

Submission to FADT References Committee Inquiry on the capability of Defence's physical science and engineering (PSE) workforce

My name is Edmond Christensen and I am an APS Level 5 employed as a Maintenance Manager within 453SQN and work at the RAAF Richmond Base in New South Wales.

I am pleased to write a submission for the Senate Inquiry into the capability of Defence's physical science and engineering (PSE) workforce with particular reference to Term:

(g) *the ability to attract and retain a highly-skilled PSE workforce in Defence, DMO and DSTO.*

I have worked in the industry for 41 years (RAN - 27 Years / APS - 14 Years), my time in the RAN culminated in my discharge in July 2001 as a Petty Officer Aircraft Technician Avionics (POATV) from 2001 – June 2003 I served as a Technical Officer, APS Level in ALSPO, then from July 2003 till present I have served as the Maintenance Manager Tower (MMTWR) 453SQN RIC FLT. I have over 12 years experience as the MMTWR and I am trained on all electronic equipment maintained and used by 453SQN RIC FLT.

Department of Defence Technical Pay Comparison APS vs ADF

The state of payment to APS technical staff within the Department of Defence (DoD) has fallen so far behind their military counterparts that staying in the APS DoD is fast becoming an extremely poor choice of employment.

The fact that our given employer has decided to grant one part of their workforce a backdated pay rise with no loss of conditions or requirement to, in any way, fund this pay rise is one such instance.

I use the term "our given employer" because the same organisation "**Australian Defence Organisation**" and the same signature " " appear on both ADF and APS group certificates, therefore ADF and APS personnel are employed and paid by the same organisation. This same organisation then refuse to negotiate, or delay, the pay case for the rest of their employees with quite categorical statements of "No Back Pay" and if you can't fund the pay rise out of your hard fought for, fair and just conditions, then you will get nothing.

ADF personnel are promised that their pay rise will be re-visited and more given if the APS manage to be given a greater pay rise. **Is this a clear cut case of workplace discrimination purely because I do not wear a uniform?**

As mentioned above, I am an APS Level 5 employed as a Maintenance Manager within 453SQN. My annual reporting and accountable KERs clearly state I am a Manager of an operational airfield despite APS Work Level Standards limiting APS Level 5s "Management responsibilities to a very low level of difficulty". All staff managed by me are RAAF CETECHs, therefore I am a CETECH Manager, to compare my level of pay to that of

ADF personnel employed doing exactly the same technical and management work as me I referred to the Directorate of Military Remuneration – How to work out your pay grade and ADF Pay Rates page (see Attachments 1 and 2).

Communications Electronic Technical Manager (Column 19) is listed under Pay Grade 7. A CETECH Manager is of the rank of FSGT (see Attachment 3). APS Level 5 personnel have been granted Officers Mess privileges (we are considered equivalent officer level). All pay levels referenced here are from the ADF Pay Rates page and do not include any military specific allowances (please see Attachment 2).

A senior Corporal who I am expected to manage has a base pay of \$73,595: I receive a base pay of \$74,331; as you can see for all my added experience, training and management responsibilities I receive a grand total of \$736 a year more than my staff. (see Attachment 2 for ADF pay rates.)

A FSGTs base pay depending on experience varies from \$88,574 to \$90,003; a junior officer's base pay varies between a PLTOFF \$90,908 to FLGOFF \$98433. I have over 12 years experience doing CETECH Management, and get paid between \$14,243 to \$24,102 less than my ADF counterparts doing exactly the same work.

Thank you for allowing me to make a submission to this important Inquiry.

Edmond Christensen

Schedule B.11: Other Rank pay grades

[from DFRT Determination No 15 of 2008]

See: Chapter 3 Part 1 Part B [Division 5](#), Salary (Other Ranks)

See also: Schedule B.11:

[Part 1: Navy](#)

[Part 2: Army](#)

Part 3: Air Force

Note: In this Part, Air Force Aircrew musterings (i.e. Airborne Electronic Analyst, Crew Attendant, Flight Engineer and Loadmaster) in the time progression stream, may have one of the following abbreviated descriptors in the category title:

Item	This descriptor...	means...
1.	Fly 0	No liability to fly ¹
2.	Fly 0-2	Flying experience of less than 2 years
3.	Fly 2-4	Flying experience of 2 years up to 4 years
4.	Fly 4-6	Flying experience of 4 years up to 6 years
5.	Fly 6-8	Flying experience of 6 years up to 8 years
6.	Fly 8-10	Flying experience of 8 years up to 10 years
7.	Fly 10+	Flying experience of 10 or more years

¹ Note: This may apply to an Other Rank member who is commissioning to Officer if the member is commissioning to a non-flying specialisation.

Pay grade 1	
Column 1 Item	Column 2 Employment Category
1.	Air Base Protection Grade 1
2.	General Hand
3.	Mess Operator Grade 1
4.	Steward Grade 1
5.	Telephone Operator

Pay grade 2	
Column 1 Item	Column 2 Employment Category
1.	Air Base Protection Grade 2
2.	Aircraft Mechanic
3.	Airfield Defence Guard Grade 1
4.	Air Force Security Grade 1
5.	Armament Mechanic
6.	Avionics Mechanic
7.	Communications Electronic Mechanic
8.	Cook Grade 1
9.	Crew Attendant General — Time Progression Fly 0
10.	Dental Assistant
11.	Dental Assistant Grade 1
12.	Mess Operator Grade 2
13.	Motor Transport Driver Grade 1
14.	Movements Grade 1
15.	Personnel Capability Specialist — Operator
16.	Steward Grade 2
17.	Supply Grade 1

Pay grade 3	
Column 1 Item	Column 2 Employment Category
1.	Aeronautical Life Support Fitter Grade 1
2.	Aircraft Fitter Grade 1
3.	Aircraft Structural Fitter Grade 1
4.	Aircraft Surface Finisher
5.	Aircraft Surface Finisher Grade 1

Pay grade 3 cont'd	
Column 1 Item	Column 2 Employment Category
6.	Airfield Defence Guard Grade 2
7.	Air Force Police Grade 1
8.	Air Force Security Grade 2
9.	Air Surveillance Operator Grade 1
10.	Armament Fitter Grade 1
11.	Avionics Fitter Grade 1
12.	Carpenter Grade 1
13.	Communications and Information Systems Controller Grade 1
14.	Communications Electronic Fitter Grade 1
15.	Cook Grade 2
16.	Crew Attendant — Competency Progression Grade 1
17.	Crew Attendant — Time Progression Fly 0
18.	Crew Attendant General — Time Progression Grade 1 Fly 0-2
19.	Dental Assistant Grade 2
20.	Electrician Grade 1
21.	Firefighter
22.	Ground Mechanical Engineering Fitter Grade 1
23.	Ground Support Equipment Fitter Grade 1
24.	Medical Assistant Grade 1
25.	Motor Transport Driver Grade 2
26.	Movements Grade 2
27.	Personnel Capability Specialist — Coordinator
28.	Physical Training Instructor Grade 1
29.	Plant Operator Grade 1
30.	Plumber Grade 1

Pay grade 3 cont'd	
Column 1 Item	Column 2 Employment Category
31.	Supply Grade 2
32.	Tailor

Pay grade 4	
Column 1 Item	Column 2 Employment Category
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.	Aircraft Fitter Grade 2
7.	Aircraft Structural Fitter Grade 2
8.	Airfield Defence Guard Grade 3
9.	Air Force Police Grade 2
10.	Air Force Security Grade 3
11.	Air Intelligence Analyst Grade 1 — Geospatial Intelligence
12.	Air Intelligence Analyst Grade 1 — Operational Intelligence
13.	Air Intelligence Analyst Grade 1 — Signals Intelligence
14.	Air Surveillance Operator Grade 2
15.	Armament Fitter Grade 2
16.	Avionics Fitter Grade 2
17.	Carpenter Grade 2
18.	Communications and Information Systems Controller
19.	Communications and Information Systems Controller Grade 2

Pay grade 4 cont'd	
Column 1 Item	Column 2 Employment Category
20.	Communications Electronic Fitter Grade 2
21.	Cook Grade 3
22.	Crew Attendant — Competency Progression Grade 2
23.	Crew Attendant — Time Progression Grade 1 Fly 0-2
24.	Dental Supervisor
25.	Electrician Grade 2
26.	Electroplater
27.	Environmental Health Surveyor
28.	Firefighter Grade 1
29.	Firefighter Grade 2
30.	Ground Mechanical Engineering Fitter Grade 2
31.	Ground Support Engineering Manager Grade 1
32.	Ground Support Equipment Fitter Grade 2
33.	Loadmaster — Time Progression Fly 0
34.	Medical Assistant Grade 2
35.	Metal Mechanist Grade 1
36.	Movements Grade 3
37.	Musician Grade 2
38.	Operating Theatre Technician
39.	Personnel Capability Specialist — Specialist
40.	Photographer Grade 1
41.	Physical Training Instructor Grade 2
42.	Physical Training Instructor Grade 3
43.	Plant Operator Grade 2
44.	Plumber Grade 2

Pay grade 4 cont'd	
Column 1 Item	Column 2 Employment Category
45.	Senior Dental Assistant — Preventative
46.	Supply Grade 3
47.	Works Supervisor Grade 1

Pay grade 5	
Column 1 Item	Column 2 Employment Category
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 — Competency Progression Grade 1 (Non-Feeder)
8.	Airborne Electronics Analyst — Time Progression Fly 0
9.	Airborne Electronics Analyst — Time Progression Grade 1 Fly 0-2
10.	Airborne Electronics Analyst Single Station — Time Progression Grade 1 Fly 0-2
11.	Airborne Electronics Analyst Single Station — Time Progression Grade 2 Fly 2-4
12.	Aircraft Structural Technician
13.	Aircraft Surface Finisher Supervisor
14.	Aircraft Technician
15.	Aircraft Technician Grade 1
16.	Aircraft Technician Grade 2
17.	Air Force Police Grade 3
18.	Air Force Security Grade 4
19.	Air Intelligence Analyst Grade 2 — Geospatial Intelligence

Pay grade 5 cont'd	
Column 1 Item	Column 2 Employment Category
20.	Air Intelligence Analyst Grade 2 — Operational Intelligence
21.	Air Intelligence Analyst Grade 2 — Signals Intelligence
22.	Air Surveillance Operator Supervisor
23.	Air Surveillance Operator Manager
24.	Armament Technician
25.	Avionics Technician
26.	Avionics Technician Grade 1
27.	Avionics Technician Grade 2
28.	Carpenter Foreman
29.	Communications Electronic Technician
30.	Communications and Information Systems Controller Grade 3
31.	Crew Attendant — Competency Progression Grade 3
32.	Crew Attendant — Time Progression Grade 2 Fly 2-4
33.	Crew Attendant — Time Progression Grade 3 Fly 4-6
34.	Dental Manager
35.	Dental Technician
36.	Detachment Supervisor Communications and Information System Controller
37.	Electrician Foreman
38.	Firefighter Grade 3
39.	Firefighter Manager
40.	Flight Engineer — Time Progression Fly 0
41.	Flight Engineer — Time Progression Grade 1 Fly 0-2
42.	Flight Test Photographer
43.	Ground Mechanical Engineering Supervisor
44.	Ground Mechanical Engineering Technician

Pay grade 5 cont'd	
Column 1 Item	Column 2 Employment Category
45.	Ground Support Engineering Manager Grade 2
46.	Ground Support Engineering Technician
47.	Ground Support Equipment Supervisor
48.	Ground Support Equipment Technician
49.	Imagery Production Manager
50.	Imagery Production Manager (Flight Test Photographer)
51.	Laboratory Technician
52.	Load Master — Competency Progression Grade 1
53.	Load Master — Time Progression Grade 1 Fly 0-2
54.	Load Master — Time Progression Grade 2 Fly 2-4
55.	Manager Airfield Defence Guard
56.	Medical Assistant Manager
57.	Metal Machinist Grade 2
58.	Musician Grade 3
59.	Photographer Grade 2
60.	Photo Unit Supervisor
61.	Photo Unit Supervisor (Flight Test Photographer)
62.	Plant Operator Foreman
63.	Plumber Foreman
64.	Physical Training Instructor Grade 4
65.	Supervisor Airfield Defence Guard
66.	Supervisor Communications and Information Systems Controller
67.	Supervisor Trades
68.	Unit Flight Test Specialist
69.	Works Supervisor Grade 2
70.	Works Supervisor Grade 3

Pay grade 6	
Column 1 Item	Column 2 Employment Category
1.	Aeronautical Life Support Technical Manager
2.	Airborne Electronics Analyst — Competency Progression Grade 1 (Feeder)
3.	Airborne Electronics Analyst — Competency Progression Grade 2
4.	Airborne Electronics Analyst — Time Progression Grade 2 Fly 2-4
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 3 Fly 4-6
6.	Aircraft Supervisor
7.	Aircraft Surface Finisher Technical Manager
8.	Aircraft Structures Supervisor
9.	Air Force Police Grade 4
10.	Air Intelligence Analyst Grade 3 — Geospatial Intelligence
11.	Air Intelligence Analyst Grade 3 — Operational Intelligence
12.	Air Intelligence Analyst Grade 3 — Signals Intelligence
13.	Armament Supervisor
14.	Avionics Supervisor
15.	Combat Controller
16.	Communications Electronics Supervisor
17.	Crew Attendant — Competency Progression Grade 4
18.	Crew Attendant — Time Progression Grade 4 Fly 6-8
19.	Flight Engineer — Competency Progression Grade 1
20.	Flight Engineer — Time Progression Grade 2 Fly 2-4
21.	Ground Support Equipment Technician Supervisor
22.	Ground Technical Manager
23.	Loadmaster — Competency Progression Grade 2
24.	Loadmaster — Time Progression Grade 3 Fly 4-6

Pay grade 6 cont'd	
Column 1 Item	Column 2 Employment Category
25.	Manager Communications and Information Systems Controller
26.	Manager Trades
27.	Non-Destructive Inspection Technician Level 1
28.	Works Manager

Pay grade 7	
Column 1 Item	Column 2 Employment Category
1.	Airborne Electronics Analyst — Competency Progression Grade 3
2.	Airborne Electronics Analyst — Competency Progression Grade 4
3.	Airborne Electronics Analyst — Time Progression Grade 3 Fly 4-6
4.	Airborne Electronics Analyst — Time Progression Grade 4 Fly 6-8
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 4 Fly 6-8
6.	Airborne Electronics Analyst Single Station — Time Progression Grade 5 Fly 8-10
7.	Aircraft Structures Technical Manager
8.	Aircraft Systems Technician
9.	Aircraft Technical Manager
10.	Air Intelligence Analyst Grade 4 — Geospatial Intelligence
11.	Air Intelligence Analyst Grade 4 — Operational Intelligence
12.	Air Intelligence Analyst Grade 4 — Signals Intelligence
13.	Armament Technical Manager
14.	Avionics Systems Technician
15.	Avionics Technical Manager
16.	Combat Controller Specialist
17.	Combat Controller Supervisor
18.	Communications Electronic Systems Technician

Pay grade 7 cont'd	
Column 1 Item	Column 2 Employment Category
19.	Communications Electronic Technical Manager
20.	Crew Attendant — Time Progression Grade 5 Fly 8-10
21.	Crew Attendant — Time Progression Grade 6 Fly 10+
22.	Flight Engineer — Competency Progression Grade 2
23.	Flight Engineer — Time Progression Grade 3 Fly 4-6
24.	Flight Engineer — Time Progression Grade 4 Fly 6-8
25.	Loadmaster — Competency Progression Grade 3
26.	Loadmaster — Competency Progression Grade 4
27.	Loadmaster — Time Progression Grade 4 Fly 6
28.	Loadmaster — Time Progression Grade 5 Fly 8
29.	Non-Destructive Inspection Technician Level 2

Pay grade 8	
Column 1 Item	Column 2 Employment Category
1.	Airborne Electronics Analyst — Competency Progression Grade 5
2.	Airborne Electronics Analyst —Competency Progression Grade 6
3.	Airborne Electronics Analyst —Time Progression Grade 5 Fly 8-10
4.	Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 6 Fly 10+
6.	Combat Controller Capability Manager
7.	Flight Engineer — Competency Progression Grade 3

Pay grade 8 cont'd	
Column 1 Item	Column 2 Employment Category
8.	Flight Engineer — Competency Progression Grade 4
9.	Flight Engineer — Competency Progression Grade 5
10.	Flight Engineer — Time Progression Grade 5 Fly 8-10
11.	Flight Engineer — Time Progression Grade 6 Fly 10+
12.	Loadmaster — Time Progression Grade 6 Fly 10+



Attachment 2

ADF Permanent Pay Rates - 30 July 2015

The Defence Force Remuneration Tribunal approved the following changes:

- Workplace Remuneration Arrangement 0.5% increase from 12 March 2015.
- Reserve Discounted Officer Removal from 09 April 2015.
- Other Rank Appointed as Officer schedule closed to new entrants from 1 July 2015.
- Reserve Increments from 2 July 2015.
- Trainee review from 30 July 2015.

This brochure is a guide only. For further information on policy and entitlements, refer to the ADF Pay and Conditions Manual:

- * Intranet - intranet.defence.gov.au/PeopleConnect
- * Internet - www.defence.gov.au/dpe/pac

Trainees			Trainees		
No	Item	\$ pa	No	Item	\$ pa
1	Recruit - basic training	35,151	5	Officer Tertiary Rct Scheme:	
2	Initial employment trg			5 or 6 years to grad	24,548
	0-6 months	40,173		with 4 years to grad	30,003
	6-12 months	42,684		with 3 years to grad	35,458
	12 months +	45,194		with 2 years to grad	40,913
3	Degree and Off trg or prep:		in final year	46,368	
	Matriculation or equivalent:	24,548	6	Officer training, no degree course:	
	1st year of training	30,003		• Army or RAAF:	
	2nd year of training	35,458		without a degree (0-6 months)	40,913
	3rd year of training	40,913		without a degree (6 + months)	46,368
4th year of training	46,368	with a degree		46,368	
4	Undergrad entry scheme:		• Navy:		
	with 4 years to grad	30,003	without a degree (1st year)	40,913	
	with 3 years to grad	35,458	without a degree (2nd year)	46,368	
	with 2 years to grad	40,913	with a degree	46,368	
	in final year	46,368	7	Graduate medical scheme:	
	1st postgrad legal yr	54,551		1st year	58,096
	1st postgrad med yr	69,058		2nd year	60,164
		3rd year		62,323	
		4th year		64,517	
		1st postgrad yr	69,058		

Warrant Officers Class 1											
Rank	Incr	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	0	-	-	-	-	-	-	-	102,913	107,883	113,246
WO1 - Tier B	0	-	-	-	86,461	90,114	94,058	98,314	102,913	107,883	113,246
WO1 - Tier A	1	75,129	77,573	80,703	84,078	87,731	91,673	95,934	100,531	105,499	110,864
	0	73,579	76,019	79,148	82,531	86,182	90,122	94,382	98,980	103,947	109,312

Senior Officers						
Navy	Army	RAAF	Point	1	2	3
VADM	LTGEN	AIRMSHL	salary	374,878	374,878	374,878
			position	-	36,037	69,485
RADM	MAJGEN	AVM	Incr	1	2	3
			1	234,267	-	-
			0	222,006	-	-
CDRE	BRIG	AIRCDRE	1	187,601	199,021	202,837
			0	182,142	193,229	196,934

Service Warrant Officers	
Rank	\$ pa
WO1 - Tier D	113,246

Other Ranks													
Navy	Army	RAAF	Incr	1	2	3	4	5	6	7	8	9	10
CPO	WO2	FSGT	1	69,199	71,639	74,770	78,151	81,803	85,744	90,003	94,602	99,568	104,933
			0	67,770	70,210	73,341	76,722	80,373	84,316	88,574	93,173	98,138	103,504
PO	SGT	SGT	0	65,497	67,936	71,066	74,447	78,098	82,041	86,298	90,897	95,864	101,230
			2	61,077	63,517	66,649	70,029	73,681	77,623	81,881	86,480	91,447	96,812
			1	59,807	62,247	65,376	68,759	72,410	76,353	80,608	85,209	90,176	95,542
LS	CPL	CPL	0	58,561	61,002	64,133	67,514	71,165	75,108	79,365	83,964	88,931	94,297
			2	52,793	55,233	58,362	61,743	65,397	69,337	73,595	78,194	83,161	88,526
			1	51,688	54,129	57,260	60,640	64,290	68,232	72,492	77,090	82,056	87,421
	LCPL		0	50,605	53,045	56,175	59,556	63,206	67,150	71,408	76,007	80,974	86,341
			0	46,549	48,989	52,118	55,501	59,151	63,094	67,351	71,950	76,916	82,282
			0	45,587	48,028	51,158	54,538	58,191	62,135	66,391	70,989	75,957	81,321
AB	PTE(P)	LAC	0	44,644	47,087	50,216	53,597	57,249	61,191	65,451	70,047	75,015	80,381
SMN	PTE	AC	0										

Officers													
Navy	Army	RAAF	Incr	1	2	3	4	5	6	7	8	9	10
CAPT	COL	GPCAPT	1	143,326	147,410	152,122	156,203	160,758	165,860	170,983	176,523	182,069	185,773
			0	139,249	143,332	148,047	152,127	156,680	161,785	166,903	172,448	177,993	181,696
CMDR	LTCOL	WGCDR	1	122,428	126,513	131,229	135,310	139,862	144,964	150,086	155,631	161,173	164,877
			0	118,431	122,516	127,230	131,312	135,863	140,967	146,086	151,633	157,175	160,880
LCDR	MAJ	SQNLDR	2	88,574	92,656	97,370	101,453	106,005	111,108	116,229	121,774	127,316	131,021
			1	85,772	89,858	94,569	98,650	103,203	108,307	113,428	118,972	124,517	128,218
			0	82,962	87,047	91,759	95,840	100,392	105,496	110,617	116,164	121,707	125,410
LEUT	CAPT	FLTLT	5	78,301	82,385	87,099	91,181	95,733	100,836	105,957	111,503	117,047	120,750
			4	75,634	79,720	84,433	88,516	93,068	98,170	103,291	108,834	114,380	118,083
			3	72,962	77,045	81,758	85,840	90,393	95,498	100,618	106,162	111,707	115,409
			2	70,304	74,390	79,102	83,182	87,737	92,839	97,959	103,505	109,050	112,752
			1	67,646	71,728	76,441	80,524	85,076	90,180	95,300	100,844	106,388	110,093
SBLT	LT	FLGOFF	0	64,977	69,058	73,771	77,854	82,406	87,509	92,632	98,175	103,718	107,424
			3	60,434	64,517	69,228	73,312	77,862	82,965	88,087	93,633	99,176	102,881
			2	58,239	62,323	67,035	71,116	75,669	80,772	85,895	91,439	96,984	100,685
			1	56,081	60,164	64,877	68,960	73,512	78,613	83,736	89,282	94,825	98,528
ASLT	2LT	PLTOFF	0	54,015	58,096	62,811	66,893	71,445	76,549	81,670	87,211	92,758	96,462
			1	52,240	56,325	61,039	65,120	69,672	74,776	79,895	85,439	90,984	94,687
			0	50,466	54,551	59,262	63,345	67,897	73,000	78,124	83,665	89,212	92,915

Other Rank Appointed as Officer - Transitional (Closed to New Entrants)													
Navy	Army	RAAF	Incr	1	2	3	4	5	6	7	8	9	10
LEUT	CAPT	FLTLT	3	78,301	82,385	87,099	91,181	95,733	100,836	105,957	111,503	117,047	120,750
			2	76,420	80,503	85,216	89,298	93,851	98,952	104,075	109,619	115,162	118,868
			1	74,532	78,614	83,331	87,411	91,963	97,069	102,186	107,732	113,274	116,979
			0	72,654	76,738	81,453	85,536	90,086	95,189	100,308	105,855	111,400	115,103
SBLT	LT	FLGOFF	3	70,777	74,861	79,574	83,654	88,209	93,311	98,433	103,975	109,521	113,224
			2	68,896	72,978	77,691	81,775	86,325	91,429	96,550	102,094	107,641	111,342
			1	67,014	71,100	75,810	79,892	84,447	89,548	94,669	100,214	105,757	109,462
			0	65,127	69,212	73,923	78,005	82,557	87,660	92,780	98,325	103,872	107,573
ASLT	2LT	PLTOFF	0	63,253	67,336	72,046	76,130	80,682	85,785	90,908	96,450	101,995	105,699

ADF Allowance Rates - 12 March 2015

Service	\$ pa	\$/day
Service	13,184	-
Trainee	9,888	-
Reserve	-	27.09

Language Proficiency	Lower	Inter	Higher	Adv
Group 1	1,067	2,136	3,204	4,274
Group 2	1,603	3,204	5,341	7,468
Group 3	2,136	4,274	7,468	10,670

Special Forces Disability	\$ pa	\$/day
Item1: SAS Qual	39,254	107.55
Item2: SAS Reinforce (deploy)	39,254	107.55
Item3: Cdo Qual	31,404	86.04
Item4: Cdo Reinforce (deploy)	31,404	86.04
Item5: TAG CD Qual	31,404	86.04
Item6: SAS Reservist	-	64.53
Item7: SAS Reinforce	23,554	64.53
Item8: Cdo Reservist Qual	-	64.53
Item9: 1st Cdo Regt (non short notice)	23,554	64.53
Item10: Cdo Reinforce	23,554	64.53
Item11: SF Trg Instructor	23,554	64.53
Item12: Trainee TAG CD	23,554	64.53
Item13: TAG Medic	14,918	40.87
Item14: TAG Ammo Tech	14,918	40.87
Item15: SOER Dis Tech	19,627	53.77
Item16: SOER (med/decon/search)	14,918	40.87
Item17: SOER (Incident)	14,918	40.87
Item18: Support Member	7,855	21.52
Item19: Designated special duty - A	-	236.27
Item20: Designated special duty - B	-	152.24
Item21: Designated special duty - C	-	91.33

Maritime	\$ pa	\$/day
Disability		
Major Fleet Unit	11,501	31.51
Minor War Vessel	13,593	37.24
Submarine	17,253	47.27
Sustainability		
Completed 3 but less than 6 yrs	10,456	28.65
Completed 6 but less than 11 yrs	16,729	45.83
Completed 11 or more years	18,821	51.56
Boarding Party	-	63.15

Specialist Operations		
<i>(see Determination 4/2008 for full definition of who is covered by each Item)</i>		
Paragraph 7.2 - Deep Diving		Occurrence
Per dive		312.91
Hourly rate - max 5 hrs		32.13
Paragraph 8.2 - Experimental Diving	\$/Dive	\$/Add hr
Grade 1	209.04	20.90
Grade 2	348.42	38.29
Grade 3	566.22	60.97
Grade 4	1,132.34	191.64
Schedule 1 - Clearance Divers	\$ pa	\$/day
Item 3: CD trainee	11,779	32.27
Item 4: CD qual CDT	20,413	55.93
Item 5: CD qual (see definitions)	14,918	40.87
Item 6: CD qual (see definitions)	13,345	36.56
Item 7: CD qual (see definitions)	11,779	32.27
Item 8: Support member	7,855	-
Schedule 2 - Unpred Explosives/Special Duty	\$ pa	\$/day
Item 1: Cont liability - search	3,927	-
Item 2: Cont liability - high risk search	7,855	-
Item 4: Cont liability - render safe	14,918	-
Item 5: Non cont liability - render safe	7,855	-
Item 7: Designated special duty	-	236.00
		Occurrence
Item 3: Search		62.76
Item 6: Render safe		125.54

Paratrooper	\$ pa	\$/day
FFI at PTS	11,274	30.89
PJI at PTS	9,118	24.98
PJI - other unit	6,301	17.26
Para Jump Master	5,555	15.22
Free Fall Paratrooper	4,810	13.18
PTS, 1 CDO, 2 CDO, 3 CER, 4 Sqn, SASR, SOER, SOLS, equiv o/s unit	3,980	10.90
Other para units	1,989	5.45
FFI in non-para posting (<3 yrs after)	2,489	-
PJI in non-para posting (<3 yrs after)	1,989	-
		Occurrence
On occurrence (per descent - max 30/yr)		41.48
HAPO Descent - jumper (per day)		364.79
HAPO Descent - non-jumper (per day)		182.39

Field	\$/day
Tier 1	57.50
Tier 2	33.75

Separation	\$/rate
MWD(U)	2,624
MWD (Continuous exposure)	697

Arduous Conditions Navy SSS	\$ pa
Safety Officer/Conducting Staff	697

Submarine Escape Disability	\$/rate
Annual	6,420
Daily	38.29
Open water ascent <90m (per day)	174.23
Open water ascent >90m (per day)	348.42

Diving	\$/rate
Instructor (pa)	6,420
Qualified Diver (per day)	63.15
Trainee / RCC (per day)	47.14

Adventurous Training Instructor	\$/rate
Instructor (pa)	6,420
Leader (per day)	47.14

Flying Disability	\$/rate
Annual	8,305
Daily	22.75

ADF Specialist Pay Rates - 12 March 2015

Aviation Officers			
Class	Level	\$ pa	\$/day
4. COL (E) Aircrew at Tier 1/2 (GSO 8) FTE at Tier 1/2	AS 29	171,822	470.75
	AS 28	169,453	464.25
	AS 27	167,083	457.76
	AS 26	164,712	451.27
	AS 25	162,344	444.78
3. Aircrew FTE	AS 24	159,974	438.28
	AS 23	157,604	431.79
	AS 22	155,236	425.30
	AS 21	152,867	418.81
	AS 20	150,497	412.32
2. Aircrew JBAC Detach Cmd FTE	AS 19	148,127	405.83
	AS 18	145,757	399.33
	AS 17	143,387	392.84
1. Aircrew All JBAC FTE	AS 16	139,833	383.10
	AS 15	136,279	373.37
	AS 14	132,726	363.63
	AS 13	129,172	353.90
	AS 12	125,617	344.16
	AS 11	122,063	334.42
	AS 10	118,509	324.68
	AS 9	114,954	314.94
	AS 8	111,401	305.21
	AS 7	107,847	295.47
	AS 6	104,293	285.73
	AS 5	100,737	275.99
	AS 4	97,184	266.26
	AS 3	93,629	256.52
AS 2	90,076	246.78	
AS 1	86,520	237.04	
AS 0	82,966	227.30	

Medical Procedural Specialist					
Navy	Army	RAAF	Level	\$ pa	\$/day
LCDR and below	MAJ and below	SQNLDR and below	6	315,763	865.10
			5	307,732	843.10
			4	297,696	815.61
			3	284,418	779.23
			2	272,600	746.85
			1	262,562	719.35
			entry	252,523	691.84
CMDR and above	LTCOL and above	WGCDR and above	6	328,947	901.22
			5	320,916	879.22
			4	310,879	851.72
			3	297,602	815.35
			2	285,783	782.97
			1	275,746	755.47
			entry	265,707	727.96

Chaplains			
Class	Level	\$ pa	\$/day
Div 5	CL 3-2	155,352	425.62
	CL 3-1	153,090	419.42
Div 4	CL 3-2	141,872	388.69
	CL 3-1	137,710	377.29
Div 3	CL 3-2	130,151	356.58
	CL 3-1	126,256	345.91
Div 2	CL 3-3	103,545	283.68
	CL 3-2	101,515	278.12
	CL 3-1	99,524	272.67
	CL 2-4	97,573	267.32
	CL 2-3	95,661	262.08
	CL 2-2	93,786	256.95
	CL 2-1	91,947	251.91
Div 1	CL 2-3	90,145	246.97
	CL 2-2	87,107	238.65
	CL 2-1	84,157	230.57
	CL 1-2	81,301	222.74
CL 1-1	78,524	215.13	

Notes:
* For higher duties or temporary duty only.
This brochure is a guide only. For further information on policy and entitlements, refer to the ADF Pay and Conditions Manual:
* [Internet - www.defence.gov.au/dpe/pac](http://www.defence.gov.au/dpe/pac)
* [Intranet - intranet.defence.gov.au/PeopleConnect](http://intranet.defence.gov.au/PeopleConnect)

Legal Officers					
Navy	Army	RAAF	Level	\$ pa	\$/day
RADM	MAJGEN	AVM	LL5-2	236,158	647.01
			LL5-1	223,827	613.22
CDRE	BRIG	AIRCDRE	LL5-2	200,671	549.78
			LL5-1	194,838	533.80
CAPT	COL	GPCAPT	LL-A	-	471.30
			LL-B	-	456.72
			LL 5-2	183,612	503.05
			LL 5-1	177,352	485.90
			LL 4	172,026	471.30
			LL 3*	164,084	449.55
			LL 3-1	151,600	415.34
CMDR	LTCOL	WGCDR	LL-A	-	471.30
			LL-B	-	456.72
			LL 5	172,026	471.30
			LL 4-2	166,702	456.72
			LL 4-1	160,780	440.49
			LL 3-2	156,143	427.79
			LL 3-1	151,600	415.34
			LL 4-4	144,695	396.42
			LL 4-3	141,043	386.42
			LL 4-2	137,604	377.00
LCDR	MAJ	SQNLDR	LL-A	-	470.79
			LL-B	-	456.21
			LL 4-4	144,695	396.42
			LL 4-3	141,043	386.42
			LL 4-2	137,604	377.00
			LL 4-1	134,380	368.16
			LL 3-4	129,239	354.08
			LL 3-3	121,362	332.50
			LL 3-2	117,427	321.72
			LL 3-1	109,337	299.55
			LL 2-4	93,798	256.98
			LL 2-3	92,656	253.85
			LL 2-2	89,858	246.19
LL 2-1	87,047	238.48			
LEUT	CAPT	FLTLT	LL-A	-	470.79
			LL-B	-	456.21
			LL 3-2	101,895	279.16
			LL 3-1	93,798	256.98
			LL 2-6	82,385	225.71
			LL 2-5	79,720	218.41
SBLT	LT	FLGOFF	LL 2-4	77,045	211.08
			LL 2-3	74,390	203.81
			LL 2-2	71,728	196.52
			LL 2-1	69,058	189.20
			LL 1	66,788	182.98
			LL 1	58,096	159.17

Dental Officers					
Navy	Army	RAAF	Level	\$ pa	\$/day
CDRE	BRIG	AIRCDRE	DL4	186,755	511.66
			DL3	181,432	497.07
CAPT	COL	GPCAPT	DL 4	195,738	536.27
			DL 3	184,665	505.93
CMDR	LTCOL	WGCDR	DL 4	180,218	493.75
			DL 3	170,026	465.82
			DL 2*	151,216	414.29
LCDR	MAJ	SQNLDR	DL 4	158,005	432.89
			DL 3-3	148,429	406.65
			DL 3-2	143,782	393.92
			DL 3-1	139,270	381.56
			DL 2-3	130,756	358.24
			DL 2-2	126,622	346.91
			DL 2-1	122,608	335.91
			DL 4	144,037	394.62
LEUT	CAPT	FLTLT	DL 3-3	135,255	370.56
			DL 3-2	130,988	358.87
			DL 3-1	126,849	347.53
			DL 2-3	119,037	326.13
			DL 2-2	115,244	315.74
			DL 2-1	111,560	305.64
			DL 1-2	87,024	238.42
			DL 1-1	83,784	229.55

Medical Officers					
Navy	Army	RAAF	Level	\$ pa	\$/day
RADM	MAJGEN	AVM	ML 4	270,736	741.74
			ML 3	251,257	688.38
CDRE	BRIG	AIRCDRE	ML 4	247,578	678.30
			ML 3	228,098	624.93
CAPT	COL	GPCAPT	ML 4-4	236,359	647.56
			ML 4-3	231,779	635.01
			ML 4-2	227,201	622.47
			ML 4-1	222,624	609.93
			ML 3-5	216,898	594.24
			ML 3-4	210,031	575.43
			ML 3-3	203,163	556.61
			ML 3-2	196,295	537.79
			ML 3-1	189,425	518.97
			ML 2-7	179,756	492.48
			ML 2-6	172,889	473.67
			ML 2-5	166,020	454.85
			ML 2-4	159,152	436.03
			ML 2-3	153,073	419.38
CMDR	LTCOL	WGCDR	ML 2-2	151,000	413.70
			ML 2-1	146,941	402.58
			ML 4-4	224,912	616.20
			ML 4-3	220,333	603.65
			ML 4-2	215,755	591.11
			ML 4-1	211,176	578.56
			ML 3-5	205,452	562.88
			ML 3-4	198,584	544.07
			ML 3-3	191,717	525.25
			ML 3-2	184,849	506.44
			ML 3-1	177,980	487.62
			ML 2-7	168,310	461.12
			ML 2-6	161,442	442.31
			LCDR	MAJ	SQNLDR
ML 2-4	147,706	404.67			
ML 2-3	141,626	388.02			
ML 2-2	139,555	382.34			
ML 2-1	135,494	371.22			
ML 4-4	202,607	555.09			
ML 4-3	198,029	542.55			
ML 4-2	193,451	530.00			
ML 4-1	188,872	517.46			
ML 3-5	183,148	501.78			
ML 3-4	176,280	482.96			
ML 3-3	169,413	464.15			
ML 3-2	162,544	445.33			
ML 3-1	155,676	426.51			
LEUT	CAPT	FLTLT	ML 2-7	146,006	400.02
			ML 2-6	139,138	381.20
			ML 2-5	132,270	362.38
			ML 2-4	125,401	343.56
			ML 2-3	119,323	326.91
			ML 2-2	115,469	316.35
			ML 2-1	111,728	306.10
			ML 1-2	89,978	246.52
			ML 1-1	87,047	238.48
			ML 4-4	192,306	526.87
			ML 4-3	187,727	514.32
			ML 4-2	183,148	501.78
			ML 4-1	178,570	489.23
			ML 3-5	172,847	473.55
ML 3-4	165,980	454.74			
ML 3-3	159,111	435.92			
ML 3-2	152,242	417.10			
ML 3-1	145,374	398.28			
ML 2-7	135,705	371.79			
ML 2-6	128,837	352.98			
ML 2-5	121,968	334.16			
ML 2-4	115,101	315.35			
ML 2-3	107,062	293.32			
ML 2-2	103,567	283.75			
ML 2-1	100,172	274.44			
ML 1-2	80,698	221.09			
ML 1-1	77,971	213.62			
Resident			-	69,058	189.20

ADF Reserve Pay Rates - 30 July 2015

Other Ranks (\$ per day)

Navy	Army	RAAF	Incr	1	2	3	4	5	6	7	8	9	10
				RAA	RAB	RAC	RAD	RAE	RAF	RAG	RAH	RAI	RAJ
CPO	WO2	FSGT	1	189.59	196.27	204.85	214.11	224.12	234.92	246.58	259.18	272.79	287.49
			0	185.67	192.36	200.93	210.20	220.20	231.00	242.67	255.27	268.87	283.57
		SSGT		0	179.44	186.13	194.70	203.96	213.97	224.77	236.43	249.03	262.64
PO	SGT	SGT	2	167.33	174.02	182.60	191.86	201.87	212.67	224.33	236.93	250.54	265.24
			1	163.85	170.54	179.11	188.38	198.38	209.19	220.84	233.45	247.06	261.76
				0	160.44	167.13	175.71	184.97	194.97	205.78	217.44	230.04	243.65
LS	CPL	CPL	2	144.64	151.32	159.90	169.16	179.17	189.96	201.63	214.23	227.84	242.54
			1	141.61	148.30	156.88	166.14	176.14	186.94	198.61	211.21	224.81	239.51
				0	138.64	145.33	153.90	163.17	173.17	183.97	195.64	208.24	221.85
	LCPL		0	127.53	134.22	142.79	152.06	162.06	172.86	184.52	197.12	210.73	225.43
AB	PTE(P)	LAC	0	124.90	131.58	140.16	149.42	159.43	170.23	181.89	194.49	208.10	222.80
SMN	PTE	AC	0	122.31	129.01	137.58	146.84	156.85	167.65	179.32	191.91	205.52	220.22

Warrant Officers (\$ per day)

Rank	Incr	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C									RXR	RXS	RXT
	0	-	-	-	-	-	-	-	281.95	295.57	310.26
WO1 - Tier B					RXD	RXE	RFX	RXG	RXH	RXI	RXJ
	0	-	-	-	236.88	246.89	257.69	269.35	281.95	295.57	310.26
WO1 - Tier A		RWA	RWB	RWC	RWD	RWE	RWF	RWG	RWH	RWI	RWJ
	1	205.83	212.53	221.10	230.35	240.36	251.16	262.83	275.43	289.04	303.74
	0	201.59	208.27	216.84	226.11	236.12	246.91	258.58	271.18	284.79	299.48

Other Rank Appointed as Officer - Transitional (Closed to New Entrants) (\$ per day)

Navy	Army	RAAF	Incr	1	2	3	4	5	6	7	8	9	10
				RSA	RSB	RSD	RSF	RSI	RSJ	RSK	RSL	RSM	RSN
LEUT	CAPT	FLTLT	3	214.52	225.71	238.63	249.81	262.28	276.26	290.29	305.49	320.68	330.82
			2	209.37	220.56	233.47	244.65	257.13	271.10	285.14	300.33	315.51	325.67
			1	204.20	215.38	228.30	239.48	251.95	265.94	279.96	295.16	310.34	320.49
			0	199.05	210.24	223.16	234.35	246.81	260.79	274.82	290.01	305.21	315.35
SBLT	LT	FLGOFF	3	193.91	205.10	218.01	229.19	241.67	255.65	269.68	284.86	300.06	310.20
			2	188.76	199.94	212.85	224.04	236.51	250.49	264.52	279.71	294.91	305.05
			1	183.60	194.79	207.70	218.88	231.36	245.34	259.37	274.56	289.75	299.90
			0	178.43	189.62	202.53	213.71	226.18	240.16	254.19	269.38	284.58	294.72
ASLT	2LT	PLTOFF	0	173.30	184.48	197.39	208.58	221.05	235.03	249.06	264.25	279.44	289.59

Officers (\$ per day)

Navy	Army	RAAF	Incr	1	2	3	4	5	6	7	8	9	10
				RGA	RGB	RGD	RGF	RGI	RGJ	RGK	RGL	RGM	RGN
CAPT	COL	GPCAPT	1	392.67	403.86	416.77	427.95	440.43	454.41	468.45	483.62	498.82	508.97
			0	381.50	392.69	405.61	416.79	429.26	443.25	457.27	472.46	487.65	497.80
CMDR	LTCOL	WGCDR	1	335.42	346.61	359.53	370.71	383.18	397.16	411.19	426.39	441.57	451.72
			0	324.47	335.66	348.58	359.76	372.23	386.21	400.24	415.43	430.62	440.77
LCDR	MAJ	SQNLDR	2	242.67	253.85	266.77	277.95	290.42	304.41	318.44	333.63	348.81	358.96
			1	234.99	246.19	259.09	270.27	282.75	296.73	310.76	325.95	341.14	351.28
			0	227.29	238.48	251.39	262.58	275.05	289.03	303.06	318.26	333.44	343.59
LEUT	CAPT	FLTLT	5	214.52	225.71	238.63	249.81	262.28	276.26	290.29	305.49	320.68	330.82
			4	207.22	218.41	231.32	242.51	254.98	268.96	282.99	298.18	313.37	323.52
			3	199.90	211.08	223.99	235.18	247.65	261.64	275.67	290.85	306.05	316.19
			2	192.61	203.81	216.72	227.90	240.38	254.35	268.38	283.58	298.77	308.91
			1	185.33	196.52	209.43	220.61	233.08	247.07	261.10	276.28	291.47	301.62
			0	178.02	189.20	202.11	213.30	225.77	239.75	253.79	268.97	284.16	294.31
SBLT	LT	FLGOFF	3	165.57	176.76	189.67	200.85	213.32	227.30	241.33	256.53	271.72	281.87
			2	159.56	170.75	183.66	194.84	207.31	221.29	235.33	250.52	265.71	275.85
			1	153.65	164.83	177.75	188.93	201.40	215.38	229.41	244.61	259.79	269.94
			0	147.99	159.17	172.08	183.27	195.74	209.72	223.75	238.93	254.13	264.28
ASLT	2LT	PLTOFF	1	143.12	154.32	167.23	178.41	190.88	204.87	218.89	234.08	249.27	259.42
			0	138.26	149.45	162.36	173.55	186.02	200.00	214.04	229.22	244.42	254.56

Trainees (\$ per day)

Rank	RET
Recruit - basic training	96.30
PTE (E), not completed cat trg/mil trade test	110.06
	RT8
Officer Training Unit - without degree	112.09
	RT9
Officer Training Unit - degree	127.04

Senior Officers (\$ per day)

Navy	Army	RAAF	Incr	1	2	3
				RG1		
ADM	GEN	ACM	0	1,562.56		
				RGK	RGM	RGN
VADM	LTGEN	AIRMSHL	0	1,027.06		
RADM	MAJGEN	AVM	1	641.83		
			0	608.24		
CDRE	BRIG	AIRCDRE	1	513.98	545.26	555.72
			0	499.02	529.39	539.55

Notes:

* PMKEYS pay grade codes are displayed in red.

Attachment 3

COMMUNICATIONS ELECTRONIC MUSTERING SKILLS PROGRESSION STRATEGY

