



Defence Force Remuneration Tribunal Determination No. 15 of 2023, ADF Workplace Remuneration Arrangement 2023-2026

The Defence Force Remuneration Tribunal make this Determination under section 58KD of the *Defence Act 1903*. It relates to Matter 8 of 2023 — ADF Workplace Remuneration Arrangement 2023-2026.

Dated 17 October 2023

Bernadette O'Neill
President

.....

Adrian Morris
Member

.....

Major General Gerard Fogarty AO Rtd
Member

.....

1 Name

1. This Determination is Defence Force Remuneration Tribunal Determination No.15 of 2023, ADF Workplace Remuneration Arrangement 2023–2026.
2. This Determination may also be cited as DFRT Determination No. 15 of 2023.

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 | 9 November 2023 |

Note: This table relates only to the provisions of this instrument as originally made.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 58KD of the *Defence Act 1903*.

4 Schedules

Each instrument that is specified in a Schedule to this instrument is amended as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

5 Saved and transitional rates

1. The amount payable for any non-reduction supplement under sections 3.2.52, 3.2.52A, 3.2.56, 3.2.57 and 3.2.58 of Defence Determination 2016/19, *Conditions of service*, as amended, is increased by four per cent.
2. The amount payable for any salary preservation under Part C of Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, as amended, is increased by four per cent.

Schedule 1—Amendments to DFRT Determination No. 2 of 2017

Defence Force Remuneration Tribunal Determination No. 2 of 2017, Salaries¹

1 Schedule B.3 (Officer Salary rates)

Omit Schedule B.3, substitute:

Schedule B.3 Officer salary rates

Part 1: Member of the Permanent Forces (officer)

| Column 1 Rank and increment | | | | Column 2 Yearly salary rate for pay grade | | | | | | | | | |
|--------------------------------|--------------------|-------------------|-----------|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Navy | Army | Air Force | Increment | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Captain | Colonel | Group Captain | O6 – 1 | \$179,185 | \$184,209 | \$190,006 | \$195,029 | \$200,633 | \$206,910 | \$213,217 | \$220,032 | \$226,854 | \$231,415 |
| | | | O6 – 0 | \$174,169 | \$179,191 | \$184,993 | \$190,012 | \$195,616 | \$201,896 | \$208,193 | \$215,018 | \$221,841 | \$226,397 |
| Commander | Lieutenant Colonel | Wing Commander | O5 – 1 | \$153,470 | \$158,496 | \$164,299 | \$169,320 | \$174,921 | \$181,198 | \$187,502 | \$194,325 | \$201,144 | \$205,703 |
| | | | O5 – 0 | \$148,552 | \$153,576 | \$159,377 | \$164,401 | \$170,002 | \$176,282 | \$182,581 | \$189,405 | \$196,226 | \$200,786 |
| Lieutenant Commander | Major | Squadron Leader | O4 – 2 | \$128,036 | \$133,059 | \$138,859 | \$143,882 | \$149,484 | \$155,762 | \$162,065 | \$168,887 | \$175,705 | \$180,264 |
| | | | O4 – 1 | \$124,587 | \$129,614 | \$135,411 | \$140,434 | \$146,035 | \$152,317 | \$158,618 | \$165,439 | \$172,262 | \$176,816 |
| | | | O4 – 0 | \$121,129 | \$126,156 | \$131,953 | \$136,975 | \$142,578 | \$148,858 | \$155,160 | \$161,983 | \$168,803 | \$173,361 |
| Lieutenant | Captain | Flight Lieutenant | O3 – 5 | \$115,393 | \$120,421 | \$126,221 | \$131,242 | \$136,845 | \$143,124 | \$149,426 | \$156,250 | \$163,072 | \$167,626 |
| | | | O3 – 4 | \$112,113 | \$117,139 | \$122,939 | \$127,965 | \$133,565 | \$139,844 | \$146,144 | \$152,965 | \$159,790 | \$164,344 |
| | | | O3 – 3 | \$108,826 | \$113,849 | \$119,648 | \$124,670 | \$130,275 | \$136,555 | \$142,856 | \$149,677 | \$156,500 | \$161,052 |
| | | | O3 – 2 | \$105,554 | \$110,583 | \$116,380 | \$121,401 | \$127,006 | \$133,283 | \$139,583 | \$146,409 | \$153,232 | \$157,786 |
| | | | O3 – 1 | \$102,284 | \$107,307 | \$113,105 | \$118,129 | \$123,733 | \$130,011 | \$136,311 | \$143,132 | \$149,954 | \$154,514 |
| | | | O3 – 0 | \$99,001 | \$104,022 | \$109,820 | \$114,843 | \$120,447 | \$126,724 | \$133,028 | \$139,850 | \$146,668 | \$151,228 |
| Sub-Lieutenant | Lieutenant | Flying Officer | O2 – 3 | \$93,412 | \$98,433 | \$104,232 | \$109,256 | \$114,853 | \$121,132 | \$127,437 | \$134,261 | \$141,081 | \$145,642 |
| | | | O2 – 2 | \$90,709 | \$95,733 | \$101,532 | \$106,553 | \$112,157 | \$118,436 | \$124,739 | \$131,561 | \$138,383 | \$142,938 |
| | | | O2 – 1 | \$88,054 | \$93,077 | \$98,879 | \$103,902 | \$109,501 | \$115,779 | \$122,082 | \$128,908 | \$135,727 | \$140,285 |
| | | | O2 – 0 | \$85,511 | \$90,533 | \$96,334 | \$101,357 | \$106,959 | \$113,239 | \$119,539 | \$126,359 | \$133,183 | \$137,740 |
| Acting Sub-Lieutenant | Second Lieutenant | Pilot Officer | O1 – 1 | \$83,328 | \$88,353 | \$94,154 | \$99,174 | \$104,776 | \$111,057 | \$117,356 | \$124,178 | \$131,002 | \$135,558 |
| | | | O1 – 0 | \$81,144 | \$86,171 | \$91,967 | \$96,990 | \$102,593 | \$108,871 | \$115,176 | \$121,994 | \$128,819 | \$133,375 |

Part 2: Member of the Reserves (officer)

| Column 1 Rank and increment | | | | Column 2 Daily salary rate for pay grade | | | | | | | | | |
|--------------------------------|--------------------|-------------------|-----------|---|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Navy | Army | Air Force | Increment | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Captain | Colonel | Group Captain | O6 – 1 | \$490.92 | \$504.68 | \$520.56 | \$534.33 | \$549.68 | \$566.88 | \$584.16 | \$602.83 | \$621.52 | \$634.01 |
| | | | O6 – 0 | \$477.18 | \$490.93 | \$506.83 | \$520.58 | \$535.93 | \$553.14 | \$570.39 | \$589.09 | \$607.78 | \$620.27 |
| Commander | Lieutenant Colonel | Wing Commander | O5 – 1 | \$420.47 | \$434.24 | \$450.13 | \$463.89 | \$479.24 | \$496.43 | \$513.70 | \$532.40 | \$551.08 | \$563.57 |
| | | | O5 – 0 | \$406.99 | \$420.76 | \$436.65 | \$450.41 | \$465.76 | \$482.96 | \$500.22 | \$518.92 | \$537.61 | \$550.10 |
| Lieutenant Commander | Major | Squadron Leader | O4 – 2 | \$350.78 | \$364.55 | \$380.44 | \$394.20 | \$409.55 | \$426.75 | \$444.01 | \$462.70 | \$481.38 | \$493.87 |
| | | | O4 – 1 | \$341.33 | \$355.11 | \$370.99 | \$384.75 | \$400.10 | \$417.31 | \$434.57 | \$453.26 | \$471.95 | \$484.43 |
| | | | O4 – 0 | \$331.86 | \$345.63 | \$361.52 | \$375.27 | \$390.62 | \$407.83 | \$425.10 | \$443.79 | \$462.47 | \$474.96 |
| Lieutenant | Captain | Flight Lieutenant | O3 – 5 | \$316.15 | \$329.92 | \$345.81 | \$359.57 | \$374.92 | \$392.12 | \$409.39 | \$428.08 | \$446.77 | \$459.25 |
| | | | O3 – 4 | \$307.16 | \$320.93 | \$336.82 | \$350.59 | \$365.93 | \$383.13 | \$400.39 | \$419.08 | \$437.78 | \$450.26 |
| | | | O3 – 3 | \$298.15 | \$311.92 | \$327.80 | \$341.56 | \$356.92 | \$374.12 | \$391.39 | \$410.07 | \$428.77 | \$441.24 |
| | | | O3 – 2 | \$289.19 | \$302.97 | \$318.85 | \$332.61 | \$347.96 | \$365.16 | \$382.42 | \$401.12 | \$419.81 | \$432.29 |
| | | | O3 – 1 | \$280.23 | \$293.99 | \$309.88 | \$323.64 | \$338.99 | \$356.19 | \$373.45 | \$392.14 | \$410.83 | \$423.33 |
| | | | O3 – 0 | \$271.24 | \$284.99 | \$300.88 | \$314.64 | \$329.99 | \$347.19 | \$364.46 | \$383.15 | \$401.83 | \$414.32 |
| Sub-Lieutenant | Lieutenant | Flying Officer | O2 – 3 | \$255.92 | \$269.68 | \$285.57 | \$299.33 | \$314.67 | \$331.87 | \$349.14 | \$367.84 | \$386.52 | \$399.02 |
| | | | O2 – 2 | \$248.52 | \$262.28 | \$278.17 | \$291.93 | \$307.28 | \$324.48 | \$341.75 | \$360.44 | \$379.13 | \$391.61 |
| | | | O2 – 1 | \$241.24 | \$255.01 | \$270.90 | \$284.66 | \$300.00 | \$317.20 | \$334.47 | \$353.17 | \$371.85 | \$384.34 |
| | | | O2 – 0 | \$234.28 | \$248.04 | \$263.93 | \$277.69 | \$293.04 | \$310.24 | \$327.50 | \$346.19 | \$364.88 | \$377.37 |
| Acting Sub-Lieutenant | Second Lieutenant | Pilot Officer | O1 – 1 | \$228.30 | \$242.06 | \$257.96 | \$271.71 | \$287.06 | \$304.27 | \$321.52 | \$340.21 | \$358.91 | \$371.39 |
| | | | O1 – 0 | \$222.31 | \$236.08 | \$251.96 | \$265.73 | \$281.08 | \$298.28 | \$315.55 | \$334.23 | \$352.93 | \$365.41 |

2 **Schedule B.4 (Other rank member appointed as officer – transitional salary rates)**

Omit Schedule B.4, substitute:

Schedule B.4
Other rank member appointed as officer – transitional salary rates

Part 1: Member of the Permanent Forces (transition to officer)

| Column 1 Rank and increment | | | | Column 2 Transitional yearly salary rates | | | | | | | | | |
|--------------------------------|-------------------|-------------------|-----------|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Navy | Army | Air Force | Increment | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Lieutenant | Captain | Flight Lieutenant | O3 – 3 | \$115,393 | \$120,421 | \$126,221 | \$131,242 | \$136,845 | \$143,124 | \$149,426 | \$156,250 | \$163,072 | \$167,626 |
| | | | O3 – 2 | \$113,079 | \$118,104 | \$123,904 | \$128,926 | \$134,528 | \$140,805 | \$147,110 | \$153,931 | \$160,750 | \$165,310 |
| | | | O3 – 1 | \$110,758 | \$115,780 | \$121,584 | \$126,602 | \$132,206 | \$138,486 | \$144,785 | \$151,610 | \$158,427 | \$162,986 |
| | | | O3 – 0 | \$108,446 | \$113,472 | \$119,273 | \$124,298 | \$129,897 | \$136,176 | \$142,474 | \$149,299 | \$156,123 | \$160,679 |
| Sub-Lieutenant | Lieutenant | Flying Officer | O2 – 3 | \$106,137 | \$111,162 | \$116,960 | \$121,983 | \$127,585 | \$133,864 | \$140,167 | \$146,986 | \$153,808 | \$158,366 |
| | | | O2 – 2 | \$103,821 | \$108,846 | \$114,644 | \$119,670 | \$125,268 | \$131,549 | \$137,849 | \$144,670 | \$151,498 | \$156,050 |
| | | | O2 – 1 | \$101,506 | \$106,532 | \$112,329 | \$117,353 | \$122,957 | \$129,235 | \$135,533 | \$142,357 | \$149,180 | \$153,737 |
| | | | O2 – 0 | \$99,185 | \$104,209 | \$110,007 | \$115,030 | \$120,631 | \$126,911 | \$133,212 | \$140,035 | \$146,859 | \$151,410 |
| Acting Sub-Lieutenant | Second Lieutenant | Pilot Officer | O1 – 0 | \$96,877 | \$101,903 | \$107,698 | \$112,724 | \$118,326 | \$124,603 | \$130,907 | \$137,727 | \$144,550 | \$149,106 |

Part 2: Member of the Reserves (transition to officer)

| Column 1 Rank and increment | | | Column 2 Transitional daily salary rates | | | | | | | | | | |
|--------------------------------|-------------------|-------------------|---|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Navy | Army | Air Force | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Lieutenant | Captain | Flight Lieutenant | O3 – 3 | \$316.15 | \$329.92 | \$345.81 | \$359.57 | \$374.92 | \$392.12 | \$409.39 | \$428.08 | \$446.77 | \$459.25 |
| | | | O3 – 2 | \$309.81 | \$323.57 | \$339.46 | \$353.22 | \$368.57 | \$385.77 | \$403.04 | \$421.73 | \$440.41 | \$452.90 |
| | | | O3 – 1 | \$303.45 | \$317.21 | \$333.11 | \$346.85 | \$362.21 | \$379.41 | \$396.67 | \$415.37 | \$434.05 | \$446.54 |
| | | | O3 – 0 | \$297.11 | \$310.88 | \$326.78 | \$340.54 | \$355.88 | \$373.08 | \$390.34 | \$409.04 | \$427.73 | \$440.22 |
| Sub-Lieutenant | Lieutenant | Flying Officer | O2 – 3 | \$290.79 | \$304.55 | \$320.44 | \$334.20 | \$349.55 | \$366.75 | \$384.02 | \$402.70 | \$421.39 | \$433.88 |
| | | | O2 – 2 | \$284.44 | \$298.21 | \$314.09 | \$327.86 | \$343.20 | \$360.41 | \$377.67 | \$396.36 | \$415.06 | \$427.53 |
| | | | O2 – 1 | \$278.10 | \$291.87 | \$307.75 | \$321.52 | \$336.87 | \$354.07 | \$371.32 | \$390.02 | \$408.71 | \$421.20 |
| | | | O2 – 0 | \$271.74 | \$285.50 | \$301.39 | \$315.15 | \$330.50 | \$347.70 | \$364.96 | \$383.66 | \$402.35 | \$414.82 |
| Acting Sub-Lieutenant | Second Lieutenant | Pilot Officer | O1 – 0 | \$265.42 | \$279.19 | \$295.06 | \$308.83 | \$324.18 | \$341.38 | \$358.65 | \$377.33 | \$396.03 | \$408.51 |

3 Schedule B.5 (Specialist officer salary rates – Chaplain and Maritime Spiritual Wellbeing Officer)

Omit Schedule B.5, substitute:

Schedule B.5

Specialist officer salary rates – Chaplain and Maritime Spiritual Wellbeing Officer

Part 1: Member of the Permanent Forces in specialist career structure – Chaplain

| Column 1 Classification | Column 2 Competency level | Column 3 Yearly salary rate |
|------------------------------------|--------------------------------------|--|
| Chaplain Division 4 | CL 3-2 | \$177,394 |
| | CL 3-1 | \$172,272 |
| Chaplain Division 3 | CL 3-2 | \$162,972 |
| | CL 3-1 | \$158,180 |
| Chaplain Division 2 | CL 3-3 | \$146,457 |
| | CL 3-2 | \$143,959 |
| | CL 3-1 | \$141,509 |
| | CL 2-4 | \$139,107 |
| | CL 2-3 | \$136,755 |
| | CL 2-2 | \$134,449 |
| | CL 2-1 | \$132,187 |
| Chaplain Division 1 | CL 2-3 | \$129,970 |
| | CL 2-2 | \$126,231 |
| | CL 2-1 | \$122,599 |
| | CL 1-2 | \$119,087 |
| | CL 1-1 | \$115,669 |

Part 2: Member of the Reserves in specialist career structure – Chaplain

| Column 1 Classification | Column 2 Competency level | Column 3 Daily salary rate |
|------------------------------------|--------------------------------------|---|
| Chaplain Division 4 | CL 3-2 | \$486.01 |
| | CL 3-1 | \$471.98 |
| Chaplain Division 3 | CL 3-2 | \$446.50 |
| | CL 3-1 | \$433.37 |
| Chaplain Division 2 | CL 3-3 | \$401.25 |
| | CL 3-2 | \$394.41 |
| | CL 3-1 | \$387.70 |
| | CL 2-4 | \$381.12 |
| | CL 2-3 | \$374.67 |
| | CL 2-2 | \$368.35 |
| | CL 2-1 | \$362.16 |
| Chaplain Division 1 | CL 2-3 | \$356.08 |
| | CL 2-2 | \$345.84 |
| | CL 2-1 | \$335.89 |
| | CL 1-2 | \$326.27 |
| | CL 1-1 | \$316.90 |

Part 3: Member of the Permanent Forces in specialist career structure – Maritime Spiritual Wellbeing Officer

| Column 1 Classification | Column 2 Competency level | Column 3 Yearly salary rate |
|---|--------------------------------------|--|
| Maritime Spiritual Wellbeing Officer Class 4 | CL 3-2 | \$177,394 |
| | CL 3-1 | \$172,272 |
| Maritime Spiritual Wellbeing Officer Class 3 | CL 3-2 | \$162,972 |
| | CL 3-1 | \$158,180 |
| Maritime Spiritual Wellbeing Officer Class 2 | CL 3-3 | \$146,457 |
| | CL 3-2 | \$143,959 |
| | CL 3-1 | \$141,509 |
| | CL 2-4 | \$139,107 |
| | CL 2-3 | \$136,755 |
| | CL 2-2 | \$134,449 |
| | CL 2-1 | \$132,187 |
| Maritime Spiritual Wellbeing Officer Class 1 | CL 2-3 | \$129,970 |
| | CL 2-2 | \$126,231 |
| | CL 2-1 | \$122,599 |
| | CL 1-2 | \$119,087 |
| | CL 1-1 | \$115,669 |

Part 4: Member of the Reserves in specialist career structure – Maritime Spiritual Wellbeing Officer

| Column 1 Classification | Column 2 Competency level | Column 3 Daily salary rate |
|---|--------------------------------------|---|
| Maritime Spiritual Wellbeing Officer Class 4 | CL 3-2 | \$486.01 |
| | CL 3-1 | \$471.98 |
| Maritime Spiritual Wellbeing Officer Class 3 | CL 3-2 | \$446.50 |
| | CL 3-1 | \$433.37 |
| Maritime Spiritual Wellbeing Officer Class 2 | CL 3-3 | \$401.25 |
| | CL 3-2 | \$394.41 |
| | CL 3-1 | \$387.70 |
| | CL 2-4 | \$381.12 |
| | CL 2-3 | \$374.67 |
| | CL 2-2 | \$368.35 |
| | CL 2-1 | \$362.16 |
| Maritime Spiritual Wellbeing Officer Class 1 | CL 2-3 | \$356.08 |
| | CL 2-2 | \$345.84 |
| | CL 2-1 | \$335.89 |
| | CL 1-2 | \$326.27 |
| | CL 1-1 | \$316.90 |

4 Schedule B.6 (Specialist officer salary rates – dental officer)

Omit Schedule B.6, substitute:

**Schedule B.6
Specialist officer salary rates – dental officer**

Part 1: Member of the Permanent Forces (officer) in specialist career structure

| Column 1 Rank | | | Column 2 Dental level | Column 3 Yearly salary rate |
|---------------------------------|-------------------------------|------------------------------|--|-----------------------------------|
| Navy | Army | Air Force | | |
| Captain | Colonel | Group Captain | DL 4 | \$243,674 |
| | | | DL 3 | \$230,051 |
| Commander | Lieutenant Colonel | Wing Commander | DL 4 | \$224,577 |
| | | | DL 3 | \$212,038 |
| | | | DL 2 (higher duties or temporary duty only) | \$188,893 |
| Lieutenant Commander | Major | Squadron Leader | DL 4 | \$213,468 |
| | | | DL 3-3 | \$201,686 |
| | | | DL 3-2 | \$195,968 |
| | | | DL 3-1 | \$190,414 |
| | | | DL 2-3 | \$179,939 |
| | | | DL 2-2 | \$174,852 |
| | | | DL 2-1 | \$169,911 |
| Lieutenant | Captain | Flight Lieutenant | DL 4 | \$196,281 |
| | | | DL 3-3 | \$185,475 |
| | | | DL 3-2 | \$180,225 |
| | | | DL 3-1 | \$175,131 |
| | | | DL 2-3 | \$165,519 |
| | | | DL 2-2 | \$160,853 |
| | | | DL 2-1 | \$156,318 |
| | | | DL 1-2 | \$126,128 |
| DL 1-1 | \$122,141 | | | |

Part 2: Member of the Reserves (officer) in specialist career structure

| Column 1 Rank | | | Column 2 Dental level | Column 3 Daily salary rate |
|---------------------------------|-------------------------------|------------------------------|-------------------------------|----------------------------------|
| Navy | Army | Air Force | | |
| Captain | Colonel | Group Captain | DL 4 | \$667.60 |
| | | | DL 3 | \$630.28 |
| Commander | Lieutenant Colonel | Wing Commander | DL 4 | \$615.28 |
| | | | DL 3 | \$580.93 |
| | | | DL 2 (temporary duty only) | \$517.52 |
| Lieutenant Commander | Major | Squadron Leader | DL 4 | \$584.84 |
| | | | DL 3-3 | \$552.56 |
| | | | DL 3-2 | \$536.90 |
| | | | DL 3-1 | \$521.68 |
| | | | DL 2-3 | \$492.98 |
| | | | DL 2-2 | \$479.05 |
| | | | DL 2-1 | \$465.51 |
| Lieutenant | Captain | Flight Lieutenant | DL 4 | \$537.76 |
| | | | DL 3-3 | \$508.15 |
| | | | DL 3-2 | \$493.77 |
| | | | DL 3-1 | \$479.81 |
| | | | DL 2-3 | \$453.48 |
| | | | DL 2-2 | \$440.69 |
| | | | DL 2-1 | \$428.27 |
| | | | DL 1-2 | \$345.56 |
| | | | DL 1-1 | \$334.63 |

5 **Schedule B.7 (Specialist officer salary rates – legal officer)**

Omit Schedule B.7, substitute:

Schedule B.7
Specialist officer salary rates – legal officer

Part 1: Member of the Permanent Forces (officer) in specialist career structure

| Column 1 Rank | | | Column 2 Legal level | Column 3 Yearly salary rate |
|---------------------------------|-------------------------------|----------------------------|---|-----------------------------------|
| Navy | Army | Air Force | | |
| Captain | Colonel | Group Captain | LL 5-2 | \$228,754 |
| | | | LL 5-1 | \$221,050 |
| | | | LL 4 | \$214,499 |
| | | | LL 3 (higher duties or temporary duty only) | \$204,725 |
| | | | | |
| Commander | Lieutenant Colonel | Wing Commander | LL 5 | \$214,499 |
| | | | LL 4-2 | \$207,948 |
| | | | LL 4-1 | \$200,661 |
| | | | LL 3-2 | \$194,954 |
| | | | LL 3-1 | \$189,366 |
| Lieutenant Commander | Major | Squadron Leader | LL 4-4 | \$197,090 |
| | | | LL 4-3 | \$192,597 |
| | | | LL 4-2 | \$188,366 |
| | | | LL 4-1 | \$184,397 |
| | | | LL 3-4 | \$178,072 |
| | | | LL 3-3 | \$168,379 |
| | | | LL 3-2 | \$163,538 |
| | | | LL 3-1 | \$153,583 |
| | | | LL 2-4 | \$134,464 |
| | | | LL 2-3 | \$133,059 |
| | | | LL 2-2 | \$129,614 |
| | | | LL 2-1 | \$126,156 |
| | | | Lieutenant | Captain |
| LL 3-1 | \$134,464 | | | |
| LL 2-6 | \$120,421 | | | |
| LL 2-5 | \$117,139 | | | |
| LL 2-4 | \$113,849 | | | |
| LL 2-3 | \$110,583 | | | |
| LL 2-2 | \$107,307 | | | |
| LL 2-1 | \$104,022 | | | |
| LL 1 | \$101,229 | | | |
| Sub- Lieutenant | Lieutenant | Flying Officer | LL 1 | \$90,533 |

Part 2: Member of the Reserves (officer) in specialist career structure

| Column 1 Rank | | | Column 2 Legal level | Column 3 Daily salary rate |
|---------------------------------|-------------------------------|------------------------------|---|----------------------------------|
| Navy | Army | Air Force | | |
| Captain | Colonel | Group Captain | LL-A | \$587.67 |
| | | | LL-B | \$569.72 |
| | | | LL 5-2 | \$626.72 |
| | | | LL 5-1 | \$605.62 |
| | | | LL 4 | \$587.67 |
| | | | LL 3 (higher duties or temporary duty only) | \$560.89 |
| Commander | Lieutenant Colonel | Wing Commander | LL-A | \$587.67 |
| | | | LL-B | \$569.72 |
| | | | LL 5 | \$587.67 |
| | | | LL 4-2 | \$569.72 |
| | | | LL 4-1 | \$549.76 |
| | | | LL 3-2 | \$534.12 |
| | | | LL 3-1 | \$518.81 |
| Lieutenant Commander | Major | Squadron Leader | LL-A | \$587.67 |
| | | | LL-B | \$569.72 |
| | | | LL 4-4 | \$539.97 |
| | | | LL 4-3 | \$527.66 |
| | | | LL 4-2 | \$516.07 |
| | | | LL 4-1 | \$505.20 |
| | | | LL 3-4 | \$487.87 |
| | | | LL 3-3 | \$461.31 |
| | | | LL 3-2 | \$448.05 |
| | | | LL 3-1 | \$420.78 |
| | | | LL 2-4 | \$368.39 |
| | | | LL 2-3 | \$364.55 |
| | | | LL 2-2 | \$355.11 |
| LL 2-1 | \$345.63 | | | |
| Lieutenant | Captain | Flight Lieutenant | LL-A | \$587.67 |
| | | | LL-B | \$569.72 |
| | | | LL 3-2 | \$395.69 |
| | | | LL 3-1 | \$368.39 |
| | | | LL 2-6 | \$329.92 |
| | | | LL 2-5 | \$320.93 |
| | | | LL 2-4 | \$311.92 |
| | | | LL 2-3 | \$302.97 |
| | | | LL 2-2 | \$293.99 |
| | | | LL 2-1 | \$284.99 |
| LL 1 | \$277.34 | | | |
| Sub- Lieutenant | Lieutenant | Flying Officer | LL 1 | \$248.04 |

6 **Schedule B.8 (Specialist officer salary rates – medical officer)**

Omit Schedule B.8, substitute:

Schedule B.8

Specialist officer salary rates – medical officer

Part 1: Member of the Permanent Forces (officer) in specialist career structure

| Column 1 Rank | | | Column 2 Military Medical level | Column 3 Yearly salary rate |
|------------------|---------------------------|-----------------------|------------------------------------|--------------------------------|
| Navy | Army | Air Force | | |
| Captain | Colonel | Group Captain | MML 4-3 | \$345,280 |
| | | | MML 4-2 | \$336,856 |
| | | | MML 4-1 | \$328,678 |
| | | | MML 3A-4 | \$345,126 |
| | | | MML 3A-3 | \$336,709 |
| | | | MML 3A-2 | \$327,219 |
| | | | MML 3A-1 | \$315,544 |
| | | | MML 3-5 | \$328,678 |
| | | | MML 3-4 | \$322,031 |
| | | | MML 3-3 | \$315,544 |
| | | | MML 3-2 | \$309,216 |
| | | | MML 3-1 | \$301,843 |
| | | | MML 2B-2 | \$225,773 |
| | | | MML 2B-1 | \$217,319 |
| | | | MML 2A-4 | \$208,870 |
| | | | MML 2A-3 | \$198,978 |
| | | | MML 2A-2 | \$194,678 |
| MML 2A-1 | \$190,501 | | | |
| Commander | Lieutenant Colonel | Wing Commander | MML 4-3 | \$331,572 |
| | | | MML 4-2 | \$323,148 |
| | | | MML 4-1 | \$314,970 |
| | | | MML 3A-4 | \$331,418 |
| | | | MML 3A-3 | \$323,001 |
| | | | MML 3A-2 | \$313,511 |
| | | | MML 3A-1 | \$301,836 |
| | | | MML 3-5 | \$314,970 |
| | | | MML 3-4 | \$308,323 |
| | | | MML 3-3 | \$301,836 |
| | | | MML 3-2 | \$295,508 |
| | | | MML 3-1 | \$288,135 |
| | | | MML 2B-2 | \$212,064 |
| | | | MML 2B-1 | \$203,611 |
| | | | MML 2A-4 | \$195,162 |
| | | | MML 2A-3 | \$185,270 |
| | | | MML 2A-2 | \$180,970 |
| MML 2A-1 | \$176,793 | | | |

| | | | | |
|-----------------------------|----------------|--------------------------|---------------------------|-----------|
| Lieutenant Commander | Major | Squadron Leader | MML 4-3 | \$319,932 |
| | | | MML 4-2 | \$311,508 |
| | | | MML 4-1 | \$303,331 |
| | | | MML 3A-4 | \$319,778 |
| | | | MML 3A-3 | \$311,361 |
| | | | MML 3A-2 | \$301,871 |
| | | | MML 3A-1 | \$290,196 |
| | | | MML 3-5 | \$303,331 |
| | | | MML 3-4 | \$296,683 |
| | | | MML 3-3 | \$290,196 |
| | | | MML 3-2 | \$283,868 |
| | | | MML 3-1 | \$276,495 |
| | | | MML 2B-2 | \$200,425 |
| | | | MML 2B-1 | \$191,972 |
| | | | MML 2A-4 | \$183,523 |
| | | | MML 2A-3 | \$173,630 |
| | | | MML 2A-2 | \$169,330 |
| | | | MML 2A-1 | \$165,153 |
| | | | MML 1-4 | \$140,909 |
| | | | MML 1-3 (senior resident) | \$126,156 |
| Lieutenant | Captain | Flight Lieutenant | MML 4-3 | \$308,230 |
| | | | MML 4-2 | \$299,806 |
| | | | MML 4-1 | \$291,628 |
| | | | MML 3A-4 | \$308,077 |
| | | | MML 3A-3 | \$299,659 |
| | | | MML 3A-2 | \$290,727 |
| | | | MML 3A-1 | \$278,494 |
| | | | MML 3-5 | \$291,628 |
| | | | MML 3-4 | \$284,980 |
| | | | MML 3-3 | \$278,494 |
| | | | MML 3-2 | \$272,166 |
| | | | MML 3-1 | \$264,794 |
| | | | MML 2B-2 | \$188,722 |
| | | | MML 2B-1 | \$180,269 |
| | | | MML 2A-4 | \$171,822 |
| | | | MML 2A-3 | \$161,929 |
| | | | MML 2A-2 | \$157,628 |
| | | | MML 2A-1 | \$153,451 |
| | | | MML 1-4 | \$129,488 |
| | | | MML 1-3 (senior resident) | \$114,989 |
| MML 1-2 (resident) | \$104,022 | | | |

Part 2: Member of the Permanent Forces (officer) in specialist officer career structure (medicine trauma specialist)

| Column 1 Rank | | | Column 2 Increment | Column 3 Yearly salary rate |
|---|---|--|-------------------------------|--|
| Navy | Army | Air Force | | |
| Commander and above | Lieutenant Colonel and above | Wing Commander and above | 6 | \$429,877 |
| | | | 5 | \$419,993 |
| | | | 4 | \$407,644 |
| | | | 3 | \$391,307 |
| | | | 2 | \$376,764 |
| | | | 1 | \$364,412 |
| | | | entry | \$352,058 |
| | | | | |
| Lieutenant Commander and below | Major and below | Squadron Leader and below | 6 | \$429,877 |
| | | | 5 | \$419,993 |
| | | | 4 | \$407,644 |
| | | | 3 | \$391,307 |
| | | | 2 | \$376,764 |
| | | | 1 | \$364,412 |
| | | | entry | \$352,058 |

Part 3: Member of the Reserves (officer) in specialist career structure

| Column 1 Rank | | | Column 2 Military Medical level | Column 3 Daily salary rate |
|--------------------------|-------------------------------|---------------------------|--|---|
| Navy | Army | Air Force | | |
| Captain | Colonel | Group Captain | MML 4-3 | \$945.97 |
| | | | MML 4-2 | \$922.89 |
| | | | MML 4-1 | \$900.49 |
| | | | MML 3A-4 | \$945.55 |
| | | | MML 3A-3 | \$922.49 |
| | | | MML 3A-2 | \$896.49 |
| | | | MML 3A-1 | \$864.50 |
| | | | MML 3-5 | \$900.49 |
| | | | MML 3-4 | \$882.28 |
| | | | MML 3-3 | \$864.50 |
| | | | MML 3-2 | \$847.17 |
| | | | MML 3-1 | \$826.97 |
| | | | MML 2B-2 | \$618.56 |
| | | | MML 2B-1 | \$595.39 |
| | | | MML 2A-4 | \$572.25 |
| | | | MML 2A-3 | \$545.15 |
| | | | MML 2A-2 | \$533.36 |
| | | | MML 2A-1 | \$521.92 |
| Commander | Lieutenant Colonel | Wing Commander | MML 4-3 | \$908.42 |
| | | | MML 4-2 | \$885.34 |
| | | | MML 4-1 | \$862.93 |
| | | | MML 3A-4 | \$907.99 |
| | | | MML 3A-3 | \$884.93 |
| | | | MML 3A-2 | \$858.93 |
| | | | MML 3A-1 | \$826.95 |
| | | | MML 3-5 | \$862.93 |
| | | | MML 3-4 | \$844.72 |
| | | | MML 3-3 | \$826.95 |
| | | | MML 3-2 | \$809.61 |
| | | | MML 3-1 | \$789.41 |
| | | | MML 2B-2 | \$581.00 |
| | | | MML 2B-1 | \$557.84 |
| | | | MML 2A-4 | \$534.69 |
| MML 2A-3 | \$507.59 | | | |
| MML 2A-2 | \$495.81 | | | |
| MML 2A-1 | \$484.36 | | | |

| | | | | |
|-----------------------------|----------------|--------------------------|---------------------------|----------|
| Lieutenant Commander | Major | Squadron Leader | MML 4-3 | \$876.53 |
| | | | MML 4-2 | \$853.45 |
| | | | MML 4-1 | \$831.04 |
| | | | MML 3A-4 | \$876.10 |
| | | | MML 3A-3 | \$853.04 |
| | | | MML 3A-2 | \$827.04 |
| | | | MML 3A-1 | \$795.06 |
| | | | MML 3-5 | \$831.04 |
| | | | MML 3-4 | \$812.83 |
| | | | MML 3-3 | \$795.06 |
| | | | MML 3-2 | \$777.72 |
| | | | MML 3-1 | \$757.52 |
| | | | MML 2B-2 | \$549.11 |
| | | | MML 2B-1 | \$525.95 |
| | | | MML 2A-4 | \$502.80 |
| | | | MML 2A-3 | \$475.70 |
| | | | MML 2A-2 | \$463.92 |
| | | | MML 2A-1 | \$452.47 |
| | | | MML 1-4 | \$386.05 |
| | | | MML 1-3 (senior resident) | \$345.63 |
| Lieutenant | Captain | Flight Lieutenant | MML 4-3 | \$844.47 |
| | | | MML 4-2 | \$821.39 |
| | | | MML 4-1 | \$798.98 |
| | | | MML 3A-4 | \$844.05 |
| | | | MML 3A-3 | \$820.98 |
| | | | MML 3A-2 | \$796.51 |
| | | | MML 3A-1 | \$763.00 |
| | | | MML 3-5 | \$798.98 |
| | | | MML 3-4 | \$780.77 |
| | | | MML 3-3 | \$763.00 |
| | | | MML 3-2 | \$745.66 |
| | | | MML 3-1 | \$725.46 |
| | | | MML 2B-2 | \$517.05 |
| | | | MML 2B-1 | \$493.89 |
| | | | MML 2A-4 | \$470.75 |
| | | | MML 2A-3 | \$443.64 |
| | | | MML 2A-2 | \$431.86 |
| | | | MML 2A-1 | \$420.41 |
| | | | MML 1-4 | \$354.76 |
| | | | MML 1-3 (senior resident) | \$315.04 |
| MML 1-2 (resident) | \$284.99 | | | |

Part 4: Member of the Reserves (officer) in specialist officer career structure (medicine trauma specialist)

| Column 1 Rank | | | Column 2 Increment | Column 3 Daily salary rate |
|---------------------------------------|---------------------------|----------------------------------|-----------------------|----------------------------------|
| Navy | Army | Air Force | | |
| Commander | Lieutenant Colonel | Wing Commander | 6 | \$1,177.75 |
| | | | 5 | \$1,150.67 |
| | | | 4 | \$1,116.83 |
| | | | 3 | \$1,072.07 |
| | | | 2 | \$1,032.23 |
| | | | 1 | \$998.39 |
| | | | entry | \$964.54 |
| | | | | |
| Lieutenant Commander and below | Major and below | Squadron Leader and below | 6 | \$1,177.75 |
| | | | 5 | \$1,150.67 |
| | | | 4 | \$1,116.83 |
| | | | 3 | \$1,072.07 |
| | | | 2 | \$1,032.23 |
| | | | 1 | \$998.39 |
| | | | entry | \$964.54 |
| | | | | |

7 Schedule B.10 (Service Warrant Officer and Warrant Officer Class 1 salary rates)

Omit Schedule B.10, substitute:

Schedule B.10

Service Warrant Officer and Warrant Officer Class 1 salary rates

Part 1: Member of the Permanent Forces (Service Warrant Officers)

| Column 1 Rank | Column 2 Yearly rate of salary |
|-------------------------|-----------------------------------|
| Service Warrant Officer | \$158,200 |

Part 1A: Member of the Reserves (Service Warrant Officers)

| Column 1 Rank | Column 2 Daily rate of salary |
|-------------------------|----------------------------------|
| Service Warrant Officer | \$433.42 |

Part 2: Member of the Permanent Forces (Warrant Officer Class 1)

| Column 1 | Column 2 | | | | | | | | | |
|---------------|-------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Yearly rate of salary for pay grade | | | | | | | | | |
| Rank and tier | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| WO1 - Tier C | - | - | - | - | - | - | - | \$145,482 | \$151,601 | \$158,200 |
| WO1 - Tier B | - | - | - | \$125,240 | \$129,736 | \$134,588 | \$139,826 | \$145,482 | \$151,601 | \$158,200 |
| WO1 - Tier A2 | \$111,298 | \$114,302 | \$118,155 | \$122,310 | \$126,804 | \$131,655 | \$136,897 | \$142,554 | \$148,666 | \$155,268 |
| WO1 - Tier A1 | \$109,390 | \$112,392 | \$116,243 | \$120,406 | \$124,898 | \$129,744 | \$134,987 | \$140,646 | \$146,756 | \$153,358 |

Part 3: Member of the Reserves (Warrant Officer Class 1)

| Column 1 | Column 2 | | | | | | | | | |
|---------------|------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | Daily rate of salary for pay grade | | | | | | | | | |
| Rank and tier | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| WO1 - Tier C | - | - | - | - | - | - | - | \$398.58 | \$415.35 | \$433.42 |
| WO1 - Tier B | - | - | - | \$343.12 | \$355.44 | \$368.73 | \$383.08 | \$398.58 | \$415.35 | \$433.42 |
| WO1 - Tier A2 | \$304.93 | \$313.16 | \$323.71 | \$335.10 | \$347.41 | \$360.70 | \$375.06 | \$390.56 | \$407.30 | \$425.39 |
| WO1 - Tier A1 | \$299.70 | \$307.92 | \$318.47 | \$329.88 | \$342.19 | \$355.46 | \$369.83 | \$385.33 | \$402.07 | \$420.16 |

Schedule B.12 (Other rank salary rates)

Omit Schedule B.12, substitute:

Schedule B.12

Other rank salary rates

Part 1: Member of the Permanent Forces (Other ranks)

| Column 1 Rank and increment | | | | Column 2 Yearly salary rate for pay grade | | | | | | | | | |
|--------------------------------|-------------------------|---------------------|-----------|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Navy | Army | Air Force | Increment | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Chief Petty Officer | Warrant Officer Class 2 | Flight Sergeant | 1 | \$104,001 | \$107,002 | \$110,855 | \$115,016 | \$119,508 | \$124,358 | \$129,598 | \$135,258 | \$141,369 | \$147,970 |
| | | | 0 | \$102,240 | \$105,243 | \$109,098 | \$113,256 | \$117,749 | \$122,600 | \$127,841 | \$133,501 | \$139,610 | \$146,213 |
| | | | | | | | | | | | | | |
| | Staff Sergeant | | 0 | \$99,445 | \$102,447 | \$106,297 | \$110,458 | \$114,951 | \$119,803 | \$125,041 | \$130,698 | \$136,811 | \$143,414 |
| Petty Officer | Sergeant | Sergeant | 2 | \$94,008 | \$97,010 | \$100,864 | \$105,021 | \$109,516 | \$114,365 | \$119,605 | \$125,264 | \$131,377 | \$137,978 |
| | | | 1 | \$92,444 | \$95,447 | \$99,298 | \$103,459 | \$107,952 | \$112,805 | \$118,039 | \$123,700 | \$129,812 | \$136,415 |
| | | | 0 | \$90,912 | \$93,914 | \$97,765 | \$101,927 | \$106,419 | \$111,272 | \$116,508 | \$122,168 | \$128,279 | \$134,882 |
| | | | | | | | | | | | | | |
| Leading Seaman | Corporal | Corporal | 2 | \$83,721 | \$86,724 | \$90,573 | \$94,734 | \$99,230 | \$104,078 | \$109,315 | \$114,977 | \$121,085 | \$127,689 |
| | | | 1 | \$82,361 | \$85,363 | \$89,215 | \$93,376 | \$97,869 | \$102,718 | \$107,959 | \$113,618 | \$119,727 | \$126,328 |
| | | | 0 | \$81,027 | \$84,030 | \$87,882 | \$92,041 | \$96,532 | \$101,386 | \$106,627 | \$112,284 | \$118,397 | \$125,002 |
| | | | | | | | | | | | | | |
| | Lance Corporal | | 0 | \$76,039 | \$79,040 | \$82,888 | \$87,053 | \$91,545 | \$96,394 | \$101,632 | \$107,294 | \$113,402 | \$120,007 |
| Able Seaman | Private Proficient* | Leading Aircraftman | 0 | \$74,855 | \$77,858 | \$81,711 | \$85,870 | \$90,362 | \$95,216 | \$100,452 | \$106,110 | \$112,223 | \$118,822 |
| Seaman | Private | Aircraftman | 0 | \$73,695 | \$76,700 | \$80,549 | \$84,710 | \$89,203 | \$94,054 | \$99,295 | \$104,952 | \$111,063 | \$117,668 |

*Note: Private Proficient is not an ADF rank. It is a proficiency point for which a higher rate of salary is provided.

Part 2: Member of the Reserves (Other ranks)

| Column 1 Rank and increment | | | | Column 2 Daily salary rate for pay grade | | | | | | | | | |
|--------------------------------|-------------------------|---------------------|-----------|---|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Navy | Army | Air Force | Increment | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Chief Petty Officer | Warrant Officer Class 2 | Flight Sergeant | 1 | \$284.93 | \$293.16 | \$303.71 | \$315.11 | \$327.42 | \$340.71 | \$355.06 | \$370.57 | \$387.31 | \$405.40 |
| | | | 0 | \$280.11 | \$288.34 | \$298.90 | \$310.29 | \$322.60 | \$335.89 | \$350.25 | \$365.76 | \$382.49 | \$400.58 |
| | Staff Sergeant | | 0 | \$272.45 | \$280.68 | \$291.22 | \$302.62 | \$314.93 | \$328.23 | \$342.58 | \$358.08 | \$374.82 | \$392.92 |
| Petty Officer | Sergeant | Sergeant | 2 | \$257.56 | \$265.78 | \$276.34 | \$287.73 | \$300.04 | \$313.33 | \$327.68 | \$343.19 | \$359.94 | \$378.02 |
| | | | 1 | \$253.27 | \$261.50 | \$272.05 | \$283.45 | \$295.76 | \$309.05 | \$323.39 | \$338.90 | \$355.65 | \$373.74 |
| | | | 0 | \$249.07 | \$257.30 | \$267.85 | \$279.25 | \$291.56 | \$304.85 | \$319.20 | \$334.71 | \$351.45 | \$369.54 |
| | | | | | | | | | | | | | |
| Leading Seaman | Corporal | Corporal | 2 | \$229.37 | \$237.60 | \$248.15 | \$259.55 | \$271.86 | \$285.15 | \$299.49 | \$315.01 | \$331.74 | \$349.83 |
| | | | 1 | \$225.65 | \$233.87 | \$244.42 | \$255.82 | \$268.13 | \$281.42 | \$295.78 | \$311.28 | \$328.02 | \$346.10 |
| | | | 0 | \$221.99 | \$230.22 | \$240.77 | \$252.17 | \$264.47 | \$277.77 | \$292.13 | \$307.63 | \$324.38 | \$342.47 |
| | | | | | | | | | | | | | |
| | Lance Corporal | | 0 | \$208.33 | \$216.55 | \$227.09 | \$238.50 | \$250.81 | \$264.09 | \$278.44 | \$293.96 | \$310.69 | \$328.79 |
| Able Seaman | Private Proficient* | Leading Aircraftman | 0 | \$205.08 | \$213.31 | \$223.87 | \$235.26 | \$247.57 | \$260.87 | \$275.21 | \$290.71 | \$307.46 | \$325.54 |
| Seaman | Private | Aircraftman | 0 | \$201.90 | \$210.14 | \$220.68 | \$232.08 | \$244.39 | \$257.68 | \$272.04 | \$287.54 | \$304.28 | \$322.38 |

*Note: Private Proficient is not an ADF rank. It is a proficiency point for which a higher rate of salary is provided.

9 Schedule B.13 (Trainee salary rates)

Omit Schedule B.13, substitute:

Schedule B.13

Trainee salary rates

Part 1: Member of the Permanent Forces (trainee)

| Column 1 Item | Column 2 Training capacity | Column 3 Yearly salary rate |
|--------------------------|---|--|
| 1. | Normal entry recruit during basic recruit training | \$56,385 |
| 2. | Member undergoing initial category or trade or employment training 0-6 months 6-12 months 12 months or more | \$64,439 \$67,661 \$70,883 |
| 3. | Member undertaking a combination of degree course and officer training, or study in preparation for such a course: while undertaking matriculation or equivalent studies 1 st year of training 2 nd year of training 3 rd year of training 4 th year of training | \$43,947 \$50,841 \$57,735 \$64,629 \$71,522 |
| 4. | Member participating in the undergraduate entry scheme completing a degree greater than three years: with six years to graduation with five years to graduation with four years to graduation with three years to graduation with two years to graduation in the final year 1 st postgraduate legal year 1 st postgraduate medical year (year of internship) Member participating in undergraduate entry scheme completing a three year degree: with three years to graduation with two years to graduation in the final year | \$31,883 \$31,883 \$38,777 \$45,671 \$52,565 \$59,458 \$81,863 \$87,379 \$38,777 \$45,671 \$52,565 |
| 5. | Member participating in the officer tertiary recruitment scheme who immediately before entering the scheme was not a member rendering continuous full-time service, and: with six years to graduation with five years to graduation with four years to graduation with three years to graduation with two years to graduation in the final year | \$31,883 \$31,883 \$38,777 \$45,671 \$52,565 \$59,458 |

| | | |
|----|---|--|
| 6. | <p>Member undergoing officer training and not undertaking a degree course:</p> <p>member of the Army or Air Force:</p> <ul style="list-style-type: none"> • without a degree (0-6 months) • without a degree (6 months or more) • with a degree <p>member of the Navy:</p> <ul style="list-style-type: none"> • without a degree (1st year) • without a degree (2nd year) • with a degree | <p>\$64,629</p> <p>\$71,522</p> <p>\$71,522</p> <p>\$64,629</p> <p>\$71,522</p> <p>\$71,522</p> |
| 7. | <p>Member participating in the graduate medical scheme who immediately before entering the scheme was not a member rendering continuous full-time service, and in:</p> <p>1st year of training</p> <p>2nd year of training</p> <p>3rd year of training</p> <p>4th year of training</p> <p>year of internship (1st postgraduate medical year)</p> | <p>\$73,856</p> <p>\$76,977</p> <p>\$79,057</p> <p>\$82,178</p> <p>\$87,379</p> |

Part 2: Member of the Reserves (trainee)

| Column 1 Item | Column 2 Training capacity | Column 3 Daily salary rate |
|------------------|---|---------------------------------|
| 1. | Normal entry recruit during basic recruit training | \$154.48 |
| 2. | Member undergoing initial category or trade or employment training | \$176.55 |
| 3. | <p>Student /Member at Officer Training Unit:</p> <p>without a degree</p> <p>with a degree</p> | <p>\$177.07</p> <p>\$195.95</p> |

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

Omit Schedule B.14, substitute:

Schedule B.14

Specialist officer salary rates – aviation

Part 1: Member of the Permanent Forces (specialist officer)

| Column 1 Item | Column 2 Class | Column 3 Experience level | Column 4 Yearly salary rate |
|------------------|--|---------------------------------|-----------------------------------|
| 1. | Aircrew All air traffic controllers Flight test engineers | AS 0 | \$121,134 |
| | | AS 1 | \$125,506 |
| | | AS 2 | \$129,884 |
| | | AS 3 | \$134,255 |
| | | AS 4 | \$138,631 |
| | | AS 5 | \$143,002 |
| | | AS 6 | \$147,378 |
| | | AS 7 | \$151,751 |
| | | AS 8 | \$156,124 |
| | | AS 9 | \$160,496 |
| | | AS 10 | \$164,870 |
| | | AS 11 | \$169,243 |
| | | AS 12 | \$173,616 |
| | | AS 13 | \$177,990 |
| | | AS 14 | \$182,364 |
| | | AS 15 | \$186,734 |
| AS 16 | \$191,109 | | |
| 2. | all aircrew officers air traffic controller officers who have held a detachment command position flight test engineers | AS 17 | \$195,480 |
| | | AS 18 | \$198,398 |
| | | AS 19 | \$201,315 |
| | | | |
| 3. | all aircrew officers flight test engineers | AS 20 | \$204,229 |
| | | AS 21 | \$207,145 |
| | | AS 22 | \$210,062 |
| | | AS 23 | \$212,973 |
| | | AS 24 | \$215,889 |
| 4 | Aircrew officers who have held the rank of Colonel and either command at Tier 1 or Tier 2 (General Service Officer Grade 8) Flight test engineers who have held command at Tier 1 or Tier 2 | AS 25 | \$218,809 |
| | | AS 26 | \$221,720 |
| | | AS 27 | \$224,639 |
| | | AS 28 | \$227,555 |
| | | AS 29 | \$230,469 |

Part 2: Member of the Reserves (specialist officer)

| Column 1 Item | Column 2 Class | Column 3 Experience level | Column 4 Daily salary rate |
|------------------|--|---------------------------------|----------------------------------|
| 1. | Aircrew All air traffic controllers Flight test engineers | AS 0 | \$331.87 |
| | | AS 1 | \$343.85 |
| | | AS 2 | \$355.85 |
| | | AS 3 | \$367.82 |
| | | AS 4 | \$379.81 |
| | | AS 5 | \$391.79 |
| | | AS 6 | \$403.78 |
| | | AS 7 | \$415.76 |
| | | AS 8 | \$427.74 |
| | | AS 9 | \$439.72 |
| | | AS 10 | \$451.70 |
| | | AS 11 | \$463.68 |
| | | AS 12 | \$475.66 |
| | | AS 13 | \$487.64 |
| | | AS 14 | \$499.63 |
| | | AS 15 | \$511.60 |
| AS 16 | \$523.59 | | |
| 2. | all aircrew officers air traffic controller officers who have held a detachment command position flight test engineers | AS 17 | \$535.56 |
| | | AS 18 | \$543.56 |
| | | AS 19 | \$551.55 |
| | | | |
| 3. | all aircrew officers flight test engineers | AS 20 | \$559.53 |
| | | AS 21 | \$567.52 |
| | | AS 22 | \$575.51 |
| | | AS 23 | \$583.49 |
| | | AS 24 | \$591.48 |
| 4 | Aircrew officers who have held the rank of Colonel and either command at Tier 1 or Tier 2 (General Service Officer Grade 8) Flight test engineers who have held command at Tier 1 or Tier 2 | AS 25 | \$599.48 |
| | | AS 26 | \$607.45 |
| | | AS 27 | \$615.45 |
| | | AS 28 | \$623.44 |
| | | AS 29 | \$631.42 |

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

| Column 1 Item | Column 2 Officer Aviation increment | Column 3 Annual salary rate |
|--------------------------|--|--|
| 1. | OA 37 | \$231,414 |
| 2. | OA 36 | \$227,555 |
| 3. | OA 35 | \$224,639 |
| 4. | OA 34 | \$221,720 |
| 5. | OA 33 | \$218,809 |
| 6. | OA 32 | \$215,889 |
| 7. | OA 31 | \$212,973 |
| 8. | OA 30 | \$210,062 |
| 9. | OA 29 | \$207,145 |
| 10. | OA 28 | \$204,229 |
| 11. | OA 27 | \$201,315 |
| 12. | OA 26 | \$198,398 |
| 13. | OA 25 | \$195,480 |
| 14. | OA 24 | \$191,109 |
| 15. | OA 23 | \$186,734 |
| 16. | OA 22 | \$182,364 |
| 17. | OA 21 | \$177,990 |
| 18. | OA 20 | \$173,616 |
| 19. | OA 19 | \$169,243 |
| 20. | OA 18 | \$164,870 |
| 21. | OA 17 | \$160,496 |
| 22. | OA 16 | \$156,124 |
| 23. | OA 15 | \$151,751 |
| 24. | OA 14 | \$147,378 |
| 25. | OA 13 | \$143,002 |
| 26. | OA 12 | \$138,631 |
| 27. | OA 11 | \$134,255 |
| 28. | OA 10 | \$129,884 |
| 29. | OA 9 | \$125,506 |
| 30. | OA 8 | \$121,134 |
| 31. | OA 7 | \$116,778 |
| 32. | OA 6 | \$112,405 |
| 33. | OA 5 | \$108,033 |
| 34. | OA 4 | \$103,660 |
| 35. | OA 3 | \$99,288 |
| 36. | OA 2 | \$94,917 |
| 37. | OA 1 | \$90,542 |
| 38. | OA 0 | \$86,171 |

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

| Column 1 Item | Column 2 Officer Aviation increment | Column 3 Daily salary rate |
|--------------------------|--|---------------------------------------|
| 1. | OA 37 | \$634.01 |
| 2. | OA 36 | \$623.44 |
| 3. | OA 35 | \$615.45 |
| 4. | OA 34 | \$607.45 |
| 5. | OA 33 | \$599.48 |
| 6. | OA 32 | \$591.48 |
| 7. | OA 31 | \$583.49 |
| 8. | OA 30 | \$575.51 |
| 9. | OA 29 | \$567.52 |
| 10. | OA 28 | \$559.53 |
| 11. | OA 27 | \$551.55 |
| 12. | OA 26 | \$543.56 |
| 13. | OA 25 | \$535.56 |
| 14. | OA 24 | \$523.59 |
| 15. | OA 23 | \$511.60 |
| 16. | OA 22 | \$499.63 |
| 17. | OA 21 | \$487.64 |
| 18. | OA 20 | \$475.66 |
| 19. | OA 19 | \$463.68 |
| 20. | OA 18 | \$451.70 |
| 21. | OA 17 | \$439.72 |
| 22. | OA 16 | \$427.74 |
| 23. | OA 15 | \$415.76 |
| 24. | OA 14 | \$403.78 |
| 25. | OA 13 | \$391.79 |
| 26. | OA 12 | \$379.81 |
| 27. | OA 11 | \$367.82 |
| 28. | OA 10 | \$355.85 |
| 29. | OA 9 | \$343.85 |
| 30. | OA 8 | \$331.87 |
| 31. | OA 7 | \$319.94 |
| 32. | OA 6 | \$307.96 |
| 33. | OA 5 | \$295.98 |
| 34. | OA 4 | \$284.00 |
| 35. | OA 3 | \$272.02 |
| 36. | OA 2 | \$260.05 |
| 37. | OA 1 | \$248.06 |
| 38. | OA 0 | \$236.08 |

PART 2—Amendments to Senior Officer Star Ranks

Defence Force Remuneration Tribunal Determination No. 2 of 2017, Salaries¹

1 Schedule B.1 (Senior officer salary rates)

Omit Schedule B.1, substitute:

Schedule B.1 Senior officer salary rates

Part 1: Member of the Permanent Forces (senior officer) — salary rate

| Column 1 Rank and increment | | | | Column 2 Yearly salary rate |
|--------------------------------|---------------|------------------|-----------|--------------------------------|
| Navy | Army | Air Force | Increment | |
| Rear Admiral | Major General | Air Vice Marshal | O8 – 1 | \$309,587 |
| | | | O8 – 0 | \$294,998 |
| Commodore | Brigadier | Air Commodore | O7 – 1 | \$270,399 |
| | | | O7 – 0 | \$263,374 |

Part 2: Member of the Reserves (senior officer) — salary rate

| Column 1 Rank and increment | | | | Column 2 Daily salary rate |
|--------------------------------|---------------|-------------------|-----------|-------------------------------|
| Navy | Army | Air Force | Increment | |
| Admiral | General | Air Chief Marshal | O10 – 0 | \$1,860.00 |
| Rear Admiral | Major General | Air Vice Marshal | O8 – 1 | \$848.18 |
| | | | O8 – 0 | \$808.21 |
| Commodore | Brigadier | Air Commodore | O7 – 1 | \$740.82 |
| | | | O7 – 0 | \$721.57 |

Part 3: Member of the Permanent Forces (senior officer) — pay point

| Column 1 | | | Column 2 | Column 3 | Column 4 |
|--------------|--------------------|-------------|-----------|------------------------|--------------------------|
| Rank | | | Pay point | Remuneration component | Yearly remuneration rate |
| Navy | Army | Air Force | | | |
| Vice Admiral | Lieutenant General | Air Marshal | 1 | Base salary | \$446,087 |
| | | | | Positional | \$0 |
| | | | 2 | Base salary | \$446,087 |
| | | | | Positional | \$42,882 |
| | | | 3 | Base salary | \$446,087 |
| | | | | Positional | \$82,684 |

Part 4: Member of the Reserves (senior officer) — pay point

| Column 1 | | | Column 2 | Column 3 | Column 4 |
|--------------|--------------------|-------------|-----------|------------------------|-------------------------|
| Rank | | | Pay point | Remuneration component | Daily remuneration rate |
| Navy | Army | Air Force | | | |
| Vice Admiral | Lieutenant General | Air Marshal | 1 | Base salary | \$1,222.16 |

2 Schedule B.15 (Senior officer specialist salary rates – medical officer)

Omit Schedule B.15, substitute:

Schedule B.15

Senior officer salary rates – medical officer

Part 1: Member of the Permanent Forces (senior officer) in specialist career structure

| Column 1 Rank | | | Column 2 Increment | Column 3 Yearly salary rate |
|------------------|---------------|---------------------|-----------------------|-----------------------------------|
| Navy | Army | Air Force | | |
| Rear Admiral | Major General | Air Vice Marshal | 2 | \$394,330 |
| | | | 1 | \$387,863 |
| Commodore | Brigadier | Air Commodore | 2 | \$379,608 |
| | | | 1 | \$373,142 |

Part 2: Member of the Reserves (senior officer) in specialist career structure

| Column 1 Rank | | | Column 2 Increment | Column 3 Daily salary rate |
|------------------|---------------|---------------------|-----------------------|----------------------------------|
| Navy | Army | Air Force | | |
| Rear Admiral | Major General | Air Vice Marshal | 2 | \$1,080.35 |
| | | | 1 | \$1,062.64 |
| Commodore | Brigadier | Air Commodore | 2 | \$1,040.02 |
| | | | 1 | \$1,022.31 |

3 Schedule B.16 (Senior officer salary rates – dental officer)

Omit Schedule B.16, substitute:

Schedule B.16

Senior officer salary rates – dental officer

Part 1: Member of the Permanent Forces (senior officer) in specialist career structure

| Column 1 Rank | | | Column 2 Dental level | Column 3 Annual rate of salary |
|------------------|-------------|------------------|-----------------------------|--------------------------------------|
| Navy | Army | Air Force | | |
| Commodore | Brigadier | Air Commodore | DL 3 | \$262,123 |
| | | | DL 4 | \$275,297 |

Part 2: Member of the Reserves (senior officer) in specialist career structure

| Column 1 Rank | | | Column 2 Dental level | Column 3 Daily rate of salary |
|------------------|-------------|------------------|-----------------------------|-------------------------------------|
| Navy | Army | Air Force | | |
| Commodore | Brigadier | Air Commodore | DL 3 | \$718.14 |
| | | | DL 4 | \$754.24 |

4 Schedule B.17 (Senior officer salary rates – legal officer)

Omit Schedule B.17, substitute:

Schedule B.17

Senior officer salary rates – legal officer

Part 1: Member of the Permanent Forces (senior officer) in specialist career structure

| Column 1 Rank | | | Column 2 Legal level | Column 3 Yearly salary rate |
|------------------|---------------|------------------|-------------------------|--------------------------------|
| Navy | Army | Air Force | | |
| Rear Admiral | Major General | Air Vice Marshal | LL 5-2 | \$311,837 |
| | | | LL 5-1 | \$297,164 |
| Commodore | Brigadier | Air Commodore | LL 5-2 | \$268,556 |
| | | | LL 5-1 | \$260,880 |

Part 2: Member of the Reserves (senior officer) in specialist career structure

| Column 1 Rank | | | Column 2 Legal level | Column 3 Daily salary rate |
|------------------|---------------|------------------|-------------------------|-------------------------------|
| Navy | Army | Air Force | | |
| Rear Admiral | Major General | Air Vice Marshal | LL 5-2 | \$854.35 |
| | | | LL 5-1 | \$814.15 |
| Commodore | Brigadier | Air Commodore | LL 5-2 | \$735.77 |
| | | | LL 5-1 | \$714.74 |

5 Schedule B.18 (Senior officer specialist salary rates – Chaplain)

Omit Schedule B.18, substitute:

Schedule B.18

Senior officer salary rates – Chaplain and Maritime Spiritual Wellbeing Officer

Part 1: Member of the Permanent Forces (senior officer) in specialist career structure – Chaplain

| Column 1 Classification | Column 2 Competency level | Column 3 Yearly salary rate |
|------------------------------------|--------------------------------------|--|
| Chaplain Division 5 | CL 3-1 | \$211,201 |
| | CL 3-2 | \$213,892 |

Part 2: Member of the Reserves (senior officer) in specialist career structure – Chaplain

| Column 1 Classification | Column 2 Competency level | Column 3 Daily salary rate |
|------------------------------------|--------------------------------------|---------------------------------------|
| Chaplain Division 5 | CL 3-1 | \$578.63 |
| | CL 3-2 | \$586.00 |

Part 3: Member of the Permanent Forces (senior officer) in specialist career structure – Maritime Spiritual Wellbeing Officer

| Column 1 Classification | Column 2 Competency level | Column 3 Yearly salary rate |
|--|--------------------------------------|--|
| Maritime Spiritual Wellbeing Officer Class 5 | CL 3-1 | \$211,201 |
| | CL 3-2 | \$213,892 |

Part 4: Member of the Reserves (senior officer) in specialist career structure – Maritime Spiritual Wellbeing Officer

| Column 1 Classification | Column 2 Competency level | Column 3 Daily salary rate |
|--|--------------------------------------|---------------------------------------|
| Maritime Spiritual Wellbeing Officer Class 5 | CL 3-1 | \$578.63 |
| | CL 3-2 | \$586.00 |

Schedule 3—Amendments to DFRT Determination No. 14 of 1992

Defence Force Remuneration Tribunal Determination No. 14 of 1992, Language allowance¹

1 Clause 6 (Rates of Allowance), table

Omit the table, substitute:

| | Language level | | | |
|---|--|--|--|---|
| | Proficiency – lower or Competency – Strategic Engagement – lower | Proficiency – intermediate or Competency – Strategic Engagement – intermediate or operational engagement | Proficiency – higher or Competency – Strategic Engagement – higher | Proficiency – advanced or Competency – Professional interpreter |
| Unspecified languages approved by CDF under special circumstances | \$1,314 | | | |
| Degree of language difficulty Group 1 | \$1,314 | \$2,628 | \$3,942 | \$5,258 |
| Degree of language difficulty Group 2 | \$1,972 | \$3,942 | \$6,572 | \$9,187 |
| Degree of language difficulty Group 3 | \$2,628 | \$5,258 | \$9,187 | \$13,129 |

Schedule 4—Amendments to DFRT Determination No. 11 of 2013

Defence Force Remuneration Tribunal Determination No. 11 of 2013, ADF allowances¹

1 Part F (Allowance Rates), table 1

Omit Part F Table 1, substitute:

Table 1 – General allowance rates

| Column 1 Item | Column 2 Allowance Reference | Column 3 Rate (\$) |
|--------------------------|---|-------------------------------|
| 1. | Paratrooper allowance under paragraph B.16.7.2.a | \$3,229 |
| 2. | Separation allowance under paragraph B.3.6 | \$3,229 |
| 3. | Recruit instructor sustainability allowance under section C.3.4 | \$8,462 |
| 4. | Paratrooper allowance under any of the following. a. subsection B.16.7.1, table item 3.a b. subsection B.16.7.1, table item 3.b | \$7,900 |
| 5. | Clearance diver allowance under section B.14.7, table item 2 | \$10,215 |
| 6. | Special Forces disability allowance under any of the following. a. section B.12.7, table item 10 b. section B.12.7, table item 11 | \$10,215 |
| 7. | Special Forces sustainability allowance under section C.2.5, table item 3 | \$10,215 |
| 8. | Diving allowance under section B.6.5 | \$18,680 |
| 9. | Diving allowance under any of the following a. section B.6.6, item 1 b. section B.6.6, item 2 | \$39.58 |
| 10. | Adventurous training leader allowance under section B.4.6. | \$62.77 |
| 11. | Boarding party allowance under section B.10.5 | \$77.70 |
| 12. | Diving allowance under section B.6.6, table item 3 | \$77.70 |
| 13. | Field allowance (Tier 1 hardship) under subsection B.13.8.1 | \$109.16 |
| 14. | Flying disability allowance under section B.7.7 | \$10,215 |
| 15. | Unpredictable explosives allowance under section B.15.5.1, table item 3.b | \$10,215 |
| 16. | Flying disability allowance under paragraph B.7.8.a to d | \$27.99 |
| 17. | Recruit instructor disability allowance under section B.17.4 | \$10,218 |
| 18. | Paratrooper allowance under any of the following. a. subsection B.16.8, table item 12 b. subsection B.16.8, table item 13 | \$47.12 |
| 19. | Submarine escape disability allowance under section B.8.6, table item 1 and 3 | \$51.18 |
| 20. | Paratrooper allowance under subsection B.16.7.1, table item 1 | \$14,151 |

| | | |
|-----|---|----------|
| 21. | Clearance diver allowance under section B.14.7, table item 3 | \$14,448 |
| 22. | Maritime disability allowance under any of the following. a. subsection B.9.5, table item 1 b. subsection B.9.5, table item 4 c. subsection B.9.5, table item 7 | \$14,448 |
| 23. | Maritime disability allowance under any of the following. a. subsection B.9.5, table item 2 b. subsection B.9.5, table item 5 c. subsection B.9.5, table items 8 | \$18,680 |
| 24. | Maritime disability allowance under any of the following. a. subsection B.9.5, table item 3 b. subsection B.9.5, table item 6 c. subsection B.9.5, table item 9 | \$27,145 |
| 25. | Paratrooper allowance under section B.16.8, table item 1 | \$38.77 |
| 26. | Clearance diver allowance under section B.14.8, table item 3 | \$39.58 |
| 27. | Maritime disability allowance under any of the following. a. subsection B.9.6.1, table item 1 b. subsection B.9.6.2, table item 1 | \$39.58 |
| 28. | Unpredictable explosives allowance under section B.15.6.1, table item 1.a | \$39.58 |
| 29. | Maritime disability allowance under any of the following. a. subsection B.9.6.1, table item 2 b. subsection B.9.6.2, table item 2 | \$51.18 |
| 30. | Field allowance (Tier 2 hardship) under subsection B.13.8.2 | \$62.77 |
| 31. | Maritime disability allowance under any of the following. a. subsection B.9.6.1, table item 3 b. subsection B.9.6.2, table item 3 | \$74.37 |
| 32. | Maritime sustainability allowance under section C.1.5, table item 1 | \$12,698 |
| 33. | Maritime sustainability allowance under section C.1.5, table item 2 | \$21,164 |
| 34. | Special Forces sustainability allowance under section C.2.5, table item 2.b | \$22,912 |
| 35. | Maritime sustainability allowance under section C.1.5, table item 3 | \$25,428 |
| 36. | Maritime sustainability allowance under section C.1.6, table item 1 | \$ 34.79 |
| 37. | Maritime sustainability allowance under section C.1.6, table item 2 | \$57.98 |
| 38. | Maritime sustainability allowance under section C.1.6, table item 3 | \$69.67 |
| 39. | Special Forces disability allowance under any of the following. a. section B.12.7, table item 1 | \$48,308 |

| | | |
|-----|---|----------|
| | <ul style="list-style-type: none"> b. section B.12.7, table item 2 c. section B.12.7, table item 3 d. section B.12.7, table item 14 | |
| 40. | <p>Special Forces disability allowance under any of the following.</p> <ul style="list-style-type: none"> a. section B.12.7, table item 4 b. section B.12.7, table item 5 c. section B.12.7, table item 6 d. section B.12.7, table item 7 e. section B.12.7, table item 8 f. section B.12.7, table item 9 g. section B.12.7, table item 15 | \$31,378 |
| 41. | <p>Clearance diver allowance under any of the following.</p> <ul style="list-style-type: none"> a. section B.14.7, table item 1.b.i b. section B.14.7, table item 1.b.ii c. section B.14.7, table item 1.b.iii | \$18,680 |
| 42. | <p>Special Forces disability allowance under any of the following.</p> <ul style="list-style-type: none"> a. section B.12.7, table item 12 b. section B.12.7, table item 13 | \$18,680 |
| 43. | Special Forces sustainability allowance under section C.2.5, table item 1.b, 2.b and 4.b | \$22,912 |
| 44. | Unpredictable explosives allowance under section B.15.5.1, table item 3.a | \$18,680 |
| 45. | Paratrooper allowance under subsection B.16.7.1, table item 2 | \$11,298 |
| 46. | <p>Special Forces sustainability allowance any of the following.</p> <ul style="list-style-type: none"> a. section C.2.5, table item 1a b. section C.2.5, table item 2.a c. section C.2.5, table item 4.a | \$8,465 |
| 47. | <p>Special Forces disability allowance under any of the following.</p> <ul style="list-style-type: none"> a. subsection B.12.8.1, table item 9 b. subsection B.12.8.1, table item 10 | \$27.99 |
| 48. | <p>Special Forces disability allowance under any of the following.</p> <ul style="list-style-type: none"> a. subsection B.12.8.1, table item 4 b. subsection B.12.8.1, table item 5 c. subsection B.12.8.1, table item 6 d. subsection B.12.8.1, table item 7 e. subsection B.12.8.1, table item 8 f. subsection B.12.8.1, table item 13 g. subsection B.12.8.1, table item 15 | \$85.97 |
| 49. | <p>Special Forces disability allowance under any of the following.</p> <ul style="list-style-type: none"> a. subsection B.12.8.1, table item 1 b. subsection B.12.8.1, table item 2 c. subsection B.12.8.1, table item 3 d. subsection B.12.8.1, table item 14 | \$132.35 |
| 50. | <p>Clearance diver allowance under any of the following.</p> <ul style="list-style-type: none"> a. section B.14.8, table item 1.b.i b. section B.14.8, table item 1.b.ii | \$51.18 |
| 51. | Paratrooper allowance under section B.16.8, table | \$30.95 |

| | | | |
|-----|---|------------|----------|
| | item 2 | | |
| 52. | Paratrooper allowance under section B.16.8, table item 3 | \$21.65 | |
| 53. | Clearance diver allowance under section B.14.8, table item 2 | \$27.99 | |
| 54. | Special Forces disability allowance under subsection B.12.8.2 | Tier A | \$295.64 |
| | | Tier B | \$202.28 |
| | | Tier C | \$109.16 |
| 55. | Clearance diver allowance under section B.14.7, table item 1.a | \$27,145 | |
| 56. | Paratrooper allowance under subsection B.16.7.1, table item 9 | \$4,897 | |
| 57. | Unpredictable explosives allowance under section B.15.5.1, table items 1 or 2 | \$10,215 | |
| 58. | Clearance diver allowance under section B.14.8, table item 1.a | \$74.37 | |
| 59. | Unpredictable explosives allowance under section B.15.6.1, table item 1.b | \$97.56 | |
| 60. | Unpredictable explosives allowance under section B.15.6.1, table item 2 | \$154.47 | |
| 61. | Clearance diver allowance – deep dive supplement (per dive) under subsection B.14.9.1 | \$513.48 | |
| 62. | Clearance diver allowance – experimental dive supplement (per dive) under section B.14.10, table item 1 | \$326.77 | |
| 63. | Clearance diver allowance – experimental dive supplement (per dive) under section B.14.10, table item 2 | \$529.05 | |
| 64. | Clearance diver allowance – experimental dive supplement (per dive) under section B.14.10, table item 3 | \$886.93 | |
| 65. | Clearance diver allowance – experimental dive supplement (per dive) under - section B.14.10, table item 4 | \$1,976.16 | |
| 66. | Paratrooper allowance under subsection B.16.7.1, table item 5 | \$6,835 | |
| 67. | Paratrooper allowance under subsection B.16.7.1, table item 7 | \$5,918 | |
| 68. | Paratrooper allowance under any of the following. a. subsection B.16.7.1, table item 11 b. paragraph B.16.7.2.b | \$2,448 | |
| 69. | Paratrooper allowance under section B.16.8, table item 5 | \$18.73 | |
| 70. | Paratrooper allowance under section B.16.8, table item 7 | \$16.21 | |
| 71. | Paratrooper allowance under section B.16.8, table item 9 | \$13.42 | |
| 72. | Paratrooper allowance under section B.16.8, table item 11 | \$6.71 | |
| 73. | Paratrooper allowance under paragraph B.16.9.1.a | \$529.05 | |
| 74. | Paratrooper allowance under paragraph B.16.9.1.b | \$311.21 | |
| 75. | Training Sustainment allowance under section C.4.3 | \$10,215 | |
| 76. | Clearance Diver Allowance under section 14.7, table | \$14,448 | |

| | | |
|-----|---|----------|
| | item 4 | |
| 77. | Clearance Diver Allowance under section 14.8,1 table item 4 | \$39.58 |
| 78. | Maritime sustainability allowance under section C.1.5, table item 4 | \$29,661 |
| 79. | Maritime sustainability allowance under section C.1.5, table item 5 | \$33,894 |
| 80. | Maritime sustainability allowance under section C.1.6, table item 4 | \$81.26 |
| 81. | Maritime sustainability allowance under section C.1.6, table item 5 | \$92.86 |
| 82. | Maritime Deployable Support Element under division B.18 | \$14,448 |
| 83. | Paratrooper Allowance (not eligible for Special Forces Support 1B/1C) under section B16.7.1 table items 4, 6, 8 or 10 | \$10,215 |
| 84. | Paratrooper Allowance (not eligible for Special Forces Support 1B/1C) under section B16.8.1 table items 4, 6, 8 or 10 | \$27.99 |
| 85. | Special Forces disability allowance under any of the following. a. subsection B.12.8.1 table 11 b. subsection B.12.8.1 table 12 | \$51.18 |
| 86. | Clearance diver allowance under any of the following. a. section B.14.7, table item 1.c.i b. section B.14.7, table item 1.c.ii | \$22,912 |
| 87. | Clearance diver allowance under any of the following. a. section B.14.8, table item 1.c.i b. section B.14.8, table item 1.c.ii | \$62.77 |

2 PART F – ALLOWANCE RATES (table 2)

Repeat the table, substitute:

| Column 1 Item | Column 2 Allowance Reference | Column 3 Rate |
|--------------------------|---|--------------------------|
| 1. | Submarine Escape Allowance – for ascents made from a depth of 90 metres or less section B.8.6, item 2 and item 4 | \$233.41 |
| 2. | Submarine Escape Allowance – for ascents made for a depth greater than 90 metres section B.8.6, item 2 and item 4 | \$435.69 |

EXPLANATORY STATEMENT

Defence Force Remuneration Tribunal Determination No. 15 of 2023, ADF Workplace Remuneration Arrangement 2023–2026

This Determination made under section 58KD of the *Defence Act 1903* (the Act) amends the following Defence Force Remuneration Tribunal (DFRT) Determinations, made under section 58H of the Act, and in accordance with subsection 33(3) of the *Acts Interpretation Act 1901* (AIA Act).

- DFRT Determination No. 2 of 2017, *Salaries*.
- DFRT Determination No. 14 of 1992, *Language Allowance*.
- DFRT Determination No. 11 of 2013, *ADF Allowances*.

This Determination gives effect to the first set of remuneration increases as set out in the ADF Workplace Remuneration Arrangement 2023-2026 (the Arrangement), which is an agreement reached between the Minister, acting on behalf of the Commonwealth, and the Chief of Defence Force, acting on behalf of the members of the Australian Defence Force (ADF).

Section 1 of this Determination sets out the manner in which this Determination may be cited.

Section 2 of this Determination provides that the Determination commences on 9 November 2023.

Section 3 provides that this instrument has authority under section 58KD of the *Defence Act 1903*.

Section 4 provides that each instrument made under section 58H of the Act that is specified in a Schedule to this instrument is amended as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

Section 5 provides that the three percent increase is to apply to preserved rates of salary. Subsection 1 provides that the rates of salary of ADF members preserved by the provisions set out in sections 3.2.52, 3.2.52A, 3.2.56, 3.2.57 and 3.2.58 of *Defence Determination 2016/19, Conditions of service*, are increased by two percent. Subsection 2 provides that the amount payable for any salary preservation under Part C of *Defence Force Remuneration Tribunal Determination No. 2 of 2017, Salaries*, is increased by three per cent.

Schedule 1 sets out amendments to DFRT Determination No. 2 of 2017, *Salaries*, for non-Senior Officer ADF members. In accordance with the Arrangement, a four per cent increase is applied across each of the salary schedules in this Determination. The following Schedules are substituted:

- Schedule B.3 (Officer salary rates)
- Schedule B.4 (Other rank member appointed as officer – transitional salary rates)
- Schedule B.5 (Specialist officer salary rates – Chaplain)
- Schedule B.6 (Specialist officer salary rates – dental officer)
- Schedule B.7 (Specialist officer salary rates – legal officer)
- Schedule B.8 (Specialist officer salary rates – medical officer)
- Schedule B.10 (Service Warrant Officer and Warrant Officer Class 1 salary rates)
- Schedule B.12 (Other rank salary rates)
- Schedule B.13 (Trainee salary rates)
- Schedule B.14 (Specialist officer salary rates – aviation)

Schedule 2 sets out amendments to DFRT Determination No. 2 of 2017, *Salaries*, for Senior Officer Star Rank ADF members. In accordance with the Arrangement, a four per cent increase is applied across each of the salary schedules in this Determination. The following Schedules are substituted:

- Schedule B.1 (Senior officer salary rates)
- Schedule B.15 (Senior officer salary rates – medical officer)
- Schedule B.16 (Senior officer salary rates – dental officer)
- Schedule B.17 (Senior officer salary rates – legal officer)
- Schedule B.18 (Senior officer salary rates – Chaplain and Maritime Spiritual Wellbeing Officer)

Schedule 3 sets out amendments to DFRT Determination No. 14 of 1992, *Language Allowance*. In accordance with the Arrangement, a four per cent increase is applied to the table in clause 6 (Rates of allowance) of this Determination. The table at clause 6 is substituted.

Schedule 4 sets out amendments to DFRT Determination No. 11 of 2013, *ADF Allowances*. In accordance with the Arrangement, a four per cent increase is applied across each of the allowance rates listed in Part F Table 1 (General allowance rates) and Table 2 (Quarantined disability allowance rates) of this determination. Table 1 and Table 2 are substituted

Criteria are provided for the exercise of discretions under the Principal Determination, as amended by this Determination. Adverse decisions may be subject to inquiry under the ADF redress of grievance system. A person may make a complaint to the Defence Force Ombudsman.

Authority: Section 58KD of the
Defence Act 1903