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OIA-2022-4516

13 October 2022

Sarah Shaw

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Dear Sarah Shaw

I refer to your request of 14 September 2022 seeking, under the Official Information Act 1982 (OIA), *all documents outlining the requested funding for the NZDF in 2022 that related to remuneration of staff...I also request any assessments held that relate to comparison of NZDF remuneration and that of the wider labour market or the rest of the public sector for the year 2021 or 2022...I request any other relevant documentation that informed the requested funding for remuneration in 2022.*

The Vote: Defence Force Budget appropriation allocates funding for the New Zealand Defence Force (NZDF) for capital expenditure, projects to purchase and regenerate capabilities, and to maintain the delivery of military outputs. The NZDF determines its own budget for personnel expenditure based on funding received in each year's appropriation, as a result there are no documents requesting funding in 2022 related to remuneration. Information regarding the recommendations for Vote: Defence Force are available on the Treasury website¹.

Enclosed is a copy of the 2021 and 2022 market assessment for the NZDF. Civilian pay grades cover the regular grades from 00 to 24, Senior Management grades, IT grades and Premium grades. Premium grades are used when it has not been possible to recruit at the regular grade and a business case has been agreed to recruit at the appropriate Premium grade. Military pay grades are at different sector placements (A-D) and tier (the subsequent number). The military ranks are listed as rank equivalent (E) based on the New Zealand Army rank structure for consistency.

For your reference the New Zealand Army military ranks are: Private (PTE); Lance Corporal (LCPL); Corporal (CPL); Sergeant (SGT); Staff Sergeant (SSGT); Warrant Officer 2nd Class (WO2); Warrant Officer 1st Class (WO1); Officer Cadet (OCDT); Second Lieutenant (2LT); Lieutenant (LT); Captain (CAPT); Major (MAJ); Lieutenant Colonel (LTCOL); Colonel (COL); Brigadier (BRIG).

You have the right, under section 28(3) of the OIA, to ask an Ombudsman to review this response to your request. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

¹ <https://www.treasury.govt.nz/publications/information-release/defence-portfolio-budget-2022-information-release>

Please note that responses to official information requests are proactively released where possible. This response to your request will be published shortly on the NZDF website.

Yours sincerely



AJ WOODS

Air Commodore

Chief of Staff HQNZDF

Enclosure:

1. 2021 market assessment
2. 2022 market assessment

2021

Pay Scale Area	Pay Scale Group	Pay Scale Level (Midpoint)	Pay Scale	2020 Base Salary	2021 Market Benchmark	2021 Market Gap	Market Alignment
35	GRADE00	07	Civilian	48,389	48,565	-0.36%	Strategic Pay_Public Sector: Base Salary
35	GRADE09	07	Civilian	51,077	52,349	-2.49%	Strategic Pay_Public Sector: Base Salary
35	GRADE10	07	Civilian	53,492	56,461	-5.55%	Strategic Pay_Public Sector: Base Salary
35	GRADE11	07	Civilian	57,098	60,738	-6.38%	Strategic Pay_Public Sector: Base Salary
35	GRADE12	07	Civilian	60,984	65,631	-7.62%	Strategic Pay_Public Sector: Base Salary
35	GRADE13	07	Civilian	65,592	70,556	-7.57%	Strategic Pay_Public Sector: Base Salary
35	GRADE14	07	Civilian	71,122	76,467	-7.52%	Strategic Pay_Public Sector: Base Salary
35	GRADE15	07	Civilian	76,524	82,174	-7.38%	Strategic Pay_Public Sector: Base Salary
35	GRADE16	07	Civilian	83,305	89,125	-6.99%	Strategic Pay_Public Sector: Base Salary
35	GRADE17	07	Civilian	90,524	96,524	-6.63%	Strategic Pay_Public Sector: Base Salary
35	GRADE18	07	Civilian	97,634	103,814	-6.33%	Strategic Pay_Public Sector: Base Salary
35	GRADE19	07	Civilian	106,047	112,477	-6.06%	Strategic Pay_Public Sector: Base Salary
35	GRADE20	07	Civilian	113,251	121,929	-7.66%	Strategic Pay_Public Sector: Base Salary
35	GRADE21	07	Civilian	122,983	132,688	-7.89%	Strategic Pay_Public Sector: Base Salary
35	GRADE22	07	Civilian	134,547	144,604	-7.47%	Strategic Pay_Public Sector: Base Salary
35	GRADE23	07	Civilian	147,217	157,655	-7.09%	Strategic Pay_Public Sector: Base Salary
35	GRADE24	07	Civilian	160,707	171,557	-6.75%	Strategic Pay_Public Sector: Base Salary
35	SMGRAD01	07	Civilian	165,782	184,563	-11.33%	Hay_Public Sector:Base Salary
35	SMGRAD02	07	Civilian	191,145	215,112	-12.54%	Hay_Public Sector:Base Salary
35	SMGRAD03	07	Civilian	217,585	252,427	-16.01%	Hay_Public Sector:Base Salary
35	SMGRAD04	07	Civilian	253,973	287,582	-13.23%	Hay_Public Sector:Base Salary
35	SMGRAD05	07	Civilian	300,390	333,425	-11.00%	Hay_Public Sector:Base Salary
35	SMGRAD06	07	Civilian	331,626	368,011	-10.97%	Hay_Public Sector:Base Salary
35	SMGRAD07	07	Civilian	411,997	406,301	1.38%	Hay_Public Sector:Base Salary
45	ITA17PS	07	Civilian	105,645	115,000	-8.86%	Hay_Public Sector_(IT)family_ITA reference level:Base Salary
45	ITC16AO	07	Civilian	93,767	100,000	-6.65%	Hay_All Industries_(IT)family_ITC reference level:Base Salary
45	ITC17PS	07	Civilian	98,386	111,325	-13.15%	Hay_Public Sector_(IT)family_ITA reference level:Base Salary
45	ITD16AO	07	Civilian	92,079	96,455	-4.75%	Hay_All Industries_(IT)family_ITD reference level:Base Salary
75	CVPRM09	07	Civilian	54,201	56,000	-3.32%	Strategic Pay_Private Sector: Base Salary
75	CVPRM10	07	Civilian	58,685	60,332	-2.81%	Strategic Pay_Private Sector: Base Salary
75	CVPRM11	07	Civilian	63,340	64,837	-2.36%	Strategic Pay_Private Sector: Base Salary
75	CVPRM12	07	Civilian	68,970	70,585	-2.34%	Strategic Pay_Private Sector: Base Salary
75	CVPRM13	07	Civilian	74,642	76,393	-2.35%	Strategic Pay_Private Sector: Base Salary
75	CVPRM14	07	Civilian	81,450	83,362	-2.35%	Strategic Pay_Private Sector: Base Salary
75	CVPRM15	07	Civilian	88,004	90,134	-2.42%	Strategic Pay_Private Sector: Base Salary
75	CVPRM16	07	Civilian	95,919	98,523	-2.71%	Strategic Pay_Private Sector: Base Salary

2021

Pay Scale Area	Pay Scale Group	Pay Scale Level (Midpoint)	Pay Scale	2020 Base Salary	2021 Market Benchmark	2021 Market Gap	Market Alignment
75	CVPRM17	07	Civilian	104,340	107,453	-2.98%	Strategic Pay_Private Sector: Base Salary
75	CVPRM18	07	Civilian	112,593	116,160	-3.17%	Strategic Pay_Private Sector: Base Salary
75	CVPRM19	07	Civilian	122,040	125,621	-2.93%	Strategic Pay_Private Sector: Base Salary
75	CVPRM20	07	Civilian	132,334	135,942	-2.73%	Strategic Pay_Private Sector: Base Salary
75	CVPRM21	07	Civilian	144,137	147,928	-2.63%	Strategic Pay_Private Sector: Base Salary
75	CVPRM22	07	Civilian	157,393	161,782	-2.79%	Strategic Pay_Private Sector: Base Salary
75	CVPRM23	07	Civilian	171,909	176,955	-2.94%	Strategic Pay_Private Sector: Base Salary
75	CVPRM24	07	Civilian	187,373	193,118	-3.07%	Strategic Pay_Private Sector: Base Salary
A1	2LT(E)	07	Military	48,213	52,349	-8.58%	Strategic Pay_Public Sector: Base Salary
A1	BRIG(E)	07	Military	232,473	270,005	-16.14%	Hay_Public Sector:Base Salary
A1	CAPT(E)	07	Military	77,575	82,174	-5.93%	Strategic Pay_Public Sector: Base Salary
A1	COL(E)	07	Military	177,593	199,838	-12.53%	Hay_Public Sector:Base Salary
A1	CPL(E)	07	Military	49,167	52,349	-6.47%	Strategic Pay_Public Sector: Base Salary
A1	LCPL(E)	07	Military	43,476	44,946	-3.38%	Strategic Pay_Public Sector: Base Salary
A1	LT(E)	07	Military	60,806	65,631	-7.94%	Strategic Pay_Public Sector: Base Salary
A1	LTCOL(E)	07	Military	113,871	121,929	-7.08%	Strategic Pay_Public Sector: Base Salary
A1	MAJ(E)	07	Military	90,750	96,524	-6.36%	Strategic Pay_Public Sector: Base Salary
A1	OCDT(E)	07	Military	41,100	41,827	-1.77%	Strategic Pay_Public Sector: Base Salary
A1	PTE(E)	07	Military	39,119	41,827	-6.92%	Strategic Pay_Public Sector: Base Salary
A1	SGT(E)	07	Military	56,136	60,738	-8.20%	Strategic Pay_Public Sector: Base Salary
A1	SSGT(E)	07	Military	65,582	70,556	-7.58%	Strategic Pay_Public Sector: Base Salary
A1	WO2/1(E)	07	Military	76,807	82,174	-6.99%	Strategic Pay_Public Sector: Base Salary
A2	2LT(E)	07	Military	52,121	56,461	-8.33%	Strategic Pay_Public Sector: Base Salary
A2	CAPT(E)	07	Military	84,363	89,125	-5.65%	Strategic Pay_Public Sector: Base Salary
A2	CPL(E)	07	Military	52,637	56,461	-7.27%	Strategic Pay_Public Sector: Base Salary
A2	LCPL(E)	07	Military	45,670	48,565	-6.34%	Strategic Pay_Public Sector: Base Salary
A2	LT(E)	07	Military	66,238	70,556	-6.52%	Strategic Pay_Public Sector: Base Salary
A2	LTCOL(E)	07	Military	123,894	132,688	-7.10%	Strategic Pay_Public Sector: Base Salary
A2	MAJ(E)	07	Military	98,848	103,814	-5.02%	Strategic Pay_Public Sector: Base Salary
A2	OCDT(E)	07	Military	39,119	41,827	-6.92%	Strategic Pay_Public Sector: Base Salary
A2	PTE(E)	07	Military	41,000	44,946	-9.62%	Strategic Pay_Public Sector: Base Salary
A2	SGT(E)	07	Military	60,864	65,631	-7.83%	Strategic Pay_Public Sector: Base Salary
A2	SSGT(E)	07	Military	71,321	76,467	-7.22%	Strategic Pay_Public Sector: Base Salary
A2	WO2/1(E)	07	Military	83,528	89,125	-6.70%	Strategic Pay_Public Sector: Base Salary
A3	2LT(E)	07	Military	57,227	60,738	-6.14%	Strategic Pay_Public Sector: Base Salary
A3	CAPT(E)	07	Military	91,658	96,524	-5.31%	Strategic Pay_Public Sector: Base Salary

2021

Pay Scale Area	Pay Scale Group	Pay Scale Level (Midpoint)	Pay Scale	2020 Base Salary	2021 Market Benchmark	2021 Market Gap	Market Alignment
A3	CPL(E)	07	Military	57,227	60,738	-6.14%	Strategic Pay_Public Sector: Base Salary
A3	LCPL(E)	07	Military	50,104	52,349	-4.48%	Strategic Pay_Public Sector: Base Salary
A3	LT(E)	07	Military	72,035	76,467	-6.15%	Strategic Pay_Public Sector: Base Salary
A3	LTCOL(E)	07	Military	135,101	144,604	-7.03%	Strategic Pay_Public Sector: Base Salary
A3	MAJ(E)	07	Military	107,667	112,477	-4.47%	Strategic Pay_Public Sector: Base Salary
A3	SGT(E)	07	Military	66,238	70,556	-6.52%	Strategic Pay_Public Sector: Base Salary
A3	SSGT(E)	07	Military	77,560	82,174	-5.95%	Strategic Pay_Public Sector: Base Salary
A3	WO2/1(E)	07	Military	90,750	96,524	-6.36%	Strategic Pay_Public Sector: Base Salary
A4	WO2/1(E)	07	Military	104,727	112,477	-7.40%	Strategic Pay_Public Sector: Base Salary
A5	WO2/1(E)	07	Military	107,642	112,477	-4.49%	Strategic Pay_Public Sector: Base Salary
A6	WO2/1(E)	07	Military	177,593	199,838	-12.53%	Strategic Pay_Public Sector: Base Salary
B1	2LT(E)	07	Military	49,703	53,175	-6.99%	Strategic Pay_General Market: Base Salary
B1	CAPT(E)	07	Military	79,552	83,811	-5.35%	Strategic Pay_General Market: Base Salary
B1	CPL(E)	07	Military	50,687	53,175	-4.91%	Strategic Pay_General Market: Base Salary
B1	LCPL(E)	07	Military	44,408	45,937	-3.44%	Strategic Pay_General Market: Base Salary
B1	LT(E)	07	Military	62,957	66,482	-5.60%	Strategic Pay_General Market: Base Salary
B1	LTCOL(E)	07	Military	118,058	124,431	-5.40%	Strategic Pay_General Market: Base Salary
B1	MAJ(E)	07	Military	93,145	99,094	-6.39%	Strategic Pay_General Market: Base Salary
B1	SGT(E)	07	Military	57,253	61,378	-7.21%	Strategic Pay_General Market: Base Salary
B1	SSGT(E)	07	Military	67,484	71,633	-6.15%	Strategic Pay_General Market: Base Salary
B1	WO2/1(E)	07	Military	78,763	83,811	-6.41%	Strategic Pay_General Market: Base Salary
B2	2LT(E)	07	Military	53,819	57,196	-6.27%	Strategic Pay_General Market: Base Salary
B2	CAPT(E)	07	Military	86,586	91,215	-5.35%	Strategic Pay_General Market: Base Salary
B2	CPL(E)	07	Military	54,353	57,196	-5.23%	Strategic Pay_General Market: Base Salary
B2	LCPL(E)	07	Military	47,062	49,476	-5.13%	Strategic Pay_General Market: Base Salary
B2	LT(E)	07	Military	68,145	71,633	-5.12%	Strategic Pay_General Market: Base Salary
B2	LTCOL(E)	07	Military	128,958	135,266	-4.89%	Strategic Pay_General Market: Base Salary
B2	MAJ(E)	07	Military	100,453	106,786	-6.30%	Strategic Pay_General Market: Base Salary
B2	SGT(E)	07	Military	62,346	66,482	-6.63%	Strategic Pay_General Market: Base Salary
B2	SSGT(E)	07	Military	73,647	77,814	-5.66%	Strategic Pay_General Market: Base Salary
B2	WO2/1(E)	07	Military	85,729	91,215	-6.40%	Strategic Pay_General Market: Base Salary
B3	2LT(E)	07	Military	58,102	61,378	-5.64%	Strategic Pay_General Market: Base Salary
B3	CAPT(E)	07	Military	94,076	99,094	-5.33%	Strategic Pay_General Market: Base Salary
B3	CPL(E)	07	Military	58,102	61,378	-5.64%	Strategic Pay_General Market: Base Salary
B3	LCPL(E)	07	Military	50,945	53,175	-4.38%	Strategic Pay_General Market: Base Salary
B3	LT(E)	07	Military	74,368	77,814	-4.63%	Strategic Pay_General Market: Base Salary

2021

Pay Scale Area	Pay Scale Group	Pay Scale Level (Midpoint)	Pay Scale	2020 Base Salary	2021 Market Benchmark	2021 Market Gap	Market Alignment
B3	LTCOL(E)	07	Military	141,438	148,126	-4.73%	Strategic Pay_General Market: Base Salary
B3	MAJ(E)	07	Military	108,944	115,225	-5.77%	Strategic Pay_General Market: Base Salary
B3	SGT(E)	07	Military	67,484	71,633	-6.15%	Strategic Pay_General Market: Base Salary
B3	SSGT(E)	07	Military	79,552	83,811	-5.35%	Strategic Pay_General Market: Base Salary
B3	WO2/1(E)	07	Military	93,145	99,094	-6.39%	Strategic Pay_General Market: Base Salary
C1	2LT(E)	07	Military	50,584	54,880	-8.49%	Strategic Pay_Private Sector: Base Salary
C1	CAPT(E)	07	Military	84,396	88,331	-4.66%	Strategic Pay_Private Sector: Base Salary
C1	CPL(E)	07	Military	51,585	54,880	-6.39%	Strategic Pay_Private Sector: Base Salary
C1	LCPL(E)	07	Military	45,098	47,239	-4.75%	Strategic Pay_Private Sector: Base Salary
C1	LT(E)	07	Military	65,655	69,173	-5.36%	Strategic Pay_Private Sector: Base Salary
C1	LTCOL(E)	07	Military	128,208	133,223	-3.91%	Strategic Pay_Private Sector: Base Salary
C1	MAJ(E)	07	Military	99,502	105,304	-5.83%	Strategic Pay_Private Sector: Base Salary
C1	SGT(E)	07	Military	59,049	63,540	-7.61%	Strategic Pay_Private Sector: Base Salary
C1	SSGT(E)	07	Military	70,342	74,865	-6.43%	Strategic Pay_Private Sector: Base Salary
C1	WO2/1(E)	07	Military	82,734	88,331	-6.77%	Strategic Pay_Private Sector: Base Salary
C2	2LT(E)	07	Military	55,163	59,125	-7.18%	Strategic Pay_Private Sector: Base Salary
C2	CAPT(E)	07	Military	92,684	96,553	-4.17%	Strategic Pay_Private Sector: Base Salary
C2	CPL(E)	07	Military	55,710	59,125	-6.13%	Strategic Pay_Private Sector: Base Salary
C2	LCPL(E)	07	Military	48,463	50,975	-5.18%	Strategic Pay_Private Sector: Base Salary
C2	LT(E)	07	Military	71,740	74,865	-4.36%	Strategic Pay_Private Sector: Base Salary
C2	LTCOL(E)	07	Military	140,307	144,969	-3.32%	Strategic Pay_Private Sector: Base Salary
C2	MAJ(E)	07	Military	107,980	113,837	-5.42%	Strategic Pay_Private Sector: Base Salary
C2	SGT(E)	07	Military	65,018	69,173	-6.39%	Strategic Pay_Private Sector: Base Salary
C2	SSGT(E)	07	Military	77,503	81,695	-5.41%	Strategic Pay_Private Sector: Base Salary
C2	WO2/1(E)	07	Military	90,857	96,553	-6.27%	Strategic Pay_Private Sector: Base Salary
C3	2LT(E)	07	Military	59,925	63,540	-6.03%	Strategic Pay_Private Sector: Base Salary
C3	CAPT(E)	07	Military	101,502	105,304	-3.75%	Strategic Pay_Private Sector: Base Salary
C3	CPL(E)	07	Military	59,925	63,540	-6.03%	Strategic Pay_Private Sector: Base Salary
C3	LCPL(E)	07	Military	52,863	54,880	-3.81%	Strategic Pay_Private Sector: Base Salary
C3	LT(E)	07	Military	79,046	81,695	-3.35%	Strategic Pay_Private Sector: Base Salary
C3	LTCOL(E)	07	Military	153,913	158,546	-3.01%	Strategic Pay_Private Sector: Base Salary
C3	MAJ(E)	07	Military	117,654	123,109	-4.64%	Strategic Pay_Private Sector: Base Salary
C3	SGT(E)	07	Military	71,045	74,865	-5.38%	Strategic Pay_Private Sector: Base Salary
C3	SSGT(E)	07	Military	84,388	88,331	-4.67%	Strategic Pay_Private Sector: Base Salary
C3	WO2/1(E)	07	Military	99,502	105,304	-5.83%	Strategic Pay_Private Sector: Base Salary
D1	2LT(E)	07	Military	55,746	60,332	-8.23%	Strategic Pay_Private Sector: Base Salary

2021

Pay Scale Area	Pay Scale Group	Pay Scale Level (Midpoint)	Pay Scale	2020 Base Salary	2021 Market Benchmark	2021 Market Gap	Market Alignment
D1	CAPT(E)	07	Military	85,436	90,134	-5.50%	Strategic Pay_Private Sector: Base Salary
D1	COL(E)	07	Military	181,584	199,838	-10.05%	Strategic Pay_Private Sector: Base Salary
D1	CPL(E)	07	Military	60,968	64,837	-6.35%	Strategic Pay_Private Sector: Base Salary
D1	LCPL(E)	07	Military	51,786	56,000	-8.14%	Strategic Pay_Private Sector: Base Salary
D1	LT(E)	07	Military	65,818	70,585	-7.24%	Strategic Pay_Private Sector: Base Salary
D1	LTCOL(E)	07	Military	121,711	125,621	-3.21%	Strategic Pay_Private Sector: Base Salary
D1	MAJ(E)	07	Military	102,519	107,453	-4.81%	Strategic Pay_Private Sector: Base Salary
D1	PTE(E)	07	Military	45,846	48,203	-5.14%	Strategic Pay_Private Sector: Base Salary
D1	SGT(E)	07	Military	66,469	70,585	-6.19%	Strategic Pay_Private Sector: Base Salary
D1	SSGT(E)	07	Military	72,643	76,393	-5.16%	Strategic Pay_Private Sector: Base Salary
D1	WO2/1(E)	07	Military	85,436	90,134	-5.50%	Strategic Pay_Private Sector: Base Salary
D2	2LT(E)	07	Military	60,371	64,837	-7.40%	Strategic Pay_Private Sector: Base Salary
D2	CAPT(E)	07	Military	93,711	98,523	-5.14%	Strategic Pay_Private Sector: Base Salary
D2	CPL(E)	07	Military	66,476	70,585	-6.18%	Strategic Pay_Private Sector: Base Salary
D2	LCPL(E)	07	Military	55,735	60,332	-8.25%	Strategic Pay_Private Sector: Base Salary
D2	LT(E)	07	Military	71,931	76,393	-6.20%	Strategic Pay_Private Sector: Base Salary
D2	LTCOL(E)	07	Military	133,162	135,942	-2.09%	Strategic Pay_Private Sector: Base Salary
D2	MAJ(E)	07	Military	111,213	116,160	-4.45%	Strategic Pay_Private Sector: Base Salary
D2	PTE(E)	07	Military	48,116	52,015	-8.10%	Strategic Pay_Private Sector: Base Salary
D2	SGT(E)	07	Military	71,931	76,393	-6.20%	Strategic Pay_Private Sector: Base Salary
D2	SSGT(E)	07	Military	79,267	83,362	-5.17%	Strategic Pay_Private Sector: Base Salary
D2	WO2/1(E)	07	Military	93,711	98,523	-5.14%	Strategic Pay_Private Sector: Base Salary
D3	2LT(E)	07	Military	66,476	70,585	-6.18%	Strategic Pay_Private Sector: Base Salary
D3	CAPT(E)	07	Military	102,519	107,453	-4.81%	Strategic Pay_Private Sector: Base Salary
D3	CPL(E)	07	Military	73,370	76,393	-4.12%	Strategic Pay_Private Sector: Base Salary
D3	LCPL(E)	07	Military	67,135	70,585	-5.14%	Strategic Pay_Private Sector: Base Salary
D3	LT(E)	07	Military	86,289	90,134	-4.46%	Strategic Pay_Private Sector: Base Salary
D3	LTCOL(E)	07	Military	146,127	147,928	-1.23%	Strategic Pay_Private Sector: Base Salary
D3	MAJ(E)	07	Military	121,711	125,621	-3.21%	Strategic Pay_Private Sector: Base Salary
D3	PTE(E)	07	Military	61,571	64,837	-5.30%	Strategic Pay_Private Sector: Base Salary
D3	SGT(E)	07	Military	80,053	83,362	-4.13%	Strategic Pay_Private Sector: Base Salary
D3	SSGT(E)	07	Military	87,144	90,134	-3.43%	Strategic Pay_Private Sector: Base Salary
D3	WO2/1(E)	07	Military	102,519	107,453	-4.81%	Strategic Pay_Private Sector: Base Salary

2022

Pay Scale Area	Pay Scale Group	Pay Scale Level (Midpoint)	Pay Scale	2021 Base Salary	2022 Market Benchmark	2022 Market Gap	Market Alignment
36	GRADE00	07	Civilian	48,557	50,377	-3.75%	Strategic Pay_Public Sector: Base Salary
36	GRADE09	07	Civilian	51,486	54,392	-5.65%	Strategic Pay_Public Sector: Base Salary
36	GRADE10	07	Civilian	55,492	58,757	-5.88%	Strategic Pay_Public Sector: Base Salary
36	GRADE11	07	Civilian	59,098	63,296	-7.10%	Strategic Pay_Public Sector: Base Salary
36	GRADE12	07	Civilian	62,984	68,154	-8.21%	Strategic Pay_Public Sector: Base Salary
36	GRADE13	07	Civilian	67,592	73,032	-8.05%	Strategic Pay_Public Sector: Base Salary
36	GRADE14	07	Civilian	72,622	78,885	-8.62%	Strategic Pay_Public Sector: Base Salary
36	GRADE15	07	Civilian	78,063	84,536	-8.29%	Strategic Pay_Public Sector: Base Salary
36	GRADE16	07	Civilian	84,979	91,414	-7.57%	Strategic Pay_Public Sector: Base Salary
36	GRADE17	07	Civilian	92,343	98,736	-6.92%	Strategic Pay_Public Sector: Base Salary
36	GRADE18	07	Civilian	99,596	105,919	-6.35%	Strategic Pay_Public Sector: Base Salary
36	GRADE19	07	Civilian	106,047	114,145	-7.64%	Strategic Pay_Public Sector: Base Salary
36	GRADE20	07	Civilian	113,251	123,119	-8.71%	Strategic Pay_Public Sector: Base Salary
36	GRADE21	07	Civilian	122,983	133,666	-8.69%	Strategic Pay_Public Sector: Base Salary
36	GRADE22	07	Civilian	134,547	146,138	-8.61%	Strategic Pay_Public Sector: Base Salary
36	GRADE23	07	Civilian	147,217	159,798	-8.55%	Strategic Pay_Public Sector: Base Salary
36	GRADE24	07	Civilian	160,707	174,349	-8.49%	Strategic Pay_Public Sector: Base Salary
36	SMGRAD01	07	Civilian	165,782	185,000	-11.59%	Hay_Public Sector:Base Salary
36	SMGRAD02	07	Civilian	191,145	215,567	-12.78%	Hay_Public Sector:Base Salary
36	SMGRAD03	07	Civilian	217,585	251,914	-15.78%	Hay_Public Sector:Base Salary
36	SMGRAD04	07	Civilian	253,973	288,602	-13.63%	Hay_Public Sector:Base Salary
36	SMGRAD05	07	Civilian	300,390	339,419	-12.99%	Hay_Public Sector:Base Salary
36	SMGRAD06	07	Civilian	331,626	366,587	-10.54%	Hay_Public Sector:Base Salary
36	SMGRAD07	07	Civilian	411,997	441,176	-7.08%	Hay_Public Sector:Base Salary
46	ITA17PS	07	Civilian	105,645	117,000	-10.75%	Hay_Public Sector_(IT)family_ITA reference level:Base Salary
46	ITC16AO	07	Civilian	95,652	101,994	-6.63%	Hay_All Industries_(IT)family_ITC reference level:Base Salary
46	ITC17PS	07	Civilian	100,363	110,088	-9.69%	Hay_Public Sector_(IT)family_ITA reference level:Base Salary
46	ITD16AO	07	Civilian	93,930	101,495	-8.05%	Hay_All Industries_(IT)family_ITD reference level:Base Salary
76	CVPRM09	07	Civilian	55,551	58,215	-4.80%	Strategic Pay_Private Sector: Base Salary
76	CVPRM10	07	Civilian	60,099	62,419	-3.86%	Strategic Pay_Private Sector: Base Salary
76	CVPRM11	07	Civilian	64,828	66,792	-3.03%	Strategic Pay_Private Sector: Base Salary
76	CVPRM12	07	Civilian	70,583	72,799	-3.14%	Strategic Pay_Private Sector: Base Salary
76	CVPRM13	07	Civilian	76,388	78,882	-3.26%	Strategic Pay_Private Sector: Base Salary
76	CVPRM14	07	Civilian	83,354	86,181	-3.39%	Strategic Pay_Private Sector: Base Salary
76	CVPRM15	07	Civilian	90,094	93,129	-3.37%	Strategic Pay_Private Sector: Base Salary

2022

76	CVPRM16	07	Civilian	95,919	101,273	-5.58%	Strategic Pay_Private Sector: Base Salary
76	CVPRM17	07	Civilian	107,137	109,942	-2.62%	Strategic Pay_Private Sector: Base Salary
76	CVPRM18	07	Civilian	112,593	118,394	-5.15%	Strategic Pay_Private Sector: Base Salary
76	CVPRM19	07	Civilian	122,040	127,564	-4.53%	Strategic Pay_Private Sector: Base Salary
76	CVPRM20	07	Civilian	132,334	137,569	-3.96%	Strategic Pay_Private Sector: Base Salary
76	CVPRM21	07	Civilian	144,137	149,399	-3.65%	Strategic Pay_Private Sector: Base Salary
76	CVPRM22	07	Civilian	157,393	163,570	-3.92%	Strategic Pay_Private Sector: Base Salary
76	CVPRM23	07	Civilian	176,355	179,090	-1.55%	Strategic Pay_Private Sector: Base Salary
76	CVPRM24	07	Civilian	187,373	195,623	-4.40%	Strategic Pay_Private Sector: Base Salary
A1	2LT(E)	07	Military	48,695	54,392	-11.70%	Strategic Pay_Public Sector: Base Salary
A1	BRIG(E)	07	Military	232,473	270,258	-16.25%	Hay_Public Sector:Base Salary
A1	CAPT(E)	07	Military	77,575	84,536	-8.97%	Strategic Pay_Public Sector: Base Salary
A1	COL(E)	07	Military	177,593	200,284	-12.78%	Hay_Public Sector:Base Salary
A1	CPL(E)	07	Military	49,660	54,392	-9.53%	Strategic Pay_Public Sector: Base Salary
A1	LCPL(E)	07	Military	44,096	46,536	-5.53%	Strategic Pay_Public Sector: Base Salary
A1	LT(E)	07	Military	61,414	68,154	-10.97%	Strategic Pay_Public Sector: Base Salary
A1	LTCOL(E)	07	Military	113,871	123,119	-8.12%	Strategic Pay_Public Sector: Base Salary
A1	MAJ(E)	07	Military	90,750	98,736	-8.80%	Strategic Pay_Public Sector: Base Salary
A1	OCDT(E)	07	Military	41,511	44,158	-6.38%	Strategic Pay_Public Sector: Base Salary
A1	PTE(E)	07	Military	39,511	44,158	-11.76%	Strategic Pay_Public Sector: Base Salary
A1	SGT(E)	07	Military	56,136	63,296	-12.76%	Strategic Pay_Public Sector: Base Salary
A1	SSGT(E)	07	Military	65,582	73,032	-11.36%	Strategic Pay_Public Sector: Base Salary
A1	WO2/1(E)	07	Military	76,807	84,536	-10.06%	Strategic Pay_Public Sector: Base Salary
A2	2LT(E)	07	Military	52,642	58,757	-11.62%	Strategic Pay_Public Sector: Base Salary
A2	CAPT(E)	07	Military	84,363	91,414	-8.36%	Strategic Pay_Public Sector: Base Salary
A2	CPL(E)	07	Military	53,163	58,757	-10.52%	Strategic Pay_Public Sector: Base Salary
A2	LCPL(E)	07	Military	46,128	50,377	-9.21%	Strategic Pay_Public Sector: Base Salary
A2	LT(E)	07	Military	66,900	73,032	-9.17%	Strategic Pay_Public Sector: Base Salary
A2	LTCOL(E)	07	Military	123,894	133,666	-7.89%	Strategic Pay_Public Sector: Base Salary
A2	MAJ(E)	07	Military	98,848	105,919	-7.15%	Strategic Pay_Public Sector: Base Salary
A2	OCDT(E)	07	Military	39,511	44,158	-11.76%	Strategic Pay_Public Sector: Base Salary
A2	PTE(E)	07	Military	41,411	46,536	-12.38%	Strategic Pay_Public Sector: Base Salary
A2	SGT(E)	07	Military	60,864	68,154	-11.98%	Strategic Pay_Public Sector: Base Salary
A2	SSGT(E)	07	Military	71,321	78,885	-10.61%	Strategic Pay_Public Sector: Base Salary
A2	WO2/1(E)	07	Military	83,528	91,414	-9.44%	Strategic Pay_Public Sector: Base Salary
A3	2LT(E)	07	Military	57,799	63,296	-9.51%	Strategic Pay_Public Sector: Base Salary
A3	CAPT(E)	07	Military	91,658	98,736	-7.72%	Strategic Pay_Public Sector: Base Salary
A3	CPL(E)	07	Military	57,799	63,296	-9.51%	Strategic Pay_Public Sector: Base Salary

2022

A3	LCPL(E)	07	Military	50,606	54,392	-7.48%	Strategic Pay_Public Sector: Base Salary
A3	LT(E)	07	Military	72,755	78,885	-8.43%	Strategic Pay_Public Sector: Base Salary
A3	LTCOL(E)	07	Military	135,101	146,138	-8.17%	Strategic Pay_Public Sector: Base Salary
A3	MAJ(E)	07	Military	107,667	114,145	-6.02%	Strategic Pay_Public Sector: Base Salary
A3	SGT(E)	07	Military	66,238	73,032	-10.26%	Strategic Pay_Public Sector: Base Salary
A3	SSGT(E)	07	Military	77,560	84,536	-8.99%	Strategic Pay_Public Sector: Base Salary
A3	WO2/1(E)	07	Military	90,750	98,736	-8.80%	Strategic Pay_Public Sector: Base Salary
A4	WO2/1(E)	07	Military	107,642	119,852	-11.34%	Strategic Pay_Public Sector: Base Salary
A5	WO2/1(E)	07	Military	135,101	146,138	-8.17%	Strategic Pay_Public Sector: Base Salary
A6	WO2/1(E)	07	Military	177,593	200,284	-12.78%	Strategic Pay_Public Sector: Base Salary
B1	2LT(E)	07	Military	50,200	55,514	-10.59%	Strategic Pay_General Market: Base Salary
B1	CAPT(E)	07	Military	79,552	85,731	-7.77%	Strategic Pay_General Market: Base Salary
B1	CPL(E)	07	Military	51,194	55,514	-8.44%	Strategic Pay_General Market: Base Salary
B1	LCPL(E)	07	Military	44,852	48,551	-8.25%	Strategic Pay_General Market: Base Salary
B1	LT(E)	07	Military	63,588	68,482	-7.70%	Strategic Pay_General Market: Base Salary
B1	LTCOL(E)	07	Military	118,058	126,681	-7.30%	Strategic Pay_General Market: Base Salary
B1	MAJ(E)	07	Military	93,145	100,932	-8.36%	Strategic Pay_General Market: Base Salary
B1	SGT(E)	07	Military	57,253	63,407	-10.75%	Strategic Pay_General Market: Base Salary
B1	SSGT(E)	07	Military	67,484	73,609	-9.08%	Strategic Pay_General Market: Base Salary
B1	WO2/1(E)	07	Military	78,763	85,731	-8.85%	Strategic Pay_General Market: Base Salary
B2	2LT(E)	07	Military	54,358	59,383	-9.24%	Strategic Pay_General Market: Base Salary
B2	CAPT(E)	07	Military	86,586	93,094	-7.52%	Strategic Pay_General Market: Base Salary
B2	CPL(E)	07	Military	54,897	59,383	-8.17%	Strategic Pay_General Market: Base Salary
B2	LCPL(E)	07	Military	47,533	51,955	-9.30%	Strategic Pay_General Market: Base Salary
B2	LT(E)	07	Military	68,827	73,609	-6.95%	Strategic Pay_General Market: Base Salary
B2	LTCOL(E)	07	Military	128,958	137,765	-6.83%	Strategic Pay_General Market: Base Salary
B2	MAJ(E)	07	Military	100,453	108,607	-8.12%	Strategic Pay_General Market: Base Salary
B2	SGT(E)	07	Military	62,346	68,482	-9.84%	Strategic Pay_General Market: Base Salary
B2	SSGT(E)	07	Military	73,647	79,761	-8.30%	Strategic Pay_General Market: Base Salary
B2	WO2/1(E)	07	Military	85,729	93,094	-8.59%	Strategic Pay_General Market: Base Salary
B3	2LT(E)	07	Military	58,684	63,407	-8.05%	Strategic Pay_General Market: Base Salary
B3	CAPT(E)	07	Military	94,076	100,932	-7.29%	Strategic Pay_General Market: Base Salary
B3	CPL(E)	07	Military	58,684	63,407	-8.05%	Strategic Pay_General Market: Base Salary
B3	LCPL(E)	07	Military	51,455	55,514	-7.89%	Strategic Pay_General Market: Base Salary
B3	LT(E)	07	Military	75,113	79,761	-6.19%	Strategic Pay_General Market: Base Salary
B3	LTCOL(E)	07	Military	141,438	150,888	-6.68%	Strategic Pay_General Market: Base Salary
B3	MAJ(E)	07	Military	108,944	117,252	-7.63%	Strategic Pay_General Market: Base Salary
B3	SGT(E)	07	Military	67,484	73,609	-9.08%	Strategic Pay_General Market: Base Salary

2022

B3	SSGT(E)	07	Military	79,552	85,731	-7.77%	Strategic Pay_General Market: Base Salary
B3	WO2/1(E)	07	Military	93,145	100,932	-8.36%	Strategic Pay_General Market: Base Salary
C1	2LT(E)	07	Military	51,090	57,051	-11.67%	Strategic Pay_Private Sector: Base Salary
C1	CAPT(E)	07	Military	84,396	91,266	-8.14%	Strategic Pay_Private Sector: Base Salary
C1	CPL(E)	07	Military	52,101	57,051	-9.50%	Strategic Pay_Private Sector: Base Salary
C1	LCPL(E)	07	Military	45,550	49,634	-8.97%	Strategic Pay_Private Sector: Base Salary
C1	LT(E)	07	Military	66,313	71,343	-7.59%	Strategic Pay_Private Sector: Base Salary
C1	LTCOL(E)	07	Military	128,208	134,818	-5.16%	Strategic Pay_Private Sector: Base Salary
C1	MAJ(E)	07	Military	99,502	107,743	-8.28%	Strategic Pay_Private Sector: Base Salary
C1	SGT(E)	07	Military	59,049	65,456	-10.85%	Strategic Pay_Private Sector: Base Salary
C1	SSGT(E)	07	Military	70,342	77,304	-9.90%	Strategic Pay_Private Sector: Base Salary
C1	WO2/1(E)	07	Military	82,734	91,266	-10.31%	Strategic Pay_Private Sector: Base Salary
C2	2LT(E)	07	Military	55,715	61,171	-9.79%	Strategic Pay_Private Sector: Base Salary
C2	CAPT(E)	07	Military	92,684	99,248	-7.08%	Strategic Pay_Private Sector: Base Salary
C2	CPL(E)	07	Military	56,267	61,171	-8.72%	Strategic Pay_Private Sector: Base Salary
C2	LCPL(E)	07	Military	48,948	53,260	-8.81%	Strategic Pay_Private Sector: Base Salary
C2	LT(E)	07	Military	72,457	77,304	-6.69%	Strategic Pay_Private Sector: Base Salary
C2	LTCOL(E)	07	Military	140,307	146,411	-4.35%	Strategic Pay_Private Sector: Base Salary
C2	MAJ(E)	07	Military	107,980	116,026	-7.45%	Strategic Pay_Private Sector: Base Salary
C2	SGT(E)	07	Military	65,018	71,343	-9.73%	Strategic Pay_Private Sector: Base Salary
C2	SSGT(E)	07	Military	77,503	84,457	-8.97%	Strategic Pay_Private Sector: Base Salary
C2	WO2/1(E)	07	Military	90,857	99,248	-9.24%	Strategic Pay_Private Sector: Base Salary
C3	2LT(E)	07	Military	60,524	65,456	-8.15%	Strategic Pay_Private Sector: Base Salary
C3	CAPT(E)	07	Military	101,502	107,743	-6.15%	Strategic Pay_Private Sector: Base Salary
C3	CPL(E)	07	Military	60,524	65,456	-8.15%	Strategic Pay_Private Sector: Base Salary
C3	LCPL(E)	07	Military	53,392	57,051	-6.85%	Strategic Pay_Private Sector: Base Salary
C3	LT(E)	07	Military	79,836	84,457	-5.79%	Strategic Pay_Private Sector: Base Salary
C3	LTCOL(E)	07	Military	153,913	160,299	-4.15%	Strategic Pay_Private Sector: Base Salary
C3	MAJ(E)	07	Military	117,654	125,013	-6.25%	Strategic Pay_Private Sector: Base Salary
C3	SGT(E)	07	Military	71,045	77,304	-8.81%	Strategic Pay_Private Sector: Base Salary
C3	SSGT(E)	07	Military	84,388	91,266	-8.15%	Strategic Pay_Private Sector: Base Salary
C3	WO2/1(E)	07	Military	99,502	107,743	-8.28%	Strategic Pay_Private Sector: Base Salary
D1	2LT(E)	07	Military	56,303	61,171	-8.65%	Strategic Pay_Private Sector: Base Salary
D1	CAPT(E)	07	Military	85,436	91,266	-6.82%	Strategic Pay_Private Sector: Base Salary
D1	COL(E)	07	Military	181,584	199,838	-10.05%	Strategic Pay_Private Sector: Base Salary
D1	CPL(E)	07	Military	61,578	65,456	-6.30%	Strategic Pay_Private Sector: Base Salary
D1	LCPL(E)	07	Military	52,304	57,051	-9.08%	Strategic Pay_Private Sector: Base Salary
D1	LT(E)	07	Military	66,476	71,343	-7.32%	Strategic Pay_Private Sector: Base Salary

2022

D1	LTCOL(E)	07	Military	121,711	134,818	-10.77%	Strategic Pay_Private Sector: Base Salary
D1	MAJ(E)	07	Military	102,519	107,743	-5.10%	Strategic Pay_Private Sector: Base Salary
D1	PTE(E)	07	Military	46,304	49,634	-7.19%	Strategic Pay_Private Sector: Base Salary
D1	SGT(E)	07	Military	66,469	71,343	-7.33%	Strategic Pay_Private Sector: Base Salary
D1	SSGT(E)	07	Military	72,643	77,304	-6.42%	Strategic Pay_Private Sector: Base Salary
D1	WO2/1(E)	07	Military	85,436	91,266	-6.82%	Strategic Pay_Private Sector: Base Salary
D2	2LT(E)	07	Military	60,975	65,456	-7.35%	Strategic Pay_Private Sector: Base Salary
D2	CAPT(E)	07	Military	93,711	99,248	-5.91%	Strategic Pay_Private Sector: Base Salary
D2	CPL(E)	07	Military	67,141	71,343	-6.26%	Strategic Pay_Private Sector: Base Salary
D2	LCPL(E)	07	Military	56,292	61,171	-8.67%	Strategic Pay_Private Sector: Base Salary
D2	LT(E)	07	Military	72,650	77,304	-6.41%	Strategic Pay_Private Sector: Base Salary
D2	LTCOL(E)	07	Military	133,162	146,411	-9.95%	Strategic Pay_Private Sector: Base Salary
D2	MAJ(E)	07	Military	111,213	116,026	-4.33%	Strategic Pay_Private Sector: Base Salary
D2	PTE(E)	07	Military	48,597	53,260	-9.59%	Strategic Pay_Private Sector: Base Salary
D2	SGT(E)	07	Military	71,931	77,304	-7.47%	Strategic Pay_Private Sector: Base Salary
D2	SSGT(E)	07	Military	79,267	84,457	-6.55%	Strategic Pay_Private Sector: Base Salary
D2	WO2/1(E)	07	Military	93,711	99,248	-5.91%	Strategic Pay_Private Sector: Base Salary
D3	2LT(E)	07	Military	67,141	71,343	-6.26%	Strategic Pay_Private Sector: Base Salary
D3	CAPT(E)	07	Military	102,519	107,743	-5.10%	Strategic Pay_Private Sector: Base Salary
D3	CPL(E)	07	Military	74,104	77,304	-4.32%	Strategic Pay_Private Sector: Base Salary
D3	LCPL(E)	07	Military	67,806	71,343	-5.22%	Strategic Pay_Private Sector: Base Salary
D3	LT(E)	07	Military	87,152	91,266	-4.72%	Strategic Pay_Private Sector: Base Salary
D3	LTCOL(E)	07	Military	146,127	160,299	-9.70%	Strategic Pay_Private Sector: Base Salary
D3	MAJ(E)	07	Military	121,711	125,013	-2.71%	Strategic Pay_Private Sector: Base Salary
D3	PTE(E)	07	Military	62,187	65,456	-5.26%	Strategic Pay_Private Sector: Base Salary
D3	SGT(E)	07	Military	80,053	84,457	-5.50%	Strategic Pay_Private Sector: Base Salary
D3	SSGT(E)	07	Military	87,144	91,266	-4.73%	Strategic Pay_Private Sector: Base Salary
D3	WO2/1(E)	07	Military	102,519	107,743	-5.10%	Strategic Pay_Private Sector: Base Salary