



Defence Force Remuneration Tribunal Determination No. 4 of 2025, Targeted workforce segments

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*. It relates to Matter No. 4 of 2025 – Targeted workforce segments

Dated 22 April 2025

Bernadette O'Neill
President

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Andrea Lester
Member

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Major General Gerard Fogarty, AO (Retd)
Member

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- 1 Name**
1. This Determination is the Defence Force Remuneration Tribunal Determination No. 4 of 2025, Targeted workforce segments.
 2. This Determination may also be cited as DFRT Determination No. 4 of 2025.

- 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	5 June 2025

Note: This table relates only to the provisions of this instrument as originally made.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- Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

Schedule 1—Targeted workforce segments amendments

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

- 1 Paragraph B.3A.4.1.a**
Omit “pay grade 7”, substitute “pay grade 8”.
- 2 Paragraph B.3A.5.1.a**
Omit “pay grade 7”, substitute “pay grade 8”.
- 3 Paragraph B.3A.6.1.a**
Omit “pay grade 7”, substitute “pay grade 8”.

4 After section C.1.5

Add:

C.1.6 Transition – Targeted workforce segments

1. This section applies to a member who meets all of the following.
 - a. As a consequence of DFRT Determination No. 4 of 2025 the member's paygrade was increased.
 - b. The rate of salary payable for the member's new paygrade is lower than the member's rate of salary payable immediately before the commencement of DFRT Determination No. 4 of 2025.
2. Despite Part B, the member's rate of salary is the rate that was payable immediately before the commencement of DFRT Determination No. 4 of 2025, as varied by subsection 3 from time to time.
3. The member's rate of salary is adjusted by any of the following.
 - a. An advance in increment under Defence Determination 2016/19, *Conditions of service*, Chapter 3 Part 2 Division 3 or Division 4B.
 - b. An ADF Workplace Remuneration Arrangement general salary adjustment, as determined by the DFRT.
4. This section ceases to apply to a member on the earlier of the following.
 - a. The day the rate of salary payable to the member under subsection 2, as amended by subsection 3, is equal to or lower than the rate of salary that would be payable to the member under Part B, had this section not applied.
 - b. The member changes to an employment category for which a lower salary applies.

5 Schedule B.2

Repeal the Schedule, substitute:

Schedule B.2 Officer pay grades

Part 1: All Services

Pay grade 6

Item	Employment Category	Classification
1.	Special Reconnaissance Officer (Foundation)	–
2.	Strike and Recovery Officer (Foundation)	–
3.	Special Warfare Officer (Foundation)	–

Pay grade 8

Item	Employment Category	Classification
1.	Special Reconnaissance Officer (Intermediate)	–
2.	Special Reconnaissance Officer (Advanced)	–
3.	Special Reconnaissance Officer (Master)	–
4.	Strike and Recovery Officer (Intermediate)	–
5.	Strike and Recovery Officer (Advanced)	–
6.	Strike and Recovery Officer (Master)	–
7.	Special Warfare Officer (Intermediate)	–
8.	Special Warfare Officer (Advanced)	–
9.	Special Warfare Officer (Master)	–

Part 2: Navy

Pay grade 2

Item	Employment Category	Classification
1.	Administration	Primary Qualification
2.	Bandmaster	Under Training
3.	Former Warrant Officer	On becoming an Officer
4.	Instructor	Primary Qualification
8.	Maritime Aviation Warfare Officer Competency Progression	Under Training
9.	Maritime Aviation Warfare Officer Competency Progression	Wings Under Training
10.	Maritime Aviation Warfare Officer Time Progression	Under Training
11.	Maritime Human Resource Officer	Under Training
12.	Maritime Logistics	Under Training
13.	Maritime Trade Operations	Under Training
14.	Maritime Warfare Officer	Under Training
15.	Medical Administrator	Under Training
16.	Medical Administrator	Primary Qualification
17.	Military Public Affairs Officer	Under Training
18.	Naval Police Coxswain Officer	Under Training
19.	Naval Police Coxswain Officer	Primary Qualification
20.	Navy Health Services Officer	Under Training
21.	Nurse	Under Training
22.	Pilot Competency Progression	Under Training
23.	Pilot Competency Progression	Wings Under Training

24.	Pilot Time Progression	Under Training
25.	Surface Warfare Officer	Under Training

Pay grade 3

Item	Employment Category	Classification
1.	Bandmaster	Primary Qualification
2.	Information Warfare Officer	Under Training
3.	Intelligence	Under Training
4.	Intelligence NIR	Under Training
5.	Intelligence NIR	Primary Qualification
6.	Maritime Aviation Warfare Officer Competency Progression	Basic
7.	Maritime Aviation Warfare Officer Competency Progression	Basic Under Training
8.	Maritime Aviation Warfare Officer Time Progression	Fly 0-2
9.	Maritime Aviation Warfare Officer Time Progression	Fly 0-2 Under Training
10.	Maritime Human Resource Officer	Primary Qualification
11.	Maritime Logistics	Primary Qualification
12.	Maritime Trade Operations	Primary Qualification
13.	Military Public Affairs Officer	Primary Qualification
14.	Navy Health Services Officer	Tier 1 (Endorsed)
15.	Navy Health Services Officer	Tier 1 (Primary Qualification)
16.	Nurse	Primary Qualification
17.	Pilot Competency Progression	Basic
18.	Pilot Competency Progression	Basic Under Training
19.	Pilot Time Progression	Fly 0-2
20.	Pilot Time Progression	Fly 0-2 Under Training
21.	Psychologist	Under Training
22.	Psychologist	Primary Qualification
23.	Training Systems	Under Training
24.	Training Systems	Primary Qualification

Pay grade 4

Item	Employment Category	Classification
1.	Aerospace Engineer	Under Training
2.	Bandmaster	Officer In Charge
3.	Maritime Trade Operations	Level 2B
4.	Information Warfare Officer	Tier 1 (Primary Qualification)

5.	Intelligence	Tier 1 Operator Primary Qualification
6.	Management Executive	Tier 1 — Specialist
7.	Marine Engineering	Under Training
8.	Medical Administration	Specialist
9.	Military Public Affairs Officer	Foundation
10.	Naval Police Coxswain Officer	Director of Policing and Security — Navy
11.	Maritime Aviation Warfare Officer Competency Progression	Intermediate
12.	Maritime Aviation Warfare Officer Competency Progression	Intermediate Under Training
13.	Maritime Aviation Warfare Officer Time Progression	Fly 2-4
14.	Maritime Aviation Warfare Officer Time Progression	Fly 2-4 Under Training
15.	Maritime Combat Officer	Primary Qualification
16.	Maritime Human Resource Officer	Foundation
17.	Maritime Warfare Officer	Primary Qualification
18.	Nuclear Marine Engineer Officer Submariner (MESM-N)	Under Training
19.	Nuclear Powered Submarine Officer (SSNO)	Under Training
20.	Pilot Competency Progression	Intermediate
21.	Pilot Competency Progression	Intermediate Under Training
22.	Pilot Time Progression	Fly 2-4
23.	Pilot Time Progression	Fly 2-4 Under Training
24.	Surface Warfare Officer	Foundation Warfare Learning Package, Primary Qualification
25.	Training Systems	Specialist
26.	Weapon Electrical Aircraft Engineering	Under Training
27.	Weapon Electrical Engineer	Under Training

Pay grade 5

Item	Employment Category	Classification
1.	Information Warfare Officer	Tier 1 (Endorsed)
2.	Intelligence	Tier 1A Operator Specialist
3.	Management Executive	Tier 2 — Strategic Specialist
4.	Maritime Aviation Warfare Officer Competency Progression	Highly Proficient
5.	Maritime Aviation Warfare Officer Competency Progression	Highly Proficient Under Training
6.	Maritime Aviation Warfare Officer Time Progression	Fly 4-6
7.	Maritime Aviation Warfare Officer Time Progression	Fly 4-6 Under Training
8.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Fly 4-6

9.	Maritime Combat Officer	Minor War Vessel Command
10.	Maritime Combat Officer ADQUAL	Qualified
11.	Maritime Combat Officer	Surface Warfare Officer Qualified
12.	Maritime Human Resource Officer	Intermediate
13.	Maritime Logistics	Charge Qualified
14.	Maritime Logistics	Qualified non Supply Charge Board before 1 January 1998
15.	Maritime Warfare Officer	Minor War Vessel Command
16.	Maritime Warfare Officer ADQUAL	Qualified
17.	Maritime Warfare Officer Specialist	Qualified before 1 July 2004
18.	Military Public Affairs Officer	Intermediate
19.	Mine Clearance Diver Officer	Qualified
20.	Navy Health Services Officer	Tier 2 (Charge Qualified)
21.	Nurse	Specialist
22.	Pilot Competency Progression	Highly Proficient
23.	Pilot Competency Progression	Highly Proficient Under Training
24.	Pilot Time Progression	Fly 4-6
25.	Pilot Time Progression	Fly 4-6 Under Training
26.	Pilot Time Progression ADQUAL	Fly 4-6
27.	Principal Warfare Officer	Qualified
28.	Psychologist	Specialist
29.	Surface Warfare Officer	Intermediate Warfare Learning Package
30.	Training Systems	Senior Training Specialist

Pay grade 6

Item	Employment Category	Classification
1.	Administration	Shore Charge
2.	Aerospace Engineer	Primary Qualification
3.	Aerospace Engineer	Shore Charge
4.	Aircrew	Appointment
5.	Bandmaster	Director of Music
6.	Bandmaster	Shore Charge
7.	Former Warrant Officer	Shore Charge
8.	Information Warfare Officer	Tier 2 (Role Specialist)
9.	Information Warfare Officer	Shore Charge

10.	Instructor Maritime Geospatial Officer Meteorology	Qualified
11.	Intelligence	Shore Charge
12.	Intelligence	Tier 2 — Intelligence Manager
13.	Management Executive	Shore Charge
14.	Management Executive	Tier 3 — Senior Strategic Specialist
15.	Marine Engineer	Primary Qualification
16.	Marine Engineer	Shore Charge
17.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Qualified
18.	Maritime Combat Officer	Shore Charge
19.	Maritime Geospatial Officer Hydrographer	Qualified
20.	Maritime Geospatial Officer Meteorology	Qualified
21.	Maritime Geospatial Officer Meteorology	Shore Charge
22.	Maritime Human Resource Officer	Advanced
23.	Maritime Human Resource Officer	Master
24.	Maritime Human Resource Officer	Shore Charge
25.	Maritime Logistics	Shore Charge
26.	Maritime Trade Officer	Shore Charge
27.	Maritime Warfare Officer SM	Qualified
28.	Maritime Warfare Officer	Shore Charge
29.	Medical Administrator	Officer In Charge
30.	Medical Administrator	Shore Charge
31.	Military Public Affairs Officer	Advanced
32.	Military Public Affairs Officer	Master
33.	Military Public Affairs Officer	Shore Charge
34.	Mine Clearance Diver Officer	Shore Charge
35.	Mine Clearance Diving Officer Force Warfare Officer	Qualified
36.	Mine Clearance Diver Officer TAG	Qualified
37.	Naval Police Coxswain Officer	Commanding Officer Defence Police Training Centre
38.	Naval Police Coxswain Officer	Shore Charge
39.	Navy Health Services Officer	Tier 3 (Deep Specialist)
40.	Navy Health Services Officer	Shore Charge
41.	Nurse	Officer In Charge
42.	Nurse	Shore Charge
43.	Pilot Competency Progression ADQUAL	Qualified

44.	Principal Warfare Officer ADQUAL	Qualified
45.	Psychologist	Shore Charge
46.	Surface Warfare Officer	Advanced Warfare Learning Package
47.	Surface Warfare Officer	Shore Charge
48.	Training Systems	Principal Training Specialist
49.	Training Systems	Shore Charge
50.	Training Systems Maritime Geospatial Officer Meteorology	Qualified
51.	Weapons Electrical Engineer	Primary Qualification
52.	Weapons Electrical Engineer	Shore Charge

Pay grade 7

Item	Employment Category	Classification
1.	Aerospace Engineer	Charge Qualified
2.	Information Warfare Officer	Tier 3 (Deep Specialist)
3.	Information Warfare Officer	Sea Charge (Preservation)
4.	Instructor Maritime Geospatial Officer Meteorology — Advanced	Masters of Science and Oceanography Qualified
5.	Marine Engineer	Charge Qualified
6.	Marine Engineer SM	Qualified
7.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Executive Officer Squadron
8.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Ship's Flight Commander
9.	Maritime Aviation Warfare Officer Competency Progression	Executive Officer Squadron
10.	Maritime Aviation Warfare Officer Competency Progression	Ship's Flight Commander
11.	Maritime Aviation Warfare Officer Time Progression	Fly 6-8
12.	Maritime Aviation Warfare Officer Time Progression	Fly 6-8 Under Training
13.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Fly 6-8
14.	Maritime Geospatial Officer Hydrographer	Executive Officer Major Fleet Unit
15.	Maritime Geospatial Officer Hydrographer	Minor War Vessel Command
16.	Maritime Geospatial Officer Hydrographer — H1	Hydrographic Officers Long Course or Masters Degree in Hydrographic Science Qualified
17.	Maritime Geospatial Officer Hydrographer H1	Minor War Vessel Command
18.	Maritime Geospatial Officer Meteorology	Director of Meteorology
19.	Maritime Geospatial Officer Meteorology	Minor War Vessel Command

20.	Maritime Geospatial Officer Meteorology — Advanced	Master of Science and Oceanography Qualified
21.	Maritime Geospatial Officer Meteorology — Advanced	Minor War Vessel Command
22.	Maritime Geospatial Officer Meteorology — Advanced	Director of Meteorology
23.	Maritime Logistics	Maritime Logistics Officer Major Fleet Unit
24.	Maritime Warfare Officer	Executive Officer Major Fleet Unit
25.	Maritime Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
26.	Maritime Warfare Officer SM	Executive Officer Major Fleet Unit
27.	Maritime Warfare Officer SM	Minor War Vessel Command
28.	Maritime Warfare Officer SM	Warfare Officer
29.	Maritime Warfare Officer Specialist	Minor War Vessel Command
30.	Mine Clearance Diver Officer	Executive Officer Major Fleet Unit
31.	Mine Clearance Diver Officer	Minor War Vessel Command
32.	Mine Clearance Diver Officer	Clearance Diving Team Command
33.	Mine Clearance Diver Officer Force Warfare Officer	Executive Officer Major Fleet Unit
34.	Mine Clearance Diver Officer Force Warfare Officer	Minor War Vessel Command
35.	Mine Clearance Diver Officer Force Warfare Officer	Clearance Diving Team Command
36.	Mine Clearance Diver Officer TAG	Executive Officer Major Fleet Unit
37.	Mine Clearance Diver Officer TAG	Minor War Vessel Command
38.	Mine Clearance Diver Officer TAG	Clearance Diving Team Command
39.	Intelligence	Tier 3 — Senior Intelligence Officer
40.	Nuclear Marine Engineer Officer Submariner (MESM-N)	Primary Qualified
41.	Pilot Competency Progression ADQUAL	Executive Officer Squadron
42.	Pilot Competency Progression ADQUAL	Ship's Flight Commander
43.	Navy Health Services Officer	Shore Command
44.	Pilot Competency Progression	Executive Officer Squadron
45.	Pilot Competency Progression	Ship's Flight Commander
46.	Pilot Time Progression	Fly 6-8
47.	Pilot Time Progression	Fly 6-8 Under Training
48.	Pilot Time Progression ADQUAL	Fly 6-8

49.	Principal Warfare Officer — Legacy	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section
50.	Principal Warfare Officer	Executive Officer Major Fleet Unit
51.	Principal Warfare Officer	Minor War Vessel Command
52.	Principal Warfare Officer ADQUAL — Legacy	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section
53.	Principal Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
54.	Principal Warfare Officer ADQUAL	Minor War Vessel Command
55.	Surface Warfare Officer	Executive Officer Major Fleet Unit
56.	Surface Warfare Officer	Minor War Vessel Command
57.	Training Systems Maritime Geospatial Officer Meteorology — Advanced	Masters of Science and Oceanography Qualified
58.	Weapons Electrical Engineer	Charge Qualified
59.	Weapons Electrical Engineer SM	Qualified

Pay grade 8

Item	Employment Category	Classification
1.	Administration	Shore Command
2.	Aerospace Engineer	Head of Department
3.	Aerospace Engineer	Shore Command
4.	Aircrew	Shore Command
5.	Bandmaster	Shore Command
6.	Former Warrant Officer (Commissioned)	Shore Command
7.	Information Warfare Officer	Tier 4 (Principal)
8.	Information Warfare Officer	Shore Command
9.	Instructor	Shore Command
10.	Instructor Maritime Geospatial Officer Meteorology	Shore Command
11.	Intelligence	Shore Command
12.	Management Executive	Shore Command
13.	Marine Engineer	Marine Engineering Officer Major Fleet Unit
14.	Marine Engineer	Shore Command
15.	Marine Engineer SM	Charge Qualified

16.	Marine Engineering SM	Shore Command
17.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Shore Command
18.	Maritime Aviation Warfare Officer Competency Progression	Shore Command
19.	Maritime Aviation Warfare Officer Time Progression	Shore Command
20.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Shore Command
21.	Maritime Combat Officer	Shore Command
22.	Maritime Combat Officer ADQUAL	Shore Command
23.	Maritime Geospatial Officer Hydrographer	Shore Command
24.	Maritime Geospatial Officer Hydrographer H1	Shore Command
25.	Maritime Geospatial Officer Meteorology	Shore Command
26.	Maritime Geospatial Officer Meteorology Advanced	Shore Command
27.	Maritime Human Resource Officer	Shore Command
28.	Maritime Logistics	Shore Command
29.	Maritime Trade Operations	Shore Command
30.	Maritime Warfare Officer	Shore Command
31.	Maritime Warfare Officer ADQUAL	Shore Command
32.	Maritime Warfare Officer SM	Shore Command
33.	Medical Administrator	Shore Command
34.	Military Public Affairs Officer	Shore Command
35.	Mine Clearance Diver Officer	Shore Command
36.	Mine Clearance Diver Officer Force Warfare Officer	Shore Command
37.	Mine Clearance Diver Officer TAG	Shore Command
38.	Nuclear Marine Engineer Officer Submariner (MESM-N)	Nuclear Qualified
39.	Nuclear Powered Submarine Officer (SSNO)	Nuclear Qualified
40.	Naval Police Coxswain Officer	Shore Command
41.	Nurse	Shore Command
42.	Pilot Competency Progression	Shore Command
43.	Pilot Competency Progression ADQUAL	Shore Command
44.	Pilot Time Progression	Shore Command
45.	Pilot Time Progression ADQUAL	Shore Command
46.	Principal Warfare Officer	Shore Command
47.	Principal Warfare Officer ADQUAL	Shore Command
48.	Psychologist	Shore Command
49.	Surface Warfare Officer	Shore Command
50.	Training Systems	Shore Command
51.	Training Systems Maritime Geospatial Officer Meteorology	Director of Meteorology

52.	Training Systems Maritime Geospatial Officer Meteorology	Shore Command
53.	Weapons Electrical Engineer	Weapon Electrical Engineering Officer Major Fleet Unit
54.	Weapons Electrical Engineer SM	Charge Qualified
55.	Weapons Electrical Aircraft Engineering	Shore Command
56.	Weapons Electrical Engineer SM	Shore Command
57.	Weapons Electrical Engineer	Shore Command

Pay grade 9

Item	Employment Category	Classification
1.	Aerospace Engineer	Principal Engineer, Subordinate Materiel Governance Authority or Engineer Warrant Holder Grade 2
2.	Information Warfare Officer	Sea Command (Preservation)
3.	Marine Engineer	Principal Engineer, Subordinate Materiel Governance Authority or Engineer Warrant Holder Grade 2
4.	Marine Engineer SM	Principal Engineer, Subordinate Materiel Governance Authority or Engineer Warrant Holder Grade 2
5.	Marine Engineer SM	Marine Engineering Officer SM
6.	Maritime Aviation Warfare Officer Competency Progression	Squadron Command
7.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Squadron Command
8.	Maritime Aviation Warfare Officer Time Progression	Fly 8-10
9.	Maritime Aviation Warfare Officer Time Progression	Fly 8-10 Under Training
10.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Fly 8-10
11.	Maritime Geospatial Officer Hydrographer	Major Fleet Unit Command
12.	Maritime Geospatial Officer Hydrographer H1	Major Fleet Unit Command
13.	Maritime Geospatial Officer Meteorology	Major Fleet Unit Command
14.	Maritime Geospatial Officer Meteorology — Advanced	Major Fleet Unit Command
15.	Maritime Warfare Officer	Major Fleet Unit Command
16.	Maritime Warfare Officer ADQUAL	Major Fleet Unit Command
17.	Maritime Warfare Officer SM	Major Fleet Unit Command
18.	Maritime Warfare Officer SM	SM Command
19.	Mine Clearance Diver Officer	Major Fleet Unit Command
20.	Mine Clearance Diver Officer TAG	Major Fleet Unit Command

22.	Mine Clearance Diving Officer Force Warfare Officer	Major Fleet Unit Command
23.	Pilot Competency Progression	Squadron Command
24.	Pilot Competency Progression ADQUAL	Squadron Command
25.	Pilot Time Progression	Fly 8-10
26.	Pilot Time Progression	Fly 8-10 Under Training
27.	Pilot Time Progression ADQUAL	Fly 8-10
28.	Principal Warfare Officer	Major Fleet Unit Command
29.	Principal Warfare Officer ADQUAL	Major Fleet Unit Command
30.	Surface Warfare Officer	Major Fleet Unit Command
31.	Weapons Electrical Aircraft Engineer	Principal Engineer, Subordinate Materiel Governance Authority or Engineer Warrant Holder Grade 2
32.	Weapons Electrical Engineer	Principal Engineer, Subordinate Materiel Governance Authority or Engineer Warrant Holder Grade 2
33.	Weapons Electrical Engineer — SM	Weapons Electrical Engineering Officer SM
34.	Weapons Electrical Engineer — SM	Principal Engineer, Subordinate Materiel Governance Authority or Engineer Warrant Holder Grade 2

Pay grade 10

Item	Employment Category	Classification
1.	Maritime Aviation Warfare Officer Time Progression	Fly 10+
2.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Fly 10+
3.	Pilot Time Progression	Fly 10+
4.	Pilot Time Progression ADQUAL	Fly 10+

Part 3: Army

Pay grade 2

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 2
2.	Armoured Officer	General Service Officer Grade 2
3.	Army Psychologist	General Service Officer Grade 2
4.	Aviation Officer	General Service Officer Grade 2
5.	Band Officer	General Service Officer Grade 2

6.	Catering Officer	General Service Officer Grade 2
7.	Dental Officer (Non Dentist)	General Service Officer Grade 2
8.	Education Officer	General Service Officer Grade 2
9.	Environmental Officer	General Service Officer Grade 2
10.	Field Artillery Officer	General Service Officer Grade 2
11.	Health Officer	General Service Officer Grade 2
12.	Infantry Officer	General Service Officer Grade 2
13.	Infectious Diseases Researcher	General Service Officer Grade 2
14.	Local Observer	General Service Officer Grade 2
15.	Medical Imaging Specialist	General Service Officer Grade 2
16.	Military Police Officer	General Service Officer Grade 2
17.	Miscellaneous Medical Officer	General Service Officer Grade 2
18.	Nursing Officer	General Service Officer Grade 2
19.	Ordnance Officer	General Service Officer Grade 2
20.	Pathology Officer	General Service Officer Grade 2
21.	Pay Officer	General Service Officer Grade 2
22.	Pharmaceutical Officer	General Service Officer Grade 2
23.	Physiotherapist	General Service Officer Grade 2
24.	Pilot — Competency Progression	Competency Level 2
25.	Public Relations Officer	General Service Officer Grade 2
26.	Transport Officer	General Service Officer Grade 2

Pay grade 3

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 3
2.	Armoured Officer	General Service Officer Grade 3
3.	Army Psychologist	General Service Officer Grade 3
4.	Aviation Officer	General Service Officer Grade 3
5.	Band Officer	General Service Officer Grade 3
6.	Catering Officer	General Service Officer Grade 3
7.	Dental Officer (Non Dentist)	General Service Officer Grade 3
8.	Education Officer	General Service Officer Grade 3
9.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 3
10.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 3
11.	Engineer Officer	Engineering Officer Grade 3
12.	Environmental Officer	General Service Officer Grade 3

13.	Field Artillery Officer	General Service Officer Grade 3
14.	Health Officer	General Service Officer Grade 3
15.	Infantry Officer	General Service Officer Grade 3
16.	Infectious Diseases Researcher	General Service Officer Grade 3
17.	Intelligence Officer	General Service Officer Grade 2
18.	Medical Imaging Specialist	General Service Officer Grade 3
19.	Military Police Officer	General Service Officer Grade 3
20.	Miscellaneous Medical Officer	General Service Officer Grade 3
21.	Nursing Officer	General Service Officer Grade 3
22.	Ordnance Officer	General Service Officer Grade 3
23.	Pathology Officer	General Service Officer Grade 3
24.	Pay Officer	General Service Officer Grade 3
25.	Pharmaceutical Officer	General Service Officer Grade 3
26.	Physiotherapist	General Service Officer Grade 3
27.	Pilot — Competency Progression	Competency Level 3
28.	Pilot — Time Based Progression	Fly 0-2
29.	Public Relations Officer	General Service Officer Grade 3
30.	Transport Officer	General Service Officer Grade 3

Pay grade 4

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 4
2.	Armoured Officer	General Service Officer Grade 4
3.	Army Psychologist	General Service Officer Grade 4
4.	Aviation Officer	General Service Officer Grade 4
5.	Band Officer	General Service Officer Grade 4
6.	Catering Officer	General Service Officer Grade 4
7.	Dental Officer (Non Dentist)	General Service Officer Grade 4
8.	Education Officer	General Service Officer Grade 4
9.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 4
10.	Electrical and Mechanical Engineering Aviation Officer (Q)	Engineering Officer Grade 3
11.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 4
12.	Electrical and Mechanical Engineering Officer (Q)	Engineering Officer Grade 3
13.	Engineer Officer	Engineering Officer Grade 4
14.	Engineer Officer (Q)	Engineering Officer Grade 3
15.	Environmental Officer	General Service Officer Grade 4

16.	Field Artillery Officer	General Service Officer Grade 4
17.	Health Officer	General Service Officer Grade 4
18.	Infantry Officer	General Service Officer Grade 4
19.	Infectious Diseases Researcher	General Service Officer Grade 4
20.	Intelligence Officer	General Service Officer Grade 3
21.	Medical Imaging Specialist	General Service Officer Grade 4
22.	Military Police Officer	General Service Officer Grade 4
23.	Miscellaneous Medical Officer	General Service Officer Grade 4
24.	Nursing Officer	General Service Officer Grade 4
25.	Ordnance Officer	General Service Officer Grade 4
26.	Pathology Officer	General Service Officer Grade 4
27.	Pay Officer	General Service Officer Grade 4
28.	Pharmaceutical Officer	General Service Officer Grade 4
29.	Physiotherapist	General Service Officer Grade 4
30.	Pilot — Competency Progression	Competency Level 4
31.	Pilot — Time Based Progression	Fly 2-4
32.	Public Relations Officer	General Service Officer Grade 4
33.	Signals Officer	Engineering Officer Grade 3
34.	Transport Officer	General Service Officer Grade 4

Pay grade 5

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 5
2.	Armoured Officer	General Service Officer Grade 5
3.	Army Psychologist	General Service Officer Grade 5
4.	Aviation Officer	General Service Officer Grade 5
5.	Band Officer	General Service Officer Grade 5
6.	Catering Officer	General Service Officer Grade 5
7.	Dental Officer (Non Dentist)	General Service Officer Grade 5
8.	Education Officer	General Service Officer Grade 5
9.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 5
10.	Electrical and Mechanical Engineering Aviation Officer (Q)	Engineering Officer Grade 4
11.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 5
12.	Electrical and Mechanical Engineering Officer (Q)	Engineering Officer Grade 4
13.	Engineer Officer	Engineering Officer Grade 5
14.	Engineer Officer (Q)	Engineering Officer Grade 4

15.	Environmental Officer	General Service Officer Grade 5
16.	Field Artillery Officer	General Service Officer Grade 5
17.	Health Officer	General Service Officer Grade 5
18.	Infantry Officer	General Service Officer Grade 5
19.	Infectious Diseases Researcher	General Service Officer Grade 5
20.	Intelligence Officer	General Service Officer Grade 4
21.	Medical Imaging Specialist	General Service Officer Grade 5
22.	Military Police Officer	General Service Officer Grade 5
23.	Miscellaneous Medical Officer	General Service Officer Grade 5
24.	Nursing Officer	General Service Officer Grade 5
25.	Ordnance Officer	General Service Officer Grade 5
26.	Pathology Officer	General Service Officer Grade 5
27.	Pay Officer	General Service Officer Grade 5
28.	Pharmaceutical Officer	General Service Officer Grade 5
29.	Physiotherapist	General Service Officer Grade 5
30.	Pilot — Competency Progression	Competency Level 5
31.	Pilot — Time Based Progression	Fly 4-6
32.	Public Relations Officer	General Service Officer Grade 5
33.	Signals Officer	Engineering Officer Grade 4
34.	Transport Officer	General Service Officer Grade 5

Pay grade 6

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 6
2.	Armoured Officer	General Service Officer Grade 6
3.	Army Psychologist	General Service Officer Grade 6
4.	Aviation Officer	General Service Officer Grade 6
5.	Aviation Officer	(Army Senior Non-Commissioned Officer and Warrant Officer Commissioning Scheme – ex-Aircrewman)
6.	Band Officer	General Service Officer Grade 6
7.	Catering Officer	General Service Officer Grade 6
8.	Dental Officer (Non Dentist)	General Service Officer Grade 6
9.	Education Officer	General Service Officer Grade 6
10.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 6
11.	Electrical and Mechanical Engineering Aviation Officer (Q)	Engineering Officer Grade 5

12.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 6
13.	Electrical and Mechanical Engineering Officer (Q)	Engineering Officer Grade 5
14.	Engineer Officer	Engineering Officer Grade 6
15.	Engineer Officer (Q)	Engineering Officer Grade 5
16.	Environmental Officer	General Service Officer Grade 6
17.	Field Artillery Officer	General Service Officer Grade 6
18.	Health Officer	General Service Officer Grade 6
19.	Infantry Officer	General Service Officer Grade 6
20.	Infectious Diseases Researcher	General Service Officer Grade 6
21.	Intelligence Officer	General Service Officer Grade 6
22.	Intelligence Officer	General Service Officer Grade 5
23.	Medical Imaging Specialist	General Service Officer Grade 6
24.	Military Police Officer	General Service Officer Grade 6
25.	Miscellaneous Medical Officer	General Service Officer Grade 6
26.	Nursing Officer	General Service Officer Grade 6
27.	Ordnance Officer	General Service Officer Grade 6
28.	Pathology Officer	General Service Officer Grade 6
29.	Pay Officer	General Service Officer Grade 6
30.	Pharmaceutical Officer	General Service Officer Grade 6
31.	Physiotherapist	General Service Officer Grade 6
32.	Pilot — Competency Progression	Competency Level 6
33.	Public Relations Officer	General Service Officer Grade 6
34.	Signals Officer	Engineering Officer Grade 5
35.	Transport Officer	General Service Officer Grade 6

Pay grade 7

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 7
2.	Air Defence Officer	General Service Officer RPE Grade 7
3.	Armoured Officer	General Service Officer Grade 7
4.	Armoured Officer	General Service Officer RPE Grade 7
5.	Army Psychologist	General Service Officer Grade 7
6.	Army Psychologist	General Service Officer RPE Grade 7
7.	Aviation Officer	General Service Officer Grade 7

8.	Aviation Officer	General Service Officer RPE Grade 7
9.	Band Officer	General Service Officer Grade 7
10.	Band Officer	General Service Officer RPE Grade 7
11.	Catering Officer	General Service Officer Grade 7
12.	Catering Officer	General Service Officer RPE Grade 7
13.	Dental Officer (Non Dentist)	General Service Officer Grade 7
14.	Dental Officer (Non Dentist)	General Service Officer RPE Grade 7
15.	Education Officer	General Service Officer Grade 7
16.	Education Officer	General Service Officer RPE Grade 7
17.	Electrical and Mechanical Engineering Aviation Officer	General Service Officer Grade 7
18.	Electrical and Mechanical Engineering Aviation Officer	General Service Officer RPE Grade 7
19.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer Grade 7
20.	Electrical and Mechanical Engineering Aviation Officer	Engineering Officer RPE Grade 7
21.	Electrical and Mechanical Engineering Aviation Officer (Q)	Engineering Officer Grade 6
22.	Electrical and Mechanical Engineering Officer	General Service Officer Grade 7
23.	Electrical and Mechanical Engineering Officer	General Service Officer RPE Grade 7
24.	Electrical and Mechanical Engineering Officer	Engineering Officer Grade 7
25.	Electrical and Mechanical Engineering Officer	Engineering Officer RPE Grade 7
26.	Electrical and Mechanical Engineering Officer (Q)	Engineering Officer Grade 6
27.	Engineer Officer	General Service Officer Grade 7
28.	Engineer Officer	General Service Officer RPE Grade 7
29.	Engineer Officer (Q)	Engineering Officer Grade 6
30.	Engineer Officer	Engineering Officer Grade 7
31.	Engineer Officer	Engineering Officer RPE Grade 7
32.	Environmental Officer	General Service Officer Grade 7
33.	Environmental Officer	General Service Officer RPE Grade 7
34.	Field Artillery Officer	General Service Officer Grade 7
35.	Field Artillery Officer	General Service Officer RPE Grade 7

36.	Health Officer	General Service Officer Grade 7
37.	Health Officer	General Service Officer RPE Grade 7
38.	Infantry Officer	General Service Officer Grade 7
39.	Infantry Officer	General Service Officer RPE Grade 7
40.	Infectious Diseases Researcher	General Service Officer Grade 7
41.	Infectious Diseases Researcher	General Service Officer RPE Grade 7
42.	Intelligence Officer	General Service Officer RPE Grade 7
43.	Medical Imaging Specialist	General Service Officer Grade 7
44.	Medical Imaging Specialist	General Service Officer RPE Grade 7
45.	Military Police Officer	General Service Officer Grade 7
46.	Military Police Officer	General Service Officer RPE Grade 7
47.	Miscellaneous Medical Officer	General Service Officer Grade 7
48.	Miscellaneous Medical Officer	General Service Officer RPE Grade 7
49.	Nursing Officer	General Service Officer Grade 7
50.	Nursing Officer	General Service Officer RPE Grade 7
51.	Ordnance Officer	General Service Officer Grade 7
52.	Ordnance Officer	General Service Officer RPE Grade 7
53.	Pathology Officer	General Service Officer Grade 7
54.	Pathology Officer	General Service Officer RPE Grade 7
55.	Pay Officer	General Service Officer Grade 7
56.	Pay Officer	General Service Officer RPE Grade 7
57.	Pharmaceutical Officer	General Service Officer Grade 7
58.	Pharmaceutical Officer	General Service Officer RPE Grade 7
59.	Physiotherapist	General Service Officer Grade 7
60.	Physiotherapist	General Service Officer RPE Grade 7
61.	Pilot — Time Based Progression	Fly 6-8
62.	Public Relations Officer	General Service Officer Grade 7

63.	Public Relations Officer	General Service Officer RPE Grade 7
64.	Signals Officer	General Service Officer RPE Grade 7
65.	Signals Officer	Engineering Officer Grade 6
66.	Signals Officer	Engineering Officer RPE Grade 7
67.	Transport Officer	General Service Officer Grade 7
68.	Transport Officer	General Service Officer RPE Grade 7

Pay grade 8

Item	Employment Category	Classification
1.	Air Defence Officer	General Service Officer Grade 8
2.	Armoured Officer	General Service Officer Grade 8
3.	Aviation Officer	General Service Officer Grade 8
4.	Band Officer	General Service Officer Grade 8
5.	Catering Officer	General Service Officer Grade 8
6.	Dental Officer (Non Dentist)	General Service Officer Grade 8
7.	Education Officer	General Service Officer Grade 8
8.	Electrical and Mechanical Engineering Aviation Officer (Q)	General Service Officer Grade 7
9.	Electrical and Mechanical Engineering Aviation Officer (Q)	Engineering Officer Grade 7
10.	Electrical and Mechanical Engineering Aviation Officer (Q)	Engineering Officer RPE (CM) Grade 7
11.	Electrical and Mechanical Engineering Aviation Officer (Q)	General Service Officer RPE (CM) Grade 7
12.	Electrical and Mechanical Engineering Aviation Officer	General Service Officer Grade 8
13.	Electrical and Mechanical Engineering Officer	General Service Officer Grade 8
14.	Electrical and Mechanical Engineering Officer (Q)	General Service Officer Grade 7
15.	Electrical and Mechanical Engineering Officer (Q)	Engineering Officer Grade 7
16.	Electrical and Mechanical Engineering Officer (Q)	Engineering Officer RPE (CM) Grade 7
17.	Electrical and Mechanical Engineering Officer (Q)	General Service Officer RPE (CM) Grade 7
18.	Engineer Officer	General Service Officer Grade 8
19.	Engineer Officer (Q)	General Service Officer Grade 7
20.	Engineer Officer (Q)	Engineering Officer Grade 7
21.	Engineer Officer (Q)	Engineering Officer RPE (CM) Grade 7

22.	Engineer Officer (Q)	General Service Officer RPE (CM) Grade 7
23.	Environmental Officer	General Service Officer Grade 8
24.	Field Artillery Officer	General Service Officer Grade 8
25.	Health Officer	General Service Officer Grade 8
26.	Infantry Officer	General Service Officer Grade 8
27.	Infectious Diseases Researcher	General Service Officer Grade 8
28.	Intelligence Officer	General Service Officer Grade 7
29.	Intelligence Officer	General Service Officer Grade 8
30.	Medical Imaging Specialist	General Service Officer Grade 8
31.	Military Police Officer	General Service Officer Grade 8
32.	Miscellaneous Medical Officer	General Service Officer Grade 8
33.	Nursing Officer	General Service Officer Grade 8
34.	Ordnance Officer	General Service Officer Grade 8
35.	Pathology Officer	General Service Officer Grade 8
36.	Pay Officer	General Service Officer Grade 8
37.	Pharmaceutical Officer	General Service Officer Grade 8
38.	Physiotherapist	General Service Officer Grade 8
39.	Public Relations Officer	General Service Officer Grade 8
40.	Signals Officer	Engineering Officer Grade 7
41.	Signals Officer	Engineering Officer RPE (CM) Grade 7
42.	Signals Officer	General Service Officer Grade 7
43.	Signals Officer	General Service Officer RPE (CM) Grade 7
44.	Signals Officer	General Service Officer Grade 8
45.	Transport Officer	General Service Officer Grade 8

Pay grade 9

Item	Employment Category	Classification
1.	Pilot — Time Based Progression	Fly 8-10

Pay grade 10

Item	Employment Category	Classification
1.	Pilot — Time Based Progression	Fly 10+

Part 4: Air Force

Pay grade 2

Item	Employment Category	Classification
1.	Air Battle Management — Competency Progression	Competency Level 2
2.	Air Battle Management — Time Based Progression	Fly 0
3.	Airborne Electronics Officer — Competency Progression	Competency Level 2
4.	Airborne Electronics Officer — Time Based Progression	Fly 0
5.	Air Mobility Officer — Competency Progression	Competency Level 2
6.	Air Mobility Officer — Time Based Progression	Fly 0
7.	Air Traffic Control — Competency Progression	Competency Level 2
8.	Air Traffic Control — Legacy	Grade 1
9.	Environmental Health	Grade 1
10.	Fast Jet Pilot — Competency Progression	Competency Level 2
11.	Fast Jet Pilot — Time Based Progression	Fly 0
12.	Fixed Wing Pilot — Competency Progression	Competency Level 2
13.	Fixed Wing Pilot — Time Based Progression	Fly 0
14.	Logistics	Grade 1
15.	Maritime Patrol and Response Officer — Competency Progression	Competency Level 2
16.	Maritime Patrol and Response Officer — Time Based Progression	Fly 0
17.	Military Public Affairs Officer	Grade 1
18.	Nurse	Grade 1
19.	Operations	Grade 1
20.	Personnel Capability Officer	Grade 1
21.	Personnel Psychologist	Grade 1
22.	Pharmacy	Grade 1
23.	Radiographer	Grade 1
24.	Scientific Officer	Grade 1
25.	Security Forces Officer	Grade 1
26.	Training Systems Officer	Grade 1
27.	Weapon Systems Officer — Competency Progression	Competency Level 2
28.	Weapon Systems Officer — Time Based Progression	Fly 0

Pay grade 3

Item	Employment Category	Classification
1.	Air Battle Management — Competency Progression	Competency Level 3
2.	Air Battle Management — Time Based Progression	Fly 0-2
3.	Airborne Electronics Officer — Competency Progression	Competency Level 3
4.	Airborne Electronics Officer — Time Based Progression	Fly 0-2
5.	Air Intelligence Officer	Grade 1
6.	Air Mobility Officer — Competency Progression	Competency Level 3
7.	Air Mobility Officer — Time Based Progression	Fly 0-2
8.	Air Traffic Control — Competency Progression	Competency Level 3
9.	Air Traffic Control — Legacy	Grade 2
10.	Cyber Warfare Officer	Grade 1
11.	Environmental Health	Grade 2
12.	Fast Jet Pilot — Competency Progression	Competency Level 3
13.	Fast Jet Pilot — Time Based Progression	Fly 0-2
14.	Fixed Wing Pilot — Competency Progression	Competency Level 3
15.	Fixed Wing Pilot — Time Based Progression	Fly 0-2
16.	Maritime Patrol and Response Officer — Competency Progression	Competency Level 3
17.	Maritime Patrol and Response Officer — Time Based Progression	Fly 0-2
18.	Military Public Affairs Officer	Grade 2
19.	Nurse	Grade 2
20.	Operations	Grade 2
21.	Personnel Capability Officer	Grade 2
22.	Personnel Psychologist	Grade 2
23.	Pharmacy	Grade 2
24.	Radiographer	Grade 2
25.	Scientific Officer	Grade 2
26.	Security Forces Officer	Grade 2
27.	Training Systems Officer	Grade 2
28.	Weapon Systems Officer — Competency Progression	Competency Level 3
29.	Weapon Systems Officer — Time Based Progression	Fly 0-2

Pay grade 4

Item	Employment Category	Classification
1.	Aeronautical Engineer	Grade 1
2.	Air Battle Management — Competency Progression	Competency Level 4
3.	Air Battle Management — Time Based Progression	Fly 2-4
4.	Airborne Electronics Officer — Competency Progression	Competency Level 4
5.	Airborne Electronics Officer — Time Based Progression	Fly 2-4
6.	Airfield Engineer	Grade 1
7.	Air Intelligence Officer	Grade 2
8.	Air Mobility Officer — Time Based Progression	Fly 2-4
9.	Armament Engineer	Grade 1
10.	Combat Control Officer Qualified	Grade 1
11.	Cyber Warfare Officer	Grade 2
12.	Electronics Engineer	Grade 1
13.	Environmental Health	Grade 3
14.	Environmental Health Grade 2	Command Level 1
15.	Fast Jet Pilot — Competency Progression	Competency Level 4
16.	Fast Jet Pilot — Time Based Progression	Fly 2-4
17.	Fixed Wing Pilot — Competency Progression	Competency Level 4
18.	Fixed Wing Pilot — Time Based Progression	Fly 2-4
19.	Logistics	Grade 2
20.	Maritime Patrol and Response Officer — Competency Progression	Competency Level 4
21.	Maritime Patrol and Response Officer — Time Based Progression	Fly 2-4
22.	Military Public Affairs Officer	Grade 3
23.	Nurse	Grade 3
24.	Nurse Grade 2	Command Level 1
25.	Operations	Grade 3
26.	Operations Grade 2	Command Level 1
27.	Personnel Capability Officer	Grade 3
28.	Personnel Capability Officer Grade 2	Command Level 1
29.	Personnel Psychologist	Grade 3
30.	Pharmacy	Grade 3
31.	Pharmacy Grade 2	Command Level 1
32.	Radiographer	Grade 3
33.	Radiographer Grade 2	Command Level 1

34.	Scientific Officer	Grade 3
35.	Scientific Officer Grade 2	Command Level 1
36.	Security Forces Officer	Grade 3
37.	Security Forces Officer Grade 2	Command Level 1
38.	Training Systems Officer	Grade 3
39.	Training Systems Officer Grade 2	Command Level 1
40.	Weapon Systems Officer — Competency Progression	Competency Level 4
41.	Weapon Systems Officer — Time Based Progression	Fly 2-4

Pay grade 5

Item	Employment Category	Classification
1.	Aeronautical Engineer	Grade 2
2.	Air Battle Management — Competency Progression	Competency Level 5
3.	Air Battle Management — Time Based Progression	Fly 4-6
4.	Airborne Electronics Officer — Competency Progression	Competency Level 5
5.	Airborne Electronics Officer — Time Based Progression	Fly 4-6
6.	Airfield Engineer	Grade 2
7.	Air Intelligence Officer	Grade 3
8.	Air Intelligence Officer Grade 2	Command Level 1
9.	Air Mobility Officer — Competency Progression	Competency Level 5
10.	Air Mobility Officer — Time Based Progression	Fly 4-6
11.	Air Traffic Control — Competency Progression	Competency Level 5
12.	Air Traffic Control — Legacy	Grade 3
13.	Armament Engineer	Grade 2
14.	Cyber Warfare Officer	Grade 3
15.	Electronics Engineer	Grade 2
16.	Environmental Health Grade 3	Command Level 1
17.	Fast Jet Pilot — Competency Progression	Competency Level 5
18.	Fast Jet Pilot — Time Based Progression	Fly 4-6
19.	Fixed Wing Pilot — Competency Progression	Competency Level 5
20.	Fixed Wing Pilot — Time Based Progression	Fly 4-6
21.	Logistics Grade 2	Command Level 1
22.	Maritime Patrol and Response Officer — Competency Progression	Competency Level 5
23.	Maritime Patrol and Response Officer — Time Based Progression	Fly 4-6
24.	Military Public Affairs Officer	Grade 4

25.	Military Public Affairs Officer	Command Level 1
26.	Nurse	Grade 4
27.	Nurse Grade 3	Command Level 1
28.	Operations	Grade 4
29.	Operations Grade 3	Command Level 1
30.	Personnel Capability Officer Grade 3	Command Level 1
31.	Personnel Psychologist	Grade 4
32.	Personnel Psychologist Grade 3	Command Level 1
33.	Pharmacy Grade 3	Command Level 1
34.	Radiographer Grade 3	Command Level 1
35.	Scientific Officer Grade 3	Command Level 1
36.	Security Forces Officer Grade 3	Command Level 1
37.	Training Systems Officer Grade 3	Command Level 1
38.	Weapon Systems Officer — Competency Progression	Competency Level 5
39.	Weapon Systems Officer — Time Based Progression	Fly 4-6

Pay grade 6

Item	Employment Category	Classification
1.	Air Battle Management — Competency Progression	Competency Level 6
2.	Airborne Electronics Officer — Competency Progression	Competency Level 6
3.	Air Mobility Officer — Competency Progression	Competency Level 6
4.	Air Intelligence Officer Grade 3	Command Level 1
5.	Air Intelligence Officer	Grade 4
6..	Air Traffic Control — Competency Progression	Competency Level 6
7.	Combat Control Officer (Foundation)	–
8.	Fast Jet Pilot — Competency Progression	Competency Level 6
9.	Fixed Wing Pilot — Competency Progression	Competency Level 6
10.	Logistics	Grade 3
11.	Maritime Patrol and Response Officer — Competency Progression	Competency Level 6
12.	Military Public Affairs Officer	Command Level 1
13.	Nurse Grade 4	Command Level 1
14.	Operations Grade 4	Command Level 1
15.	Weapon Systems Officer — Competency Progression	Competency Level 6

Pay grade 7

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

Pay grade 8

Item	Employment Category	Classification
1.	Aeronautical Engineer Grade 3	Command Level 1
2.	Aeronautical Engineer	Grade 4
3.	Aeronautical Engineer Grade 4	Command Level 1
4.	Aeronautical Engineer Grade 4	Command Level 2
5.	Air Battle Management — Competency Progression	Command and Management Tier 2
6.	Airborne Electronics Officer — Competency Progression	Command and Management Tier 2
7.	Airfield Engineer Grade 3	Command Level 1
8.	Airfield Engineer	Grade 4
9.	Airfield Engineer Grade 4	Command Level 1
10.	Airfield Engineer Grade 4	Command Level 2
11.	Air Intelligence Officer Grade 3	Command Level 2
12.	Air Intelligence Officer Grade 4	Command Level 2
13.	Air Intelligence Officer Grade 5	Command Level 1
14.	Air Intelligence Officer Grade 5	Command Level 2
15.	Air Mobility Officer — Competency Progression	Command and Management Tier 2
16.	Armament Engineer Grade 3	Command Level 1
17.	Armament Engineer	Grade 4
18.	Armament Engineer Grade 4	Command Level 1
19.	Armament Engineer Grade 4	Command Level 2
20.	Combat Control Officer (Intermediate)	–
21.	Combat Control Officer (Advanced)	–
22.	Combat Control Officer (Master)	–
23.	Cyber Warfare Officer Grade 4	Command Level 1
24.	Cyber Warfare Officer Grade 5	Command Level 1
25.	Cyber Warfare Officer	Grade 6
26.	Cyber Warfare Officer Grade 6	Command Level 1
27.	Cyber Warfare Officer Grade 6	Command Level 2
28.	Electronics Engineer Grade 3	Command Level 1
29.	Electronics Engineer	Grade 4
30.	Electronics Engineer Grade 4	Command Level 1
31.	Electronics Engineer Grade 4	Command Level 2
32.	Environmental Health Grade 3	Command Level 2

33.	Fast Jet Pilot — Competency Progression	Command and Management Tier 2
34.	Fixed Wing Pilot — Competency Progression	Command and Management Tier 2
35.	Logistics Grade 3	Command Level 2
36.	Maritime Patrol and Response Officer — Competency Progression	Command and Management Tier 2
37.	Military Public Affairs Officer	Command Level 2
38.	Nurse Grade 3	Command Level 2
39.	Nurse Grade 4	Command Level 2
40.	Operations Grade 3	Command Level 2
41.	Operations Grade 4	Command Level 2
42.	Personnel Capability Officer Grade 3	Command Level 2
43.	Personnel Psychologist Grade 4	Command Level 2
44.	Pharmacy Grade 3	Command Level 2
45.	Radiographer Grade 3	Command Level 2
46.	Scientific Officer Grade 3	Command Level 2
47.	Security Forces Officer Grade 3	Command Level 2
48.	Training Systems Officer Grade 3	Command Level 2
49.	Weapon Systems Officer — Competency Progression	Command and Management Tier 2

Pay grade 9

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

11.	Maritime Patrol and Response Officer — Competency Progression	Command and Management Tier 1
12.	Maritime Patrol and Response Officer — Time Based Progression	Fly 8-10
13.	Weapon Systems Officer — Competency Progression	Command and Management Tier 1
14.	Weapon Systems Officer — Time Based Progression	Fly 8-10

Pay grade 10

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

6 Schedule B.9

Repeal the Schedule, substitute:

Schedule B.9 Warrant Officer Class 1 pay grades

Part 1: Navy

Pay grade 2

Item	Employment Category	Tier
1.	Underwater Weapons	A

Pay grade 3

Item	Employment Category	Tier
1.	Diver	A
2.	Maritime Logistics Support Operations — Grade 3	A
3.	Motor Transport Driver	A
4.	Survival Equipment	A
5.	Underwater Control	A

Pay grade 4

Item	Employment Category	Tier
1.	Boatswain — Grade 3	A
2.	Maritime Logistics Chef	A
3.	Maritime Logistics Support Operations — Grade 4	A
4.	Maritime Personnel Manager	A
5.	Naval Police Coxswain	A
6.	Signals Yeoman	A
7.	Work Study	A

Pay grade 5

Item	Employment Category	Tier
1.	Aviation Support	A
2.	Boatswain — Limited Navigation Watchkeeping Certificate	A
3.	Boatswain — Navigation Watchkeeping Certificate	A
4.	Combat Systems Manager Mine Warfare	A
5.	Dental Manager	A
6.	Maritime Logistics Supply Chain	A
7.	Musician	A
8.	Naval Police Coxswain — Limited Navigation Watchkeeping Certificate	A
9.	Naval Police Coxswain — Australian Defence Force Investigator Grade 1	A
10.	Non-aligned Air Technical	A
11.	Non-aligned Electrical Technical	A
12.	Non-aligned Marine Technical	A
13.	Physical Training Instructor	A
14.	Radio Operator Special	A

Pay grade 6

Item	Employment Category	Tier
1.	Acoustic Warfare Analyst	A
2.	Combat Systems Manager	A
3.	Combat Systems Manager Mine Warfare — Navigation Watchkeeping Certificate	A
4.	Electronic Warfare Operator	A
5.	Hydrographic Systems Manager	A
6.	Imagery Specialist — Grade 2	A
7.	Maritime Logistics Support Operations — SM	A

8.	Medic Manager	A
9.	Naval Police Coxswain — Australian Defence Force Investigator Grade 2	A

Pay grade 7

Item	Employment Category	Tier
1.	Aircrewman — Grade 4 (Competency Progression)	A
2.	Aircrewman — Grade 4 (Competency Progression)	B
3.	Aircrewman — Grade 5 (Competency Progression)	A
4.	Aircrewman — Grade 5 (Competency Progression)	B
5.	Aviation Support	B
6.	Boatswain	B
7.	Combat Systems Manager	B
8.	Combat Systems Manager Mine Warfare	B
9.	Dental Manager	B
10.	Electronic Technician — Grade 4	A
11.	Hospitality Specialist — Submariner (HS-SM) — Grade A	A
12.	Hydrographic Systems Manager — Navigation Watchkeeping Certificate	A
13.	Imagery Specialist — Grade 3	A
14.	Marine Technician — Grade 4	A
15.	Maritime Logistics Chef	B
16.	Maritime Logistics Chef — SM	A
17.	Maritime Logistics Chef — SM	B
18.	Maritime Logistics Supply Chain	B
19.	Maritime Logistics Supply Chain — SM	A
20.	Maritime Logistics Supply Chain — SM	B
21.	Maritime Logistics Support Operations	B
22.	Maritime Logistics Support Operations — SM	B
23.	Maritime Personnel Manager	B
24.	Medic Manager	B
25.	Musician	B
26.	Naval Police Coxswain	B
27.	Physical Training Instructor	B

Pay grade 8

Item	Employment Category	Tier
1.	Aircrewman — Grade 2 Fly 8-10	A
2.	Aircrewman — Grade 2 Fly 8-10	B
3.	Aircrewman — Grade 2 Fly 8-10	C
4.	Aircrewman — Grade 2 Fly 10+	A
5.	Aircrewman — Grade 2 Fly 10+	B
6.	Aircrewman — Grade 2 Fly 10+	C
7.	Aircrewman — Grade 3 Fly 8-10	A
8.	Aircrewman — Grade 3 Fly 8-10	B
9.	Aircrewman — Grade 3 Fly 8-10	C
10.	Aircrewman — Grade 4 (Competency Progression)	C
11.	Aircrewman — Grade 5 (Competency Progression)	C
12.	Aircrewman — Grade 6 (Competency Progression)	A
13.	Aircrewman — Grade 6 (Competency Progression)	B
14.	Aircrewman — Grade 6 (Competency Progression)	C
15.	Aviation Support	C
16.	Aviation Technician Aircraft — Grade 5	A
17.	Aviation Technician Aircraft — Grade 5	B
18.	Aviation Technician Avionics — Grade 5	A
19.	Aviation Technician Avionics — Grade 5	B
20.	Boatswain	C
21.	Clearance Diver	A
22.	Clearance Diver	B
23.	Clearance Diver	C
24.	Combat Systems Manager	C
25.	Combat Systems Manager Mine Warfare	C
26.	Communications and Information Systems — Communications — Information Warfare Advisor	A
27.	Communications and Information Systems — Information — Information Warfare Advisor	A
28.	Communications and Information Systems	B
29.	Cyber Warfare Specialist	A
30.	Cyber Warfare Specialist	B
31.	Dental Manager	C
32.	Electronic Technician	B
33.	Electronic Technician — Grade 4 Fire Control Officer	A

34.	Electronic Technician — Grade 5 Fire Control Officer	A
35.	Electronic Technician — Grade 5	A
36.	Electronic Warfare	A
37.	Electronic Warfare	B
38.	Imagery Specialist	B
39.	Hydrographic Systems Manager	B
40.	Marine Technician — Grade 5	A
41.	Marine Technician	B
42.	Maritime Logistics Chef	C
43.	Maritime Logistics Chef — SM	C
44.	Maritime Logistics Supply Chain	C
45.	Maritime Logistics Supply Chain — SM	C
46.	Maritime Logistics Support Operations	C
47.	Maritime Logistics Support Operations — SM	C
48.	Maritime Personnel Manager	C
49.	Medic Manager	C
50.	Medic Manager — SM	A
51.	Medic Manager — SM	B
52.	Medic Manager — SM	C
53.	Musician	C
54.	Naval Police Coxswain	C
55.	Navy Intelligence Sailor	A
56.	Navy Intelligence Sailor	B
57.	Photographer	C
58.	Physical Training Instructor	C

Pay grade 9

Item	Employment Category	Tier
1.	Acoustic Warfare Analyst Submarines — Grade 3 SM	A
2.	Acoustic Warfare Analyst Submarines — Grade 3 SM	B
3.	Acoustic Warfare Analyst Submarines — Grade 3 SM	C
4.	Aircrewman — Grade 3 Fly 10+	A
5.	Aircrewman — Grade 3 Fly 10+	B
6.	Aircrewman — Grade 3 Fly 10+	C
7.	Aviation Technician Aircraft	C
8.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	A

9.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	B
10.	Aviation Technician Avionics	C
11.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	A
12.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	B
13.	Communications and Information Systems	C
14.	Communications and Information Systems — Information Grade 4 SM	A
15.	Communications and Information Systems — Information Grade 4 SM	B
16.	Communications and Information Systems — Information Grade 4 SM	C
17.	Cyber Warfare Specialist	C
18.	Electronic Technician	C
19.	Electronic Warfare	C
20.	Hydrographic Systems Manager	C
21.	Imagery Specialist	C
22.	Marine Technician	C
23.	Marine Technician — Senior Technical Officer	A
24.	Marine Technician — Senior Technical Officer	B
25.	Navy Intelligence Sailor	C
26.	Sonar Technician — Submariner (ST-SM)	A

Pay grade 10

Item	Employment Category	Tier
1.	Acoustic Warfare Analyst Submarines — SM Specialist	A
2.	Acoustic Warfare Analyst Submarines — SM Specialist	B
3.	Acoustic Warfare Analyst Submarines — SM Specialist	C
4.	Communications and Information Systems — Information Grade 5 SM	A
5.	Communications and Information Systems — Information Grade 5 SM	B
6.	Communications and Information Systems — Information Grade 5 SM	C
7.	Electronic Technician — SM	A
8.	Electronic Technician — SM	B
9.	Electronic Technician — SM	C
10.	Electronics Technician Fire Control — Submariner (ETFC-SM)	A
11.	Electronics Technician Navigation — Submariner (ETV-SM)	A
12.	Electronic Warfare Submarines — SM	A
13.	Electronic Warfare Submarines — SM	B
14.	Electronic Warfare Submarines — SM	C
15.	Information Systems Technician Communications — Submariner (ITR-SM)	A

16.	Information Systems Technician Electronic Warfare — Submariner (ITE-SM)	A
17.	Machinist's Mate Auxiliary — Submariner (MMA-SM)	A
18.	Machinist's Mate Weapons — Submariner (MMW-SM)	A
19.	Marine Technician — SM	A
20.	Marine Technician — SM	B
21.	Marine Technician — SM	C

Part 2: Army

Pay grade 1

Item	Employment Category	Tier
1.	Local Observer	A

Pay grade 2

Item	Employment Category	Tier
1.	Assistant Administration	A
2.	Assistant Instructor	A

Pay grade 3

Item	Employment Category	Tier
1.	Kitchen Manager	A
2.	Manager Clerk Engineers	A
3.	Manager Storeman Engineers	A
4.	Military Police Law Enforcement Grade 2	A

Pay grade 4

Item	Employment Category	Tier
1.	Cargo Specialist Manager	A
2.	Catering Technical Adviser	A
3.	Command Support Clerk Technical Finance Manager	A
4.	Command Support Clerk Technical Manager	A
5.	Health Operator Manager	A
6.	Manager Infantry Operations Clerk	A
7.	Manager Infantry Resource Storeman	A
8.	Manager Operator Movements	A

9.	Marine Specialist Manager	A
10.	Military Police General Duties	A
11.	Military Police Law Enforcement Specialist	A
12.	Physical Training Instructor Grade 3	A
13.	Transport Operations Manager	A
14.	Unit Distribution Enterprise Manager	A

Pay grade 5

Item	Employment Category	Tier
1.	Aerial Delivery Chief	A
2.	Army Imagery Specialist Grade 2	A
3.	Cargo Specialist Manager	B
4.	Catering Technical Adviser	B
5.	Combat Engineer Manager Grade 2	A
6.	Command Support Clerk Technical Finance Manager	B
7.	Command Support Clerk Technical Manager	B
8.	Dental Manager	A
9.	Examiner Psychological	A
10.	Light Cavalry Scout Warrant Officer	A
11.	Manager Company Operations Grade 1	A
12.	Manager Infantry Operations Clerk	B
13.	Manager Operator Movements	B
14.	Manager Uncrewed Aircraft Systems Grade 2	A
15.	Marine Specialist Manager	B
16.	Military Police Australian Defence Force Investigator	A
17.	Military Police General Duties	B
18.	Military Police Specialist — Close Personal Protection Operative	A
19.	Military Police Specialist — Dog Handler	A
20.	Musician Drum Major Grade 1A	A
21.	Musician Drum Major Grade 2A	A
22.	Petroleum Specialist	A
23.	Physical Training Instructor Advisor	A
24.	Preventive Medicine Manager	A
25.	Rigger Parachute Technical Manager	A
26.	Strategic Distribution Enterprise Advisor	B
27.	Supervisor Emergency Response Operations	A

28.	Transport Operations Manager	B
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Pay grade 6

Item	Employment Category	Tier
1.	Aerial Delivery Chief	B
2.	Armoured Cavalry Warrant Officer	A
3.	Artificer Land Grade 3	A
4.	Battlespace Communications Engineer Grade 1	A
5.	Chief Aerial Delivery	B
6.	Combat Engineer Explosive Ordnance Disposal Manager	A
7.	Combat Engineer Manager Grade 3	A
8.	Combat Rescue Manager Grade 2	A
9.	Dental Manager	B
10.	Examiner Psychological	B
11.	Health Technician Manager	A
12.	Health Technician Manager	B
13.	Manager Company Operations Grade 2	A
14.	Manager Joint Fires	A
15.	Manager Uncrewed Aircraft Systems Grade 1	A
16.	Military Police Australian Defence Force Investigator	B
17.	Military Police Australian Defence Force Investigator Specialist	A
18.	Military Police Specialist — Close Personal Protection Operative	B
19.	Military Police Specialist — Dog Handler	B
20.	Musician Drum Major Grade 1B	B
21.	Musician Drum Major Grade 2B	B
22.	Petroleum Specialist	B
23.	Physical Training Instructor Advisor	B
24.	Regimental Sergeant Major	A
25.	Rigger Parachute Technical Manager	B

Pay grade 7

Item	Employment Category	Tier
1.	Ammunition Technician Technical Manager	A
2.	Analyst Intelligence Operations Manager	A
3.	Artificer Land Grade 4	A
4.	Aviation Groundcrew Senior Advisor	A

5.	Aviation Groundcrew Senior Advisor	B
6.	Aviation Regimental Sergeant Major	A
7.	Battlespace Communications Engineer Grade 2	A
8.	Cavalry Warrant Officer	B
9.	Combat Engineer Explosive Ordnance Disposal Manager	B
10.	Combat Engineer Manager Grade 3	B
11.	Combat Rescue Manager Grade 2	B
12.	Geospatial Technician Grade 6	A
13.	Geospatial Technician Grade 7	A
14.	Information Systems Engineer	A
15.	Manager Company Operations Grade 2	B
16.	Manager Joint Fires	B
17.	Military Police Australian Defence Force Investigator Specialist	B
18.	Regimental Sergeant Major	B
19.	Tank Warrant Officer	B
20.	Telecommunications Network Engineer	A

Pay grade 8

Item	Employment Category	Tier
1.	Aerial Delivery Chief	C
2.	Aircrew Operator Senior Advisor	A
3.	Aircrew Operator Senior Advisor	B
4.	Aircrew Operator Senior Advisor	C
5.	Ammunition Technician Technical Manager	B
6.	Analyst Intelligence Operations Manager	B
7.	Artificer Aircraft	A
8.	Artificer Aircraft	B
9.	Artificer Avionics	A
10.	Artificer Avionics	B
11.	Artificer Land Grade 4	B
12.	Aviation Groundcrew Senior Advisor	C
13.	Aviation Operations Advisor	A
14.	Aviation Operations Advisor	B
15.	Aviation Regimental Sergeant Major	A
16.	Aviation Regimental Sergeant Major	B
17.	Battlespace Communications Engineer Grade 2	B

18.	Cargo Specialist Manager	C
19.	Cavalry Warrant Officer	C
20.	Combat Engineer Explosive Ordnance Disposal Manager	C
21.	Combat Engineer Manager Grade 3	C
22.	Combat Rescue Manager Grade 2	C
23.	Cyber Warfare Specialist	A
24.	Cyber Warfare Specialist	B
25.	Dental Manager	C
26.	Electronic Warfare Engineer	A
27.	Electronic Warfare Engineer	B
28.	Examiner Psychological	C
29.	Geospatial Technician Grade 6	B
30.	Geospatial Technician Grade 7	B
31.	Health Technician Manager	C
32.	Information Systems Engineer	B
33.	Manager Company Operations Grade 2	C
34.	Manager Joint Fires	C
35.	Manager Operations Movements	C
36.	Manager Preventive Medicine	C
37.	Manager Works	A
38.	Manager Works	B
39.	Marine Specialist Manager	C
40.	Musician Drum Major Grade 1C	C
41.	Musician Drum Major Grade 2C	C
42.	Petroleum Specialist	C
43.	Physical Training Instructor Advisor	C
44.	Regimental Sergeant Major	C
45.	Rigger Parachute Technical Manager	C
46.	Strategic Distribution Enterprise Advisor	C
47.	Supervisor Works	A
48.	Tank Warrant Officer	C
49.	Telecommunications Network Engineer	B
50.	Transport Operations Manager	C

Pay grade 9

Item	Employment Category	Tier
1.	Aeroskills Technician Technical Warrant Officer	A
2.	Aeroskills Technician Technical Warrant Officer	B
3.	Ammunition Technician Technical Manager	C
4.	Analyst Intelligence Operations Manager	C
5.	Artificer Air (Time Progression) Fly 10+	A
6.	Artificer Air (Time Progression) Fly 10+	B
7.	Artificer Aero Aircraft	A
8.	Artificer Aero Aircraft	B
9.	Artificer Aero Aircraft	C
10.	Artificer Aero Avionics	A
11.	Artificer Aero Avionics	B
12.	Artificer Aero Avionics	C
13.	Artificer Land Grade 4	C
14.	Aviation Operations Advisor	C
15.	Battlespace Communications Engineer Grade 2	C
16.	Electronic Warfare Engineer	C
17.	Geospatial Technician Grade 7	C
18.	Information Systems Engineer	C
19.	Manager Works	C
20.	Special Reconnaissance Operator (Intermediate)	A
21.	Strike and Recovery Operator (Intermediate)	A
22.	Special Warfare Operator (Intermediate)	A
23.	Telecommunications Network Engineer	C

Pay grade 10

Item	Employment Category	Tier
1.	Special Forces Regimental Sergeant Major (Master)	A
2.	Special Forces Regimental Sergeant Major (Master)	B
3.	Special Forces Regimental Sergeant Major (Master)	C
4.	Special Reconnaissance Operator (Advanced)	A
5.	Special Reconnaissance Operator (Master)	A
6.	Strike and Recovery Operator (Advanced)	A
7.	Strike and Recovery Operator (Master)	A
8.	Special Warfare Operator (Advanced)	A

9.	Special Warfare Operator (Master)	A
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Part 3: Air Force

Pay grade 2

Item	Employment Category	Tier
1.	Chef Grade 1	A
2.	Motor Transport Driver Grade 1	A
3.	Personnel Capability Specialist — Operator	A
4.	Steward Grade 2	A

Pay grade 3

Item	Employment Category	Tier
1.	Air Force Police Grade 1	A
2.	Chef Grade 2	A
3.	Crew Attendant — Competency Progression Grade 1	A
4.	Crew Attendant — Time Progression Fly 0	A
5.	Motor Transport Driver Grade 2	A
6.	Movements Grade 2	A
7.	Personnel Capability Specialist — Coordinator	A
8.	Security Forces Grade 3	A
9.	Supply Grade 2	A

Pay grade 4

Item	Employment Category	Tier
1.	Airborne Electronics Analyst (Ground) (Non-Feeder) — Grade 1	A
2.	Aircraft Surface Finisher	A
3.	Air Force Police Grade 2	A
4.	Chef Grade 3	A
5.	Crew Attendant — Competency Progression Grade 2	A
6.	Crew Attendant — Time Progression Grade 1 Fly 0-2	A
7.	Environmental Health Surveyor	A
8.	Loadmaster — Time Progression Fly 0	A
9.	Movements Grade 3	A
10.	Personnel Capability Specialist — Specialist	A
11.	Physical Training Instructor Grade 3	A

12.	Security Forces Grade 4	A
13.	Supply Grade 3	A

Pay grade 5

Item	Employment Category	Tier
1.	Aeronautical Life Support Fitter — Grade 2	A
2.	Airborne Electronics Analyst (Air) (Non-Feeder) — Grade 1	A
3.	Airborne Electronics Analyst (Ground) (Feeder) — Grade 1	A
4.	Airborne Electronics Analyst (Ground) — Grade 2	A
5.	Aircraft Structural Fitter Grade 2	A
6.	Air Force Imagery Specialist Grade 2	A
7.	Air Force Police Grade 3	A
8.	Air Surveillance Operator Grade 2	A
9.	Communications and Information Systems Controller	A
10.	Crew Attendant — Competency Progression Grade 3	A
11.	Crew Attendant — Time Progression Grade 2 Fly 2-4	A
12.	Crew Attendant — Time Progression Grade 3 Fly 4-6	A
13.	Dental Manager	A
14.	Dental Technician	A
15.	Firefighter Grade 3	A
16.	Firefighter Manager	A
17.	Flight Engineer — Time Progression Fly 0	A
18.	Flight Engineer — Time Progression Grade 1 Fly 0-2	A
19.	Ground Support Engineering Fitter Grade 2	A
20.	Ground Support Engineering Manager Grade 1	A
21.	Laboratory Technician	A
22.	Loadmaster — Competency Progression Grade 1	A
23.	Loadmaster — Time Progression Grade 1 Fly 0-2	A
24.	Loadmaster — Time Progression Grade 2 Fly 2-4	A
25.	Medical Technician Supervisor	A
26.	Musician Grade 3	A
27.	Physical Training Instructor Grade 4	A
28.	Security Forces Grade 5	A

Pay grade 6

Item	Employment Category	Tier
1.	Advanced Aircraft Structural Fitter	A
2.	Advanced Aircraft Structural Technician	A
3.	Advanced Aircraft Technician	A
4.	Advanced Avionics Technician	A
5.	Advanced Communications Electronic Technician	A
6.	Airborne Electronics Analyst (Air) (Feeder) — Grade 1	A
7.	Airborne Electronics Analyst (Air) — Grade 2	A
8.	Airborne Electronics Analyst (Ground) — Grade 3	A
9.	Aircraft Technician Grade 1	A
10.	Aircraft Technician Grade 2	A
11.	Air Force Police Grade 4	A
12.	Air Surveillance Operator Supervisor	A
13.	Armament Technician	A
14.	Avionics Technician Grade 1	A
15.	Avionics Technician Grade 2	A
16.	Communications Electronic Technician	A
17.	Crew Attendant — Competency Progression Grade 4	A
18.	Crew Attendant — Time Progression Grade 4 Fly 6-8	A
19.	Flight Engineer — Competency Progression Grade 1	A
20.	Flight Engineer — Time Progression Grade 2 Fly 2-4	A
21.	Ground Support Engineering Manager Grade 2	A
22.	Loadmaster — Competency Progression Grade 2	A
23.	Loadmaster — Time Progression Grade 3 Fly 4-6	A
24.	Medical Technician Manager	A
25.	Security Forces Grade 6	A
26.	Supervisor Communications and Information Systems Controller	A
27.	Warrant Officer Disciplinary	A

Pay grade 7

Item	Employment Category	Tier
1.	Advanced Aircraft Technician (Warrant Officer Engineering)	A
2.	Advanced Avionics Technician (Warrant Officer Engineering)	A
3.	Advanced Communications Electronic Technician (Warrant Officer Engineering)	A
4.	Aeronautical Life Support Technical Manager	A

5.	Airborne Electronics Analyst (Air) — Grade 3	A
6.	Airborne Electronics Analyst (Ground) — Grade 4	A
7.	Airborne Electronics Analyst (Ground) — Grade 5	A
8.	Airborne Electronics Analyst — Time Progression Grade 4 Fly 6-8	A
9.	Airborne Electronics Analyst Single Station — Time Progression Grade 4 Fly 6-8	A
10.	Airborne Electronics Analyst Single Station — Time Progression Grade 5 Fly 8-10	A
11.	Aircraft Surface Finisher Technical Manager	A
12.	Aircraft Technician Grade 1 (Warrant Officer Engineering)	A
13.	Aircraft Technician Grade 2 (Warrant Officer Engineering)	A
14.	Air Surveillance Operator Manager	A
15.	Armament Technician (Warrant Officer Engineering)	A
16.	Avionics Technician Grade 1 (Warrant Officer Engineering)	A
17.	Avionics Technician Grade 2 (Warrant Officer Engineering)	A
18.	Communications Electronic Technician (Warrant Officer Engineering)	A
19.	Crew Attendant — Time Progression Grade 5 Fly 8-10	A
20.	Crew Attendant — Time Progression Grade 6 Fly 10+	A
21.	Executive Warrant Officer	B
22.	Flight Engineer — Competency Progression Grade 2	A
23.	Flight Engineer — Time Progression Grade 3 Fly 4-6	A
24.	Flight Engineer — Time Progression Grade 4 Fly 6-8	A
25.	Ground Technical Manager	A
26.	Loadmaster — Competency Progression Grade 3	A
27.	Loadmaster — Competency Progression Grade 4	A
28.	Loadmaster — Time Progression Grade 4 Fly 6-8	A
29.	Loadmaster — Time Progression Grade 5 Fly 8-10	A
30.	Manager Communications and Information Systems Controller	A
31.	Network Technician Supervisor	A
32.	Security Forces	B

Pay grade 8

Item	Employment Category	Tier
1.	Aeronautical Life Support Technical Manager	B
2.	Airborne Electronics Analyst (Air) — Grade 4	A
3.	Airborne Electronics Analyst (Air) — Grade 5	A
4.	Airborne Electronics Analyst — Time Progression Grade 5 Fly 8-10	A

5.	Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+	A
6.	Airborne Electronics Analyst Single Station — Time Progression Grade 6 Fly 10+	A
7.	Aircraft Structures Technical Manager	A
8.	Aircraft Structures Technical Manager	B
9.	Aircraft Systems Technician	A
10.	Aircraft Technical Manager	A
11.	Aircraft Technical Manager	B
12.	Air Surveillance Operator Grade 2	B
13.	Air Surveillance Operator Supervisor	B
14.	Air Surveillance Operator Manager	B
15.	Armament Technical Manager	A
16.	Armament Technical Manager	B
17.	Avionics Systems Technician	A
18.	Avionics Technical Manager	A
19.	Avionics Technical Manager	B
20.	Communications Electronic Systems Technician	A
21.	Communications Electronic Technical Manager	A
22.	Communications Electronic Technical Manager	B
23.	Cyber Warfare Specialist	A
24.	Cyber Warfare Specialist	B
25.	Executive Warrant Officer	C
26.	Executive Warrant Officer (Airborne Electronics Analyst) (Air) — Grade 4	B
27.	Executive Warrant Officer (Airborne Electronics Analyst) (Air) — Grade 5	B
28.	Executive Warrant Officer (Airborne Electronics Analyst — Time Progression Grade 5 Fly 8-10)	B
29.	Executive Warrant Officer (Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+)	B
30.	Executive Warrant Officer (Flight Engineer — Competency Progression Grade 3)	B
31.	Executive Warrant Officer (Flight Engineer — Competency Progression Grade 4)	B
32.	Executive Warrant Officer (Flight Engineer — Competency Progression Grade 5)	B
33.	Executive Warrant Officer (Flight Engineer — Time Progression Grade 5 Fly 8-10)	B
34.	Executive Warrant Officer (Flight Engineer — Time Progression Grade 6 Fly 10+)	B
35.	Executive Warrant Officer (Loadmaster — Time Progression Grade 6 Fly 10+)	B

36.	Flight Engineer — Competency Progression Grade 3	A
37.	Flight Engineer — Competency Progression Grade 4	A
38.	Flight Engineer — Competency Progression Grade 5	A
39.	Flight Engineer — Time Progression Grade 5 Fly 8-10	A
40.	Flight Engineer — Time Progression Grade 6 Fly 10+	A
41.	Ground Technical Manager	B
42.	Intelligence Manager	A
43.	Intelligence Manager	B
44.	Loadmaster — Time Progression Grade 6 Fly 10+	A
45.	Manager Communications and Information Systems Controller	B
46.	Manager Trades	A
47.	Manager Trades	B
48.	Network Technician Supervisor	B
49.	Network Technician Manager	A
50.	Network Technician Manager	B
51.	Network Technician Warrant Officer Networks	A
52.	Network Technician Warrant Officer Networks	B
53.	Non-Destructive Inspection Technician Level 2	A
54.	Non-Destructive Inspection Technician Level 2	B
55.	Security Forces	C
56.	Supervisor Communications and Information Systems Controller	B
57.	Works Manager	A
58.	Works Manager	B

Pay grade 9

Item	Employment Category	Tier
1.	Aeronautical Life Support Technical Manager	C
2.	Air Surveillance Operator Grade 2	C
3.	Air Surveillance Operator Manager	C
4.	Air Surveillance Operator Supervisor	C
5.	Aircraft Structures Technical Manager	C
6.	Aircraft Structures Technical Manager — Warrant Officer Engineering	A
7.	Aircraft Structures Technical Manager — Warrant Officer Engineering	B
8.	Aircraft Structures Technical Manager — Warrant Officer Engineering	C
9.	Aircraft Systems Technician — Warrant Officer Engineering	A
10.	Aircraft Systems Technician — Warrant Officer Engineering	B

11.	Aircraft Technical Manager	C
12.	Aircraft Technical Manager — Warrant Officer Engineering	A
13.	Aircraft Technical Manager — Warrant Officer Engineering	B
14.	Aircraft Technical Manager — Warrant Officer Engineering	C
15.	Armament Technical Manager	C
16.	Armament Technical Manager — Warrant Officer Engineering	A
17.	Armament Technical Manager — Warrant Officer Engineering	B
18.	Armament Technical Manager — Warrant Officer Engineering	C
19.	Avionics Systems Technician — Warrant Officer Engineering	A
20.	Avionics Systems Technician — Warrant Officer Engineering	B
21.	Avionics Technical Manager	C
22.	Avionics Technical Manager — Warrant Officer Engineering	A
23.	Avionics Technical Manager — Warrant Officer Engineering	B
24.	Avionics Technical Manager — Warrant Officer Engineering	C
25.	Combat Control Operator (Intermediate)	A
26.	Communications Electronic Systems Technician — Warrant Officer Engineering	A
27.	Communications Electronic Systems Technician — Warrant Officer Engineering	B
28.	Communications Electronic Systems Technician — Warrant Officer Engineering	C
29.	Communications Electronic Technical Manager	C
30.	Communications Electronic Technical Manager — Warrant Officer Engineering	A
31.	Communications Electronic Technical Manager — Warrant Officer Engineering	B
32.	Communications Electronic Technical Manager — Warrant Officer Engineering	C
33.	Cyber Warfare Specialist	C
34.	Ground Technical Manager	C
35.	Intelligence Manager	C
36.	Manager Communications and Information Systems Controller	C
37.	Network Technician Manager	C
38.	Network Technician Warrant Officer Networks	C
39.	Non-Destructive Inspection Technician Level 2 — Warrant Officer Engineering	A
40.	Non-Destructive Inspection Technician Level 2 — Warrant Officer Engineering	B
41.	Non-Destructive Inspection Technician Level 2 — Warrant Officer Engineering	C

42.	Non-Destructive Inspection Technician Level 2	C
43.	Works Manager	C

Pay grade 10

Item	Employment Category	Tier
1.	Combat Control Operator (Advanced)	A
2.	Combat Control Operator (Master)	A

7 Schedule B.11

Repeal the Schedule, substitute:

Schedule B11 Other rank pay grades

Part 1: Navy

Pay grade 1

Item	Employment Category	Grade
1.	General Mariner	–

Pay grade 2

Item	Employment Category	Grade
1.	Aviation Support	Grade 1
2.	Boatswains Mate	Grade 1
3.	Dental Assistant	Grade 1
4.	Diver	Grade 1
5.	Maritime Logistics Chef	Grade 1
6.	Maritime Logistics Supply Chain	Grade 1
7.	Maritime Logistics Support Operations — Operator	Grade 1
8.	Maritime Logistics Support Operations — Operator	Grade 2
9.	Maritime Personnel Sailor	Grade 1
10.	Maritime Personnel Sailor	Grade 2
11.	Motor Transport Driver	Grade 1
12.	Underwater Weapons	–

Pay grade 3

Item	Employment Category	Grade
1.	Aviation Support Technician	–
2.	Aviation Support	Grade 2
3.	Boatswains	Grade 2
4.	Boatswains Mate — Shipborne Life Support Equipment	Grade 1
5.	Boatswains Mate — Navigation Yeoman	Grade 1
6.	Boatswains Mate	Grade 2
7.	Combat Systems Operator	Grade 1
8.	Combat Systems Operator Mine Warfare	Grade 1
9.	Dental Assistant	Grade 2
10.	Diver	Grade 2
11.	Diver	Grade 3
12.	Electronics Technician Fire Control — Submariner (ETFC-SM)	Grade 1
13.	Electronics Technician Navigation — Submariner (ETV-SM)	Grade 1
14.	Hospitality Specialist — Submariner (HS-SM)	Grade 1
15.	Hospitality Specialist — Submariner (HS-SM)	Grade 2
16.	Information Systems Technician Communications — Submariner (ITR-SM)	Grade 1
17.	Information Systems Technician Electronic Warfare — Submariner (ITE-SM)	Grade 1
18.	Machinist's Mate Auxiliary — Submariner (MMA-SM)	Grade 1
19.	Machinist's Mate Weapons — Submariner (MMW-SM)	Grade 1
20.	Maritime Logistics Chef	Grade 2
21.	Maritime Logistics Chef	Grade 3
22.	Maritime Logistics Chef	Grade 4
23.	Maritime Logistics Supply Chain	Grade 2
24.	Maritime Logistics Supply Chain	Grade 3
25.	Maritime Logistics Support Operations Supervisor	Grade 3
26.	Maritime Personnel Sailor	Grade 3
27.	Medic	Grade 1
28.	Motor Transport Driver	Grade 2
29.	Musician	Grade 1
30.	Naval Police Coxswain	Grade 1
31.	Non-aligned Air Technical	Grade 1
32.	Non-aligned Electrical Technical	Grade 1
33.	Non-aligned Marine Technical	Grade 1

34.	Nuclear Technician — SM	Grade 1
35.	Nuclear Technician — Electrician's Mate — SM (NT-EM)	Grade 1
36.	Nuclear Technician — Electronics Technician — SM (NT-ET)	Grade 1
37.	Nuclear Technician — Machinist's Mate — SM (NT-MM)	Grade 1
38.	Physical Training Instructor	Grade 1
39.	Sonar Technician — Submariner (ST-SM)	Grade 1
40.	Survival Equipment	–
41.	Underwater Control	–

Pay grade 4

Item	Employment Category	Grade
1.	Acoustic Warfare Analyst	Grade 1
2.	Aircrewman — Fly 0	Grade 1
3.	Aviation Support	Grade 3
4.	Boatswain	Grade 3
5.	Boatswains Mate — Limited Navigation Watchkeeping Certificate	Grade 2
6.	Boatswains Mate	Grade 3
7.	Boatswains Mate — Operator	Grade 2
8.	Boatswains Mate — Operator Landing Deck	Grade 2
9.	Combat System Operator	Grade 2
10.	Combat Systems Operator Mine Warfare	Grade 2
11.	Communications and Information Systems — Communications	Grade 1
12.	Communications and Information Systems — Information	Grade 1
13.	Dental Assistant Preventive	Grade 3
14.	Dental Supervisor	–
15.	Electronic Technician	Grade 1
16.	Electronic Warfare	Grade 1
17.	Hydrographic Systems Operator	Grade 1
18.	Marine Technician	Grade 1
19.	Maritime Logistics Chef	Grade 5
20.	Maritime Logistics Supply Chain	Grade 4
21.	Maritime Logistics Support Operations Manager	Grade 4
22.	Maritime Personnel Sailor	Grade 4
23.	Medic	Grade 2
24.	Musician	Grade 2
25.	Naval Police Coxswain	Grade 2

26.	Navy Intelligence Sailor	Grade 1
27.	Non-aligned Air Technical	Grade 2
28.	Non-aligned Electrical Technical	Grade 2
29.	Non-aligned Marine Technical	Grade 2
30.	Nuclear Technician — SM	Grade 2
31.	Nuclear Technician — Electrician's Mate — SM (NT-EM)	Grade 2
32.	Nuclear Technician — Electronics Technician — SM (NT-ET)	Grade 2
33.	Nuclear Technician — Machinist's Mate — SM (NT-MM)	Grade 2
34.	Physical Training Instructor	Grade 2
35.	Signals Yeoman	–
36.	Work Study	–

Pay grade 5

Item	Employment Category	Grade
1.	Aircrewman — (Competency Progression)	Grade 1
2.	Aircrewman — (Competency Progression)	Grade 2
3.	Aircrewman — Fly 0	Grade 2
4.	Aircrewman — Fly 0	Grade 3
5.	Aircrewman — Fly 0-2	Grade 1
6.	Aircrewman — Fly 0-2	Grade 2
7.	Aircrewman — Fly 2-4	Grade 1
8.	Aviation Support	Grade 4
9.	Aviation Technician Aircraft	Grade 1
10.	Aviation Technician Avionics	Grade 1
11.	Boatswain — Manager Limited Navigation Watchkeeping Certificate	Grade 3
12.	Boatswain — Navigation Watchkeeping Certificate	Grade 3
13.	Boatswains Mate — Navigation Watchkeeping Certificate	Grade 3
14.	Combat Systems Manager	Grade 3
15.	Combat Systems Manager Mine Warfare	Grade 3
16.	Combat Systems Operator	Grade 3
17.	Combat Systems Operator — Anti-Submarine Aircraft Controller	Grade 2
18.	Combat Systems Operator — Anti-Submarine Aircraft Controller	Grade 3
19.	Combat Systems Operator Mine Warfare	Grade 3
20.	Combat Systems Supervisor	Grade 3
21.	Combat Systems Supervisor — Anti-Submarine Aircraft Controller	Grade 3
22.	Combat Systems Supervisor Mine Warfare	Grade 3

23.	Communications and Information Systems — Communications	Grade 2
24.	Communications and Information Systems — Information	Grade 2
25.	Cyber Warfare Specialist	Grade 1
26.	Dental Manager	–
27.	Electronic Technician	Grade 2
28.	Electronic Warfare	Grade 2
29.	Hydrographic Systems Manager	Grade B
30.	Hydrographic Systems Operator	Grade 2
31.	Hydrographic Systems Operator — Laser Airborne Depth Sounder	Grade 1
32.	Imagery Specialist	Grade 1
33.	Marine Technician	Grade 2
34.	Maritime Logistics Supply Chain	Grade 5
35.	Medic	Grade 3
36.	Medic	Grade 4
37.	Medic Underwater	–
38.	Musician	Grade 3
39.	Naval Police Coxswain — Australian Defence Force Investigator	Grade 1
40.	Naval Police Coxswain — Limited Navigation Watchkeeping Certificate	Grade 3
41.	Navy Intelligence Sailor	Grade 2
42.	Non-aligned Air Technical	Grade 3
43.	Non-aligned Electrical Technical	Grade 3
44.	Non-aligned Electrical Technical	Grade 4
45.	Non-aligned Marine Technical	Grade 3
46.	Physical Training Instructor	Grade 3
47.	Radio Operator	–
48.	Radio Operator Special	–

Pay grade 6

Item	Employment Category	Grade
1.	Aircrewman — Competency Progression	Grade 3
2.	Aircrewman — Fly 0-2	Grade 3
3.	Aircrewman — Fly 2-4	Grade 2
4.	Aircrewman — Fly 4-6	Grade 1
5.	Aviation Technician Aircraft	Grade 2
6.	Aviation Technician Avionics	Grade 2
7.	Boatswains Mate — SM	Grade 1

8.	Boatswains Mate — SM	Grade 2
9.	Boatswains Mate — SM	Grade 3
10.	Clearance Diver	Grade 1
11.	Combat Systems Manager	Grade 4
12.	Combat Systems Manager — Air Interceptor Controller	Grade 3
13.	Combat Systems Manager — Air Interceptor Controller	Grade 4
14.	Combat Systems Manager — Anti-Submarine Aircraft Controller	Grade 3
15.	Combat Systems Manager — Anti-Submarine Aircraft Controller	Grade 4
16.	Combat Systems Manager Mine Warfare — Navigation Watchkeeping Certificate	–
17.	Combat Systems Operator — Air Interceptor Controller	Grade 3
18.	Combat Systems Operator Mine Warfare — Navigation Watchkeeping Certificate	Grade 3
19.	Combat Systems Supervisor	Grade 4
20.	Combat Systems Supervisor — Air Interceptor Controller	Grade 3
21.	Combat Systems Supervisor — Air Interceptor Controller	Grade 4
22.	Combat Systems Supervisor — Anti-Submarine Aircraft Controller	Grade 4
23.	Combat Systems Supervisor Mine Warfare — Navigation Watchkeeping Certificate	–
24.	Communications and Information Systems — Communications	Grade 3
25.	Communications and Information Systems — Information	Grade 3
26.	Cyber Warfare Specialist	Grade 2
27.	Electronic Technician	Grade 3
28.	Electronic Technician — Fire Control Officer	Grade 2
29.	Electronic Technician — Radar Systems Controller	Grade 2
30.	Electronic Warfare	Grade 3
31.	Electronic Warfare Operator	–
32.	Hydrographic Systems Manager	Grade A
33.	Hydrographic Systems Operator — Limited Navigation Watchkeeping Certificate	Grade 2
34.	Hydrographic Systems Manager — Navigation Watchkeeping Certificate	Grade B
35.	Hydrographic Systems Operator	Grade 3
36.	Hydrographic Systems Operator — Laser Airborne Depth Sounder	Grade 2
37.	Imagery Specialist	Grade 2
38.	Marine Technician	Grade 3
39.	Maritime Logistics Support Operations — SM	Grade 2
40.	Maritime Logistics Support Operations — SM	Grade 3
41.	Maritime Logistics Support Operations — SM	Grade 4

42.	Medic Manager	–
43.	Medic Supervisor	–
44.	Naval Police Coxswain — Australian Defence Force Investigator	Grade 2
45.	Navy Intelligence Sailor	Grade 3

Pay grade 7

Item	Employment Category	Grade
1.	Acoustic Warfare Analyst Submarine	Grade 1
2.	Aircrewman — (Competency Progression)	Grade 4
3.	Aircrewman — (Competency Progression)	Grade 5
4.	Aircrewman — Fly 2-4	Grade 3
5.	Aircrewman — Fly 4-6	Grade 2
6.	Aircrewman — Fly 4-6	Grade 3
7.	Aircrewman — Fly 6-8	Grade 1
8.	Aircrewman — Fly 6-8	Grade 2
9.	Aircrewman — Fly 8-10	Grade 1
10.	Aviation Technician Aircraft	Grade 3
11.	Aviation Technician Avionics	Grade 3
12.	Clearance Diver	Grade 2
13.	Combat Systems Operator Mine Warfare — SM	Grade 1
14.	Combat Systems Operator Mine Warfare — SM	Grade 2
15.	Combat Systems Operator Mine Warfare — SM	Grade 3
16.	Communications and Information Systems — Communications	Grade 4
17.	Communications and Information Systems — Information	Grade 4
18.	Communications and Information Systems — Information SM	Grade 1
19.	Cyber Warfare Specialist	Grade 3
20.	Electronic Technician	Grade 4
21.	Electronic Technician — Fire Control Officer	Grade 3
22.	Electronic Technician — Radar Systems Controller	Grade 3
23.	Electronic Technician — SM	Grade 1
24.	Electronic Warfare	Grade 4
25.	Electronics Technician Fire Control — Submariner (ETFC-SM)	Grade 2
26.	Electronics Technician Navigation — Submariner (ETV-SM)	Grade 2
27.	Hospitality Specialist — Submariner (HS-SM)	Grade 3
28.	Hospitality Specialist — Submariner (HS-SM)	Grade 4
29.	Hospitality Specialist — Submariner (HS-SM)	Grade 5

30.	Hydrographic Systems Manager — Laser Airborne Depth Sounder	Grade A
31.	Hydrographic Systems Manager — Navigation Watchkeeping Certificate	Grade A
32.	Hydrographic Systems Operator — Laser Airborne Depth Sounder	Grade 3
33.	Hydrographic Systems Operator — Navigation Watchkeeping Certificate	Grade 3
34.	Imagery Specialist	Grade 3
35.	Information Systems Technician Communications — Submariner (ITR-SM)	Grade 2
36.	Information Systems Technician Electronic Warfare — Submariner (ITE-SM)	Grade 2
37.	Machinist's Mate Auxiliary — Submariner (MMA-SM)	Grade 2
38.	Machinist's Mate Weapons — Submariner (MMW-SM)	Grade 2
39.	Marine Technician	Grade 4
40.	Marine Technician — SM	Grade 1
41.	Maritime Logistics Chef — SM	Grade 3
42.	Maritime Logistics Chef — SM	Grade 4
43.	Maritime Logistics Chef — SM	Grade 5
44.	Maritime Logistics Supply Chain — SM	Grade 2
45.	Maritime Logistics Supply Chain — SM	Grade 3
46.	Maritime Logistics Supply Chain — SM	Grade 4
47.	Maritime Logistics Supply Chain — SM	Grade 5
48.	Medic — SM	Grade 2
49.	Medic — SM	Grade 3
50.	Medic Underwater — SM	—
51.	Naval Police Coxswain — SM	Grade 1
52.	Naval Police Coxswain — SM	Grade 2
53.	Navy Intelligence Sailor	Grade 4
54.	Sonar Technician — Submariner (ST-SM)	Grade 2

Pay grade 8

Item	Employment Category	Grade
1.	Acoustic Warfare Analyst Submarines	Grade 2
2.	Aircrewman — (Competency Progression)	Grade 6
3.	Aircrewman — Fly 10+	Grade 1
4.	Aircrewman — Fly 8-10	Grade 2
5.	Aircrewman — Fly 10+	Grade 2
6.	Aircrewman — Fly 6-8	Grade 3
7.	Aircrewman — Fly 8-10	Grade 3

8.	Aviation Technician Aircraft	Grade 4
9.	Aviation Technician Aircraft	Grade 5
10.	Aviation Technician Avionics	Grade 4
11.	Aviation Technician Avionics	Grade 5
12.	Clearance Diver	Grade 3
13.	Clearance Diver — TAG	Grade 1
14.	Clearance Diver — TAG	Grade 2
15.	Clearance Diver — TAG	Grade 3
16.	Communications and Information Systems — Communications	Grade 5
17.	Communications and Information Systems — Information	Grade 5
18.	Communications and Information Systems — Information SM	Grade 2
19.	Cyber Warfare Specialist	Grade 4
20.	Cyber Warfare Specialist	Grade 5
21.	Electronic Technician	Grade 5
22.	Electronic Technician — Combat Systems Coordinator	Grade 4
23.	Electronic Technician — Fire Control Officer	Grade 4
24.	Electronic Technician — Fire Control Officer	Grade 5
25.	Electronic Technician — SM	Grade 2
26.	Electronic Warfare	Grade 5
27.	Electronic Warfare Submarines — SM	Grade 3
28.	Electronics Technician Fire Control — Submariner (ETFC-SM)	Grade 3
29.	Electronics Technician Navigation — Submariner (ETV-SM)	Grade 3
30.	Information Systems Technician Communications — Submariner (ITR-SM)	Grade 3
31.	Information Systems Technician Electronic Warfare — Submariner (ITE-SM)	Grade 3
32.	Machinist's Mate Auxiliary — Submariner (MMA-SM)	Grade 3
33.	Machinist's Mate Weapons — Submariner (MMW-SM)	Grade 3
34.	Marine Technician	Grade 5
35.	Marine Technician — SM	Grade 2
36.	Medic — SM	Grade 4
37.	Nuclear Technician – Electrician's Mate — SM (NT-EM)	Grade 3
38.	Nuclear Technician — Electronics Technician — SM (NT-ET)	Grade 3
39.	Nuclear Technician — Machinist's Mate — SM (NT-MM)	Grade 3
40.	Medic Manager — SM	–
41.	Medic Supervisor — SM	–
42.	Navy Intelligence Sailor	Grade 5

43.	Sonar Technician — Submariner (ST-SM)	Grade 3
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Pay grade 9

Item	Employment Category	Grade
1.	Acoustic Warfare Analyst Submarines — SM	Grade 3
2.	Aircrewman — Fly 10+	Grade 3
3.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor	–
4.	Aviation Technician Avionics — Flight Senior Maintenance Sailor	–
5.	Communications and Information Systems — Information SM	Grade 3
6.	Communications and Information Systems — Information SM	Grade 4
7.	Electronic Technician — SM	Grade 3
8.	Electronic Warfare Submarines — SM	Grade 4
9.	Electronics Technician Fire Control — Submariner (ETFC-SM)	Grade 4
10.	Electronics Technician Navigation — Submariner (ETV-SM)	Grade 4
11.	Information Systems Technician Communications — Submariner (ITR-SM)	Grade 4
12.	Information Systems Technician Electronic Warfare — Submariner (ITE-SM)	Grade 4
13.	Machinist's Mate Auxiliary — Submariner (MMA-SM)	Grade 4
14.	Machinist's Mate Weapons — Submariner (MMW-SM)	Grade 4
15.	Marine Technician — Senior Technical Officer	–
16.	Marine Technician — SM	Grade 3
17.	Sonar Technician — Submariner (ST-SM)	Grade 4
18.	Sonar Technician — Submariner (ST-SM)	Grade 5

Pay grade 10

Item	Employment Category	Grade
1.	Acoustic Warfare Analyst Specialist — SM	–
2.	Communications and Information Systems — Information SM	Grade 5
3.	Electronic Warfare Submarines Specialist — SM	Grade 5
4.	Electronics Technician Fire Control — Submariner (ETFC-SM)	Grade 5
5.	Electronics Technician Navigation — Submariner (ETV-SM)	Grade 5
6.	Electronic Technician — SM	Grade 4
7.	Electronic Technician — SM	Grade 5
8.	Information Systems Technician Communications — Submariner (ITR-SM)	Grade 5
9.	Information Systems Technician Electronic Warfare — Submariner (ITE-SM)	Grade 5

10.	Machinist's Mate Auxiliary — Submariner (MMA-SM)	Grade 5
11.	Machinist's Mate Weapons — Submariner (MMW-SM)	Grade 5
12.	Marine Technician — SM	Grade 4
13.	Marine Technician — SM	Grade 5

Part 2: Army

Pay grade 1

Item	Employment Category	Grade
1.	Air Dispatcher	Grade 2
2.	Air Dispatcher	Grade 3
3.	Artillery Gunner AMDS	Grade 0
4.	Artillery Gunner DS	Grade 0
5.	Artillery Gunner OS (PMF)	Grade 0
6.	Artillery Gunner OS (Towed Howitzer)	Grade 0
7.	Cargo Specialist	Grade 1
8.	Combat Engineer	Grade 1
9.	Combat Support Operator (Reserve)	Grade 1
10.	Combat Support Operator (Reserve)	Grade 2
11.	Command Support Clerk	Grade 1
12.	Cook	Grade 1
13.	Cook Assistant	–
14.	Distribution Operator	Grade 1
15.	Driver Specialist	Grade 1
16.	General Duties	–
17.	Gunner Provisional	–
18.	Health Operator 1	–
19.	Marine Specialist	Grade 1
20.	Local Observer	–
21.	Operator Movements	Grade 1
22.	Operator Petroleum	Grade 1
23.	Operator Surveillance Reconnaissance and Targeting (AFO)	Grade 0
24.	Operator Surveillance Reconnaissance and Targeting (Sensor)	Grade 0
25.	Operator Uncrewed Aircraft Systems	Grade 0
26.	Patrolman	–
27.	Preventive Medicine Technician (Reserve)	Grade 1
28.	Rifleman	Grade 1

Pay grade 2

Item	Employment Category	Grade
1.	Air Dispatcher	Grade 1
2.	Air Dispatcher	Grade 4
3.	Artillery Command Systems Operator AMDS	Grade 0
4.	Artillery Command Systems Operator OS	Grade 0
5.	Artillery Gunner AMDS	Grade 1
6.	Artillery Gunner DS	Grade 1
7.	Artillery Gunner OS (PMF)	Grade 1
8.	Artillery Gunner OS (Towed Howitzer)	Grade 1
9.	Assistant Instructor	–
10.	Aviation Groundcrew Operator	Grade 1
11.	Battlespace Communications Specialist	Grade 1
12.	Combat Engineer	Grade 2
13.	Combat Engineer Section Commander	Grade 1
14.	Combat Support Operator Second in Command (Reserve)	–
15.	Command Support Clerk	Grade 2
16.	Cook	Grade 2
17.	Cook	Grade 3
18.	Cook Advanced	–
19.	Dental Assistant	Grade 1
20.	Distribution Operator	Grade 2
21.	Driver Specialist	Grade 2
22.	Health Operator 2	–
23.	Health Operator 3	–
24.	Light Cavalry Scout	Grade 1
25.	Military Police Law Enforcement	Grade 1
26.	Operator Uncrewed Aircraft Systems	Grade 2
27.	Patrolman	Grade 1
28.	Preventive Medicine Technician	Grade 2
29.	Rifleman	Grade 2
30.	Technician Assistant	–

Pay grade 3

Item	Employment Category	Grade
1.	Air Dispatcher	Grade 5

2.	Air Dispatcher Crew Commander	Grade 1
3.	Air Dispatcher Crew Commander	Grade 2
4.	Air Dispatcher Crew Commander	Grade 3
5.	Analyst Intelligence Operations	Grade 1
6.	Armoured Cavalry Trooper	–
7.	Artillery Gunner AMDS	Grade 2
8.	Artillery Gunner DS	Grade 2
9.	Artillery Gunner OS (PMF)	Grade 2
10.	Artillery Gunner OS (Towed Howitzer)	Grade 2
11.	Aviation Groundcrew Operator	Grade 2
12.	Aviation Operations Specialist Command Post Operator	Grade 1
13.	Battlespace Communications Specialist	Grade 2
14.	Cargo Specialist	Grade 2
15.	Cargo Specialist	Grade 3
16.	Chef	–
17.	Combat Clerk Engineers	–
18.	Combat Engineer	Grade 3
19.	Combat Engineer Supervisor	Grade 1
20.	Combat Support Operator Commander (Reserve)	–
21.	Combat Support Operator Manager (Reserve)	–
22.	Command Support Clerk Advanced	–
23.	Cook	Grade 4
24.	Cook Supervisor	–
25.	Dental Assistant	Grade 2
26.	Distribution Operator	Grade 3
27.	Distribution Operator Driver	–
28.	Driver Specialist	Grade 3
29.	Driver Specialist Advanced	–
30.	Emergency Responder	–
31.	Health Operator Supervisor	–
32.	Health Technician 1A	–
33.	Health Technician 1B	–
34.	Health Technician 1C	–
35.	Infantry Operations Clerk	–
36.	Infantry Resource Storeman	–
37.	Information Systems Technician	Grade 1

38.	Information Systems Technician	Grade 2
39.	Kitchen Manager	–
40.	Light Cavalry Scout	Grade 2
41.	Manager Clerk Engineers	–
42.	Manager Storeman Engineers	–
43.	Marine Specialist	Grade 2
44.	Military Police General Duties	Grade 1
45.	Military Police Law Enforcement	Grade 2
46.	Musician Single Instrument	Grade 1
47.	Operator Heavy Vehicle	–
48.	Operator Heavy Vehicle Advanced	–
49.	Operator Movements	Grade 2
50.	Operator Movements Advanced	–
51.	Operator Petroleum	–
52.	Operator Specialist Vehicles	Grade 1
53.	Operator Surveillance Reconnaissance and Targeting (AFO)	Grade 1
54.	Operator Surveillance Reconnaissance and Targeting (AFO)	Grade 2
55.	Operator Surveillance Reconnaissance and Targeting (Sensor)	Grade 1
56.	Operator Surveillance Reconnaissance and Targeting (Sensor)	Grade 2
57.	Operator Uncrewed Aircraft Systems	Grade 1
58.	Operator Uncrewed Aircraft Systems	Grade 4
59.	Patrolman	Grade 2
60.	Physical Training Instructor	Grade 1
61.	Preventive Medicine Technician	Grade 3
62.	Preventive Medicine Technician Advanced	–
63.	Recovery Technician — Driver	Grade 1
64.	Recovery Technician	Grade 2
65.	Rifleman	Grade 3
66.	Rigger Parachute	–
67.	Storeman Engineers	–
68.	Supervisor Section Operations	Grade 1
69.	Supervisor Clerk Engineers	–
70.	Supervisor Storeman Engineers	–
71.	Telecommunications Network Signaller	Grade 1

Pay grade 4

Item	Employment Category	Grade
1.	Aerial Delivery Supervisor	Grade 1
2.	Aerial Delivery Supervisor	Grade 2
3.	Ammunition Supplier	–
4.	Analyst Intelligence Operations	Grade 2
5.	Armoured Cavalry Specialist	–
6.	Army Imagery Specialist	Grade 1
7.	Artillery Command Systems Operator AMDS	Grade 1
8.	Artillery Command Systems Operator OS	Grade 1
9.	Artillery Gunner AMDS	Grade 3
10.	Artillery Gunner DS	Grade 3
11.	Artillery Gunner OS (PMF)	Grade 3
12.	Artillery Gunner OS (Towed Howitzer)	Grade 3
13.	Assistant Supervisor Infantry Operations Clerk	–
14.	Assistant Supervisor Infantry Resource Storeman	–
15.	Aviation Groundcrew Operator Advanced	–
16.	Aviation Operations Specialist Command Post Operator	Grade 2
17.	Battlespace Communications Specialist	Grade 3
18.	Battlespace Communications Specialist	Grade 4
19.	Cargo Specialist Advanced	–
20.	Cargo Specialist Manager	–
21.	Cargo Specialist Supervisor	–
22.	Carpenter	Grade 1
23.	Caterer	–
24.	Chef Supervisor	–
25.	Combat Engineer Dry Support Bridge	–
26.	Combat Engineer Operator Engineer Vehicle	–
27.	Combat Engineer Section Commander	Grade 2
28.	Combat Engineer Supervisor	Grade 2
29.	Combat Rescue Operator	–
30.	Command Support Clerk Finance Manager	–
31.	Command Support Clerk Finance Supervisor	–
32.	Command Support Clerk Manager	–
33.	Command Support Clerk Supervisor	–
34.	Dental Supervisor	–

35.	Distribution Operator Advanced	–
36.	Distribution Supervisor	–
37.	Distribution Manager	–
38.	Electrician	Grade 1
39.	Electronics Technician	Grade 1
40.	Energy Technician	Grade 1
41.	Health Operator Manager	–
42.	Health Technician 2	–
43.	Information Systems Technician	Grade 3
44.	Information Systems Technician	Grade 5
45.	Light Cavalry Scout Section Commander	–
46.	Manager Infantry Operations Clerk	–
47.	Manager Infantry Resource Storeman	–
48.	Marine Specialist	Grade 3
49.	Marine Specialist Advanced	–
50.	Marine Specialist Manager	–
51.	Marine Specialist Supervisor	–
52.	Marine Technician	Grade 1
53.	Marine Technician	Grade 2
54.	Material Technician	Grade 1
55.	Material Technician	Grade 2
56.	Military Police General Duties	Grade 2
57.	Military Police Law Enforcement Specialist	–
58.	Musician Audio Engineer	Grade 1
59.	Musician Music Arranger	Grade 1
60.	Musician Multi-Instrumentalist	Grade 1
61.	Musician Multi-Instrumentalist	Grade 2
62.	Musician Single Instrument	Grade 2
63.	Operator Movements Supervisor	–
64.	Operator Movements Manager	–
65.	Operator Petroleum Advanced	–
66.	Operator Plant	Grade 1
67.	Operator Specialist Vehicles	Grade 2
68.	Operator Specialist Vehicles Advanced	–
69.	Operator Surveillance Reconnaissance and Targeting (AFO)	Grade 3
70.	Operator Surveillance Reconnaissance and Targeting (Sensor)	Grade 3

71.	Operator Uncrewed Aircraft Systems	Grade 3
72.	Operator Uncrewed Aircraft Systems	Grade 6
73.	Operator Uncrewed Aircraft Systems	Grade 8
74.	Patrol Commander	–
75.	Physical Training Instructor	Grade 2
76.	Physical Training Instructor Supervisor	–
77.	Plumber	Grade 1
78.	Preventive Medicine Supervisor	–
79.	Recovery Technician	Grade 3
80.	Rifleman Specialist	Grade 3
81.	Rigger Parachute Advanced	–
82.	Supervisor Infantry Operations Clerk	–
83.	Supervisor Infantry Resource Storeman	–
84.	Supervisor Platoon Operations	Grade 1
85.	Supervisor Platoon Operations Specialist	Grade 1
86.	Supervisor Section Operations	Grade 2
87.	Supervisor Section Operations Specialist	Grade 1
88.	Telecommunications Network Signaller	Grade 2
89.	Transport Operations Manager	–
90.	Transport Operations Supervisor	–
91.	Vehicle Technician	Grade 1
92.	Vehicle Technician	Grade 2
93.	Weapon Technician	Grade 1
94.	Weapon Technician	Grade 2

Pay grade 5

Item	Employment Category	Grade
1.	Aerial Delivery Project Officer	–
2.	Aircraft Technician	Grade 1
3.	Aircrew Operator	Grade 1
4.	Analyst Intelligence Operations	Grade 3
5.	Analyst Intelligence Operations	Grade 4
6.	Ammunition Supplier Advanced	Grade 1
7.	Armoured Cavalry Commander	–
8.	Armoured Cavalry Sergeant	–
9.	Army Imagery Specialist	Grade 2

10.	Artillery Command Systems Operator AMDS	Grade 2
11.	Artillery Command Systems Operator OS	Grade 2
12.	Assistant Manager Joint Fires AMDS	–
13.	Assistant Manager Joint Fires DS	–
14.	Assistant Manager Joint Fires OS (AFO)	–
15.	Assistant Manager Joint Fires OS (PMF)	–
16.	Assistant Manager Joint Fires OS (Sensor)	–
17.	Assistant Manager Joint Fires OS (Towed Howitzer)	–
18.	Aviation Groundcrew Supervisor	–
19.	Aviation Operations Specialist Command Post Operator	Grade 3
20.	Avionics Technician	Grade 1
21.	Battlespace Communications Specialist	Grade 5
22.	Battlespace Communications Specialist Detachment Commander	Grade 1
23.	Battlespace Communications Specialist Supervisor	Grade 1
24.	Carpenter	Grade 2
25.	Combat Engineer Explosive Detection Dog Handler	–
26.	Combat Engineer Explosive Ordnance Reconnaissance	–
27.	Combat Engineer Manager	Grade 2
28.	Combat Engineer Section Commander	Grade 3
29.	Combat Engineer Section Commander Grade 3 Explosive Detection Dog	–
30.	Combat Engineer Supervisor	Grade 3
31.	Combat Rescue Section Commander	–
32.	Combat Rescue Supervisor	–
33.	Cyber Warfare Specialist	Grade 1
34.	Dental Manager	–
35.	Drafting Technician	–
36.	Electrician	Grade 2
37.	Electronic Warfare Operator	–
38.	Electronics Technician	Grade 2
39.	Electronics Technician	Grade 3
40.	Energy Technician	Grade 2
41.	Energy Technician	Grade 3
42.	Engineer Surveyor	–
43.	Examiner Psychological	–
44.	Geospatial Technician	Grade 1
45.	Geospatial Technician	Grade 2

46.	Health Technician 3	–
47.	Health Technician 3 Underwater	–
48.	Health Technician Supervisor	–
49.	Health Technician Supervisor Underwater	–
50.	Information Systems Team Leader	–
51.	Information Systems Technician	Grade 6
52.	Light Cavalry Scout Sergeant	–
53.	Light Cavalry Scout Warrant Officer	–
54.	Manager Company Operations	Grade 1
55.	Manager Petroleum	–
56.	Manager Uncrewed Aircraft Systems	Grade 2
57.	Marine Technician	Grade 3
58.	Material Technician	Grade 3
59.	Military Police Australian Defence Force Investigator	–
60.	Military Police Specialist — Close Personal Protection Operative	–
61.	Military Police Specialist — Dog Handler	–
62.	Multimedia Technician	Grade 1
63.	Musician Audio Engineer	Grade 2
64.	Musician Audio Engineer	Grade 3
65.	Musician Drum Major	Grade 1
66.	Musician Drum Major	Grade 2
67.	Musician Multi-Instrumentalist	Grade 3
68.	Musician Multi-Instrumentalist	Grade 4
69.	Musician Multi-Instrumentalist	Grade 5
70.	Musician Music Arranger	Grade 2
71.	Musician Music Arranger	Grade 3
72.	Musician Single Instrument	Grade 3
73.	Operator Plant	Grade 2
74.	Operator Plant	Grade 3
75.	Operator Uncrewed Aircraft Systems	Grade 5
76.	Operator Uncrewed Aircraft Systems	Grade 7
77.	Patrol Master	–
78.	Petroleum Specialist	–
79.	Physical Training Instructor Manager	–
80.	Plumber	Grade 2
81.	Preventive Medicine Manager	–

82.	Recovery Technician	Grade 4
83.	Rigger Parachute Manager	–
84.	Rigger Parachute Supervisor	–
85.	Reporter	–
86.	Supervisor Artillery ADMS	–
87.	Supervisor Artillery DS	–
88.	Supervisor Artillery OS (PMF)	–
89.	Supervisor Artillery OS (Towed Howitzer)	–
90.	Supervisor Petroleum	–
91.	Supervisor Platoon Operations	Grade 2
92.	Supervisor Platoon Operations Specialist	Grade 2
93.	Supervisor Section Operations Specialist	Grade 2
94.	Supervisor Surveillance Reconnaissance and Targeting (AFO)	–
95.	Supervisor Surveillance Reconnaissance and Targeting (Sensor)	–
96.	Telecommunications Network Detachment Commander	–
97.	Telecommunications Network Signaller	–
98.	Vehicle Technician	Grade 3
99.	Weapon Technician	Grade 3

Pay grade 6

Item	Employment Category	Grade
1.	Aircraft Technician	Grade 2
2.	Aircrew Operator	Grade 2
3.	Ammunition Supplier Advanced	Grade 2
4.	Analyst Intelligence Operations Supervisor	–
5.	Armoured Cavalry Warrant Officer	–
6.	Artificer Land	Grade 1
7.	Artillery Command Systems Operator AMDS	Grade 3
8.	Artillery Command Systems Operator OS	Grade 3
9.	Aviation Groundcrew Manager	–
10.	Aviation Operations Specialist Command Post Supervisor	–
11.	Avionics Technician	Grade 2
12.	Battlespace Communications Manager	Grade 1
13.	Battlespace Communications Specialist Detachment Commander	Grade 2
14.	Battlespace Communications Specialist Supervisor	Grade 2
15.	Battlespace Communications Specialist Supervisor	Grade 3

16.	Combat Rescue Manager	Grade 1
17.	Combat Engineer Explosive Ordnance Disposal Manager	–
18.	Combat Engineer Explosive Ordnance Disposal Operator	–
19.	Combat Engineer Explosive Ordnance Disposal Supervisor	–
20.	Combat Engineer Manager	Grade 3
21.	Cyber Warfare Specialist	Grade 2
22.	Electronic Warfare Detachment Commander	–
23.	Electronics Technician	Grade 4
24.	Electronics Technician	Grade 5
25.	Energy Technician	Grade 4
26.	Energy Technician	Grade 5
27.	Geospatial Technician	Grade 3
28.	Geospatial Technician	Grade 4
29.	Health Technician Manager	–
30.	Information Systems Detachment Commander	–
31.	Information Systems Supervisor	–
32.	Manager Company Operations	Grade 2
33.	Manager Company Operations Specialist	Grade 2
34.	Manager Joint Fires AMDS	–
35.	Manager Joint Fires DS	–
36.	Manager Joint Fires OS	–
37.	Manager Uncrewed Aircraft Systems	Grade 1
38.	Marine Technician	Grade 4
39.	Material Technician	Grade 4
40.	Military Police Australian Defence Force Investigator Specialist	–
41.	Multimedia Technician	Grade 2
42.	Multimedia Technician	Grade 3
43.	Recovery Technician Specialist	–
44.	Section Commander Construction (Carpenter)	–
45.	Section Commander Construction (Drafting)	–
46.	Section Commander Construction (Electrician)	–
47.	Section Commander Construction (Operator Plant)	–
48.	Section Commander Construction (Plumber)	–
49.	Section Commander Construction (Survey)	–
50.	Supervisor Company Operations Specialist	Grade 2
51.	Telecommunications Network Supervisor	–

52.	Telecommunications Network Team Leader	–
53.	Vehicle Technician	Grade 4
54.	Weapon Technician	Grade 4

Pay grade 7

Item	Employment Category	Grade
1.	Aeroskills Technician Specialist Single Category	–
2.	Aircraft Technician Supervisor	–
3.	Aircrew Operator Manager	–
4.	Aircrew Operator Supervisor	–
5.	Aircrew Operator Senior Manager	–
6.	Aircrew Operator Supervisor Instructor	–
7.	Ammunition Technician Manager	–
8.	Ammunition Technician Supervisor	–
9.	Analyst Intelligence Operations Manager	–
10.	Aviation Groundcrew Advisor	–
11.	Artificer Land	Grade 2
12.	Assistant Manager Joint Fires AMDS (ACS)	–
13.	Assistant Manager Joint Fires OS (ACS)	–
14.	Aviation Operations Specialist Manager Aviation Squadron Operations	–
15.	Avionics Technician Supervisor	–
16.	Battlespace Communications Manager	Grade 2
17.	Cyber Warfare Specialist	Grade 3
18.	Electronic Warfare Supervisor	–
19.	Electronics Technician	Grade 6
20.	Electronics Technician Specialist	–
21.	Energy Technician	Grade 6
22.	Geospatial Technician	Grade 5
23.	Geospatial Technician	Grade 6
24.	Geospatial Technician	Grade 7
25.	Information Systems Manager	–
26.	Supervisor Artillery Command Systems AMDS	–
27.	Supervisor Artillery Command Systems OS	–
28.	Telecommunications Network Manager	–
29.	Telecommunications Network Planner	–

Pay grade 8

Item	Employment Category	Grade
1.	Aeroskills Technician Specialist Dual Category	–
2.	Aeroskills Technician Specialist Manager Single Category	–
3.	Aircraft Technician Manager	–
4.	Aircrew Artificer (Aircraft)	-
5.	Aircrew Artificer (Avionics)	
6.	Aircrew Operator Manager Instructor	–
7.	Aircrew Operator Senior Manager Instructor	–
8.	Aircrew Technician Manager (Aircraft)	–
9.	Aircrew Technician Manager (Avionics)	–
10.	Aircrew Technician Supervisor (Aircraft)	–
11.	Aircrew Technician Supervisor (Avionics)	–
12.	Aircrewman Supervisor (Time Progression) Fly 10+	–
13.	Artificer Aircraft	–
14.	Artificer Avionics	–
15.	Aviation Operations Senior Manager	–
16.	Avionics Technician Manager	–
17.	Cyber Warfare Specialist	Grade 4
18.	Electronic Warfare Manager	–
19.	Special Reconnaissance Operator (Foundation)	–
20.	Strike and Recovery Operator (Foundation)	–
21.	Special Warfare Operator (Foundation)	–
22.	Supervisor Works	–
23.	Technician Avionics (Time Progression) Fly 10+	Grade 2

Pay grade 9

Item	Employment Category	Grade
1.	Aeroskills Technician Master Specialist	–
2.	Aeroskills Technician Specialist Manager Dual Category	–
3.	Aircrew Artificer Aero (Aircraft)	–
4.	Aircrew Artificer Aero (Avionics)	–
5.	Artificer Aero Aircraft	–
6.	Artificer Aero Avionics	–
7.	Artificer Aircraft (Time Progression) Fly 10+	–
8.	Artificer Avionics (Time Progression) Fly 10+	–

9.	Special Reconnaissance Operator (Intermediate)	–
10.	Strike and Recovery Operator (Intermediate)	–
11.	Special Warfare Operator (Intermediate)	–

Pay grade 10

Item	Employment Category	Grade
1.	Special Reconnaissance Operator (Advanced)	–
2.	Special Reconnaissance Operator (Master)	–
3.	Strike and Recovery Operator (Advanced)	–
4.	Strike and Recovery Operator (Master)	–
5.	Special Warfare Operator (Advanced)	–
6.	Special Warfare Operator (Master)	–

Part 3: Air Force

Pay grade 1

Item	Employment Category	Grade
1.	General Enlisted Duties	–
2.	Mess Operator	Grade 1
3.	Security Forces	Grade 1
4.	Steward	Grade 1
5.	Telephone Operator	–

Pay grade 2

Item	Employment Category	Grade
1.	Chef	Grade 1
2.	Crew Attendant General — Time Progression Fly 0	–
3.	Dental Assistant	–
4.	Dental Assistant	Grade 1
5.	Mess Operator	Grade 2
6.	Motor Transport Driver	Grade 1
7.	Movements	Grade 1
8.	Personnel Capability Specialist — Operator	–
9.	Security Forces	Grade 2
10.	Steward	Grade 2
11.	Supply	Grade 1

Pay grade 3

Item	Employment Category	Grade
1.	Aircraft Mechanic	–
2.	Air Force Police	Grade 1
3.	Armament Mechanic	–
4.	Avionics Mechanic	–
5.	Chef	Grade 2
6.	Communications Electronic Mechanic	–
7.	Crew Attendant — Competency Progression	Grade 1
8.	Crew Attendant — Time Progression Fly 0	–
9.	Crew Attendant General — Time Progression Fly 0-2	Grade 1
10.	Dental Assistant	Grade 2
11.	Firefighter	–
12.	Medical Technician	Grade 1
13.	Motor Transport Driver	Grade 2
14.	Movements	Grade 2
15.	Personnel Capability Specialist — Coordinator	–
16.	Physical Training Instructor	Grade 1
17.	Security Forces	Grade 3
18.	Supply	Grade 2
19.	Tailor	–

Pay grade 4

Item	Employment Category	Grade
1.	Aeronautical Life Support Fitter	Grade 1
2.	Airborne Electronics Analyst (Ground) (Non-Feeder)	Grade 1
3.	Aircraft Fitter	Grade 1
4.	Aircraft Surface Finisher	–
5.	Aircraft Structural Fitter	Grade 1
6.	Aircraft Surface Finisher	Grade 1
7.	Air Force Imagery Specialist	Grade 1
8.	Air Force Police	Grade 2
9.	Air Surveillance Operator	Grade 1
10.	Armament Fitter	Grade 1
11.	Avionics Fitter	Grade 1

12.	Carpenter	Grade 1
13.	Chef	Grade 3
14.	Communications and Information Systems Controller	Grade 1
15.	Communications Electronic Fitter	Grade 1
16.	Crew Attendant — Competency Progression	Grade 2
17.	Crew Attendant — Time Progression Fly 0-2	Grade 1
18.	Dental Supervisor	–
19.	Electrician	Grade 1
20.	Electroplater	–
21.	Environmental Health Surveyor	–
22.	Firefighter	Grade 1
23.	Firefighter	Grade 2
24.	Ground Mechanical Engineering Fitter	Grade 1
25.	Ground Support Equipment Fitter	Grade 1
26.	Loadmaster — Time Progression Fly 0	–
27.	Medical Technician	Grade 2
28.	Metal Mechanist	Grade 1
29.	Movements	Grade 3
30.	Musician	Grade 2
31.	Network Technician	Grade 1
32.	Operating Theatre Technician	–
33.	Personnel Capability Specialist — Specialist	–
34.	Physical Training Instructor	Grade 2
35.	Physical Training Instructor	Grade 3
36.	Plant Operator	Grade 1
37.	Plumber	Grade 1
38.	Security Forces	Grade 4
39.	Senior Dental Assistant — Preventative	–
40.	Supply	Grade 3

Pay grade 5

Item	Employment Category	Grade
1.	Advanced Aeronautical Life Support Fitter	–
2.	Advanced Aircraft Surface Finisher	–
3.	Advanced Ground Mechanical Engineering Fitter	–

4.	Advanced Ground Support Equipment Fitter	–
5.	Aeronautical Life Support Fitter	Grade 2
6.	Airborne Electronics Analyst (Air) (Non-Feeder)	Grade 1
7.	Airborne Electronics Analyst (Ground) (Feeder)	Grade 1
8.	Airborne Electronics Analyst (Ground)	Grade 2
9.	Aircraft Fitter	Grade 2
10.	Aircraft Structural Fitter	Grade 2
11.	Air Force Imagery Specialist	Grade 2
12.	Air Force Police	Grade 3
13.	Air Intelligence Analyst — Geospatial Intelligence	Grade 1
14.	Air Intelligence Analyst — Operational Intelligence	Grade 1
15.	Air Intelligence Analyst — Signals Intelligence	Grade 1
16.	Air Surveillance Operator	Grade 2
17.	Armament Fitter	Grade 2
18.	Avionics Fitter	Grade 2
19.	Carpenter	Grade 2
20.	Communications Electronic Fitter	Grade 2
21.	Communications and Information Systems Controller	–
22.	Communications and Information Systems Controller	Grade 2
23.	Crew Attendant — Competency Progression	Grade 3
24.	Crew Attendant — Time Progression Fly 2-4	Grade 2
25.	Crew Attendant — Time Progression Fly 4-6	Grade 3
26.	Cyber Warfare Specialist	Grade 1
27.	Dental Manager	–
28.	Dental Technician	–
29.	Electrician	Grade 2
30.	Firefighter	Grade 3
31.	Firefighter Manager	–
32.	Flight Engineer — Time Progression Fly 0	–
33.	Flight Engineer — Time Progression Fly 0-2	Grade 1
34.	Ground Mechanical Engineering Fitter	Grade 2
35.	Ground Support Engineering Manager	Grade 1
36.	Ground Support Equipment Fitter	Grade 2
37.	Laboratory Technician	–
38.	Loadmaster — Competency Progression	Grade 1

39.	Loadmaster — Time Progression Fly 0-2	Grade 1
40.	Loadmaster — Time Progression Fly 2-4	Grade 2
41.	Medical Technician	Grade 3
42.	Medical Technician Supervisor	–
43.	Metal Machinist	Grade 2
44.	Musician	Grade 3
45.	Network Technician	Grade 2
46.	Plant Operator	Grade 2
47.	Plumber	Grade 2
48.	Physical Training Instructor	Grade 4
49.	Security Forces	Grade 5
50.	Works Supervisor	Grade 1

Pay grade 6

Item	Employment Category	Grade
1.	Advanced Aeronautical Life Support Supervisor	–
2.	Advanced Aircraft Structural Fitter	–
3.	Advanced Aircraft Structural Technician	–
4.	Advanced Aircraft Technician	–
5.	Advanced Avionics Technician	–
6.	Advanced Communications Electronic Technician	–
7.	Airborne Electronics Analyst (Air) (Feeder)	Grade 1
8.	Airborne Electronics Analyst (Air)	Grade 2
9.	Airborne Electronics Analyst (Ground)	Grade 3
10.	Aircraft Surface Finisher Supervisor	–
11.	Aircraft Structural Technician	–
12.	Aircraft Technician	–
13.	Aircraft Technician	Grade 1
14.	Aircraft Technician	Grade 2
15.	Air Force Police	Grade 4
16.	Air Intelligence Analyst — Geospatial Intelligence	Grade 2
17.	Air Intelligence Analyst — Operational Intelligence	Grade 2
18.	Air Intelligence Analyst — Signals Intelligence	Grade 2
19.	Air Surveillance Operator Supervisor	–
20.	Armament Technician	–

21.	Avionics Technician	–
22.	Avionics Technician	Grade 1
23.	Avionics Technician	Grade 2
24.	Carpenter Foreman	–
25.	Communications and Information Systems Controller	Grade 3
26.	Communications Electronic Technician	–
27.	Crew Attendant — Competency Progression	Grade 4
28.	Crew Attendant — Time Progression Fly 6-8	Grade 4
29.	Cyber Warfare Specialist	Grade 2
30.	Detachment Supervisor Communications and Information System Controller	–
31.	Electrician Foreman	–
32.	Flight Engineer — Competency Progression	Grade 1
33.	Flight Engineer — Time Progression Fly 2-4	Grade 2
34.	Ground Mechanical Engineering Supervisor	–
35.	Ground Mechanical Engineering Technician	–
36.	Ground Support Engineering Manager	Grade 2
37.	Ground Support Engineering Technician	–
38.	Ground Support Equipment Supervisor	–
39.	Ground Support Equipment Technician	–
40.	Loadmaster — Competency Progression	Grade 2
41.	Loadmaster — Time Progression Fly 4-6	Grade 3
42.	Medical Technician Manager	–
43.	Network Technician Advanced	–
44.	Plant Operator Foreman	–
45.	Plumber Foreman	–
46.	Security Forces	Grade 6
47.	Supervisor Communications and Information Systems Controller	–
48.	Works Supervisor	Grade 2

Pay grade 7

Item	Employment Category	Grade
1.	Aeronautical Life Support Technical Manager	–
2.	Airborne Electronics Analyst (Air)	Grade 3
3.	Airborne Electronics Analyst (Ground)	Grade 4

4.	Airborne Electronics Analyst (Ground)	Grade 5
5.	Airborne Electronics Analyst —Time Progression Fly 6-8	Grade 4
6.	Airborne Electronics Analyst Single Station — Time Progression Fly 6-8	Grade 4
7.	Airborne Electronics Analyst Single Station — Time Progression Fly 8-10	Grade 5
8.	Aircraft Structures Supervisor	–
9.	Aircraft Supervisor	–
10.	Aircraft Surface Finisher Technical Manager	–
11.	Air Intelligence Analyst — Geospatial Intelligence	Grade 3
12.	Air Intelligence Analyst — Operational Intelligence	Grade 3
13.	Air Intelligence Analyst — Signals Intelligence	Grade 3
14.	Air Surveillance Operator Manager	–
15.	Armament Supervisor	–
16.	Avionics Supervisor	–
17.	Communications Electronics Supervisor	–
18.	Crew Attendant — Time Progression Fly 8-10	Grade 5
19.	Crew Attendant — Time Progression Fly 10+	Grade 6
20.	Cyber Warfare Specialist	Grade 3
21.	Flight Engineer — Competency Progression	Grade 2
22.	Flight Engineer — Time Progression Fly 4-6	Grade 3
23.	Flight Engineer — Time Progression Fly 6-8	Grade 4
24.	Ground Support Equipment Technician Supervisor	–
25.	Ground Technical Manager	–
26.	Loadmaster — Competency Progression	Grade 3
27.	Loadmaster — Competency Progression	Grade 4
28.	Loadmaster — Time Progression Fly 6	Grade 4
29.	Loadmaster — Time Progression Fly 8	Grade 5
30.	Manager Communications and Information Systems Controller	–
31.	Network Technician Supervisor	–
32.	Non-Destructive Inspection Technician	Level 1
33.	Supervisor Trades	–

Pay grade 8

Item	Employment Category	Grade
1.	Airborne Electronics Analyst (Air)	Grade 4
2.	Airborne Electronics Analyst (Air)	Grade 5

3.	Airborne Electronics Analyst — Time Progression Fly 8-10	Grade 5
4.	Airborne Electronics Analyst — Time Progression Fly 10+	Grade 6
5.	Airborne Electronics Analyst Single Station — Time Progression Fly 10+	Grade 6
6.	Aircraft Structures Technical Manager	–
7.	Aircraft Systems Technician	–
8.	Aircraft Technical Manager	–
9.	Air Intelligence Analyst — Geospatial Intelligence	Grade 4
10.	Air Intelligence Analyst — Operational Intelligence	Grade 4
11.	Air Intelligence Analyst — Signals Intelligence	Grade 4
12.	Armament Technical Manager	–
13.	Avionics Systems Technician	–
14.	Avionics Technical Manager	–
15.	Combat Control Operator (Foundation)	–
16.	Communications Electronic Systems Technician	–
17.	Communications Electronic Technical Manager	–
18.	Cyber Warfare Specialist	Grade 4
19.	Cyber Warfare Specialist	Grade 5
20.	Flight Engineer — Competency Progression	Grade 3
21.	Flight Engineer — Competency Progression	Grade 4
22.	Flight Engineer — Competency Progression	Grade 5
23.	Flight Engineer — Time Progression Fly 8-10	Grade 5
24.	Flight Engineer — Time Progression Fly 10+	Grade 6
25.	Loadmaster — Time Progression Fly 10+	Grade 6
26.	Manager Trades	–
27.	Network Technician Technical Manager	–
28.	Non-Destructive Inspection Technician	Level 2
29.	Works Manager	–

Pay grade 9

Item	Employment Category	Grade
1.	Combat Control Operator (Intermediate)	–

Pay grade 10

Item	Employment Category	Grade
1.	Combat Control Operator (Advanced)	–
2.	Combat Control Operator (Master)	–

Schedule 2—Transitional provision

1 Officer Aviation increment for certain members

Subject to subsection 2, on commencement of this Determination a member with an employee ID in column A of the following table has the Officer Aviation increment under Part 3 of Schedule B.14 of DFRT Determination 2 of 2017 in column B of the same item.

Item	Column A Employee ID	Column B OA increment
1.	8618282	OA15
2.	8562635	OA22
3.	8573183	OA22
4.	8632994	OA16
5.	8563618	OA21
6.	8584662	OA16
7.	8618697	OA15
8.	8549478	OA20
9.	8617291	OA16

2. If a member with an employee ID specified in column A of the table in subsection 1 meets any of the following between 11 April 2025 and the commencement of this Determination the member's increment in column B of the same item is increased by 1.
 - a. They obtain a specified nuclear qualification listed in section B.3A.8 of DFRT Determination 2 of 2017, as in force from time to time.
 - b. They have an increment anniversary in accordance with Chapter 3 Part 2 Division 4B of Defence Determination 2016/19, Conditions of service, as in force from time to time.
3. A member who meets all of the following has their Officer Aviation increment increased by 1 on the commencement of this Determination.
 - a. Their employee ID is not specified in the table in subsection 1.
 - b. They are in one of the following employment categories.
 - i. Nuclear Powered Submarine Officer.
 - ii. Nuclear Marine Engineer Officer Submariner.
 - iii. Nuclear Technician.
 - c. On the day immediately before the commencement of this Determination, they were an Officer Aviation Member paid salary under Part 3 of Schedule B.14 of DFRT Determination 2 of 2017.
 - d. They are posted to a seagoing nuclear powered submarine.

Note: Subsequent to the commencement of this Determination, the rules in DFRT Determination 2 of 2017 and Defence Determination 2016/19, Conditions of service, as in force from time to time, that affect a member's Officer Aviation increment continue to apply.

EXPLANATORY STATEMENT

Defence Force Remuneration Tribunal Determination No. 4 of 2025, Targeted workforce segments

This Determination made under section 58KD of the *Defence Act 1903* (the Act) amends DFRT Determination Defence Force Remuneration Tribunal (DFRT) Determination No. 2 of 2017, Salaries, made under section 58H of the Act, and in accordance with subsection 33(3) of the *Acts Interpretation Act 1901* (AI Act).

This Determination implements the changes agreed to under Defence Force Remuneration Tribunal matter 4 of 2025, which delivers an increase of one pay grade to certain ADF members within the Intelligence; Engineering, Maintenance and Construction; and the Communications and Cyber workforce segments.

Given the nature of Australian economy, the employment market and strategic challenges, the ADF must provide a competitive employee value proposition. Defence needs to fill areas of the workforce that have had long-term shortages and increased demand and that these are predominantly in science, technology, engineering and mathematics (STEM) areas where there is strong competition for such skills.

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 5 June 2025

Section 3 provides that this instrument has authority under section 58H 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.

Schedule 1—Targeted workforce segments amendments

Item 1 amends sections B.3A.4, B.3A.5 and B.3A.6 of the Principal Determination, which provides the pay grade for a Nuclear Powered Submarine Officer, a Nuclear Marine Engineer Officer Submariner, and a Nuclear Technician, respectively. These sections have been amended to increase the pay grade from pay grade 7 to pay grade 8. The amendments are made as a consequence of matter 4 of 2025 which delivered an increase of one pay grade to ADF personnel within the Intelligence; Engineering, Maintenance and Construction; and the Communications and Cyber workforce segments.

Item 2 adds section C.1.6 into the Principal Determination, which provides an enduring transition provision because of changes made by this Determination. The transitional provision applies from the commencement of this Determination. It provides members who, as a consequence of this Determination, had their pay grade increased and the rate of salary payable for them for their new paygrade is lower than the rate of salary that was payable immediately before the commencement of this Determination.

These members will maintain the rate of salary which was payable immediately before the commencement of this Determination. Their salary will continue to be adjusted in accordance with any advance in increment under Defence Determination 2016/19, Conditions of service, Chapter 3 Part 2 Division 3 or Division 4B and any ADF Workplace Remuneration Arrangement general salary adjustment, as determined by the DFRT.

This section ceases to apply to a member on the earlier of the day the rate of salary payable to the member is equal to, or lower than, the rate of salary that would be payable to the member under Part B of DFRT Determination 2 of 2017, or they change to an employment category for which a lower salary applies.

Item 5 to 7 repeals and substitutes Schedule B.2, Schedule B.9 and Schedule B.11 of the Principal Determination respectively, as described below. The schedules remake the pay grade tables amending the placement of pay grade tables to include changes made as a consequence of matter 4 of 2025. The pay grade tables have been remade in full due to the number of changes made to the tables.

- Schedule B.2, which provides paygrades for officers depending on their employment category.

- Schedule B.9, which provides paygrades for Warrant Officer Class 1 members depending on their employment category.
- Schedule B.11, which provides paygrades for other rank members depending on their employment category.

The remake of the tables does not affect the paygrade of any employment category that is not subject to DFRT matter 4 of 2025. The tables include all amendments to DFRT Determination No. 2 of 2017 in force, or due to commence before 5 June 2025 that were made by the DFRT before the date that this Determination was signed

Schedule 2—Transitional provision

Clause 1 provides the Officer Aviation increment for certain members who are on the Nuclear Powered Submarine pathway on commencement of this Determination.

Subclause 1 lists the members by their employee ID as well as the Officer Aviation increment that they are to receive from the commencement of this Determination. The increments specified for these members align with those who are on the Nuclear Powered Submarine pathway post implementation of the Targeted Workforce Segments initiative.

Subclause 2 of the transitional provision applies to members who obtain a nuclear qualification listed B.3A.8 of DFRT Determination 2 of 2017, as in force from time to time, or has an increment anniversary in accordance with Chapter 3 Part 2 Division 4B of Defence Determination 2016/19, Conditions of service, as in force from time to time, between 11 April 2025 and the commencement of this Determination. The member's officer aviation increment, as specified in subclause 1, is to increase by one.

Subclause 3 applies to members who, at the time this Determination was made, had not transferred into the Officer Aviation Pay Structure, but have transferred to the pay structure before the commencement of this Determination. Subclause 3 ensures that these members are treated the same as those covered by subclause 1, ensuring that their officer aviation increment is adjusted in line with other members in the same circumstance.

Authority: Section 58H of the
Defence Act 1903