

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 11 OF 2011

SALARIES – AMENDMENT – MARITIME WARFARE OFFICERS AND MARITIME COMBAT OFFICERS

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

Commencement

1. This Determination commences on 1 January 2012.

Amendment

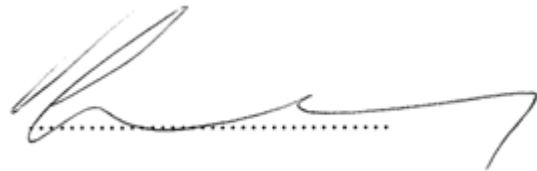
2. Determination No. 15 of 2008, Salaries, as amended, is amended as set out in this Determination.

Schedule B.2 (Officer pay grades), Part 2: Navy

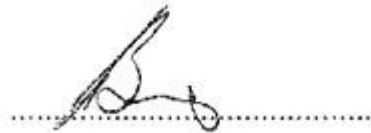
3. Substitute Part 2 of Schedule B.2 with the Part 2 at Attachment A to this Determination.

Dated this seventh day of December two thousand and eleven.

The Honourable P L Leary
President

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The Honourable A Bevis
Member

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Part 2: Navy

Note: In this Part, categories that require a member to hold specific experience, qualification or skill may include one or a combination of the following descriptions in the employment category or classification title. The descriptions in Parts 1, 3 or 4 may also be used.

| Item | This descriptor... | means... |
|------|--------------------|---|
| 1. | ADQUAL | <p>1. Either a Maritime Warfare Officer or a Maritime Combat Officer, with any of the following additional qualifications:</p> <ul style="list-style-type: none">a. Fighter Controller.b. Communications Information Warfare.c. Navigation (Maritime Warfare Officer only). <p>2. A Principal Warfare Officer who has a Force Warfare qualification and one of the following additional qualifications:</p> <ul style="list-style-type: none">a. Air Warfare.b. Amphibious.c. Communications Information Warfare.d. Mine Warfaree. Navigation — (Maritime Warfare Officer only)f. Surface Warfare <p>3. Either Pilot or Maritime Aviation Warfare Officer with any of the following additional qualifications:</p> <ul style="list-style-type: none">a. Aero-Systems Qualified.b. Aviation Warfare Officer.c. Helicopter Warfare Instructor.d. Qualified Flying Instructor.e. Qualified Helicopter Instructor.f. Qualified Maritime Aviation Warfare Officer Instructor.g. Test Pilot. |
| 2. | TAG | A qualified member of a Tactical Assault Group. |
| 3. | Under Training | <p>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> |

| Item | This descriptor... | means... |
|------|--|--|
| 4. | Former Warrant Officer (Commissioned) | A member to whom clause B.2.4 applies, who held an employment category under either Schedule B.10 or Schedule B.12 prior to appointment. Exception: This descriptor does not apply to a member in the Navy Aircrew employment category at pay grade 6. |
| 5. | Maritime Warfare Officer Specialist | A Maritime Warfare Officer who was awarded any of the following additional qualifications before 1 July 2004: a. Navigation. b. Communications. c. Mine Warfare. d. Gunnery. |
| 6. | Basic | a. For an Maritime Aviation Warfare Officer — Maritime Aviation Warfare Officer Rotary Course qualified. b. For a Pilot— Pilot Rotary Course qualified. |
| 7. | Intermediate | For Maritime Aviation Warfare Officer – Maritime Aviation Warfare Officer Rotary Course qualified plus further two years flying experience For Pilot – Pilot Rotary Course qualified plus further two years flying experience |
| 8. | Highly Proficient | 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. |

| Pay grade 2 | | |
|--------------------------|--|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Administration | Primary Qualification |
| 2. | Bandmaster | Under Training |
| 3. | Former Warrant Officer (Commissioned) | Appointment |
| 4. | Instructor | Primary Qualification |
| 5. | Intelligence | Under Training |
| 6. | Intelligence NIR | Under Training |
| 7. | Intelligence NIR | Primary Qualification |
| 8. | Maritime Trade Operations | Under Training |
| 9. | Medical Administrator | Under Training |
| 10. | Medical Administrator | Primary Qualification |
| 11. | Naval Police Coxswain Officer | Under Training |
| 12. | Naval Police Coxswain Officer | Primary Qualification |
| 13. | Nurse | Under Training |
| 14. | Maritime Aviation Warfare Officer Competency Progression | Under Training |
| 15. | Maritime Aviation Warfare Officer Competency Progression | Wings Under Training |
| 16. | Maritime Aviation Warfare Officer Time Progression | Under Training |
| 17. | Maritime Warfare Officer | Under Training |
| 18. | Pilot Competency Progression | Under Training |
| 19. | Pilot Competency Progression | Wings Under Training |
| 20. | Pilot Time Progression | Under Training |
| 21. | Public Relations | Under Training |
| 22. | Public Relations | Primary Qualification |
| 23. | Supply | Under Training |

| Pay grade 3 | | |
|--------------------------|--|---|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Aeronautical Engineering | Under Training |
| 2. | Bandmaster | Primary Qualification |
| 3. | Intelligence | Tier 1 – Operator Primary Qualification |
| 4. | Marine Engineering | Under Training |
| 5. | Maritime Trade Operations | Primary Qualification |
| 6. | Nurse | Primary Qualification |
| 7. | Maritime Aviation Warfare Officer Competency Progression | Basic |
| 8. | Maritime Aviation Warfare Officer Competency Progression | Basic Under Training |
| 9. | Maritime Aviation Warfare Officer Time Progression | Fly 0-2 |
| 10. | Maritime Aviation Warfare Officer Time Progression | Fly 0-2 Under Training |
| 11. | Pilot Competency Progression | Basic |
| 12. | Pilot Competency Progression | Basic Under Training |
| 13. | Pilot Time Progression | Fly 0-2 |
| 14. | Pilot Time Progression | Fly 0-2 Under Training |
| 15. | Psychologist | Under Training |
| 16. | Psychologist | Primary Qualification |
| 17. | Training Systems | Under Training |
| 18. | Training Systems | Primary Qualification |
| 19. | Weapon Electrical Aircraft Engineering | Under Training |
| 20. | Weapon Electrical Engineering | Under Training |

| Pay grade 4 | | |
|--------------------------|--|--|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 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 Warfare Officer | Primary Qualification |
| 13. | Pilot Competency Progression | Intermediate |
| 14. | Pilot Competency Progression | Intermediate Under Training |
| 15. | Pilot Time Progression | Fly 2-4 |
| 16. | Pilot Time Progression | Fly 2-4 Under Training |
| 17. | Training Systems | Charge Qualified |

| Pay grade 5 | | |
|--------------------------|---|-------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 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 Warfare Officer | Minor War Vessel Command |
| 16. | Maritime Warfare Officer ADQUAL | Qualified |
| 17. | Mine Clearance Diver Officer | Qualified |

| Pay grade 5 continued. | | |
|-------------------------------|---|--|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 18. | Maritime Warfare Officer | Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section |
| 19. | Maritime Warfare Officer ADQUAL | Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section |
| 20. | Maritime Warfare Officer Specialist | Qualified before 1 July 2004 |
| 21. | Nurse | Specialist |
| 22. | Pilot Competency Progression | Highly Proficient |
| 23. | Pilot Competency Progression | Highly Proficient Under Training |
| 24. | Pilot Time Progression | Fly 4-6 |
| 25. | Pilot Time Progression | Fly 4-6 Under Training |
| 26. | Pilot Time Progression ADQUAL | Fly 4-6 |
| 27. | Principal Warfare Officer | Qualified |
| 28. | Psychologist | Specialist |
| 29. | Supply | Charge Qualified |
| 30. | Supply | Qualified non Supply Charge Board before 1 January 1998 |
| 31. | Training Systems Maritime Geospatial Officer Meteorology | Qualified |
| 32. | Weapons Electrical Engineering | Primary Qualification |
| 33. | Weapons Electrical Aircraft Engineering | Primary Qualification |

| Pay grade 6 | | |
|--------------------------|---|---|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 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 Warfare Officer SM | Qualified |
| 13. | Medical Administrator | Officer In Charge |
| 14. | Mine Clearance Diver Officer TAG | Qualified |
| 15. | Mine Clearance Diving Officer Force Warfare Officer | Qualified |
| 16. | Naval Police Coxswain Officer | Commanding Officer Defence Police Training Centre |
| 17. | Nurse | Officer In Charge |
| 18. | Pilot Competency Progression ADQUAL | Qualified |

| Pay grade 6 continued. | | |
|-------------------------------|---|--|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 19. | Principal Warfare Officer ADQUAL | Qualified |
| 20. | Training Systems | Officer In Charge Naval Personnel and Training Centre |
| 21. | Training Systems Maritime Geospatial Officer Meteorology – Advanced | Masters of Science and Oceanography Qualified |
| 22. | Weapons Electrical Engineering SM | Qualified |
| 23. | Weapons Electrical Aircraft Engineering | Charge Qualified |
| 24. | Weapons Electrical Engineer | Charge Qualified |

| Pay grade 7 | | |
|--------------------------|---|--|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Aeronautical Engineering | Head of Department |
| 2. | Instructor Maritime Geospatial Officer Meteorology | Director of Meteorology |
| 3. | Marine Engineering | Marine Engineering Officer Major Fleet Unit |
| 4. | Marine Engineering SM | Charge Qualified |
| 5. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Executive Officer Squadron |
| 6. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Ship's Flight Commander |
| 7. | Maritime Aviation Warfare Officer Competency Progression | Executive Officer Squadron |
| 8. | Maritime Aviation Warfare Officer Competency Progression | Ship's Flight Commander |

| Pay grade 7 continued. | | |
|-------------------------------|--|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 9. | Maritime Aviation Warfare Officer Time Progression | Fly 6-8 |
| 10. | Maritime Aviation Warfare Officer Time Progression | Fly 6-8 Under Training |
| 11. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Fly 6-8 |
| 12. | Maritime Geospatial Officer Hydrographer | Executive Officer Major Fleet Unit |
| 13. | Maritime Geospatial Officer Hydrographer | Minor War Vessel Command |
| 14. | Maritime Geospatial Officer Hydrographer H1 | Minor War Vessel Command |
| 15. | Maritime Geospatial Officer Meteorology | Director of Meteorology |
| 16. | Maritime Geospatial Officer Meteorology | Minor War Vessel Command |
| 17. | Maritime Geospatial Officer Meteorology - Advanced | Minor War Vessel Command |
| 18. | Maritime Geospatial Officer Meteorology - Advanced | Director of Meteorology |
| 19. | Maritime Warfare Officer | Executive Officer Major Fleet Unit |
| 20. | Maritime Warfare Officer ADQUAL | Executive Officer Major Fleet Unit |
| 21. | Maritime Warfare Officer SM | Executive Officer Major Fleet Unit |
| 22. | Maritime Warfare Officer SM | Minor War Vessel Command |
| 23. | Maritime Warfare Officer SM | Warfare Officer |
| 24. | Maritime Warfare Officer Specialist | Minor War Vessel Command |
| 25. | Mine Clearance Diver Officer | Executive Officer Major Fleet Unit |

Pay grade 7 continued.

| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
|--------------------------|---|---|
| 26. | Mine Clearance Diver Officer TAG | Executive Officer Major Fleet Unit |
| 27. | Mine Clearance Diver Officer Force Warfare Officer | Executive Officer Major Fleet Unit |
| 28. | Mine Clearance Diver Officer | Minor War Vessel Command |
| 29. | Mine Clearance Diver Officer TAG | Minor War Vessel Command |
| 30. | Mine Clearance Diver Officer Force Warfare Officer | Minor War Vessel Command |
| 31. | Mine Clearance Diver Officer | Clearance Diving Team Command |
| 32. | Mine Clearance Diver Officer TAG | Clearance Diving Team Command |
| 33. | Mine Clearance Diver Officer Force Warfare Officer | Clearance Diving Team Command |
| 34. | Pilot Competency Progression ADQUAL | Executive Officer Squadron |
| 35. | Pilot Competency Progression ADQUAL | Ship's Flight Commander |
| 36. | Pilot Competency Progression | Executive Officer Squadron |
| 37. | Pilot Competency Progression | Ship's Flight Commander |
| 38. | Pilot Time Progression | Fly 6-8 |
| 39. | Pilot Time Progression | Fly 6-8 Under Training |
| 40. | Pilot Time Progression ADQUAL | Fly 6-8 |
| 41. | Principal Warfare Officer | Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section |
| 42. | Principal Warfare Officer | Executive Officer Major Fleet Unit |

| Pay grade 7 continued. | | |
|-------------------------------|---|---|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 43. | Principal Warfare Officer | Minor War Vessel Command |
| 44. | Principal Warfare Officer ADQUAL | Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section |
| 45. | Principal Warfare Officer ADQUAL | Executive Officer Major Fleet Unit |
| 46. | Principal Warfare Officer ADQUAL | Minor War Vessel Command |
| 47. | Supply | Supply Officer Major Fleet Unit |
| 48. | Training Systems Maritime Geospatial Officer Meteorology | Director of Meteorology |
| 49. | Weapons Electrical Engineering | Weapon Electrical Engineering Officer Major Fleet Unit |
| 50. | Weapons Electrical Engineering SM | Charge Qualified |
| 51. | Weapons Electrical Aircraft Engineering | Head of Department |

| Pay grade 8 | | |
|--------------------------|--|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Administration | Shore Command |
| 2. | Aeronautical Engineering | Shore Command |
| 3. | Aeronautical Engineering | Level 2 |
| 4. | Aircrew | Shore Command |
| 5. | Bandmaster | Shore Command |
| 6. | Former Warrant Officer (Commissioned) | Shore Command |
| 7. | Instructor | Shore Command |

| Pay grade 8 continued. | | |
|-------------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 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 | Level 2 |
| 13. | Marine Engineering SM | Level 2 |
| 14. | Marine Engineering SM | Marine Engineering Officer SM |
| 15. | Marine Engineering SM | Shore Command |
| 16. | Maritime Geospatial Officer Hydrographer | Shore Command |
| 17. | Maritime Geospatial Officer Hydrographer H1 | Shore Command |
| 18. | Maritime Geospatial Officer Meteorology | Shore Command |
| 19. | Maritime Geospatial Officer Meteorology Advanced | Shore Command |
| 20. | Maritime Trade Operations | Shore Command |
| 21. | Medical Administrator | Shore Command |
| 22. | Mine Clearance Diver Officer | Shore Command |
| 23. | Naval Police Coxswain Officer | Shore Command |
| 24. | Nurse | Shore Command |
| 25. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Shore Command |
| 26. | Maritime Aviation Warfare Officer Competency Progression | Shore Command |
| 27. | Maritime Aviation Warfare Officer Time Progression | Shore Command |

| Pay grade 8 continued. | | |
|-------------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 28. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Shore Command |
| 29. | Pilot Competency Progression | Shore Command |
| 30. | Pilot Competency Progression ADQUAL | Shore Command |
| 31. | Pilot Time Progression | Shore Command |
| 32. | Pilot Time Progression ADQUAL | Shore Command |
| 33. | Principal Warfare Officer | Shore Command |
| 34. | Principal Warfare Officer ADQUAL | Shore Command |
| 35. | Psychologist | Shore Command |
| 36. | Public Relations | Shore Command |
| 37. | Maritime Combat Officer | Shore Command |
| 38. | Maritime Combat Officer ADQUAL | Shore Command |
| 39. | Maritime Warfare Officer | Shore Command |
| 40. | Maritime Warfare Officer ADQUAL | Shore Command |
| 41. | Maritime Warfare Officer SM | Shore Command |
| 42. | Maritime Geospatial Officer Hydrographer | Shore Command |
| 43. | Maritime Geospatial Officer Hydrographer H1 | Shore Command |
| 44. | Maritime Geospatial Officer Meteorology | Shore Command |
| 45. | Maritime Geospatial Officer Meteorology - Advanced | Shore Command |
| 46. | Mine Clearance Diver Officer | Shore Command |
| 47. | Mine Clearance Diver Officer TAG | Shore Command |
| 48. | Mine Clearance Diver Officer Force Warfare Officer | Shore Command |

| Pay grade 8 continued. | | |
|-------------------------------|---|--|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 49. | Supply | Shore Command |
| 50. | Training Systems | Shore Command |
| 51. | Training Systems Maritime Geospatial Officer Meteorology | Shore Command |
| 52. | Weapons Electrical Aircraft Engineering | Level 2 |
| 53. | Weapons Electrical Aircraft Engineering | Shore Command |
| 54. | Weapons Electrical Engineering | Level 2 |
| 55. | Weapons Electrical Engineering SM | Level 2 |
| 56. | Weapons Electrical Engineering SM | Shore Command |
| 57. | Weapons Electrical Engineering SM | Weapons Electrical Engineering Officer SM |
| 58. | Weapons Electrical Engineer | Shore Command |

| Pay grade 9 | | |
|--------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Maritime Geospatial Officer Hydrographer | Major Fleet Unit Command |
| 2. | Maritime Geospatial Officer Meteorology | Major Fleet Unit Command |
| 3. | Mine Clearance Diver Officer | Major Fleet Unit Command |
| 4. | Mine Clearance Diver Officer TAG | Major Fleet Unit Command |
| 5. | Maritime Aviation Warfare Officer Competency Progression ADQUAL | Squadron Command |
| 6. | Maritime Aviation Warfare Officer Competency Progression | Squadron Command |
| 7. | Maritime Aviation Warfare Officer Time Progression | Fly 8-10 |

| Pay grade 9 continued. | | |
|-------------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 8. | Maritime Aviation Warfare Officer Time Progression | Fly 8-10 Under Training |
| 9. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Fly 8-10 |
| 10. | Maritime Geospatial Officer Hydrographer | Major Fleet Unit Command |
| 11. | Maritime Geospatial Officer Hydrographer H1 | Major Fleet Unit Command |
| 12. | Maritime Geospatial Officer Meteorology | Major Fleet Unit Command |
| 13. | Maritime Geospatial Officer Meteorology - Advanced | Major Fleet Unit Command |
| 14. | Maritime Warfare Officer | Major Fleet Unit Command |
| 15. | Maritime Warfare Officer ADQUAL | Major Fleet Unit Command |
| 16. | Maritime Warfare Officer SM | Major Fleet Unit Command |
| 17. | Maritime Warfare Officer SM | SM Command |
| 18. | Mine Clearance Diver Officer | Major Fleet Unit Command |
| 19. | Mine Clearance Diver Officer TAG | Major Fleet Unit Command |
| 20. | Mine Clearance Diving Officer Force Warfare Officer | Major Fleet Unit Command |
| 21. | Pilot Competency Progression | Squadron Command |
| 22. | Pilot Competency Progression ADQUAL | Squadron Command |
| 23. | Pilot Time Progression | Fly 8-10 |
| 24. | Pilot Time Progression | Fly 8-10 Under Training |
| 25. | Pilot Time Progression ADQUAL | Fly 8-10 |
| 26. | Principal Warfare Officer | Major Fleet Unit Command |
| 27. | Principal Warfare Officer ADQUAL | Major Fleet Unit Command |

| Pay grade 10 | | |
|--------------------------|---|------------------------------------|
| Column 1 Item | Column 2 Employment Category | Column 3 Classification |
| 1. | Maritime Aviation Warfare Officer Time Progression | Fly 10 + |
| 2. | Maritime Aviation Warfare Officer Time Progression ADQUAL | Fly 10 + |
| 3. | Pilot Time Progression | Fly 10 + |
| 4. | Pilot Time Progression ADQUAL | Fly 10 + |