



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

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

Dated 30 March 2017

Ingrid Asbury

President

.....

Adrian Morris

Member

.....

Rear Admiral James Goldrick AO CSC RAN Rtd

Member

.....

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Note: This table relates only to the provisions of this instrument as originally made.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Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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 A: Administration

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

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

A.1.2 Members this Determination applies to

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

A.1.3 Administration of salary

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

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

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

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

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

A.1.4 Salary not payable

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

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

A.1.5 Salary for Reserve service

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

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

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

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

A.1.6 Exercise of powers

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

A.1.7 Other matters

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

A.1.8 Contents

This Part contains the following Division.

Division 1 Definitions

Division 1: Definitions

A.1.9 General

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

Examples:

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

Term	Definition
ADF	Means the Australian Defence Force.
CDF	Means the Chief of the Defence Force.
continuous full-time service	Means service performed by these two groups of members. <ol style="list-style-type: none"> a. Members of the Permanent Forces. b. Members of the Reserves who are undertaking a period of continuous full-time service directed by the CDF.
employment category	Means a Service-specific job classification applied to a Defence member. It may refer to a trade, specialisation, mustering, primary qualification, corps or skill.
enlisted rank	Has the same meaning as in Section 6 of the <i>Defence Regulation 2016</i> , as in force from time to time.
Flexible service determination	Means a determination made under subsection 23(2) of the <i>Defence Act 1903</i> as in force from time to time.
Force	Means either the Permanent Forces or the Reserves of the ADF.
increment	Means an advancement through the salary band for a rank, based on the passing of time.
member	Has the same meaning as in section 58A of the <i>Defence Act 1903</i> , as in force from time to time.
Nonworking period	A nonworking period under a flexible service determination that applies to a member that is not the member's pattern of service.
officer	Has the same meaning as in section 4 of the <i>Defence Act 1903</i> , as in force from time to time.
Other rank	Means a sailor, soldier or airman who holds a rank specified in items 15 to 21 of the table in Schedule 1 of the <i>Defence Act 1903</i> , as in force from time to time.
Pattern of service	Means the hours of duty or the periods of duty prescribed under a flexible service determination.

Term	Definition
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. Exception: Pay grade for a senior officer means the pay grade provided under Part B Division 1 section B.1.3.
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, <i>Conditions of service</i> , as in force from time to time. See: Chapter 1 Part 3 Division 1, section 1.3.77A (Unpaid leave), Defence Determination 2016/19, <i>Conditions of service</i> .
Warrant Officer Class 1	Means a member who holds a rank specified in item 14 of the table in Schedule 1 of the 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.

Term	Definition
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	<p>Means any of the following.</p> <ol style="list-style-type: none"> 1. Either a maritime warfare officer or a maritime combat officer, with any of the following additional qualifications. <ol style="list-style-type: none"> 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. <ol style="list-style-type: none"> 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. <ol style="list-style-type: none"> 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	<p>Means under training for a primary qualification.</p> <p>Note: This description does not include a trainee paid under Schedule B.13 of this Determination.</p>

Term	Definition
Former Warrant Officer	Means a member who held a rank specified in item 13, 14 or 15 of Schedule 1 of the <i>Defence Act 1903</i> and to whom section B.2.5 applies. 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 maritime aviation warfare officer – Maritime Aviation Warfare Officer Rotary Course qualified plus further two years flying experience. b. For pilot – Pilot Rotary Course qualified plus further two years flying experience.
Highly Proficient	Means either of the following. a. For an 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	For Officer Aviation, means graduation from initial employment training.
Air Traffic Control — Legacy, Grade 1	
Competency Level 3	Means either of the following classes of member:
Air Traffic Control — Legacy, Grade 2	
Competency Level 4	For Officer Aviation (including First Appointment Instructor Pilot Scheme), excluding air traffic control employment categories — attainment of Battlespace Command and Control Intermediate qualification.
Competency Level 5	Means either of the following classes of member:
Air Traffic Control — Legacy Grade 3	
Competency Level 6	Means either of the following classes of member.
Air Traffic Control — Legacy Grade 4	

Term	Definition
Officer Aviation	<p>Means a member in any of the following employment categories.</p> <ul style="list-style-type: none"> (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.

Term	Definition
Air Force Officer Aviation member	<p>Means a member who meets all of the following conditions.</p> <ul style="list-style-type: none"> a. The member is a member of the Royal Australian Air Force who holds a rank between Pilot Officer and Group Captain, inclusive. b. The member is placed in one of the Officer Aviation Pay Structure pathways. c. The member is placed in one of the Officer Aviation Pay Structure streams.
approved category	<p>Means any of the following categories.</p> <ul style="list-style-type: none"> a. Medical. b. Dental. c. Legal. d. Chaplain.
aviation specialist	<p>Means a member who meets all the following conditions.</p> <ul style="list-style-type: none"> a. The member holds the rank of Captain or Major or, a higher rank approved by the member's Service Chief. b. The member is placed in the aviation specialist stream. c. The member is not subject to a period decided by CDF under <i>Defence Regulation 2016</i>, which the member must complete in relation to initial training, qualification or appointment.
aviation specialist stream	<p>For a member of the Army — means an aviation pilot category selected to become a streamed aviator as a result of high skill sets that are deemed enhanced capability.</p>

Term	Definition
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	<p>Means the competency level relevant to a dental officer. There are two parts to the dental level (DL) number.</p> <ol style="list-style-type: none"> a. The first number in a dental level (for example "DL2") indicates the level of qualification and skill. b. The second number (for example "-3") indicates the increment level the member has achieved.
dental officer	<p>Means a member who is eligible to be registered as a dental practitioner under the law of a State or Territory and who meets either of the following conditions.</p> <ol style="list-style-type: none"> 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. <p>In considering whether to approve a position under paragraph b, the CDF will have regard to the following.</p> <ol style="list-style-type: none"> 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	<p>Means the relevant of the following.</p> <ol style="list-style-type: none"> a. For air traffic control employment categories — an officer for whom any of the following apply. <ol style="list-style-type: none"> 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 is paid under the Air Traffic Controller system prior to 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 for whom any of the following apply. <ol style="list-style-type: none"> i. The member has been offered employment within an officer aircrew category. ii. The member is under training for an officer aircrew category. iii. for whom any of the descriptors listed in the table of section A.1.10 are included in the classification of any Part in Schedule B.2 prior to 1 October 2009.

Term	Definition
legal level	<p>Means the competency level relevant to a legal officer. There are two parts to the legal level (LL) number.</p> <ol style="list-style-type: none"> 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: <ol style="list-style-type: none"> i. A number representing the increment. ii. An alphabetic character representing the specialisation.
legal officer	<p>Means a member of a specialist career structure who meets both of the following conditions.</p> <ol style="list-style-type: none"> 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. <p>It does not include a member who is any of the following.</p> <ol style="list-style-type: none"> 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 <i>Remuneration Tribunal Act 1973</i>.
medical level	<p>Means the competency level relevant to a medical officer position approved for a member under section 3.2.47 of Defence Determination 2016/19, <i>Conditions of service</i>, as in force from time to time. There are two parts to the medical level number.</p> <ol style="list-style-type: none"> a. The first number in a medical level (for example "ML2") indicates the level of qualification and skill. b. The second number (for example "-3") indicates the increment level the member has achieved.
medical officer	<p>Means a member who is a registered medical practitioner under the law of a State or Territory and who meets either of the following conditions.</p> <ol style="list-style-type: none"> a. The member is serving in a health 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. <p>In considering whether to approve a position under paragraph b, the CDF will have regard to the following.</p> <ol style="list-style-type: none"> 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.
specified qualification	<p>Means the member holds a qualification described in paragraph 3.2.42.b of Defence Determination 2016/19, <i>Conditions of service</i>, as in force from time to time.</p>

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 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.1.3 Pay grade for a senior officer

1. A senior officer has the pay grade set out in the following table.

Exception: This section does not apply to an officer who holds the rank of Lieutenant General. See section B.1.5.

Column 1 Item	Column 2 A member at the rank of...	Column 3 who held the relevant of the following in their previous rank...	Column 4 holds this pay grade.
1.	Brigadier	up to pay grade 9	2
		up to OA 35	
		pay grade 10	3
		OA 36 or OA 37	
2.	Major General	any or none	1
3.	General	any or none	1

2. A senior officer who did not hold an officer pay grade before their promotion to Brigadier is taken to hold the pay grade of their previous rank that would have applied to their officer category immediately before their promotion.

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.
- c. The senior officer's pay grade.

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

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

B.1.5 Rate of salary for a Lieutenant General

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

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

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

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

B.1.6 Career transition for senior officers

1. This section applies to a senior officer who meets all the following conditions.
 - a. The senior officer holds a rank specified in items 2 or 3 in Schedule 1 of the *Defence Act 1903*.
 - b. The senior officer is transferred to a pool position.
 - c. The senior officer is required to undertake activities that support their resignation, retirement or transfer to the Reserves.
2. The senior officer's annual salary is equal to the amount of annual salary for which superannuation was payable on the last day of their appointment under paragraph 1.a.
3. The senior officer's eligibility for payment under subsection 2 ceases when the earlier of the following events occur.
 - a. The senior officer ceases to be in the Permanent Forces.
 - b. The senior officer is appointed or posted to a position in which they cease the activities under paragraph 1.b.

Division 2: Officers

B.2.1 Purpose

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

B.2.2 Member this Division applies to

This Division applies to all officers.

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

B.2.3 Pay grade for an officer

1. An officer has the pay grade specified in Schedule B.2 that is relevant to their Service, employment category and classification (if any).
2. If Schedule B.2 does not specify a pay grade that applies to the officer, the officer is placed in pay grade 2.
3. If an officer is liable to serve in more than one employment category and more than one pay grade would apply under Schedule B.2, the higher pay grade applies.
4. A pay grade listed in Schedule B.2 applies to an officer only during the period the officer meets the requirements for the relevant employment category and classification, including any required levels of qualification, experience or skill.
5. The pay grade for an officer of the Air Force is increased by one when the officer meets all of the following conditions.
 - a. The member is in a pay grade below pay grade 10.
 - b. The member is appointed to, and exercises, a command position.
 - c. The member is not in an aircrew employment category.
- 5A. If subsection 5 applies to a member and the member ceases to hold a Command Appointment, subsection 5 continues to apply to the member if all of the following conditions apply.
 - a. The officer has served a minimum of 12 months in the Command Appointment.
 - b. The officer was not removed from the Command Appointment due to poor performance, inappropriate behaviour, disciplinary action or adverse administrative action.
- 5B. The CDF may determine that a member has met the conditions under subsection 5A if the member serves less than 12 months in the Command Appointment for service reasons.
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, having held the rank of Sergeant or above immediately before	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.	a. on or after 1 July 2015, having held the rank of Sergeant or above immediately before	i. The rate of salary payable to the officer under section B.2.4.
		ii. The rate of salary that corresponds to the Force, rank, increment and tier that the officer held immediately before becoming an officer.
	b. who held the rank of Corporal or below immediately before	i. The rate of salary payable to the officer under section B.2.4.
		ii. The rate of salary that corresponds to the Force, rank, increment and tier that the officer held immediately before becoming an officer.

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. Air Force Officer Aviation member.
- 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	specialist career structure	under Schedule B.5 according to the officer's Force, 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.

Item	If the member is...	in the...	then the member is to be paid salary...
4.	a medical officer	specialist career structure	under Schedule B.8 Part 1 or 3, according to the officer's Force, rank and 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.
5.	a medical officer who was in service at 1 May 2004	specialist career structure because the member meets all of the following. a. The member has not yet gained the required qualifications for a medical level. b. The member is in a position no higher than ML4. c. The CDF has deemed the member competent for period ending no later than 1 May 2013.	at the lowest increment level of the deemed level of medical qualification and skill under Schedule B.8 Part 1 or 2, according to the officer's Force and rank.
6.	an officer on a fixed tenure or fixed appointment period	specialist career structure and performing a year of compulsory medical residency	at the level 'resident' under Schedule B.8 Part 1 or 3, according to the officer's Force.
7.	an aviation specialist	aviation specialist stream	under Schedule B.14 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 medical level.
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.

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 first becomes an aviation specialist, the officer's rate of salary is the relevant of the following.
 - a. For an officer at the rank of Captain or Major — the rate in Schedule B.14, Part 1 or Part 2, equal to or next above the rate of salary payable to the officer immediately before that day.
 - b. For an officer at the rank of Lieutenant Colonel or higher — the rate in Schedule B.14, Part 1 or Part 2, that is equal to or next above the relevant of the following amounts.
 - i. If the officer is in the Permanent Forces — the rate of salary payable to the officer immediately before they became an aviation specialist, less the annual rate of Service Allowance determined under Division B.2 of DFRT Determination No. 11 of 2013, *ADF allowances*, as in force from time to time.
 - ii. If the officer is in the Reserves — the rate of salary payable to the officer immediately before they became an aviation specialist, less the daily rate of Reserve Allowance determined under Division B.11 of DFRT Determination No. 11 of 2013, *ADF allowances*, as in force from time to time.
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 Air Force Officer Aviation member

An Air Force Officer Aviation member is to be paid a rate of salary in Schedule B.14, Part 3 or Part 4, that corresponds to their Force, rank, pathway, competency stream and increment.

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. For the Command pathway – Annex B.3.A.
 - b. For the Specialist pathway – Annex B.3.B.
 - c. For the Staff pathway – Annex B.3.C.
2. An Air Force Officer Aviation member in the Command pathway may only advance through their competency stream as set out in Annex B.3.A.
3. An Air Force Officer Aviation member in the Specialist pathway may advance by single increments through their competency stream's prescribed increments as set out in Annex B.3.B.
4. An Air Force Officer Aviation member in the Staff pathway may only advance to a higher increment in their competency stream on promotion, as set out in Annex B.3.C.

B.3.9 Officer ceases to be an Air Force 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 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.
3. An Air Force Officer Aviation member may also cease to be an Air Force Officer Aviation member for disciplinary action or administrative sanction as imposed or provided under other acts and instruments.

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

Part 1 – Fast Jet Pilot competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6+
Group Captain	OA 36	OA 37					
Wing Commander	OA 27	OA 28	OA 29	OA 30			
Squadron Leader	OA 22	OA 23	OA 24	OA 25			
Flight Lieutenant	OA 9	OA 10	OA 12	OA 14	OA 16	OA 18	OA 20

Part 2 – Fixed Wing Pilot competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6+
Group Captain	OA 35	OA 36	OA 37				
Wing Commander	OA 26	OA 27	OA 28	OA 29			
Squadron Leader	OA 21	OA 22	OA 23	OA 24			
Flight Lieutenant	OA 8	OA 9	OA 11	OA 13	OA 15	OA 17	OA 19

Part 3 – Remote Pilot competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6+
Group Captain	OA 34	OA 35	OA 36	OA 37			
Wing Commander	OA 24	OA 25	OA 26	OA 27			
Squadron Leader	OA 18	OA 19	OA 20	OA 21			
Flight Lieutenant	OA 7	OA 8	OA 9	OA 10	OA 12	OA 14	OA 16

Part 4 – Weapon Systems competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6+
Group Captain	OA 34	OA 35	OA 36	OA 37			
Wing Commander	OA 24	OA 25	OA 26	OA 27			
Squadron Leader	OA 18	OA 19	OA 20	OA 21			
Flight Lieutenant	OA 7	OA 8	OA 9	OA 10	OA 12	OA 14	OA 16

Part 5 – Maritime Patrol Response competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA 33	OA 34	OA 35	OA 36			
Wing Commander	OA 23	OA 24	OA 25	OA 26			
Squadron Leader	OA 17	OA 18	OA 19	OA 20			
Flight Lieutenant	OA 6	OA 7	OA 8	OA 9	OA 11	OA 13	OA 15

Part 6 – Air Battle Management competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA 32	OA 33	OA 34	OA 35			
Wing Commander	OA 22	OA 23	OA 24	OA 25			
Squadron Leader	OA 16	OA 17	OA 18	OA 19			
Flight Lieutenant	OA 5	OA 6	OA 7	OA 8	OA 10	OA 12	OA 14

Part 7 – Air Traffic Control competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA 35	OA 36	OA 37				
Wing Commander	OA 26	OA 27	OA 28	OA 29			
Squadron Leader	OA 21	OA 22	OA 23	OA 24			
Flight Lieutenant	OA 6	OA 8	OA 10	OA 12	OA 15	OA 17	OA 19

Part 8 – Air Mobility competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA 33	OA 34	OA 35	OA 36			
Wing Commander	OA 23	OA 24	OA 25	OA 26			
Squadron Leader	OA 17	OA 18	OA 19	OA 20			
Flight Lieutenant	OA 6	OA 7	OA 8	OA 9	OA 11	OA 13	OA 15

Part 9 – Airborne Electronics competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA 32	OA 33	OA 34	OA 35			
Wing Commander	OA 22	OA 23	OA 24	OA 25			
Squadron Leader	OA 16	OA 17	OA 18	OA 19			
Flight Lieutenant	OA 5	OA 6	OA 7	OA 8	OA 10	OA 12	OA 14

Part 10 – Officer Aviation Candidate competency stream

Column 1 Rank	Column 2 Years in rank				
	0	1	2	3	4
Flying Officer	OA 0	OA 1	OA 2	OA 3	OA 4
Pilot Officer	OA 0	OA 1	OA 2	OA 3	OA 4

Annex B.3.B: Officer Aviation Pay Structure Specialist 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 37	OA 35 - OA 37	OA 34 - OA 37	OA34 - OA37	OA33 - OA36	OA33 - OA36	OA32 - OA35	OA32 - OA35	OA35 - OA37
Wing Commander	OA 27 - OA 37	OA 26 - OA 37	OA 24 - OA 37	OA24 - OA37	OA23 - OA36	OA23 - OA36	OA22 - OA35	OA22 - OA35	OA26 - OA37
Squadron Leader	OA 22 - OA 30	OA 21 - OA 29	OA 18 - OA 27	OA18 - OA27	OA17 - OA26	OA17 - OA26	OA16 - OA25	OA16 - OA25	OA21 - OA29
Flight Lieutenant	OA 9 - OA 25	OA 8 - OA 24	OA 7 - OA 21	OA 7 – OA 21	OA 6 – OA 20	OA 6 – OA 20	OA 5 – OA 19	OA 5 – OA 19	OA 6 – OA 24

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

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 of the Army is in a Special Forces capacity listed in the following table, then the member's pay grade is increased by the prescribed number, up to the maximum pay grade specified.

Item	Special Forces capacity...	number of pay grades increased by...	up to a maximum pay grade of...
1.	Special Forces Support Staff member – Level J	1	7
2.	Special Forces Support Staff member – Level K	2	8
3.	Special Forces Support Staff member – Level L	3	9

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

A Service Warrant Officer is to be paid the rate of salary listed in Part 1 of Schedule B.10.

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 of the Army is in a Special Forces capacity listed in the following table, then the member's pay grade is increased by the prescribed number, up to the maximum pay grade specified.

Item	Special Forces capacity...	number of pay grades increased by...	up to a maximum pay grade of...
1.	Special Forces Support Staff member – Level J	1	7
2.	Special Forces Support Staff member – Level K	2	8
3.	Special Forces Support Staff member – Level L	3	9

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).