQUAL	Shore Command

22.	Maritime Geospatial Officer Hydrographer	Shore Command
23.	Maritime Geospatial Officer Hydrographer H1	Shore Command
24.	Maritime Geospatial Officer Meteorology	Shore Command
25.	Maritime Geospatial Officer Meteorology Advanced	Shore Command
26.	Maritime Human Resource Officer	Shore Command
27.	Maritime Logistics	Shore Command
28.	Maritime Trade Operations	Shore Command
29.	Maritime Warfare Officer	Shore Command
30.	Maritime Warfare Officer ADQUAL	Shore Command
31.	Maritime Warfare Officer SM	Shore Command
32.	Medical Administrator	Shore Command
33.	Mine Clearance Diver Officer	Shore Command
34.	Mine Clearance Diver Officer Force Warfare Officer	Shore Command
35.	Mine Clearance Diver Officer TAG	Shore Command
36.	Naval Police Coxswain Officer	Shore Command
37.	Nurse	Shore Command
38.	Pilot Competency Progression	Shore Command
39.	Pilot Competency Progression ADQUAL	Shore Command
40.	Pilot Time Progression	Shore Command
41.	Pilot Time Progression ADQUAL	Shore Command
42.	Principal Warfare Officer	Shore Command
43.	Principal Warfare Officer ADQUAL	Shore Command
44.	Psychologist	Shore Command
45.	Public Relations	Shore Command
46.	Training Systems	Shore Command
47.	Training Systems Maritime Geospatial Officer Meteorology	Shore Command
48.	Weapons Electrical Aircraft Engineering	Principal Engineer or Subordinate Materiel Governance Authority
49.	Weapons Electrical Aircraft Engineering	Shore Command

50.	Weapons Electrical Engineering	Principal Engineer or Subordinate Materiel Governance Authority
51.	Weapons Electrical Engineering SM	Principal Engineer or Subordinate Materiel Governance Authority
52.	Weapons Electrical Engineering SM	Shore Command
53.	Weapons Electrical Engineering SM	Weapons Electrical Engineering Officer SM
54.	Weapons Electrical Engineer	Shore Command

**7 Schedule B.9 (Warrant Officer 1 pay grades), Part 1: Navy, Pay grade 3, table**

Omit the pay grade table, substitute:

**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

**8 Schedule B.9 (Warrant Officer 1 pay grades), Part 1: Navy, Pay grade 4, table**

Omit the pay grade table, substitute:

**Pay grade 4**

Item	Employment Category	Tier
1.	Boatswain — Grade 3	A
2.	Maritime Logistics Chef	A
3.	Maritime Logistics Supply Chain	A
4.	Maritime Logistics Support Operations — Grade 4	A
5.	Maritime Personnel Manager	A
6.	Naval Police Coxswain	A

7.	Signals Yeoman	A
8.	Work Study	A

**9 Schedule B.9 (Warrant Officer 1 pay grades), Part 1: Navy, Pay grade 7, table**  
Omit the pay grade table, substitute:

**Pay grade 7**

<b>Item</b>	<b>Employment Category</b>	<b>Tier</b>
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.	Aviation Technician Aircraft — Grade 5	A
7.	Aviation Technician Aircraft — Grade 5	B
8.	Aviation Technician Avionics — Grade 5	A
9.	Aviation Technician Avionics — Grade 5	B
10.	Boatswain	B
11.	Combat Systems Manager	B
12.	Combat Systems Manager Mine Warfare	B
13.	Communications and Information Systems — Communications	B
14.	Communications and Information Systems — Information	B
15.	Cryptologic Sailor	A
16.	Cryptologic Sailor	B
17.	Dental Manager	B
18.	Electronic Technician	B
19.	Electronic Technician — Grade 4 Fire Control Officer	A
20.	Electronic Technician — Grade 5	A
21.	Electronic Technician — Grade 5 Fire Control Officer	A
22.	Electronic Warfare	A

23.	Electronic Warfare	B
24.	Hydrographic Systems Manager	B
25.	Imagery Specialist	B
26.	Marine Technician	B
27.	Marine Technician — Grade 5	A
28.	Maritime Logistics Chef	B
29.	Maritime Logistics Chef — SM	A
30.	Maritime Logistics Chef — SM	B
31.	Maritime Logistics Supply Chain	B
32.	Maritime Logistics Supply Chain — SM	A
33.	Maritime Logistics Supply Chain — SM	B
34.	Maritime Logistics Support Operations	B
35.	Maritime Logistics Support Operations — SM	B
36.	Maritime Personnel Manager	B
37.	Medical	B
38.	Musician	B
39.	Naval Police Coxswain	B
40.	Physical Training Instructor	B

**10 Schedule B.9 (Warrant Officer 1 pay grades), Part 1: Navy, Pay grade 8, table**

Omit the pay grade table, substitute:

**Pay grade 8**

<b>Item</b>	<b>Employment Category</b>	<b>Tier</b>
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 2 Fly 8-10	A
5.	Aircrewman — Grade 2 Fly 8-10	B
6.	Aircrewman — Grade 2 Fly 8-10	C

7.	Aircrewman — Grade 2 Fly 10+	A
8.	Aircrewman — Grade 2 Fly 10+	B
9.	Aircrewman — Grade 2 Fly 10+	C
10.	Aircrewman — Grade 3 Fly 8-10	A
11.	Aircrewman — Grade 3 Fly 8-10	B
12.	Aircrewman — Grade 3 Fly 8-10	C
13.	Aircrewman — Grade 4 (Competency Progression)	C
14.	Aircrewman — Grade 5 (Competency Progression)	C
15.	Aircrewman — Grade 6 (Competency Progression)	A
16.	Aircrewman — Grade 6 (Competency Progression)	B
17.	Aircrewman — Grade 6 (Competency Progression)	C
18.	Aviation Support	C
19.	Aviation Technician Aircraft	C
20.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	A
21.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	B
22.	Aviation Technician Avionics	C
23.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	A
24.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	B
25.	Boatswain	C
26.	Clearance Diver	A
27.	Clearance Diver	B
28.	Clearance Diver	C
29.	Combat Systems Manager	C
30.	Combat Systems Manager Mine Warfare	C
31.	Communications and Information Systems — Communications	C
32.	Communications and Information Systems — Information	C
33.	Communications and Information Systems — Information Grade 4 SM	A
34.	Communications and Information Systems — Information Grade 4 SM	B
35.	Communications and Information Systems — Information Grade 4 SM	C

36.	Cryptologic Sailor	C
37.	Dental Manager	C
38.	Electronic Technician	C
39.	Electronic Warfare	C
40.	Imagery Specialist	C
41.	Hydrographic Systems Manager	C
42.	Marine Technician	C
43.	Marine Technician — Senior Technical Officer	A
44.	Marine Technician — Senior Technical Officer	B
45.	Maritime Logistics Chef	C
46.	Maritime Logistics Chef — SM	C
47.	Maritime Logistics Supply Chain	C
48.	Maritime Logistics Supply Chain — SM	C
49.	Maritime Logistics Support Operations	C
50.	Maritime Logistics Support Operations — SM	C
51.	Maritime Personnel Manager	C
52.	Medical	C
53.	Medical — SM	A
54.	Medical — SM	B
55.	Medical — SM	C
56.	Musician	C
57.	Naval Police Coxswain	C
58.	Photographer	C
59.	Physical Training Instructor	C



**11 Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 2, table**

Omit the pay grade table, substitute:

**Pay grade 2**

<b>Item</b>	<b>Employment Category</b>	<b>Grade</b>
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 Operator	Grade 1
10.	Maritime Personnel Operator	Grade 2
11.	Motor Transport Driver	Grade 1
12.	Underwater Weapons	—

**12 Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 3, table**

Omit the pay grade table, substitute:

**Pay grade 3**

<b>Item</b>	<b>Employment Category</b>	<b>Grade</b>
1.	Acoustic Warfare Analyst	Grade 1
2.	Aviation Support	Grade 2
3.	Boatswains	Grade 2
4.	Boatswains Mate — Shipborne Life Support Equipment	Grade 1
5.	Boatswains Mate — Navigation Yeoman	Grade 1
6.	Boatswains Mate	Grade 2
7.	Combat Systems Operator	Grade 1

8.	Combat Systems Operator Mine Warfare	Grade 1
9.	Communications and Information Systems — Communications	Grade 1
10.	Communications and Information Systems — Information	Grade 1
11.	Cryptologic Sailor	Grade 1
12.	Dental Assistant	Grade 2
13.	Diver	Grade 2
14.	Diver	Grade 3
15.	Electronic Technician	Grade 1
16.	Electronic Warfare	Grade 1
17.	Hydrographic Systems Operator	Grade 1
18.	Marine Technician	Grade 1
19.	Maritime Logistics Chef	Grade 2
20.	Maritime Logistics Chef	Grade 3
21.	Maritime Logistics Chef	Grade 4
22.	Maritime Logistics Supply Chain	Grade 2
23.	Maritime Logistics Supply Chain	Grade 3
24.	Maritime Logistics Supply Chain	Grade 4
25.	Maritime Logistics Support Operations Supervisor	Grade 3
26.	Maritime Personnel Supervisor	Grade 3
27.	Medical	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.	Physical Training Instructor	Grade 1
35.	Survival Equipment	—
36.	Underwater Control	—

**13 Schedule B.11 (Other rank pay grades), Part 1: Navy, Pay grade 4, table**

Omit the pay grade table, substitute:

**Pay grade 4**

<b>Item</b>	<b>Employment Category</b>	<b>Grade</b>
1.	Aircrewman — Fly 0	Grade 1
2.	Aviation Support	Grade 3
3.	Aviation Technician Aircraft	Grade 1
4.	Aviation Technician Avionics	Grade 1
5.	Boatswain	Grade 3
6.	Boatswains Mate — Limited Navigation Watchkeeping Certificate	Grade 2
7.	Boatswains Mate	Grade 3
8.	Combat System Operator	Grade 2
9.	Combat Systems Operator Mine Warfare	Grade 2
10.	Communications and Information Systems — Communications	Grade 2
11.	Communications and Information Systems — Information	Grade 2
12.	Cryptologic Sailor	Grade 2
13.	Dental Assistant Preventive	Grade 3
14.	Dental Supervisor	—
15.	Electronic Technician	Grade 2
16.	Electronic Warfare	Grade 2
17.	Hydrographic Systems Manager	Grade B
18.	Hydrographic Systems Operator	Grade 2
19.	Hydrographic Systems Operator — Laser Airborne Depth Sounder	Grade 1
20.	Marine Technician	Grade 2
21.	Maritime Logistics Chef	Grade 5
22.	Maritime Logistics Supply Chain	Grade 5
23.	Maritime Logistics Support Operations Manager	Grade 4
24.	Maritime Personnel Manager	Grade 4
25.	Medical	Grade 2

26.	Musician	Grade 2
27.	Imagery Specialist	Grade 1
28.	Naval Police Coxswain	Grade 2
29.	Non-aligned Air Technical	Grade 2
30.	Non-aligned Electrical Technical	Grade 2
31.	Non-aligned Marine Technical	Grade 2
32.	Physical Training Instructor	Grade 2
33.	Signals Yeoman	–
34.	Work Study	–

## Schedule 2—Navy Maritime Personnel Community employment categories – Salary Preservation amendments

### *DFRT Determination No. 2 of 2017, Salaries*

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

After the section, insert:

#### C.2.1 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.