



Defence Force Remuneration Tribunal Determination No. 11 of 2024, 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 08 of 2023 — ADF Workplace Remuneration Arrangement 2023-2026.

Dated 27 September 2024

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.11 of 2024, ADF Workplace Remuneration Arrangement 2023–2026.
2. This Determination may also be cited as DFRT Determination No.11 of 2024.

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	7 November 2024

Note: This table relates only to the provisions of this instrument as originally made.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 3.8 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 3.8 per cent.

Schedule 1—Amendments to DFRT Determination No. 14 of 1992

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

1 Clause 6 (table)

Repeal 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	\$1,364			
Degree of language difficulty Group 1	\$1,364	\$2,728	\$4,092	\$5,458
Degree of language difficulty Group 2	\$2,047	\$4,092	\$6,822	\$9,536
Degree of language difficulty Group 3	\$2,728	\$5,458	\$9,536	\$13,628

Schedule 2—Amendments to DFRT Determination No. 11 of 2013, *ADF Allowances*

Defence Force Remuneration Tribunal Determination No. 11 of 2013, Allowances

1 Part F, table 1 (item 1)

Repeal item 1, substitute:

1.	Separation allowance under paragraph B.3.6	\$3,352
----	--	---------

Schedule 3—Amendments to DFRT Determination No. 2 of 2017

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

1 Schedule B.1

Repeal the Schedule, 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	\$321,351
			O8 – 0	\$306,208
Commodore	Brigadier	Air Commodore	O7 – 1	\$280,674
			O7 – 0	\$273,382

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	\$1,931.00
Rear Admiral	Major General	Air Vice Marshal	O8 – 1	\$880.41
			O8 – 0	\$838.93
Commodore	Brigadier	Air Commodore	O7 – 1	\$768.97
			O7 – 0	\$748.99

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	\$463,038
				Positional	\$0
			2	Base salary	\$463,038
				Positional	\$44,512
			3	Base salary	\$463,038
				Positional	\$85,826

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	\$1,268.60

Schedule B.3

Repeat the Schedule, 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	\$185,994	\$191,209	\$197,226	\$202,440	\$208,257	\$214,773	\$221,319	\$228,393	\$235,474	\$240,209
			O6 – 0	\$180,787	\$186,000	\$192,023	\$197,232	\$203,049	\$209,568	\$216,104	\$223,189	\$230,271	\$235,000
Commander	Lieutenant Colonel	Wing Commander	O5 – 1	\$159,302	\$164,519	\$170,542	\$175,754	\$181,568	\$188,084	\$194,627	\$201,709	\$208,787	\$213,520
			O5 – 0	\$154,197	\$159,412	\$165,433	\$170,648	\$176,462	\$182,981	\$189,519	\$196,602	\$203,683	\$208,416
Lieutenant Commander	Major	Squadron Leader	O4 – 2	\$132,901	\$138,115	\$144,136	\$149,350	\$155,164	\$161,681	\$168,223	\$175,305	\$182,382	\$187,114
			O4 – 1	\$129,321	\$134,539	\$140,557	\$145,770	\$151,584	\$158,105	\$164,645	\$171,726	\$178,808	\$183,535
			O4 – 0	\$125,732	\$130,950	\$136,967	\$142,180	\$147,996	\$154,515	\$161,056	\$168,138	\$175,218	\$179,949
Lieutenant	Captain	Flight Lieutenant	O3 – 5	\$119,778	\$124,997	\$131,017	\$136,229	\$142,045	\$148,563	\$155,104	\$162,188	\$169,269	\$173,996
			O3 – 4	\$116,373	\$121,590	\$127,611	\$132,828	\$138,640	\$145,158	\$151,697	\$158,778	\$165,862	\$170,589
			O3 – 3	\$112,961	\$118,175	\$124,195	\$129,407	\$135,225	\$141,744	\$148,285	\$155,365	\$162,447	\$167,172
			O3 – 2	\$109,565	\$114,785	\$120,802	\$126,014	\$131,832	\$138,348	\$144,887	\$151,973	\$159,055	\$163,782
			O3 – 1	\$106,171	\$111,385	\$117,403	\$122,618	\$128,435	\$134,951	\$141,491	\$148,571	\$155,652	\$160,386
			O3 – 0	\$102,763	\$107,975	\$113,993	\$119,207	\$125,024	\$131,540	\$138,083	\$145,164	\$152,241	\$156,975
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$96,962	\$102,173	\$108,193	\$113,408	\$119,217	\$125,735	\$132,280	\$139,363	\$146,442	\$151,176
			O2 – 2	\$94,156	\$99,371	\$105,390	\$110,602	\$116,419	\$122,937	\$129,479	\$136,560	\$143,642	\$148,370
			O2 – 1	\$91,400	\$96,614	\$102,636	\$107,850	\$113,662	\$120,179	\$126,721	\$133,807	\$140,885	\$145,616
			O2 – 0	\$88,760	\$93,973	\$99,995	\$105,209	\$111,023	\$117,542	\$124,081	\$131,161	\$138,244	\$142,974
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 1	\$86,494	\$91,710	\$97,732	\$102,943	\$108,757	\$115,277	\$121,816	\$128,897	\$135,980	\$140,709
			O1 – 0	\$84,227	\$89,445	\$95,462	\$100,676	\$106,492	\$113,008	\$119,553	\$126,630	\$133,714	\$138,443

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	\$509.57	\$523.86	\$540.35	\$554.63	\$570.57	\$588.42	\$606.35	\$625.73	\$645.13	\$658.11
			O6 – 0	\$495.31	\$509.59	\$526.09	\$540.36	\$556.30	\$574.16	\$592.07	\$611.48	\$630.88	\$643.84
Commander	Lieutenant Colonel	Wing Commander	O5 – 1	\$436.44	\$450.74	\$467.24	\$481.52	\$497.45	\$515.30	\$533.22	\$552.63	\$572.02	\$584.99
			O5 – 0	\$422.46	\$436.75	\$453.24	\$467.53	\$483.46	\$501.32	\$519.23	\$538.64	\$558.04	\$571.00
Lieutenant Commander	Major	Squadron Leader	O4 – 2	\$364.11	\$378.40	\$394.89	\$409.18	\$425.11	\$442.96	\$460.88	\$480.29	\$499.68	\$512.64
			O4 – 1	\$354.30	\$368.60	\$385.09	\$399.37	\$415.30	\$433.16	\$451.08	\$470.48	\$489.88	\$502.84
			O4 – 0	\$344.47	\$358.77	\$375.25	\$389.53	\$405.47	\$423.33	\$441.25	\$460.65	\$480.05	\$493.01
Lieutenant	Captain	Flight Lieutenant	O3 – 5	\$328.16	\$342.46	\$358.95	\$373.23	\$389.16	\$407.02	\$424.94	\$444.35	\$463.75	\$476.70
			O3 – 4	\$318.83	\$333.12	\$349.62	\$363.91	\$379.84	\$397.69	\$415.61	\$435.01	\$454.42	\$467.37
			O3 – 3	\$309.48	\$323.77	\$340.26	\$354.54	\$370.48	\$388.34	\$406.26	\$425.66	\$445.06	\$458.01
			O3 – 2	\$300.18	\$314.48	\$330.96	\$345.24	\$361.18	\$379.04	\$396.95	\$416.36	\$435.77	\$448.72
			O3 – 1	\$290.88	\$305.16	\$321.65	\$335.94	\$351.88	\$369.73	\$387.65	\$407.04	\$426.44	\$439.41
			O3 – 0	\$281.54	\$295.82	\$312.31	\$326.59	\$342.53	\$360.38	\$378.31	\$397.71	\$417.10	\$430.07
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$265.65	\$279.93	\$296.42	\$310.71	\$326.62	\$344.48	\$362.41	\$381.82	\$401.21	\$414.18
			O2 – 2	\$257.96	\$272.25	\$288.74	\$303.02	\$318.96	\$336.81	\$354.74	\$374.14	\$393.54	\$406.49
			O2 – 1	\$250.41	\$264.70	\$281.19	\$295.48	\$311.40	\$329.26	\$347.18	\$366.59	\$385.99	\$398.95
			O2 – 0	\$243.18	\$257.46	\$273.96	\$288.24	\$304.17	\$322.03	\$339.95	\$359.35	\$378.75	\$391.71
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 1	\$236.97	\$251.26	\$267.76	\$282.04	\$297.96	\$315.83	\$333.74	\$353.14	\$372.55	\$385.50
			O1 – 0	\$230.76	\$245.05	\$261.54	\$275.82	\$291.76	\$309.61	\$327.54	\$346.93	\$366.34	\$379.30

3 Schedule B.4

Repeal the Schedule, 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	\$119,778	\$124,997	\$131,017	\$136,229	\$142,045	\$148,563	\$155,104	\$162,188	\$169,269	\$173,996
			O3 – 2	\$117,376	\$122,592	\$128,612	\$133,825	\$139,640	\$146,156	\$152,700	\$159,780	\$166,859	\$171,592
			O3 – 1	\$114,967	\$120,180	\$126,204	\$131,413	\$137,230	\$143,748	\$150,287	\$157,371	\$164,447	\$169,179
			O3 – 0	\$112,567	\$117,784	\$123,805	\$129,021	\$134,833	\$141,351	\$147,888	\$154,972	\$162,056	\$166,785
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$110,170	\$115,386	\$121,404	\$126,618	\$132,433	\$138,951	\$145,493	\$152,571	\$159,653	\$164,384
			O2 – 2	\$107,766	\$112,982	\$119,000	\$124,217	\$130,028	\$136,548	\$143,087	\$150,167	\$157,255	\$161,980
			O2 – 1	\$105,363	\$110,580	\$116,598	\$121,812	\$127,629	\$134,146	\$140,683	\$147,767	\$154,849	\$159,579
			O2 – 0	\$102,954	\$108,169	\$114,187	\$119,401	\$125,215	\$131,734	\$138,274	\$145,356	\$152,440	\$157,164
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 0	\$100,558	\$105,775	\$111,791	\$117,008	\$122,822	\$129,338	\$135,881	\$142,961	\$150,043	\$154,772

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	\$328.16	\$342.46	\$358.95	\$373.23	\$389.16	\$407.02	\$424.94	\$444.35	\$463.75	\$476.70
			O3 – 2	\$321.58	\$335.87	\$352.36	\$366.64	\$382.58	\$400.43	\$418.36	\$437.75	\$457.15	\$470.12
			O3 – 1	\$314.98	\$329.26	\$345.76	\$360.04	\$375.97	\$393.83	\$411.75	\$431.15	\$450.54	\$463.50
			O3 – 0	\$308.40	\$322.70	\$339.19	\$353.48	\$369.41	\$387.26	\$405.17	\$424.58	\$443.99	\$456.95
Sub-Lieutenant	Lieutenant	Flying Officer	O2 – 3	\$301.84	\$316.13	\$332.61	\$346.90	\$362.83	\$380.69	\$398.61	\$418.00	\$437.41	\$450.37
			O2 – 2	\$295.25	\$309.54	\$326.03	\$340.32	\$356.24	\$374.10	\$392.02	\$411.42	\$430.84	\$443.78
			O2 – 1	\$288.67	\$302.96	\$319.45	\$333.73	\$349.67	\$367.52	\$385.43	\$404.84	\$424.24	\$437.20
			O2 – 0	\$282.07	\$296.35	\$312.84	\$327.13	\$343.05	\$360.92	\$378.83	\$398.24	\$417.64	\$430.59
Acting Sub-Lieutenant	Second Lieutenant	Pilot Officer	O1 – 0	\$275.50	\$289.79	\$306.28	\$320.57	\$336.50	\$354.35	\$372.28	\$391.67	\$411.08	\$424.03

4 Schedule B.5

Repeal the Schedule, 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	\$184,135
	CL 3-1	\$178,818
Chaplain Division 3	CL 3-2	\$169,165
	CL 3-1	\$164,191
Chaplain Division 2	CL 3-3	\$152,022
	CL 3-2	\$149,429
	CL 3-1	\$146,886
	CL 2-4	\$144,393
	CL 2-3	\$141,952
	CL 2-2	\$139,558
	CL 2-1	\$137,210
Chaplain Division 1	CL 2-3	\$134,909
	CL 2-2	\$131,028
	CL 2-1	\$127,258
	CL 1-2	\$123,612
	CL 1-1	\$120,064

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	\$504.48
	CL 3-1	\$489.91
Chaplain Division 3	CL 3-2	\$463.47
	CL 3-1	\$449.84
Chaplain Division 2	CL 3-3	\$416.50
	CL 3-2	\$409.39
	CL 3-1	\$402.43
	CL 2-4	\$395.60
	CL 2-3	\$388.91
	CL 2-2	\$382.35
	CL 2-1	\$375.92
Chaplain Division 1	CL 2-3	\$369.61
	CL 2-2	\$358.98
	CL 2-1	\$348.65
	CL 1-2	\$338.66
	CL 1-1	\$328.94

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	\$184,135
	CL 3-1	\$178,818
Maritime Spiritual Wellbeing Officer Class 3	CL 3-2	\$169,165
	CL 3-1	\$164,191
Maritime Spiritual Wellbeing Officer Class 2	CL 3-3	\$152,022
	CL 3-2	\$149,429
	CL 3-1	\$146,886
	CL 2-4	\$144,393
	CL 2-3	\$141,952
	CL 2-2	\$139,558
	CL 2-1	\$137,210
Maritime Spiritual Wellbeing Officer Class 1	CL 2-3	\$134,909
	CL 2-2	\$131,028
	CL 2-1	\$127,258
	CL 1-2	\$123,612
	CL 1-1	\$120,064

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	\$504.48
	CL 3-1	\$489.91
Maritime Spiritual Wellbeing Officer Class 3	CL 3-2	\$463.47
	CL 3-1	\$449.84
Maritime Spiritual Wellbeing Officer Class 2	CL 3-3	\$416.50
	CL 3-2	\$409.39
	CL 3-1	\$402.43
	CL 2-4	\$395.60
	CL 2-3	\$388.91
	CL 2-2	\$382.35
	CL 2-1	\$375.92
Maritime Spiritual Wellbeing Officer Class 1	CL 2-3	\$369.61
	CL 2-2	\$358.98
	CL 2-1	\$348.65
	CL 1-2	\$338.66
	CL 1-1	\$328.94

5 **Schedule B.6**

Repeal the Schedule, 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	\$252,934
			DL 3	\$238,793
Commander	Lieutenant Colonel	Wing Commander	DL 4	\$233,111
			DL 3	\$220,095
			DL 2 (higher duties or temporary duty only)	\$196,071
Lieutenant Commander	Major	Squadron Leader	DL 4	\$221,580
			DL 3-3	\$209,350
			DL 3-2	\$203,415
			DL 3-1	\$197,650
			DL 2-3	\$186,777
			DL 2-2	\$181,496
			DL 2-1	\$176,368
Lieutenant	Captain	Flight Lieutenant	DL 4	\$203,740
			DL 3-3	\$192,523
			DL 3-2	\$187,074
			DL 3-1	\$181,786
			DL 2-3	\$171,809
			DL 2-2	\$166,965
			DL 2-1	\$162,258
			DL 1-2	\$130,921
DL 1-1	\$126,782			

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	\$692.97
			DL 3	\$654.23
Commander	Lieutenant Colonel	Wing Commander	DL 4	\$638.66
			DL 3	\$603.00
			DL 2 (temporary duty only)	\$537.18
Lieutenant Commander	Major	Squadron Leader	DL 4	\$607.07
			DL 3-3	\$573.56
			DL 3-2	\$557.30
			DL 3-1	\$541.51
			DL 2-3	\$511.72
			DL 2-2	\$497.25
			DL 2-1	\$483.20
Lieutenant	Captain	Flight Lieutenant	DL 4	\$558.19
			DL 3-3	\$527.46
			DL 3-2	\$512.53
			DL 3-1	\$498.04
			DL 2-3	\$470.71
			DL 2-2	\$457.44
			DL 2-1	\$444.54
			DL 1-2	\$358.69
DL 1-1	\$347.35			

Repeal the Schedule, 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	\$237,447
			LL 5-1	\$229,450
			LL 4	\$222,650
			LL 3 (higher duties or temporary duty only)	\$212,505
Commander	Lieutenant Colonel	Wing Commander	LL 5	\$222,650
			LL 4-2	\$215,850
			LL 4-1	\$208,286
			LL 3-2	\$202,362
			LL 3-1	\$196,562
Lieutenant Commander	Major	Squadron Leader	LL 4-4	\$204,579
			LL 4-3	\$199,916
			LL 4-2	\$195,524
			LL 4-1	\$191,404
			LL 3-4	\$184,839
			LL 3-3	\$174,777
			LL 3-2	\$169,752
			LL 3-1	\$159,419
			LL 2-4	\$139,574
			LL 2-3	\$138,115
			LL 2-2	\$134,539
			LL 2-1	\$130,950
Lieutenant	Captain	Flight Lieutenant	LL 3-2	\$149,916
			LL 3-1	\$139,574
			LL 2-6	\$124,997
			LL 2-5	\$121,590
			LL 2-4	\$118,175
			LL 2-3	\$114,785
			LL 2-2	\$111,385
			LL 2-1	\$107,975
	LL 1	\$105,076		
Sub- Lieutenant	Lieutenant	Flying Officer	LL 1	\$93,973

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	\$610.00
			LL-B	\$591.37
			LL 5-2	\$650.54
			LL 5-1	\$628.63
			LL 4	\$610.00
			LL 3 (higher duties or temporary duty only)	\$582.21
Commander	Lieutenant Colonel	Wing Commander	LL-A	\$610.00
			LL-B	\$591.37
			LL 5	\$610.00
			LL 4-2	\$591.37
			LL 4-1	\$570.65
			LL 3-2	\$554.42
			LL 3-1	\$538.53
Lieutenant Commander	Major	Squadron Leader	LL-A	\$610.00
			LL-B	\$591.37
			LL 4-4	\$560.49
			LL 4-3	\$547.72
			LL 4-2	\$535.68
			LL 4-1	\$524.39
			LL 3-4	\$506.41
			LL 3-3	\$478.84
			LL 3-2	\$465.07
			LL 3-1	\$436.76
			LL 2-4	\$382.39
			LL 2-3	\$378.40
			LL 2-2	\$368.60
LL 2-1	\$358.77			
Lieutenant	Captain	Flight Lieutenant	LL-A	\$610.00
			LL-B	\$591.37
			LL 3-2	\$410.73
			LL 3-1	\$382.39
			LL 2-6	\$342.46
			LL 2-5	\$333.12
			LL 2-4	\$323.77
			LL 2-3	\$314.48
			LL 2-2	\$305.16
			LL 2-1	\$295.82
			LL 1	\$287.88
Sub- Lieutenant	Lieutenant	Flying Officer	LL 1	\$257.46

Schedule B.8

Repeal the Schedule, 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	\$358,401
			MML 4-2	\$349,657
			MML 4-1	\$341,168
			MML 3A-4	\$358,241
			MML 3A-3	\$349,504
			MML 3A-2	\$339,653
			MML 3A-1	\$327,535
			MML 3-5	\$341,168
			MML 3-4	\$334,268
			MML 3-3	\$327,535
			MML 3-2	\$320,966
			MML 3-1	\$313,313
			MML 2B-2	\$234,352
			MML 2B-1	\$225,577
			MML 2A-4	\$216,807
			MML 2A-3	\$206,539
			MML 2A-2	\$202,076
MML 2A-1	\$197,740			
Commander	Lieutenant Colonel	Wing Commander	MML 4-3	\$344,172
			MML 4-2	\$335,428
			MML 4-1	\$326,939
			MML 3A-4	\$344,012
			MML 3A-3	\$335,275
			MML 3A-2	\$325,424
			MML 3A-1	\$313,306
			MML 3-5	\$326,939
			MML 3-4	\$320,039
			MML 3-3	\$313,306
			MML 3-2	\$306,737
			MML 3-1	\$299,084
			MML 2B-2	\$220,122
			MML 2B-1	\$211,348
			MML 2A-4	\$202,578
			MML 2A-3	\$192,310
			MML 2A-2	\$187,847
MML 2A-1	\$183,511			

Lieutenant Commander	Major	Squadron Leader	MML 4-3	\$332,089
			MML 4-2	\$323,345
			MML 4-1	\$314,858
			MML 3A-4	\$331,930
			MML 3A-3	\$323,193
			MML 3A-2	\$313,342
			MML 3A-1	\$301,223
			MML 3-5	\$314,858
			MML 3-4	\$307,957
			MML 3-3	\$301,223
			MML 3-2	\$294,655
			MML 3-1	\$287,002
			MML 2B-2	\$208,041
			MML 2B-1	\$199,267
			MML 2A-4	\$190,497
			MML 2A-3	\$180,228
			MML 2A-2	\$175,765
			MML 2A-1	\$171,429
			MML 1-4	\$146,264
			MML 1-3 (senior resident)	\$130,950
Lieutenant	Captain	Flight Lieutenant	MML 4-3	\$319,943
			MML 4-2	\$311,199
			MML 4-1	\$302,710
			MML 3A-4	\$319,784
			MML 3A-3	\$311,046
			MML 3A-2	\$301,775
			MML 3A-1	\$289,077
			MML 3-5	\$302,710
			MML 3-4	\$295,809
			MML 3-3	\$289,077
			MML 3-2	\$282,508
			MML 3-1	\$274,856
			MML 2B-2	\$195,893
			MML 2B-1	\$187,119
			MML 2A-4	\$178,351
			MML 2A-3	\$168,082
			MML 2A-2	\$163,618
			MML 2A-1	\$159,282
			MML 1-4	\$134,409
			MML 1-3 (senior resident)	\$119,359
MML 1-2 (resident)	\$107,975			

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	\$446,212
			5	\$435,953
			4	\$423,134
			3	\$406,177
			2	\$391,081
			1	\$378,260
			entry	\$365,436
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$446,212
			5	\$435,953
			4	\$423,134
			3	\$406,177
			2	\$391,081
			1	\$378,260
			entry	\$365,436

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	\$981.92
			MML 4-2	\$957.96
			MML 4-1	\$934.71
			MML 3A-4	\$981.48
			MML 3A-3	\$957.55
			MML 3A-2	\$930.56
			MML 3A-1	\$897.36
			MML 3-5	\$934.71
			MML 3-4	\$915.80
			MML 3-3	\$897.36
			MML 3-2	\$879.36
			MML 3-1	\$858.39
			MML 2B-2	\$642.06
			MML 2B-1	\$618.02
			MML 2A-4	\$593.99
			MML 2A-3	\$565.86
			MML 2A-2	\$553.63
			MML 2A-1	\$541.75
Commander	Lieutenant Colonel	Wing Commander	MML 4-3	\$942.94
			MML 4-2	\$918.98
			MML 4-1	\$895.72
			MML 3A-4	\$942.50
			MML 3A-3	\$918.56
			MML 3A-2	\$891.57
			MML 3A-1	\$858.37
			MML 3-5	\$895.72
			MML 3-4	\$876.82
			MML 3-3	\$858.37
			MML 3-2	\$840.38
			MML 3-1	\$819.41
			MML 2B-2	\$603.07
			MML 2B-1	\$579.04
			MML 2A-4	\$555.01
			MML 2A-3	\$526.88
			MML 2A-2	\$514.65
			MML 2A-1	\$502.77

Lieutenant Commander	Major	Squadron Leader	MML 4-3	\$909.83
			MML 4-2	\$885.88
			MML 4-1	\$862.62
			MML 3A-4	\$909.40
			MML 3A-3	\$885.46
			MML 3A-2	\$858.47
			MML 3A-1	\$825.27
			MML 3-5	\$862.62
			MML 3-4	\$843.72
			MML 3-3	\$825.27
			MML 3-2	\$807.27
			MML 3-1	\$786.31
			MML 2B-2	\$569.98
			MML 2B-1	\$545.94
			MML 2A-4	\$521.91
			MML 2A-3	\$493.78
			MML 2A-2	\$481.55
			MML 2A-1	\$469.67
			MML 1-4	\$400.72
			MML 1-3 (senior resident)	\$358.77
Lieutenant	Captain	Flight Lieutenant	MML 4-3	\$876.56
			MML 4-2	\$852.60
			MML 4-1	\$829.34
			MML 3A-4	\$876.12
			MML 3A-3	\$852.18
			MML 3A-2	\$826.78
			MML 3A-1	\$791.99
			MML 3-5	\$829.34
			MML 3-4	\$810.44
			MML 3-3	\$791.99
			MML 3-2	\$773.99
			MML 3-1	\$753.03
			MML 2B-2	\$536.69
			MML 2B-1	\$512.65
			MML 2A-4	\$488.63
			MML 2A-3	\$460.50
			MML 2A-2	\$448.27
			MML 2A-1	\$436.39
			MML 1-4	\$368.24
			MML 1-3 (senior resident)	\$327.01
MML 1-2 (resident)	\$295.82			

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	\$1,222.50
			5	\$1,194.39
			4	\$1,159.27
			3	\$1,112.81
			2	\$1,071.45
			1	\$1,036.33
			entry	\$1,001.19
Lieutenant Commander and below	Major and below	Squadron Leader and below	6	\$1,222.50
			5	\$1,194.39
			4	\$1,159.27
			3	\$1,112.81
			2	\$1,071.45
			1	\$1,036.33
			entry	\$1,001.19

8 Schedule B.10

Repeal the Schedule, 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	\$164,212

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

Column 1 Rank	Column 2 Daily rate of salary
Service Warrant Officer	\$449.90

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

Column 1 Rank and tier	Column 2 Yearly rate of salary for pay grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	\$151,010	\$157,362	\$164,212
WO1 - Tier B	-	-	-	\$129,999	\$134,666	\$139,702	\$145,139	\$151,010	\$157,362	\$164,212
WO1 - Tier A2	\$115,527	\$118,645	\$122,645	\$126,958	\$131,623	\$136,658	\$142,099	\$147,971	\$154,315	\$161,168
WO1 - Tier A1	\$113,547	\$116,663	\$120,660	\$124,981	\$129,644	\$134,674	\$140,117	\$145,991	\$152,333	\$159,186

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

Column 1 Rank and tier	Column 2 Daily rate of salary for pay grade									
	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	-	-	-	-	-	-	-	\$413.73	\$431.13	\$449.90
WO1 - Tier B	-	-	-	\$356.16	\$368.95	\$382.75	\$397.64	\$413.73	\$431.13	\$449.90
WO1 - Tier A2	\$316.51	\$325.05	\$336.01	\$347.83	\$360.61	\$374.41	\$389.31	\$405.40	\$422.78	\$441.56
WO1 - Tier A1	\$311.09	\$319.62	\$330.58	\$342.41	\$355.19	\$368.97	\$383.88	\$399.98	\$417.35	\$436.13

9 **Schedule B.12**

Repeal the Schedule, 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	\$107,953	\$111,068	\$115,067	\$119,387	\$124,049	\$129,084	\$134,523	\$140,398	\$146,741	\$153,593
			0	\$106,125	\$109,242	\$113,244	\$117,560	\$122,223	\$127,259	\$132,699	\$138,574	\$144,915	\$151,769
	Staff Sergeant		0	\$103,224	\$106,340	\$110,336	\$114,655	\$119,319	\$124,356	\$129,793	\$135,665	\$142,010	\$148,864
Petty Officer	Sergeant	Sergeant	2	\$97,580	\$100,696	\$104,697	\$109,012	\$113,678	\$118,711	\$124,150	\$130,024	\$136,369	\$143,221
			1	\$95,957	\$99,074	\$103,071	\$107,390	\$112,054	\$117,092	\$122,524	\$128,401	\$134,745	\$141,599
			0	\$94,367	\$97,483	\$101,480	\$105,800	\$110,463	\$115,500	\$120,935	\$126,810	\$133,154	\$140,008
Leading Seaman	Corporal	Corporal	2	\$86,902	\$90,020	\$94,015	\$98,334	\$103,001	\$108,033	\$113,469	\$119,346	\$125,686	\$132,541
			1	\$85,491	\$88,607	\$92,605	\$96,924	\$101,588	\$106,621	\$112,061	\$117,935	\$124,277	\$131,128
			0	\$84,106	\$87,223	\$91,222	\$95,539	\$100,200	\$105,239	\$110,679	\$116,551	\$122,896	\$129,752
	Lance Corporal		0	\$78,928	\$82,044	\$86,038	\$90,361	\$95,024	\$100,057	\$105,494	\$111,371	\$117,711	\$124,567
Able Seaman	Private Proficient*	Leading Aircraftman	0	\$77,699	\$80,817	\$84,816	\$89,133	\$93,796	\$98,834	\$104,269	\$110,142	\$116,487	\$123,337
Seaman	Private	Aircraftman	0	\$76,495	\$79,615	\$83,610	\$87,929	\$92,593	\$97,628	\$103,068	\$108,940	\$115,283	\$122,139

*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	\$295.76	\$304.30	\$315.25	\$327.09	\$339.86	\$353.65	\$368.56	\$384.65	\$402.03	\$420.80
			0	\$290.75	\$299.29	\$310.26	\$322.08	\$334.86	\$348.65	\$363.56	\$379.65	\$397.03	\$415.81
	Staff Sergeant		0	\$282.81	\$291.34	\$302.29	\$314.12	\$326.90	\$340.70	\$355.60	\$371.68	\$389.07	\$407.85
Petty Officer	Sergeant	Sergeant	2	\$267.34	\$275.88	\$286.84	\$298.66	\$311.45	\$325.24	\$340.14	\$356.23	\$373.61	\$392.39
			1	\$262.90	\$271.44	\$282.39	\$294.22	\$307.00	\$320.80	\$335.68	\$351.78	\$369.16	\$387.94
			0	\$258.54	\$267.08	\$278.03	\$289.86	\$302.64	\$316.44	\$331.33	\$347.42	\$364.81	\$383.58
Leading Seaman	Corporal	Corporal	2	\$238.09	\$246.63	\$257.58	\$269.41	\$282.19	\$295.98	\$310.87	\$326.98	\$344.35	\$363.13
			1	\$234.22	\$242.76	\$253.71	\$265.55	\$278.32	\$292.11	\$307.02	\$323.11	\$340.48	\$359.25
			0	\$230.43	\$238.97	\$249.92	\$261.75	\$274.52	\$288.33	\$303.23	\$319.32	\$336.70	\$355.48
	Lance Corporal		0	\$216.24	\$224.78	\$235.72	\$247.56	\$260.34	\$274.13	\$289.02	\$305.13	\$322.50	\$341.28
Able Seaman	Private Proficient*	Leading Aircraftman	0	\$212.87	\$221.42	\$232.37	\$244.20	\$256.98	\$270.78	\$285.67	\$301.76	\$319.14	\$337.91
Seaman	Private	Aircraftman	0	\$209.58	\$218.12	\$229.07	\$240.90	\$253.68	\$267.47	\$282.38	\$298.47	\$315.84	\$334.63

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

10 Schedule B.13

Repeal the Schedule, 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	\$58,528
2.	Member undergoing initial category or trade or employment training 0-6 months 6-12 months 12 months or more	\$66,888 \$70,232 \$73,577
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	\$45,617 \$52,773 \$59,929 \$67,085 \$74,240
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	\$33,095 \$33,095 \$40,251 \$47,406 \$54,562 \$61,717 \$84,974 \$90,699 \$40,251 \$47,406 \$54,562
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	\$33,095 \$33,095 \$40,251 \$47,406 \$54,562 \$61,717

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>\$67,085</p> <p>\$74,240</p> <p>\$74,240</p> <p>\$67,085</p> <p>\$74,240</p> <p>\$74,240</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>\$76,663</p> <p>\$79,902</p> <p>\$82,061</p> <p>\$85,301</p> <p>\$90,699</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	\$160.35
2.	Member undergoing initial category or trade or employment training	\$183.25
3.	<p>Student /Member at Officer Training Unit:</p> <p>without a degree</p> <p>with a degree</p>	<p>\$183.79</p> <p>\$203.40</p>

Schedule B.14

Repeal the Schedule, 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	AS 0	\$125,737
	All air traffic controllers	AS 1	\$130,275
		AS 2	\$134,820
	Flight test engineers	AS 3	\$139,357
		AS 4	\$143,899
		AS 5	\$148,436
		AS 6	\$152,978
		AS 7	\$157,518
		AS 8	\$162,057
		AS 9	\$166,595
		AS 10	\$171,135
		AS 11	\$175,674
		AS 12	\$180,213
	AS 13	\$184,754	
	AS 14	\$189,294	
	AS 15	\$193,830	
AS 16	\$198,371		
2.	all aircrew officers	AS 17	\$202,908
	air traffic controller officers who have held a detachment command position	AS 18	\$205,937
		AS 19	\$208,965
	flight test engineers		
3.	all aircrew officers	AS 20	\$211,990
	flight test engineers	AS 21	\$215,017
		AS 22	\$218,044
		AS 23	\$221,066
		AS 24	\$224,093
4.	Aircrew officers who have held the rank of Colonel and either command at Tier 1 or Tier 2 (General Service Officer Grade 8)	AS 25	\$227,124
		AS 26	\$230,145
		AS 27	\$233,175
		AS 28	\$236,202
	Flight test engineers who have held command at Tier 1 or Tier 2	AS 29	\$239,227

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	\$344.48
		AS 1	\$356.92
		AS 2	\$369.37
		AS 3	\$381.80
		AS 4	\$394.24
		AS 5	\$406.67
		AS 6	\$419.12
		AS 7	\$431.56
		AS 8	\$443.99
		AS 9	\$456.42
		AS 10	\$468.86
		AS 11	\$481.30
		AS 12	\$493.73
		AS 13	\$506.18
		AS 14	\$518.61
		AS 15	\$531.04
AS 16	\$543.48		
2.	all aircrew officers air traffic controller officers who have held a detachment command position flight test engineers	AS 17	\$555.91
		AS 18	\$564.21
		AS 19	\$572.51
3.	all aircrew officers flight test engineers	AS 20	\$580.79
		AS 21	\$589.09
		AS 22	\$597.38
		AS 23	\$605.66
		AS 24	\$613.95
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	\$622.26
		AS 26	\$630.53
		AS 27	\$638.84
		AS 28	\$647.13
		AS 29	\$655.42

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	\$240,208
2.	OA 36	\$236,202
3.	OA 35	\$233,175
4.	OA 34	\$230,145
5.	OA 33	\$227,124
6.	OA 32	\$224,093
7.	OA 31	\$221,066
8.	OA 30	\$218,044
9.	OA 29	\$215,017
10.	OA 28	\$211,990
11.	OA 27	\$208,965
12.	OA 26	\$205,937
13.	OA 25	\$202,908
14.	OA 24	\$198,371
15.	OA 23	\$193,830
16.	OA 22	\$189,294
17.	OA 21	\$184,754
18.	OA 20	\$180,213
19.	OA 19	\$175,674
20.	OA 18	\$171,135
21.	OA 17	\$166,595
22.	OA 16	\$162,057
23.	OA 15	\$157,518
24.	OA 14	\$152,978
25.	OA 13	\$148,436
26.	OA 12	\$143,899
27.	OA 11	\$139,357
28.	OA 10	\$134,820
29.	OA 9	\$130,275
30.	OA 8	\$125,737
31.	OA 7	\$121,216
32.	OA 6	\$116,676
33.	OA 5	\$112,138
34.	OA 4	\$107,599
35.	OA 3	\$103,061
36.	OA 2	\$98,524
37.	OA 1	\$93,983
38.	OA 0	\$89,445

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	\$658.10
2.	OA 36	\$647.13
3.	OA 35	\$638.84
4.	OA 34	\$630.53
5.	OA 33	\$622.26
6.	OA 32	\$613.95
7.	OA 31	\$605.66
8.	OA 30	\$597.38
9.	OA 29	\$589.09
10.	OA 28	\$580.79
11.	OA 27	\$572.51
12.	OA 26	\$564.21
13.	OA 25	\$555.91
14.	OA 24	\$543.48
15.	OA 23	\$531.04
16.	OA 22	\$518.61
17.	OA 21	\$506.18
18.	OA 20	\$493.73
19.	OA 19	\$481.30
20.	OA 18	\$468.86
21.	OA 17	\$456.42
22.	OA 16	\$443.99
23.	OA 15	\$431.56
24.	OA 14	\$419.12
25.	OA 13	\$406.67
26.	OA 12	\$394.24
27.	OA 11	\$381.80
28.	OA 10	\$369.37
29.	OA 9	\$356.92
30.	OA 8	\$344.48
31.	OA 7	\$332.10
32.	OA 6	\$319.66
33.	OA 5	\$307.23
34.	OA 4	\$294.79
35.	OA 3	\$282.36
36.	OA 2	\$269.93
37.	OA 1	\$257.49
38.	OA 0	\$245.05

12 Schedule B.15

Repeal the Schedule, 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	2	\$409,315
		Marshal	1	\$402,602
Commodore	Brigadier	Air	2	\$394,033
		Commodore	1	\$387,321

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	2	\$1,121.41
		Marshal	1	\$1,103.02
Commodore	Brigadier	Air	2	\$1,079.54
		Commodore	1	\$1,061.15

13 **Schedule B.16**

Repeal the Schedule, 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	\$272,084
			DL 4	\$285,758

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	\$745.44
			DL 4	\$782.90

14 Schedule B.17

Repeal the Schedule, 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	\$323,687
			LL 5-1	\$308,456
Commodore	Brigadier	Air Commodore	LL 5-2	\$278,761
			LL 5-1	\$270,793

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	\$886.81
			LL 5-1	\$845.08
Commodore	Brigadier	Air Commodore	LL 5-2	\$763.73
			LL 5-1	\$741.90

15 **Schedule B.18**

Repeal the Schedule, 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	\$219,227
	CL 3-2	\$222,020

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	\$600.62
	CL 3-2	\$608.27

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	\$219,227
	CL 3-2	\$222,020

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	\$600.62
	CL 3-2	\$608.27

Schedule 4—Amendments to DFRT Determination No. 6 of 2024

Defence Force Remuneration Tribunal Determination No. 6 of 2024, ADF Military Factor Framework

1 Annex A.1

Repeal the Annex, substitute:

Annex A.1: Military Factor tiers and rates

Note: Under Part A, each day a member is eligible for an allowance that has a Military Factor tier set out in Column A of the following table, the rate payable for that day is one of the following.

- a. If the Military Factor tier has an annual rate specified — the daily rate of the rate set out in Column B.
- b. If the Military Factor tier has a daily rate specified — the rate specified in Column C.

Item	Column A Military Factor tier	Column B Annual Rate	Column C Daily Rate
1.	TIER A	\$10,603	-
2.	TIER B	\$14,997	-
3.	TIER C	\$19,391	-
4.	TIER D	\$23,785	-
5.	TIER E	\$28,179	-
6.	TIER F	\$32,573	-
7.	TIER G	\$36,967	-
8.	TIER H	\$41,361	-
9.	TIER I	\$45,755	-
10.	TIER J	\$50,149	-
11.	TIER K	\$54,543	-
12.	TIER L	\$58,937	-
13.	TIER Z – 1	-	\$193.77
14.	TIER Z – 2	-	\$209.91
15.	TIER Z – 3	-	\$242.21
16.	TIER Z – 4	-	\$306.80
17.	TIER Z – 5	-	\$322.94
18.	TIER Z – 6	-	\$339.09
19.	TIER Z – 7	-	\$387.53
20.	TIER Z – 8	-	\$452.12
21.	TIER Z – 9	-	\$532.86
22.	TIER Z – 10	-	\$549.00
23.	TIER Z – 11	-	\$920.39
24.	TIER Z – 12	-	\$2,050.68

EXPLANATORY STATEMENT

Defence Force Remuneration Tribunal Determination No. 11 of 2024, 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. 14 of 1992, Language Allowance.
- DFRT Determination No. 11 of 2013, ADF Allowances.
- DFRT Determination No. 2 of 2017, Salaries.
- DFRT Determination No. 6 of 2024, ADF Military Factor Framework.

This Determination gives effect to the second 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 7 November 2024.

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 3.8 per cent 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 3.8 per cent. 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 3.8 per cent.

Schedule 1 sets out amendments to DFRT Determination No. 14 of 1992, Language Allowance. In accordance with the Arrangement, a 3.8 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 2 sets out amendments to DFRT Determination No. 11 of 2013, ADF Allowances. In accordance with the Arrangement, a 3.8 per cent increase is applied to the allowance rate for separation allowance listed in Part F Table 1 (General allowance rates) of this determination. Table item 1 is repealed and substituted.

Schedule 3 sets out amendments to DFRT Determination No. 2 of 2017, Salaries, for ADF members. In accordance with the Arrangement, a 3.8 per cent increase is applied across each of the salary schedules in this Determination. The following Schedules are repealed and substituted:

- Schedule B.1 (Senior officer salary rates)
- 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 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 4 sets out amendments to DFRT Determination No. 6 of 2024, ADF Military Factor Framework. In accordance with the Arrangement, a 3.8 per cent increase is applied to Annex A.1 (Military Factor tiers and rates) of this Determination. The Annex is repealed and 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