

Simon Ewing-Jarvie
fyi-request-8193-98444925@requests.fyi.org.nz

Dear Mr Ewing-Jarvie

I refer to your email of 2 July 2018 requesting, under the Official Information Act 1982 (OIA), *copies of all documents over the period since 23 September 2017, whether digital or hard copy, including but not limited to notes, drafts, briefings, requests, minutes of meetings and phone/video logs relating to the following subjects:*

- 1. Re-establishment of an air combat force for NZ.*
- 2. Establishment of a Coastguard as a sub-service of the RNZ Navy, whether armed or not.*
- 3. Improved pay and conditions for service personnel.*
- 4. Establishment of an independent Armed Forces Remuneration Board.*
- 5. Improving resourcing for Territorial and Reserve Forces.*
- 6. Better integration of NZDF and civil defence.*
- 7. Withdrawal of NZ from the Five Power Defence Arrangement or the UK/USA Signals Intelligence Agreement known as Five Eyes.*
- 8. Review of structure and governance of NZDF with a view to full or part civilianisation of some functions and roles.*
- 9. Development of a centre for the training of international peacekeepers in NZ.*
- 10. Phasing out of the ANZAC frigates.*
- 11. Remove or non-installation of anti-submarine warfare or other offensive capabilities on current or future maritime surveillance aircraft.*
- 12. Increased use of training simulators within NZDF to minimise environmental impact.*
- 13. Exemption from income tax for service personnel deployed on operations overseas.*
- 14. Extension of Reserve Forces and Reserve training to a wider section of the NZ population.*
- 15. Development of civilian-based defence employing techniques such as training to resist aggression and active non-cooperation.*

Enclosed are briefs that relate to items 3 and 13 above. The names of NZDF staff members and their contact details have been withheld in order to protect their privacy and prevent the disclosure of staff information for malicious or inappropriate purposes. This is in accordance with sections 9(2)(a) and 9(2)(k) of the OIA respectively. The public interest in providing this information does not outweigh the reasons to withhold it in this instance.

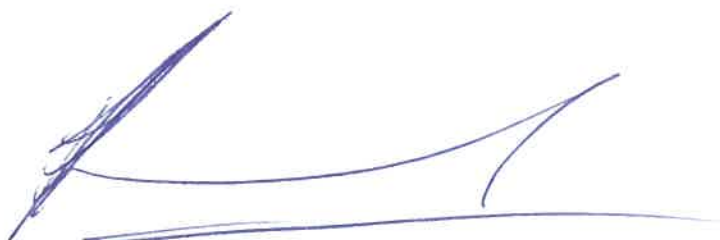
Documentation related to item 4 above is withheld under section 9(2)(f)(iv) of the OIA, to maintain the constitutional conventions for the time being which protect the confidentiality of advice tendered by Ministers of the Crown and officials.

Your request for documentation relating to the remaining topics is declined in accordance with section 18(e) of the OIA, as the information requested does not exist.

Pursuant to section 28(3) of the OIA you have the right to complain to an Ombudsman about my response to your request. The Ombudsman's address is:

The Ombudsman
Office of the Ombudsman
PO Box 10-152
WELLINGTON'

Yours sincerely

A handwritten signature in blue ink, appearing to be 'Ron Mark', written over a horizontal line.

Hon Ron Mark
Minister of Defence

Enclosures:

1. Operational Conditions of Service
2. NZDF 2018 Remuneration Package
3. Additional Information Request – 2018 Remuneration Package



To accompany documents to the
Minister of Defence

Title:	OPERATIONAL CONDITIONS OF SERVICE		
NZDF File No.	NZDF Tracking # 2018-015 <i>(For OCDF Use Only)</i>	Minister's Tracking#: <i>(For Minister's office)</i>	
Importance of the Issue:	<input type="checkbox"/> High	<input type="checkbox"/> Moderate	<input checked="" type="checkbox"/> Routine
Urgency for Attention/Sign-Off:	NOT URGENT	Request Ministerial response by: Not required.	
Contacts:	[s. 9(2)(a)]	Tel: [s. 9(2)(a) & 9(2)(k)]	A/H: [s. 9(2)(a) & 9(2)(k)]
Purpose:	The purpose of this note is to brief you on allowances and other conditions of service paid to NZDF personnel posted to operational deployments.		
Recommendations:	I recommend that you: a. Note the range and purpose of operational allowances currently applicable to the New Zealand Defence Force.		
MOD/NZDF Consultation	Not required. NZDF matter only.		
Minister's comments:			
Minister's Action:	Signed / Noted / Agreed / Approved / Declined / Discussion required Referred to:		
Signature:	Date:		


T.J. KEATING
Lieutenant General
Chief of Defence Force

Date: 30 January 2018

NTM 2018-015

30 January 2018

Minister of Defence

OPERATIONAL CONDITIONS OF SERVICE

1. The purpose of this note is to brief you on allowances and other conditions of service paid to NZDF personnel posted to operational deployments.
2. Members of the NZDF deployed on operations, including peacekeeping as part of United Nations or multi-national forces, are provided with enhanced conditions of service. These conditions are provided to recognise and compensate members for the additional risks and hardships experienced as a result of operational service, including separation from family.
3. The scale of the conditions provided depends on the mission profile, size of the New Zealand contribution to the mission, and the nature of the operational and environmental threat anticipated, and subsequently encountered.
4. The enhanced conditions of service (including payment of allowances) apply from the date the member enters the area of operations and cease on the date the member departs the area of operations.

Enhanced Conditions of Service

5. **Operational Allowances.** The enhanced conditions of service include payment of operational allowances which is derived from the combination of the Operational Threat component and Health Threat component. The operational allowance components are calculated as a daily amount and classified as exempt income in accordance with the Income Tax Act 2007. Under this exemption operational allowances are paid to the deployed member tax free.
6. The range of operational allowances is as follows (daily amount, tax free):

Operational Threat

Threat Level	Operational Threat Component
Very High	\$ 165.51
High	\$ 99.31
Medium	\$ 66.20
Low	\$ 33.10

Health Threat

Threat Level	Health Threat Component
Very High	\$ 82.76
High	\$ 49.65
Medium	\$ 33.10
Low	\$ 16.55

7. The current rate of allowances for operational service in Iraq is based on an operational threat of High and a health threat of High. The daily allowance payable is \$148.96 (tax free).

8. The operational allowance components are reviewed regularly against the military threat assessment for each mission area. This means that different operational missions may be paid different allowances, depending on their military and health threat assessments. The operational allowances payable to each mission can also increase or decrease as the military and health threat assessments change.

9. A Respite Allowance is paid to members if they are re-deployed within a specified period of returning to New Zealand from an operational deployment. This allowance is an additional \$10.00 per day (paid tax free) during the period of the operational deployment.

10. Members are entitled to receive payment of the operational and respite allowances for the complete period in which they qualify for each allowance.

11. **Additional Conditions of Service.** In addition to the operational allowances, members of the NZDF on operational deployments are also provided:

- a. Stand-down leave and end of posting leave;
- b. Welfare support for the member and their family, including:
 - (1) Communication with family through available audio and/or video means;
 - (2) Access to deployment briefings and information sessions related to deployment and separation; and
 - (3) An agreed level of contact (via letter, phone call, email) with an NZDF welfare facilitator, chaplain or another agreed point of contact during the deployment;
- c. Psychological deployment support programme to members and their family during the various phases of deployment;
- d. Support under the Veteran's Support Act;
- e. Insurance provided under the Member Insurance Benefit Programme, which includes:

- (1) Life insurance and terminal illness;
 - (2) Physical loss; and
 - (3) Income protection insurance;
- f. Accident Compensation Corporation coverage; and
 - g. Casualty management support for the member and their family, including support with funeral costs.

Comparison to the Australian Defence Force Operational Conditions of Service

12. The Australian Defence Force has a similar range of allowances and support package to the NZDF when their members serve in operational environments throughout the world; however, a key point of difference has been and continues to be, that Australia applies different income tax legislation to New Zealand. This point of difference allows members of the Australian Defence Force deployed on "warlike service" to have their entire income of salary and allowances exempt from income tax whilst they are deployed.¹

13. By comparison, only the operational and respite allowances are exempt income tax for members of the NZDF. A member's salary and any other non-operational allowances paid are taxed according to the member's personal tax rate. This is further explained in the following paragraphs.

New Zealand Tax treatment of Enhanced Conditions of Service

14. Before 2007 there were various versions of tax legislation that provided an opportunity for a Ministerial Committee (Prime Minister, Minister of Finance and Minister of Defence) to define an 'operational area' that would allow all service in that area by members of the NZDF to be exempt from tax. These provisions were on an 'all or nothing' basis; therefore if applied, all income, including salary and allowances would be exempt from tax. The NZDF does not have any documentation that indicates a Ministerial Committee approved any 'operational area' for tax purposes before 2007.

15. **Defence Force Allowance Programme.** When members of the NZDF deployed on operational service to Timor Leste in 1999, the Ministerial Committee did not define Timor Leste as an operational area for tax purposes. However, the Minister of Social Services, Work and Income gazetted the Defence Force Allowance Programme under section 124(1) of the Social Security Act 1964. The effect of this was that allowances paid for service within the operational area would be classified as welfare payments under the Ministry of Social Development and not assessed for income tax. Base salary remained subject to income tax. Subsequent amendments allowed for deployments to other operational areas to also have the same tax status.

16. **Amendment to the Income Tax Act 2004.** In 2005 a number of changes to the Income tax Act 2004 were proposed by the Minister of Revenue, including:

¹ This included the Australian Defence Force's initial and subsequent operational deployments to Timor Leste from 1999 onwards.

- a. Cease payments under the Defence Force Allowance Programme;
- b. Operational Allowances paid to members of the NZDF or Police for service in an operational area, are automatically exempt from income tax;
- c. The Ministerial Committee (Prime Minister, Minister of Defence, Minister of Police, Minister of Finance and Minister of Foreign Affairs) can determine that any other amounts of income, can be exempt from income tax.

17. The Minister of Revenue's paper to the Cabinet External Relations and Defence Committee, noted in the executive summary that "...additional allowances paid as a result of an operational deployment should be exempt, but not the full pay and allowances paid to service personnel." The amendment was enacted in March 2007.

18. Since 2007 operational allowances have been applied as exempt income by NZDF in accordance with the Income Tax Act 2004 and 2007. During this time the Ministerial Committee has not declared any other amounts of income for members of the NZDF deployed on operational service to be exempt income.

Members Currently in Timor Leste

17. The NZDF and the Australian Defence Force do not have any members currently deployed on operational service in Timor Leste. The NZDF does however have two members permanently posted to Timor Leste as part of the Mutual Assistance Programme. These positions are classified as non-operational postings and entitlements are provided in accordance with the New Zealand Defence Force non-operational posting entitlements policy.

Operational Deployments on United Nations Missions

18. Members of the NZDF deployed on United Nations missions, remain on NZDF conditions of service, including salary and allowances.

19. In some circumstances the United Nations provides transport, accommodation and rationing to NZDF personnel deployed on United Nations missions; however, the NZDF personnel deployed under these conditions are not paid salary or operational allowances by the United Nations.

Secondment to the United Nations

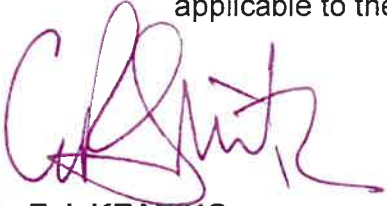
20. The NZDF currently has no personnel permanently seconded to the United Nations.

21. When the NZDF permanently seconded personnel to the United Nations, the individual remains a member of the NZDF; however, their NZDF remuneration, entitlements and benefits cease and the United Nations provide remuneration, entitlements and benefits directly to the seconded personnel in accordance with the United Nations employment agreement.

Recommendations

22. I recommend that you:

- a. **Note** the range and purpose of operational allowances currently applicable to the New Zealand Defence Force.



for **T.J. KEATING**
Lieutenant General
Chief of Defence Force

Released under the Official Information Act 1982



New Zealand
DEFENCE FORCE
Te Ope Kaitua O Aotearoa

NEW ZEALAND DEFENCE FORCE
COVER SHEET

To accompany documents to the
Minister of Defence

Title	NEW ZEALAND DEFENCE FORCE 2018 REMUNERATION PACKAGE		
NZDF File No.	NZDF Tracking # 2018-223 <i>(For OCDF Use Only)</i>	Minister's Tracking#: <i>(For Minister's office)</i>	
Importance of the Issue	<input checked="" type="checkbox"/> High	<input type="checkbox"/> Moderate	<input type="checkbox"/> Routine
Urgency for Attention/Sign-Off	NOT URGENT	Request Ministerial response by: Not required.	
Contacts	[s. 9(2)(a)]	Tel: [s. 9(2)(a) & 9(2)(k)]	A/H: [s. 9(2)(a) & 9(2)(k)]
Purpose	To provide you with information about the New Zealand Defence Force's confirmed 2018 remuneration package.		
Recommendations	I recommend that you: <ul style="list-style-type: none"> a. Note the details and cost of the 2018 remuneration package; b. Note that the State Services Commission supports the Defence Force 2018 remuneration package; and c. Note that I intend to communicate the 2018 remuneration package to personnel at the end of June. 		
MOD/NZDF Consultation	Not required: NZDF matter only.		
Minister's comments	<i>Signed but I need more information on pay scales & background.</i>		
Minister's Action	Signed / <u>Noted</u> / Agreed / Approved / Declined / Discussion required Referred to:		
Signature:	Date: <i>13/6/18</i>		

T.J. Keating
T.J. KEATING
Lieutenant General
Chief of Defence Force

Date: *7* June 2018



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NTM 2018-223

7 June 2018

Minister of Defence

NEW ZEALAND DEFENCE FORCE 2018 REMUNERATION PACKAGE

Background

1. The 2018 remuneration package includes increases to remuneration tables, funding targeted to critical trades, and pay progression. Additional provisions within the package are made to cover union-negotiated increases and consequential increase to annual leave liability costs.
2. The cost of the 2018 remuneration package is \$22.2 million, which is less than the amount spent in 2017. Support was received for the 2018 remuneration package from the State Services Commission at the end of May.
3. The cost of the remuneration package is within the Defence White Paper 2016 forecast and is in line with the amount signalled in the 2017/18 Four Year Plan. The remuneration increases will be funded from within the Vote Defence Force baseline.

Flexibility and Responsiveness

4. In 2016, the Defence Force moved from biennial remuneration rate adjustments to annual adjustments. The smaller and more regular increases allow the Defence Force to remain within Government Expectations on Employment Relations in the State Sector and respond more quickly to recruitment and retention challenges.
5. A robust process is undertaken when determining how best to utilise the remuneration budget. This involves remuneration market analysis, consideration of attrition rates and reasons for leaving as well as requirements of each of the Services to continue operating the raise, train and sustain workforce model.

Move Towards Living Wage

6. The NZDF has noted the recent Cabinet Government Administration and Expenditure Review Committee decision to direct core Public Service to move employees to \$20.55 per hour by 1 September 2018. While this does not directly apply to the NZDF, we have committed to moving all civilian employees and military personnel to a living wage during 2019.

7. This year, the NZDF has proactively removed the bottom civilian grades and steps, and moved employees to the next applicable grade/step, as part of this two-year plan. The 2018 remuneration package ensures that all Regular Force military members are remunerated above the living wage. As part of the 2019 remuneration package, the small number of Reserve Force members remunerated below this value will also be brought up to the living wage.

Remuneration Table Increases

8. The cost of the 2018 remuneration table increases for all NZDF military and civilian personnel is \$15.76 million, which is approximately 1.7% of personnel expenditure. A major focus of these increases has been to reduce the gap between the highest and lowest paid military members and civilians. This has been balanced with ensuring that the NZDF can recruit and retain the people that are needed to maintain an effective Defence Force.

9. The funding priorities for military remuneration tables, in order of importance, are:

- a. Largest increases for Privates and Officer Cadets;
- b. Moderate increases to the middle Enlisted and Officer Ranks of the non-specialist sector to address retention issues;
- c. Smaller increases to the senior Enlisted and Officer Ranks of the non-specialist sector to prevent compression in the remuneration table; and
- d. Smaller increases for specialist and critical trades to maintain relativity with the non-specialist sector.

10. The funding priorities for civilian remuneration tables, in order of importance, are:

- a. Narrowing the gap between the highest and lowest earning civilians;
- b. Meeting the bargained outcome with the Public Service Association;
- c. Small additional increases for low to middle grades; and
- d. Minimal increases for the highest grades.

11. The outcome of the 2018 remuneration round is illustrated through personas contained within Annex A.

Starting Remuneration

12. The increases from this remuneration package will result in a starting remuneration for a Private infantry soldier of \$47,224 per annum after completing 16 weeks' basic training. This is comparable to the starting salary for a primary school teacher with a Bachelor's degree (\$47,980) and for registered nurses (\$51,447) with the additional advantage of incurring no study costs.

13. Within two to three years, an infantry soldier may be promoted to a Lance Corporal, which attracts a total remuneration of \$55,446.

Narrowing the Gap

14. The NZDF's remuneration tables are created so that there is an overlap in remuneration at the top end of a rank and the bottom end of the next higher rank. For this reason, any increases applied to a lower rank require an increase to the remaining table to ensure there is no financial disincentive to promote to the next rank.

15. Increases for civilian and military personnel in the past two years have focused on the lowest ranked and graded individuals while ensuring the integrity of the remuneration framework remains. This approach is reinforced by the 2018 Government Expectations on Employment Relations in the State Sector, which instructs employers to work to narrow the gap between the highest and lowest earners in the organisation.

16. The gap on promotion to the new rank was measured before and after the 2018 remuneration package to determine if this gap had narrowed. This analysis shows that the increase on promotion, and therefore the gap between the highest and lowest earners, narrowed for Officers and non-specialist Enlisted Ranks. The detail of this analysis is contained in Annex B.

Senior Commanding Officers

17. The remuneration for Colonels and Brigadiers is set alongside civilian senior managers. The remuneration for Colonels is commensurate with the remuneration for the bottom two grades of civilian senior managers, and the remuneration for Brigadiers is commensurate with the third and fourth senior manager grades. This alignment recognises that leaders grown within the NZDF are at least as valuable as those brought in from outside.

Communication

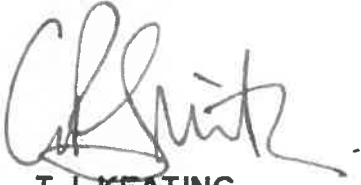
18. The 2018 remuneration changes will be communicated to personnel at the end of June. The communications will be low-key with an emphasis on remuneration changes being a regular business activity.

Recommendations

19. I recommend that you:

- a. **Note** the details and cost of the 2018 remuneration package;
- b. **Note** that the State Services Commission supports the Defence Force 2018 remuneration package; and

- c. **Note** that I intend to communicate the 2018 remuneration package to personnel at the end of June.



T.J. KEATING

Lieutenant General
Chief of Defence Force

Annexes:

- A. Remuneration Personas
- B. Increase on Promotion

Released under the Official Information Act 1982

Remuneration: 2018



Table increase

\$1

Vanita:

Vanita is a 20 year old Private who has been with NZDF for nearly two years. She is an Infantry soldier and is just about to complete her Band 3 course qualification.

By July 2018 Vanita has passed her Band 3 course and can move up an additional 5% in her table. This combined with the remuneration table increase means that Vanita's new remuneration value is **\$51,025**.

After 12 months she will be entitled to an additional 5% increase plus any table increases in 2019.

At the start of the year Vanita's remuneration was **\$47,809**. The 2018 remuneration review took into consideration remuneration levels externally (looking at the public sector and then applying the 'Military Factor' value), attrition rates and workforce sustainment requirements.

This review determined that Privates needed a 4% uplift.

Trade Value



Zach:

Zach is a Sergeant in the Parachute Jump Instructor (PJI) Trade which provides initial, advanced and continuation training as well as support to operations for NZ Special Operations Forces and RNZAF Aircrew.

The trade review considered the growth of PJI trade outputs, specialisation and skillsets and a comparison to the external sky diving industry.

The review moved PJIs to a specialist sector recognising the criticality of the trade for NZDF. As a result of the trade and table review Zach's remuneration increases to **\$80,936** per annum.

It has taken 4 years to train Zach to a basic level of competency (with a training investment of \$102,000) covering a wide range of specialist parachuting capabilities.

It takes an additional two years from initial competency to get a return on that training investment, making a total of eight years to reach the rank of Sergeant. Zach's total remuneration is **\$72,728** per annum.

Narrowing the gap



Tana:

Tana is a civilian who works as an Admin Assistant in Burnham. He joined NZDF after doing a computer course at Polytech. He enjoys the work and can see a future with NZDF.

NZDF agrees with Tana – they want to be an employer that provides sufficient remuneration to live on.

This year the civilian remuneration review removed grades 5, 6 and 7 and some steps within grades 8 and 9. As a result Tana's remuneration has gone up to **\$41,540**.

Tana has been with NZDF for a year and is a valued member of the office team at Burnham. He sees this Admin role as a stepping stone to someday being the Office Manager.

Currently Tana's role is a grade 6 and he is paid **\$37,759**. This is more than some of Tana's friends are getting working in retail but Tana knows he is worth more.

2018 Funding priorities

Military members

- ↑ Largest increases for Privates and Officer Cadets
- ↑ Moderate increases to the middle Enlisted and middle Officer Ranks of the non-specialist sector
- ↑ Smaller increases to the senior Enlisted and senior Officer Ranks of the non-specialist sector
- ↑ Smaller increases for specialist and critical trades

Civilian employees

- ↑ Narrowing the gap between the highest and lowest earning civilians
- ↑ Meeting the bargained outcome with the PSA
- ↑ Small additional increases for low to middle grades
- ↑ Minimal increases for the highest grades



ANNEX B TO
NTM 2018-223
DATED 7 JUNE 2018

INCREASE ON PROMOTION

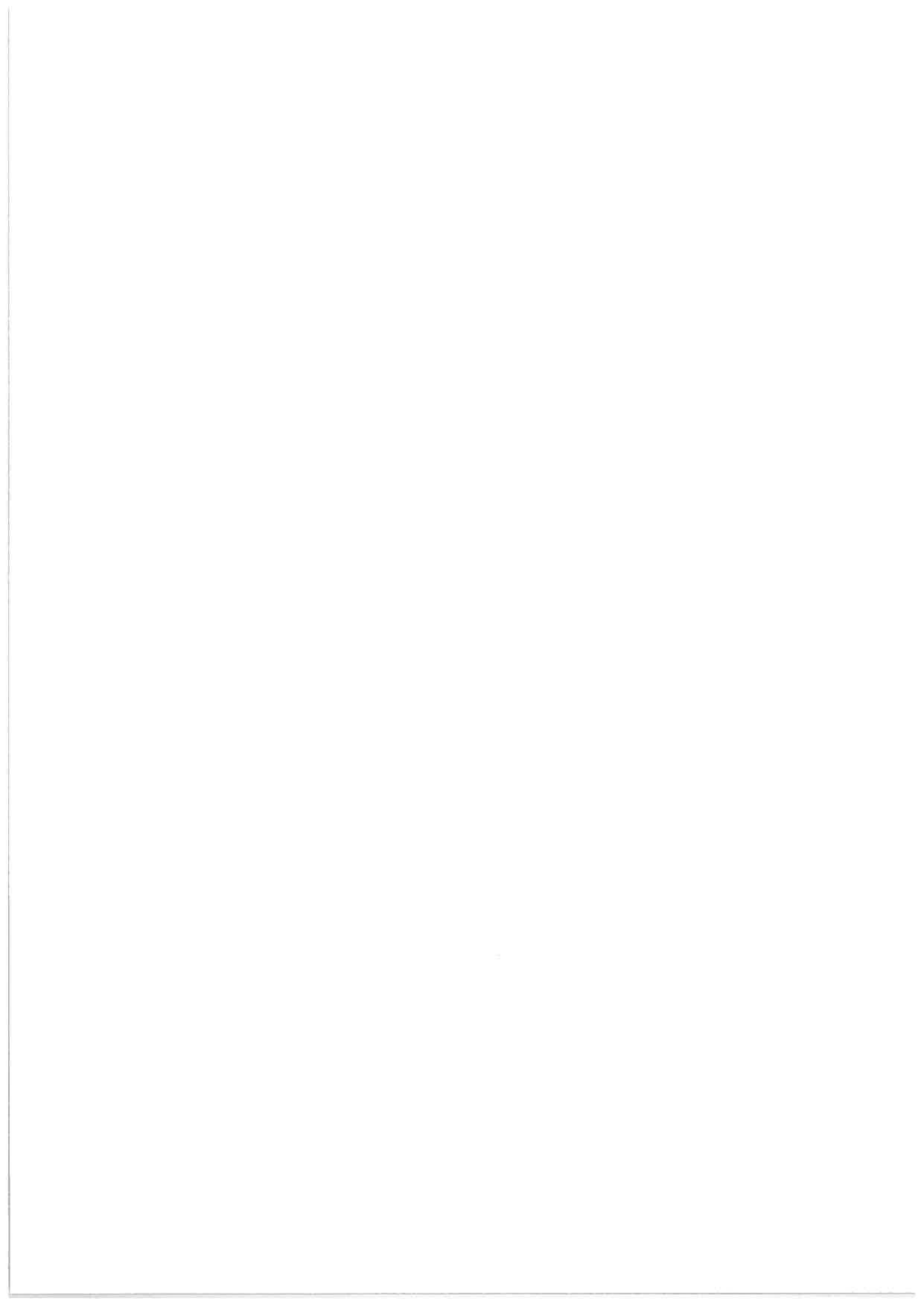
The increase on promotion is measured as the average increase on promotion as a proportion of the median total remuneration for the rank (excluding those on the initial training courses and senior commanding officers).

Non-Specialist Enlisted Ranks	2017	2018
Median total remuneration	\$68,285	\$74,603
Average \$ increase on promotion	\$4,613	\$4,904
Average % increase on promotion	6.8%	6.6%

Specialist Enlisted Ranks	2017	2018
Median total remuneration	\$70,631	\$78,298
Average \$ increase on promotion	\$4,956	\$5,278
Average % increase on promotion	7.0%	7.3%

Non-Specialist Officers	2017	2018
Median total remuneration	\$89,431	\$91,303
Average \$ increase on promotion	\$8,011	\$7,738
Average % increase on promotion	9.0%	8.5%

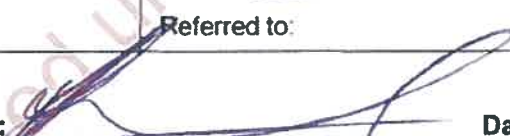
Specialist Officers	2017	2018
Median total remuneration	\$101,551	\$104,456
Average \$ increase on promotion	\$9,238	\$8,679
Average % increase on promotion	9.1%	8.3%

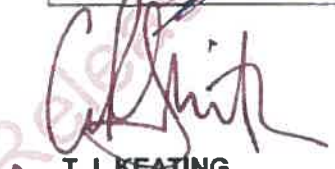




NEW ZEALAND DEFENCE FORCE
COVER SHEET

To accompany documents to the
Minister of Defence

Title:	ADDITIONAL INFORMATION REQUEST - 2018 REMUNERATION PACKAGE		
NZDF File No.	NZDF Tracking # 2018-239 <i>(For OCDF Use Only)</i>		Minister's Tracking#: <i>(For Minister's office)</i>
Importance of the Issue:	<input checked="" type="checkbox"/> High	<input type="checkbox"/> Moderate	<input type="checkbox"/> Routine
Urgency for Attention/Sign-Off:	NOT URGENT		Request Ministerial response by: Not required.
Contacts:	[s. 9(2)(a)]	Tel: [s. 9(2)(a) & 9(2)(k)]	A/H: [s. 9(2)(a) & 9(2)(k)]
Purpose:	To provide you with additional information about the New Zealand Defence Force's confirmed 2018 remuneration package.		
Recommendations:	I recommend that you: a. Note the details of the remuneration tables, Service pay progression models, and the NZDF benchmarking process; and b. Note that the NZDF is comfortable that the 2018 remuneration package ensures the NZDF remains able to recruit and retain personnel while making significant advances in narrowing the gap between the highest and lowest earners.		
MOD/NZDF Consultation	Not required: NZDF matter only.		
Minister's comments:			
Minister's Action:	Signed / <u>Noted</u> / Agreed / Approved / Declined / Discussion required		
	Referred to:		
Signature:			
	Date: 26/6/18		


T.J. KEATING
 Lieutenant General
 Chief of Defence Force

Date: 18 June 2018



New Zealand
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NTM 2018-239

18 June 2018

Minister of Defence

ADDITIONAL INFORMATION REQUEST - 2018 REMUNERATION PACKAGE

Information Requested

1. On 7 June 2018 you were provided with a paper providing information on the NZDF's confirmed 2018 remuneration package. You have noted the information provided but also asked for additional information.
2. Your first request was for copies of the remuneration tables. These are provided for you in Enclosure 1.
3. Your second request was for the Service pay progression models. These are provided for you in Enclosure 2.
4. Your third request was for detail of how the NZDF benchmarks remuneration with industry, and an explanation on how this informs the remuneration tables. An explanation of the NZDF benchmarking process is included in Annex A.
5. The NZDF is comfortable that the 2018 remuneration package ensures the NZDF remains able to recruit and retain personnel while making significant advances in narrowing the gap between the highest and lowest earners.

Recommendations

6. I recommend that you:
 - a. **Note** the details of the remuneration tables, Service pay progression models, and the NZDF benchmarking process; and
 - b. **Note** that the NZDF is comfortable that the 2018 remuneration package ensures the NZDF remains able to recruit and retain personnel while making significant advances in narrowing the gap between the highest and lowest earners.


T.J. KEATING
Lieutenant General
Chief of Defence Force

Annex:

- A. Market Data Benchmarking Process

Enclosures:

- 1. NZDF 2018 Remuneration Tables
- 2. Service Pay Progression Models

Released under the Official Information Act 1982

MARKET DATA BENCHMARKING PROCESS

1. All ranks have a job "size" which can be used to benchmark externally. The size also varies by an internal premium placed on the role, known as a tier.
2. Job sizes overlap between the top tier of a rank and the bottom tier of the next rank.
3. The NZDF benchmarks to data from two different market data providers: Strategic Pay for most roles and Hay for Colonel and Brigadier equivalents and civilian Senior Managers.
4. The job sizes by rank and tier are show below:

Rank	Tier	Grade type	Size
PTE(E)	1	Strategic Pay	6
LCPL(E)	1	Strategic Pay	7
	2	Strategic Pay	8
	3	Strategic Pay	9
CPL(E)	1	Strategic Pay	9
	2	Strategic Pay	10
	3	Strategic Pay	11
SGT(E)	1	Strategic Pay	11
	2	Strategic Pay	12
	3	Strategic Pay	12
SSGT(E)	1	Strategic Pay	13
	2	Strategic Pay	14
	3	Strategic Pay	15
WO2/1(E)	1	Strategic Pay	15
	2	Strategic Pay	16
	3	Strategic Pay	17

Rank	Tier	Grade type	Size
OCDT(E)	1	Strategic Pay	6
2LT(E)	1	Strategic Pay	9
	2	Strategic Pay	10
	3	Strategic Pay	11
LT(E)	1	Strategic Pay	12
	2	Strategic Pay	13
	3	Strategic Pay	14
CAPT(E)	1	Strategic Pay	15
	2	Strategic Pay	16
	3	Strategic Pay	17
MAJ(E)	1	Strategic Pay	17
	2	Strategic Pay	18
	3	Strategic Pay	19
LTCOL(E)	1	Strategic Pay	20
	2	Strategic Pay	21
	3	Strategic Pay	22
COL(E)	1	Hay	20/21
BRIG(E)	1	Hay	22/23

5. Using the job sizes, the NZDF applies three sets of market data:
 - a. Public sector data (know as Sector A, and used exclusively for civilians);
 - b. All organisations data (known as Sector B); and
 - c. Private sector data (known as Sector C).

6. There are also two sets of specialist remuneration tables: Special Forces which uses a premium private sector market and Health which benchmarks to the District Health Board collective agreements.

7. The NZDF aims to be no more than 5% behind the market median for base salary.

8. Once base salaries are determined, referencing the market data and considering affordability, the applicable Military Factor and 4% employer superannuation are added to achieve the Total Remuneration value.

Released under the Official Information Act 1982

Regular Force Remuneration Tables — Other Ranks

Effective from 1 July 2018

Sector A				Pay Progression Step												
Navy	Army	Air	Tier	01	02	03	04	05	06	07	08	09	10	11	12	13
ORD	PTE	AC	0	37,284												
ORD	PTE	AC	1	47,224	48,174	49,124	50,074	51,025	51,975	52,925	53,875	54,825	55,775	56,725	57,675	58,625
AB	LCPL	LAC	1	51,180	52,247	53,313	54,379	55,446	56,512	57,579	58,645	59,711	60,778	61,844	62,911	63,977
			2	54,120	55,272	56,425	57,578	58,731	59,884	61,037	62,189	63,342	64,495	65,648	66,801	67,954
			3	57,925	59,190	60,455	61,719	62,984	64,249	65,514	66,779	68,043	69,308	70,573	71,838	73,102
LH	CPL	CPL	1	57,122	58,363	59,604	60,845	62,086	63,327	64,568	65,810	67,051	68,292	69,533	70,774	72,015
			2	60,542	61,884	63,225	64,567	65,909	67,250	68,592	69,934	71,276	72,617	73,959	75,301	76,643
			3	65,010	66,484	67,957	69,430	70,903	72,376	73,849	75,323	76,796	78,269	79,742	81,215	82,688
PO	SGT	SGT	1	64,056	65,501	66,946	68,391	69,836	71,281	72,726	74,171	75,616	77,061	78,507	79,952	81,397
			2	68,195	69,761	71,328	72,895	74,462	76,029	77,595	79,162	80,729	82,296	83,863	85,430	86,996
			3	72,897	74,603	76,308	78,013	79,718	81,423	83,128	84,833	86,539	88,244	89,949	91,654	93,359
CPO	SSGT	F/S	1	72,897	74,603	76,308	78,013	79,718	81,423	83,128	84,833	86,539	88,244	89,949	91,654	93,359
			2	77,971	79,825	81,679	83,534	85,388	87,243	89,097	90,951	92,806	94,660	96,514	98,369	100,223
			3	83,486	85,503	87,519	89,536	91,552	93,569	95,585	97,602	99,619	101,635	103,652	105,668	107,685
WO	WO2/1	W/O	1	82,820	84,817	86,814	88,811	90,808	92,805	94,802	96,799	98,796	100,793	102,790	104,787	106,784
			2	88,762	90,933	93,105	95,277	97,449	99,620	101,792	103,964	106,136	108,307	110,479	112,651	114,822
			3	95,146	97,506	99,865	102,225	104,584	106,944	109,303	111,663	114,022	116,382	118,741	121,101	123,460
Senior WO			4							122,761						
			5							126,871						

Sector B				Pay Progression Step												
Navy	Army	Air	Tier	01	02	03	04	05	06	07	08	09	10	11	12	13
AB	LCPL	LAC	1	52,489	53,594	54,699	55,804	56,909	58,014	59,119	60,224	61,329	62,434	63,538	64,643	65,748
			2	55,709	56,909	58,108	59,308	60,507	61,707	62,907	64,106	65,306	66,505	67,705	68,904	70,104
			3	59,075	60,374	61,673	62,972	64,271	65,570	66,869	68,168	69,467	70,766	72,065	73,364	74,663
LH	CPL	CPL	1	58,426	59,705	60,984	62,263	63,543	64,823	66,102	67,382	68,661	69,941	71,220	72,500	73,779
			2	62,029	63,414	64,800	66,185	67,571	68,956	70,341	71,727	73,112	74,498	75,883	77,269	78,654
			3	65,777	67,273	68,768	70,264	71,760	73,255	74,751	76,247	77,742	79,238	80,734	82,230	83,725
PO	SGT	SGT	1	65,033	66,507	67,981	69,455	70,929	72,403	73,877	75,350	76,824	78,298	79,772	81,246	82,719
			2	69,491	71,096	72,701	74,306	75,911	77,516	79,121	80,726	82,331	83,936	85,541	87,146	88,751
			3	73,987	75,725	77,462	79,199	80,936	82,673	84,411	86,148	87,885	89,622	91,359	93,097	94,834
CPO	SSGT	F/S	1	73,987	75,725	77,462	79,199	80,936	82,673	84,411	86,148	87,885	89,622	91,359	93,097	94,834
			2	79,383	81,278	83,174	85,070	86,966	88,862	90,758	92,654	94,549	96,445	98,341	100,237	102,133
			3	84,549	86,597	88,645	90,693	92,741	94,789	96,837	98,884	100,932	102,980	105,028	107,076	109,124
WO	WO2/1	W/O	1	84,549	86,597	88,645	90,693	92,741	94,789	96,837	98,884	100,932	102,980	105,028	107,076	109,124
			2	90,707	92,936	95,165	97,394	99,623	101,852	104,081	106,310	108,539	110,768	112,997	115,226	117,455
			3	97,263	99,685	102,107	104,528	106,950	109,372	111,794	114,216	116,637	119,059	121,481	123,903	126,324

Sector C				Pay Progression Step												
Navy	Army	Air	Tier	01	02	03	04	05	06	07	08	09	10	11	12	13
AB	LCPL	LAC	1	52,533	53,639	54,745	55,851	56,957	58,064	59,170	60,276	61,382	62,488	63,594	64,701	65,807
			2	56,116	57,327	58,539	59,750	60,962	62,173	63,385	64,596	65,808	67,020	68,231	69,443	70,654
			3	59,858	61,179	62,501	63,822	65,144	66,466	67,787	69,109	70,430	71,752	73,074	74,395	75,717
LH	CPL	CPL	1	59,196	60,499	61,801	63,103	64,405	65,707	67,009	68,311	69,614	70,916	72,218	73,520	74,822
			2	63,204	64,624	66,045	67,465	68,885	70,305	71,725	73,145	74,565	75,985	77,405	78,825	80,245
			3	67,372	68,915	70,458	72,000	73,543	75,086	76,628	78,171	79,714	81,256	82,799	84,341	85,884
PO	SGT	SGT	1	66,605	68,125	69,645	71,165	72,685	74,205	75,726	77,246	78,766	80,286	81,806	83,326	84,846
			2	71,830	73,503	75,177	76,851	78,525	80,198	81,872	83,546	85,219	86,893	88,567	90,241	91,914
			3	77,105	78,934	80,763	82,592	84,421	86,250	88,079	89,908	91,736	93,565	95,394	97,223	99,052
CPO	SSGT	F/S	1	77,105	78,934	80,763	82,592	84,421	86,250	88,079	89,908	91,736	93,565	95,394	97,223	99,052
			2	83,436	85,451	87,466	89,481	91,496	93,511	95,526	97,541	99,556	101,571	103,586	105,602	107,617
			3	89,522	91,716	93,910	96,104	98,298	100,492	102,687	104,881	107,075	109,269	111,463	113,657	115,851
WO	WO2/1	W/O	1	88,060	90,211	92,362	94,513	96,664	98,815	100,966	103,117	105,268	107,419	109,570	111,721	113,872
			2	95,240	97,602	99,965	102,327	104,689	107,051	109,414	111,776	114,138	116,500	118,863	121,225	123,587
			3	102,883	105,470	108,057	110,644	113,231	115,818	118,405	120,992	123,579	126,166	128,753	131,340	133,927

Sector D				Pay Progression Step												
Navy	Army	Air	Tier	01	02	03	04	05	06	07	08	09	10	11	12	13
ORD	PTE	AC	1	53,157	54,281	55,406	56,530	57,655	58,780	59,904	61,029	62,153	63,278	64,402	65,527	66,651
			2	56,624	57,850	59,077	60,303	61,530	62,756	63,983	65,209	66,436	67,662	68,889	70,115	71,342
			3	68,285	69,854	71,424	72,993	74,563	76,132	77,702	79,271	80,840	82,410	83,979	85,549	87,118
AB	LCPL	LAC	1	59,804	61,124	62,444	63,764	65,084	66,404	67,724	69,044	70,364	71,684	73,004	74,324	75,644
			2	63,705	65,140	66,574	68,009	69,444	70,879	72,313	73,748	75,183	76,618	78,052	79,487	80,922
			3	73,106	74,817	76,529	78,240	79,951	81,662	83,374	85,085	86,796	88,508	90,219	91,930	93,641
LH	CPL	CPL	1	67,762	69,316	70,871	72,425	73,979	75,533	77,087	78,641	80,195	81,749	83,303	84,857	86,411
			2	73,106	74,817	76,529	78,240	79,951	81,662	83,374	85,085	86,796	88,508	90,219	91,930	93,641
			3	78,510	80,380	82,250	84,121	85,991	87,861	89,731	91,601	93,472	95,342	97,212	99,082	100,952
PO	SGT	SGT	1	72,530	74,224	75,919	77,613	79,307	81,002	82,696	84,390	86,085	87,779	89,473	91,168	92,862
			2	77,881	79,733	81,584	83,436	85,288	87,139	88,991	90,843	92,694	94,546	96,398	98,250	100,101
			3	84,302	86,342	88,383	90,423	92,464	94,504	96,545	98,586	100,626	102,667	104,707	106,748	108,788
CPO	SSGT	F/S	1	77,881	79,733	81,584	83,436	85,288	87,139	88,991	90,843	92,694	94,546	96,398	98,250	100,101
			2	84,302	86,342	88,383	90,423	92,464	94,504	96,545	98,586	100,626	102,667	104,707	106,748	108,788
			3	90,448	92,669	94,891	97,112	99,333	101,555	103,776	105,997	10				

Regular Force Remuneration Tables — Officers

Effective from 1 July 2018

Sector A				Pay Progression Step												
Navy	Army	Air	Tier	01	02	03	04	05	06	07	08	09	10	11	12	13
MID	OCDT	OCDT	0	37,284												
MID	OCDT	OCDT	1	39,764	40,714	41,664	42,614	43,564	44,514	45,464	46,414	47,364	48,314	49,264	50,214	51,165
MID/ENS/PLTOFF(UT)			2	47,224	48,174	49,124	50,074	51,025	51,975	52,925	53,875	54,825	55,775	56,725	57,675	58,625
ENS	2LT	PLTOFF	1	57,122	58,363	59,604	60,845	62,086	63,327	64,568	65,810	67,051	68,292	69,533	70,774	72,015
			2	60,542	61,884	63,225	64,567	65,909	67,250	68,592	69,934	71,276	72,617	73,959	75,301	76,643
			3	65,010	66,484	67,957	69,430	70,903	72,376	73,849	75,323	76,796	78,269	79,742	81,215	82,688
SLT	LT	FGOFF	1	68,143	69,709	71,274	72,839	74,405	75,970	77,535	79,100	80,666	82,231	83,796	85,362	86,927
			2	72,897	74,603	76,308	78,013	79,718	81,423	83,128	84,833	86,539	88,244	89,949	91,654	93,359
			3	77,971	79,825	81,679	83,534	85,388	87,243	89,097	90,951	92,806	94,660	96,514	98,369	100,223
LT	CAPT	FLTLT	1	82,820	84,817	86,814	88,811	90,808	92,805	94,802	96,799	98,796	100,793	102,790	104,787	106,784
			2	88,762	90,933	93,105	95,277	97,449	99,620	101,792	103,964	106,136	108,307	110,479	112,651	114,822
			3	95,146	97,506	99,865	102,225	104,584	106,944	109,303	111,663	114,022	116,382	118,741	121,101	123,460
LTCDR	MAJ	SQNLDR	1	95,146	97,506	99,865	102,225	104,584	106,944	109,303	111,663	114,022	116,382	118,741	121,101	123,460
			2	102,305	104,875	107,445	110,015	112,585	115,155	117,725	120,295	122,865	125,435	128,005	130,575	133,145
			3	110,101	112,900	115,699	118,499	121,298	124,097	126,897	129,696	132,495	135,295	138,094	140,893	143,693
CDR	LTCOL	WGCDR	1	115,585	118,546	121,506	124,467	127,428	130,388	133,349	136,309	139,270	142,231	145,191	148,152	151,113
			2	124,445	127,667	130,888	134,109	137,330	140,552	143,773	146,994	150,215	153,436	156,657	159,878	163,100
			3	134,352	137,865	141,378	144,890	148,403	151,915	155,428	158,941	162,453	165,966	169,479	172,991	176,504
CAPT	COL	GPCAPT	1	171,135	175,729	180,324	184,918	189,512	194,107	198,701	203,296	207,890	212,485	217,079	221,674	226,268
CDRE	BRIG	AIRCDSRE	1	220,429	226,473	232,518	238,562	244,606	250,651	256,695	262,739	268,784	274,828	280,872	286,916	292,961

Sector B				Pay Progression Step												
Navy	Army	Air	Tier	01	02	03	04	05	06	07	08	09	10	11	12	13
ENS	2LT	PLTOFF	1	58,426	59,705	60,984	62,264	63,543	64,823	66,102	67,382	68,661	69,941	71,220	72,500	73,779
			2	62,029	63,414	64,800	66,185	67,571	68,956	70,341	71,727	73,112	74,498	75,883	77,269	78,654
			3	65,777	67,273	68,768	70,264	71,760	73,255	74,751	76,247	77,742	79,238	80,734	82,230	83,725
SLT	LT	FGOFF	1	70,026	71,647	73,268	74,888	76,509	78,130	79,750	81,371	82,992	84,612	86,233	87,854	89,474
			2	74,566	76,321	78,076	79,831	81,586	83,341	85,096	86,851	88,606	90,361	92,116	93,871	95,626
			3	80,015	81,929	83,843	85,758	87,672	89,587	91,501	93,416	95,330	97,245	99,159	101,074	102,988
LT	CAPT	FLTLT	1	84,549	86,597	88,645	90,693	92,741	94,789	96,837	98,884	100,932	102,980	105,028	107,076	109,124
			2	90,707	92,936	95,165	97,394	99,623	101,852	104,081	106,310	108,539	110,768	112,997	115,226	117,455
			3	97,263	99,685	102,107	104,528	106,950	109,372	111,794	114,216	116,637	119,059	121,481	123,903	126,324
LTCDR	MAJ	SQNLDR	1	97,263	99,685	102,107	104,528	106,950	109,372	111,794	114,216	116,637	119,059	121,481	123,903	126,324
			2	103,723	106,335	108,947	111,559	114,171	116,782	119,394	122,006	124,618	127,229	129,841	132,453	135,065
			3	111,229	114,062	116,895	119,727	122,560	125,392	128,225	131,057	133,890	136,722	139,555	142,387	145,220
CDR	LTCOL	WGCDR	1	119,286	122,355	125,425	128,494	131,564	134,633	137,703	140,772	143,842	146,911	149,981	153,050	156,120
			2	128,922	132,275	135,628	138,981	142,333	145,686	149,039	152,392	155,745	159,098	162,451	165,804	169,157
			3	139,954	143,631	147,309	150,986	154,663	158,341	162,018	165,696	169,373	173,050	176,728	180,405	184,082

Sector C				Pay Progression Step												
Navy	Army	Air	Tier	01	02	03	04	05	06	07	08	09	10	11	12	13
ENS	2LT	PLTOFF	1	59,196	60,499	61,801	63,103	64,405	65,707	67,009	68,311	69,614	70,916	72,218	73,520	74,822
			2	63,204	64,624	66,045	67,465	68,885	70,305	71,725	73,145	74,565	75,985	77,405	78,825	80,245
			3	67,372	68,915	70,458	72,000	73,543	75,086	76,628	78,171	79,714	81,256	82,799	84,341	85,884
SLT	LT	FGOFF	1	72,387	74,078	75,768	77,458	79,148	80,838	82,528	84,218	85,908	87,599	89,289	90,979	92,669
			2	77,714	79,561	81,408	83,255	85,102	86,948	88,795	90,642	92,489	94,336	96,182	98,029	99,876
			3	84,107	86,142	88,177	90,212	92,247	94,282	96,317	98,351	100,386	102,421	104,456	106,491	108,526
LT	CAPT	FLTLT	1	88,791	90,964	93,136	95,309	97,481	99,654	101,826	103,999	106,172	108,344	110,517	112,689	114,862
			2	96,043	98,429	100,815	103,201	105,587	107,973	110,359	112,744	115,130	117,516	119,902	122,288	124,674
			3	103,762	106,375	108,988	111,601	114,214	116,827	119,440	122,053	124,666	127,279	129,892	132,505	135,117
LTCDR	MAJ	SQNLDR	1	102,883	105,470	108,057	110,644	113,231	115,818	118,405	120,992	123,579	126,166	128,753	131,340	133,927
			2	110,377	113,185	115,992	118,800	121,607	124,415	127,222	130,030	132,837	135,645	138,452	141,260	144,067
			3	118,929	121,988	125,047	128,106	131,165	134,224	137,283	140,342	143,401	146,460	149,519	152,578	155,637
CDR	LTCOL	WGCDR	1	128,258	131,592	134,925	138,259	141,592	144,925	148,259	151,592	154,926	158,259	161,592	164,926	168,259
			2	138,954	142,602	146,250	149,898	153,546	157,194	160,842	164,490	168,138	171,786	175,434	179,082	182,730
			3	150,983	154,984	158,986	162,988	166,990	170,992	174,993	178,995	182,997	186,999	191,000	195,002	199,004

Sector D				Pay Progression Step												
Navy	Army	Air	Tier	01	02	03	04	05	06	07	08	09	10	11	12	13
ENS	2LT	PLTOFF	1	63,705	65,140	66,574	68,009	69,444	70,879	72,313	73,748	75,183	76,618	78,052	79,487	80,922
			2	67,762	69,316	70,871	72,425	73,979	75,533	77,087	78,641	80,195	81,749	83,303	84,857	86,411
			3	73,106	74,817	76,529	78,240	79,951	81,662	83,374	85,085	86,796	88,508	90,219	91,930	93,641
SLT	LT	FGOFF	1	72,530	74,224	75,919	77,613	79,307	81,002	82,696	84,390	86,085	87,779	89,473	91,168	92,862
			2	77,881	79,733	81,584	83,436	85,288	87,139	88,991	90,843	92,694	94,546	96,398	98,250	100,101
			3	90,448	92,669	94,891	97,112	99,333	101,555	103,776	105,997	108,219	110,440	112,661	114,883	117,104
LT	CAPT	FLTLT	1	90,448	92,669	94,891	97,112	99,333	101,555	103,776	105,997	108,219	110,440	112,661	114,883	117,104
			2	97,763	100,200	102,636	105,073	107,509	109,946	112,382	114,818	117,255	119,691			

Reserve Force Remuneration Tables — Other Ranks

Effective from 1 July 2018

Sector A

Navy	Army	Air	Tier	Pay Progression Step														
				01	02	03	04	05	06	07	08	09	10	11	12	13		
ORD	PTE	AC	0	36,196														
ORD	PTE	AC	1	36,340	37,290	38,240	39,190	40,140	41,090	42,040	42,990	43,940	44,890	45,840	46,790	47,740		
AB	LCPL	LAC	1	40,295	41,362	42,428	43,495	44,561	45,627	46,694	47,760	48,827	49,893	50,959	52,026	53,092		
			2	43,235	44,388	45,540	46,693	47,846	48,999	50,152	51,305	52,457	53,610	54,763	55,916	57,069		
			3	47,040	48,305	49,570	50,835	52,099	53,364	54,629	55,894	57,159	58,423	59,688	60,953	62,218		
LH	CPL	CPL	1	46,237	47,478	48,719	49,960	51,201	52,442	53,684	54,925	56,166	57,407	58,648	59,889	61,130		
			2	49,657	50,999	52,340	53,682	55,024	56,366	57,707	59,049	60,391	61,733	63,074	64,416	65,758		
			3	54,126	55,599	57,072	58,545	60,018	61,491	62,965	64,438	65,911	67,384	68,857	70,330	71,804		
PO	SGT	SGT	1	53,171	54,616	56,061	57,506	58,951	60,396	61,841	63,286	64,732	66,177	67,622	69,067	70,512		
			2	57,310	58,877	60,443	62,010	63,577	65,144	66,711	68,277	69,844	71,411	72,978	74,545	76,112		
			3	62,013	63,718	65,423	67,128	68,833	70,538	72,243	73,949	75,654	77,359	79,064	80,769	82,474		
CPO	SSGT	F/S	1	62,013	63,718	65,423	67,128	68,833	70,538	72,243	73,949	75,654	77,359	79,064	80,769	82,474		
			2	67,086	68,940	70,795	72,649	74,503	76,358	78,212	80,066	81,921	83,775	85,629	87,484	89,338		
			3	72,601	74,618	76,634	78,651	80,667	82,684	84,701	86,717	88,734	90,750	92,767	94,783	96,800		
WO	WO2/1	W/O	1	71,936	73,933	75,930	77,927	79,923	81,920	83,917	85,914	87,911	89,908	91,905	93,902	95,899		
			2	77,877	80,049	82,220	84,392	86,564	88,736	90,907	93,079	95,251	97,422	99,594	101,766	103,938		
			3	84,261	86,621	88,980	91,340	93,699	96,059	98,418	100,778	103,137	105,497	107,856	110,216	112,575		

Sector B

Navy	Army	Air	Tier	Pay Progression Step														
				01	02	03	04	05	06	07	08	09	10	11	12	13		
AB	LCPL	LAC	1	41,605	42,710	43,814	44,919	46,024	47,129	48,234	49,339	50,444	51,549	52,654	53,758	54,863		
			2	44,824	46,024	47,223	48,423	49,623	50,822	52,022	53,221	54,421	55,620	56,820	58,020	59,219		
			3	48,190	49,489	50,788	52,086	53,385	54,683	55,982	57,281	58,579	59,878	61,176	62,475	63,774		
LH	CPL	CPL	1	47,541	48,820	50,100	51,379	52,659	53,938	55,218	56,497	57,777	59,056	60,336	61,615	62,895		
			2	51,144	52,529	53,915	55,300	56,686	58,071	59,457	60,842	62,228	63,613	64,998	66,384	67,769		
			3	54,892	56,388	57,883	59,379	60,875	62,371	63,866	65,362	66,858	68,353	69,849	71,345	72,840		
PO	SGT	SGT	1	54,149	55,622	57,096	58,570	60,044	61,518	62,992	64,465	65,939	67,413	68,887	70,361	71,835		
			2	58,607	60,212	61,817	63,421	65,026	66,631	68,236	69,841	71,446	73,051	74,656	76,261	77,866		
			3	63,103	64,840	66,577	68,314	70,051	71,789	73,526	75,263	77,000	78,737	80,475	82,212	83,949		
CPO	SSGT	F/S	1	63,103	64,840	66,577	68,314	70,051	71,789	73,526	75,263	77,000	78,737	80,475	82,212	83,949		
			2	68,498	70,394	72,289	74,185	76,081	77,977	79,873	81,769	83,665	85,560	87,456	89,352	91,248		
			3	73,665	75,712	77,760	79,808	81,856	83,904	85,952	88,000	90,047	92,095	94,143	96,191	98,239		
WO	WO2/1	W/O	1	73,665	75,712	77,760	79,808	81,856	83,904	85,952	88,000	90,047	92,095	94,143	96,191	98,239		
			2	79,823	82,052	84,281	86,509	88,738	90,967	93,196	95,425	97,654	99,883	102,112	104,341	106,570		
			3	86,378	88,800	91,222	93,644	96,065	98,487	100,909	103,331	105,753	108,174	110,596	113,018	115,440		

Sector C

Navy	Army	Air	Tier	Pay Progression Step														
				01	02	03	04	05	06	07	08	09	10	11	12	13		
AB	LCPL	LAC	1	41,648	42,754	43,860	44,966	46,073	47,179	48,285	49,391	50,497	51,603	52,710	53,816	54,922		
			2	45,231	46,442	47,654	48,865	50,077	51,289	52,500	53,712	54,923	56,135	57,346	58,558	59,769		
			3	48,973	50,294	51,615	52,936	54,257	55,578	56,900	58,221	59,542	60,863	62,184	63,505	64,826		
LH	CPL	CPL	1	48,312	49,614	50,916	52,218	53,520	54,822	56,124	57,427	58,729	60,031	61,333	62,635	63,937		
			2	52,320	53,740	55,160	56,580	58,000	59,420	60,840	62,260	63,680	65,100	66,520	67,940	69,360		
			3	56,488	58,030	59,573	61,116	62,658	64,201	65,743	67,286	68,829	70,371	71,914	73,457	74,999		
PO	SGT	SGT	1	55,720	57,240	58,760	60,281	61,801	63,321	64,841	66,361	67,881	69,401	70,921	72,441	73,961		
			2	60,945	62,619	64,292	65,966	67,640	69,313	70,987	72,661	74,335	76,008	77,682	79,356	81,029		
			3	66,220	68,049	69,878	71,707	73,536	75,365	77,194	79,023	80,852	82,681	84,509	86,338	88,167		
CPO	SSGT	F/S	1	66,220	68,049	69,878	71,707	73,536	75,365	77,194	79,023	80,852	82,681	84,509	86,338	88,167		
			2	72,551	74,566	76,581	78,596	80,611	82,626	84,641	86,656	88,671	90,687	92,702	94,717	96,732		
			3	78,637	80,831	83,025	85,219	87,414	89,608	91,802	93,996	96,190	98,384	100,578	102,772	104,966		
WO	WO2/1	W/O	1	77,175	79,326	81,477	83,628	85,779	87,930	90,081	92,232	94,383	96,534	98,685	100,836	102,987		
			2	84,355	86,717	89,080	91,442	93,804	96,166	98,529	100,891	103,253	105,615	107,978	110,340	112,702		
			3	91,998	94,585	97,172	99,759	102,346	104,933	107,520	110,107	112,694	115,281	117,868	120,455	123,042		

Sector D

Navy	Army	Air	Tier	Pay Progression Step														
				01	02	03	04	05	06	07	08	09	10	11	12	13		
ORD	PTE	AC	1	42,272	43,397	44,521	45,646	46,770	47,895	49,019	50,144	51,268	52,393	53,517	54,642	55,766		
			2	45,739	46,966	48,192	49,419	50,645	51,872	53,098	54,325	55,551	56,778	58,004	59,231	60,457		
			3	57,400	58,969	60,539	62,108	63,678	65,247	66,817	68,386	69,956	71,525	73,095	74,664	76,234		
AB	LCPL	LAC	1	48,919	50,239	51,559	52,879	54,199	55,519	56,839	58,159	59,479	60,799	62,119	63,439	64,759		
			2	52,820	54,255	55,689	57,124	58,559	59,994	61,428	62,863	64,298	65,733	67,168	68,602	70,037		
			3	62,221	63,933	65,644	67,355	69,066	70,777	72,489	74,200	75,911	77,622	79,334	81,045	82,756		
LH	CPL	CPL	1	56,877	58,432	59,986	61,540	63,094	64,648	66,202	67,756	69,310	70,864	72,418	73,973	75,527		
			2	62,221	63,933	65,644	67,355	69,066	70,777	72,489	74,200	75,911	77,622	79,334	81,045	82,756		
			3	67,625	69,495	71,366	73,236	75,106	76,976	78,846	80,717	82,587	84,457	86,327	88,197	90,068		
PO	SGT	SGT	1	61,645	63,339	65,034	66,728	68,422	70,117	71,811	73,505	75,200	76,894	78,588	80,283	81,977		
			2	66,996	68,848	70,699	72,551	74,403	76,254	78,106	79,958	81,809	83,661	85,513	87,365	89,216		
			3	73,417	75,457	77,498	79,538	81,579	83,619	85,660	87,701	89,741	91,782	93,822	95,863	97,903		

Reserve Force Remuneration Tables — Officers

Effective from 1 July 2018

Sector A				Pay Progression Step												
Navy	Army	Air	Tier	01	02	03	04	05	06	07	08	09	10	11	12	13
MID	OCDT	OCDT	0	36,196												
MID	OCDT	OCDT	1	36,196	36,196	36,221	37,172	38,122	39,072	40,022	40,972	41,922	42,872	43,822	44,772	45,722
	MID/ENS/PLTOFF(UT)		2	36,340	37,290	38,240	39,190	40,140	41,090	42,040	42,990	43,940	44,890	45,840	46,790	47,740
ENS	2LT	PLTOFF	1	46,237	47,478	48,719	49,960	51,201	52,442	53,684	54,925	56,166	57,407	58,648	59,889	61,130
			2	49,657	50,999	52,340	53,682	55,024	56,366	57,707	59,049	60,391	61,733	63,074	64,416	65,758
			3	54,126	55,599	57,072	58,545	60,018	61,491	62,965	64,438	65,911	67,384	68,857	70,330	71,804
SLT	LT	FGOFF	1	57,259	58,824	60,389	61,954	63,520	65,085	66,650	68,216	69,781	71,346	72,912	74,477	76,042
			2	62,013	63,718	65,423	67,128	68,833	70,538	72,243	73,949	75,654	77,359	79,064	80,769	82,474
			3	67,086	68,940	70,795	72,649	74,503	76,358	78,212	80,066	81,921	83,775	85,629	87,484	89,338
LT	CAPT	FLTLT	1	71,936	73,933	75,930	77,927	79,923	81,920	83,917	85,914	87,911	89,908	91,905	93,902	95,899
			2	77,877	80,049	82,220	84,392	86,564	88,736	90,907	93,079	95,251	97,422	99,594	101,766	103,938
			3	84,261	86,621	88,980	91,340	93,699	96,059	98,418	100,778	103,137	105,497	107,856	110,216	112,575
LTCDR	MAJ	SQNLDR	1	84,261	86,621	88,980	91,340	93,699	96,059	98,418	100,778	103,137	105,497	107,856	110,216	112,575
			2	91,420	93,990	96,560	99,130	101,700	104,270	106,840	109,410	111,980	114,550	117,120	119,690	122,260
			3	99,216	102,015	104,814	107,614	110,413	113,213	116,012	118,811	121,611	124,410	127,209	130,009	132,808
CDR	LTCOL	WGCDR	1	104,700	107,661	110,621	113,582	116,543	119,503	122,464	125,425	128,385	131,346	134,307	137,267	140,228
			2	113,560	116,782	120,003	123,224	126,445	129,667	132,888	136,109	139,330	142,552	145,773	148,994	152,215
			3	123,467	126,980	130,493	134,005	137,518	141,031	144,543	148,056	151,568	155,081	158,594	162,106	165,619
CAPT	COL	GPCAPT	1	160,250	164,844	169,439	174,033	178,628	183,222	187,817	192,411	197,005	201,600	206,194	210,789	215,383
CDRE	BRIG	AIRCORE	1	209,544	215,589	221,633	227,677	233,721	239,766	245,810	251,854	257,899	263,943	269,987	276,032	282,076

Sector B				Pay Progression Step												
Navy	Army	Air	Tier	01	02	03	04	05	06	07	08	09	10	11	12	13
ENS	2LT	PLTOFF	1	47,541	48,820	50,100	51,379	52,659	53,938	55,218	56,497	57,777	59,056	60,336	61,615	62,895
			2	51,144	52,529	53,915	55,300	56,686	58,071	59,457	60,842	62,228	63,613	64,998	66,384	67,769
			3	54,892	56,388	57,883	59,379	60,875	62,371	63,866	65,362	66,858	68,353	69,849	71,345	72,840
SLT	LT	FGOFF	1	59,141	60,762	62,383	64,003	65,624	67,245	68,866	70,486	72,107	73,728	75,348	76,969	78,590
			2	63,682	65,436	67,190	68,944	70,699	72,453	74,207	75,961	77,715	79,470	81,224	82,978	84,732
			3	69,130	71,044	72,959	74,873	76,788	78,702	80,616	82,531	84,445	86,360	88,274	90,189	92,103
LT	CAPT	FLTLT	1	73,665	75,712	77,760	79,808	81,856	83,904	85,952	88,000	90,047	92,095	94,143	96,191	98,239
			2	79,823	82,052	84,281	86,509	88,738	90,967	93,196	95,425	97,654	99,883	102,112	104,341	106,570
			3	86,378	88,800	91,222	93,644	96,065	98,487	100,909	103,331	105,753	108,174	110,596	113,018	115,440
LTCDR	MAJ	SQNLDR	1	86,378	88,800	91,222	93,644	96,065	98,487	100,909	103,331	105,753	108,174	110,596	113,018	115,440
			2	92,839	95,450	98,062	100,674	103,286	105,898	108,509	111,121	113,733	116,345	118,956	121,568	124,180
			3	100,345	103,177	106,010	108,842	111,675	114,507	117,340	120,172	123,005	125,838	128,670	131,503	134,335
CDR	LTCOL	WGCDR	1	108,401	111,470	114,540	117,609	120,679	123,748	126,818	129,887	132,957	136,026	139,096	142,165	145,235
			2	118,037	121,390	124,743	128,096	131,448	134,801	138,154	141,507	144,860	148,213	151,566	154,919	158,272
			3	129,069	132,746	136,424	140,101	143,778	147,456	151,133	154,811	158,488	162,165	165,843	169,520	173,197

Sector C				Pay Progression Step												
Navy	Army	Air	Tier	01	02	03	04	05	06	07	08	09	10	11	12	13
ENS	2LT	PLTOFF	1	48,312	49,614	50,916	52,218	53,520	54,822	56,124	57,427	58,729	60,031	61,333	62,635	63,937
			2	52,320	53,740	55,160	56,580	58,000	59,420	60,840	62,260	63,680	65,100	66,520	67,940	69,360
			3	56,488	58,030	59,573	61,116	62,658	64,201	65,743	67,286	68,829	70,371	71,914	73,457	74,999
SLT	LT	FGOFF	1	61,503	63,193	64,883	66,573	68,263	69,953	71,643	73,333	75,024	76,714	78,404	80,094	81,784
			2	66,830	68,676	70,523	72,370	74,217	76,064	77,910	79,757	81,604	83,451	85,298	87,144	88,991
			3	73,223	75,257	77,292	79,327	81,362	83,397	85,432	87,467	89,501	91,536	93,571	95,606	97,641
LT	CAPT	FLTLT	1	77,906	80,079	82,251	84,424	86,596	88,769	90,942	93,114	95,287	97,459	99,632	101,805	103,977
			2	85,158	87,544	89,930	92,316	94,702	97,088	99,474	101,860	104,246	106,631	109,017	111,403	113,789
			3	92,878	95,490	98,103	100,716	103,329	105,942	108,555	111,168	113,781	116,394	119,007	121,620	124,233
LTCDR	MAJ	SQNLDR	1	91,998	94,585	97,172	99,759	102,346	104,933	107,520	110,107	112,694	115,281	117,868	120,455	123,042
			2	99,492	102,300	105,107	107,915	110,722	113,530	116,337	119,145	121,952	124,760	127,567	130,375	133,182
			3	108,044	111,103	114,162	117,221	120,280	123,339	126,398	129,457	132,516	135,575	138,634	141,693	144,752
CDR	LTCOL	WGCDR	1	117,373	120,707	124,040	127,374	130,707	134,040	137,374	140,707	144,041	147,374	150,707	154,041	157,374
			2	128,069	131,717	135,365	139,013	142,661	146,309	149,957	153,605	157,253	160,901	164,549	168,197	171,845
			3	140,098	144,099	148,101	152,103	156,105	160,107	164,108	168,110	172,112	176,114	180,115	184,117	188,119

Sector D				Pay Progression Step												
Navy	Army	Air	Tier	01	02	03	04	05	06	07	08	09	10	11	12	13
ENS	2LT	PLTOFF	1	52,820	54,255	55,689	57,124	58,559	59,994	61,428	62,863	64,298	65,733	67,168	68,602	70,037
			2	56,877	58,432	59,986	61,540	63,094	64,648	66,202	67,756	69,310	70,864	72,418	73,973	75,527
			3	62,221	63,933	65,644	67,355	69,066	70,778	72,489	74,200	75,911	77,623	79,334	81,045	82,756
SLT	LT	FGOFF	1	61,645	63,339	65,034	66,728	68,422	70,117	71,811	73,505	75,200	76,894	78,588	80,283	81,977
			2	66,996	68,848	70,699	72,551	74,403	76,254	78,106	79,958	81,809	83,661	85,513	87,365	89,217
			3	79,563	81,784	84,006	86,227	88,448	90,670	92,891	95,112	97,334	99,555	101,776	103,998	106,219
LT	CAPT	FLTLT	1	79,563	81,784	84,006	86,227	88,448	90,670	92,891	95,112	97,334	99,555	101,776	103,998	106,219
			2	86,878	89,315	91,751	94,188	96,624	99,061	101,497	103,933	106,370	108,806	111,243	113,679	116,116
			3	94,665	97,331	99,996	102,662	105,327	107,993	110,658	113,324	115,989	118,655	121,320	123,986	126,651
LTCDR	MAJ	SQNLDR	1	94,665	97,331	99,996	102									

Health (Sector F) Military and Civilian Table

Effective from 1 July 2018

Step	Regular Force	Reserve Force	Civilian
01	68,405	57,520	53,482
02	71,383	60,498	56,460
03	74,360	63,475	59,437
04	77,337	66,452	62,414
05	79,763	68,878	64,840
06	83,512	72,627	68,589
07	87,261	76,376	72,338
08	91,010	80,126	76,087
09	94,760	83,875	79,837
10	98,509	87,624	83,586
11	101,260	90,375	86,337
12	105,587	94,702	90,664
13	109,915	99,030	94,992
14	114,243	103,358	99,320
15	118,138	107,253	103,215
16	119,686	108,802	104,763
17	121,627	110,742	106,704
18	123,297	112,412	108,374
19	125,310	114,425	110,387
20	128,992	118,107	114,069
21	132,676	121,791	117,753
22	136,359	125,474	121,436
23	140,041	129,156	125,118
24	143,724	132,839	128,801
25	147,407	136,522	132,484
26	151,089	140,204	136,166
27	154,773	143,888	139,850
28	158,455	147,571	143,532
29	162,138	151,253	147,215
30	164,369	153,484	149,446
31	168,017	157,132	153,094
32	171,666	160,781	156,743
33	175,313	164,428	160,390
34	178,960	168,075	164,037
35	182,606	171,722	167,683
36	186,254	175,369	171,331
37	189,901	179,016	174,978
38	193,550	182,665	178,627
39	197,198	186,313	182,275
40	200,844	189,959	185,921
41	206,619	195,734	191,696
42	212,391	201,506	197,468
43	218,166	207,281	203,243
44	223,940	213,055	209,017
45	229,713	218,828	214,790
46	235,487	224,602	220,564
47	241,261	230,376	226,338
48	247,036	236,152	232,113
49	255,119	244,234	240,196
50	264,935	254,050	250,012

NZDF Civilian Total Remuneration Table

Effective from 1 July 2018*

*This table applies to the following employment agreements: 2006 IEA and IMA / 2010 IEA / PSA CEA Part B / NUPE CEA Part B / REA CEA / DSA CEA

Grade	Pay Step / Percentage of Midpoint											Grade
	01 85.00%	02 87.50%	03 90.00%	04 92.50%	05 95.00%	06 97.50%	07 100.00%	08 102.50%	09 105.00%	10 107.50%	11 110.00%	
00					41,540	42,634	43,727	44,820	45,913	47,006	48,099	00
08					43,933	45,090	46,246	47,402	48,558	49,714	50,870	08
09			44,970	46,219	47,468	48,718	49,967	51,216	52,465	53,714	54,963	09
10	45,910	47,260	48,610	49,961	51,311	52,661	54,011	55,362	56,712	58,062	59,412	10
11	49,005	50,446	51,887	53,328	54,770	56,211	57,652	59,094	60,535	61,976	63,418	11
12	52,983	54,541	56,099	57,657	59,216	60,774	62,332	63,891	65,449	67,007	68,566	12
13	56,986	58,662	60,338	62,014	63,690	65,366	67,043	68,719	70,395	72,071	73,747	13
14	61,791	63,608	65,425	67,243	69,060	70,878	72,695	74,512	76,330	78,147	79,964	14
15	66,484	68,439	70,395	72,350	74,306	76,261	78,216	80,172	82,127	84,083	86,038	15
16	72,375	74,504	76,632	78,761	80,890	83,018	85,147	87,276	89,404	91,533	93,662	16
17	78,647	80,960	83,273	85,586	87,899	90,213	92,526	94,839	97,152	99,465	101,778	17
18	84,824	87,319	89,814	92,309	94,804	97,298	99,793	102,288	104,783	107,278	109,773	18
19	92,133	94,843	97,553	100,263	102,972	105,682	108,392	111,102	113,812	116,521	119,231	19
20	99,123	102,038	104,954	107,869	110,784	113,700	116,615	119,531	122,446	125,361	128,277	20
21	107,640	110,806	113,972	117,138	120,304	123,470	126,636	129,801	132,967	136,133	139,299	21
22	117,762	121,226	124,689	128,153	131,616	135,080	138,544	142,007	145,471	148,934	152,398	22
23	128,851	132,641	136,430	140,220	144,010	147,800	151,589	155,379	159,169	162,959	166,748	23
24	140,659	144,796	148,933	153,070	157,207	161,344	165,481	169,618	173,755	177,892	182,029	24
Grade	Pay Step / Percentage of Midpoint											Grade
	01 85.00%	02 87.50%	03 90.00%	04 92.50%	05 95.00%	06 97.50%	07 100.00%	08 102.50%	09 105.00%	10 107.50%	11 110.00%	
SM1	145,822	150,111	154,400	158,689	162,978	167,266	171,555	175,844	180,133	184,422	188,711	20
SM2	168,131	173,077	178,022	182,967	187,912	192,857	197,802	202,747	207,692	212,637	217,582	21
SM3	191,388	197,017	202,646	208,275	213,904	219,533	225,162	230,791	236,420	242,049	247,678	22
SM4	224,512	231,115	237,719	244,322	250,925	257,529	264,132	270,735	277,339	283,942	290,545	23
SM5	265,545	273,355	281,165	288,975	296,785	304,595	312,406	320,216	328,026	335,836	343,646	24
SM6	293,157	301,780	310,402	319,024	327,646	336,269	344,891	353,513	362,136	370,758	379,380	25
SM7	360,600	371,205	381,811	392,417	403,023	413,629	424,235	434,841	445,446	456,052	466,658	26

Kauri Point (Part B) - Total Remuneration Table

Explosive Ordnance Technicians

Effective from 1 July 2018*

*This table applies to PSA CEA Part B employment agreement for the Defence Ammunition Depot - Logistics Command (Shared Services) at Kauri Point (DADLC(SS) Kauri Point)

EOT	Level	Explosives Technician (XT)											EOT	Level	
		Performance Step													
		85.00%	87.50%	90.00%	92.50%	95.00%	97.50%	100.00%	102.50%	105.00%	107.50%	110.00%			
3	3	79,367	79,712	80,057	80,402	80,747	81,092	81,437	81,782	82,127	82,472	82,817	3	3	
	2	76,607	76,952	77,297	77,642	77,987	78,332	78,677	79,022	79,367	79,712	80,057		3	2
	1	73,846	74,191	74,536	74,882	75,227	75,572	75,917	76,262	76,607	76,952	77,297		1	1
2	3	71,086	71,431	71,776	72,121	72,466	72,811	73,156	73,501	73,846	74,191	74,536	2	3	
	2	68,326	68,671	69,016	69,361	69,706	70,051	70,396	70,741	71,086	71,431	71,776		2	2
	1	65,566	65,911	66,256	66,601	66,946	67,291	67,636	67,981	68,326	68,671	69,016		1	1
1	6	62,806	63,151	63,496	63,841	64,186	64,531	64,876	65,221	65,566	65,911	66,256	1	6	
	5	60,046	60,391	60,736	61,081	61,426	61,771	62,116	62,461	62,806	63,151	63,496		5	
	4	57,285	57,630	57,976	58,321	58,666	59,011	59,356	59,701	60,046	60,391	60,736		4	
	3	54,525	54,870	55,215	55,560	55,905	56,250	56,595	56,940	57,285	57,630	57,976		3	
	2	51,765	52,110	52,455	52,800	53,145	53,490	53,835	54,180	54,525	54,870	55,215		2	
	1	49,005	49,350	49,695	50,040	50,385	50,730	51,075	51,420	51,765	52,110	52,455		1	

85% EOT 1 Level 1 = 85% NZDF Civilian TR Table Grade 11 | 105% EOT 3 Level 3 = 105% NZDF Civilian TR Table Grade 15

Released under the Official Information Act

PREMIUM Civilian Total Remuneration Table

Effective from 1 July 2018*

*This table applies to the following employment agreements: 2006 IEA and IMA / 2010 IEA / PSA CEA Part B / NUPE CEA Part B / REA CEA / DSA CEA

Grade	Pay Step / Percentage of Midpoint										Grade	
	01	02	03	04	05	06	07	08	09	10		11
	85.00%	87.50%	90.00%	92.50%	95.00%	97.50%	100.00%	102.50%	105.00%	107.50%	110.00%	
09	x	x	49,007	50,368	51,730	53,091	54,452	55,814	57,175	58,536	59,898	09
10	50,123	51,597	53,071	54,545	56,020	57,494	58,968	60,442	61,916	63,391	64,865	10
11	54,115	55,707	57,298	58,890	60,481	62,073	63,665	65,256	66,848	68,439	70,031	11
12	59,011	60,746	62,482	64,217	65,953	67,689	69,424	71,160	72,895	74,631	76,367	12
13	63,950	65,831	67,712	69,593	71,474	73,355	75,236	77,117	78,997	80,878	82,759	13
14	69,878	71,933	73,988	76,043	78,098	80,154	82,209	84,264	86,319	88,375	90,430	14
15	75,552	77,774	79,996	82,218	84,440	86,663	88,885	91,107	93,329	95,551	97,773	15
16	82,307	84,727	87,148	89,569	91,990	94,410	96,831	99,252	101,673	104,094	106,514	16
17	89,498	92,130	94,763	97,395	100,027	102,659	105,292	107,924	110,556	113,189	115,821	17
18	96,577	99,418	102,258	105,099	107,939	110,780	113,620	116,461	119,301	122,142	124,982	18
19	104,934	108,021	111,107	114,193	117,280	120,366	123,452	126,538	129,625	132,711	135,797	19
20	114,052	117,406	120,761	124,115	127,470	130,824	134,179	137,533	140,888	144,242	147,597	20
21	124,370	128,028	131,686	135,344	139,002	142,660	146,318	149,976	153,633	157,291	160,949	21
22	135,662	139,652	143,642	147,632	151,622	155,612	159,603	163,593	167,583	171,573	175,563	22
23	148,030	152,384	156,738	161,092	165,446	169,799	174,153	178,507	182,861	187,215	191,569	23
24	161,204	165,946	170,687	175,428	180,170	184,911	189,652	194,394	199,135	203,876	208,618	24

CIS Remuneration Table - IT Job Family

Effective from 1 July 2018

	Code	Grade	Market	Pay Step / Percentage of Midpoint										
				01	02	03	04	05	06	07	08	09	10	11
ITA Software/Application Development & Implementation				85.00%	87.50%	90.00%	92.50%	95.00%	97.50%	100.00%	102.50%	105.00%	107.50%	110.00%
Application Development Manager	ITA	19	PS	123,327	126,954	130,581	134,209	137,836	141,463	145,090	148,718	152,345	155,972	159,599
Application Development Practices Manager	ITA	19	PS	123,327	126,954	130,581	134,209	137,836	141,463	145,090	148,718	152,345	155,972	159,599
System Development Analyst VI	ITA	18	PS	107,254	110,408	113,563	116,718	119,872	123,027	126,181	129,336	132,490	135,645	138,799
System Development Analyst V	ITA	17	PS	88,943	91,559	94,175	96,791	99,407	102,023	104,639	107,255	109,870	112,486	115,102
Application Developer V	ITA	17	PS	88,943	91,559	94,175	96,791	99,407	102,023	104,639	107,255	109,870	112,486	115,102
Programmer IV	ITA	16	PS	80,341	82,704	85,066	87,429	89,792	92,155	94,518	96,881	99,244	101,607	103,970
Application Developer IV	ITA	16	PS	80,341	82,704	85,066	87,429	89,792	92,155	94,518	96,881	99,244	101,607	103,970
Programmer III	ITA	15	PS	67,215	69,192	71,169	73,146	75,123	77,099	79,076	81,053	83,030	85,007	86,984
Application Developer III	ITA	15	PS	67,215	69,192	71,169	73,146	75,123	77,099	79,076	81,053	83,030	85,007	86,984
Programmer II	ITA	14	PS	60,182	61,952	63,722	65,492	67,262	69,032	70,802	72,572	74,342	76,112	77,882
Technical Writer II	AD	14	PS	55,701	57,339	58,977	60,616	62,254	63,892	65,530	67,169	68,807	70,445	72,083
ITB Infrastructure Development/Management				85.00%	87.50%	90.00%	92.50%	95.00%	97.50%	100.00%	102.50%	105.00%	107.50%	110.00%
Domain Architecture Manager	ITB	19	PS	121,536	125,111	128,686	132,260	135,835	139,409	142,984	146,559	150,133	153,708	157,283
Enterprise Architect	ITB	19	PS	121,536	125,111	128,686	132,260	135,835	139,409	142,984	146,559	150,133	153,708	157,283
Business Analyst Manager	ITB	18	PS	113,834	117,183	120,531	123,879	127,227	130,575	133,923	137,271	140,619	143,967	147,315
Security Architect	ITB	18	PS	113,834	117,183	120,531	123,879	127,227	130,575	133,923	137,271	140,619	143,967	147,315
Domain Architect	ITB	17	PS	89,060	91,680	94,299	96,919	99,538	102,157	104,777	107,396	110,016	112,635	115,255
Business Analyst IV	ITB	16	PS	80,363	82,726	85,090	87,453	89,817	92,181	94,544	96,908	99,272	101,635	103,999
Business Analyst III	ITB	15	PS	64,033	65,917	67,800	69,683	71,567	73,450	75,333	77,217	79,100	80,983	82,867
Business Analyst II	ITB	14	PS	55,949	57,594	59,240	60,885	62,531	64,176	65,822	67,468	69,113	70,758	72,404
ITC Operations/End User Support				85.00%	87.50%	90.00%	92.50%	95.00%	97.50%	100.00%	102.50%	105.00%	107.50%	110.00%
Strategic Information Assurance Manager	ITC	19	AO	129,388	133,193	136,999	140,804	144,610	148,415	152,221	156,026	159,832	163,637	167,443
Enterprise Infrastructure Manager	ITC	19	PS	122,495	126,098	129,701	133,303	136,906	140,509	144,112	147,715	151,317	154,920	158,523
Service Integration Manager	ITG	18	PS	105,301	108,398	111,495	114,592	117,690	120,787	123,884	126,981	130,078	133,175	136,272
National Service Delivery Manager Operations	ITC	18	PS	105,777	108,888	111,999	115,110	118,221	121,332	124,443	127,554	130,665	133,777	136,888
Manager Change Management	ITC	18	PS	105,777	108,888	111,999	115,110	118,221	121,332	124,443	127,554	130,665	133,777	136,888
Platform Manager	ITC	17	PS	86,973	89,531	92,089	94,647	97,205	99,763	102,321	104,879	107,437	109,996	112,554
Network Services Manager	ITC	17	PS	86,973	89,531	92,089	94,647	97,205	99,763	102,321	104,879	107,437	109,996	112,554
Desktop and Systems Manager	ITC	17	PS	86,973	89,531	92,089	94,647	97,205	99,763	102,321	104,879	107,437	109,996	112,554
Design Manager	ITB	17	PS2	86,566	89,112	91,658	94,204	96,750	99,296	101,842	104,388	106,934	109,480	112,027
Database Services Manager	ITD	17	AO	93,251	95,994	98,737	101,479	104,222	106,965	109,708	112,450	115,193	117,936	120,678
Application Services Manager	ITC	17	PS	86,973	89,531	92,089	94,647	97,205	99,763	102,321	104,879	107,437	109,996	112,554
Regional Technical Manager	ITC	16	PS	78,810	81,128	83,446	85,764	88,082	90,400	92,718	95,036	97,354	99,672	101,990
Operations Centre Manager	ITC	16	PS	78,810	81,128	83,446	85,764	88,082	90,400	92,718	95,036	97,354	99,672	101,990
Engineer IV	ITC	16	PS	78,810	81,128	83,446	85,764	88,082	90,400	92,718	95,036	97,354	99,672	101,990
Engineer IV - Network	ITC	16	AO	81,264	83,654	86,045	88,435	90,825	93,215	95,605	97,995	100,385	102,775	105,165
Engineer IV - Design	ITB	16	PS	80,363	82,726	85,090	87,453	89,817	92,181	94,544	96,908	99,272	101,635	103,999
Database Administrator IV	ITD	16	AO	81,398	83,792	86,186	88,580	90,974	93,368	95,762	98,156	100,550	102,944	105,338
Change Management Coordinator	ITC	15	PS	66,790	68,754	70,719	72,683	74,647	76,612	78,576	80,541	82,505	84,469	86,434
Engineer III	ITC	15	PS	66,790	68,754	70,719	72,683	74,647	76,612	78,576	80,541	82,505	84,469	86,434
Engineer III - Design	ITB	15	PS	64,033	65,917	67,800	69,683	71,567	73,450	75,333	77,217	79,100	80,983	82,867
Engineer III - Network	ITC	15	AO	67,418	69,401	71,384	73,367	75,350	77,333	79,316	81,299	83,281	85,264	87,247
Service Desk Manager	ITC	15	PS	66,790	68,754	70,719	72,683	74,647	76,612	78,576	80,541	82,505	84,469	86,434
Corporate System Security Administrator	ITC	15	PS	66,790	68,754	70,719	72,683	74,647	76,612	78,576	80,541	82,505	84,469	86,434
Engineer II	ITC	14	PS	55,313	56,940	58,566	60,193	61,820	63,447	65,074	66,701	68,328	69,954	71,581
Computer Support Technician II	ITC	14	PS	55,313	56,940	58,566	60,193	61,820	63,447	65,074	66,701	68,328	69,954	71,581
Change Controller	ITG	14	PS	58,808	60,538	62,267	63,997	65,727	67,456	69,186	70,916	72,645	74,375	76,105
Service Desk Analyst II	ITC	13	PS	50,910	52,408	53,905	55,403	56,900	58,397	59,895	61,392	62,889	64,387	65,884
Comcen Operator II	ITC	13	PS2	61,985	63,808	65,631	67,454	69,278	71,101	72,924	74,747	76,570	78,393	80,216
NOC Operator	ITC	13	PS2	61,985	63,808	65,631	67,454	69,278	71,101	72,924	74,747	76,570	78,393	80,216
Configuration Analyst	ITC	13	PS	50,910	52,408	53,905	55,403	56,900	58,397	59,895	61,392	62,889	64,387	65,884
Computer Support Technician I	ITC	13	PS	50,910	52,408	53,905	55,403	56,900	58,397	59,895	61,392	62,889	64,387	65,884
Service Desk Analyst I	ITC	12	PS	42,424	43,672	44,920	46,168	47,415	48,663	49,911	51,159	52,407	53,654	54,902
ITP Policy				85.00%	87.50%	90.00%	92.50%	95.00%	97.50%	100.00%	102.50%	105.00%	107.50%	110.00%
Head of CIS Policy and Plans	ITG	19	PS	122,958	126,575	130,191	133,807	137,424	141,040	144,657	148,273	151,890	155,506	159,122
Policy Manager	ITG	18	PS	105,301	108,398	111,495	114,592	117,690	120,787	123,884	126,981	130,078	133,175	136,272
Policy Manager - Information Assurance	ITG	18	AO	109,974	113,208	116,443	119,677	122,912	126,146	129,381	132,615	135,850	139,085	142,320
CIS Business Services Improvement Manager	HG	17	PS	86,644	89,193	91,741	94,289	96,838	99,386	101,935	104,483	107,031	109,580	112,128
Performance and Reporting Manager	HG	17	PS	86,644	89,193	91,741	94,289	96,838	99,386	101,935	104,483	107,031	109,580	112,128
Policy Business Analyst IV	HG	16	PS	72,690	74,827	76,965	79,103	81,241	83,379	85,517	87,655	89,793	91,931	94,069
Performance and Reporting Analyst	HG	15	PS	62,859	64,708	66,557	68,406	70,255	72,104	73,952	75,801	77,650	79,499	81,348
Policy Advisor - Communications Security	ITG	15	PS	64,242	66,132	68,021	69,910	71,800	73,689	75,579	77,468	79,358	81,247	83,137
ITPM Project Management				85.00%	87.50%	90.00%	92.50%	95.00%	97.50%	100.00%	102.50%	105.00%	107.50%	110.00%
Manager Programme Management Office	PM	20	AO	155,916	160,502	165,088	169,674	174,259	178,845	183,431	188,017	192,603	197,189	201,774
Programme Manager VI	PM	18	AO	114,048	117,403	120,757	124,111	127,466	130,820	134,175	137,529	140,883	144,238	147,592
Programme Manager V	PM	17	AO	96,588	99,429	102,270	105,111	107,952	110,793	113,634	116,475	119,315	122,156	124,997
Project Manager V	PM	17	AO	96,588	99,429	102,270	105,111	107,952	110,793	113,634	116,475	119,315	122,156	124,997
Project Manager IV	PM	16	AO	82,305	84,725	87,146	89,567	91,988	94,408	96,829	99,250	101,670	104,090	106,511
Project Manager III	PM	15	AO	69,693	71,743	73,792	75,842	77,892						

PSA CEA (Part C) Salary Table

Effective from 1 July 2018*

*This table applies to the PSA CEA PART C employment agreement

Grade	Pay Step / Percentage of Midpoint									Grade
	01	02	03	04	05	06	07	08	09	
	85.00%	87.50%	90.00%	92.50%	95.00%	97.50%	100.00%	102.50%	105.00%	
05	34,415	34,415	34,415	34,415	34,415	34,415	34,622	35,488	36,353	05
06	34,415	34,415	34,415	34,714	35,653	36,591	37,529	38,467	39,405	06
07	34,415	35,006	36,006	37,006	38,007	39,007	40,007	41,007	42,007	07
08	36,252	37,318	38,384	39,450	40,517	41,583	42,649	43,715	44,781	08
09	38,646	39,783	40,919	42,056	43,193	44,329	45,466	46,603	47,739	09
10	41,198	42,410	43,621	44,833	46,045	47,256	48,468	49,680	50,891	10
11	43,058	44,324	45,590	46,857	48,123	49,390	50,656	51,922	53,189	11
12	46,582	47,952	49,322	50,692	52,062	53,432	54,802	56,172	57,542	12
13	50,051	51,524	52,996	54,468	55,940	57,412	58,884	60,356	61,828	13
14	53,966	55,553	57,140	58,727	60,315	61,902	63,489	65,076	66,663	14
15	58,186	59,897	61,609	63,320	65,031	66,743	68,454	70,165	71,877	15
16	62,737	64,582	66,427	68,272	70,118	71,963	73,808	75,653	77,498	16
17	67,643	69,633	71,622	73,612	75,601	77,591	79,580	81,570	83,559	17
18	72,934	75,079	77,225	79,370	81,515	83,660	85,805	87,950	90,095	18
19	78,638	80,951	83,264	85,576	87,889	90,202	92,515	94,828	97,141	19
20	84,204	86,681	89,158	91,634	94,111	96,587	99,064	101,541	104,017	20

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Kauri Point (Part C) - Explosive Ordnance Technician Salary Table

Effective from 1 July 2018*

*This table applies to PSA CEA Part C employment agreement for the Defence Ammunition Depot - Logistics Command (Shared Services) at Kauri Point (DADLC(SS) Kauri Point)

EOT	Level	Explosives Technician (XT)									EOT	Level	
		Performance Step											
		85.0%	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	102.5%	105.0%			
3	3	69,476	69,776	70,076	70,376	70,676	70,977	71,277	71,577	71,877	3	3	
	2	67,074	67,374	67,674	67,975	68,275	68,575	68,875	69,175	69,476		3	2
	1	64,672	64,973	65,273	65,573	65,873	66,173	66,474	66,774	67,074		1	1
2	3	62,271	62,571	62,871	63,171	63,472	63,772	64,072	64,372	64,672	2	3	
	2	59,869	60,169	60,470	60,770	61,070	61,370	61,670	61,971	62,271		2	2
	1	57,468	57,768	58,068	58,368	58,668	58,969	59,269	59,569	59,869		1	1
1	6	55,066	55,366	55,666	55,967	56,267	56,567	56,867	57,167	57,468	1	6	
	5	52,664	52,965	53,265	53,565	53,865	54,165	54,466	54,766	55,066		5	5
	4	50,263	50,563	50,863	51,163	51,464	51,764	52,064	52,364	52,664		4	4
	3	47,861	48,161	48,462	48,762	49,062	49,362	49,662	49,963	50,263		3	3
	2	45,460	45,760	46,060	46,360	46,660	46,961	47,261	47,561	47,861		2	2
	1	43,058	43,358	43,658	43,959	44,259	44,559	44,859	45,159	45,460		1	1

85% EOT 1 Level 1 = 85% PSA CEA (Part C) Salary Table Grade 11 | 105% EOT 3 Level 3 = 105% PSA CEA (Part C) Salary Table Grade 15

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NUPE CEA (Part C) Salary Table

Effective from 1 April 2018*

*This table applies to the NUPE CEA PART C employment agreement

Grade	Performance Step/Percentage of Midpoint									Grade
	1	2	3	4	5	6	7	8	9	
	85.0	87.5	90.0	92.5	95.0	97.5	100.0	102.5	105.0	
05	34,415	34,415	34,415	34,415	34,415	34,415	34,415	34,415	34,603	05
06	34,415	34,415	34,415	34,415	34,415	34,828	35,721	36,615	37,508	06
07	34,415	34,415	34,415	35,224	36,176	37,129	38,080	39,032	39,984	07
08	34,506	35,520	36,535	37,550	38,565	39,579	40,595	41,610	42,625	08
09	36,784	37,866	38,948	40,029	41,112	42,193	43,276	44,357	45,439	09
10	39,213	40,367	41,521	42,674	43,827	44,980	46,134	47,287	48,440	10
11	41,804	43,033	44,263	45,492	46,722	47,951	49,181	50,410	51,640	11
12	45,225	46,554	47,885	49,215	50,545	51,875	53,206	54,535	55,866	12
13	48,593	50,023	51,452	52,882	54,311	55,740	57,169	58,598	60,027	13
14	52,394	53,934	55,476	57,017	58,557	60,099	61,639	63,181	64,722	14
15	56,491	58,152	59,814	61,475	63,137	64,798	66,460	68,122	69,783	15
16	60,910	62,701	64,493	66,284	68,075	69,867	71,659	73,450	75,241	16

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NZCF Officer and Cadet Remuneration

Effective from 1 July 2018

Substantive Rank(E)	Daily Rate	Hourly Rate
NZCF Cadets	132.00	16.50
2LT	141.92	17.74
LT	178.96	22.37
CAPT	228.32	28.54
MAJ	269.76	33.72
LTCOL	338.48	42.31

Daily rate based on an eight hour day

10% holiday pay of 10% is paid in addition to the hourly rate for members of the NZCF

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Trade Sector & Tier Allocation as at April 18

Navy – Other Ranks

Branch	Trade	ORD	AB	LH	PO	CPO	WO
Operations Branch	Combat System Specialist	A1	A2	B2	B2	B2	B2
	Communications Technician	A1	A2	B2	B2	B2	B2
	Communications Warfare Specialist	A1	A1	B2	B2	B2	B2
	Diver	A1	A1/C2	C3	C3	C3	B3
	Electronic Warfare Specialist	A1	A2	B2	B2	B2	B2
	Helicopter Loadmaster	x	A1	B3	B3	B3	B3
	Hydrographic Survey Technician	A1	A2	B2	B2	B2	B2
	Seaman Combat Specialist	A1	A1	A1	A2	A2	A2
Support Branch	Chef	A1	A1	B1	B1	B1	B1
	Medic	A1	A1	A2	B2	B2	B2
	Military Police	x	A1	A2	A2	A2	A2
	Musician	x	A1	A1	A1	A1	A1
	Physical Training Instructor	x	A1	A1	A2	A2	A2
	Steward	A1	A1	A1	A1	A1	A1
	Stores Accountant	A1	A1	B1	B1	B1	B1
	Writer	A1	A1	A1	A1	A1	A1
	Youth Development Instructor	x	A1	A1	A1	A1	A1
Technical Branch	Electronic Technician	A1	B2	C3	C3	C3	B3
	Marine Electrician	A1	B2	B2	B2	B2	B2
	Marine Technician	A1	B2	C3	C3	C3	B3
	Weapon Technician	A1	B2	C3	C3	C3	B3

Navy – Officers

Branch	Trade	MID	ENS	SLT	LT	LTCDR	CDR
Branch List	Administration	x	x	A1	A1	A1	A2
	Construction Engineer	x	x	A1	A2	A2	B2
	Learning and Dev Officer	x	x	A1	A2	A2	A3
	Legal	A1	x	A1	B2	B3	B3
	Psychologist	x	A1	A1	A2	B3	B3
Chaplain	Chaplain	x	x	A1	A1	A1	A1
General List	Operational Support	A2	B1	B2	B2	B2	B2
General List – Engineering	Marine Engineer	A2	A1	B1	C2	C2	C2
	Weapons Engineer	A2	A1	B1	C2	C2	C2
General List – Pilot	Pilot	A1	A1	A1/B3	B3/C3	B3/C3	C3
General List – Seaman/Observer	Hydrographic Surveyor	A2	B1/B2	B2	B2/B3	B2/B3	B2
	Observer	A2	B1/B2	B2	B3	B3	B3
General List – Supply	Supply and Secretariat	A2	A1	A2	A2	B2	B2
General List - Warfare	Hydrographic / Charge Surveyor	x	x	x	B3	B3	B3
	Mine Warfare and Clearance Diver	x	x	x	B3	B3	B3
	Principal Warfare Officer	x	x	x	B3	B3	B3
Support Branch	Youth Development Instructor	x	A1	A1	A1	A1	A1

Army – Other Ranks

Branch	Trade	PTE	LCPL	CPL	SGT	SSGT	WO2/1
NZA Physical Training Corps	Physical Trainer	A1	A1	A1	A2	A2	A2
NZ Intelligence Corps	Intelligence Operator	A1	A2	B2	B2	B2	B2
RNZ Armoured Corps	Armoured	A1	A1	A2	A2	A2	A2
RNZA Logistic Regiment	Administrator	A1	A1	A1	A1	A1	A1
	Ammunition Technician	A1	A1/B2	B2	B2	B2	B2
	Armourer	A1	A1/B2	B2	B2	B2	B2
	Chef	A1	A1	B1	B1	B1	B1
	Combat Driver	A1	A1	A1	A1	A1	A1
	Electrical Fitter	A1	A1/B2	B2	B2	B2	B2
	Electronics Technician	A1	A1/B2	B3	B3	B3	B3
	Maintenance Fitter	A1	A1/B2	B2	B2	B2	B2
	Movement Operator	A1	A1	B1	B1	B1	B1
	Steward	A1	A1	A1	A1	A1	A1
RNZA Medical Corps	Supply Technician	A1	A1	A1	A2	A2	A2
	Vehicle Mechanic	A1	A1/B2	B2	B2	B2	B2
RNZA Medical Corps	Medic	A1	A1	A2	B2	B2	B2
	Communications Systems Operator	A1	A1	B2	B2	B2	B2
	Electronic Warfare Operator	A1	A1	B2	B2	B2	B2
RNZ Corps of Signals	Information Systems Operator	A1	B1	B3	B3	B3	B3
	Operational Support & Info Specialist	A1	A1	A2	A2	A2	A2
	Systems Engineer	A1	B1	B3	B3	B3	B3
RNZ Dental Corps	Dental Assistant	A1	A1	A1	A1	A1	A1
RNZ Engineers	Carpenter	A1	A1/B2	B2	B2	B2	B2
	Combat Engineer	A1	A2	A2	B2	B2	B2
	Electrician	A1	A1/B2	B2	B2	B2	B2
	Fire Fighter	A1	A2	A2	A2	A2	A2
	Plant Operator	A1	B2	B2	B2	B2	B2
	Plumber and Drainlayer	A1	A1/B2	B2	B2	B2	B2
RNZ Infantry Regiment	Commando	D2	D2	D2	D2	D2	D2
	Explosive Ordnance Disposal Operator	A1	D2	D2	D2	D2	D2
	Infantry	A1	A1	A2	A2	A2	A2
	Musician	A1	A1	A1	A1	A1	A1
	Youth Development Instructor	x	A1	A1	A1	A1	A1
RNZ Military Police	Military Police	A1	A1	A2	A2	A2	A2
Regiment of NZ Artillery	Gunner	A1	A1	A1	A2	A2	A2
NZ Special Air Service	Trooper NZSAS	D3	D3	D3	D3	D3	D3

Army – Officers

Branch	Trade	OCDT	2LT	LT	CAPT	MAJ	LTCOL
__All Branches__	General List	A1	A1	A1/A2	A1/A2	A1/A2/ B1/B2	B1/B2
NZ Legal Service	Special List (Legal Officer)	A1	x	A1	B2	B3	B3
RNZA Education Corps	Special List (Psychologist)	x	A1	A1	A2	B3	B3
	Special List (Learning and Dev Officer)	x	x	A1	A2	A2	A3
RNZ Chaplains' Department	Special List (Chaplain)	x	x	A1	A1	A1	A1
	Commando	x	D2	D2	D2	D2	D2
RNZ Infantry Regiment	Explosive Ordnance Disposal Operator	x	D2	D2	D2	D2	D2
	Youth Development Instructor	x	A1	A1	A1	A1	A1
NZ Special Air Service	NZSAS Officer	x	D3	D3	D3	D3	D3

Air Force – Other Ranks

Branch	Trade	AC	LAC	CPL	SGT	F/S	W/O
Logistics	Aircraft Technician	A1	B2	B3	B3	B3	B3
	Armament Technician	A1	B2	B2	B2	B3	B3
	Aviation Refueller	A1	B1	B1	B1	B1	B1
	Aviation Technician	A1	B2	B3	B3	B3	B3
	Composite Technician	A1	B2	B2	B2	B2	B2
	Ground Support Equipment Technician	A1	B2	B2	B2	B2	B2
	Logistics Specialist	A1	A1	B1	B1	B1	B1
	Machine Tool Setter and Operator	A1	B2	B2	B2	B2	B2
	Master Aeronautical Metal Worker	A1	B2	B2	B2	B2	B2
	Safety and Surface Technician	A1	B2	B2	B2	B2	B2
Operational Support	Comms & Info Systems Tech	A1	B2	B2	B2	B2	B2
	Fire Fighter	A1	A2	A2	A2	A2	A2
	Force Protection Specialist	A1	A1	A1	A1	A1	A1
	General Service Assistant /Band Master	x	x	A1	A1	A1	A1
	Intelligence Specialist	A1	A2	B2	B2	B2	B2
	Medic and Senior Medic	A1	A1	A2	B2	B2	B2
	Photographer Specialist	A1	A1	A1	A1	x	x
	Physical Training Instructor	A1	A1	A1	A2	A2	A2
	Youth Development Instructor	x	A1	A1	A1	A1	A1
	Air Engineer	C3	C3	C3	C3	C3	C3
Operations	Air Loadmaster	A1	A1	A1/B3	A1/B3	B3	B3
	Air Ordnance Specialist	A1	A1	A1/B2	A1/B2	B2	B2
	Air Warfare Specialist	A1	A1	A1/B3	A1/B3	B3	B3
	Flight Steward	A1	A1	A1	A1	A1	A1
	Helicopter Loadmaster	A1	A1	A1/B3	A1/B3	B3	B3
	Parachute Jump Instructor	A1	A1	A1/A2	A1/A2	A2	A2

Air Force – Officers

Branch	Trade	OCDT	PLTOFF	FGOFF	FLTLT	SQNLDR	WGCDR
Logistics	Engineer	A1	A1/A2	B2	B3	B3	B3
	Supply Officer	A1	A2	A2	A2	B2	B2
Operational Support	Chaplain	x	x	A1	A1	A1	A1
	Communications and Info Sys Officer	x	A2/B2	B2	B2	B2	B2
	Force Protection Officer	x	A1/A2	A1	A2	A2	B2
	Human Resource Officer	x	A1/A2	A1	A2	A2	B2
	Intelligence Officer	x	A2	B2	B2	B2	B2
	Learning and Dev Officer	x	x	A1	A2	A2	A3
	Legal	A1	x	A1	B2	B3	B3
	Operational Support Officer	x	A1/A2	A1	A2	A2	B2
	Psychologist	x	A1	A1	A2	B3	B3
	Works Officer	x	x	A1	A2	A2	B2
Operations	Training Development Officer	x	A1	A1	A2	A2	B2
	YDO Officer	x	A1	A1	A1	A1	A1
	Air Engineer Officer	x	B2	B2	B3	B3	B3
	Air Loadmaster Officer	x	B2	B2	B2	B2	B2
	Air Warfare Officer	A1	A2/B2	A1/B2/B3	B3	B3	B3
	Helicopter Loadmaster Officer	x	B2	B2	B2	B2	B2
	Parachute Instructor	x	A2	A2	A2	A2	B2
Pilot	A1	A1	A1/B3	B3/C3	B3/C3	C3	

