

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 4 OF 2009

OFFICER AVIATION REMUNERATION STRUCTURE

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

Commencement

1. This Determination commences on 1 October 2009.

Amendment

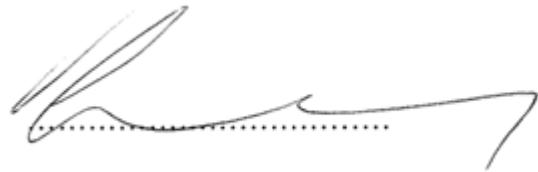
2. Determination No. 15 of 2008, Salaries, as amended, is amended as set out in this Determination.

Schedule B.2 (Officer pay grades)

3. Substitute the Schedule with the Schedule in Attachment A.

Dated this seventeenth day of September two thousand and nine.

The Honourable P L Leary
President

A handwritten signature in black ink, appearing to be 'P L Leary', written over a horizontal dotted line. The signature is fluid and cursive, extending to the right of the line.

Schedule B.2

Officer pay grades

Notes:

1. In this Schedule, "Employment Category" includes a mustering, professional qualification or specialisation.
2. This Schedule contains descriptions of employment categories, classification and experience, qualification or skill held at officer level. Although similar or identical terms are used, descriptions for officers have no relationship to other rank descriptions. Those descriptions may refer to different meanings, although the words are the same.
3. 'Legacy':
 - (a) in relation to air traffic control officers, means those offered employment as an Air Traffic Controller, under training as an Air Traffic Controller or officers paid under the air traffic controller competency system existing prior to 1 October 2009.
 - (b) in relation to officer aircrew categories, means those offered employment within an officer aircrew category, under training as a member of an officer aircrew category, or for whom any of the descriptors listed in items 1-7 of the notes table are included in Column 3 of any Part of this Schedule prior to 1 October 2009.
4. In this Schedule, 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:

Item	This descriptor...	means...
1.	Fly 0	No liability to fly.
2.	Fly 0-2	A member with flying experience of less than 2 years.
3.	Fly 2-4	A member with flying experience of 2 years up to 4 years.
4.	Fly 4-6	A member with flying experience of 4 years up to 6 years.
5.	Fly 6-8	A member with flying experience of 6 years up to 8 years.
6.	Fly 8-10	A member with flying experience of 8 years up to 10 years.
7.	Fly 10+	A member with flying experience of 10 or more years.

8.	SM	<p>A qualified submariner other than</p> <p>(a) A member who has the rank of Rear Admiral in the Navy, or a higher rank.</p> <p>(b) A member who is a Medical or Dental Officer with the rank of Commander in the Navy, or a higher rank.</p>
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Part 1: All Services

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Commando Reinforcement	-

Pay grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Qualified Commando	-
2.	SAS Reinforcement	-

Pay grade 8		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Qualified SAS	-

Schedule B.2

Officer pay grades

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 Principle Warfare Officer or a Force Warfare Officer, with any of the following additional qualifications:</p> <ul style="list-style-type: none"> a. Above Water Warfare. b. Aircraft Direction. c. Anti Submarine Warfare. d. Communications. e. Gunnery. f. Mine Warfare. g. Navigation. h. Surface Warfare. i. Submariner. <p>2. Either Pilot or Observer 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 Observer 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>

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.	Seaman Specialist	A Seaman 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 Observer — Observer Rotary Course qualified. b. For a Pilot— Pilot Rotary Course qualified.
7.	Intermediate	For Observer – Observer 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 Observer – Observer Rotary Course qualified plus further five years flying experience. b. For a Pilot – Pilot Rotary Course qualified plus 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

Pay grade 2 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
5.	Intelligence	Under Training
6.	Intelligence	Primary Qualification
7.	Maritime Trade Operations	Under Training
8.	Medical Administrator	Under Training
9.	Medical Administrator	Primary Qualification
10.	Naval Police Coxswain Officer	Under Training
11.	Naval Police Coxswain Officer	Primary Qualification
12.	Nurse	Under Training
13.	Observer Competency Progression	Under Training
14.	Observer Competency Progression	Wings Under Training
15.	Observer Time Progression	Under Training
16.	Pilot Competency Progression	Under Training
17.	Pilot Competency Progression	Wings Under Training
18.	Pilot Time Progression	Under Training
19.	Public Relations	Under Training
20.	Public Relations	Primary Qualification
21.	Seaman	Under Training
22.	Supply	Under Training

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Aeronautical Engineering	Under Training

Pay grade 3 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
2.	Bandmaster	Primary Qualification
3.	Marine Engineering	Under Training
4.	Maritime Trade Operations	Primary Qualification
5.	Nurse	Primary Qualification
6.	Observer Competency Progression	Basic
7.	Observer Competency Progression	Basic Under Training
8.	Observer Time Progression	Fly 0-2
9.	Observer Time Progression	Fly 0-2 Under Training
10.	Pilot Competency Progression	Basic
11.	Pilot Competency Progression	Basic Under Training
12.	Pilot Time Progression	Fly 0-2
13.	Pilot Time Progression	Fly 0-2 Under Training
14.	Psychologist	Under Training
15.	Psychologist	Primary Qualification
16.	Supply	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.	Medical Administration	Specialist
4.	Naval Police Coxswain Officer	Director of Policing and Security - Navy
5.	Observer Competency Progression	Intermediate
6.	Observer Competency Progression	Intermediate Under Training
7.	Observer Time Progression	Fly 2-4
8.	Observer Time Progression	Fly 2-4 Under Training
9.	Pilot Competency Progression	Intermediate
10.	Pilot Competency Progression	Intermediate Under Training
11.	Pilot Time Progression	Fly 2-4
12.	Pilot Time Progression	Fly 2-4 Under Training
13.	Seaman	Primary Qualification
14.	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.	Marine Engineering	Primary Qualification
4.	Maritime Geospatial Officer Hydrographer	Qualified

Pay grade 5 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
5.	Maritime Geospatial Officer Meteorology	Qualified
6.	Mine Warfare Clearance Diver Officer	Qualified
7.	Non-Seaman PQ	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section
8.	Nurse	Specialist
9.	Observer Competency Progression	Highly Proficient
10.	Observer Competency Progression	Highly Proficient Under Training
11.	Observer Time Progression	Fly 4-6
12.	Observer Time Progression	Fly 4-6 Under Training
13.	Observer Time Progression ADQUAL	Fly 4-6
14.	Pilot Competency Progression	Highly Proficient
15.	Pilot Competency Progression	Highly Proficient Under Training
16.	Pilot Time Progression	Fly 4-6
17.	Pilot Time Progression	Fly 4-6 Under Training
18.	Pilot Time Progression ADQUAL	Fly 4-6
19.	Principal Warfare Officer	Qualified
20.	Principal Warfare Officer ADQUAL	Qualified after 1 August 2005
21.	Psychologist	Specialist
22.	Seaman	Minor War Vessel Command
23.	Seaman Specialist	Qualified before 1 July 2004
24.	Supply	Charge Qualified

Pay grade 5 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
25.	Supply	Qualified non Supply Charge Board before 1 January 1998
26.	Training Systems Maritime Geospatial Officer Meteorology	Qualified
27.	Weapons Electrical Engineering	Primary Qualification
28.	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.	Force Warfare Officer ADQUAL	Qualified
5.	Instructor Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
6.	Marine Engineer	Charge Qualified
7.	Marine Engineering SM	Qualified
8.	Maritime Geospatial Officer Hydrographer – H1	Hydrographic Officers Long Course or Masters Degree in Hydrographic Science Qualified
9.	Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
10.	Medical Administrator	Officer In Charge
11.	Mine Warfare Clearance Diver Officer	Qualified

Pay grade 6 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
12.	Mine Warfare Clearance Diver Officer TAG	Qualified
13.	Mine Warfare Clearance Diving Officer Force Warfare Officer	Qualified
14.	Naval Police Coxswain Officer	Commanding Officer Defence Police Training Centre
15.	Nurse	Officer In Charge
16.	Observer Competency Progression ADQUAL	Qualified
17.	Pilot Competency Progression ADQUAL	Qualified
18.	Principal Warfare Officer ADQUAL	Qualified before 1 August 2005
19.	Seaman SM	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

Pay grade 7 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
2.	Force Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
3.	Force Warfare Officer ADQUAL	Minor War Vessel Command
4.	Instructor Maritime Geospatial Officer Meteorology	Director of Meteorology
5.	Marine Engineering	Marine Engineering Officer Major Fleet Unit
6.	Marine Engineering SM	Charge Qualified
7.	Maritime Geospatial Officer Hydrographer	Executive Officer Major Fleet Unit
8.	Maritime Geospatial Officer Hydrographer	Minor War Vessel Command
9.	Maritime Geospatial Officer Meteorology	Executive Officer Major Fleet Unit
10.	Maritime Geospatial Officer Meteorology	Minor War Vessel Command
11.	Maritime Geospatial Officer Meteorology	Director of Meteorology
12.	Mine Warfare Clearance Diver Officer	Executive Officer Major Fleet Unit
13.	Mine Warfare Clearance Diver Officer	Minor War Vessel Command
14.	Mine Warfare Clearance Diver Officer	Clearance Diving Team Command
15.	Observer Competency Progression ADQUAL	Executive Officer Squadron
16.	Observer Competency Progression ADQUAL	Ship's Flight Commander
17.	Observer Competency Progression	Executive Officer Squadron

Pay grade 7 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
18.	Observer Competency Progression	Ship's Flight Commander
19.	Observer Time Progression	Fly 6-8
20.	Observer Time Progression	Fly 6-8 Under Training
21.	Observer Time Progression ADQUAL	Fly 6-8
22.	Pilot Competency Progression ADQUAL	Executive Officer Squadron
23.	Pilot Competency Progression ADQUAL	Ship's Flight Commander
24.	Pilot Competency Progression	Executive Officer Squadron
25.	Pilot Competency Progression	Ship's Flight Commander
26.	Pilot Time Progression	Fly 6-8
27.	Pilot Time Progression	Fly 6-8 Under Training
28.	Pilot Time Progression ADQUAL	Fly 6-8
29.	Principal Warfare Officer	Executive Officer Major Fleet Unit
30.	Principal Warfare Officer	Minor War Vessel Command
31.	Principal Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
32.	Principal Warfare Officer ADQUAL	Minor War Vessel Command
33.	Seaman	Executive Officer Major Fleet Unit
34.	Seaman SM	Executive Officer Major Fleet Unit
35.	Seaman SM	Executive Officer SM
36.	Seaman SM	Minor War Vessel Command

Pay grade 7 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
37.	Seaman SM	Watch Leader
38.	Seaman Specialist	Executive Officer Major Fleet Unit
39.	Seaman Specialist	Minor War Vessel Command
40.	Supply	Supply Officer Major Fleet Unit
41.	Training Systems Maritime Geospatial Officer Meteorology	Director of Meteorology
42.	Weapons Electrical Engineering	Weapon Electrical Engineering Officer Major Fleet Unit
43.	Weapons Electrical Engineering SM	Charge Qualified
44.	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.	Force Warfare Officer ADQUAL	Shore Command
7.	Former Warrant Officer (Commissioned)	Shore Command
8.	Instructor	Shore Command
9.	Instructor Maritime Geospatial Officer Meteorology	Shore Command

Pay grade 8 continued.

Column 1 Item	Column 2 Employment Category	Column 3 Classification
10.	Intelligence	Shore Command
11.	Marine Engineer	Shore Command
12.	Marine Engineering	Level 2
13.	Marine Engineering SM	Level 2
	Marine Engineering SM	Marine Engineering Officer SM
14.	Marine Engineering SM	Shore Command
15.	Maritime Geospatial Officer Hydrographer	Shore Command
16.	Maritime Geospatial Officer Hydrographer H1	Shore Command
17.	Maritime Geospatial Officer Meteorology	Shore Command
18.	Maritime Geospatial Officer Meteorology Advanced	Shore Command
19.	Maritime Trade Operations	Shore Command
20.	Medical Administrator	Shore Command
21.	Mine Warfare Clearance Diver Officer	Shore Command
22.	Naval Police Coxswain Officer	Shore Command
23.	Nurse	Shore Command
24.	Observer Competency Progression ADQUAL	Shore Command
25.	Observer Competency Progression	Shore Command
26.	Observer Time Progression	Shore Command
27.	Observer Time Progression ADQUAL	Shore Command
28.	Pilot Competency Progression	Shore Command

Pay grade 8 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
29.	Pilot Competency Progression ADQUAL	Shore Command
30.	Pilot Time Progression	Shore Command
31.	Pilot Time Progression ADQUAL	Shore Command
32.	Principal Warfare Officer	Shore Command
33.	Principal Warfare Officer ADQUAL	Shore Command
34.	Psychologist	Shore Command
35.	Public Relations	Shore Command
36.	Seaman	Shore Command
37.	Seaman SM	Shore Command
38.	Seaman Specialist	Shore Command
39.	Supply	Shore Command
40.	Training Systems	Shore Command
41.	Training Systems Maritime Geospatial Officer Meteorology	Shore Command
42.	Weapons Electrical Aircraft Engineering	Level 2
43.	Weapons Electrical Aircraft Engineering	Shore Command
44.	Weapons Electrical Engineering	Level 2
45.	Weapons Electrical Engineering SM	Level 2
46.	Weapons Electrical Engineering SM	Shore Command
47.	Weapons Electrical Engineering SM	Weapons Electrical Engineering Officer SM
48.	Weapons Electrical Engineer	Shore Command

Pay grade 9		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Force Warfare Officer ADQUAL	Major Fleet Unit Command
2.	Maritime Geospatial Officer Hydrographer	Major Fleet Unit Command
3.	Maritime Geospatial Officer Meteorology	Major Fleet Unit Command
4.	Mine Warfare Clearance Diver Officer	Major Fleet Unit Command
5.	Mine Warfare Clearance Diver Officer TAG	Major Fleet Unit Command
6.	Observer Competency Progression ADQUAL	Squadron Command
7.	Observer Competency Progression	Squadron Command
8.	Observer Time Progression	Fly 8-10
9.	Observer Time Progression	Fly 8-10 Under Training
10.	Observer Time Progression ADQUAL	Fly 8-10
11.	Pilot Competency Progression	Squadron Command
12.	Pilot Competency Progression ADQUAL	Squadron Command
13.	Pilot Time Progression	Fly 8-10
14.	Pilot Time Progression	Fly 8-10 Under Training
15.	Pilot Time Progression ADQUAL	Fly 8-10
16.	Principal Warfare Officer	Major Fleet Unit Command
17.	Principal Warfare Officer ADQUAL	Major Fleet Unit Command
18.	Seaman	Major Fleet Unit Command
19.	Seaman Specialist	Major Fleet Unit Command
20.	Seaman SM	Major Fleet Unit Command
21.	Seaman SM	SM Command

Pay grade 10		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Observer Time Progression	Fly 10 +
2.	Observer Time Progression ADQUAL	Fly 10 +
3.	Pilot Time Progression	Fly 10 +
4.	Pilot Time Progression ADQUAL	Fly 10 +

Schedule B.2

Officer pay grades

Part 3: Army

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. Descriptions used in Parts 1, 2 or 4 may also be used.

Item	This descriptor...	means...
1.	Competency Level 2	Graduation from Army Helicopter School.
2.	Competency Level 3	Attainment of Army Aviator Basic Qualification.
3.	Competency Level 4	Attainment of Army Aviator Intermediate Qualification.
4.	Competency Level 5	Attainment of Army Aviator Highly Proficient Qualification.
5.	Competency Level 6	Attainment of Army Aviator Advanced Qualification.
6.	Aviation Specialist Stream	A member of the Army Aviation Pilot category selected to become a streamed aviator as a result of high skill sets that are deemed enhanced capability.

Pay grade 2		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Defence Officer	General Service Officer Grade 2
2.	Armoured Officer	General Service Officer Grade 2
3.	Aviation Officer	General Service Officer Grade 2
4.	Band Officer	General Service Officer Grade 2
5.	Catering Officer	General Service Officer Grade 2
6.	Dental Officer (Non Dentist)	General Service Officer Grade 2

Pay grade 2 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
7.	Education Officer	General Service Officer Grade 2
8.	Environmental Officer	General Service Officer Grade 2
9.	Field Artillery Officer	General Service Officer Grade 2
10.	Infantry Officer	General Service Officer Grade 2
11.	Intelligence Officer	General Service Officer Grade 2
12.	Local Observer	General Service Officer Grade 2
13.	Medical Officer (Non doctor)	General Service Officer Grade 2
14.	Military Police Officer	General Service Officer Grade 2
15.	Miscellaneous Medical Officer	General Service Officer Grade 2
16.	Nursing Officer	General Service Officer Grade 2
17.	Ordnance Officer	General Service Officer Grade 2
18.	Pay Officer	General Service Officer Grade 2
19.	Pharmaceutical Officer	General Service Officer Grade 2
20.	Pilot – Competency Progression	Competency Level 2
21.	Psychology Officer	General Service Officer Grade 2
22.	Public Relations Officer	General Service Officer Grade 2
23.	Radiographer Officer	General Service Officer Grade 2
24.	Scientific Officer	General Service Officer Grade 2
25.	Therapeutical Officer	General Service Officer Grade 2
26.	Transport Officer	General Service Officer Grade 2

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Defence Officer	General Service Officer Grade 3
2.	Armoured Officer	General Service Officer Grade 3
3.	Aviation Officer	General Service Officer Grade 3
4.	Band Officer	General Service Officer Grade 3
5.	Catering Officer	General Service Officer Grade 3
6.	Dental Officer (Non Dentist)	General Service Officer Grade 3
7.	Education Officer	General Service Officer Grade 3
8.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 3
9.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 3
10.	Engineer Officer	Engineering Officer Grade 3
11.	Environmental Officer	General Service Officer Grade 3
12.	Field Artillery Officer	General Service Officer Grade 3
13.	Infantry Officer	General Service Officer Grade 3
14.	Intelligence Officer	General Service Officer Grade 3
15.	Medical Officer (Non doctor)	General Service Officer Grade 3
16.	Military Police Officer	General Service Officer Grade 3
17.	Miscellaneous Medical Officer	General Service Officer Grade 3
18.	Nursing Officer	General Service Officer Grade 3
19.	Ordnance Officer	General Service Officer Grade 3
20.	Pay Officer	General Service Officer Grade 3

Pay grade 3 continued		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
21.	Pharmaceutical Officer	General Service Officer Grade 3
22.	Pilot – Competency Progression	Competency Level 3
23.	Pilot – Time Based Progression	Fly 0-2
24.	Psychology Officer	General Service Officer Grade 3
25.	Public Relations Officer	General Service Officer Grade 3
26.	Radiographer Officer	General Service Officer Grade 3
27.	Scientific Officer	General Service Officer Grade 3
28.	Signals Officer	Engineering Officer Grade 3
29.	Therapeutical Officer	General Service Officer Grade 3
30.	Transport Officer	General Service Officer Grade 3

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Defence Officer	General Service Officer Grade 4
2.	Armoured Officer	General Service Officer Grade 4
3.	Aviation Officer	General Service Officer Grade 4
4.	Band Officer	General Service Officer Grade 4
5.	Catering Officer	General Service Officer Grade 4
6.	Dental Officer (Non Dentist)	General Service Officer Grade 4
7.	Education Officer	General Service Officer Grade 4

Pay grade 4 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
8.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 4
9.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 4
10.	Engineer Officer	Engineering Officer Grade 4
11.	Environmental Officer	General Service Officer Grade 4
12.	Field Artillery Officer	General Service Officer Grade 4
13.	Infantry Officer	General Service Officer Grade 4
14.	Intelligence Officer	General Service Officer Grade 4
15.	Medical Officer (Non doctor)	General Service Officer Grade 4
16.	Military Police Officer	General Service Officer Grade 4
17.	Miscellaneous Medical Officer	General Service Officer Grade 4
18.	Nursing Officer	General Service Officer Grade 4
19.	Ordnance Officer	General Service Officer Grade 4
20.	Pay Officer	General Service Officer Grade 4
21.	Pharmaceutical Officer	General Service Officer Grade 4
22.	Pilot – Competency Progression	Competency Level 4
23.	Pilot – Time Based Progression	Fly 2-4
24.	Psychology Officer	General Service Officer Grade 4
25.	Public Relations Officer	General Service Officer Grade 4
26.	Radiographer Officer	General Service Officer Grade 4
27.	Scientific Officer	General Service Officer Grade 4

Pay grade 4 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
28.	Signals Officer	Engineering Officer Grade 4
29.	Therapeutical Officer	General Service Officer Grade 4
30.	Transport Officer	General Service Officer Grade 4

Pay grade 5		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Defence Officer	General Service Officer Grade 5
2.	Armoured Officer	General Service Officer Grade 5
3.	Aviation Officer	General Service Officer Grade 5
4.	Band Officer	General Service Officer Grade 5
5.	Catering Officer	General Service Officer Grade 5
6.	Dental Officer (Non Dentist)	General Service Officer Grade 5
7.	Education Officer	General Service Officer Grade 5
8.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 5
9.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 5
10.	Engineer Officer	Engineering Officer Grade 5
11.	Environmental Officer	General Service Officer Grade 5
12.	Field Artillery Officer	General Service Officer Grade 5
13.	Infantry Officer	General Service Officer Grade 5
14.	Intelligence Officer	General Service Officer Grade 5

Pay grade 5 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
15.	Medical Officer (Non doctor)	General Service Officer Grade 5
16.	Military Police Officer	General Service Officer Grade 5
17.	Miscellaneous Medical Officer	General Service Officer Grade 5
18.	Nursing Officer	General Service Officer Grade 5
19.	Ordnance Officer	General Service Officer Grade 5
20.	Pay Officer	General Service Officer Grade 5
21.	Pharmaceutical Officer	General Service Officer Grade 5
22.	Pilot – Competency Progression	Competency Level 5
23.	Pilot – Time Based Progression	Fly 4-6
24.	Psychology Officer	General Service Officer Grade 5
25.	Public Relations Officer	General Service Officer Grade 5
26.	Radiographer Officer	General Service Officer Grade 5
27.	Scientific Officer	General Service Officer Grade 5
28.	Signals Officer	Engineering Officer Grade 5
29.	Therapeutical Officer	General Service Officer Grade 5
30.	Transport Officer	General Service Officer Grade 5

Pay grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Defence Officer	General Service Officer Grade 6
2.	Armoured Officer	General Service Officer Grade 6

Pay grade 6 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
3.	Aviation Officer	General Service Officer Grade 6
4.	Aviation Officer	(Army Senior Non-Commissioned Officer and Warrant Officer Commissioning Scheme – ex-Aircrewman)
5.	Band Officer	General Service Officer Grade 6
6.	Catering Officer	General Service Officer Grade 6
7.	Dental Officer (Non Dentist)	General Service Officer Grade 6
8.	Education Officer	General Service Officer Grade 6
9.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 6
10.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 6
11.	Engineer Officer	Engineering Officer Grade 6
12.	Environmental Officer	General Service Officer Grade 6
13.	Field Artillery Officer	General Service Officer Grade 6
14.	Infantry Officer	General Service Officer Grade 6
15.	Intelligence Officer	General Service Officer Grade 6
16.	Medical Officer (Non doctor)	General Service Officer Grade 6
17.	Military Police Officer	General Service Officer Grade 6
18.	Miscellaneous Medical Officer	General Service Officer Grade 6
19.	Nursing Officer	General Service Officer Grade 6
20.	Ordnance Officer	General Service Officer Grade 6
21.	Pay Officer	General Service Officer Grade 6

Pay grade 6 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
22.	Pharmaceutical Officer	General Service Officer Grade 6
23.	Pilot – Competency Progression	Competency Level 6
24.	Psychology Officer	General Service Officer Grade 6
25.	Public Relations Officer	General Service Officer Grade 6
26.	Radiographer Officer	General Service Officer Grade 6
27.	Scientific Officer	General Service Officer Grade 6
28.	Signals Officer	Engineering Officer Grade 6
29.	Therapeutical Officer	General Service Officer Grade 6
30.	Transport Officer	General Service Officer Grade 6

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Defence Officer	General Service Officer Grade 7
2.	Armoured Officer	General Service Officer Grade 7
3.	Aviation Officer	General Service Officer Grade 7
4.	Band Officer	General Service Officer Grade 7
5.	Catering Officer	General Service Officer Grade 7
6.	Dental Officer (Non Dentist)	General Service Officer Grade 7
7.	Education Officer	General Service Officer Grade 7
8.	Electrical Mechanical Engineering Aviation Officer	General Service Officer Grade 7

Pay grade 7 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
9.	Electrical Mechanical Engineering Aviation Officer	Engineering Officer Grade 7
10.	Electrical Mechanical Engineering Officer	General Service Officer Grade 7
11.	Electrical Mechanical Engineering Officer	Engineering Officer Grade 7
12.	Engineer Officer	General Service Officer Grade 7
13.	Engineering Officer	Engineering Officer Grade 7
14.	Environmental Officer	General Service Officer Grade 7
15.	Field Artillery Officer	General Service Officer Grade 7
16.	Infantry Officer	General Service Officer Grade 7
17.	Intelligence Officer	General Service Officer Grade 7
18.	Medical Officer (Non doctor)	General Service Officer Grade 7
19.	Military Police Officer	General Service Officer Grade 7
20.	Miscellaneous Medical Officer	General Service Officer Grade 7
21.	Nursing Officer	General Service Officer Grade 7
22.	Ordnance Officer	General Service Officer Grade 7
23.	Pay Officer	General Service Officer Grade 7
24.	Pharmaceutical Officer	General Service Officer Grade 7
25.	Pilot – Time Based Progression	Fly 6-8
26.	Psychology Officer	General Service Officer Grade 7
27.	Public Relations Officer	General Service Officer Grade 7
28.	Radiographer Officer	General Service Officer Grade 7

Pay grade 7 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
29.	Scientific Officer	General Service Officer Grade 7
30.	Signals Officer	General Service Officer Grade 7
31.	Signals Officer	Engineering Officer Grade 7
32.	Therapeutical Officer	General Service Officer Grade 7
33.	Transport Officer	General Service Officer Grade 7

Pay grade 8		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Defence Officer	General Service Officer Grade 8
2.	Armoured Officer	General Service Officer Grade 8
3.	Aviation Officer	General Service Officer Grade 8
4.	Band Officer	General Service Officer Grade 8
5.	Catering Officer	General Service Officer Grade 8
6.	Dental Officer (Non Dentist)	General Service Officer Grade 8
7.	Education Officer	General Service Officer Grade 8
8.	Electrical Mechanical Engineering Aviation Officer	General Service Officer Grade 8
9.	Electrical Mechanical Engineering Officer	General Service Officer Grade 8
10.	Engineer Officer	General Service Officer Grade 8
11.	Environmental Officer	General Service Officer Grade 8
12.	Field Artillery Officer	General Service Officer Grade 8

Pay grade 8 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
13.	Infantry Officer	General Service Officer Grade 8
14.	Intelligence Officer	General Service Officer Grade 8
15.	Medical Officer (Non doctor)	General Service Officer Grade 8
16.	Military Police Officer	General Service Officer Grade 8
17.	Miscellaneous Medical Officer	General Service Officer Grade 8
18.	Nursing Officer	General Service Officer Grade 8
19.	Ordnance Officer	General Service Officer Grade 8
20.	Pay Officer	General Service Officer Grade 8
21.	Pharmaceutical Officer	General Service Officer Grade 8
22.	Psychology Officer	General Service Officer Grade 8
23.	Public Relations Officer	General Service Officer Grade 8
24.	Radiographer Officer	General Service Officer Grade 8
25.	Scientific Officer	General Service Officer Grade 8
26.	Signals Officer	General Service Officer Grade 8
27.	Therapeutical Officer	General Service Officer Grade 8
28.	Transport Officer	General Service Officer Grade 8

Pay grade 9		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Pilot – Time Based Progression	Fly 8-10

Pay grade 10		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Pilot – Time Based Progression	Fly 10+

Schedule B.2

Officer pay grades

Part 4: Air Force

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, 2, or 3 may also be used.

Item	This descriptor	Means
1	Competency Level 2	For Air Combat, Pilot and Air Traffic Control employment categories, graduation from Initial Employment Training.
2	Competency Level 3	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Basic qualification. Or For Air Traffic Control employment, attainment of initial primary Air Traffic Control endorsement.
3	Competency Level 4	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Intermediate qualification.
4	Competency Level 5	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Highly Proficient qualification. Or For Air Traffic Control employment attainment of: a. initial primary Training Officer standard; or b. a supervisor endorsement.
5	Competency Level 6	For Air Combat and Pilot (including First Appointment Instructor Pilot Scheme) employment categories, attainment of Battlespace Command and Control Advanced Qualification.Or

		<p>For Air Traffic Control employment attainment of:</p> <p>a. one primary endorsement in each of tower and radar elements, AND achievement of two tower standards in two primary endorsements; or</p> <p>b. two supervisor endorsements; or</p> <p>c. an Air Traffic Control Instructor qualification.</p>
6	Tier 3 Command and Management	<p>Substantive appointment at a designated Battlespace Command and Control unit as either an:</p> <p>a. Executive Officer or Flight Commander; or</p> <p>Commanding Officer of a Tier 3 Battlespace Command and Control Unit,</p>
7	Tier 2 Command and Management	<p>Substantive appointment at a designated Battlespace Command and Control Non-Flying Unit.</p>
8	Tier 1 Command and Management	<p>For Air Combat and Pilot categories substantive appointment to a designated Battlespace Command and Control Flying Unit.</p>
9	Air Combat Officer	<p>The member has been in one or more of the following employment categories:</p> <p>(a) Navigator;</p> <p>(b) Airborne Electronics Officer;</p> <p>(c) Air Battle Manager.</p>
10	Air Combat Officer -Time Based Progression	<p>For members in the Air Battle Manager employment stream, means an Air Combat Officer (ABM) with a Fighter Control qualification as defined by Determination No. 4 of 2006.</p>

Pay grade 2		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Administration	Grade 1
2.	Air Combat Officer – Competency Progression	Competency Level 2
3.	Air Combat Officer – Time Based Progression	Fly 0
4.	Air Traffic Control – Competency Progression	Competency Level 2
5.	Air Traffic Control – Legacy	Grade 1
6.	Education	Grade 1
7.	Environmental Health	Grade 1
8.	Ground Defence	Grade 1
9.	Intelligence	Grade 1
10.	Laboratory	Grade 1
11.	Logistics	Grade 1
12.	Nurse	Grade 1
13.	Operations	Grade 1
14.	Pharmacy	Grade 1
15.	Pilot – Competency Progression	Competency Level 2
16.	Radiographer	Grade 1
17.	Security Police	Grade 1

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Administration	Grade 2
2.	Aeronautical Engineer	Grade 1
3.	Airfield Engineer	Grade 1
4.	Air Combat Officer – Competency Progression	Competency Level 3
5.	Air Combat Officer – Time Based Progression	Fly 0-2
6.	Air Traffic Control – Competency Progression	Competency Level 3
7.	Air Traffic Control – Legacy	Grade 2
8.	Armament Engineer	Grade 1
9.	Education	Grade 2
10.	Electronics Engineer	Grade 1
11.	Environmental Health	Grade 2
12.	Ground Defence	Grade 2
13.	Intelligence	Grade 2
14.	Laboratory	Grade 2
15.	Nurse	Grade 2
16.	Pharmacy	Grade 2
17.	Pilot – Competency Progression	Competency Level 3
18.	Pilot – Time Based Progression	Fly 0-2
19.	Radiographer	Grade 2
20.	Security Police	Grade 2

Pay grade 4		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Administration	Grade 3
2.	Aeronautical Engineer	Grade 2
3.	Airfield Engineer	Grade 2
4.	Air Combat Officer – Competency Progression	Competency Level 4
5.	Air Combat Officer – Time Based Progression	Fly 2-4
6.	Armament Engineer	Grade 2
7.	Education	Grade 3
8.	Electronics Engineer	Grade 2
9.	Environmental Health	Grade 3
10.	Ground Defence	Grade 3
11.	Intelligence	Grade 3
12.	Laboratory	Grade 3
13.	Logistics	Grade 2
14.	Nurse	Grade 3
15.	Pharmacy	Grade 3
16.	Pilot – Competency Progression	Competency Level 4
17.	Pilot – Time Based Progression	Fly 2-4
18.	Radiographer	Grade 3
19.	Security Police	Grade 3

Pay grade 5		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Combat Officer – Competency Progression	Competency Level 5
2.	Air Combat Officer – Time Based Progression	Fly 4-6
3.	Air Traffic Control – Competency Progression	Competency Level 5
4.	Air Traffic Control – Legacy	Grade 3
5.	Nurse	Grade 4
6.	Pilot – Competency Progression	Competency Level 5
7.	Pilot – Time Based Progression	Fly 4-6

Pay Grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Aeronautical Engineer	Grade 3
2.	Air Combat Officer – Competency Progression	Competency Level 6
3.	Airfield Engineer	Grade 3
4.	Air Traffic Control – Competency Progression	Competency Level 6
5.	Armament Engineer	Grade 3
6.	Electronics Engineer	Grade 3
7.	Logistics	Grade 3
8.	Pilot Competency Progression	Competency Level 6

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Combat Officer – Competency Progression	Command and Management Tier 3
2.	Air Combat Officer – Time Based Progression	Fly 6-8
3.	Air Traffic Control – Competency Progression	Detachment Command
4.	Air Traffic Control – Legacy	Grade 4
5.	Aeronautical Engineer	Grade 4
6.	Airfield Engineer	Grade 4
7.	Armament Engineer	Grade 4
8.	Electronics Engineer	Grade 4
9.	Pilot – Competency Progression	Command and Management Tier 3
10.	Pilot – Time Based Progression	Fly 6-8

Pay grade 8		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Combat Officer – Competency Progression	Command and Management Tier 2
2.	Pilot – Competency Progression	Command and Management Tier 2

Pay grade 9		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Combat Officer – Competency Progression	Command and Management Tier 1
2.	Air Combat Officer – Time Based Progression	Fly 8-10
3.	Pilot – Competency Progression	Command and Management Tier 1
4.	Pilot – Time Based Progression	Fly 8-10

Pay grade 10		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Air Combat Officer – Time Based Progression	Fly 10+
2.	Pilot – Time Based Progression	Fly 10+