



## Defence Force Remuneration Tribunal Determination No. 2 of 2017, Salaries

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*.

Dated 30 March 2017

Ingrid Asbury

President

.....

Adrian Morris

Member

.....

Rear Admiral James Goldrick AO CSC RAN Rtd

Member

.....



## 1 Citation

1. This Determination is Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*.
2. This Determination may also be cited as Defence Force Remuneration Tribunal Determination No. 2 of 2017.

## 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.	4 April 2017

**Note:** This table relates only to the provisions of this instrument as originally made.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

Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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 Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*.

### 5.1 Overview

This Determination provides the rates of salary for members and the criteria for setting a rate of salary for those members.

### 5.2 Contents

This Determination contains the following Parts.

Part A	Administration
Part B	Salaries
Part C	Salary preservation



# Part A: Administration

## A.1.1 Defence Force Remuneration Tribunal Determination No. 2 of 2017 – general

1. Defence Force Remuneration Tribunal Determination No. 2 of 2017, *Salaries*, is the Determination authorising ADF salary for members of the Permanent Forces and the Reserves.

## A.1.2 Members this Determination applies to

This Determination applies to all members, including members of the Reserves on Reserve service.

## A.1.3 Administration of salary

1. This Determination does not limit the capacity for Defence Determination 2016/19, *Conditions of service*, as in force from time to time, made under section 58B of the *Defence Act 1903*, to provide for administrative matters relating to the payment of salary.

**Note:** Administrative matters includes the forfeiture and suspension of salary.

2. A member performing a period of continuous full-time service may be eligible for the relevant annual rate of salary for the Permanent Forces as set out in this Determination.
3. A member performing Reserve service may be eligible for the relevant daily rate of salary for the Reserves as set out in this Determination.
4. The fortnightly rate of an annual salary rate is worked out using the following steps.

Step	Action
1.	Find the annual rate of salary payable to the member.
2.	Divide that figure by 365.
3.	Multiply the result of Step 2 by fourteen.
4.	The result of Step 3 is the fortnightly rate of salary that applies to the member.

5. The daily rate of an annual rate of salary is the result of step two in the table under subsection A.1.3.4.
6. The annual rate of salary in this Determination continues to be payable during periods of paid leave provided under Defence Determination 2016/19, *Conditions of service*, as in force from time to time.
7. If a member takes any form of paid leave at half pay under Defence Determination 2016/19, *Conditions of service*, as in force from time to time, then the member's annual rate of salary under this Determination is only payable to the member at half that annual rate for the period of the leave taken at half pay.

#### A.1.4 Salary not payable

Salary is not payable to a member under this Determination for any period when the member meets any of the following conditions.

- a. The member is on any form of unpaid leave.
- b. The member is undertaking service with, and receiving remuneration from, the United Nations.
- c. The member is undertaking service with, and receiving remuneration from, a multinational force.
- d. The member is paid salary under a separate determination made under Part IIIA Division 2 of the *Defence Act 1903*, as in force from time to time.
- e. The member is paid salary under a determination made under the *Remuneration Tribunal Act 1973*, as in force from time to time.
- f. The member is on a nonworking period.

#### A.1.5 Salary for Reserve service

1. Salary is payable to a member for each day or part day of Reserve service for which the member meets both of the following conditions.
  - a. The member is required to attend for duty.
  - b. The member attends for that duty.
2. If the member is required to attend for duty for less than six hours on a day, they are eligible to a proportion of the daily rate as worked out under the following table.

Item	A member who attends for duty for this amount of time...	is to be paid the rate of salary of...
1.	at least three hours but less than six hours	half the daily rate.
2.	at least two hours but less than three hours	one third of the daily rate.

3. A **day** for a member on Reserve service who performs duty under a shift roster, is the period of 24 hours, beginning when the member first commences a shift on the day.

**Example:** A member who attends for duty between six and 24 hours is entitled to one day's pay. This applies even if members of the Reserves are normally required to work the same daily routine as members of the Permanent Forces in the same area. Note that the six hour duty period (excluding meal breaks) is the minimum qualifying time for one day's Reserve salary, it is not the length of the Reserve working day.

#### A.1.6 Exercise of powers

1. In this Determination, a reference to the CDF includes a reference to a person the CDF has authorised to exercise administrative powers vested in the CDF under this Determination.
2. In this Determination, a reference to a named position includes a reference to a person who has been authorised to exercise administrative powers vested in that position under this Determination.

### **A.1.7 Other matters**

A reference to a rank is a reference to an Army rank. It includes a reference to the corresponding rank in the Navy and Air Force. This is unless it is made clear otherwise.

### **A.1.8 Contents**

This Part contains the following Division.

Division 1    Definitions

## Division 1: Definitions

### A.1.9 General

1. The *Acts Interpretation Act 1901* and the *Defence Act 1903* contain definitions of other terms that may apply.

**Examples:**

- a. The *Defence Act 1903* defines member, officer, remuneration, the Permanent Forces and the Reserves.
  - b. The *Acts Interpretation Act 1901* specifies how to work out periods of time and defines some commonly used words, including Australia, month, calendar year, financial year and the Commonwealth.
2. This table defines terms used in this Determination.

Term	Definition
ADF	Means the Australian Defence Force.
CDF	Means the Chief of the Defence Force.
continuous full-time service	Means service performed by these two groups of members. a. Members of the Permanent Forces. b. Members of the Reserves who are undertaking a period of continuous full-time service directed by the CDF.
employment category	Means a Service-specific job classification applied to a Defence member. It may refer to a trade, specialisation, mustering, primary qualification, corps or skill.
enlisted rank	Has the same meaning as in Section 6 of the <i>Defence Regulation 2016</i> , as in force from time to time.
Flexible service determination	Means a determination made under subsection 23(2) of the <i>Defence Act 1903</i> as in force from time to time.
Force	Means either the Permanent Forces or the Reserves of the ADF.
increment	Means an advancement through the salary band for a rank, based on the passing of time.
member	Has the same meaning as in section 58A of the <i>Defence Act 1903</i> , as in force from time to time.
Nonworking period	A nonworking period under a flexible service determination that applies to a member that is not the member's pattern of service.
officer	Has the same meaning as in section 4 of the <i>Defence Act 1903</i> , as in force from time to time.
Other rank	Means a sailor, soldier or airman who holds a rank specified in items 15 to 21 of the table in Schedule 1 of the <i>Defence Act 1903</i> , as in force from time to time.
Pattern of service	Means the hours of duty or the periods of duty prescribed under a flexible service determination.



<b>Term</b>	<b>Definition</b>
pay grade	Means the pay grade under which is listed the employment category and any additional requirements applicable to the member's rank in the following schedules: a. Officer, Schedule B.2. b. Warrant Officer Class 1, Schedule B.9. c. Other Rank member, Schedule B.11.
rank	Means a rank (and any corresponding rank) provided in Schedule 1 of the Defence Act 1903, as in force from time to time.
rate	Includes a scale of rates.
Reserve service	Means a period of service that is other than continuous full-time service.
senior officer	Means an officer who holds a rank specified in items 1 to 5 in Schedule 1 of the Defence Act 1903, as in force from time to time.
Service Warrant Officer	Means a member who holds a rank specified in item 13 of the table in Schedule 1 of the Defence Act 1903, as in force from time to time.
SM	Means a submarine service qualification and skill. <b>Exceptions:</b> a. A member who has the rank of Rear Admiral in the Navy, or a higher rank. b. A member who is a medical or dental officer with the rank of Commander in the Navy, or a higher rank.
TAG	Means the Tactical Assault Group qualification and skill.
unpaid leave	Has the meaning as in Defence Determination 2016/19, <i>Conditions of service</i> , as in force from time to time. <b>See:</b> Chapter 1 Part 3 Division 1, section 1.3.77A (Unpaid leave), Defence Determination 2016/19, <i>Conditions of service</i> .
Warrant Officer Class 1	Means a member who holds a rank specified in item 14 of the table in Schedule 1 of the Defence Act 1903, as in force from time to time.

#### **A.1.10 Flying terms**

The following descriptors are used in relation to a member's employment category or classification.

<b>Term</b>	<b>Definition</b>
Fly 0	Means the member has no liability to fly. <b>Note:</b> For Air Force, this may apply to an Other Rank member who is commissioning to Officer, if the member is commissioning to a non-flying specialisation.
Fly 0-2	Means a member with flying experience of less than 2 years.
Fly 2-4	Means a member with flying experience of 2 years up to 4 years.

Term	Definition
Fly 4-6	Means a member with flying experience of 4 years up to 6 years.
Fly 6-8	Means a member with flying experience of 6 years up to 8 years.
Fly 8-10	Means a member with flying experience of 8 years up to 10 years.
Fly 10+	Means a member with flying experience of 10 or more years.

### A.1.11 Officers

1. This table defines terms used in Part B Division 2, Schedule B.2 Part 2 (Navy).

Term	Definition
ADQUAL	<p>Means any of the following.</p> <ol style="list-style-type: none"> <li>1. Either a maritime warfare officer or a maritime combat officer, with any of the following additional qualifications. <ol style="list-style-type: none"> <li>a. Fighter Controller.</li> <li>b. Communications Information Warfare.</li> <li>c. Navigation (maritime warfare officer only).</li> </ol> </li> <li>2. A principal warfare officer who has a Force Warfare qualification and one of the following additional qualifications. <ol style="list-style-type: none"> <li>a. Air Warfare.</li> <li>b. Amphibious.</li> <li>c. Communications Information Warfare.</li> <li>d. Mine Warfare.</li> <li>e. Navigation — (maritime warfare officer only).</li> <li>f. Surface Warfare.</li> </ol> </li> <li>3. Either pilot or maritime aviation warfare officer with any of the following additional qualifications. <ol style="list-style-type: none"> <li>a. Aero-Systems Qualified.</li> <li>b. Aviation Warfare Officer.</li> <li>c. Helicopter Warfare Instructor.</li> <li>d. Flying Instructor.</li> <li>e. Helicopter Instructor.</li> <li>f. Maritime Aviation Warfare Officer Instructor.</li> <li>g. Test Pilot.</li> </ol> </li> </ol>
Under Training	<p>Means under training for a primary qualification.</p> <p><b>Note:</b> This description does not include a trainee paid under Schedule B.13 of this Determination.</p>

<b>Term</b>	<b>Definition</b>
Former Warrant Officer	Means a member who held a rank specified in item 13, 14 or 15 of Schedule 1 of the <i>Defence Act 1903</i> and to whom section B.2.5 applies.  <b>Exception:</b> A member in the Navy in the aircrew employment category at pay grade 6.
Basic	Means either of the following.  a. For a maritime aviation warfare officer — Maritime Aviation Warfare Officer Rotary Course qualified.  b. For a pilot — Pilot Rotary Course qualified.
Intermediate	Means either of the following.  a. For maritime aviation warfare officer – Maritime Aviation Warfare Officer Rotary Course qualified plus further two years flying experience.  b. For pilot – Pilot Rotary Course qualified plus further two years flying experience.
Highly Proficient	Means either of the following.  a. For an maritime aviation warfare officer – Maritime Aviation Warfare Officer Rotary Course qualified plus a further five years flying experience.  b. For a pilot – Pilot Rotary Course qualified plus a further five years flying experience.

2. This table defines terms used in Part B Division 2 and Schedule B.2 Part 3 (Army).

<b>Term</b>	<b>Definition</b>
Competency Level 2	Means graduation from Army Helicopter School.
Competency Level 3	Means attainment of Army Aviator Basic Qualification.
Competency Level 4	Means attainment of Army Aviator Intermediate Qualification.
Competency Level 5	Means attainment of Army Aviator Highly Proficient Qualification.
Competency Level 6	Means attainment of Army Aviator Advanced Qualification.

3. This table defines terms used in Part B Division 2 and Schedule B.2 Part 4 (Air Force).

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:
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:
Air Traffic Control — Legacy Grade 3	
Competency Level 6	Means either of the following classes of member.
Air Traffic Control — Legacy Grade 4	

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

### A.1.12 Specialist officers

This table defines terms used in Part B Division 3, Annex B.3.A, Annex, B.3.B, Annex B.3.C and Annex B.3.D.

<b>Term</b>	<b>Definition</b>
approved category	Means any of the following categories. <ul style="list-style-type: none"> <li>a. Medical.</li> <li>b. Dental.</li> <li>c. Legal.</li> <li>d. Chaplain.</li> <li>e. Maritime Spiritual Wellbeing Officer.</li> </ul>
aviation specialist	Means a member who meets all the following conditions. <ul style="list-style-type: none"> <li>a. The member holds the rank of Captain or Major or, a higher rank approved by the member's Service Chief.</li> <li>b. The member is placed in the aviation specialist stream.</li> <li>c. The member is not subject to a period decided by CDF under <i>Defence Regulation 2016</i>, which the member must complete in relation to initial training, qualification or appointment.</li> </ul>
aviation specialist stream	For a member of the Army — means an aviation pilot category selected to become a streamed aviator as a result of high skill sets that are deemed enhanced capability.
compulsory medical residency	Means training in a hospital undertaken by a medical officer as a condition of entry into the medical profession. This does not include a year for which salary is payable to the member as a trainee.
dental level	Means the competency level relevant to a dental officer. There are two parts to the dental level (DL) number. <ul style="list-style-type: none"> <li>a. The first number in a dental level (for example "DL2") indicates the level of qualification and skill.</li> <li>b. The second number (for example "-3") indicates the increment level the member has achieved.</li> </ul>

dental officer	<p>Means a member who is eligible to be registered as a dental practitioner under the law of a State or Territory and who meets either of the following conditions.</p> <ol style="list-style-type: none"> <li>a. The member is serving in a health branch of the ADF.</li> <li>b. The member is serving in another position that has been approved by the CDF for career management purposes, for a maximum period of three years.</li> </ol> <p>In considering whether to approve a position under paragraph b, the CDF will have regard to the following.</p> <ol style="list-style-type: none"> <li>a. The duties the officer with perform in the position.</li> <li>b. The relevance of the duties to the officer's responsibilities as a dental officer.</li> <li>c. The career progression of the officer within the dental or health stream.</li> </ol>
legacy employment category	<p>Means the relevant of the following.</p> <ol style="list-style-type: none"> <li>a. For air traffic control employment categories — an officer who meets any of the following. <ol style="list-style-type: none"> <li>i. The member is in an air traffic control employment category.</li> <li>ii. The member is under training for an air traffic control employment category.</li> <li>iii. The member was paid under the Air Traffic Controller system before 1 October 2009.</li> <li>iv. The member was paid under the joint battlefield airspace controller system between 1 October 2009 and 3 May 2018.</li> </ol> </li> <li>b. For officer aircrew categories — an officer who met any of the following before 1 October 2009. <ol style="list-style-type: none"> <li>i. The member has been offered employment within an officer aircrew category.</li> <li>ii. The member is under training for an officer aircrew category.</li> <li>iii. The member has one of the flying terms listed in section A.1.10 included in the classification of their employment category under Schedule B.2.</li> </ol> </li> </ol>
legal level	<p>Means the competency level relevant to a legal officer. There are two parts to the legal level (LL) number.</p> <ol style="list-style-type: none"> <li>a. The first number in a legal level (for example "LL2") indicates the level of qualification and skill.</li> <li>b. The second character may be either: <ol style="list-style-type: none"> <li>i. A number representing the increment.</li> <li>ii. An alphabetic character representing the specialisation.</li> </ol> </li> </ol>

<p>legal officer</p>	<p>Means a member of a specialist career structure who meets both of the following conditions.</p> <ul style="list-style-type: none"> <li>a. The member is admitted as a barrister or solicitor of the High Court or the Supreme Court of a State or Territory.</li> <li>b. The member has been appointed as a legal officer.</li> </ul> <p>It does not include a member who is any of the following.</p> <ul style="list-style-type: none"> <li>a. A Judge of the Federal Court.</li> <li>b. A Judge of a Supreme Court of a State or Territory.</li> <li>c. Any other office holder to whom salary is payable under a determination made under the <i>Remuneration Tribunal Act 1973</i>.</li> </ul>
<p>military medical level</p>	<p>Means the competency level relevant to a medical officer position approved for a member under section 3.2.47 of Defence Determination 2016/19, <i>Conditions of service</i>, as in force from time to time. There are two parts to the military medical level number.</p> <ul style="list-style-type: none"> <li>a. The character preceding the hyphen indicates the level of qualification and skill.</li> <li>b. The second character following the hyphen indicates the increment level the member has achieved.</li> </ul>
<p>medical officer</p>	<p>Means a member who is a registered medical practitioner under the law of a State or Territory and who meets either of the following conditions.</p> <ul style="list-style-type: none"> <li>a. The member is serving in a health branch of the ADF.</li> <li>b. The member is serving in another position approved by the CDF for career management purposes, for a period of less than three years.</li> </ul> <p>In considering whether to approve a position under paragraph b, the CDF will have regard to the following.</p> <ul style="list-style-type: none"> <li>a. The duties the officer will perform in the position.</li> <li>b. The relevance of the duties to the officer's responsibilities as a medical officer.</li> <li>c. The career progression of the officer within the medical or health stream.</li> </ul>
<p>Officer Aviation</p>	<p>Means any of the following competency streams.</p> <ul style="list-style-type: none"> <li>a. air battle management,</li> <li>b. airborne electronics officer,</li> <li>c. air mobility officer,</li> <li>d. air traffic control,</li> <li>e. aviation warfare officer,</li> <li>f. fast jet pilot,</li> <li>g. fixed wing pilot,</li> <li>h. maritime patrol and response officer,</li> <li>i. remote pilot warfare officer,</li> <li>j. rotary wing pilot,</li> <li>k. weapon systems officer.</li> </ul>

<p>Officer Aviation member</p>	<p>Means a member who meets all of the following.</p> <ul style="list-style-type: none"> <li>a. The member is one of the following. <ul style="list-style-type: none"> <li>i. A Navy member who holds a rank between Acting Sub-Lieutenant and Captain, inclusive.</li> <li>ii. An Army member who holds a rank between Lieutenant and Colonel, inclusive.</li> <li>iii. An Air Force member who holds a rank between Pilot Officer and Group Captain, inclusive.</li> </ul> </li> <li>b. The member is placed in an Officer Aviation Pay Structure pathway.</li> <li>c. The member is placed in an Officer Aviation Pay Structure competency stream.</li> </ul>
<p>specified qualification</p>	<p>Means the member holds a qualification described in paragraph 3.2.42.2.b of Defence Determination 2016/19, <i>Conditions of service</i>, as in force from time to time.</p>



## **Part B: Salaries**

### **B.0.1 Purpose**

This Part sets out the pay grades and the rates of salary that apply to members of the Permanent Forces and the Reserves.

### **B.0.2 Contents**

This Part contains the following Divisions.

Division 1	Senior officers
Division 2	Officers
Division 3	Specialist officers
Division 4	Service Warrant Officers and Warrant Officer Class 1
Division 5	Other ranks
Division 6	Trainees

## Division 1: Senior officers

### B.1.1 Purpose

This Division sets out the method for pay grade (or pay point) placement for senior officers and the rates of salary that apply.

### B.1.2 Member this Division applies to

This Division applies to all senior officers.

**Exception: Senior officers** who are paid salary under Division 3 (specialist officers) or the instruments referenced in section A.1.4 of this Determination.

### B.1.4 Rate of salary for a senior officer

A senior officer is to be paid the rate of salary in Schedule B.1 that corresponds to all of the following.

- a. The senior officer's Force in Schedule B.1 Part 1 or 2.
- b. The senior officer's rank and increment.

**Exceptions:** A senior officer who holds the rank of Lieutenant General.

**Note:** This is the senior officer's salary for which superannuation contributions are payable

### B.1.5 Rate of salary for a Lieutenant General

1. The following table sets out the pay point for a senior officer who holds the rank of Lieutenant General.

Item	Lieutenant General who is...	holds the pay point...
1.	a generalist senior officer	1
2.	Chief Joint Operations	3

2. A Lieutenant General is to be paid the total of the base salary and positional components listed for the relevant time period and the officer's Force, rank and pay point in Schedule B.1 Part 3 or 4.

**Note:** The base salary of each pay point is the senior officer's salary for which superannuation contributions are payable.

### B.1.6 Career transition for senior officers

1. This section applies to a senior officer who meets all the following conditions.
  - a. The senior officer holds a rank specified in items 2 or 3 in Schedule 1 of the *Defence Act 1903*.
  - b. The senior officer is transferred to a pool position.
  - c. The senior officer is required to undertake activities that support their resignation, retirement or transfer to the Reserves.
2. The senior officer's annual salary is equal to the amount of annual salary for which superannuation was payable on the last day of their appointment under paragraph 1.a.

3. The senior officer's eligibility for payment under subsection 2 ceases when the earlier of the following events occur.
  - a. The senior officer ceases to be in the Permanent Forces.
  - b. The senior officer is appointed or posted to a position in which they cease the activities under paragraph 1.b.

## Division 2: Officers

### B.2.1 Purpose

This Division sets out the method for pay grade placement and rates of salary that apply to officers.

### B.2.2 Member this Division applies to

This Division applies to all officers.

**Exception:** Officers who are paid salary under Division 1 or Division 3.

### B.2.3 Pay grade for an officer

1. An officer has the pay grade specified in Schedule B.2 that is relevant to their Service, employment category and classification (if any).
2. If Schedule B.2 does not specify a pay grade that applies to the officer, the officer is placed in pay grade 2.
3. If an officer is liable to serve in more than one employment category and more than one pay grade would apply under Schedule B.2, the higher pay grade applies.
4. A pay grade listed in Schedule B.2 applies to an officer only during the period the officer meets the requirements for the relevant employment category and classification, including any required levels of qualification, experience or skill.
5. If a member is recognised under a Special Forces Skills Framework listed in Column A of the following table and has a mastery level listed in Column B of the same item, their paygrade is increased by the number of paygrades listed in Column C, up to the maximum paygrade listed in Column D of the same item.

Item	Column A Special Forces Skills Framework	Column B Mastery Level	Column C Number of paygrade increases	Column D Maximum paygrade
1.	Enhanced	Foundation	0	n/a
2.	Technical	Intermediate	2	7
3.		Advanced	3	7
4.		Master	4	8
5.	Interoperability	Foundation	1	6
6.		Intermediate	2	7
7.		Advanced	2	7
8.		Master	3	7

- 5A. For the purpose of subsection 5, all of the following apply.
- a. If a member is eligible for an increased paygrade under more than one table item in subsection 5, the member has the higher of the two paygrades.  
**Note:** A member can be recognised under more than one Special Forces Skills Framework at a time.
  - b. A member who had their paygrade increased under subsection 5 retains that paygrade for any day they meet all of the following.
    - i. They are not posted to a position within Special Operations Command.

- ii. It has been less than 4 years since they were last posted to a position within Special Operations Command.
  - iii. They are suitable for service in Special Operations Command.
6. The pay grade is increased by one for an officer who meets all of the following conditions.
- a. The member has a pay grade below pay grade 10.
  - b. The member is posted to a designated submarine escape instructor position.
  - c. The member is qualified and reasonably expected to perform duties supporting submarine escape training in that position for the duration of the posting.

#### **B.2.4 Rate of salary for an officer**

An officer is to be paid the rate of salary in Schedule B.3 that corresponds to all of the following.

- a. The officer's Force in Schedule B.3.
- b. The officer's rank and increment.
- c. The officer's pay grade.

#### **B.2.5 Rate of salary on becoming an officer**

An officer who held an enlisted rank immediately before becoming an officer is paid salary as set out in the following table.

<b>Item</b>	<b>A member became an officer....</b>	<b>is to be paid the higher of the following rates...</b>
1.	on or before 30 June 2015 and held the rank of Sergeant or above immediately before becoming an officer	<ul style="list-style-type: none"> <li>a. The rate of salary in Schedule B.4 that:               <ul style="list-style-type: none"> <li>i. corresponds to the officer's Force, rank and increment; and</li> <li>ii. is next above the rate of salary that the member was paid immediately before becoming an officer.</li> </ul> </li> <li>b. The rate of salary payable to the officer under section B.2.4.</li> <li>c. The rate of salary that corresponds to the Force, rank, increment and tier that the officer held immediately before becoming an officer.</li> </ul>
2.	on or after 1 July 2015 and held the rank of Sergeant or above immediately before becoming an officer	<ul style="list-style-type: none"> <li>a. The rate of salary payable to the officer under section B.2.4.</li> <li>b. The rate of salary that corresponds to the Force, rank, increment and tier that the officer held immediately before becoming an officer.</li> </ul>
3.	the member held the rank of Corporal or below	

## Division 3: Specialist officers

### B.3.1 Purpose

This Division sets out the method for placement in the relevant career structure and the rate of salary that apply to specialist officers.

### B.3.2 Member this Division applies to

This Division applies to the following officers.

- a. Chaplain.
- b. Dental officer.
- c. Legal officer.
- d. Medical officer.
- e. Aviation specialist.
- f. Officer Aviation member.
- fa. Maritime Spiritual Wellbeing Officer.
- g. A member in an approved category.

### B.3.3 Approved categories

CDF may approve a category in which members of the Reserves normally perform a large part of their duties within periods of duty less than two hours. The CDF is to have regard to all of the following.

- a. The special skills or qualifications held by the member.
- b. The special positions or offices held by the member in the ADF.
- c. The nature of the duties normally performed.

**Note:** Approved categories are listed in the definition of approved category under section A.1.12 (Specialist officers)

### B.3.4 Rate of salary for a specialist officer

1. The following table sets out the rate of salary to be paid to a specialist officer covered by this Division.

Item	If the member is...	in the...	then the member is to be paid salary...
1.	a Chaplain Division 1, 2, 3 or 4	specialist career structure	under Schedule B.5 Part 1 or 2 according to the officer's classification and competency level.
1A.	a Maritime Spiritual Wellbeing Officer Class 1, 2, 3 or 4	specialist career structure	under Schedule B.5 Part 3 or 4 according to the officer's classification and competency level.
2.	a dental officer	specialist career structure	under Schedule B.6 according to the officer's Force, rank and dental level.

<b>Item</b>	<b>If the member is...</b>	<b>in the...</b>	<b>then the member is to be paid salary...</b>
3.	a legal officer	specialist career structure	under Schedule B.7 according to the officer's Force, rank and legal level.
4.	a medical officer	specialist career structure	under Schedule B.8 Part 1 or 3, according to the officer's Force, rank and military medical level.
		specialist career structure, and meets all of the following. a. Registered to practice in Australia in an area of medical specialty. b. Approved by the Surgeon General ADF to perform duty in that area of specialty for a period of procedural specialist service. c. Either of the following. i. Deployed overseas for the purpose of practicing in that area. ii. Required to practice in that area on a regular basis for the majority of the period of procedural specialist service.	under Schedule B.8 Part 2 or 4, according to the officer's Force, rank and increment.
7.	an aviation specialist	aviation specialist stream	under Schedule B.14 Part 1 or 2 for the officer's Force, class and experience level.
8.	a medical officer who is a senior officer	specialist career structure	under Schedule B.15, according to the officer's Force, rank and increment.
9.	a dental officer who is a senior officer	specialist career structure	under Schedule B.16, according to the officer's Force, rank and dental level.
10.	a legal officer who is a senior officer	specialist career structure	under Schedule B.17, according to the officer's Force, rank and legal level.
11.	a Chaplain in Division 5	specialist career structure	under Schedule B.18, according to the officer's Force, classification and competency level.
11.	a Chaplain Division 5	specialist career structure	under Schedule B.18 Part 1 or 2, according to the officer's classification and competency level.
12.	a Maritime Spiritual Wellbeing Officer Class 5	specialist career structure	under Schedule B.18 Part 3 or 4, according to the officer's classification and competency level.
13.	an Officer Aviation member	Officer Aviation Pay Structure	under section B.3.7

2. Officers not described in the table in subsection 1 may be paid under Division 1 or Division 2, according to their rank.

3. A senior officer, who meets all the following conditions may be paid a daily rate of salary under this Determination. The daily rate is to be based on the annual rate of salary the member received immediately before transfer to the Reserves.
  - a. The member is a dental officer or legal officer.
  - b. The member was receiving an annual rate of salary under a separate determination made under Part IIIA Division 2 of the *Defence Act 1903*, as in force from time to time, immediately before their transfer to the Reserves.
  - c. The member has transferred from the Permanent Forces to the Reserves.
4. A member in an approved category who attends for duty on Reserve service for at least one hour, but less than two hours, is to be paid one sixth of the daily rate of salary.

### **B.3.5 Rate of salary for aviation specialist**

1. On the day that an officer becomes an aviation specialist, the officer's rate of salary is the rate in Schedule B.14 Part 1 or 2 that is equal to or next above the rate payable to the officer on the day immediately before they became an aviation specialist.
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 Officer Aviation member**

1. An Officer Aviation member is to be paid a rate of salary for their Officer Aviation increment and rank in either of the following Parts of Schedule B.14.
  - a. If the member is a member of the Permanent Force — Part 3.
  - b. If the member is a member of the Reserves — Part 4.
2. Despite subsection 1, Division 4A of Defence Determination 2016/19, *Conditions of service*, as in force from time to time, may vary the rate of salary for an Officer Aviation member in any of the following circumstances.
  - a. Immediately before becoming an Officer Aviation member the member was an Other Rank member.
  - b. Immediately before becoming an Officer Aviation member the member was an Officer in another salary structure.
  - c. The member is in the Navy and immediately before becoming an Officer Aviation member was an aviation specialist.
  - d. The member is in the Air Force and has been reduced in rank.

### **B.3.8 Officer Aviation Pay Structure pathways and competency streams**

1. The range of Officer Aviation increments available for each rank, pathway, and competency stream are set out in the following annexes.
  - a. The Command pathway – Annex B.3.A.
  - b. The Specialist pathway – Annex B.3.B.
  - c. The Staff pathway – Annex B.3.C.
  - d. The Generalist pathway – Annex B.3.D.
2. An Officer Aviation member in the Specialist pathway may advance through their competency stream by a single increment within the increment range provided in Annex B.3.B for the member's Service, competency stream and rank.
3. An Officer Aviation member in either of the following pathways may advance through their competency stream for each year in rank within the increment range provided in the specified annex for the member's Service, competency stream and rank.
  - a. The Command pathway – Annex B.3.A.
  - b. The Generalist pathway – Annex B.3.D.
4. An Officer Aviation member in the Staff pathway who is promoted may advance to the lowest increment provided under Annex B.3.C for the rank to which they are promoted in their competency stream on promotion.
5. Despite paragraph 3.a, for a Navy Officer Aviation in the Command Pathway the following apply.
  - a. A member holding the rank of Commander in one of the following competency streams has a maximum Officer Aviation increment of OA28 unless the member has an aviation command appointment.
    - i. Rotary Wing Pilot.

- ii. Aviation Warfare Officer.
  - b. A member holding the rank of Commander in the remote pilot warfare officer competency stream has a maximum Officer Aviation increment of OA24 unless the member has a command appointment.
- 6. Despite paragraph 3.b, for an Army Officer Aviation in the Generalist Pathway the following apply.
  - a. A member holding the rank of Lieutenant Colonel has a maximum Officer Aviation increment of OA28 unless the member has been appointed to Unit Command.
  - b. A member holding the rank of Major has a maximum Officer Aviation increment of OA23 unless the member has been appointed to Sub-Unit Command.
  - c. A member holding the rank of Captain has a maximum Officer Aviation increment of OA17 unless the member has been appointed to Troop Command.

### **B.3.9 Officer in the Air Force ceases to be an 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 Chapter 3 Part 2 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.

### **B.3.10 Officer ceases to be an Officer Aviation member**

1. Subject to the following, a member who ceases to be an Officer Aviation member will be remunerated under Division 2 or Division 3.
  - a. Section B.3.9.
  - b. Subsection 2 and 3.
2. If the member was previously an aviation specialist, sections B.3.5 to B.3.8 do not apply.
3. If the member is a member of the Navy or Army, the member may not be paid under Division 2 for the following employment categories.
  - a. Any of the following Navy employment categories.
    - i. Pilot Competency Progression.

- ii. Pilot Competency Progression ADQUAL.
  - iii. Pilot Time Progression.
  - iv. Pilot Time Progression ADQUAL.
  - v. Maritime Aviation Warfare Officer Competency Progression.
  - vi. Maritime Aviation Warfare Officer Competency Progression ADQUAL.
  - vii. Maritime Aviation Warfare Officer Time Progression.
  - viii. Maritime Aviation Warfare Officer Time Progression ADQUAL.
- b. Either of the following Army employment categories.
- i. Pilot — Competency Progression.
  - ii. Pilot — Time Based Progression.

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

### Rotary Wing Pilot competency stream

Column 1 Rank range	Column 2 Years in rank							Column 3 Years in Command	
	0	1	2	3	4	5	6 +	0	1
Captain	OA35	OA36							
Commander	OA27	OA28						OA29	OA30
Lieutenant Commander	OA21	OA22	OA23	OA24	OA25				
Lieutenant Sub Lieutenant	OA9	OA10	OA11	OA13	OA15	OA17	OA19		
Lieutenant* Sub Lieutenant* Acting Sub Lieutenant*	OA0	OA1	OA2	OA3	OA4				

### Aviation Warfare Officer competency stream

Column 1 Rank range	Column 2 Years in rank							Column 3 Years in Command	
	0	1	2	3	4	5	6 +	0	1
Captain	OA35	OA36							
Commander	OA27	OA28						OA29	OA30
Lieutenant Commander	OA21	OA22	OA23	OA24	OA25				
Lieutenant Sub Lieutenant	OA8	OA9	OA11	OA13	OA15	OA17	OA19		
Lieutenant* Sub Lieutenant* Acting Sub Lieutenant*	OA0	OA1	OA2	OA3	OA4				

\* denotes Officer Aviation members undertaking basic aviation and rotary wing training.

### Remote Pilot Warfare Officer competency stream

Column 1 Rank range	Column 2 Years in rank							Column 3 Years in Command	
	0	1	2	3	4	5	6 +	0	1
Captain	OA34	OA35	OA36						
Commander	OA23	OA24						OA25	
Lieutenant Commander	OA16	OA17	OA18	OA19	OA20				
Lieutenant Sub Lieutenant	OA6	OA7	OA8	OA9	OA10	OA12	OA14		
Lieutenant** Sub Lieutenant** Acting Sub Lieutenant**	OA0	OA1	OA2	OA3	OA4				

\*\* denotes Officer Aviation members undertaking aviation and remote pilot warfare officer training.

## Part 2 – Air Force

### Fast Jet Pilot competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA36	OA37					
Wing Commander	OA27	OA28	OA29	OA30			
Squadron Leader	OA22	OA23	OA24	OA25			
Flight Lieutenant	OA9	OA10	OA12	OA14	OA16	OA18	OA20

### Fixed Wing Pilot competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA35	OA36	OA37				
Wing Commander	OA26	OA27	OA28	OA29			
Squadron Leader	OA21	OA22	OA23	OA24			
Flight Lieutenant	OA8	OA9	OA11	OA13	OA15	OA17	OA19

### Remote Pilot competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA34	OA35	OA36	OA37			
Wing Commander	OA24	OA25	OA26	OA27			
Squadron Leader	OA18	OA19	OA20	OA21			
Flight Lieutenant	OA7	OA8	OA9	OA10	OA12	OA14	OA16

### Weapon Systems competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA34	OA35	OA36	OA37			
Wing Commander	OA24	OA25	OA26	OA27			
Squadron Leader	OA18	OA19	OA20	OA21			
Flight Lieutenant	OA7	OA8	OA9	OA10	OA12	OA14	OA16

### Maritime Patrol Response competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA33	OA34	OA35	OA36			
Wing Commander	OA23	OA24	OA25	OA26			
Squadron Leader	OA17	OA18	OA19	OA20			
Flight Lieutenant	OA6	OA7	OA8	OA9	OA11	OA13	OA15

### Air Battle Management competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA32	OA33	OA34	OA35			
Wing Commander	OA22	OA23	OA24	OA25			
Squadron Leader	OA16	OA17	OA18	OA19			
Flight Lieutenant	OA5	OA6	OA7	OA8	OA10	OA12	OA14

### Air Traffic Control competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA35	OA36	OA37				
Wing Commander	OA26	OA27	OA28	OA29			
Squadron Leader	OA21	OA22	OA23	OA24			
Flight Lieutenant	OA6	OA8	OA10	OA12	OA15	OA17	OA19

### Air Mobility competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA33	OA34	OA35	OA36			
Wing Commander	OA23	OA24	OA25	OA26			
Squadron Leader	OA17	OA18	OA19	OA20			
Flight Lieutenant	OA6	OA7	OA8	OA9	OA11	OA13	OA15

### Airborne Electronics competency stream

Column 1 Rank	Column 2 Years in rank						
	0	1	2	3	4	5	6 +
Group Captain	OA32	OA33	OA34	OA35			
Wing Commander	OA22	OA23	OA24	OA25			
Squadron Leader	OA16	OA17	OA18	OA19			
Flight Lieutenant	OA5	OA6	OA7	OA8	OA10	OA12	OA14

### Officer Aviation Candidate competency stream

Column 1 Rank	Column 2 Years in rank				
	0	1	2	3	4
Flying Officer	OA0	OA1	OA2	OA3	OA4
Pilot Officer	OA0	OA1	OA2	OA3	OA4

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

### Part 1 – Navy

Column 1 Rank	Column 2 Competency streams increment range	
	Rotary Wing Pilot	Aviation Warfare Officer
Captain	OA35 – OA36	OA35 – OA36
Commander	OA27 – OA30	OA27 – OA30
Lieutenant Commander	OA21 – OA28	OA21 – OA28
Lieutenant	OA9 – OA25	OA8 – OA25

### Part 2 – Army

Column 1 Rank	Column 2 Rotary Wing Pilot competency stream increment range
Lieutenant Colonel	OA27 – OA30
Major	OA21 – OA28
Captain	OA8 – OA23



### Part 3 – Air Force

Column 1 Rank	Column 2 Competency streams increment range					
	Fast Jet Pilot	Fixed Wing Pilot	Remote Pilot	Weapon Systems	Maritime Patrol Response	Air Mobility
Group Captain	OA36 – OA37	OA35 – OA37	OA34 – OA37	OA34 – OA37	OA33 – OA36	OA33 – OA36
Wing Commander	OA27 – OA37	OA26 – OA37	OA24 – OA37	OA24 – OA37	OA23 – OA36	OA23 – OA36
Squadron Leader	OA22 – OA30	OA21 – OA29	OA18 – OA27	OA18 – OA27	OA17 – OA26	OA17 – OA26
Flight Lieutenant	OA9 – OA25	OA8 – OA24	OA7 – OA21	OA7 – OA21	OA6 – OA20	OA6 – OA20

## 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	M
Group Captain	OA 36	OA 35	OA 34	OA 34	OA 33	OA 33	
Wing Commander	OA 27	OA 26	OA 24	OA 24	OA 23	OA 23	
Squadron Leader	OA22	OA 21	OA 18	OA 18	OA 17	OA 17	
Flight Lieutenant	OA 9	OA 8	OA 7	OA 7	OA 6	OA 6	

## Annex B.3.D: Officer Aviation Pay Structure Generalist Pathway — Increment Ranges

### Army Rotary Wing Pilot competency stream

Column 1 Rank range	Column 2 Years in rank						Column 3 Years in Command	
	0	1	2	3	4	5+	0	1
Colonel	OA35	OA36						
Lieutenant Colonel	OA27	OA28					OA29	OA30
Major	OA21	OA22	OA23				OA24	OA25
Captain	OA8	OA9	OA11	OA13	OA15	OA17	OA19	
Lieutenant*	OA0	OA1	OA2	OA3	OA4			

\* denotes Officer Aviation members undertaking basic aviation and rotary wing training.

## Division 4: Service Warrant Officer and Warrant Officer Class 1

### B.4.1 Purpose

This Division sets out the method for tier and pay grade placement and the rate of salary payable to Service Warrant Officers and Warrant Officers Class 1.

### B.4.2 Member this Division applies to

This Division applies to Service Warrant Officers and to Warrant Officers Class 1 in the ADF.

### B.4.3 Tiers

The following table sets out the tiers that apply to Warrant Officer Class 1 employment categories.

Tier	Description
Tier A	Applies to positions involving direct application of trade skills or entry level Regimental Sergeant Major (all corps) or Warrant Officer disciplinary positions at, or higher than, the relevant of the following. <ul style="list-style-type: none"> <li>a. Navy — the department level.</li> <li>b. Army — the unit level.</li> <li>c. Air Force — the unit or squadron level.</li> </ul>
Tier B	Applies to positions involving application of managerial skills (applied with or without reference to trade knowledge) at, or higher than, the relevant of the following. <ul style="list-style-type: none"> <li>a. Navy — the unit level.</li> <li>b. Army — the formation level.</li> <li>c. Air Force — the wing level.</li> </ul>
Tier C	Applies to positions involving high level management and representational duties, applied generally at a functional or environmental command level.

### B.4.4 Pay grade for a Warrant Officer Class 1

1. A Warrant Officer Class 1 is placed in the pay grade specified in Schedule B.9 for the Service, employment category and tier that applies to the member.
2. If Schedule B.9 does not specify a pay grade that applies to the member, the member is to be placed in pay grade 2.
3. If more than one pay grade applies to a Warrant Officer Class 1 under Schedule B.9, the higher pay grade is taken to apply.
4. A pay grade listed in Schedule B.9 applies to a Warrant Officer Class 1 only during the period the member meets the requirements for the relevant employment category and tier, including any required levels of qualification, experience or skill.
5. If a member is recognised under a Special Forces Skills Framework listed in Column A of the following table and has a mastery level listed in Column B of the same item, their paygrade is increased by the number of paygrades listed in Column C, up to the maximum paygrade listed in Column D of the same item.

Item	Column A Special Forces Skills Framework	Column B Mastery Level	Column C Number of paygrade increases	Column D Maximum paygrade
1.	Enhanced Technical	Foundation	0	n/a
2.		Intermediate	2	9
3.		Advanced	3	10
4.		Master	4	10
5.	Interoperability	Foundation	1	9
6.		Intermediate	2	9
7.		Advanced	2	9
8.		Master	3	9

- 5A. For the purpose of subsection 5, all of the following apply.
- a. If a member is eligible for an increased paygrade under more than one table item in subsection 5, the member has the higher of the two paygrades.

**Note:** A member can be recognised under more than one Special Forces Skills Framework at a time.
  - b. A member who had their paygrade increased under subsection 5 retains that paygrade for any day they meet all of the following.
    - i. They are not posted to a position within Special Operations Command.
    - ii. It has been less than 4 years since they were last posted to a position within Special Operations Command.
    - iii. They are suitable for service in Special Operations Command.
6. The pay grade is increased by one for a Warrant Officer Class 1 who meets all of the following conditions.
- a. The member has a pay grade below pay grade 10.
  - b. The member is posted to a designated submarine escape instructor position.
  - c. The member is qualified and reasonably expected to perform duties supporting submarine escape training in that position for the duration of the posting.

#### **B.4.5 Rate of salary for a Warrant Officer Class 1**

A Warrant Officer Class 1 is to be paid the rate of salary in Schedule B.10 that corresponds to all of the following.

- a. The member's Force in Parts 2 or 3 of Schedule B.10.
- b. The member's tier and increment.
- c. The member's pay grade.

#### **B.4.6 Rate of salary for Service Warrant Officers**

1. A Service Warrant Officer who is in the Permanent Forces is to be paid the rate of salary listed in Part 1 of Schedule B.10.

2. A Service Warrant Officer who is a member of the Reserves is to be paid the daily rate of salary listed in Part 1A of Schedule B.10, if the CDF is satisfied that the work to be completed requires the experience, skill and knowledge of a Service Warrant Officer.

## Division 5: Other ranks

### B.5.1 Purpose

This Division sets out the method for pay grade placement and rates of salary for Other ranks that apply.

### B.5.2 Member this Division applies to

This Division applies to members holding an Other rank who are not covered by Division 4 or Division 6.

### B.5.3 Pay grade for a member below the rank of Warrant Officer Class 1

1. A member is placed in the pay grade specified in Schedule B.11 for the Service and employment category that applies to the member.
2. If more than one pay grade applies to a member under Schedule B.11, the higher pay grade applies.
3. A pay grade listed in Schedule B.11 applies to a member only during the period the member meets the requirements for the relevant employment category, including any required levels of qualification, experience or skill.
4. If a member is recognised under a Special Forces Skills Framework listed in Column A of the following table and has a mastery level listed in Column B of the same item, their paygrade is increased by the number of paygrades listed in Column C, up to the maximum paygrade listed in Column D of the same item.

Item	Column A Special Forces Skills Framework	Column B Mastery Level	Column C Number of paygrade increases	Column D Maximum paygrade
1.	Enhanced Technical	Foundation	0	n/a
2.		Intermediate	2	9
3.		Advanced	3	10
4.		Master	4	10
5.	Interoperability	Foundation	1	8
6.		Intermediate	2	9
7.		Advanced	2	9
8.		Master	3	9

- 4A. For the purpose of subsection 4, all of the following apply.
- a. If a member is eligible for an increased paygrade under more than one table item in subsection 4, the member has the higher of the two paygrades.
 

**Note:** A member can be recognised under more than one Special Forces Skills Framework at a time.
  - b. A member who had their paygrade increased under subsection 4 retains that paygrade for any day they meet all of the following.
    - i. They are not posted to a position within Special Operations Command.

- ii. It has been less than 4 years since they were last posted to a position within Special Operations Command.
  - iii. They are suitable for service in Special Operations Command.
- 5. The pay grade is increased by one for a member who meets all of the following conditions.
  - a. The member has a pay grade below pay grade 10.
  - b. The member is posted to a designated submarine escape instructor position.
  - c. The member is qualified and reasonably expected to perform duties supporting submarine escape training in that position for the duration of the posting.
- 6. The pay grade is increased by one for a member who meets all of the following conditions.
  - a. The member has a pay grade below pay grade 8.
  - b. The member is posted to a designated recruit instructor position at 1<sup>st</sup> Recruit Training Battalion.
  - c. The member is qualified and reasonably expected to perform recruit instructor duties in that position for the duration of the posting.

#### **B.5.4 Rate of salary for a member below the rank of Warrant Officer Class 1**

A member below the rank of Warrant Officer Class 1 is to be paid the rate of salary in Schedule B.12 that corresponds to all of the following.

- a. The member's Force.
- b. The member's rank and increment.
- c. The member's pay grade.



## Division 6: Trainees

### B.6.1 Purpose

This Division provides the salary for members who are undertaking training.

**Exception:** This Division does not apply to members who are undergoing recategorisation training.

### B.6.2 Rate of salary for a trainee

1. In this section **degree** has the meaning given in the Australian Qualifications Framework level 7 Bachelor degree as published on 20 April 2017.

**Related Information:** Australian Qualifications Framework

2. The member may be deemed to hold a degree for the purposes of items 6.a.iii and 6.b.iii if all of the following conditions are met.
  - a. The member does not hold a **degree** under subsection 1.
  - b. The member holds a qualification that meets Australian Qualifications Framework level 8 or higher.
  - c. CDF decides the qualification in subsection 2.b is relevant to the Australian Defence Force.
3. A member undertaking training in a capacity listed in Schedule B.13 is to be paid the rate of salary that corresponds to all of the following.
  - a. The member's Force.
  - b. The member's training capacity and stage (if any).

## Part C: Salary preservation

### C.1.1 Transition – Army and Air Force cyberspace employment categories

1. This section applies to a member of the Army or Air Force if all the following apply.
  - a. The member volunteered to transfer into one of the following employment categories relevant to their Service.
    - i. Cyber Engineer
    - ii. Cyber Specialist.
    - iii. Cyber Manager.
    - iv. Cyberspace Warfare Officer.
    - v. Cyberspace Warfare Analyst.
  - b. The member is transferred into an employment category listed in paragraph 1.a between the date of commencement of this Determination and 31 October 2024.
  - c. The rate of salary for the member's new employment category is lower than the rate of salary payable immediately before they transferred.
2. Despite Part B, the member is to be paid the rate of salary payable immediately before they transferred, as varied by subsection 3, from the day the transfer takes effect.
3. The member's rate of salary is to be adjusted by both the following.
  - a. An increment advancement owed to the member under Defence Determination 2016/19, *Conditions of service*, Chapter 3 Part 2 Division 3.
  - b. ADF Workplace Remuneration Arrangement general salary adjustment determined by the DFRT.
4. This section ceases to apply to a member on the earlier of the following days.
  - a. Five years after the day the member transferred to the employment category.
  - b. A day the rate of salary payable to the member under subsection 2 is lower than the rate of salary that would be payable to the member under Part B, had this section not applied.
  - c. The day the member ceases to be in an employment category listed in paragraph 1.a.

### C.2.1 Transition – Navy Maritime Personnel Community employment categories

1. This section applies to a member of the Navy if all the following apply.
  - a. The member volunteered to transfer from a Navy employment category and grade, tier or category in Column A to a Navy employment category and grade, tier or category in column B between 5 March 2020 and 30 June 2020.

Item	Column A		Column B	
	Employment Category	Grade/Tier/Category	Employment category	Grade/Tier/Category
1.	Management Executive	Tier 1 - Specialist	Maritime Human Resource Officer	Under Training

2.	Management Executive	Tier 2 – Strategic Specialist	Maritime Human Resource Officer	Primary Qualification
3.	Management Executive	Tier 3 – Senior Strategic Specialist	Maritime Human Resource Officer	Foundation
4.	Management Executive	Shore Command	Maritime Human Resource Officer	Intermediate
5.	Maritime Logistics Personnel Operations – Grade 4	A	Maritime Human Resource Officer	Advanced
6.	Maritime Logistics Personnel Operations – Grade 5	A	Maritime Human Resource Officer	Master
7.	Maritime Logistics Personnel Operations	B	Maritime Human Resource Officer	Shore Command
8.	Maritime Logistics Personnel Operations	C	Maritime Personnel Manager	A
9.	Maritime Logistics Personnel Operations	1	Maritime Personnel Manager	B
10.	Maritime Logistics Personnel Operations	2	Maritime Personnel Manager	C
11.	Maritime Logistics Personnel Operations	3	Maritime Personnel Operator	1
12.	Maritime Logistics Personnel Operations	4	Maritime Personnel Operator	2
13.	–	–	Maritime Personnel Supervisor	3
14.	–	–	Maritime Personnel Manager	4

- b. The rate of salary for the member's new employment category is lower than the rate of salary payable to the member immediately before they transferred.
2. Despite Part B, the member is to be paid the rate of salary payable immediately before they transferred, as varied by subsection 3, from the day the transfer takes effect.
3. The member's rate of salary is to be adjusted by both the following.
- a. An increment advancement owed to the member under Defence Determination 2016/19, *Conditions of service*, Chapter 3 Part 2 Division 3.
  - b. ADF Workplace Remuneration Arrangement general salary adjustment determined by the DFRT.
4. This section ceases to apply to a member on the earlier of the following days.
- a. Five years after the day the member transferred to the employment category.
  - b. A day the rate of salary payable to the member under subsection 2 is lower than the rate of salary that would be payable to the member under Part B for their employment category, had this section not applied.
  - c. The day the member ceases to be in an employment category listed in column B of the table in subsection 1.

### Section C.3.1 – Air Force Network Technician employment categories

1. This section applies to a member of the Air Force who meets all of the following.
  - a. The member volunteered to transfer from an Air Force employment category and grade or tier in column A to an Air Force employment category and grade or tier in column B between the 25 June 2020 and 25 June 2025.

Item	Column A		Column B	
	Employment Category	Grade/Tier	Employment category	Grade/Tier
1.	Communications and Information Systems Controller	–	Network Technician	1
2.	Communications and Information Systems Controller	1	Network Technician	2
3.	Communications Electronic Fitter	1	Network Technician Advanced	–
4.	Communications Electronic Mechanic	–	Network Technician Supervisor	–
5.	Communications and Information Systems Controller	2	Network Technician Technical Manager	–
6.	Communications Electronic Fitter	2	Network Technician Supervisor	A
7.	Advanced Communications Electronic Technician	–	Network Technician Technical Manager	A
8.	Communications Electronic Technician	–	Network Technician Warrant Officer Networks	A
9.	Communications and Information Systems Controller	3	–	–
10.	Detachment Supervisor Communications and Information System Controller	–	–	–
11.	Supervisor Communications and Information Systems Controller	–	–	–
12.	Communications Electronics Supervisor	–	–	–
13.	Manager Communications and Information Systems Controller	–	–	–
14.	Communications Electronic Systems Technician	–	–	–
15.	Communications Electronic Technical Manager	–	–	–
16.	Communications Electronic Technical Manager	A	–	–
17.	Communications Electronic Technician Manager (Warrant Officer Engineering)	A	–	–

18.	Supervisor Communications and Information Systems Controller	A	–	–
19.	Manager Communications and Information Systems Controller	A	–	–
20.	Advanced Communications Electronic Technician (Warrant Officer Engineering)	A	–	–
21.	Communications Electronic Systems Technician	A	–	–
22.	Communications Electronic Systems Technician (Warrant Officer Engineering)	A	–	–

- b. The rate of salary for the member's new employment category is lower than the rate of salary payable to the member immediately before they transferred.
2. Despite Part B, the member is to be paid the rate of salary payable immediately before they transferred, as varied by subsection 3, from the day the transfer takes effect.
3. The member's rate of salary is to be adjusted by both the following.
  - a. An increment advancement owed to the member under Defence Determination 2016/19, *Conditions of service*, Chapter 3 Part 2 Division 3.
  - b. ADF Workplace Remuneration Arrangement general salary adjustment determined by the DFRT.
4. This section ceases to apply to a member on the earlier of the following days.
  - a. Five years after the day the member transferred to the employment category.
  - b. A day the rate of salary payable to the member under subsection 2 is lower than the rate of salary that would be payable to the member under Part B for their employment category, had this section not applied.
  - c. The day the member ceases to be in an employment category listed in column B of the table in subsection 1.