

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 3 OF 2008

PAY GROUP AND PAY GRADE PLACEMENT AMENDMENTS AND SALARY NON-REDUCTION FOR FLIGHT TEST ENGINEERS

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

Commencement

1. This Determination is 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.

Part A of Schedule 1 (Permanent and Reserve members – Pay group applicable to employment category of member – Navy)

- 3.1 Delete the following employment category listings under Navy – Pay Group 3.

Acoustic Warfare Analyst Grade 1

- 3.2 Delete the following employment category listings under Navy – Pay Group 4.

Acoustic Warfare Analyst Grade 2

- 3.3 Insert in alphabetical order under Navy – Pay Group 4.

Combat Systems Operator Mine Warfare Grade 3

- 3.4 Delete the following employment category listings under Navy – Pay Group 5.

Acoustic Warfare Analyst Grade 3

- 3.5 Delete the following employment category listings under Navy – Pay Group 7.

Combat Systems Supervisor

- 3.6 Insert in alphabetical order under Navy – Pay Group 7.

Combat Systems Supervisor Fly 2-4

- 3.7 Delete the following employment category listings under Navy – Pay Group 8.

Acoustic Warfare Analyst Grade 1 SM

3.8 Insert in alphabetical order under Navy – Pay Group 8.

Acoustic Warfare Analyst Submarines Grade 1 SM

3.9 Delete the following employment category listings under Navy – Pay Group 9.

Acoustic Warfare Analyst Grade 2 SM

3.10 Insert in alphabetical order under Navy – Pay Group 9.

Acoustic Warfare Analyst Submarines Grade 2 SM

Cryptologic Systems Grade 2 SM

3.11 Delete the following employment category listings under Navy – Pay Group 10.

Acoustic Warfare Analyst Grade 3 SM

3.12 Insert in alphabetical order under Navy – Pay Group 10.

Acoustic Warfare Analyst Submarines Grade 3 SM

Combat Systems Manager Mine Warfare SM

Cryptologic Linguist Grade 2 SM

Cryptologic Systems Grade 3 SM

3.13 Insert in alphabetical order under Navy – Pay Group 11.

Cryptologic Linguist General SM

Cryptologic Systems Analyst SM

3.14 Insert in alphabetical order under Navy – Pay Group 12.

Cryptologic Systems Specialist SM

Part B of Schedule 1 (Permanent and Reserve members – Pay group applicable to employment category of member – Army)

4.1 Insert in alphabetical order under Army – Pay Group 4.

Aircrewman Leader

Aircrewman Supervisor

Aircrewman Manager

4.2 Insert in alphabetical order under Army – Pay Group 11.

Technician Avionics Grade 2 Fly 6

Part 2 of Schedule 2C (Pay grades for officers – Navy)

5.1 Substitute item 1 in the table in the note under Part 2, Navy.

1.	ADQUAL	<p>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.
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5.2 Insert item 5 in the table in the note under Part 2, Navy.

5.	Seaman Specialist	<p>A Seaman Officer who was awarded any of the following additional qualifications before 1 July 2004:</p> <ul style="list-style-type: none"> a. Navigation. b. Communications. c. Mine Warfare. d. Gunnery.
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5.3 Substitute table item 16 under Navy – Pay grade 2.

16.	Maritime Trade Operations	Under training
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5.4 Substitute table item 10 under Navy – Pay grade 3.

10.	Maritime Trade Operations	Primary Qualification
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5.5 Substitute table item 6 under Navy – Pay grade 4.

6.	Maritime Trade Operations	Level 2B
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5.6 Substitute table items 4 and 9 under Navy – Pay grade 5.

4.	Aeronautical Engineering	Primary Qualification
9.	Non-Seaman PQ	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section

5.7 Insert the following table item at the end of the table under Navy – Pay grade 5.

19.	Weapons Electrical Aircraft Engineering	Primary Qualification
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5.8 Substitute table items 7, 10 and 12 under Navy – Pay grade 6.

7.	Aeronautical Engineering	Charge Qualified
10.	Force Warfare Officer ADQUAL	Qualified
12.	Maritime Geospatial Officer Hydrographer – H1	Hydrographic Officers Long Course or Masters Degree in Hydrographic Science Qualified

5.9 Insert the following table items at the end of the table under Navy – Pay grade 6.

21.	Weapons Electrical Aircraft Engineering	Charge Qualified
22.	Mine Warfare Clearance Diving Officer Force Warfare Officer	Qualified

5.10 Substitute table items 1, 12, 13, 16, 17 and 18 under Navy – Pay grade 7.

1.	Aeronautical Engineering	Head of Department
12.	Force Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
13.	Force Warfare Officer ADQUAL	Minor War Vessel Command
16.	Mine Warfare Clearance Diver Officer	Clearance Diving Team Command
17.	Weapons Electrical Aircraft Engineering	Head of Department
18.	Seaman Specialist	Minor War Vessel Command

5.11 Delete the following table items under Navy – Pay grade 7.

19.	Mine Warfare Clearance Diver Officer	Clearance Diving Team Command
25.	Maritime Geospatial Officer Meteorology – Advanced	Executive Officer Major Fleet Unit
26.	Maritime Geospatial Officer Meteorology – Advanced	Minor War Vessel Command
27.	Maritime Geospatial Officer Meteorology – Advanced	Director of Meteorology

5.12 Delete table item 22 under Navy – Pay grade 8.

22.	Mine Warfare Clearance Diver Officer	Shore Command
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5.13 Substitute table items 20, 24 and 41 under Navy – Pay grade 8.

20.	Force Warfare Officer ADQUAL	Shore Command
24.	Maritime Geospatial Officer Hydrographer H1	Shore Command
41.	Former Warrant Officer (Commissioned)	Shore Command

5.14 Substitute table item 7 under Navy – Pay grade 9.

7.	Force Warfare Officer ADQUAL	Major Fleet Unit Command
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Part 3 of Schedule 2C (Pay grades for officers – Army)

6.1 Insert the following table item at the end of the table under Army – Pay grade 2.

25.	Local Observer	General Service Officer Grade 2
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6.2 Substitute table item 11 under Army – Pay grade 8.

11.	Engineering Officer	General Service Officer Grade 8
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Part 2 of Schedule 2D (Pay grades for Warrant Officer Class 1 – Navy)

7.1 Insert the following table item at the end of the table under Navy – Pay grade 2.

9.	Writer Grade 4	A
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7.2 Delete the following table items under Navy – Pay grade 4.

2.	Combat Systems Manager Fly 2-4	A
3.	Combat Systems Manager Fly 4-6	A
8.	Hydrographic Systems Manager Grade A Fly 2-4	A
9.	Hydrographic Systems Manager Grade A Fly 4-6	A

7.3 Substitute table items 11, 12, 24, 25, 26 and 35 under Navy – Pay grade 5.

11.	Acoustic Warfare Analyst Grade 3 SM	B
12.	Boatswain SM	B
24.	Electronics Technician Grade 5	B
25.	Cook Grade 5 SM	B
26.	Combat Systems Manager Mine Warfare SM	B
35.	Steward Grade 5	B

7.4 Insert the following table items at the end of the table under Navy – Pay grade 5.

39.	Clearance Diver Grade 3 Spec Ops CD Qual	B
40.	Clearance Diver Grade 3 Spec Ops CD Qual (Adv)	B
41.	Clearance Diver Grade 3 Spec Ops TAG Trainee	B
42.	Cryptologic Linguist Manager	B
43.	Cryptologic Systems Manager	B
44.	Naval Police Coxswain Grade 2 SM	B
45.	Steward Grade 5 SM	B
46.	Writer Grade 4	B

7.5 Substitute table items 9, 16, 17, 32, 34 and 35 under Navy – Pay grade 6.

9.	Acoustic Warfare Analyst Grade 3 SM	C
16.	Aircrewman Grade 3 Fly 8-10	B
17.	Aircrewman Grade 3 Fly 8-10	C
32.	Aircrewman Grade 3 Fly 10+	B
34.	Aircrewman Grade 3 Fly 10+	C
35.	Clearance Diver Grade 3 Spec Ops TAG Qual	A

7.6 Insert the following table items at the end of the table under Navy – Pay grade 6.

49.	Clearance Diver Grade 3 Spec Ops TAG Qual	C
50.	Communications & Information Systems Grade 4 SM	B
51.	Communications & Information Systems Grade 4 SM	C
52.	Communications & Information Systems Grade 5 SM	B
53.	Communications & Information Systems Grade 5 SM	C
54.	Cook Grade 5 SM	C
55.	Cryptologic Systems Submarines Manager SM	B
56.	Cryptologic Systems Submarines Manager SM	C
57.	Cryptologic Linguist Manager SM	A
58.	Cryptologic Linguist Manager SM	B
59.	Cryptologic Linguist Manager SM	C
60.	Cryptologic Systems Manager SM	A
61.	Cryptologic Systems Manager SM	B
62.	Cryptologic Systems Manager SM	C
63.	Electronic Technician Grade 4 SM	B
64.	Electronic Technician Grade 4 SM	C
65.	Electronic Technician Grade 5 SM	B
66.	Electronic Technician Grade 5 SM	C
67.	Marine Technician Grade 4 SM	B
68.	Marine Technician Grade 4 SM	C
69.	Marine Technician Grade 5 SM	B
70.	Marine Technician Grade 5 SM	C
71.	Writer Grade 4	C

Part 3 of Schedule 2D (Pay grades for Warrant Officer Class 1 – Army)

8.1 Insert the following table items at the end of the table under Army – Pay grade 2.

27.	Clerk Finance Technical Financial Services Manager	A
28.	Local Observer	A

8.2 Insert the following table items at the end of the table under Army – Pay grade 3.

52.	Clerk Finance Technical Financial Services Manager	B
53.	Manager Infantry Operations Clerk	B

8.3 Insert the following table items at the end of the table under Army – Pay grade 5.

12.	Regimental Sergeant Major Fly 8-10	A
13.	Regimental Sergeant Major Fly 10+	A

8.4 Insert the following table items at the end of the table under Army – Pay grade 6.

7.	Regimental Sergeant Major Fly 8-10	B
8.	Regimental Sergeant Major Fly 10+	B

8.5 Insert the following table items at the end of the table under Army – Pay grade 7.

8.	Regimental Sergeant Major Fly 8-10	C
9.	Regimental Sergeant Major Fly 10+	C

Part 4 of Schedule 2D (Pay grades for Warrant Officer Class 1 – Air Force)

9.1 Insert the following table item at the end of the table under Air Force – Pay grade 2.

29.	Cook Grade 3	A
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9.2 Insert the following table items at the end of the table under Air Force – Pay grade 3.

31.	Armament Technician	A
32.	Firefighter Grade 3	A

33.	Geospatial Imagery Intelligence Analyst Supervisor	A
34.	Signals Operator Technical Grade 2	A
35.	Works Supervisor Grade 3	A

9.3 Insert the following table item at the end of the table under Air Force – Pay grade 4.

24.	Armament Technician (Warrant Officer Engineering)	A
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9.4 Substitute the table under Air Force – Pay grade 5.

Pay grade 5		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Airborne Electronics Analyst Grade 4	A
2.	Airborne Electronics Analyst Grade 5	A
3.	Crew Attendant Grade 6	A
4.	Executive Warrant Officer	B
5.	Flight Engineer Grade 4	A
6.	Flight Engineer Grade 5	A
7.	Loadmaster Grade 5	A
8.	Loadmaster Grade 6	A

9.5 Substitute the table under Air Force – Pay grade 6.

Pay grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Airborne Electronics Analyst Grade 6	A
2.	Executive Warrant Officer	C
3.	Executive Warrant Officer Airborne Electronics Analyst Grade 6	B

4.	Executive Warrant Officer Flight Engineer Grade 6	B
5.	Flight Engineer Grade 6	A

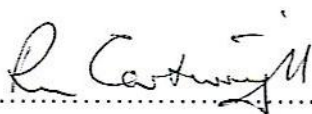
Schedule 2E – Salary non-reduction – Officers

10. Substitute:

Column 1	Column 2	Column 3
Relevant employment category	Date of effect	Date of cessation
NAVY		
Pay Grade 7 Flight Test Engineer	9 August 2007	8 August 2010
ARMY		
Pay Grade 9 Flight Test Engineer	9 August 2007	8 August 2010
Pay Grade 10 Flight Test Engineer	9 August 2007	8 August 2010
AIR FORCE		
Pay Grade 7 Flight Test Engineer	9 August 2007	8 August 2010
Pay Grade 9 Flight Test Engineer	9 August 2007	8 August 2010
Pay Grade 10 Flight Test Engineer	9 August 2007	8 August 2010

Dated this fifteenth day of February two thousand and eight.

Senior Deputy President R N Cartwright
President



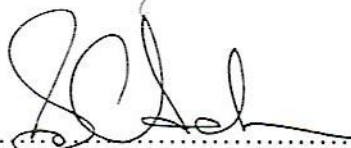
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Mr G D John
Member



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Rear Admiral B L Adams, AO (Retd)
Member



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