

DEFENCE FORCE REMUNERATION TRIBUNAL

DETERMINATION NO. 21 OF 2008

OFFICER AND WARRANT OFFICER PAY GRADE AMENDMENTS

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 1 July 2008.

Amendment

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

Part 2 (Navy) of Schedule B.2 (Officer pay grades)

- 3.1 Substitute the table under Navy – pay grade 6 with the table in Attachment A.
- 3.2 Substitute the table under Navy – pay grade 8 with the table in Attachment B.

Part 3 (Army) of Schedule B.2 (Officer pay grades)

4. Substitute the table under Army – pay grade 6 with the table in Attachment C.

Part 2 (Army) of Schedule B.9 (Warrant Officer Class 1 pay grades)

- 5.1 Substitute the table under Army – pay grade 2 with the table in Attachment D.
- 5.2 Substitute the table under Army – pay grade 3 with the table in Attachment E.
- 5.3 Substitute the table under Army – pay grade 6 with the table in Attachment F.

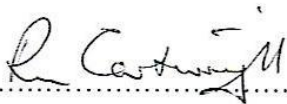
Part 1 (Navy) of Schedule B.11 (Other Rank pay grades)

6. Substitute the table under Navy – pay grade 8 with the table in Attachment G.

Part 2 (Army) of Schedule B.11 (Other Rank pay grades)


7. Substitute the table under Army – pay grade 5 with the table in Attachment H.
- Dated this seventeenth day of July two thousand and eight.

Senior Deputy President R N Cartwright
President



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Rear Admiral B L Adams, AO (Retd)
Member



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Attachment A

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 before 1 August 2005
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.	Principal Warfare Officer ADQUAL	Qualified before 1 August 2005
17.	Seaman SM	Qualified
18.	Training Systems	Officer In Charge Naval Personnel and Training Centre
19.	Training Systems Maritime Geospatial Officer Meteorology – Advanced	Masters of Science and Oceanography Qualified
20.	Weapons Electrical Engineering SM	Qualified
21.	Weapons Electrical Aircraft Engineering	Charge Qualified
22.	Weapons Electrical Engineer	Charge Qualified

Attachment B

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.	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 Warfare Clearance Diver Officer	Shore Command
23.	Naval Police Coxswain Officer	Shore Command

Pay grade 8 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
24.	Nurse	Shore Command
25.	Observer	Shore Command
26.	Pilot	Shore Command
27.	Principal Warfare Officer	Shore Command
28.	Principal Warfare Officer ADQUAL	Shore Command
29.	Psychologist	Shore Command
30.	Public Relations	Shore Command
31.	Seaman	Shore Command
32.	Seaman SM	Shore Command
33.	Seaman Specialist	Shore Command
34.	Supply	Shore Command
35.	Training Systems	Shore Command
36.	Training Systems Maritime Geospatial Officer Meteorology	Shore Command
37.	Weapons Electrical Aircraft Engineering	Level 2
38.	Weapons Electrical Engineering SM	Level 2
39.	Weapons Electrical Aircraft Engineering	Shore Command
40.	Weapons Electrical Engineering	Level 2
41.	Weapons Electrical Engineering SM	Shore Command
42.	Weapons Electrical Engineering SM	Weapon Electrical Engineering Officer SM
43.	Weapons Electrical Engineer	Shore Command

Attachment C

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
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.	Engineering 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
22.	Pharmaceutical Officer	General Service Officer Grade 6
23.	Psychology Officer	General Service Officer Grade 6
24.	Public Relations Officer	General Service Officer Grade 6

Pay grade 6 cont'd

Column 1 Item	Column 2 Employment Category	Column 3 Classification
25.	Radiographer Officer	General Service Officer Grade 6
26.	Scientific Officer	General Service Officer Grade 6
27.	Signals Officer	Engineering Officer Grade 6
28.	Therapeutical Officer	General Service Officer Grade 6
29.	Transport Officer	General Service Officer Grade 6

Attachment D

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

Pay grade 2 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
26.	Supervisor Marine	A
27.	Supervisor Transport Troop Operations	A

Attachment E

Pay grade 3		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Aircraft Support Senior Manager	A
2.	Aircrewman Senior Manager Fly 2-4	A
3.	Artificer Air	A
4.	Artificer Ground Grade 1	A
5.	Artificer Ground Grade 1 Special Forces 6	A
6.	Artificer Ground Grade 2	A
7.	Aviation Operations Senior Manager	A
8.	Chief Aerial Delivery	A
9.	Clerk Finance Technical Financial Services Manager	B
10.	Dental Manager	A
11.	Examiner Psychological	A
12.	Information Systems Engineer	A
13.	Instructor Physical Training	B
14.	Manager Bearer Systems	A
15.	Manager Cargo Operations	B
16.	Manager Command Support Systems	A
17.	Manager Communications	A
18.	Manager Emergency Response Operations	A
19.	Manager Infantry Operations Clerk	B
20.	Manager Intelligence Operations	A
21.	Manager Linguist Intelligence Special Duties	A
22.	Manager Operational Movements	B
23.	Manager Operations Air Defence	A
24.	Manager Operations Offensive Support	A
25.	Manager Operations Surveillance, Targeting and Acquisition	A

Pay grade 3 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
26.	Manager Storeman Engineers Special Forces 6	A
27.	Manager Works	A
28.	Mechanic Recovery Operations Specialist Grade 2	A
29.	Medical Technician	B
30.	Military Investigator Grade 3	A
31.	Musician Grade 3	A
32.	Operator Administrative Technical Manager	B
33.	Operator Supply Chain Technical Manager	B
34.	Operator Unit Supply Technical Manager	B
35.	Petroleum Specialist	A
36.	Pipe Major	A
37.	Project Officer Aerial Delivery	A
38.	Scout Supervisor Squadron Operations	A
39.	Special Air Service Trooper Grade 3	A
40.	Steward Grade 5	B
41.	Supervisor Catering	B
42.	Supervisor Commando Operations	A
43.	Supervisor Company Operations	A
44.	Supervisor Emergency Response Operations	A
45.	Supervisor Engineer Operations	A
46.	Supervisor Engineer Operations Special Forces 6	A
47.	Supervisor Explosive Ordnance Disposal	A
48.	Supervisor Squadron Operations	A
49.	Supervisor Transport Troop Operations	B

Pay grade 3 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
50.	Technician Ammunition	A
51.	Technician Dental	A
52.	Technician Geomatic Grade 3	A

Attachment F

Pay grade 6		
Column 1 Item	Column 2 Employment Category	Column 3 Tier
1.	Artificer Aircraft Fly 8-10	A
2.	Artificer Aircraft Fly 10+	A
3.	Aviation Operations Senior Manager Fly 10+	A
4.	Manager Command Support Systems Special Forces 2	A
5.	Manager Communications Special Forces 2	A
6.	Manager Electronic Warfare Special Forces 2	A
7.	Manager Infantry Operations Clerk Special Forces 2	B
8.	Manager Telecommunications Systems Special Forces 2	A
9.	Regimental Sergeant Major	C
10.	Regimental Sergeant Major Fly 8-10	B
11.	Regimental Sergeant Major Fly 10+	B
12.	Regimental Sergeant Major Special Forces 2	A
13.	Regimental Sergeant Major Special Forces 5	C
14.	Regimental Sergeant Major Special Forces 6	C
15.	Supervisor Commando Operations Special Forces 2	A

Attachment G

Pay grade 8	
Column 1 Item	Column 2 Employment Category
1.	Acoustic Warfare Analyst Submarines Grade 1 SM
2.	Aircrew Grade 1 Fly 6-8
3.	Aircrew Grade 2 Fly 4-6
4.	Aircrew Grade 3 Fly 2-4
5.	Boatswain SM
6.	Boatswains Mate Grade 2 SM
7.	Boatswains Mate Grade 3 SM
8.	Clearance Diver Grade 1 Spec Ops CD Qual (Adv)
9.	Clearance Diver Grade 1 Spec Ops TAG Trainee
10.	Clearance Diver Grade 2 Spec Ops CD Qual
11.	Combat System Manager Fly 4+
12.	Combat Systems Operator Mine Warfare Grade 1 SM
13.	Combat Systems Supervisor Fly 4+
14.	Communications Information Systems Grade 1 SM
15.	Cook Grade 3 SM
16.	Cook Grade 4 SM
17.	Cryptologic Systems Submarines Grade 1 SM
18.	Electronic Technician Grade 1 SM
19.	Hydrographic Systems Manager Fly 4+
20.	Hydrographic Systems Operator Grade 3 Fly 4+
21.	Marine Technician Grade 1 SM
22.	Naval Police Coxswains Grade 1 SM
23.	Steward Grade 4 SM

Attachment H

Pay grade 5	
Column 1 Item	Column 2 Employment Category
1.	Aircraft Structural Fitter Grade 3
2.	Aircraft Support Manager
3.	Aircrewman Fly 0-2
4.	Artificer Electronic Systems (AIR)
5.	Artificer Electronic Systems (GROUND)
6.	Artificer Electronics Grade 1
7.	Artificer Mechanical Grade 1
8.	Assistant Detachment Commander Command Support Systems
9.	Assistant Detachment Commander Communications
10.	Assistant Detachment Commander Electronic Warfare
11.	Assistant Detachment Commander Telecommunication Systems
12.	Assistant Manager Bearer Systems
13.	Assistant Manager Operations Locating
14.	Assistant Manager Operations Offensive Support
15.	Assistant Supervisor Engineer Platoon Operations
16.	Assistant Supervisor Intelligence Operations
17.	Assistant Supervisor Locating
18.	Aviation Operations Manager
19.	Chief Aerial Delivery
20.	Commando Grade 4
21.	Communications Systems Detachment Commander
22.	Communications Systems Supervisor
23.	Company Mechanised Sergeant
24.	Dental Manager
25.	Detachment Commander Command Support Systems
26.	Detachment Commander Communications

Pay grade 5 cont'd	
Column 1 Item	Column 2 Employment Category
27.	Detachment Commander Electronic Warfare
28.	Detachment Commander Telecommunication Systems
29.	Draftsman Architectural Grade 2
30.	Drum Major
31.	Electronic Warfare Detachment Commander
32.	Examiner Psychological
33.	Explosive Ordnance Reconnaissance Technician
34.	Fitter Armament Advanced Grade 2
35.	Fitter Armament Specialist
36.	Fitter Armament Supervisor Grade 2
37.	Information Systems Detachment Commander
38.	Linguist Intelligence Special Duties
39.	Manager Bearer Systems
40.	Manager Emergency Response Operations
41.	Manager Intelligence Operations
42.	Manager Operations Ground Based Air Defence
43.	Manager Operations Locating
44.	Manager Operations Offensive Support
45.	Manager Works
46.	Mechanic Recovery Manager Grade 2
47.	Mechanic Vehicle Advanced Grade 2
48.	Mechanic Vehicle Specialist
49.	Mechanic Vehicle Supervisor Grade 2
50.	Metalsmith Advanced Grade 2
51.	Metalsmith Specialist
52.	Metalsmith Supervisor Grade 2
53.	Military Investigator Grade 3

Pay grade 5 cont'd	
Column 1 Item	Column 2 Employment Category
54.	Multimedia Technician Grade 2
55.	Multimedia Technician Grade 3
56.	Musician Grade 3
57.	Patrol Master
58.	Petroleum Specialist
59.	Photographer Public Relations
60.	Pipe Major
61.	Project Officer Aerial Delivery
62.	Reporter
63.	Scout Supervisor Squadron Operations
64.	Scout Supervisor Troop Operations
65.	Section Commander Commando
66.	Sniper Master
67.	Sniper Supervisor
68.	Sniper Team Leader
69.	Special Air Service Trooper Grade 2
70.	Squadron Sergeant Major, Aviation
71.	Supervisor Building
72.	Supervisor Civil
73.	Supervisor Communications
74.	Supervisor Company Operations
75.	Supervisor Emergency Response Operations
76.	Supervisor Engineer Operations
77.	Supervisor Engineer Platoon Operations
78.	Supervisor Engineering Services
79.	Supervisor Intelligence Operations
80.	Supervisor Locating

Pay grade 5 cont'd	
Column 1 Item	Column 2 Employment Category
81.	Supervisor Squadron Operations
82.	Supervisor Troop Operations
83.	Technician Aircraft Grade 2
84.	Technician Ammunition
85.	Technician Avionics Grade 2
86.	Technician Dental
87.	Technician Electrical Grade 4
88.	Technician Electrical Advanced Grade 1
89.	Technician Electrical Supervisor Grade 1
90.	Technician Electronic Grade 2
91.	Technician Electronic Systems Grade 4
92.	Technician Electronic Systems Advanced Grade 1
93.	Technician Electronic Systems Supervisor Grade 1
94.	Technician Geomatic Grade 2
95.	Technician Laboratory Grade 2
96.	Technician Photographic Grade 2
97.	Technician Printer Grade 2
98.	Telecommunications Systems Team Leader
99.	Underwater Medicine Clinician

EXPLANATORY STATEMENT

DFRT Determination 2008/21

This Determination amends DFRT Determination No. 15 of 2008, Salaries (the Principal Determination), made under section 58H of the *Defence Act 1903* (the Act).

The purpose of this Determination is to amend a number of the schedules to the Principal Determination.

Clause 1 of this Determination provides that the Determination is taken to have commenced on 1 July 2008.

Clause 2 specifies that the amendment is made to the Principal Determination, as amended.

Clause 3 of this Determination makes the following amendments to Officer pay grades for Navy in Part 2 of Schedule B.2 to the Principal Determination:

- inserts the Mine Warfare Clearance Diver Officer TAG (Qualified) and Mine Warfare Clearance Diver Officer (Qualified before 1 August 2005) employment categories into pay grade 6; and
- inserts the Marine Engineering SM (Level 2) and Weapon Electrical Aircraft Engineering SM – Level 2 employment categories into pay grade 8.

Clause 4 of this Determination inserts the Aviation Officer - (Army Senior Non-Commissioned Officer and Warrant Officer Commissioning Scheme - ex Aircrewman) employment category into pay grade 6 of the Officer pay grades for Army in Part 3 of Schedule B.2 to the Principal Determination.

Clause 5 of this Determination makes the following amendments to Warrant Officer Class 1 pay grades for Army in Part 2 of Schedule B.9 to the Principal Determination:

- inserts the Local Observer (Tier A) employment category into pay grade 2;
- inserts the Aircraft Support Senior Manager (Tier A) and Aircrewman Senior Manager Fly 2-4 (Tier A) employment categories into pay grade 3; and
- inserts the Regimental Sergeant Major Fly 8-10 (Tier B) and Regimental Sergeant Major Fly 10+ (Tier B) employment categories into pay grade 6.

Clause 6 of this Determination inserts the Combat System Operator Mine Warfare Grade 1 Submarine employment category into pay grade 8 of the Other Rank pay grades for Navy in Part 1 of Schedule B.11 to the Principal Determination.

Clause 7 of this Determination inserts the Aircraft Support Manager employment category into pay grade 5 of the Other Rank pay grades for Army in Part 2 of Schedule B.11 to the Principal Determination.

The retrospective application of this Determination does not affect the rights of a person (other than the Commonwealth) in a manner prejudicial to that person, nor does it impose any liability on such person.

Authority: Section 58H of the
Defence Act 1903