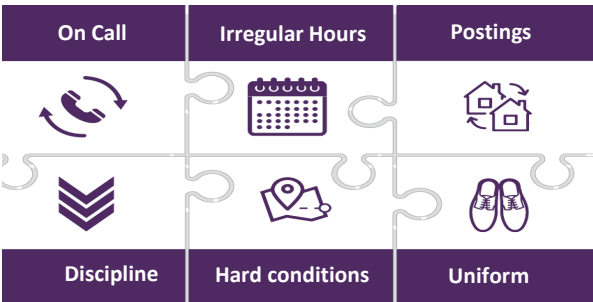




ADF Military Salary - Permanent Rates - 09 November 2023



Senior Officers (Schedule B.1)						
Navy	Army	Air Force	Point	1	2	3
			Plan	PG1		
VADM	LTGEN	AIRMSHL	salary	446,087	446,087	446,087
			position	-	42,882	82,684
				Incr 1		
RADM	MAJGEN	AVM	PGK	1	309,587	
				0	294,998	
CDRE	BRIG	AIRCDRE	PGM	1	270,399	
				0	263,374	

The Defence Force Remuneration Tribunal approved the following changes:

- Executive Vehicle Allowance for Star Ranks rolled into salary effective 09 Nov 23
- Workplace Remuneration Arrangement 4% salary increase (including Star Ranks) from 09 Nov 23

The tables show salaries and allowances for ADF members inclusive of the changes above.

Service Warrant Officers (Sched B.9)

Rank	Plan	\$ pa
Service Warrant Officer	PXU	158,200

Notes:

- * PMKEYS pay grade codes are displayed in purple.
- * Reserve PMKEYS pay grade codes are displayed in red.
- * Increment 0 is paid 'on promotion', payslip's currently identify 'on promotion' as increment 1.

For further information on policy and conditions of service refer to :

ADF pay and conditions manual (PACMAN) <https://pay-conditions.defence.gov.au/pacman>
 information from PACMAN for members and families that's easier to read and understand

Officers (Schedule B.3)

Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				PGA	PGB	PGD	PGF	PGI	PGJ	PGK	PGL	PGM	PGN
CAPT	COL	GPCAPT	1	179,185	184,209	190,006	195,029	200,633	206,910	213,217	220,032	226,854	231,415
			0	174,169	179,191	184,993	190,012	195,616	201,896	208,193	215,018	221,841	226,397
CMDR	LTCOL	WGCDR	1	153,470	158,496	164,299	169,320	174,921	181,198	187,502	194,325	201,144	205,703
			0	148,552	153,576	159,377	164,401	170,002	176,282	182,581	189,405	196,226	200,786
LCDR	MAJ	SQNLDR	2	128,036	133,059	138,859	143,882	149,484	155,762	162,065	168,887	175,705	180,264
			1	124,587	129,614	135,411	140,434	146,035	152,317	158,618	165,439	172,262	176,816
			0	121,129	126,156	131,953	136,975	142,578	148,858	155,160	161,983	168,803	173,361
			5	115,393	120,421	126,221	131,242	136,845	143,124	149,426	156,250	163,072	167,626
			4	112,113	117,139	122,939	127,965	133,565	139,844	146,144	152,965	159,790	164,344
LEUT	CAPT	FLTLT	3	108,826	113,849	119,648	124,670	130,275	136,555	142,856	149,677	156,500	161,052
			2	105,554	110,583	116,380	121,401	127,006	133,283	139,583	146,409	153,232	157,786
			1	102,284	107,307	113,105	118,129	123,733	130,011	136,311	143,132	149,954	154,514
			0	99,001	104,022	109,820	114,843	120,447	126,724	133,028	139,850	146,668	151,228
SBLT	LT	FLGOFF	3	93,412	98,433	104,232	109,256	114,853	121,132	127,437	134,261	141,081	145,642
			2	90,709	95,733	101,532	106,553	112,157	118,436	124,739	131,561	138,383	142,938
			1	88,054	93,077	98,879	103,902	109,501	115,779	122,082	128,908	135,727	140,285
			0	85,511	90,533	96,334	101,357	106,959	113,239	119,539	126,359	133,183	137,740
ASLT	2LT	PLTOFF	1	83,328	88,353	94,154	99,174	104,776	111,057	117,356	124,178	131,002	135,558
			0	81,144	86,171	91,967	96,990	102,593	108,871	115,176	121,994	128,819	133,375

Other Rank Appointed as Officer - Transitional (Closed to New Entrants - Schedule B.4)

Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				PSA	PSB	PSD	PSF	PSI	PSJ	PSK	PSL	PSM	PSN
LEUT	CAPT	FLTLT	3	115,393	120,421	126,221	131,242	136,845	143,124	149,426	156,250	163,072	167,626
			2	113,079	118,104	123,904	128,926	134,528	140,805	147,110	153,931	160,750	165,310
			1	110,758	115,780	121,584	126,602	132,206	138,486	144,785	151,610	158,427	162,986
			0	108,446	113,472	119,273	124,298	129,897	136,176	142,474	149,299	156,123	160,679
SBLT	LT	FLGOFF	3	106,137	111,162	116,960	121,983	127,585	133,864	140,167	146,986	153,808	158,366
			2	103,821	108,846	114,644	119,670	125,268	131,549	137,849	144,670	151,498	156,050
			1	101,506	106,532	112,329	117,353	122,957	129,235	135,533	142,357	149,180	153,737
			0	99,185	104,209	110,007	115,030	120,631	126,911	133,212	140,035	146,859	151,410
ASLT	2LT	PLTOFF	0	96,877	101,903	107,698	112,724	118,326	124,603	130,907	137,727	144,550	149,106

Warrant Officers Class 1 (Schedule B.10)

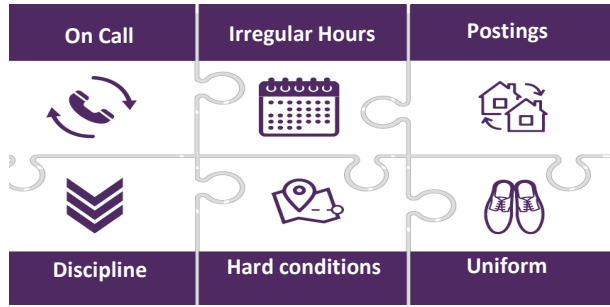
Rank	Incr	1	2	3	4	5	6	7	8	9	10
WO1 - Tier C		-	-	-	-	-	-	-	PXR	PXS	PXT
	0	-	-	-	-	-	-	-	145,482	151,601	158,200
WO1 - Tier B		-	-	-	PXD	PXE	PXF	PXG	PXH	PXI	PXJ
	0	-	-	-	125,240	129,736	134,588	139,826	145,482	151,601	158,200
WO1 - Tier A		PWA	PWB	PWC	PWD	PWE	PWF	PWG	PWH	PWI	PWJ
	1	111,298	114,302	118,155	122,310	126,804	131,655	136,897	142,554	148,666	155,268
	0	109,390	112,392	116,243	120,406	124,898	129,744	134,987	140,646	146,756	153,358

Other Ranks (Schedule B.12)

Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				PAA	PAB	PAC	PAD	PAE	PAF	PAG	PAH	PAI	PAJ
CPO	WO2	FSGT	1	104,001	107,002	110,855	115,016	119,508	124,358	129,598	135,258	141,369	147,970
			0	102,240	105,243	109,098	113,256	117,749	122,600	127,841	133,501	139,610	146,213
	SSGT		0	99,445	102,447	106,297	110,458	114,951	119,803	125,041	130,698	136,811	143,414
			2	94,008	97,010	100,864	105,021	109,516	114,365	119,605	125,264	131,377	137,978
PO	SGT	SGT	1	92,444	95,447	99,298	103,459	107,952	112,805	118,039	123,700	129,812	136,415
			0	90,912	93,914	97,765	101,927	106,419	111,272	116,508	122,168	128,279	134,882
			2	83,721	86,724	90,573	94,734	99,230	104,078	109,315	114,977	121,085	127,689
LS	CPL	CPL	1	82,361	85,363	89,215	93,376	97,869	102,718	107,959	113,618	119,727	126,328
			0	81,027	84,030	87,882	92,041	96,532	101,386	106,627	112,284	118,397	125,002
	LCPL		0	76,039	79,040	82,888	87,053	91,545	96,394	101,632	107,294	113,402	120,007
AB	PTE(P)	LAC	0	74,855	77,858	81,711	85,870	90,362	95,216	100,452	106,110	112,223	118,822
SMN	PTE	AC	0	73,695	76,700	80,549	84,710	89,203	94,054	99,295	104,952	111,063	117,668



ADF Military Salary - Reserves - 09 November 2023



The Defence Force Remuneration Tribunal approved the following changes:
 - Executive Vehicle Allowance for Star Ranks rolled into salary effective 09 Nov 23
 - Workplace Remuneration Arrangement 4% salary increase (including Star Ranks) from 09 Nov 23

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

Notes:
 * PMKEYS pay grade codes are displayed in red.
 * Increment 0 is paid 'on promotion', payslip's currently identify 'on promotion' as increment 1.

Senior Officers (\$ day) (Sched B.1)					
Navy	Army	RAAF	Plan	Incr	1
ADM	GEN	ACM	RG1		1,860.00
VADM	LTGEN	AIRMSHL	RGK	0	1,222.16
RADM	MAJGEN	AVM		1	848.18
				0	808.21
CDRE	BRIG	AIRCORE		1	740.82
				0	721.57

Officers (\$ per day) (Schedule B.3)													
Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				1	2	3	4	5	6	7	8	9	10
				1	2	3	4	5	6	7	8	9	10
CAPT	COL	GPCAPT	1	490.92	504.68	520.56	534.33	549.68	566.88	584.16	602.83	621.52	634.01
			0	477.18	490.93	506.83	520.58	535.93	553.14	570.39	589.09	607.78	620.27
CMDR	LTCOL	WGCDR	1	420.47	434.24	450.13	463.89	479.24	496.43	513.70	532.40	551.08	563.57
			0	406.99	420.76	436.65	450.41	465.76	482.96	500.22	518.92	537.61	550.10
LCDR	MAJ	SQNLDR	2	350.78	364.55	380.44	394.20	409.55	426.75	444.01	462.70	481.38	493.87
			1	341.33	355.11	370.99	384.75	400.10	417.31	434.57	453.26	471.95	484.43
			0	331.86	345.63	361.52	375.27	390.62	407.83	425.10	443.79	462.47	474.96
			5	316.15	329.92	345.81	359.57	374.92	392.12	409.39	428.08	446.77	459.25
			4	307.16	320.93	336.82	350.59	365.93	383.13	400.39	419.08	437.78	450.26
LEUT	CAPT	FLTTLT	3	298.15	311.92	327.80	341.56	356.92	374.12	391.39	410.07	428.77	441.24
			2	289.19	302.97	318.85	332.61	347.96	365.16	382.42	401.12	419.81	432.29
			1	280.23	293.99	309.88	323.64	338.99	356.19	373.45	392.14	410.83	423.33
			0	271.24	284.99	300.88	314.64	329.99	347.19	364.46	383.15	401.83	414.32
SBLT	LT	FLGOFF	3	255.92	269.68	285.57	299.33	314.67	331.87	349.14	367.84	386.52	399.02
			2	248.52	262.28	278.17	291.93	307.28	324.48	341.75	360.44	379.13	391.61
			1	241.24	255.01	270.90	284.66	300.00	317.20	334.47	353.17	371.85	384.34
			0	234.28	248.04	263.93	277.69	293.04	310.24	327.50	346.19	364.88	377.37
ASLT	2LT	PLTOFF	1	228.30	242.06	257.96	271.71	287.06	304.27	321.52	340.21	358.91	371.39
			0	222.31	236.08	251.96	265.73	281.08	298.28	315.55	334.23	352.93	365.41

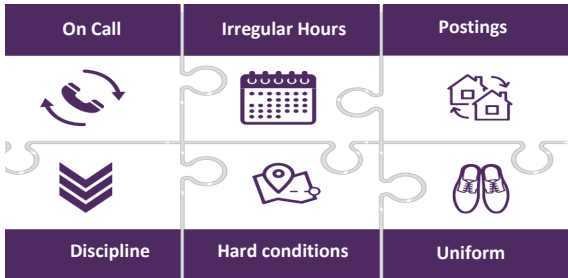
Other Rank Appointed as Officer - Transitional (Closed to New Entrants) (\$ per day) (Schedule B.4)													
Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				1	2	3	4	5	6	7	8	9	10
				1 <td>2 <td>3 <td>4 <td>5 <td>6 <td>7 <td>8 <td>9 <td>10</td> </td></td></td></td></td></td></td></td>	2 <td>3 <td>4 <td>5 <td>6 <td>7 <td>8 <td>9 <td>10</td> </td></td></td></td></td></td></td>	3 <td>4 <td>5 <td>6 <td>7 <td>8 <td>9 <td>10</td> </td></td></td></td></td></td>	4 <td>5 <td>6 <td>7 <td>8 <td>9 <td>10</td> </td></td></td></td></td>	5 <td>6 <td>7 <td>8 <td>9 <td>10</td> </td></td></td></td>	6 <td>7 <td>8 <td>9 <td>10</td> </td></td></td>	7 <td>8 <td>9 <td>10</td> </td></td>	8 <td>9 <td>10</td> </td>	9 <td>10</td>	10
LEUT	CAPT	FLTTLT	3	316.15	329.92	345.81	359.57	374.92	392.12	409.39	428.08	446.77	459.25
			2	309.81	323.57	339.46	353.22	368.57	385.77	403.04	421.73	440.41	452.90
			1	303.45	317.21	333.11	346.85	362.21	379.41	396.67	415.37	434.05	446.54
			0	297.11	310.88	326.78	340.54	355.88	373.08	390.34	409.04	427.73	440.22
SBLT	LT	FLGOFF	3	290.79	304.55	320.44	334.20	349.55	366.75	384.02	402.70	421.39	433.88
			2	284.44	298.21	314.09	327.86	343.20	360.41	377.67	396.36	415.06	427.53
			1	278.10	291.87	307.75	321.52	336.87	354.07	371.32	390.02	408.71	421.20
			0	271.74	285.50	301.39	315.15	330.50	347.70	364.96	383.66	402.35	414.82
ASLT	2LT	PLTOFF	0	265.42	279.19	295.06	308.83	324.18	341.38	358.65	377.33	396.03	408.51

Warrant Officers (\$ per day) (Schedule B.10)												
Rank	Incr	1	2	3	4	5	6	7	8	9	10	
WO1 - Service Warrant Officer	0											433.42
WO1 - Tier C	0	-	-	-	-	-	-	-	RXR	RXS	RXT	433.42
					RXD	RXE	RXF	RXG	RXH	RXI	RXJ	
WO1 - Tier B	0	-	-	-	343.12	355.44	368.73	383.08	398.58	415.35	433.42	
		RWA	RWB	RWC	RWD	RWE	RWF	RWG	RWH	RWI	RWJ	
WO1 - Tier A	1	304.93	313.16	323.71	335.10	347.41	360.70	375.06	390.56	407.30	425.39	
	0	299.70	307.92	318.47	329.88	342.19	355.46	369.83	385.33	402.07	420.16	

Other Ranks (\$ per day) (Schedule B.12)													
Navy	Army	Air Force	Incr	1	2	3	4	5	6	7	8	9	10
				1	2	3	4	5	6	7	8	9	10
CPO	WO2	FSGT	1	284.93	293.16	303.71	315.11	327.42	340.71	355.06	370.57	387.31	405.40
			0	280.11	288.34	298.90	310.29	322.60	335.89	350.25	365.76	382.49	400.58
	SSGT		0	272.45	280.68	291.22	302.62	314.93	328.23	342.58	358.08	374.82	392.92
PO	SGT	SGT	2	257.56	265.78	276.34	287.73	300.04	313.33	327.68	343.19	359.94	378.02
			1	253.27	261.50	272.05	283.45	295.76	309.05	323.39	338.90	355.65	373.74
			0	249.07	257.30	267.85	279.25	291.56	304.85	319.20	334.71	351.45	369.54
LS	CPL	CPL	2	229.37	237.60	248.15	259.55	271.86	285.15	299.49	315.01	331.74	349.83
			1	225.65	233.87	244.42	255.82	268.13	281.42	295.78	311.28	328.02	346.10
			0	221.99	230.22	240.77	252.17	264.47	277.77	292.13	307.63	324.38	342.47
	LCPL		0	208.33	216.55	227.09	238.50	250.81	264.09	278.44	293.96	310.69	328.79
AB	PTE(P)	LAC	0	205.08	213.31	223.87	235.26	247.57	260.87	275.21	290.71	307.46	325.54
SMN	PTE	AC	0	201.90	210.14	220.68	232.08	244.39	257.68	272.04	287.54	304.28	322.38



ADF Military Salary - Specialist Rates non Star Ranks - 09 November 23



Military Medicine Trauma Specialist (Schedule B.8)								
Navy	Army	RAAF	Plan	Plan	Level	\$ pa	\$/day	
LCDR and below	MAJ and below	SQNLDR and below	PPS	RPS	6	429,877	1,177.75	
					5	419,993	1,150.67	
					4	407,644	1,116.83	
					3	391,307	1,072.07	
					2	376,764	1,032.23	
					1	364,412	998.39	
					entry	352,058	964.54	
CMDR and above	LTCOL and above	WGCDR and above	PPS	RPS	6	429,877	1,177.75	
					5	419,993	1,150.67	
					4	407,644	1,116.83	
					3	391,307	1,072.07	
					2	376,764	1,032.23	
					1	364,412	998.39	
					entry	352,058	964.54	

Dental Officers (Schedule B6) Snr Off (Sched B.16)								
Navy	Army	RAAF	Plan	Plan	Level	\$ pa	\$/day	
CDRE	BRIG	AIRCDRE	PD6	RD6	DL 4	275,297	754.24	
			PD5	RD5	DL 3	262,123	718.14	
CAPT	COL	GPCAPT	PD6	RD6	DL 4	243,674	667.60	
			PD5	RD5	DL 3	230,051	630.28	
CMDR	LTCOL	WGCDR	PD6	RD6	DL 4	224,577	615.28	
			PD5	RD5	DL 3	212,038	580.93	
			PD4	RD4	DL 2*	188,893	517.52	
			PD6	RD6	DL 4	213,468	584.84	
LCDR	MAJ	SQNLDR	PD5	RD5	DL 3-3	201,686	552.56	
					DL 3-2	195,968	536.90	
					DL 3-1	190,414	521.68	
			PD4	RD4	DL 2-3	179,939	492.98	
					DL 2-2	174,852	479.05	
					DL 2-1	169,911	465.51	
LEUT	CAPT	FLTLT	PD6	RD6	DL 4	196,281	537.76	
					DL 3-3	185,475	508.15	
			PD5	RD5	DL 3-2	180,225	493.77	
					DL 3-1	175,131	479.81	
			PD4	RD4	DL 2-3	165,519	453.48	
					DL 2-2	160,853	440.69	
PD3	RD3	DL 2-1	156,318	428.27				
		DL 1-2	126,128	345.56				
					DL 1-1	122,141	334.63	

NOTE:
* For higher duties or temporary duty only

The tables show salaries and allowances for ADF members including:
- Executive Vehicle Allowance for Star Ranks rolled into salary effective 09 Nov 23
- Workplace Remuneration Arrangement 4% salary increase (including Star Ranks) from 09 Nov 23
The base salary rates are shown.

For further information on policy and conditions of service refer to :
ADF pay and conditions manual (PACMAN) <https://pay-conditions.defence.gov.au/pacman>
Information from PACMAN for members and families that's easier to read and understand

Notes:
* PMKEYS pay grade codes are displayed in purple.
* Reserve PMKEYS pay grade codes are displayed in red.
* Increment 0 is paid 'on promotion', payslip's currently identify 'on promotion' as increment 1.

Medical Officers (Schedule B.8) (Snr Off - Sched B.15)							
Navy	Army	RAAF	Plan	Plan	Level	\$ pa	\$/day
RADM	MAJGEN	AVM	PPF	RPF	ML4	394,330	1,080.35
			PPD	RPD	ML3	387,863	1,062.64
CDRE	BRIG	AIRCDRE	PPF	RPF	ML4	379,608	1,040.02
			PPD	RPD	ML3	373,142	1,022.31
CAPT	COL	GPCAPT	PPF	RPF	MML 4-3	345,280	945.97
					MML 4-2	336,856	922.89
					MML 4-1	328,678	900.49
					MML 3A-4	345,126	945.55
					MML 3A-3	336,709	922.49
					MML 3A-2	327,219	896.49
			PPD	RPD	MML 3A-1	315,544	864.50
					MML 3-5	328,678	900.49
					MML 3-4	322,031	882.28
					MML 3-3	315,544	864.50
					MML 3-2	309,216	847.17
					MML 3-1	301,843	826.97
PPC	RPC	MML 2B-2	225,773	618.56			
		MML 2B-1	217,319	595.39			
		MML 2A-4	208,870	572.25			
		MML 2A-3	198,978	545.15			
		MML 2A-2	194,678	533.36			
		MML 2A-1	190,501	521.92			
CMDR	LTCOL	WGCDR	PPF	RPF	MML 4-3	331,572	908.42
					MML 4-2	323,148	885.34
					MML 4-1	314,970	862.93
					MML 3A-4	331,418	907.99
					MML 3A-3	323,001	884.93
					MML 3A-2	313,511	858.93
			PPE	RPE	MML 3A-1	301,836	826.95
					MML 3-5	314,970	862.93
					MML 3-4	308,323	844.72
					MML 3-3	301,836	826.95
					MML 3-2	295,508	809.61
					MML 3-1	288,135	789.41
PPC	RPC	MML 2B-2	212,064	581.00			
		MML 2B-1	203,611	557.84			
		MML 2A-4	195,162	534.69			
		MML 2A-3	185,270	507.59			
		MML 2A-2	180,970	495.81			
		MML 2A-1	176,793	484.36			
LCDR	MAJ	SQNLDR	PPF	RPF	MML 4-3	319,932	876.53
					MML 4-2	311,508	853.45
					MML 4-1	303,331	831.04
					MML 3A-4	319,778	876.10
					MML 3A-3	311,361	853.04
					MML 3A-2	301,871	827.04
			PPE	RPE	MML 3A-1	290,196	795.06
					MML 3-5	303,331	831.04
					MML 3-4	296,683	812.83
					MML 3-3	290,196	795.06
					MML 3-2	283,868	777.72
					MML 3-1	276,495	757.52
PPC	RPC	MML 2B-2	200,425	549.11			
		MML 2B-1	191,972	525.95			
		MML 2A-4	183,523	502.80			
		MML 2A-3	173,630	475.70			
		MML 2A-2	169,330	463.92			
		MML 2A-1	165,153	452.47			
PPA	RPA	MML 1-4	140,909	386.05			
		MML 1-3	126,156	345.63			
		MML 4-3	308,230	844.47			
		MML 4-2	299,806	821.39			
		MML 4-1	291,628	798.98			
		MML 3A-4	308,077	844.05			
PPE	RPE	MML 3A-3	299,659	820.98			
		MML 3A-2	290,727	796.51			
		MML 3A-1	278,494	763.00			
		MML 3-5	291,628	798.98			
		MML 3-4	284,980	780.77			
		MML 3-3	278,494	763.00			
PPD	RPD	MML 3-2	272,166	745.66			
		MML 3-1	264,794	725.46			
		MML 2B-2	188,722	517.05			
		MML 2B-1	180,269	493.89			
		MML 2A-4	171,822	470.75			
		MML 2A-3	161,929	443.64			
PPB	RPB	MML 2A-2	157,628	431.86			
		MML 2A-1	153,451	420.41			
		MML 1-4	129,488	354.76			
		MML 1-3	114,989	315.04			
		MML 1-2	104,022	284.99			
		Senior Resident	PPA	RPA	MML 1-3	114,989	315.04
Resident	PPA	RPA	MML 1-2	104,022	284.99		



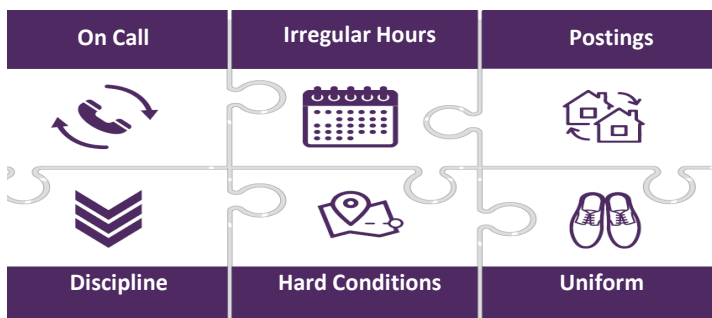
ADF Military Salary - Specialist Rates non Star Ranks cont. - 09 November 23

The Defence Force Remuneration Tribunal approved the following changes:

- Executive Vehicle Allowance for Star Ranks rolled into salary effective 09 Nov 23
- Workplace Remuneration Arrangement 4% salary increase (including Star Ranks) from 09 Nov 23

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

PMKEYs pay grade codes are displayed in **dark purple**
Reserve pay grade codes displayed in **red**



Chaplain (Schedule B.5) Snr Off (Sch B.18)

Division	Plan	Plan	Level	\$ pa	\$/day
Div 5	PC5	RC5	CL 3-2	213,892	586.00
			CL 3-1	211,201	578.63
			CL 3-2	177,394	486.01
Div 4	PC5	RC5	CL 3-1	172,272	471.98
			CL 3-2	162,972	446.50
Div 3	PC5	RC5	CL 3-1	158,180	433.37
			CL 3-3	146,457	401.25
Div 2	PC5	RC5	CL 3-2	143,959	394.41
			CL 3-1	141,509	387.70
			CL 2-4	139,107	381.12
	PC4	RC4	CL 2-3	136,755	374.67
			CL 2-2	134,449	368.35
			CL 2-1	132,187	362.16
Div 1	PC4	RC4	CL 2-3	129,970	356.08
			CL 2-2	126,231	345.84
			CL 2-1	122,599	335.89
	PC3	RC3	CL 1-2	119,087	326.27
			CL 1-1	115,669	316.90

Maritime Spiritual Wellbeing Officer (Schedule B.5) Snr Off (Sch B.18)

Class	Plan	Plan	Level	\$ pa	\$/day
Class 5	PC5	RC5	CL 3-2	213,892	586.00
			CL 3-1	211,201	578.63
Class 4	PC5	RC5	CL 3-2	177,394	486.01
			CL 3-1	172,272	471.98
Class 3	PC5	RC5	CL 3-2	162,972	446.50
			CL 3-1	158,180	433.37
Class 2	PC5	RC5	CL 3-3	146,457	401.25
			CL 3-2	143,959	394.41
			CL 3-1	141,509	387.70
	PC4	RC4	CL 2-4	139,107	381.12
			CL 2-3	136,755	374.67
			CL 2-2	134,449	368.35
Class 1	PC4	RC4	CL 2-1	132,187	362.16
			CL 2-3	129,970	356.08
			CL 2-2	126,231	345.84
	PC3	RC3	CL 2-1	122,599	335.89
			CL 1-2	119,087	326.27
			CL 1-1	115,669	316.90

Legal Officers (Schedule B.7) Snr Off (Sched B.17)

Navy	Army	RAAF	Plan	Plan	Level	\$ pa	\$/day			
RADM	MAJGEN	AVM	PL5	RL5	LL5-2	311,837	854.35			
					LL5-1	297,164	814.15			
CDRE	BRIG	AIRCDRE	PL5	RL5	LL5-2	268,556	735.77			
					LL5-1	260,880	714.74			
CAPT	COL	GPCAPT	-	RLA	LL-A	-	587.67			
					-	RLB	LL-B	-	569.72	
			PL5	RL5			LL 5-2	228,754	626.72	
					LL 5-1	221,050	605.62			
			CMDR	LTCOL	WGCDR	PL4	RL4	LL 4	214,499	587.67
								LL 3*	204,725	560.89
-	RLA	LL-A				-	587.67			
		-				RLB	LL-B	-	569.72	
PL5	RL5						LL 5	214,499	587.67	
		PL4				RL4	LL 4-2	207,948	569.72	
LL 4-1	200,661		549.76							
LCDR	MAJ	SQNLDR	PL3	RL3	LL 3-2	194,954	534.12			
					LL 3-1	189,366	518.81			
			-	RLA	LL-A	-	587.67			
					-	RLB	LL-B	-	569.72	
			PL4	RL4			LL 4-4	197,090	539.97	
					LL 4-3	192,597	527.66			
					LL 4-2	188,366	516.07			
					LL 4-1	184,397	505.20			
			PL3	RL3	LL 3-4	178,072	487.87			
					LL 3-3	168,379	461.31			
					LL 3-2	163,538	448.05			
					LL 3-1	153,583	420.78			
PL2	RL2	LL 2-4	134,464	368.39						
		LL 2-3	133,059	364.55						
		LL 2-2	129,614	355.11						
		LL 2-1	126,156	345.63						
LEUT	CAPT	FLTLT	-	RLA	LL-A	-	587.67			
					-	RLB	LL-B	-	569.72	
			PL3	RL3			LL 3-2	144,428	395.69	
					LL 3-1	134,464	368.39			
			PL2	RL2	LL 2-6	120,421	329.92			
					LL 2-5	117,139	320.93			
					LL 2-4	113,849	311.92			
					LL 2-3	110,583	302.97			
					LL 2-2	107,307	293.99			
					LL 2-1	104,022	284.99			
PL1	RL1	LL 1	101,229	277.34						
SBLT	LT	FLGOFF	PL1	RL1	LL 1	90,533	248.04			



ADF Military Salary - Aviation - 09 Nov 23

Officer Aviation (Schedule B.14)

Level	\$ pa	\$/day
OA 37	231,414	634.01
OA 36	227,555	623.44
OA 35	224,639	615.45
OA 34	221,720	607.45
OA 33	218,809	599.48
OA 32	215,889	591.48
OA 31	212,973	583.49
OA 30	210,062	575.51
OA 29	207,145	567.52
OA 28	204,229	559.53
OA 27	201,315	551.55
OA 26	198,398	543.56
OA 25	195,480	535.56
OA 24	191,109	523.59
OA 23	186,734	511.60
OA 22	182,364	499.63
OA 21	177,990	487.64
OA 20	173,616	475.66
OA 19	169,243	463.68
OA 18	164,870	451.70
OA 17	160,496	439.72
OA 16	156,124	427.74
OA 15	151,751	415.76
OA 14	147,378	403.78
OA 13	143,002	391.79
OA 12	138,631	379.81
OA 11	134,255	367.82
OA 10	129,884	355.85
OA 9	125,506	343.85
OA 8	121,134	331.87
OA 7	116,778	319.94
OA 6	112,405	307.96
OA 5	108,033	295.98
OA 4	103,660	284.00
OA 3	99,288	272.02
OA 2	94,917	260.05
OA 1	90,542	248.06
OA 0	86,171	236.08

The Defence Force Remuneration Tribunal approved the following changes:
 - Executive Vehicle Allowance for Star Ranks rolled into salary effective 09 Nov 23
 - Workplace Remuneration Arrangement 4% salary increase (including Star Ranks) from 09 Nov 23
 The tables show salaries and allowances for ADF members inclusive of the changes above. The base salary rates are shown. PMKEYs pay grade codes are displayed in dark purple, reserves are displayed in dark red

Air Force						
Competency Stream	FJP	FWP	RP & WSO	MPRO & AMO	ABM & AEO	ATC
Air Force Command Pathway - Increment Ranges						
GPCAPT (O6)	OA36-OA37	OA35-OA37	OA34-OA37	OA33-OA35	OA32-OA35	OA35-OA37
WGCDR (O5)	OA27-OA30	OA26-OA29	OA24-OA27	OA23-OA26	OA22-OA25	OA26-OA29
SQNLDR (O4)	OA22-OA25	OA21-OA24	OA18-OA21	OA17-OA20	OA16-OA19	OA21-OA24
FLTLT (O3)	OA9-OA20	OA8-OA19	OA7-OA16	OA6-OA15	OA5-OA14	OA6-OA19
OAC and FLGOFF	OA0-OA4	OA0-OA4	OA0-OA4	OA0-OA4	OA0-OA4	OA0-OA4
Air Force Staf Pathway - Increment Ranges						
GPCAPT (O6)	OA36	OA35	OA34	OA33	OA32	OA35
WGCDR (O5)	OA27	OA26	OA24	OA23	OA22	OA26
SQNLDR (O4)	OA22	OA21	OA18	OA17	OA16	OA21
FLTLT (O2)	OA9	OA8	OA7	OA6	OA5	OA6
Air Force Specialist Pathway - Increment Ranges						
GPCAPT (O6)	OA26-OA37	OA35-OA37	OA34-OA37	OA33-OA36	OA32-OA35	OA35-OA37
WGCDR (O5)	OA27-OA37	OA26-OA37	OA24-OA37	OA23-OA26	OA22-OA35	OA26-OA37
SQNLDR (O4)	OA22-OA30	OA21-OA29	OA18-OA27	OA17-OA26	OA16-OA25	OA21-OA29
FLTLT (O2)	OA9-OA25	OA8-OA24	OA7-OA21	OA6-OA20	OA5-OA19	OA6-OA24

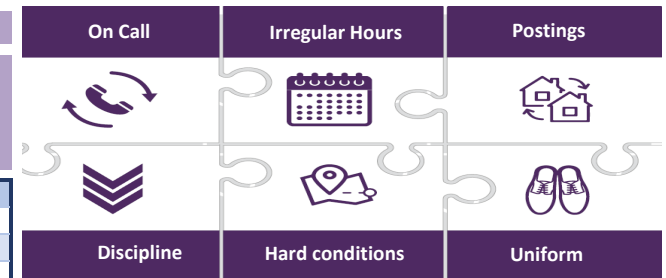
Navy			
Competency Stream	Pilot	AvWO	RPWO
Navy Command Pathway - Increment Ranges			
CAPT (O6)	OA35-OA36	OA35-OA36	OA35-OA36
CMDR (O5)	*OA29-OA30	*OA29-OA30	*OA25
	OA27-OA28	OA27-OA28	OA23-OA24
LCDR (O4)	OA21-OA25	OA21-OA25	OA16-OA20
LEUT, SBLT, ASLT	OA9-OA19	OA8-OA19	OA6-OA15
Navy Specialist Pathway - Increment Ranges			
CAPT (O6)	OA35-OA36	OA35-OA36	
CMDR (O5)	OA27-OA30	OA27-OA30	
LCDR (O4)	OA21-OA28	OA21-OA28	
LEUT, SBLT, ASLT	OA9-OA25	OA8-OA25	
Navy Training & Consolidation - Increment Ranges			
LEUT, SBLT, ASLT	OA0-OA4	OA0-OA4	OA0-OA4

* Sqn and AMAFTU Command only

Army	
Competency Stream	RWP
Army Generalist Stream	
COL (O6)	OA35 - OA36
LTCOL (O5)	**OA29 - OA30
	OA27 - OA28
MAJ (O4)	** OA24 - OA25
	OA21 - OA23
	*OA19
CAPT (O3)	OA8 - OA17
LT (O2)	OA0 - OA4
Army Specialist Stream	
LTCOL (O5)	OA27 - OA30
MAJ (O4)	OA21 - OA28
CAPT (O3)	OA8 - OA23

* CAPTs who have completed 7 years at rank and have been appointed to TP COMD

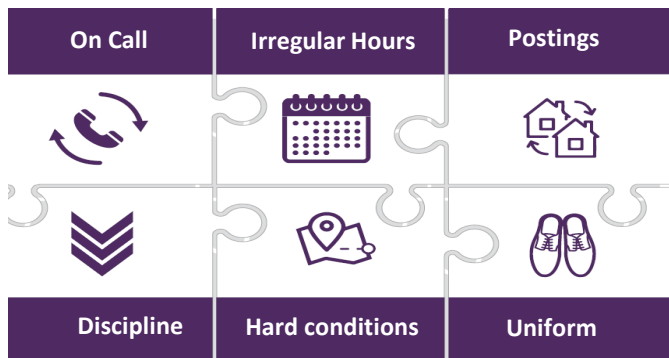
** Sub-Unit and Unit Command appointments



Officer Aviation Specialists (Schedule B.14)					
Class	Plan	Plan	Level	\$ pa	\$/day
4.COL (E) Aircrew at Tier 1/2 (GSO 8) FTE at Tier 1/2	R03	P03	AS 29	230,469	631.42
			AS 28	227,555	623.44
			AS 27	224,639	615.45
			AS 26	221,720	607.45
3. Aircrew FTE	R02	P02	AS 25	218,809	599.48
			AS 24	215,889	591.48
			AS 23	212,973	583.49
			AS 22	210,062	575.51
2. Aircrew ATC Det Cmd/FTE	R01-Air R04-ATC	P01-Air P04-ATC	AS 21	207,145	567.52
			AS 20	204,229	559.53
			AS 19	201,315	551.55
			AS 18	198,398	543.56
1. Aircrew All ATC FTE	R01-Air R04-ATC	P01-Air P04-ATC	AS 17	195,480	535.56
			AS 16	191,109	523.59
			AS 15	186,734	511.60
			AS 14	182,364	499.63
			AS 13	177,990	487.64
			AS 12	173,616	475.66
			AS 11	169,243	463.68
			AS 10	164,870	451.70
			AS 9	160,496	439.72
			AS 8	156,124	427.74
			AS 7	151,751	415.76
			AS 6	147,378	403.78
AS 5	143,002	391.79			
AS 4	138,631	379.81			
AS 3	134,255	367.82			
AS 2	129,884	355.85			
AS 1	125,506	343.85			
AS 0	121,134	331.87			



ADF Military Salary - Trainees- 09 November 23



The Defence Force Remuneration Tribunal approved the following changes:

- Workplace Remuneration Arrangement 4% salary increase (including Star Ranks) from 09 Nov 23

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

For further information on policy and conditions of service refer to :

ADF pay and conditions manual (PACMAN) <https://pay-conditions.defence.gov.au/pacman>
information from PACMAN for members and families that's easier to read and understand

Trainees (Schedule B.13)

No	Item	Plan	\$ pa	
1	Recruit - basic training	PET	56,385	
2	Initial employment trg	PET		
	0-6 months		64,439	
	6-12 months		67,661	
	12 months +		70,883	
3	Degree and Off trg or prep:	PT1		
	Matriculation or equivalent:		43,947	
	1st year of training		50,841	
	2nd year of training		57,735	
	3rd year of training		64,629	
	4th year of training		71,522	
4	Undergrad entry scheme - completing a degree greater than three years:	PT6		
	with 6 years to grad		31,883	
	with 5 years to grad		31,883	
	with 4 years to grad		38,777	
	with 3 years to grad		45,671	
	with 2 years to grad		52,565	
	in final year		59,458	
	1st postgrad legal yr		PLT	81,863
	1st postgrad med yr		PM6	87,379
	Undergrad entry scheme - completing a three year degree:			
	with 3 years to graduation		PT6	38,777
with 2 years to grad	45,671			
in final year	52,565			
5	Officer Tertiary Rct Scheme:	PT0		
	5 or 6 years to grad		31,883	
	with 4 years to grad		38,777	
	with 3 years to grad		45,671	
	with 2 years to grad		52,565	
in final year	59,458			

No	Item	Plan	\$ pa
6	Officer training, no degree course:		
	• Army or RAAF:		
	without a degree (0-6 months)	PT3	64,629
	without a degree (6 + months)		71,522
	with a degree	PT8	71,522
	• Navy:		
	without a degree (1st year)	PT2	64,629
	without a degree (2nd year)		71,522
	with a degree	PT9	71,522
	7	Graduate medical scheme:	
1st year		PM5	73,856
2nd year			76,977
3rd year			79,057
4th year			82,178
1st postgrad yr		PM6	87,379

RESERVES Trainees (\$ per day) (Schedule B.13)

Rank		
Recruit - basic training	RET	154.48
PTE (E), not completed cat trg/mil trade test		176.55
Officer Training Unit - without degree	RT8	177.07
Officer Training Unit - degree	RT9	195.95

Notes:

- * PMKEYS pay grade codes are displayed in purple.
- * Reserve PMKEYS pay grade codes are displayed in red.
- * Increment 0 is paid 'on promotion', payslip's currently identify 'on promotion' as increment 1.



ADF Military Salary - Related Allowances - 09 November 23



Maritime	\$ pa	\$/day
Disability		
Major Fleet Unit	14,448	39.58
Minor War Vessel	18,680	51.18
Submarine	27,145	74.37
Sustainability		
Completed 2 but less than 4 yrs	12,698	34.79
Completed 4 but less than 6 yrs	21,164	57.98
Completed 6 but less than 8 yrs	25,428	69.67
Completed 8 but less than 10 yrs	29,661	81.26
Completed 10 yrs or more	33,894	92.86
Boarding Party	-	77.70
Maritime Deployable Support Element	14,448	-

Clearance Diver	\$ pa	\$/day
CD Team	27,145	74.37
CD Other	18,680	51.18
CD Trainee	14,448	39.58
CD Support Member - Medic	14,448	39.58
CD Support Member and AMWCDDTG	10,215	27.99
CD Instructor	22,912	62.77
Deep Dive - Per Dive	\$/Occur	513.48
Experimental Dive - Grade 1	\$/Occur	326.77
Experimental Dive - Grade 2	\$/Occur	529.05
Experimental Dive - Grade 3	\$/Occur	886.93
Experimental Dive - Grade 4	\$/Occur	1,976.16

Paratrooper	\$ pa	\$/day
Free Fall Instructor	14,151	38.77
PJI at PTS	11,298	30.95
PJI - other unit	7,900	21.64
PJI - other unit - Without SF Support 1B/1C	10,215	27.99
Jump master	6,835	18.73
Jump master - Without SF Support 1B/1C	10,215	27.99
Free Fall Paratrooper	5,918	16.21
Free Fall Paratrooper - Without SF Support 1B/1C	10,215	27.99
FFI in non-para posting (<3 yrs after)	3,229	-
Paratrooper duties	-	47.12
1 CDO, 2 CDO, 4 Sqn, PTS, SASR, SOER, SOLS	4,897	13.42
1 CDO, 2 CDO, 4 Sqn, PTS, SASR, SOER, SOLS - without SF Support 1B/1C	10,215	27.99
Other Para Units	2,448	6.71
PJI in non-para posting (<3 yrs after)	2,448	-
HAPO Descent - jumper	-	529.05
HAPO Descent - non-jumper	-	311.21

Special Forces	\$ pa	\$/day
Disability		
Qual SF Operator incl SFSS Regimental posted or similar foreign		
Cdo, TAG CD, SAS, CC / CCO	48,308	132.35
SFSS within SOCOMD or similar foreign		
Support 1B / Support 1C	10,215	27.99
Support 2/3	31,378	85.97
SF incl SFSS posted to SF School		
Cdo, SAS, TAG CD, CC/CCO, Trainee, SF Instruct	31,378	85.97
SF Support 2/3	18,680	51.18
Designated Special Duty		
Tier A	-	295.64
Tier B	-	202.28
Tier C	-	109.16
Sustainability		
Qual SF Operator Posted to SF Instr	8,465	-
Qual SF Operator Posted Outside SF Regt	22,912	-
Disablement Tech Outside SOCOMD	10,215	-

Submarine Escape Disability	\$ pa	\$/day
Rate	-	51.18
Open water ascent <90m	-	233.41
Open water ascent >90m	-	435.69

Field	\$/day
Tier 1	109.16
Tier 2	62.77

Training Sustainment Allowance	\$ pa
Training Sustainment Allowance	10,215

Diving	\$/rate
Instructor (pa)	18,680
Qualified Diver (per day)	77.70
Trainee / RCC (per day)	39.58

Recruit Instructor	\$ pa
Sustainability	8,462
Disability allowance	10,218

Adventurous Training Leader	\$/day
Leader (per day)	62.77

Flying Disability	\$/rate
Annual	10,215
Daily	27.99

Unpredictable Explosives	\$ pa	\$/occur
Low Risk Search	10,215	27.99
High Risk Search	-	97.56
Render Safe	18,680	51.18
Render Safe (non continuous)	10,215	-

Separation	\$ pa
MWD(U)	3,229

Language Proficiency	\$ pa
Lower	
Group 1	1,314
Group 2	1,972
Group 3	2,628
Intermediate	
Group 1	2,628
Group 2	3,942
Group 3	5,258
Higher	
Group 1	3,942
Group 2	6,572
Group 3	9,187
Advance	
Group 1	5,258
Group 2	9,187
Group 3	13,129

Officer Aviation Remuneration Structure Allowance	annual
OARS Capability Payment	\$25,000
Navy Retention Incentive Payment	annual
Navy Retention Incentive Payment	\$20,000
Submariner Capability Assurance Payment	annual
under 3 years	\$15,000
3-6 years	\$25,000
6-9 years	\$40,000
9+ years	\$50,000

The Defence Force Remuneration Tribunal approved the following changes:
 - Workplace Remuneration Arrangement 4% increase to salary and salary related allowances from 09 Nov 23.

The tables show allowances for ADF members inclusive of the WRA increase.