

**DEFENCE FORCE REMUNERATION TRIBUNAL**

**DETERMINATION NO. 9 OF 2007**

**PAY GRADE PLACEMENT WARRANT OFFICER CLASS 1**

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

**Commencement**

1. This Determination is to be taken to have commenced on 9 August 2007.

**Amendment**

2. Determination No. 6 of 1992, Salaries, as amended, is amended as set out in this Determination.

**Parts 1, 2 and 3 of Determination No. 6 of 1992, Salaries**

3. Amend the clauses referred to in Attachment A as set out in that Attachment.

**Schedule 2B (Salary rates and pay grades for Warrant Officer Class 1)**

4. Substitute with the Schedule in Attachment B.

**Schedule 2C (Pay grades for recognition of qualification and skill)**

5. Substitute with the Schedules in Attachment C.

**Schedule 3 (Annual salary rates – other rank member appointed as officer)**

6. Substitute with the Schedule in Attachment D.

Dated this                                  day of August two thousand and seven.

Senior Deputy President R N Cartwright .....  
President

Mr G D John .....  
Member

Rear Admiral B L Adams, AO (Ret'd) .....  
Member

# ATTACHMENT A

## **DETERMINATION NO. 6 OF 1992, SALARIES**

### **Clause 2 (Definitions)**

1. Insert in alphabetical order:

“Tier A” means a job that involves direct application of trade skills or entry level RSM (all corps), at or higher than any of:

- (a) the unit level in the case of Army; or
- (b) the squadron level in the case of Air Force; or
- (c) the department level in the case of Navy.

“Tier B” means a job that involves application of managerial skills (applied with or without reference to trade knowledge) at or higher than any of:

- (a) the formation level in the case of Army; or
- (b) the wing level in the case of Air Force; or
- (c) the unit level in the case of Navy.

“Tier C” means a job that involves high level management and representational duties, applied generally at a functional or environmental command level.

“Tier D” means a job that is performed by a Service Warrant Officer.”.

### **Clause 13B (Pay grade for a Warrant Officer Class 1)**

2. Substitute:

**“13B.1** This clause applies to a member with the rank of Warrant Officer Class 1 who is not a Service Warrant Officer.

**13B.2** A member holds the pay grade that is:

- (a) specified in Schedule 2D for the Service, employment category and tier that the member holds; or
- (b) if Schedule 2D does not specify a pay grade that applies to the member — pay grade 2.

**13B.3** If more than one pay grade applies to a Warrant Officer Class 1 under Schedule 2D, the higher pay grade is taken to apply to the member.

**13B.4** A pay grade listed in Schedule 2D applies to a Warrant Officer Class 1 for the period that the member meets the requirements for the relevant employment category and tier, including, if relevant, required levels of qualification and skill.

**13B.5** A member’s pay grade under this clause is taken to be retained subject to the same conditions as an allowance for qualification and skill (as defined in clause 2) that would otherwise be payable to the member.”.

### **Clause 13BA (Rate of salary for a Warrant Officer Class 1)**

3. Substitute:

**"13BA.1** The rate of salary that a Warrant Officer Class 1 is to be paid is the rate in Part 1 of Schedule 2B that corresponds to both of the following factors.

- (a) The rank, tier and increment held by the member and listed in column 1 of Part 2 of Schedule 2B.
- (b) The pay grade held by the member and listed under column 2 of that table.

**13BA.2** The annual rate of salary applicable to Service Warrant Officers is the base rate specified for Tier D in column 2 of Part 1 of Schedule 2B.

**13BA.3** The Defence Force Remuneration Tribunal may determine that an individual Service Warrant Officer is to be paid salary at a rate up to the maximum rate of salary specified for Tier D in column 2 of Schedule 2B.

**13BA.4** In any period for which salary is payable to a Warrant Officer Class 1 at a pay grade that applies to the member under Schedule 2D, the member is not to be paid an allowance for qualification and skill, as defined in clause 2.”.

### **Clause 14 (Rate of salary on advancement from other rank)**

4. Substitute:

**“14.1** This clause applies to an officer who meets both of the following conditions:

- (a) The member is appointed as an officer.
- (b) The member held non-commissioned rank as a Sergeant or higher immediately before being appointed and commissioned as an officer.

**14.2** In this clause ‘former salary’ means the rate of salary the member was paid immediately before the day the member was appointed as an officer. It may include an amount of allowance for qualification and skill, as defined in clause 2, payable to the member immediately before the day the member was appointed as an officer.

**14.3** For the period that the officer receives salary under this clause, the officer is still taken to hold the pay grade that applies under clause 13A.

**14.4** The officer is to be paid salary at the rate listed in columns 2-1 to 2-10 of Schedule 3 that corresponds to the officer’s rank and increment and is equal to or next above the officer’s former salary.

**14.5** For any period when salary is payable to the officer under Schedule 3, the officer is taken not to be eligible for salary under Schedule 2A.

**14.6** The officer’s eligibility for pay under this clause ends on the day that the rate of salary that would otherwise be payable to the officer under Schedule 2A is a rate higher than the rate payable to the member under Schedule 3.

**14.7** If the pay grade that applies to an officer changes but does not increase the officer’s salary so that the officer ceases to be eligible under subclause 14.5, the officer will continue to be paid at the rate calculated under subclause 14.3. ”.

**Clause 22B (Pay grade for a Warrant Officer Class 1 of the Reserve Forces)**

5. Substitute:

**“22B.1** This clause applies to a member of the Reserve Forces with the rank of Warrant Officer Class 1.

**22B.2** A Warrant Officer Class 1 of the Reserve Forces holds the pay grade that is:

- (a) specified in Schedule 2D for the Service, employment category and tier that the member holds; or
- (b) if Schedule 2D does not specify a pay grade that applies to the member — pay grade 2.

**22B.4** If more than one pay grade applies to a Warrant Officer Class 1 under Schedule 2D, the higher pay grade is taken to apply to the member.

**22B.5** A pay grade listed in Schedule 2D applies to a Warrant Officer Class 1 for the period that the member meets the requirements for the relevant employment category and tier, including, if relevant, required levels of qualification and skill.

**22B.6** A member’s pay grade under this clause is taken to be retained subject to the same conditions as an allowance for qualification and skill (as defined in clause 2) that would otherwise be payable to the member.”.

**Clause 22BA (Rate of salary for a Warrant Offer Class 1 of the Reserve Forces)**

6. Substitute:

**“22BA.1** The rate of salary for a Warrant Officer Class 1 who is to be paid at the non-discounted rate is the rate in Part 3 of Schedule 2B that corresponds to both of the following factors.

- (a) The rank, tier and increment held by the member and listed in column 1 of Part 3 of Schedule 2B.
- (b) The pay grade held by the member and listed under column 2 of Part 3 of Schedule 2B.

**22BA.2** The rate of salary for a Warrant Officer Class 1 who is to be paid at the discounted rate is the rate in Part 4 of Schedule 2B that corresponds to both of the following factors.

- (a) The rank, tier, and increment held by the member and listed in column 1 of Part 4 of Schedule 2B.
- (b) The pay grade held by the member and listed under column 2 of Part 4 of Schedule 2B.

**22BA.3** In any period for which salary is payable to a Warrant Officer Class 1 at a pay grade that applies to the member under Schedule 2D, the member is not to be paid an allowance for qualification and skill, as defined in clause 2.”.

## **ATTACHMENT B**

**Schedule 2B**  
**Salary rates and pay grades for Warrant Officer Class 1**

<b>Part 1: Service Warrant Officers</b>		
<b>Column 1 Rank, tier and increment</b>	<b>Column 2</b>	
	<b>Annual rates of salary</b>	
	<b>Base rate</b>	<b>Maximum Rate</b>
WO1 – Tier D	\$84,106	\$96,750

<b>Part 2: Warrant Officer Class 1 in the Permanent Force</b>								
<b>Column 1 - Rank, tier and increment</b>	<b>Column 2</b>							
	<b>Annual rate of salary for pay grade</b>							
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
WO1 – Tier C	-	-	-	-	\$77,713	\$81,927	\$86,142	\$90,357
WO1 – Tier B	-	-	\$69,283	\$73,498	\$77,713	\$81,927	\$86,142	\$90,357
WO1 – Tier A3	\$61,806	\$65,068	\$69,283	\$73,498	\$77,713	\$81,927	\$86,142	\$90,357
WO1 – Tier A2	\$61,160	\$64,422	\$68,636	\$72,851	\$77,066	\$81,281	\$85,496	\$89,710
WO1 – Tier A1	\$59,873	\$63,134	\$67,348	\$71,563	\$75,778	\$79,993	\$84,208	\$88,422

<b>Part 3: Warrant Officer Class 1 in the Reserve Force on non-discounted rate</b>								
<b>Column 1 - Rank, tier and increment</b>	<b>Column 2</b>							
	<b>Daily rate of salary for pay grade</b>							
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
WO1 – Tier C	-	-	-	-	\$212.91	\$224.46	\$236.01	\$247.55
WO1 – Tier B	-	-	\$189.82	\$201.36	\$212.91	\$224.46	\$236.01	\$247.55
WO1 – Tier A2	\$169.33	\$178.27	\$189.82	\$201.36	\$212.91	\$224.46	\$236.01	\$247.55
WO1 – Tier A1	\$164.04	\$172.97	\$184.52	\$196.06	\$207.61	\$219.16	\$230.71	\$242.25



**Part 4: Warrant Officer Class 1 in the Reserve Force on discounted rate**

Column 1 - Rank, tier and increment	Column 2							
	Daily rate of salary for pay grade							
	1	2	3	4	5	6	7	8
WO1 – Tier C	-	-	-	-	\$180.98	\$190.79	\$200.60	\$210.42
WO1 – Tier B	-	-	\$161.34	\$171.16	\$180.98	\$190.79	\$200.60	\$210.42
WO1 – Tier A2	\$143.93	\$151.53	\$161.34	\$171.16	\$180.98	\$190.79	\$200.60	\$210.42
WO1 – Tier A1	\$139.43	\$147.02	\$156.84	\$166.65	\$176.47	\$186.29	\$196.10	\$205.91

# ATTACHMENT C

## Schedule 2C Pay grades for officers

<b>Part 1: All Services</b>		
<b>Column 1 Item</b>	<b>Column 2 Classification</b>	<b>Column 3 Pay grade for an officer</b>
1.	Member with less than 2 years' recognised flying experience	3
2.	Member with 2-4 years' experience recognised flying experience	3A
3.	Member with 4-6 years' experience recognised flying experience	5
4.	Member with 6-8 years' experience recognised flying experience	7
5.	Member with 8-10 years' experience recognised flying experience	9
6.	Member with over 10 years' experience recognised flying experience	10
7.	Navy Aircrewman Officer recognised flying experience who is not paid salary under a pay grade listed in items 1-6 of this table.	6
8.	Incident Response Regiment trained (specialist operations) Member 126 Signals Squadron (specialist operations) Member 152 Signals Squadron (Special Action Forces) Member 301 Signals Squadron (specialist operations) Trainee Commando (specialist operations)	2A
9.	Qualified Commando (specialist operations) Incident Response Regiment (additional specialisation) (specialist operations)	3
10.	Qualified Clearance Diver (advanced) (specialist operations)	4
11.	Trainee TAG East (specialist operations)	4A
12.	Qualified Submariner (submarine service)	4C
13.	Trainee Special Forces member (Special Action Forces) Qualified TAG East member (Special Action Forces)	5
14.	Qualified Special Forces member (Special Action Forces)	7

<b>Part 2: Navy</b>			
<b>Column 1 Item</b>	<b>Column 2 Employment category</b>	<b>Column 3 Classification</b>	<b>Column 4 Pay grade for an officer</b>
1.	Engineering Officer	Marine Engineer	3
2.	Engineering Officer	Weapons Electrical Engineer	3
3.	Engineering Officer	Aerospace Engineer	3
4.	Engineering Officer	Explosive Ordnance Engineer	3

<b>Part 3: Army</b>			
<b>Column 1 Item</b>	<b>Column 2 Employment category</b>	<b>Column 3 Classification</b>	<b>Column 4 Pay grade for an officer</b>
1.	Engineering Officer	Royal Australian Electrical and Mechanical Engineer Corp (classified as Army Land Mechanical Engineer or Army Aerospace Engineer Officer)	3
2.	Engineering Officer	Royal Australian Engineers Corp	3
3.	Engineering Officer	Royal Australian Signals Corp	3

<b>Part 4: Air Force</b>			
<b>Column 1 Item</b>	<b>Column 2 Employment category</b>	<b>Column 3 Classification</b>	<b>Column 4 Pay grade for an officer</b>
1.	Air Traffic Control	Initial primary air traffic control endorsement (Tower or Approach rating).	3
2.	Air Traffic Control	Initial primary (Tower or Approach) Training Officer standard.	4
3.	Air Traffic Control	Supervisor endorsement.	
4.	Air Traffic Control	Air traffic control instructor qualification.	6
5.	Air Traffic Control	Primary endorsement in tower element and primary endorsement in radar element and two training officer standards in two primary endorsements.	
6.	Air Traffic Control	Two supervisor endorsements.	
7.	Engineering Officer	Aerospace Engineering Officer – Aeronautical	3
8.	Engineering Officer	Aerospace Engineering Officer – Armament	3
9.	Engineering Officer	Aerospace Engineering Officer – Electronics	3
10.	Engineering Officer	Aerospace Engineering Officer – Airfield	3

**Schedule 2D**  
**Pay grades for Warrant Officer Class 1**

**Part 1: All Services**

Column 1 Item	Column 2 Employment Category and Tier	Column 3 Pay grade for a Warrant Officer Class 1
1.	This table is not yet populated.	N/A

**Part 2: Navy**

**Note:** In this Part, categories that require a member to hold specific experience, qualification or skill may include one of the following abbreviated descriptors in the employment category title:

Item	This descriptor...	means...
1.	CD Qual	Specialist operations experience
2.	CD Qual (Adv)	Specialist operations experience
3.	Fly 0-2	Flying experience of less than 2 years
4.	Fly 2-4	Flying experience of 2 years up to 4 years
5.	Fly 4-6	Flying experience of 4 years up to 6 years
6.	Fly 6-8	Flying experience of 6 years up to 8 years
7.	Fly 8-10	Flying experience of 8 years up to 10 years
8.	Fly 10+	Flying experience of 10 or more years
9.	SM	Submarine Service experience
10.	Spec Ops	Specialist operations experience
11.	TAG Qual	Specialist operations experience
12.	TAG Trainee	Specialist operations experience

**Pay grade 1**

Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	This table is not yet populated.	N/A

<b>Pay grade 2</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Boatswain	A
2.	Cook Grade 5	A
3.	Diver	A
4.	Naval Police Coxswain Grade 2	A
5.	Physical Trainer	A
6.	Steward Grade 5	A
7.	Stores Naval Grade 5	A
8.	Writer Grade 5	A

<b>Pay grade 3</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aviation Technician Aircraft Grade 5	A
2.	Aviation Technician Avionics Grade 5	A
3.	Clearance Diver Grade 3	A
4.	Combat Systems Manager	A
5.	Communication & Information Systems Grade 4	A
6.	Communication & Information Systems Grade 5	A
7.	Combat Systems Manager Mine Warfare	A
8.	Dental Manager	A
9.	Diver Spec Ops CD Qual	A
10.	Diver Spec Ops CD Qual (Adv)	A
11.	Diver Spec Ops TAG Trainee	A
12.	Electronics Technician Grade 4	A
13.	Electronics Technician Grade 5	A
14.	Hydrographic Systems Manager Grade A	A
15.	Marine Technician Grade 4	A
16.	Marine Technician Grade 5	A
17.	Medical Grade 3	A
18.	Musician Grade 3	A
19.	Photographer Grade 2	A

<b>Pay grade 4</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Boatswain SM	A
2.	Combat Systems Manager Fly 2-4	A
3.	Combat Systems Manager Fly 4-6	A
4.	Diver Spec Ops TAG Qual	A
5.	Cryptologic Linguist Manager	A
6.	Cryptologic Systems Manager	A
7.	Steward Grade 5 SM	A
8.	Hydrographic Systems Manager Grade A Fly 2-4	A
9.	Hydrographic Systems Manager Grade A Fly 4-6	A

<b>Pay grade 5</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Acoustic Warfare Analyst Grade 3 SM	A
2.	Aviation Technician Aircraft Grade 5	B
3.	Aviation Technician Avionics Grade 5	B
4.	Boatswain	B
5.	Clearance Diver Grade 3 Spec Ops CD Qual	A
6.	Clearance Diver Grade 3 Spec Ops CD Qual (Adv)	A
7.	Clearance Diver Grade 3 Spec Ops TAG Trainee	A
8.	Clearance Diver Grade 3	B
9.	Cook Grade 5 SM	A
10.	Cook Grade 5	B
11.	Combat Systems Manager Fly 6-8	A
12.	Combat Systems Manager Fly 8-10	A
13.	Combat Systems Manager Mine Warfare SM	A
14.	Combat Systems Manager	B
15.	Communications & Information Systems Grade 4	B
16.	Communications & Information Systems Grade 5	B
17.	Combat Systems Manager Mine Warfare	B
18.	Dental Manager	B
19.	Diver	B
20.	Diver Spec Ops CD Qual	B

21.	Diver Spec Ops CD Qual (Adv)	B
22.	Diver Spec Ops TAG Trainee	B
23.	Electronics Technician Grade 4	B
24.	Electronics Technician Grade 5	A
25.	Hydrographic Systems Manager Grade A Fly 6-8	A
26.	Hydrographic Systems Manager Grade A Fly 8-10	A
27.	Hydrographic Systems Manager Grade A	B
28.	Marine Technician Grade 4	B
29.	Marine Technician Grade 5	B
30.	Medical Grade 3	B
31.	Musician Grade 3	B
32.	Naval Police Coxswain Grade 2 SM	A
33.	Naval Police Coxswain Grade 2	B
34.	Physical Trainer	B
35.	Steward Grade 5	A
36.	Stores Naval Grade 5	B
37.	Writer Grade 5	B
38.	Photographer Grade 2	B

### Pay grade 6

<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aircrewman Grade 3 Fly 8-10	A
2.	Aircrewman Grade 3 Fly 10+	A
3.	Aviation Technician Aircraft Grade 5	C
4..	Aviation Technician Avionics Grade 5	C
5.	Boatswain	C
6.	Boatswain SM	C
7.	Clearance Diver Grade 3	C
8.	Clearance Diver Grade 3 Spec Ops TAG Qual	B
9.	Combat Systems Manager Fly 10+	A
10	Combat Systems Manager	C
11.	Communications & Information Systems Grade 4 SM	A
12.	Communications & Information Systems Grade 5 SM	A
13.	Communications & Information Systems Grade 4	C
14.	Communications & Information Systems Grade 5	C
15.	Combat Systems Manager Mine Warfare	C



16.	Combat Systems Manager Fly 2-4	C
17.	Combat Systems Manager Fly 4-6	C
18.	Cook Grade 5	C
19.	Cryptologic Systems Submarines Manager SM	A
20.	Cryptologic Linguist Manager	C
21.	Cryptologic Systems Manager	C
22.	Dental Manager	C
23.	Diver Spec Ops CD Qual	C
24.	Diver Spec Ops CD Qual (Adv)	C
25.	Diver Spec Ops TAG Trainee	C
26.	Diver Spec Ops TAG Qual	C
27.	Diver	C
28.	Electronic Technician Grade 4 SM	A
29.	Electronic Technician Grade 5 SM	A
30.	Electronic Technician Grade 4	C
31.	Electronic Technician Grade 5	C
32.	Hydrographic Systems Manager Grade A Fly 10+	A
33.	Hydrographic Systems Manager Grade A	C
34.	Hydrographic Systems Manager Grade A Fly 2-4	C
35.	Hydrographic Systems Manager Grade A Fly 4-6	C
36.	Marine Technician Grade 4 SM	A
37.	Marine Technician Grade 5 SM	A
38.	Marine Technician Grade 4	C
39.	Marine Technician Grade 5	C
40.	Medical Grade 3	C
41.	Musician Grade 3	C
42.	Naval Police Coxswain Grade 2	C
43.	Photographer Grade 2	C
44.	Physical Trainer	C
45.	Steward Grade 5	C
46.	Steward Grade 5 SM	C
47.	Stores Naval Grade 5	C
48.	Writer Grade 5	C

<b>Pay grade 7</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	This table is not yet populated.	N/A

<b>Pay grade 8</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	This table is not yet populated.	N/A

### **Part 3: Army**

**Note:** In this Part categories that require a member to hold specific experience, qualification or skill may include one of the following abbreviated descriptors in the category title:

<b>Item</b>	<b>This descriptor...</b>	<b>means...</b>
1.	Fly 1	Flying experience of less than 2 years
2.	Fly 2	Flying experience of 2 years up to 4 years
3.	Fly 3	Flying experience of 4 years up to 6 years
4.	Fly 4	Flying experience of 6 years up to 8 years
5.	Fly 5	Flying experience of 8 years up to 10 years
6.	Fly 6	Flying experience of 10 or more years
7.	SM	Submarine Service experience
8.	Special Forces 1	Qualified Special Air Service Regiment member
9.	Special Forces 2	Trainee Special Air Service Regiment member; or Qualified member of the Tactical Assault Group of 4th Battalion, Royal Australian Regiment (TAG (E))
10.	Special Forces 3	Trainee member of the Tactical Assault Group of 4th Battalion, Royal Australian Regiment (TAG (E))
11.	Special Forces 4	Qualified Commando
12.	Special Forces 5	Incident Response Regiment (IRR) trained (additional specialist)
13.	Special Forces 6	Trainee Commando; or Incident Response Regiment (IRR) trained member; or Member posted to any of 126, 152 or 301 Signals Squadron.

<b>Pay grade 1</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	This table is not yet populated.	N/A

<b>Pay grade 2</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aircrewman Loadmaster	A
2.	Assistant Administration	A
3.	Assistant Instructor	A
4.	Clerk Finance Financial Services Manager	A
5.	Combat Medical Attendant Grade 5	A
6.	Instructor Physical Training	A
7.	Manager Cargo Operations	A
8.	Manager Combat Clerk Engineers	A
9.	Manager Infantry Operations Clerk	A
10.	Manager Infantry Resource Storeman	A
11.	Manager Operational Movements	A
12.	Manager Operator Intelligence	A
13.	Manager Preventive Medicine	A
14.	Manager Rigger Parachute	A
15.	Manager Storeman Engineers	A
16.	Mechanic Recovery Operations Specialist Grade 1	A
17.	Medical Technician	A
18.	Military Police Grade 2	A
19.	Musician Grade 2	A
20.	Operator Administrative Technical Manager	A
21.	Operator Technical Manager Supply Chain	A
22.	Operator Technical Manager Unit Supply	A
23.	Steward Grade 5	A
24.	Supervisor Catering	A
25.	Supervisor Marine	A
26.	Supervisor Transport Troop Operations	A

<b>Pay grade 3</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aircrewman Loadmaster Fly 2	A
2.	Artificer Air	A
3.	Artificer Ground Grade 1	A
4.	Artificer Ground Grade 1 Special Forces 6	A
5.	Artificer Ground Grade 2	A
6.	Aviation Operations Manager	A
7.	Chief Aerial Delivery	A
8.	Clerk Finance Financial Services Manager	B
9.	Dental Manager	A
10.	Examiner Psychological	A
11.	Instructor Physical Training	B
12.	Manager Bearer Systems	A
13.	Manager Cargo Operations	B
14.	Manager Command Support Systems	A
15.	Manager Communications	A
16.	Manager Emergency Response Operations	A
17.	Manager Infantry Operations Clerk Special Forces 4	A
18.	Manager Infantry Resource Storeman Special Forces 4	A
19.	Manager Intelligence Operations	A
20.	Manager Linguist Intelligence Special Duties	A
21.	Manager Operational Movements	B
22.	Manager Operations Air Defence	A
23.	Manager Operations Offensive Support	A
24.	Manager Operations Surveillance, Targeting and Acquisition	A
25.	Manager Storeman Engineers Special Forces 6	A
26.	Manager Works	A
27.	Mechanic Recovery Operations Specialist Grade 2	A
28.	Medical Technician	B
29.	Military Investigator Grade 3	A
30.	Musician Grade 3	A
31.	Operator Administrative Technical Manager	B
32.	Operator Technical Manager Supply Chain	B
33.	Operator Technical Manager Unit Supply	B

34.	Petroleum Specialist	A
35.	Pipe Major	A
36.	Project Officer Aerial Delivery	A
37.	Scout Supervisor Squadron Operations	A
38.	Special Air Service Trooper Grade 3	A
39.	Steward Grade 5	B
40.	Supervisor Catering	B
41.	Supervisor Commando Operations	A
42.	Supervisor Company Operations	A
43.	Supervisor Emergency Response Operations	A
44.	Supervisor Engineer Operations	A
45.	Supervisor Engineer Operations Special Forces 6	A
46.	Supervisor Explosive Ordnance Disposal	A
47.	Supervisor Squadron Operations	A
48.	Supervisor Transport Troop Operations	B
49.	Technician Ammunition	A
50.	Technician Dental	A
51.	Technician Geomatic Grade 3	A

#### Pay grade 4

<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aircrewman Loadmaster Fly 3	A
2.	Aircrewman Loadmaster Fly 4	A
3.	Artificer Air Fly 1	A
4.	Artificer Air	B
5.	Artificer Aircraft Fly 2	A
6.	Artificer Aircraft Fly 3	A
7.	Artificer Ground	B
8.	Examiner Psychological	B
9.	Manager Bearer Systems Special Forces 4	A
10.	Manager Bearer Systems Special Forces 6	A
11.	Manager Command Support Systems Special Forces 5	A
12.	Manager Command Support Systems Special Forces 6	A
13.	Manager Command Support Systems	B
14.	Manager Communications Special Forces 4	A
15.	Manager Communications Special Forces 5	A

16.	Manager Communications Special Forces 6	A
17.	Manager Communications	B
18.	Manager Electronic Warfare	A
19.	Manager Emergency Response Operations Special Forces 5	A
20.	Manager Intelligence Operations	B
21.	Manager Linguist Intelligence Special Duties	B
22.	Manager Operations Air Defence	B
23.	Manager Operations Offensive Support	B
24.	Manager Operations Surveillance, Targeting and Acquisition	B
25.	Manager Telecommunications Systems	A
26.	Manager Telecommunications Systems Special Forces 6	A
27.	Manager Works	B
28.	Mechanic Recovery Operations Specialist Grade 2	B
29.	Regimental Sergeant Major	A
30.	Specialist Geomatic	A
31.	Supervisor Commando Operations Special Forces 4	A
32.	Supervisor Commando Operations	B
33.	Supervisor Company Operations	B
34.	Supervisor Emergency Response Operations	B
35.	Supervisor Engineer Operations Special Forces 5	A
36.	Supervisor Engineer Operations	B
37.	Supervisor Explosive Ordnance Disposal Special Forces 5	A
38.	Supervisor Explosive Ordnance Disposal Special Forces 6	A
39.	Supervisor Squadron Operations	B
40.	Technician Geomatic Grade 3 Special Forces 6	A

### Pay grade 5

<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Aircrewman Loadmaster Fly 5	A
2.	Aircrewman Loadmaster Fly 6	A
3.	Artificer Aircraft Fly 4	A
4.	Aviation Operations Manager Fly 4	A
5.	Aviation Operations Manager Fly 5	A
6.	Manager Electronic Warfare Special Forces 4	A

7.	Manager Electronic Warfare Special Forces 6	A
8.	Manager Electronic Warfare	B
9.	Manager Telecommunications Systems Special Forces 4	A
10.	Manager Telecommunications Systems	B
11.	Regimental Sergeant Major	B

### Pay grade 6

<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Artificer Aircraft Fly 5	A
2.	Artificer Aircraft Fly 6	A
3.	Aviation Operations Manager Fly 6	A
4.	Manager Command Support Systems Special Forces 2	A
5.	Regimental Sergeant Major	C
6.	Supervisor Commando Operations Special Forces 2	A

### Pay grade 7

<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Artificer Ground Grade 1 Special Forces 1	A
2.	Artificer Ground Grade 2 Special Forces 1	A
3.	Manager Bearer Systems Special Forces 1	A
4.	Manager Infantry Operations Clerk Special Forces 1	A
5.	Manager Infantry Resource Storeman Special Forces 1	A
6.	Manager Intelligence Operations Special Forces 1	A
7.	Special Air Service Trooper Grade 2 Special Forces 1	A

### Pay grade 8

<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Manager Command Support Systems Special Forces 1	A
2.	Manager Communications Special Forces 1	A
3.	Manager Electronic Warfare Special Forces 1	A
4.	Manager Linguist Intelligence Special Duties Special Forces 1	A
5.	Manager Telecommunications Systems Special Forces 1	A
6.	Special Air Service Trooper Grade 3 Special Forces 1	A

## Part 4: Air Force

**Note:** In this Part, RAAF musterings that require a member to hold additional experience, qualification or skill (ie Airborne Electronics Analyst, Crew Attendant, Flight Engineer and Loadmaster) may include one of the following abbreviated descriptors in the category title:

Item	This descriptor...	means...
1.	Grade 0	No additional experience
4.	Grade 4	Flying experience of 6 years up to 8 years
5.	Grade 5	Flying experience of 8 years up to 10 years
6.	Grade 6	Flying experience of 10 or more years

Pay grade 1		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	This table is not yet populated.	N/A

Pay grade 2		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Air Surveillance Operator Grade 2	A
2.	Aircraft Life Support Fitter Grade 2	A
3.	Aircraft Structural Fitter Grade 2	A
4.	Aircraft Surface Finisher	A
5.	Airfield Defence Guard Grade 2	A
6.	Airfield Defence Guard Grade 3	A
7.	Clerk Grade 1	A
8.	Clerk Grade 2	A
9.	Clerk Supply	A
10.	Communication Information Systems Controller	A
11.	Communication Information Systems Controller Grade 2	A
12.	Cook Grade 1	A
13.	Cook Grade 2	A
14.	Crew Attendant Grade 0	A
15.	Environmental Health Surveyor	A



16.	Ground Support Engineering Fitter Grade 2	A
17.	Ground Support Engineering Manager Grade 1	A
18.	Loadmaster Grade 0	A
19.	Medical Grade 2	A
20.	Motor Transport Driver Grade 1	A
21.	Motor Transport Driver Grade 2	A
22.	Operating Theatre Technician	A
23.	Physical Training Instructor	A
24.	Security Police Grade 1	A
25.	Security Police Grade 2	A
26.	Steward Grade 2	A
27.	Supplier Grade 1	A
28.	Supplier Grade 2	A

<b>Pay grade 3</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
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 Grade 0	A
7.	Aircraft Technician Grade 1	A
8.	Aircraft Technician Grade 2	A
9.	Avionics Technician Grade 1	A
10.	Avionics Technician Grade 2	A
11.	Communications Electronic Technician	A
12.	Dental Manager	A
13.	Dental Technician	A
14.	Detachment Supervisor Communications Information Systems Controller	A
15.	Firefighter Manager	A
16.	Flight Engineer Grade 0	A
17.	Geospacial Imagery Intelligence Analyst Manager	A
18.	Ground Support Engineering Manager Grade 2	A
19.	Imagery Production Manager	A
20.	Imagery Production Manager (Flight Test Photographer)	A

21.	Laboratory Technician	A
22.	Manager Airfield Defence Guard	A
23.	Manager Communications Information Systems Controller	A
24.	Musician Grade 3	A
25.	Signals Operator General Linguist	A
26.	Signals Operator Linguist Analyst	A
27.	Signals Operator Technical Analyst	A
28.	Supervisor Airfield Defence Guard	A
29.	Supervisor Communication Information Systems Controller	A
30.	Works Manager	A

#### **Pay grade 4**

<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Advanced Aircraft Technician (Warrant Officer Engineering)	A
2.	Advanced Avionics Technician (Warrant Officer Engineering)	A
3.	Advanced Communications Electronic Technician (Warrant Officer Engineering)	A
4.	Aircraft Systems Technician	A
5.	Aircraft Systems Technician (Warrant Officer Engineering)	A
6.	Aircraft Technician Grade 1 (Warrant Officer Engineering)	A
7.	Aircraft Technician Grade 2 (Warrant Officer Engineering)	A
8.	Avionics Systems Technician	A
9.	Avionics Systems Technician (Warrant Officer Engineering)	A
10.	Avionics Technician Grade 1 (Warrant Officer Engineering)	A
11.	Avionics Technician Grade 2 (Warrant Officer Engineering)	A
12.	Communications Electronic Technician (Warrant Officer Engineering)	A
13.	Communications Electronic Systems Technician	A
14.	Communications Electronic Systems Technician (Warrant Officer Engineering)	A
15.	Crew Attendant Grade 4	A
16.	Crew Attendant Grade 5	A

17.	Loadmaster Grade 4	A
18.	Senior Manager Processing	A
19.	Senior Manager Technical	A
20.	Signals Operator Advanced Linguist	A
21.	Signals Operator Linguist Advanced Analyst	A
22.	Signals Operator Technical Advanced Analyst	A
23.	Warrant Officer Disciplinary	A

### Pay grade 5

<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Advanced Aircraft Structural Fitter	B
2.	Advanced Aircraft Structural Technician	B
3.	Advanced Aircraft Technician (Warrant Officer Engineering)	B
4.	Advanced Aircraft Technician	B
5.	Advanced Avionics Technician (Warrant Officer Engineering)	B
6.	Advanced Avionics Technician	B
7.	Advanced Communications Electronic Technician (Warrant Officer Engineering)	B
8.	Advanced Communications Electronic Technician	B
9.	Air Surveillance Operator Grade 2	B
10.	Airborne Electronics Analyst Grade 0	B
11.	Airborne Electronics Analyst Grade 4	A
12.	Airborne Electronics Analyst Grade 4	B
13.	Airborne Electronics Analyst Grade 5	A
14.	Airborne Electronics Analyst Grade 5	B
15.	Aircraft Life Support Fitter Grade 2	B
16.	Aircraft Structural Fitter Grade 2	B
17.	Aircraft Surface Finisher	B
18.	Aircraft Systems Technician	B
19.	Aircraft Systems Technician (Warrant Officer Engineering)	B
20.	Aircraft Technician Grade 1 (Warrant Officer Engineering)	B
21.	Aircraft Technician Grade 1	B
22.	Aircraft Technician Grade 2 (Warrant Officer Engineering)	B
23.	Aircraft Technician Grade 2	B

24.	Avionics Systems Technician	B
25.	Avionics Systems Technician (Warrant Officer Engineering)	B
26.	Avionics Technician Grade 1 (Warrant Officer Engineering)	B
27.	Avionics Technician Grade 1	B
28.	Avionics Technician Grade 2 (Warrant Officer Engineering)	B
29.	Avionics Technician Grade 2	B
30.	Clerk Grade 2	B
31.	Clerk Supply	B
32.	Communications Electronic Technician (Warrant Officer Engineering)	B
33.	Communications Electronic Technician	B
34.	Communications Electronic Systems Technician (Warrant Officer Engineering)	B
35.	Communications Electronic Systems Technician	B
36.	Cook Grade 2	B
37.	Crew Attendant Grade 0	B
38.	Crew Attendant Grade 4	B
39.	Crew Attendant Grade 5	B
40.	Crew Attendant Grade 6	A
41.	Crew Attendant Grade 6	B
42.	Dental Manager	B
43.	Dental Technician	B
44.	Environmental Health Surveyor	B
45.	Firefighter Manager	B
46.	Flight Engineer Grade 0	B
47.	Flight Engineer Grade 4	A
48.	Flight Engineer Grade 4	B
49.	Flight Engineer Grade 5	A
50.	Flight Engineer Grade 5	B
51.	Geospacial Imagery Intelligence Analyst Manager	B
52.	Ground Support Engineering Fitter Grade 2	B
53.	Ground Support Engineering Manager Grade 1	B
54.	Ground Support Engineering Manager Grade 2	B
55.	Imagery Production Manager	B
56.	Imagery Production Manager (Flight Test Photographer)	B
57.	Laboratory Technician	B
58.	Loadmaster Grade 0	B

59.	Loadmaster Grade 4	B
60.	Loadmaster Grade 5	A
61.	Loadmaster Grade 5	B
62.	Loadmaster Grade 6	A
63.	Loadmaster Grade 6	B
64.	Manager Airfield Defence Guard	B
65.	Manager Communications Information Systems Controller	B
66.	Medical Grade 2	B
67.	Musician Grade 3	B
68.	Operating Theatre Technician	B
69.	Physical Training Instructor	B
70.	Security Police Grade 2	B
71.	Senior Manager Processing	B
72.	Senior Manager Technical	B
73.	Signals Operator Advanced Linguist	B
74.	Signals Operator General Linguist	B
75.	Signals Operator Linguist Advanced Analyst	B
76.	Signals Operator Linguist Analyst	B
77.	Signals Operator Technical Advanced Analyst	B
78.	Signals Operator Technical Analyst	B
79.	Supplier Grade 2	B
80.	Warrant Officer Disciplinary	B
81.	Works Manager	B

<b>Pay grade 6</b>		
<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	Advanced Aircraft Structural Fitter	C
2.	Advanced Aircraft Structural Technician	C
3.	Advanced Aircraft Technician (Warrant Officer Engineering)	C
4.	Advanced Aircraft Technician	C
5.	Advanced Avionics Technician (Warrant Officer Engineering)	C
6.	Advanced Avionics Technician	C
7.	Advanced Communications Electronic Technician (Warrant Officer Engineering)	C
8.	Advanced Communications Electronic Technician	C

9.	Air Surveillance Operator Grade 2	C
10.	Airborne Electronics Analyst Grade 0	C
11.	Airborne Electronics Analyst Grade 4	C
12.	Airborne Electronics Analyst Grade 5	C
13.	Airborne Electronics Analyst Grade 6	A
14.	Airborne Electronics Analyst Grade 6	B
15.	Airborne Electronics Analyst Grade 6	C
16.	Aircraft Life Support Fitter Grade 2	C
17.	Aircraft Structural Fitter Grade 2	C
18.	Aircraft Surface Finisher	C
19.	Aircraft Systems Technician	C
20.	Aircraft Systems Technician (Warrant Officer Engineering)	C
21.	Aircraft Technician Grade 1 (Warrant Officer Engineering)	C
22.	Aircraft Technician Grade 1	C
23.	Aircraft Technician Grade 2 (Warrant Officer Engineering)	C
24.	Aircraft Technician Grade 2	C
25.	Avionics Systems Technician	C
26.	Avionics Systems Technician (Warrant Officer Engineering)	C
27.	Avionics Technician Grade 1 (Warrant Officer Engineering)	C
28.	Avionics Technician Grade 1	C
29.	Avionics Technician Grade 2 (Warrant Officer Engineering)	C
30.	Avionics Technician Grade 2	C
31.	Clerk Grade 2	C
32.	Clerk Supply	C
33.	Communications Electronic Technician (Warrant Officer Engineering)	C
34.	Communications Electronic Technician	C
35.	Communications Electronic Systems Technician (Warrant Officer Engineering)	C
36.	Communications Electronic Systems Technician	C
37.	Cook Grade 2	C
38.	Crew Attendant Grade 0	C
39.	Crew Attendant Grade 4	C
40.	Crew Attendant Grade 5	C
41.	Crew Attendant Grade 6	C
42.	Dental Manager	C

43.	Dental Technician	C
44.	Environmental Health Surveyor	C
45.	Firefighter Manager	C
46.	Flight Engineer Grade 0	C
47.	Flight Engineer Grade 4	C
48.	Flight Engineer Grade 5	C
49.	Flight Engineer Grade 6	A
50.	Flight Engineer Grade 6	B
51.	Flight Engineer Grade 6	C
52.	Geospacial Imagery Intelligence Analyst Manager	C
53.	Ground Support Engineering Fitter Grade 2	C
54.	Ground Support Engineering Manager Grade 1	C
55.	Ground Support Engineering Manager Grade 2	C
56.	Imagery Production Manager	C
57.	Imagery Production Manager (Flight Test Photographer)	C
58.	Laboratory Technician	C
59.	Loadmaster Grade 0	C
60.	Loadmaster Grade 4	C
61.	Loadmaster Grade 5	C
62.	Loadmaster Grade 6	C
63.	Manager Airfield Defence Guard	C
64.	Manager Communications Information Systems Controller	C
65.	Medical Grade 2	C
66.	Musician Grade 3	C
67.	Operating Theatre Technician	C
68.	Physical Training Instructor	C
69.	Security Police Grade 2	C
70.	Senior Manager Processing	C
71.	Senior Manager Technical	C
72.	Signals Operator Advanced Linguist	C
73.	Signals Operator General Linguist	C
74.	Signals Operator Linguist Advanced Analyst	C
75.	Signals Operator Linguist Analyst	C
76.	Signals Operator Technical Advanced Analyst	C
77.	Signals Operator Technical Analyst	C
78.	Supplier Grade 2	C
79.	Warrant Officer Disciplinary	C

80.	Works Manager	C
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<b>Pay grade 7</b>		
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<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	This table is not yet populated.	N/A

<b>Pay grade 8</b>		
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<b>Column 1 Item</b>	<b>Column 2 Employment Category</b>	<b>Column 3 Tier</b>
1.	This table is not yet populated.	N/A



## **ATTACHMENT D**

**Schedule 3**  
**Transitional salary rates – other rank member appointed as officer**

<b>Part 1 Officer of the Permanent Force</b>										
<b>Column 1 Rank and increment</b>				<b>Column 2</b>						
				<b>Transitional salary rates</b>						
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>Increment</b>	<b>1</b>	<b>2</b>	<b>2A</b>	<b>3</b>	<b>3A</b>	<b>4</b>	<b>4A</b>
<b>Lieutenant</b>	<b>Captain</b>	<b>Flight Lieutenant</b>	<b>O3 - 3</b>	\$62,540	\$65,802	\$67,684	\$69,567	\$71,338	\$72,827	\$73,327
			<b>O3 - 2</b>	\$61,036	\$64,298	\$66,180	\$68,063	\$69,834	\$71,324	\$71,823
			<b>O3 - 1</b>	\$59,529	\$62,791	\$64,673	\$66,556	\$68,328	\$69,816	\$70,316
			<b>O3 - 0</b>	\$58,031	\$61,292	\$63,174	\$65,057	\$66,828	\$68,318	\$68,817
<b>Sub-Lieutenant</b>	<b>Lieutenant</b>	<b>Flying Officer</b>	<b>O2 - 3</b>	\$56,531	\$59,792	\$61,673	\$63,556	\$65,327	\$66,817	\$67,317
			<b>O2 - 2</b>	\$55,028	\$58,289	\$60,170	\$62,053	\$63,826	\$65,314	\$65,815
			<b>O2 - 1</b>	\$53,525	\$56,787	\$58,667	\$60,550	\$62,324	\$63,811	\$64,312
			<b>O2 - 0</b>	\$52,018	\$55,279	\$57,160	\$59,043	\$60,815	\$62,304	\$62,805
<b>Acting Sub-Lieutenant</b>	<b>Second Lieutenant</b>	<b>Pilot Officer</b>	<b>O1 - 0</b>	\$50,520	\$53,782	\$55,662	\$57,545	\$59,318	\$60,806	\$61,307

<b>Part 1 Officer of the Permanent Force (continued)</b>										
<b>Column 1 Rank and increment</b>				<b>Column 2</b>						
				<b>Transitional salary rates</b>						
<b>Navy</b>	<b>Army</b>	<b>Air Force</b>	<b>Increment</b>	<b>4C</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9*</b>	<b>10*</b>
<b>Lieutenant</b>	<b>Captain</b>	<b>Flight Lieutenant</b>	<b>O3 - 3</b>	\$74,890	\$76,463	\$80,539	\$84,629	\$89,058	\$93,486	\$96,445
			<b>O3 - 2</b>	\$73,386	\$74,959	\$79,035	\$83,125	\$87,554	\$91,982	\$94,941
			<b>O3 - 1</b>	\$71,880	\$73,452	\$77,529	\$81,618	\$86,047	\$90,474	\$93,433
			<b>O3 - 0</b>	\$70,381	\$71,953	\$76,029	\$80,118	\$84,547	\$88,976	\$91,934
<b>Sub-Lieutenant</b>	<b>Lieutenant</b>	<b>Flying Officer</b>	<b>O2 - 3</b>	\$68,880	\$70,452	\$74,528	\$78,619	\$83,047	\$87,476	\$90,434
			<b>O2 - 2</b>	\$67,378	\$68,949	\$73,025	\$77,116	\$81,544	\$85,973	\$88,931
			<b>O2 - 1</b>	\$65,875	\$67,448	\$71,522	\$75,614	\$80,041	\$84,470	\$87,428
			<b>O2 - 0</b>	\$64,367	\$65,939	\$70,015	\$74,105	\$78,533	\$82,963	\$85,920
<b>Acting Sub-Lieutenant</b>	<b>Second Lieutenant</b>	<b>Pilot Officer</b>	<b>O1 - 0</b>	\$62,869	\$64,442	\$68,518	\$72,609	\$77,037	\$81,465	\$84,423

**Note:** Columns 2A, 3A, 4A and 4C are temporary rates. A rate at 2A, 3A 4A or 4C is only available to an employment category or group placed on it on 5 October 2006.