



Defence Force Remuneration Tribunal Determination No. 3 of 2018, Salaries — Officer Aviation Pay Structure — amendment

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*. It relates to Matter 5 of 2016 – Officer Aviation Pay Structure.

Dated 7 March 2018

Ingrid Asbury
President

Adrian Morris
Member

Rear Admiral James Goldrick AO CSC RAN Rtd
Member

1 Name

1. This Determination is Defence Force Remuneration Tribunal Determination No. 3 of 2018, Salaries — Officer Aviation Pay Structure — amendment.
2. This Determination may also be cited as DFRT Determination No.3 of 2018.

2 Commencement

Each provision of this instrument specified in column 1 of the table commences, or is taken to have commenced, in accordance with column 2 of the table. Any other statement in column 2 has effect according to its terms.

Commencement information	
Column 1	Column 2
Provisions	Commencement
1. The whole of this instrument	3 May 2018

Note: This table relates only to the provisions of this instrument as originally made. It will not be amended to deal with any later amendments of this instrument.

3 Authority

This instrument is made under section 58H of the *Defence Act 1903*.

4 Schedules

1. Defence Force Remuneration Tribunal Determination No. 12 of 2012, *Officer Aviation Remuneration Structure Allowance*, as amended,¹ is amended as set out in Schedule 1 of this Determination.
2. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended,² is amended as set out in Schedules 2 and 3 of this Determination.

5 Transition – Air Force Officer Cadets

1. An Air Force member who meets all of the following conditions on the day before the commencement date of this Determination may be promoted to the rank of Pilot Officer under *Defence Regulation 2016*, as in force from time to time, and become an Air Force Officer Aviation member on the date of commencement of this determination.
 - a. The member was an Air Force Officer Cadet undergoing initial employment training.
 - b. The member was paid salary under Schedule B.13 of Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended.
 - c. The member has met the criteria for promotion to Pilot Officer.
2. If subsection 1 applies, on the day this Determination commences, the Air Force Officer Aviation member is to be given an Officer Aviation increment for each completed 12 months of service following graduation from Officer Training. Any remaining part year counts as completed time towards the officer's next increment advancement. This will inform the rate of salary payable to the member under Schedule B.14, Part 3 or Part 4, of DFRT

Determination No. 2 of 2017, Salaries.

3. For the purposes of subsection 2, the period of 12 months for increment advancement is to be based on the day that the member graduated from Officer Training School, not the date the member was appointed to Pilot Officer.

6 Transition – Air Force Officers

1. An officer who meets either of the eligibility conditions set out below on the day before the commencement of this Determination, the officer may become an Air Force Officer Aviation member on the date of commencement of this Determination and be paid a rate of salary in Schedule B.14, Part 3 or Part 4, of DFRT Determination No. 2 of 2017, *Salaries*, that corresponds to their Force, rank, pathway, competency stream and increment, that is equal to or greater than the rate of salary payable to the officer immediately before the commencement of this Determination.
 - a. For an officer who is in an air traffic control employment category the officer meets both of the following conditions.
 - i. The officer has been promoted to a rank between Flight Lieutenant and Group Captain, inclusive.
 - ii. The officer has completed their initial minimum period of service.
 - b. For an officer who is not in an air traffic control employment category, the officer meets both of the following conditions.
 - i. The officer has been promoted to a rank between Flight Lieutenant and Group Captain, inclusive.
 - ii. The officer has met the conditions for a relevant item in the table below.

Column 1 Item	Column 2 An officer holding the rank of...	Column 3 who is paid at this increment in Schedule B.3 of DFRT Determination No. 2 of 2017, Salaries...	Column 4 and is in any of the following relevant pay grades in Part 4 of Schedule B.2 of DFRT Determination No. 2 of 2017, Salaries.
1.	Flight Lieutenant	O3 – 5	a. For legacy employment categories — pay grade 10. See: Meaning of 'legacy employment category' in section A.1.12 of DFRT Determination No. 2 of 2017, Salaries. b. For competency progression employment categories — between pay grade 5 and pay grade 9, inclusive.
2.	Squadron Leader	O4 – 2	
3.	Wing Commander	O5 – 1	
4.	Group Captain	O6 – 1	

2. For an officer in Officer Aviation who meets either of the following conditions on the day before the commencement of this Determination, the officer may become an Air Force Officer Aviation member on the date of commencement of this Determination and be paid a rate of salary in Schedule B.14, Part 3 or Part 4, of DFRT Determination No. 2 of 2017, *Salaries*, that corresponds to their Force, rank, pathway, competency stream and increment, that is equal to or greater than the rate of salary payable to the officer immediately before

the commencement of this Determination.

- a. The officer is paid at increment O3 – 3 in Schedule B.4 of DFRT Determination No. 2 of 2017, *Salaries*.
- b. The officer's rate of salary is administered by one of the following table items in section B.2.5 of DFRT Determination No. 2 of 2017, *Salaries*, and the member's salary under Schedule B.14, Part 3 or Part 4, of DFRT Determination No. 2 of 2017, *Salaries*, that corresponds to the officer's Force, rank, pathway, competency stream and increment would be equal to or greater than the rate of salary than that determined by any of the table items, as adjusted from time to time.
 - i. Table item 1.c.
 - ii. Table item 2.a.ii
 - iii. Table item 2.b.ii.

See: Meaning of 'Officer Aviation' at subsection A.1.11.3 of DFRT Determination No. 2 of 2017, *Salaries*.

7 Saving

1. A member who has accepted a letter of offer from the ADF before the date of commencement of this Determination, which references an employment category, pay grade or rate of salary under the DFRT Determination No. 2 of 2017, *Salaries*, as in force the day before the commencement of this Determination, is to be paid according to the terms set out in their letter of offer.
2. This member continues to be paid according to those terms until the member meets the relevant set of criteria set out in DFRT Determination No. 2 of 2017, *Salaries*, as in force from time to time.
3. If, before the day this Determination commenced, a person was eligible for a benefit as a Joint Battlefield Airspace Controller, the term being amended by this Determination, both of the following apply.
 - a. The member is taken to comply with the corresponding eligibility conditions set out for an Air Traffic Controller, as in force on or after the day this Determination commences.
 - b. Any related approval, authority, instruction or direction is taken to have been given, issued or granted under, and for the purposes of the Determination, as amended.

NOTE

1. DFRT Determination No. 12 of 2012 has been amended by DFRT Determination No.1 of 2018
2. DFRT Determination No. 2 of 2017 has been amended by DFRT Determination Nos. 1 and 2 of 2018.

Schedule 1—Amendment

DFRT Determination No. 12 of 2012, Officer Aviation Remuneration Structure Allowance

1 Clause 4 (Definitions), table

Omit the definition for ‘ Officer Aviation member’, substitute:

Officer Aviation	Means a member in any of the following employment categories. <ul style="list-style-type: none">(a) air battle management,(b) airborne electronics officer,(c) air mobility officer,(d) air traffic control,(e) fast jet pilot,(f) fixed wing pilot,(g) maritime patrol and response officer,(h) weapon systems officer, or(i) related specialists structures.
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Schedule 2—Amendment

DFRT Determination No. 2 of 2017, Salaries

1 Subsection A.1.11.3 (Officers), table

Omit the table, substitute:

Term	Definition
Competency Level 2	For Officer Aviation, means graduation from initial employment training.
Air Traffic Control — Legacy, Grade 1	
Competency Level 3	Means either of the following classes of member: <ul style="list-style-type: none"> a. For Officer Aviation (including First Appointment Instructor Pilot Scheme), excluding air traffic control employment categories — attainment of Battlespace Command and Control Basic qualification; or b. For air traffic control employment categories — attainment of initial primary air traffic control endorsement.
Air Traffic Control — Legacy, Grade 2	
Competency Level 4	For Officer Aviation (including First Appointment Instructor Pilot Scheme), excluding air traffic control employment categories — attainment of Battlespace Command and Control Intermediate qualification.
Competency Level 5	Means either of the following classes of member: <ul style="list-style-type: none"> a. For Officer Aviation (including First Appointment Instructor Pilot Scheme), excluding air traffic control employment categories — attainment of Battlespace Command and Control Highly Proficient qualification. b. For air traffic control employment categories — attainment of either of the following. <ul style="list-style-type: none"> i. initial primary training officer standard. ii. a supervisor endorsement.
Air Traffic Control — Legacy Grade 3	
Competency Level 6	Means either of the following classes of member. <ul style="list-style-type: none"> a. For Officer Aviation (including First Appointment Instructor Pilot Scheme), excluding air traffic control employment categories — attainment of Battlespace Command and Control Advanced qualification. b. For air traffic control employment categories — attainment of one primary endorsement in each of tower and radar elements, and any of the following. <ul style="list-style-type: none"> i. Two training officer standards in two primary endorsements. ii. Two supervisor endorsements. iii. An air traffic control instructor qualification.
Air Traffic Control — Legacy Grade 4	

Officer Aviation	<p>Means a member in any of the following employment categories.</p> <ul style="list-style-type: none"> (a) air battle management, (b) airborne electronics officer, (c) air mobility officer, (d) air traffic control, (e) fast jet pilot, (f) fixed wing pilot, (g) maritime patrol and response officer, (h) weapon systems officer, or (i) related specialists structures.
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2 Section A.1.12 (Specialist officers), table

Insert the following term alphabetically into the table:

Air Force Officer Aviation member	<p>Means a member who meets all of the following conditions.</p> <ul style="list-style-type: none"> a. The member is a member of the Royal Australian Air Force who holds a rank between Pilot Officer and Group Captain, inclusive. b. The member is placed in one of the Officer Aviation Pay Structure pathways. c. The member is placed in one of the Officer Aviation Pay Structure streams.
legacy employment category	<p>Means the relevant of the following.</p> <ul style="list-style-type: none"> a. For air traffic control employment categories — an officer for whom any of the following apply. <ul style="list-style-type: none"> i. The member is in an air traffic control employment category. ii. The member is under training for an air traffic control employment category. iii. The member is paid under the Air Traffic Controller system prior to 1 October 2009. iv. The member was paid under the joint battlefield airspace controller system between 1 October 2009 and 3 May 2018. b. For officer aircrew categories — an officer for whom any of the following apply. <ul style="list-style-type: none"> i. The member has been offered employment within an officer aircrew category. ii. The member is under training for an officer aircrew category. iii. for whom any of the descriptors listed in the table of section A.1.10 are included in the classification of any Part in Schedule B.2 prior to 1 October 2009.

3 Subsection B.1.3.1 (Pay grade for a senior officer), table

Omit the table, substitute:

Column 1 Item	Column 2 A member at the rank of...	Column 3 who held the relevant of the following in their previous rank...	Column 4 holds this pay grade.
1.	Brigadier	up to pay grade 9	2
		up to OA 35	
		pay grade 10	3
		OA 36 or OA 37	
2.	Major General	any or none	1
3.	General	any or none	1

4 Paragraph B.3.2.f (Member this Division applies to)

Omit paragraph B.3.2.f, substitute:

- f. Air Force Officer Aviation member.
- g. A member in an approved category.

5 Section B.3.5 (Rate of salary for aviation specialist)

Omit the section, substitute:

B.3.5 Rate of salary for aviation specialist

1. On the day that an officer first becomes an aviation specialist, the officer's rate of salary is the relevant of the following.
 - a. For an officer at the rank of Captain or Major — the rate in Schedule B.14, Part 1 or Part 2, equal to or next above the rate of salary payable to the officer immediately before that day.
 - b. For an officer at the rank of Lieutenant Colonel or higher — the rate in Schedule B.14, Part 1 or Part 2, that is equal to or next above the relevant of the following amounts.
 - i. If the officer is in the Permanent Forces — the rate of salary payable to the officer immediately before they became an aviation specialist, less the annual rate of Service Allowance determined under Division B.2 of DFRT Determination No. 11 of 2013, *ADF allowances*, as in force from time to time.
 - ii. If the officer is in the Reserves — the rate of salary payable to the officer immediately before they became an aviation specialist, less the daily rate of Reserve Allowance determined under Division B.11 of DFRT Determination No. 11 of 2013, *ADF allowances*, as in force from time to time.
2. On the day after the officer completes 12 months of continuous full-time service in an experience level in Schedule B.14, Part 1 or Part 2, the officer is advanced to the next experience level in the relevant Schedule.

B.3.6 Officer ceases to be an aviation specialist

On the day that an officer ceases to be an aviation specialist, the officer's rate of salary is the relevant of the following.

- a. For an officer who returns to their previous Schedule B.2 legacy employment category, the officer's pay grade and increment that they held immediately before they became an aviation specialist.
- b. For an officer who returns to their previous Schedule B.2 competency-based employment category, the officer's pay grade and increment that they held immediately before they became an aviation specialist.

B.3.7 Rate of salary for Air Force Officer Aviation member

An Air Force Officer Aviation member is to be paid a rate of salary in Schedule B.14, Part 3 or Part 4, that corresponds to their Force, rank, pathway, competency stream and increment.

B.3.8 Officer Aviation Pay Structure pathways and competency streams

1. The range of increments available for each rank, pathway, and competency stream are set out in the following annexes.
 - a. For the Command pathway – Annex B.3.A.
 - b. For the Specialist pathway – Annex B.3.B.
 - c. For the Staff pathway – Annex B.3.C.
2. An Air Force Officer Aviation member in the Command pathway may only advance through their competency stream as set out in Annex B.3.A.
3. An Air Force Officer Aviation member in the Specialist pathway may advance by single increments through their competency stream's prescribed increments as set out in Annex B.3.B.
4. An Air Force Officer Aviation member in the Staff pathway may only advance to a higher increment in their competency stream on promotion, as set out in Annex B.3.C.

B.3.9 Officer ceases to be an Air Force Officer Aviation member

1. On the day that an officer of the Permanent Forces has been in the Command pathway at the same rank for 12 years cumulative effective service (as prescribed under Division 4A of the Defence Determination 2016/19, *Conditions of service*, as in force from time to time), they will cease to be an Air Force Officer Aviation member. The following will occur on that day.
 - a. The officer is transferred into the Graded Officer Pay Structure, Air Force operations officer employment category.
 - b. The CDF will determine the rate of salary for the officer that corresponds to their rank, pay grade and increment after considering any experience and qualifications that are relevant to the operations officer employment category.
2. On the day that an officer of the Permanent Forces has been in the Staff pathway at the same rank for 12 years cumulative effective service, they will cease to be an Air Force Officer Aviation member. The following will occur on that day.

- a. The officer is transferred into the Graded Officer Pay Structure, Air Force Operations Officer employment category.
 - b. The CDF will determine the rate of salary for the officer that corresponds to their rank, pay grade and increment after considering any experience and qualifications that are relevant to the operations officer employment category.
3. An Air Force Officer Aviation member may also cease to be an Air Force Officer Aviation member for disciplinary action or administrative sanction as imposed or provided under other acts and instruments.

Annex B.3.A: Officer Aviation Pay Structure Command Pathway — Increment Ranges

Part 1 – Fast Jet Pilot competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6+
Group Captain	OA 36	OA 37					
Wing Commander	OA 27	OA 28	OA 29	OA 30			
Squadron Leader	OA 22	OA 23	OA 24	OA 25			
Flight Lieutenant	OA 9	OA 10	OA 12	OA 14	OA 16	OA 18	OA 20

Part 2 – Fixed Wing Pilot competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6+
Group Captain	OA 35	OA 36	OA 37				
Wing Commander	OA 26	OA 27	OA 28	OA 29			
Squadron Leader	OA 21	OA 22	OA 23	OA 24			
Flight Lieutenant	OA 8	OA 9	OA 11	OA 13	OA 15	OA 17	OA 19

Part 3 – Remote Pilot competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6+
Group Captain	OA 34	OA 35	OA 36	OA 37			
Wing Commander	OA 24	OA 25	OA 26	OA 27			
Squadron Leader	OA 18	OA 19	OA 20	OA 21			
Flight Lieutenant	OA 7	OA 8	OA 9	OA 10	OA 12	OA 14	OA 16

Part 4 – Weapon Systems competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6+
Group Captain	OA 34	OA 35	OA 36	OA 37			
Wing Commander	OA 24	OA 25	OA 26	OA 27			
Squadron Leader	OA 18	OA 19	OA 20	OA 21			
Flight Lieutenant	OA 7	OA 8	OA 9	OA 10	OA 12	OA 14	OA 16

Part 5 – Maritime Patrol Response competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA 33	OA 34	OA 35	OA 36			
Wing Commander	OA 23	OA 24	OA 25	OA 26			
Squadron Leader	OA 17	OA 18	OA 19	OA 20			
Flight Lieutenant	OA 6	OA 7	OA 8	OA 9	OA 11	OA 13	OA 15

Part 6 – Air Battle Management competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA 32	OA 33	OA 34	OA 35			
Wing Commander	OA 22	OA 23	OA 24	OA 25			
Squadron Leader	OA 16	OA 17	OA 18	OA 19			
Flight Lieutenant	OA 5	OA 6	OA 7	OA 8	OA 10	OA 12	OA 14

Part 7 – Air Traffic Control competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA 35	OA 36	OA 37				
Wing Commander	OA 26	OA 27	OA 28	OA 29			
Squadron Leader	OA 21	OA 22	OA 23	OA 24			
Flight Lieutenant	OA 6	OA 8	OA 10	OA 12	OA 15	OA 17	OA 19

Part 8 – Air Mobility competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA 33	OA 34	OA 35	OA 36			
Wing Commander	OA 23	OA 24	OA 25	OA 26			
Squadron Leader	OA 17	OA 18	OA 19	OA 20			
Flight Lieutenant	OA 6	OA 7	OA 8	OA 9	OA 11	OA 13	OA 15

Part 9 – Airborne Electronics competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA 32	OA 33	OA 34	OA 35			
Wing Commander	OA 22	OA 23	OA 24	OA 25			
Squadron Leader	OA 16	OA 17	OA 18	OA 19			
Flight Lieutenant	OA 5	OA 6	OA 7	OA 8	OA 10	OA 12	OA 14

Part 10 – Officer Aviation Candidate competency stream

Column 1 Rank	Column 2 Years in rank				
	0	1	2	3	4
Flying Officer	OA 0	OA 1	OA 2	OA 3	OA 4
Pilot Officer	OA 0	OA 1	OA 2	OA 3	OA 4

Annex B.3.B: Officer Aviation Pay Structure Specialist Pathway — Increment Ranges

Column 1 Rank	Column 2 Competency Streams								
	Fast Jet Pilot	Fixed Wing Pilot	Remote Pilot	Weapon Systems	Maritime Patrol Response	Air Mobility	Air Battle Management	Airborne Electronics	Air Traffic Control
Group Captain	OA 36 - OA 37	OA 35 - OA 37	OA 34 - OA 37	OA34 - OA37	OA33 - OA36	OA33 - OA36	OA32 - OA35	OA32 - OA35	OA35 - OA37
Wing Commander	OA 27 - OA 37	OA 26 - OA 37	OA 24 - OA 37	OA24 - OA37	OA23 - OA36	OA23 - OA36	OA22 - OA35	OA22 - OA35	OA26 - OA37
Squadron Leader	OA 22 - OA 30	OA 21 - OA 29	OA 18 - OA 27	OA18 - OA27	OA17 - OA26	OA17 - OA26	OA16 - OA25	OA16 - OA25	OA21 - OA29
Flight Lieutenant	OA 9 - OA 25	OA 8 - OA 24	OA 7 - OA 21	OA 7 – OA 21	OA 6 – OA 20	OA 6 – OA 20	OA 5 – OA 19	OA 5 – OA 19	OA 6 – OA 24

Annex B.3.C: Officer Aviation Pay Structure Staff Pathway — Increment Ranges

Column 1 Rank	Column 2 Competency Streams								
	Fast Jet Pilot	Fixed Wing Pilot	Remote Pilot	Weapon Systems	Maritime Patrol Response	Air Mobility	Air Battle Management	Airborne Electronics	Air Traffic Control
Group Captain	OA 36	OA 35	OA 34	OA 34	OA 33	OA 33	OA 32	OA 32	OA 35
Wing Commander	OA 27	OA 26	OA 24	OA 24	OA 23	OA 23	OA 22	OA 22	OA 26
Squadron Leader	OA22	OA 21	OA 18	OA 18	OA 17	OA 17	OA 16	OA 16	OA 21
Flight Lieutenant	OA 9	OA 8	OA 7	OA 7	OA 6	OA 6	OA 5	OA 5	OA 6

Schedule 3—Amendment

DFRT Determination No. 2 of 2017, Salaries

1 Schedule B.2 (Officer pay grades), Part 4: Air Force

Omit the Part, and substitute with the following Part 4.

Part 4: Air Force

Pay grade 2

Item	Employment Category	Classification
1.	Air Battle Management — Competency Progression	Competency Level 2
2.	Air Battle Management — Time Based Progression	Fly 0
3.	Airborne Electronics Officer — Competency Progression	Competency Level 2
4.	Airborne Electronics Officer — Time Based Progression	Fly 0
5.	Air Mobility Officer — Competency Progression	Competency Level 2
6.	Air Mobility Officer — Time Based Progression	Fly 0
7.	Air Traffic Control — Competency Progression	Competency Level 2
8.	Air Traffic Control — Legacy	Grade 1
9.	Environmental Health	Grade 1
10.	Fast Jet Pilot — Competency Progression	Competency Level 2
11.	Fast Jet Pilot — Time Based Progression	Fly 0
12.	Fixed Wing Pilot — Competency Progression	Competency Level 2
13.	Fixed Wing Pilot — Time Based Progression	Fly 0
14.	Ground Defence	Grade 1
15.	Intelligence	Grade 1
16.	Laboratory	Grade 1
17.	Logistics	Grade 1
18.	Maritime Patrol and Response Officer — Competency Progression	Competency Level 2
19.	Maritime Patrol and Response Officer — Time Based Progression	Fly 0
20.	Nurse	Grade 1
21.	Operations	Grade 1

Item	Employment Category	Classification
22.	Personnel Capability Officer	Grade 1
23.	Pharmacy	Grade 1
24.	Radiographer	Grade 1
25.	Security Police	Grade 1
26.	Training Systems Officer	Grade 1
27.	Weapon Systems Officer — Competency Progression	Competency Level 2
28.	Weapon Systems Officer — Time Based Progression	Fly 0

Pay grade 3

Item	Employment Category	Classification
1.	Aeronautical Engineer	Grade 1
2.	Air Battle Management — Competency Progression	Competency Level 3
3.	Air Battle Management — Time Based Progression	Fly 0-2
4.	Airborne Electronics Officer — Competency Progression	Competency Level 3
5.	Airborne Electronics Officer — Time Based Progression	Fly 0-2
6.	Airfield Engineer	Grade 1
7.	Air Mobility Officer — Competency Progression	Competency Level 3
8.	Air Mobility Officer — Time Based Progression	Fly 0-2
9.	Air Traffic Control — Competency Progression	Competency Level 3
10.	Air Traffic Control — Legacy	Grade 2
11.	Armament Engineer	Grade 1
12.	Electronics Engineer	Grade 1
13.	Environmental Health	Grade 2
14.	Fast Jet Pilot — Competency Progression	Competency Level 3
15.	Fast Jet Pilot — Time Based Progression	Fly 0-2
16.	Fixed Wing Pilot — Competency Progression	Competency Level 3
17.	Fixed Wing Pilot — Time Based Progression	Fly 0-2
18.	Ground Defence	Grade 2
19.	Intelligence	Grade 2

Item	Employment Category	Classification
20.	Laboratory	Grade 2
21.	Maritime Patrol and Response Officer — Competency Progression	Competency Level 3
22.	Maritime Patrol and Response Officer — Time Based Progression	Fly 0-2
23.	Nurse	Grade 2
24.	Operations	Grade 2
25.	Personnel Capability Officer	Grade 2
26.	Pharmacy	Grade 2
27.	Radiographer	Grade 2
28.	Security Police	Grade 2
29.	Training Systems Officer	Grade 2
30.	Weapon Systems Officer — Competency Progression	Competency Level 3
31.	Weapon Systems Officer — Time Based Progression	Fly 0-2

Pay grade 4

Item	Employment Category	Classification
1.	Aeronautical Engineer	Grade 2
2.	Air Battle Management — Competency Progression	Competency Level 4
3.	Air Battle Management — Time Based Progression	Fly 2-4
4.	Airborne Electronics Officer — Competency Progression	Competency Level 4
5.	Airborne Electronics Officer — Time Based Progression	Fly 2-4
6.	Airfield Engineer	Grade 2
7.	Air Mobility Officer — Competency Progression	Competency Level 4
8.	Air Mobility Officer — Time Based Progression	Fly 2-4
9.	Armament Engineer	Grade 2
10.	Combat Control Officer Qualified	Grade 1
11.	Electronics Engineer	Grade 2
12.	Environmental Health	Grade 3

Item	Employment Category	Classification
13.	Fast Jet Pilot — Competency Progression	Competency Level 4
14.	Fast Jet Pilot — Time Based Progression	Fly 2-4
15.	Fixed Wing Pilot — Competency Progression	Competency Level 4
16.	Fixed Wing Pilot — Time Based Progression	Fly 2-4
17.	Ground Defence	Grade 3
18.	Intelligence	Grade 3
19.	Laboratory	Grade 3
20.	Logistics	Grade 2
21.	Maritime Patrol and Response Officer — Competency Progression	Competency Level 4
22.	Maritime Patrol and Response Officer — Time Based Progression	Fly 2-4
23.	Nurse	Grade 3
24.	Operations	Grade 3
25.	Personnel Capability Officer	Grade 3
26.	Pharmacy	Grade 3
27.	Radiographer	Grade 3
28.	Security Police	Grade 3
29.	Training Systems Officer	Grade 3
30.	Weapon Systems Officer — Competency Progression	Competency Level 4
31.	Weapon Systems Officer — Time Based Progression	Fly 2-4

Pay grade 5

Item	Employment Category	Classification
1.	Air Battle Management — Competency Progression	Competency Level 5
2.	Air Battle Management — Time Based Progression	Fly 4-6
3.	Airborne Electronics Officer — Competency Progression	Competency Level 5
4.	Airborne Electronics Officer — Time Based Progression	Fly 4-6
5.	Air Mobility Officer — Competency Progression	Competency Level 5
6.	Air Mobility Officer — Time Based Progression	Fly 4-6
7.	Air Traffic Control — Competency Progression	Competency Level 5
8.	Air Traffic Control — Legacy	Grade 3
9.	Fast Jet Pilot — Competency Progression	Competency Level 5
10.	Fast Jet Pilot — Time Based Progression	Fly 4-6
11.	Fixed Wing Pilot — Competency Progression	Competency Level 5
12.	Fixed Wing Pilot — Time Based Progression	Fly 4-6
13.	Maritime Patrol and Response Officer — Competency Progression	Competency Level 5
14.	Maritime Patrol and Response Officer — Time Based Progression	Fly 4-6
15.	Nurse	Grade 4
16.	Operations	Grade 4
17.	Weapon Systems Officer — Competency Progression	Competency Level 5
18.	Weapon Systems Officer — Time Based Progression	Fly 4-6

Pay grade 6

Item	Employment Category	Classification
1.	Aeronautical Engineer	Grade 3
2.	Air Battle Management — Competency Progression	Competency Level 6
3.	Airborne Electronics Officer — Competency Progression	Competency Level 6
4.	Airfield Engineer	Grade 3
5.	Air Mobility Officer — Competency Progression	Competency Level 6
6.	Air Traffic Control — Competency Progression	Competency Level 6
7.	Armament Engineer	Grade 3
8.	Combat Control Officer Advanced	Grade 2
9.	Electronics Engineer	Grade 3
10.	Fast Jet Pilot — Competency Progression	Competency Level 6
11.	Fixed Wing Pilot — Competency Progression	Competency Level 6
12.	Logistics	Grade 3
13.	Maritime Patrol and Response Officer — Competency Progression	Competency Level 6
14.	Weapon Systems Officer — Competency Progression	Competency Level 6

Pay grade 7

Item	Employment Category	Classification
1.	Aeronautical Engineer	Grade 4
2.	Air Battle Management — Competency Progression	Command and Management Tier 3
3.	Air Battle Management — Time Based Progression	Fly 6-8
4.	Airborne Electronics Officer — Competency Progression	Command and Management Tier 3
5.	Airborne Electronics Officer — Time Based Progression	Fly 6-8
6.	Airfield Engineer	Grade 4
7.	Air Mobility Officer — Competency Progression	Command and Management Tier 3
8.	Air Mobility Officer — Time Based Progression	Fly 6-8
9.	Air Traffic Control — Competency Progression	Detachment Command
10.	Air Traffic Control — Legacy	Grade 4
11.	Armament Engineer	Grade 4
12.	Combat Control Officer Executive	Grade 3
13.	Electronics Engineer	Grade 4
14.	Fast Jet Pilot — Competency Progression	Command and Management Tier 3
15.	Fast Jet Pilot — Time Based Progression	Fly 6-8
16.	Fixed Wing Pilot — Competency Progression	Command and Management Tier 3
17.	Fixed Wing Pilot — Time Based Progression	Fly 6-8
18.	Maritime Patrol and Response Officer — Competency Progression	Command and Management Tier 3
19.	Maritime Patrol and Response Officer — Time Based Progression	Fly 6-8
20.	Weapon Systems Officer — Competency Progression	Command and Management Tier 3
21.	Weapon Systems Officer — Time Based Progression	Fly 6-8

Pay grade 8

Item	Employment Category	Classification
1.	Air Battle Management — Competency Progression	Command and Management Tier 2
2.	Airborne Electronics Officer — Competency Progression	Command and Management Tier 2
3.	Air Mobility Officer — Competency Progression	Command and Management Tier 2
4.	Fast Jet Pilot — Competency Progression	Command and Management Tier 2
5.	Fixed Wing Pilot — Competency Progression	Command and Management Tier 2
6.	Maritime Patrol and Response Officer — Competency Progression	Command and Management Tier 2
7.	Weapon Systems Officer — Competency Progression	Command and Management Tier 2

Pay grade 9

Item	Employment Category	Classification
1.	Air Battle Management — Competency Progression	Command and Management Tier 1
2.	Air Battle Management — Time Based Progression	Fly 8-10
3.	Airborne Electronics Officer — Competency Progression	Command and Management Tier 1
4.	Airborne Electronics Officer — Time Based Progression	Fly 8-10
5.	Air Mobility Officer — Competency Progression	Command and Management Tier 1
6.	Air Mobility Officer — Time Based Progression	Fly 8-10
7.	Fast Jet Pilot — Competency Progression	Command and Management Tier 1
8.	Fast Jet Pilot — Time Based Progression	Fly 8-10
9.	Fixed Wing Pilot — Competency Progression	Command and Management Tier 1
10.	Fixed Wing Pilot — Time Based Progression	Fly 8-10
11.	Maritime Patrol and Response Officer — Competency Progression	Command and Management Tier 1
12.	Maritime Patrol and Response Officer — Time Based Progression	Fly 8-10

Item	Employment Category	Classification
13.	Weapon Systems Officer — Competency Progression	Command and Management Tier 1
14.	Weapon Systems Officer — Time Based Progression	Fly 8-10

Pay grade 10

Item	Employment Category	Classification
1.	Air Battle Management — Time Based Progression	Fly 10+
2.	Airborne Electronics Officer — Time Based Progression	Fly 10+
3.	Air Mobility Officer — Time Based Progression	Fly 10+
4.	Fast Jet Pilot — Time Based Progression	Fly 10+
5.	Fixed Wing Pilot — Time Based Progression	Fly 10+
6.	Maritime Patrol and Response Officer — Time Based Progression	Fly 10+
7.	Weapon Systems Officer — Time Based Progression	Fly 10+

2 Schedule B.14 (Specialist officer salary rates – aviation)

Omit 'joint battlespace air', substitute 'air traffic'.

3 Schedule B.14 (Specialist officer salary rates – aviation), Part 2: Member of the Reserves (specialist officer)

After Part 2, insert:

Part 3: Member of the Permanent Forces (Air Force Officer Aviation member)

Column 1 Item	Column 2 Officer Aviation increment	Column 3 Yearly salary rate for officers below Wing Commander	Column 4 Yearly salary rate for Wing Commander and Group Captain
1.	OA 0	\$57,890	-
2.	OA 1	\$61,661	-
3.	OA 2	\$65,432	-
4.	OA 3	\$69,203	-
5.	OA 4	\$72,974	-
6.	OA 5	\$76,745	-
7.	OA 6	\$80,516	-
8.	OA 7	\$84,287	-
9.	OA 8	\$88,044	-
10.	OA 9	\$91,815	-
11.	OA 10	\$95,590	-
12.	OA 11	\$99,360	-
13.	OA 12	\$103,133	-
14.	OA 13	\$106,903	-
15.	OA 14	\$110,677	-
16.	OA 15	\$114,448	-
17.	OA 16	\$118,220	-
18.	OA 17	\$121,990	-
19.	OA 18	\$125,763	-
20.	OA 19	\$129,534	\$143,525
21.	OA 20	\$133,306	\$147,297
22.	OA 21	\$137,078	\$151,069
23.	OA 22	\$140,851	\$154,842
24.	OA 23	\$144,621	\$158,612
25.	OA 24	\$148,393	\$162,384
26.	OA 25	\$152,164	\$166,155
27.	OA 26	\$154,678	\$168,669
28.	OA 27	\$157,194	\$171,186
29.	OA 28	\$159,709	\$173,700
30.	OA 29	\$162,223	\$176,214
31.	OA 30	\$164,738	\$178,730
32.	OA 31	\$167,250	\$181,242
33.	OA 32	\$169,765	\$183,756
34.	OA 33	\$172,281	\$186,272

Item (cont.)	Officer Aviation increment (cont.)	Yearly salary rate for officers below Wing Commander (cont.)	Yearly salary rate for Wing Commander and Group Captain (cont.)
35.	OA 34	\$174,793	\$188,785
36.	OA 35	\$177,311	\$191,302
37.	OA 36	\$179,825	\$193,816
38.	OA 37	\$183,153	\$197,144

Part 4: Member of the Reserves (Air Force Officer Aviation member)

Column 1 Item	Column 2 Officer Aviation increment	Column 3 Daily salary rate for officers below Wing Commander	Column 4 Daily salary rate for Wing Commander and Group Captain
1.	OA 0	\$158.60	-
2.	OA 1	\$168.93	-
3.	OA 2	\$179.27	-
4.	OA 3	\$189.60	-
5.	OA 4	\$199.93	-
6.	OA 5	\$210.26	-
7.	OA 6	\$220.59	-
8.	OA 7	\$230.92	-
9.	OA 8	\$241.22	-
10.	OA 9	\$251.55	-
11.	OA 10	\$261.89	-
12.	OA 11	\$272.22	-
13.	OA 12	\$282.56	-
14.	OA 13	\$292.88	-
15.	OA 14	\$303.22	-
16.	OA 15	\$313.56	-
17.	OA 16	\$323.89	-
18.	OA 17	\$334.22	-
19.	OA 18	\$344.56	-
20.	OA 19	\$354.89	\$393.22
21.	OA 20	\$365.22	\$403.55
22.	OA 21	\$375.56	\$413.89
23.	OA 22	\$385.89	\$424.22
24.	OA 23	\$396.22	\$434.55
25.	OA 24	\$406.56	\$444.89
26.	OA 25	\$416.89	\$455.22
27.	OA 26	\$423.78	\$462.11
28.	OA 27	\$430.67	\$469.00
29.	OA 28	\$437.56	\$475.89
30.	OA 29	\$444.45	\$482.78
31.	OA 30	\$451.34	\$489.67
32.	OA 31	\$458.22	\$496.55
33.	OA 32	\$465.11	\$503.44
34.	OA 33	\$472.00	\$510.33
35.	OA 34	\$478.88	\$517.22

Item (cont.)	Officer Aviation increment (cont.)	Daily salary rate for officers below Wing Commander (cont.)	Daily salary rate for Wing Commander and Group Captain (cont.)
36.	OA 35	\$485.78	\$524.12
37.	OA 36	\$492.67	\$531.00
38.	OA 37	\$501.79	\$540.12