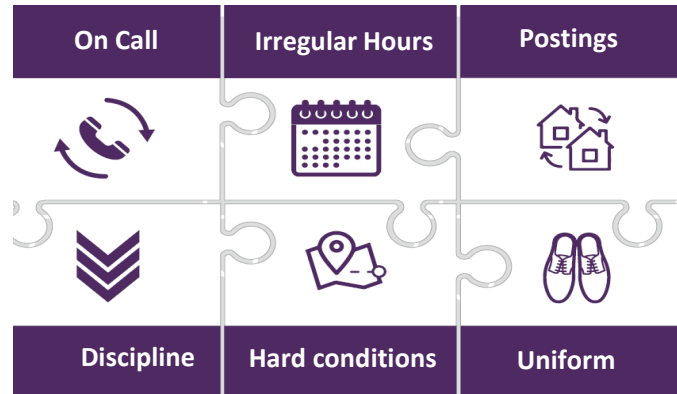




# ADF Military Salary - Permanent Rates (non Star Ranks) - 11 Nov 2021

## Star Ranks - 5 August 2021



The Defence Force Remuneration Tribunal approved the following changes:

- Workplace Remuneration Arrangement 2% increase from 11 Nov 2021 (excluding Star Ranks)
- Star Ranks Pay Rise 1.7% increase from 5 August 2021
- Establishment of Military Salary (Inclusion of Service/Reserve/Trainee and Uniform Allowances into Salary)

The tables show salaries and allowances for ADF members inclusive of the changes above. The base salary rates are

Rank	Incr	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	0	-	-	-	-	-	-	-	133,871	139,583	145,743
WO1 - Tier B	0	-	-	-	114,974	119,171	123,701	128,590	133,871	139,583	145,743
WO1 - Tier A	1	101,958	104,763	108,360	112,239	116,434	120,962	125,856	131,137	136,843	143,006
	0	100,178	102,980	106,575	110,461	114,654	119,179	124,073	129,356	135,060	141,223

	Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
CPO	WO2	FSGT	1	95,147	97,949	101,545	105,429	109,623	114,150	119,042	124,326	130,031	136,193	
			0	93,503	96,306	99,905	103,786	107,981	112,510	117,402	122,685	128,388	134,552	
			SSGT	0	90,893	93,696	97,290	101,175	105,369	109,898	114,788	120,069	125,776	131,940
PO	SGT	SGT	2	85,817	88,620	92,218	96,099	100,295	104,821	109,714	114,996	120,703	126,865	
			1	84,357	87,161	90,756	94,641	98,835	103,365	108,251	113,536	119,242	125,406	
			0	82,927	85,730	89,325	93,211	97,404	101,934	106,822	112,106	117,811	123,975	
LS	CPL	CPL	2	76,215	79,017	82,611	86,495	90,692	95,218	100,108	105,393	111,095	117,260	
			1	74,945	77,748	81,344	85,228	89,422	93,949	98,842	104,124	109,827	115,989	
			0	73,700	76,503	80,099	83,982	88,174	92,706	97,598	102,879	108,585	114,751	
	LCPL		0	69,043	71,845	75,437	79,325	83,518	88,046	92,935	98,220	103,922	110,088	
AB	PTE(P)	LAC	0	67,938	70,741	74,338	78,220	82,415	86,946	91,833	97,116	102,822	108,983	
SMN	PTE	AC	0	66,855	69,660	73,253	77,138	81,332	85,861	90,753	96,034	101,739	107,905	

No	Item	\$ pa	No	Item	\$ pa
1	Recruit - basic training	51,277	5	Officer Tertiary Rct Scheme:	
2	Initial employment trg			5 or 6 years to grad	29,046
	0-6 months	58,602		with 4 years to grad	35,326
	6-12 months	61,533		with 3 years to grad	41,606
	12 months +	64,463		with 2 years to grad	47,886
				in final year	54,166
3	Degree and Off trg or prep:		6	Officer training, no degree course:	
	Matriculation or equivalent:	40,036		• Army or RAAF:	
	1st year of training	46,316		without a degree (0-6 months)	58,877
	2nd year of training	52,596		without a degree (6 + months)	65,157
	3rd year of training	58,877		with a degree	65,157
	4th year of training	65,157	7	• Navy:	
4	Undergrad entry scheme - completing a degree greater than three years:			without a degree (1st year)	58,877
	with 6 years to grad	29,046		without a degree (2nd year)	65,157
	with 5 years to grad	29,046		with a degree	65,157
	with 4 years to grad	35,326		Graduate medical scheme:	
	with 3 years to grad	41,606		1st year	67,568
	with 2 years to grad	47,886		2nd year	70,423
	in final year	54,166	3rd year	72,326	
	1st postgrad legal yr	74,577	4th year	75,181	
	1st postgrad med yr	79,939	1st postgrad yr	79,939	
	Undergrad entry scheme - completing a three year degree:				
with 3 years to graduation	35,326				
with 2 years to grad	41,606				
in final year	47,886				

	Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
CAPT	COL	GPCAPT	1	165,333	170,023	175,435	180,124	185,355	191,216	197,103	203,465	209,834	214,091	
			0	160,650	165,339	170,755	175,441	180,672	186,535	192,414	198,784	205,154	209,407	
CMDR	LTCOL	WGCDR	1	141,327	146,019	151,437	156,124	161,352	167,213	173,097	179,467	185,833	190,088	
			0	136,736	141,426	146,842	151,532	156,760	162,623	168,504	174,874	181,242	185,498	
LCDR	MAJ	SQNLDR	2	117,584	122,273	127,687	132,377	137,607	143,467	149,351	155,719	162,084	166,341	
			1	114,364	119,057	124,469	129,158	134,386	140,251	146,133	152,501	158,871	163,121	
LEUT	CAPT	FLTLT	0	111,136	115,829	121,241	125,929	131,159	137,022	142,905	149,275	155,642	159,896	
			5	105,782	110,475	115,889	120,577	125,808	131,669	137,552	143,922	150,291	154,543	
			4	102,719	107,412	112,826	117,517	122,746	128,607	134,488	140,856	147,227	151,479	
			3	99,650	104,340	109,753	114,442	119,674	125,537	131,419	137,786	144,156	148,406	
			2	96,596	101,291	106,703	111,390	116,622	122,483	128,363	134,736	141,105	145,356	
SBLT	LT	FLGOFF	1	93,544	98,233	103,646	108,336	113,567	119,428	125,309	131,677	138,046	142,302	
			0	90,479	95,166	100,579	105,268	110,499	116,359	122,245	128,613	134,978	139,235	
			3	85,261	89,949	95,362	100,052	105,278	111,139	117,025	123,395	129,762	134,019	
			2	82,738	87,428	92,842	97,529	102,760	108,622	114,506	120,875	127,244	131,495	
ASLT	2LT	PLTOFF	1	80,259	84,949	90,365	95,054	100,281	106,142	112,026	118,398	124,764	129,018	
			0	77,885	82,574	87,989	92,679	97,908	103,771	109,651	116,018	122,389	126,643	
			1	75,848	80,539	85,954	90,641	95,870	101,734	107,614	113,983	120,352	124,606	
			0	73,809	78,502	83,913	88,602	93,832	99,693	105,579	111,944	118,315	122,568	

	Navy	Army	Air Force	Point	1	2	3
VADM	LTGEN	AIRMSHL	salary	420,932	420,932	420,932	
			position	-	40,464	78,022	
			Incr	1	2	3	
RADM	MAJGEN	AVM	1	263,741	-	-	
			0	249,974	-	-	
CDRE	BRIG	AIRCORE	1	211,342	224,152	228,438	
			0	205,212	217,650	221,809	

Rank	\$ pa
Warrant Officer of the Navy	145,743
Regimental Sergeant Major of the Army	145,743
Warrant Officer of the Air Force	145,743

**NOTE:**  
Increment 0 is paid 'on promotion', payslips currently identify 'on promotion' as increment 1.

	Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
LEUT	CAPT	FLTLT	3	105,782	110,475	115,889	120,577	125,808	131,669	137,552	143,922	150,291	154,543	
			2	103,621	108,313	113,726	118,415	123,645	129,504	135,390	141,758	148,123	152,381	
			1	101,454	106,143	111,561	116,246	121,477	127,340	133,219	139,591	145,955	150,211	
			0	99,296	103,988	109,404	114,094	119,321	125,183	131,062	137,434	143,804	148,057	
SBLT	LT	FLGOFF	3	97,141	101,832	107,245	111,933	117,163	123,024	128,909	135,275	141,643	145,898	
			2	94,979	99,670	105,083	109,774	115,000	120,863	126,745	133,113	139,486	143,736	
			1	92,817	97,510	102,921	107,611	112,843	118,703	124,583	130,953	137,322	141,577	
			0	90,650	95,341	100,753	105,443	110,671	116,534	122,416	128,785	135,156	139,405	
ASLT	2LT	PLTOFF	0	88,496	93,188	98,598	103,289	108,519	114,380	120,264	126,631	133,000	137,253	

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](http://intranet.defence.gov.au/PeopleConnect)  
 \* Internet - <http://www.defence.gov.au/PayAndConditions/>



# ADF Military Allowances - 11 Nov 2021

Submarine Escape Disability	\$ pa	\$/day
Rate	7,375	43.99
Open water ascent <90m	-	200.13
Open water ascent >90m	-	400.23

Maritime	\$ pa	\$/day
<b>Disability</b>		
Major Fleet Unit	13,211	36.19
Minor War Vessel	15,614	42.78
Submarine	19,819	54.30

Sustainability	\$ pa	\$/day
Completed 3 but less than 6 yrs	12,011	32.91
Completed 6 but less than 11 yrs	19,216	52.65
Completed 11 or more years	21,619	59.23

Boarding Party	\$ pa	\$/day
	-	72.53

Unpredictable Explosives	\$ pa	\$/occur
Low Risk Search	4,572	36.19
High Risk Search	10,547	87.88
Render Safe	17,135	144.20
Render Safe (non continuous)	9,539	-

Paratrooper	\$ pa	\$/day
Free Fall Instructor	13,211	36.19
PJI at PTS	10,547	28.89
PJI - other unit	7,375	20.21
Jump master	6,381	17.48
Free Fall Paratrooper	5,524	15.13
FFI in non-para posting (<3 yrs after)	3,015	-
Paratrooper duties	-	43.99
1 CDO, 2 CDO, 4 Sqn, PTS, SASR, SOER, SOLS, equiv o/s unit	4,572	12.53
Other para units	2,285	6.26
PJI in non-para posting (<3 yrs after)	2,285	-
HAPO Descent - jumper	-	419.04
HAPO Descent - non-jumper	-	209.52

Clearance Diver	\$ pa	\$/day
CD Team	23,448	64.24
CD Other	17,135	46.94
CD Trainee	13,211	36.19
CD Support Member and AMWCOTG	7,375	20.21

Deep Dive	\$/Occur	\$/Add Hr
Per dive	359.43	-
Hourly rate - max 5 hrs	-	36.91

Experimental Dive	\$/On-Occur	\$/Add hr
Grade 1	240.13	24.01
Grade 2	387.86	43.99
Grade 3	650.40	70.03
Grade 4	1,300.69	220.14

Special Forces	\$ pa	\$/day
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Disability	\$ pa	\$/day
<b>Qual SF incl SFSS Regimental posted or similar foreign</b>		
Cdo, TAG CD	36,073	74.13
SAS	45,091	74.13

SFSS within SOCOMD or similar foreign	\$ pa	\$/day
Support 1B	7,375	20.21
Support 1C	10,547	28.89
Support 2/3	27,057	74.13
<b>Cbt Controller/Officer</b>	27,057	74.13

SF incl SFSS posted to SF School	\$ pa	\$/day
Cdo, SAS, TAG CD, Trainee, SF Instruct	27,057	74.13
SF Support 2/3	17,135	46.94

Designated Special Duty	\$ pa	\$/day
Tier A	-	271.41
Tier B	-	174.88
Tier C	-	104.92

Sustainability	\$ pa	\$/day
<b>Qual SF Posted to SF Instr</b>		
Cdo	4,909	-
SASR	10,547	-
<b>Qual SF Posted Outside Special Force Regt</b>		
Cdo	17,135	-
SASR	21,619	-
<b>Disablement Tech Outside SOCOMD</b>	7,375	-

Field	\$/day
Tier 1	72.53
Tier 2	42.78

Separation	\$ pa
MWD(U)	3,015
MWD (Continuous exposure)	801

Arduous Conditions Navy SSS	\$ pa
Safety Officer/Conducting Staff	801

Diving	\$/rate
Instructor (pa)	7,375
Qualified Diver (per day)	72.53
Trainee / RCC (per day)	54.14

Recruit Instructor	\$ pa
Sustainability	7,375
Disability allowance	9,539

Adventurous Training Instructor	\$/rate
Instructor (pa)	7,375
Leader (per day)	54.14

Flying Disability	\$/rate
Annual	9,539
Daily	26.13

Language Proficiency	\$ pa
<b>Lower</b>	
Group 1	1,226
Group 2	1,841
Group 3	2,453

<b>Intermediate</b>	
Group 1	2,453
Group 2	3,680
Group 3	4,909

<b>Higher</b>	
Group 1	3,680
Group 2	6,135
Group 3	8,577

<b>Advance</b>	
Group 1	4,909
Group 2	8,577
Group 3	12,256

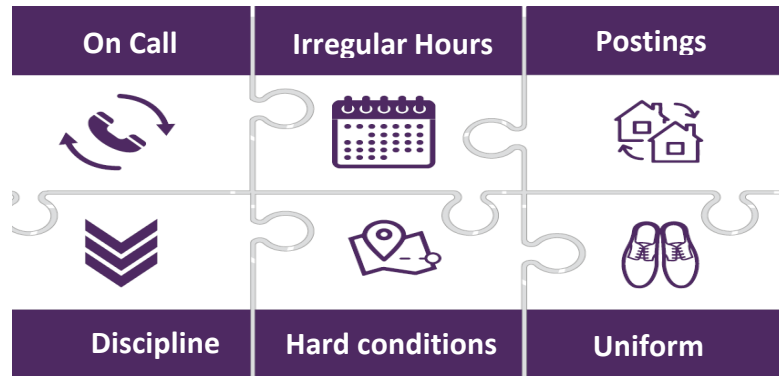






# ADF Military Salary - Reserves- non Star Ranks - 11 Nov 21

## Star Ranks - 5 August 2021



**Notes:**  
 \* PMKEYS pay grade codes are displayed in red.  
 \* Increment 0 is paid 'on promotion', payslip's currently identify 'on

Senior Officers (\$ per day)						
Navy	Army	RAAF	Incr	1	2	3
ADM	GEN	ACM	RG1	1,755		
				RGK	RGM	RGN
VADM	LTGEN	AIRMSHL	0	1,153.24		
			1	722.58		
RADM	MAJGEN	AVM	0	684.86		
			1	579.02	614.15	625.89
CDRE	BRIG	AIRCORE	0	562.22	596.33	607.73

Trainees (\$ per day)		RET
<b>Rank</b>		
Recruit - basic training		140.48
PTE (E), not completed cat trg/mil trade test		160.55
Officer Training Unit - without degree	RT8	161.31
Officer Training Unit - degree	RT9	178.51

Other Ranks (\$ per day)													
Navy	Army	Air Force	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	260.68	268.35	278.21	288.85	300.34	312.74	326.14	340.62	356.25	373.13
			0	256.17	263.85	273.71	284.35	295.84	308.25	321.65	336.12	351.75	368.64
	SSGT		0	249.02	256.70	266.55	277.19	288.68	301.09	314.49	328.96	344.59	361.48
PO	SGT	SGT	2	235.12	242.79	252.65	263.28	274.78	287.18	300.59	315.06	330.69	347.58
			1	231.12	238.80	248.65	259.29	270.78	283.19	296.58	311.06	326.69	343.58
			0	227.20	234.88	244.73	255.37	266.86	279.27	292.66	307.14	322.77	339.66
LS	CPL	CPL	2	208.81	216.48	226.33	236.97	248.47	260.87	274.27	288.75	304.37	321.26
			1	205.33	213.01	222.86	233.50	244.99	257.39	270.80	285.27	300.90	317.78
			0	201.92	209.60	219.45	230.09	241.57	253.99	267.39	281.86	297.49	314.39
	LCPL		0	189.16	196.84	206.68	217.33	228.82	241.22	254.62	269.10	284.72	301.61
AB	PTE(P)	LAC	0	186.13	193.81	203.67	214.30	225.79	238.21	251.60	266.07	281.70	298.58
SMN	PTE	AC	0	183.16	190.85	200.69	211.34	222.83	235.24	248.64	263.11	278.74	295.63

Warrant Officers (\$ per day)											
Rank	Incr	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C	0	-	-	-	-	-	-	-	RXR	RXS	RXT
									366.77	382.42	399.30
WO1 - Tier B	0	-	-	-	RXD	RXE	RXF	RXG	RXH	RXI	RXJ
					315.00	326.50	338.91	352.30	366.77	382.42	399.30
WO1 - Tier A	1	RWA	RWB	RWC	RWD	RWE	RWF	RWG	RWH	RWI	RWJ
	0	279.34	287.02	296.88	307.50	319.00	331.40	344.81	359.28	374.91	391.80
	0	274.46	282.14	291.99	302.63	314.12	326.52	339.93	354.40	370.03	386.91

Other Rank Appointed as Officer - Transitional (Closed to New Entrants) (\$ per day)													
Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				RSA	RSB	RSD	RSF	RSI	RSJ	RSK	RSL	RSM	RSN
LEUT	CAPT	FLTTLT	3	289.81	302.67	317.50	330.35	344.68	360.74	376.85	394.31	411.76	423.41
			2	283.89	296.75	311.58	324.42	338.75	354.81	370.93	388.38	405.82	417.48
			1	277.96	290.80	305.65	318.48	332.81	348.88	364.98	382.44	399.88	411.54
			0	272.04	284.90	299.74	312.59	326.91	342.97	359.07	376.53	393.98	405.64
SBLT	LT	FLGOFF	3	266.14	278.99	293.82	306.67	320.99	337.05	353.18	370.62	388.06	399.72
			2	260.22	273.07	287.90	300.75	315.07	331.13	347.25	364.69	382.15	393.80
			1	254.29	267.15	281.98	294.82	309.16	325.21	341.32	358.78	376.22	387.88
			0	248.36	261.21	276.04	288.88	303.21	319.27	335.39	352.84	370.29	381.93
ASLT	2LT	PLTOFF	0	242.45	255.31	270.13	282.98	297.31	313.37	329.49	346.93	364.38	376.04

Officers (\$ per day)													
Navy	Army	Air Force	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	452.97	465.82	480.64	493.49	507.82	523.88	540.01	557.44	574.89	586.55
			0	440.14	452.98	467.82	480.66	494.99	511.05	527.16	544.61	562.07	573.72
CMDR	LTCOL	WGCDR	1	387.20	400.05	414.90	427.74	442.06	458.12	474.24	491.69	509.13	520.79
			0	374.62	387.47	402.31	415.16	429.48	445.54	461.65	479.11	496.55	508.21
LCDR	MAJ	SQNLDR	2	322.15	334.99	349.83	362.68	377.01	393.06	409.18	426.63	444.07	455.73
			1	313.33	326.18	341.01	353.86	368.18	384.25	400.36	417.81	435.26	446.91
			0	304.48	317.34	332.17	345.01	359.34	375.40	391.52	408.97	426.42	438.07
LEUT	CAPT	FLTTLT	5	289.81	302.67	317.50	330.35	344.68	360.74	376.85	394.31	411.76	423.41
			4	281.42	294.28	309.11	321.96	336.29	352.35	368.46	385.91	403.36	415.01
			3	273.01	285.86	300.69	313.54	327.87	343.94	360.05	377.50	394.95	406.59
			2	264.65	277.51	292.34	305.18	319.51	335.57	351.68	369.14	386.59	398.24
			1	256.28	269.13	283.96	296.81	311.14	327.20	343.31	360.76	378.21	389.87
			0	247.89	260.73	275.56	288.41	302.74	318.79	334.92	352.36	369.80	381.47
SBLT	LT	FLGOFF	3	233.59	246.44	261.27	274.12	288.43	304.49	320.62	338.07	355.51	367.18
			2	226.68	239.53	254.36	267.20	281.53	297.59	313.72	331.16	348.61	360.26
			1	219.89	232.74	247.58	260.42	274.74	290.80	306.92	324.38	341.82	353.47
			0	213.38	226.23	241.07	253.92	268.24	284.30	300.41	317.86	335.31	346.97
ASLT	2LT	PLTOFF	1	207.80	220.65	235.49	248.33	262.66	278.72	294.83	312.28	329.73	341.39
			0	202.22	215.07	229.90	242.75	257.07	273.13	289.26	306.70	324.15	335.80



# ADF Military Salary - Aviation - 11 Nov 2021

## Officer Aviation Pay Structure (OAPS)

Class	Level	\$ pa	\$/day
<b>Officer Aviation Member</b>	OA 37	\$214,090	586.55
	OA 36	\$210,488	576.68
	OA 35	\$207,766	569.22
	OA 34	\$205,041	561.76
	OA 33	\$202,323	554.31
	OA 32	\$199,598	546.84
	OA 31	\$196,876	539.39
	OA 30	\$194,158	531.94
	OA 29	\$191,435	524.48
	OA 28	\$188,713	517.02
	OA 27	\$185,992	509.57
	OA 26	\$183,269	502.11
	OA 25	\$180,546	494.65
	OA 24	\$176,465	483.47
	OA 23	\$172,381	472.28
	OA 22	\$168,301	461.10
	OA 21	\$164,217	449.91
	OA 20	\$160,134	438.72
	OA 19	\$156,052	427.54
	OA 18	\$151,970	416.36
	OA 17	\$147,886	405.17
	OA 16	\$143,805	393.99
	OA 15	\$139,722	382.80
	OA 14	\$135,641	371.62
	OA 13	\$131,555	360.42
	OA 12	\$127,475	349.25
	OA 11	\$123,389	338.05
	OA 10	\$119,309	326.87
	OA 9	\$115,222	315.68
	OA 8	\$111,141	304.50
	OA 7	\$107,075	293.36
	OA 6	\$102,992	282.17
	OA 5	\$98,911	270.99
	OA 4	\$94,828	259.80
	OA 3	\$90,747	248.62
	OA 2	\$86,666	237.44
	OA 1	\$82,583	226.25
OA 0	\$78,502	215.07	

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](http://intranet.defence.gov.au/PeopleConnect)  
 \* Internet - <http://www.defence.gov.au/PayAndConditions/>

The tables show salaries and allowances for ADF members including:  
 - Workplace Remuneration Arrangement 2% increase from 11 Nov 2021 (excluding Star Ranks)  
 - Star Ranks 1.7% increase from 5 August 2021  
 - Establishment of Military Salary (Inclusion of Service/Reserve/Trainee and Uniform Allowances into Salary)  
 The base salary rates are shown.

## Officer Aviation Specialists

Class	Level	\$ pa	\$/day
4. COL (E) Aircrew at Tier 1/2 (GSO 8) FTE at Tier 1/2	AS 29	\$213,209	584.13
	AS 28	\$210,488	576.68
	AS 27	\$207,766	569.22
	AS 26	\$205,041	561.76
	AS 25	\$202,323	554.31
3. Aircrew FTE	AS 24	\$199,598	546.84
	AS 23	\$196,876	539.39
	AS 22	\$194,158	531.94
2. Aircrew ATC Detach Cmd FTE	AS 21	\$191,435	524.48
	AS 20	\$188,713	517.02
	AS 19	\$185,992	509.57
1. Aircrew All ATC FTE	AS 18	\$183,269	502.11
	AS 17	\$180,546	494.65
	AS 16	\$176,465	483.47
	AS 15	\$172,381	472.28
	AS 14	\$168,301	461.10
	AS 13	\$164,217	449.91
	AS 12	\$160,134	438.72
	AS 11	\$156,052	427.54
	AS 10	\$151,970	416.36
	AS 9	\$147,886	405.17
	AS 8	\$143,805	393.99
AS 7	\$139,722	382.80	
AS 6	\$135,641	371.62	
AS 5	\$131,555	360.42	
AS 4	\$127,475	349.25	
AS 3	\$123,389	338.05	
AS 2	\$119,309	326.87	
AS 1	\$115,222	315.68	
AS 0	\$111,141	304.50	

