



Defence Force Remuneration Tribunal Determination No. 7 of 2023, ADF Allowances – Navy Retention Incentive Payment – amendment

The Defence Force Remuneration Tribunal, make this Determination under section 58H of the *Defence Act 1903*. It relates to Matter No. 3 of 2023 – Navy Retention Incentive Payment.

Dated 3 May 2023

Ingrid Asbury
President

Adrian Morris
Member

Major General Gerard Fogarty, AO (Rtd)
Member

1 Name

1. This Determination is Defence Force Remuneration Tribunal Determination No. 7 of 2023, ADF Allowances – Navy Retention Incentive Payment – amendment.
2. This Determination may also be cited as DFRT Determination No. 7 of 2023.

2 Commencement

Each provision of this instrument specified in column 1 of the table commences, or is taken to have commenced, in accordance with column 2 of the table. Any other statement in column 2 has effect according to its terms.

Commencement information	
Column 1	Column 2
Provisions	Commencement
1. The whole of this instrument	Date of Signature

Note: This table relates only to the provisions of this instrument as originally made. It will not be amended to deal with any later amendments of this instrument.

3 Authority

This instrument is made under section 58H of the *Defence Act 1903*.

4 Schedules

Defence Force Remuneration Tribunal Determination No. 11 of 2013, *ADF allowances*, as amended,¹ is amended as set out in Schedule 1 of this Determination.

NOTE

1. Defence Force Remuneration Tribunal Determination No. 11 of 2013, *ADF Allowances*, as amended by DRFT Determination No. 4 of 2023.

Schedule 1—Navy Retention Incentive Payment – amendment

DFRT Determination No. 11 of 2013, ADF Allowances

1 Paragraph D.2.3.2.c

Repeal the paragraph, substitute:

- c. They have a Medical Employment Classification of J1, J2 or J3.

2 Paragraph D.2.3.2.d

Repeal the paragraph, substitute:

- d. They have met all their mandatory annual awareness training for the year.

3 Section D.2.7

Omit “30 June 2024”, substitute “1 July 2025”.

EXPLANATORY STATEMENT

Defence Force Remuneration Tribunal No. 7 of 2023, ADF Allowances – Navy Retention Incentive Payment – amendment

This Determination amends Defence Force Remuneration Tribunal (DFRT) Determination No. 11 of 2013, *ADF Allowances* (the Allowances Determination), made under section 58H of the *Defence Act 1903* (the Act) and in accordance with subsection 33(3) of the *Acts Interpretation Act 1901* (AIA Act). The Allowance Determination sets out provisions dealing with salary related allowances for members of the Australian Defence Force (ADF).

The purpose of this Determination is to amend eligibility criteria for the Navy Retention Incentive Payment and extend the eligibility period for an additional 12 months to 1 July 2025. The extension of the Navy Retention Incentive Payment by a further 12 months will allow time for the *Stay Onboard – People First* retention campaign and ADF Employment Offer Modernisation Program outcomes to be achieved. The extension will also allow time for a suite of financial and non-financial initiatives to be implemented to improve ADF recruitment and retention.

Section 1 of this Determination sets out the manner in which this Determination may be cited.

Section 2 of this Determination provides that the Determination commences on Date of Signature

Section 3 provides that this instrument has authority under section 58H of the *Defence Act 1903*.

Section 4 provides that each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

Schedule 1—Navy Retention Incentive Payment – amendment

Items 1 and 2 amends subsection D.2.3.2 of the Allowances Determination which set out the eligibility criteria for receiving the Navy Retention Incentive Payment, to assist with the administration of the payment. The changes are as follows.

- Item 1 repeals and substitutes paragraph D.2.3.2.c to remove the criteria that a member is to meet their individual readiness for at least 10 out of 12 months. The criteria now specifies that the member is to have a Medical Employment Classification of J1, J2 or J3, which are indicative of a member's employability and deployability.
- Item 2 repeals and substitutes paragraph D.2.3.2.d to remove the criteria that a member is to have completed and maintained currency in all components of mandatory annual awareness training during the 12 months preceding the date of payment. The criteria now specifies that the member is to have met all their mandatory annual awareness training for the year.

Item 3 amends section D.2.7 of the Allowances Determination to extend the Navy Retention Incentive Payment by a further 12 months, from "30 June 2024" to "1 July 2025".

Authority: Section 58H of the
Defence Act 1903