

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 2 OF 2011

CONSEQUENTIAL AMENDMENTS

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

PART A - Preliminary

Commencement

1. This Determination commences on date of signature.

Amendment

- 2.1 Determination No. 15 of 2008, Salaries, as amended, is amended as set out in Part B of this Determination.
- 2.2 Determination No. 7 of 2009, Aircrew Capability Allowance, is amended as set out in Part C of this Determination

PART B – Amendment of Determination No. 15 of 2008, Salaries

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

3. Substitute the schedule with the schedule attached to this Determination.

PART C – Amendment of Determination No. 7 of 2009, Aircrew Capability Allowance

Paragraph 6(b) (Member this Determination applies to)

- 4.1 Omit:

“Navy Observer”

- 4.2 Insert:

“Navy Maritime Aviation Warfare Officer”

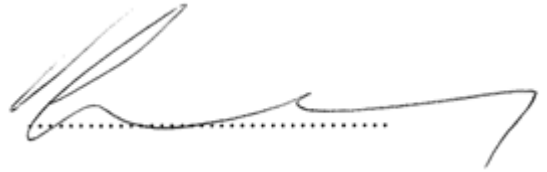
PART D – Transitional and savings

5. If, before the day this Determination commenced, a person was eligible for a benefit under the Determinations amended by Part B and Part C of this Determination:
 - (a) the person is taken to comply with the eligibility conditions set out in the amended Determinations, as if a reference to a ‘Maritime Aviation Warfare Officer’ included a ‘Navy Observer’, as in force on or after the day this Determination commences; and

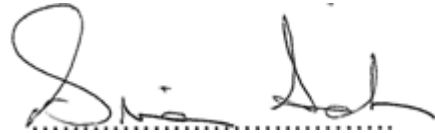
- (b) any related approval, authority, instruction or direction is taken to have been given, issued or granted under, and for the purposes of the Determinations, as amended.

Dated this twenty-first day of March two thousand and eleven.

The Honourable P L Leary
President

A handwritten signature in black ink, appearing to be 'P L Leary', written over a horizontal dotted line.

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

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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	1. Either a Principle Warfare Officer or a Force Warfare Officer, with any of the following additional qualifications: <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. 2. Either Pilot or Maritime Aviation Warfare Officer with any of the following additional Qualifications: <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.

Item	This descriptor...	means...
2.	TAG	A qualified member of a Tactical Assault Group.
3.	Under Training	Under training for a primary qualification. Note: This description does not include a trainee paid under Schedule B.13 of this Determination.
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 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.	Pilot Competency Progression	Under Training
18.	Pilot Competency Progression	Wings Under Training
19.	Pilot Time Progression	Under Training
20.	Public Relations	Under Training
21.	Public Relations	Primary Qualification
22.	Seaman	Under Training
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.	Pilot Competency Progression	Intermediate
12.	Pilot Competency Progression	Intermediate Under Training
13.	Pilot Time Progression	Fly 2-4
14.	Pilot Time Progression	Fly 2-4 Under Training
15.	Seaman	Primary Qualifications
16.	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 Geospatial Officer Hydrographer	Qualified
7.	Maritime Geospatial Officer Meteorology	Qualified
8.	Mine Warfare Clearance Diver Officer	Qualified
9.	Non-Seaman PQ	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section
10.	Nurse	Specialist
11.	Maritime Aviation Warfare Officer Competency Progression	Highly Proficient
12.	Maritime Aviation Warfare Officer Competency Progression	Highly Proficient Under Training
13.	Maritime Aviation Warfare Officer Time Progression	Fly 4-6
14.	Maritime Aviation Warfare Officer Time Progression	Fly 4-6 Under Training
15.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Fly 4-6
16.	Pilot Competency Progression	Highly Proficient
17.	Pilot Competency Progression	Highly Proficient Under Training
18.	Pilot Time Progression	Fly 4-6
19.	Pilot Time Progression	Fly 4-6 Under Training

Pay grade 5 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
20.	Pilot Time Progression ADQUAL	Fly 4-6
21.	Principal Warfare Officer	Qualified
22.	Principal Warfare Officer ADQUAL	Qualified after 1 August 2005
23.	Psychologist	Specialist
24.	Seaman	Minor War Vessel Command
25.	Seaman Specialist	Qualified before 1 July 2004
26.	Supply	Charge Qualified
27.	Supply	Qualified non Supply Charge Board before 1 January 1998
28.	Training Systems Maritime Geospatial Officer Meteorology	Qualified
29.	Weapons Electrical Engineering	Primary Qualification
30.	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.	Intelligence	Tier 3 – Senior Intelligence Officer
7.	Management Executive	Tier 3 – Senior Strategic Specialist
8.	Marine Engineer	Charge Qualified
9.	Marine Engineering SM	Qualified

Pay grade 6 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
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.	Medical Administrator	Officer In Charge
13.	Mine Warfare Clearance Diver Officer	Qualified
14.	Mine Warfare Clearance Diver Officer TAG	Qualified
15.	Mine Warfare Clearance Diving Officer Force Warfare Officer	Qualified
16.	Naval Police Coxswain Officer	Commanding Officer Defence Police Training Centre
17.	Nurse	Officer In Charge
18.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Qualified
19.	Pilot Competency Progression ADQUAL	Qualified
20.	Principal Warfare Officer ADQUAL	Qualified before 1 August 2005
21.	Seaman SM	Qualified
22.	Training Systems	Officer In Charge Naval Personnel and Training Centre
23.	Training Systems Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
24.	Weapons Electrical Engineering SM	Qualified
25.	Weapons Electrical Aircraft Engineering	Charge Qualified
26.	Weapons Electrical Engineer	Charge Qualified

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Aeronautical Engineering	Head of Department
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.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Executive Officer Squadron
16.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Ship's Flight Commander
17.	Maritime Aviation Warfare Officer Competency Progression	Executive Officer Squadron
18.	Maritime Aviation Warfare Officer Competency Progression	Ship's Flight Commander
19.	Maritime Aviation Warfare Officer Time Progression	Fly 6-8
20.	Maritime Aviation Warfare Officer Time Progression	Fly 6-8 Under Training

Pay grade 7 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
21.	Maritime Aviation Warfare Officer 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
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
10.	Intelligence	Shore Command
11.	Management Executive	Shore Command
12.	Marine Engineer	Shore Command
13.	Marine Engineering	Level 2
14.	Marine Engineering SM	Level 2
15.	Marine Engineering SM	Marine Engineering Officer SM
16.	Marine Engineering SM	Shore Command
17.	Maritime Geospatial Officer Hydrographer	Shore Command
18.	Maritime Geospatial Officer Hydrographer H1	Shore Command
19.	Maritime Geospatial Officer Meteorology	Shore Command
20.	Maritime Geospatial Officer Meteorology Advanced	Shore Command
21.	Maritime Trade Operations	Shore Command
22.	Medical Administrator	Shore Command
23.	Mine Warfare Clearance Diver Officer	Shore Command
24.	Naval Police Coxswain Officer	Shore Command

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

Pay grade 8 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
47.	Weapons Electrical Engineering SM	Level 2
48.	Weapons Electrical Engineering SM	Shore Command
49.	Weapons Electrical Engineering SM	Weapons Electrical Engineering Officer SM
50.	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.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Squadron Command
7.	Maritime Aviation Warfare Officer Competency Progression	Squadron Command
8.	Maritime Aviation Warfare Officer Time Progression	Fly 8-10
9.	Maritime Aviation Warfare Officer Time Progression	Fly 8-10 Under Training
10.	Maritime Aviation Warfare Officer 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

Pay grade 9 continued.		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
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.	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 +