



**DEFENCE FORCE REMUNERATION TRIBUNAL
DETERMINATION NO. 6 of 2024, ADF MILITARY FACTOR
FRAMEWORK**

The Defence Force Remuneration Tribunal makes this Determination under section 58H of the *Defence Act 1903*.

Compilation date: 6 November 2025

Includes amendments: DFRT Determination No. 11 of 2025

About this compilation

This compilation

This is a compilation of Defence Force Remuneration Tribunal Determination No. 6 of 2024, ADF Military Factor Framework that shows the text of the law as amended and in force on 6 November 2025 (the *compilation date*).

The notes at the end of this compilation (the *endnotes*) include information about amending laws and the amendment history of provisions of the compiled law.

Uncommenced amendments

The effect of uncommenced amendments is not shown in the text of the compiled law. Any uncommenced amendments affecting the law are accessible on the Defence Force Remuneration Tribunal (www.DFRT.gov.au). The details of amendments made up to, but not commenced at, the compilation date are underlined in the endnotes.

Application, saving and transitional provisions for provisions and amendments

If the operation of a provision or amendment of the compiled law is affected by an application, saving or transitional provision that is not included in this compilation, details are included in the endnotes.

Modifications

If the compiled law is modified by another law, the compiled law operates as modified but the modification does not amend the text of the law. Accordingly, this compilation does not show the text of the compiled law as modified. For more information on any modifications, see the Register for the compiled law.

Self-repealing provisions

If a provision of the compiled law has been repealed in accordance with a provision of the law, details are included in the endnotes.

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1 Name

- 1. This Determination is Defence Force Remuneration Tribunal Determination No. 6 of 2024, Military Factor Framework.
- 2. This Determination may also be cited as DFRT Determination No. 6 of 2024.

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	29 August 2024

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 Simplified outline

This Determination implements the ADF Military Factor framework.

Under the ADF Military Factor framework, eligibility for an allowance is assessed daily and only one allowance can be paid on each day. Special rules exist (section A.1.5) which deal with when a member is eligible for more than one allowance on a day.

Each allowance is given a Military Factor tier, which is used to determine the rate of the allowance to be paid. Depending on the tier, allowances are based on either an annual rate, or a daily rate. Regardless, allowances are paid daily (section A.1.7).

Part A sets out the administration of the ADF Military Factor framework, and includes Annex A.1, which sets out the Military Factor tiers and the corresponding rates payable.

Part B sets out the allowances that recognise the responsibilities and disabilities associated with different aspects of military service and includes Annex B.1, which sets out considerations relevant to elements of hardship that members who live and work in field conditions are subjected to.

Part A: Administration

A.1.1 Purpose

This Determination provides for the Military Factor framework for members of the ADF.

A.1.2 Members this Determination applies to

This Determination applies to all members, including members of the Reserves on Reserve service.

A.1.3 Definitions

Calendar Day means a 24 hour period starting at 0000 on a day and ends at 2359 on the same day.

CDF approved temporary duty means a period of temporary duty that has been approved by the CDF, or a person authorised to make decisions on their behalf.

Note: The activity is approved outside of this determination.

Daily rate means one of the following.

- a. If an annual rate is specified for the Military Factor tier in Annex A.1 — the rate calculated using the following formula.

$$\text{daily rate} = \frac{A}{365}$$

Where:

- A** is the annual rate of the Military Factor tier set out in Column B of the table in Annex A.1 that applies to the member.
- b. If a daily rate is specified for the Military Factor tier in Annex A.1 — the rate specified in column C of the table in Annex A.1 for the Military Factor tier that applies to the member.

Defence Determination means the Defence Determination 2016/19, *Conditions of service*, as in force from time to time.

Flexible service determination means a determination made under subsection 23(2) of the *Defence Act 1903*.

Military Factor tier means the Military Factor tier set out in Annex A.1.

Nonworking period means a nonworking period under a flexible service determination that applies to a member that is not the member's pattern of service.

Pattern of service means the hours of duty or the periods of duty prescribed under a flexible service determination.

A.1.4 Administration

This Determination does not limit the capacity for the Defence Determination to provide for administrative matters relating to the payment of allowances.

Note: Administrative matters include the forfeiture of allowances.

A.1.5 Member eligible for more than one allowance on a day

If a member is eligible for more than one allowance on a day, the following apply.

- a. If the member is eligible for any of the following allowances and a Field Allowance under Part B Division 2 Subdivision 7 on the same day — the allowance payable to the member is the allowance that is not a Field Allowance.
 - i. Amphibious Ready Element Allowance.
 - ii. Maritime Deployable Support Element Allowance.
 - iii. A Maritime Crew B Allowance under section B.1.12.
 - iv. A Maritime Crew C Allowance under section B.1.13.
 - v. A Maritime Crew D Allowance under section B.1.14.
 - vi. A Maritime Crew E Allowance under section B.1.15.
 - vii. A Maritime Crew F Allowance under section B.1.16.
- b. If the member is eligible for any of the following allowances and Unpredictable Explosive Endurance Allowance – Level 1 or Unpredictable Explosive Endurance Allowance – Level 2 on the same day — the allowance payable to the member is Unpredictable Explosive Endurance Allowance – Level 1 or Unpredictable Explosive Endurance Allowance – Level 2
 - i. Unpredictable Explosive – Low Risk Search Daily Allowance.
 - ii. Unpredictable Explosive – High Risk Search Daily Allowance.
 - iii. Unpredictable Explosive – Render Safe Daily Allowance.
- c. If a member is eligible for any of the following allowances and a Maritime Crew B to F Allowance under Part B Division 2 Subdivision 3 on the same day — the allowance payable to the member is the allowance that is not a Maritime Crew B to F Allowance.
 - i. Amphibious Ready Element Allowance.
 - ii. Maritime Deployable Support Element Allowance.
- d. If a member is eligible for Field Allowance – Level 1 (Daily) and Field Allowance – Level 2 (Daily) on the same day — the allowance payable to the member is the last allowance the member was eligible for on that day.
- e. In any other circumstance — the allowance payable to the member is the allowance with the higher daily rate.

A.1.6 Interaction with allowances payable under Defence Determination

1. This section applies to a member who is eligible for an allowance under this Determination and the Defence Determination on the same day.
2. A member who is eligible for the following allowances on the same day is to be paid the higher allowance for that day.

- a. Antarctic allowance under the Defence Determination.
- b. A Maritime Crew B – F allowance.
- 3. Boarding Party Allowance is not payable to a member for any day they are eligible for Deployment allowance under the Defence Determination.
- 4. The following allowances are not payable to a member on a day that they are eligible for travelling costs under the Defence Determination, including use of the Defence travel card.
 - a. A Maritime Crew B – F allowance that the member is eligible for not in connection with their posting.
 - b. A Field allowance.

A.1.7 Payment

- 1. The rate payable to a member for a Military Factor tier listed in Column A of the table in Annex A.1 is one of the following.
 - a. For a member eligible for an allowance payable at Military Factor tier A to L — the daily rate of the annual rate listed in column B of the same item.
 - b. For a member eligible for an allowance payable at Military Factor tier Z – 1 to Z – 12 — the rate listed in column C of the same item.
- 2. An allowance ceases to be payable to a member during a period of paid leave unless all the following are met.
 - a. A criterion of the allowance is linked to one of the following.
 - i. The member performing duty in a specific position.
 - ii. The member being posted to a specific position or unit.
 - b. The criteria for the allowance were met by the member immediately before they commenced the period of leave.
- 3. An allowance that is payable to the member on a day they are on leave at half pay is payable at half the daily rate.
- 4. A member is not eligible for an allowance on a day they meet any of the following.
 - a. They are on a type of unpaid leave.
 - b. They are undertaking service with, and receiving remuneration from, the United Nations.
 - c. They are undertaking service with, and receiving remuneration from, a multinational force.
 - d. They are on a nonworking period for the full day.
- 5. A member ceases to be eligible for the allowance from the day after they die, or are missing presumed dead in accordance with the Defence Determination.

Annex A.1: Military Factor tiers and rates

Note: Under Part A, each day a member is eligible for an allowance that has a Military Factor tier set out in Column A of the following table, the rate payable for that day is one of the following.

- a. If the Military Factor tier has an annual rate specified — the daily rate of the rate set out in Column B.
- b. If the Military Factor tier has a daily rate specified — the rate specified in Column C.

Item	Column A Military Factor tier	Column B Annual Rate	Column C Daily Rate
1.	TIER A	\$10,964	-
2.	TIER B	\$15,507	-
3.	TIER C	\$20,050	-
4.	TIER D	\$24,593	-
5.	TIER E	\$29,136	-
6.	TIER F	\$33,679	-
7.	TIER G	\$38,222	-
8.	TIER H	\$42,765	-
9.	TIER I	\$47,308	-
10.	TIER J	\$51,851	-
11.	TIER K	\$56,394	-
12.	TIER L	\$60,937	-
13.	TIER Z – 1	-	\$200.34
14.	TIER Z – 2	-	\$217.04
15.	TIER Z – 3	-	\$250.43
16.	TIER Z – 4	-	\$317.21
17.	TIER Z – 5	-	\$333.90
18.	TIER Z – 6	-	\$350.60
19.	TIER Z – 7	-	\$400.68
20.	TIER Z – 8	-	\$467.46
21.	TIER Z – 9	-	\$550.94
22.	TIER Z – 10	-	\$567.63
23.	TIER Z – 11	-	\$951.62
24.	TIER Z – 12	-	\$2,120.27

Part B: Allowances

Division 1: Maritime Domain

Subdivision 1: Interpretation

B.1.1 Definitions

In this Division, the following apply.

Clearance diving team means one of the following that is approved by the CDF.

- a. An ADF Clearance Diving team or an equivalent.
- b. A similar team that is under the direction of a foreign government.

Deep dive means a dive to a depth greater than 54 meters in seawater or in a recompression chamber, other than on an experimental dive under a Defence Force Trial Directive.

Diving duties means duties performed by a member that involve either performance of duties below the surface of the water with the aid of a breathing apparatus, or within a pressurised recompression chamber.

Maritime Class B vessel means a vessel that is equivalent to the disabilities associated with serving on a Major Fleet Unit.

Maritime Class C vessel means a vessel that is equivalent to the disabilities associated with serving on a Minor War Vessel.

Maritime Class D vessel means a vessel that is equivalent to the disabilities associated with submarine service.

Maritime Deployable Position means the member is expected to undertake separated sea service of more than 50 days and less than 100.

Recompression chamber means a hyperbaric chamber constructed specifically for the purposes of replicating the pressure found at a given depth of water.

Submarine means one of the following.

- a. A submarine in commission in the service of the Royal Australian Navy.
- b. Another submarine approved by the CDF for the purposes of allowances that is under the direction of the Commonwealth or a foreign government.

Target vessel means a foreign vessel that is any of the following circumstances.

- a. It is being investigated or apprehended for suspected illegal fishing or may be subject to customs or immigration enforcement searches.
- b. It is being boarded in the course of boarding operations that is not a simulated boarding activity undertaken during training or on exercise.

Vessel means one of the following.

- a. A ship or vessel in commission in the service of the Royal Australian Navy.

- b. Another ship or other vessel approved by the CDF for the purposes of allowances that is under the direction of the Commonwealth or a foreign government.

Subdivision 2: Maritime Crew A Allowances

B.1.2 Purpose

Maritime Crew A Allowances recognise the disabilities associated with maritime supporting activities, clearance diver activities and diving duties.

B.1.3 Maritime Deployable Support Element Allowance

1. A member is eligible for Maritime Deployable Support Element Allowance if they are posted to a position that is considered a maritime deployable position.

Note: Section A.1.5 provides that the allowance payable to a member who is eligible for a Field Allowance or Maritime Crew B to F Allowance and this allowance on the same day, is this allowance.

2. Maritime Deployable Support Element Allowance is payable at Military Factor tier B.

B.1.4 ADF Dive Trainees Allowance

1. A member is eligible for ADF Dive Trainees Allowance if they are undergoing diving training.
2. ADF Dive Trainee Allowance is payable at Military Factor tier B.

B.1.5 ADF Dive Instructor Allowance

1. A member is eligible for ADF Dive Instructor Allowance if they meet all of the following.
 - a. They are a qualified diver.
 - b. They perform diving duties.
 - c. They are posted to the position of Diving Instructor at the ADF Diving School or an equivalent.
2. ADF Dive Instructor Allowance is payable at Military Factor tier C.

B.1.6 Clearance Diver Trainee Allowance

1. A member is eligible for Clearance Diver Trainee Allowance if they meet all of the following.
 - a. They are undergoing initial clearance diver training.
 - b. They are posted to a clearance diver trainee position.
2. Clearance Diver Trainee Allowance is payable at Military Factor tier B.

B.1.7 Clearance Diver Instructor Allowance

1. A member is eligible for Clearance Diver Instructor Allowance if they meet all of the following.
 - a. They are a qualified clearance diver.
 - b. They are posted to one of the following.
 - i. A clearance diver instructor position at ADF diving school, ADF Disposal of Explosive Ordinance Training School or an equivalent.
 - ii. A position with a foreign defence force that the CDF is satisfied involves similar duties of a clearance diver instructor.
2. Clearance Diver Instructor Allowance is payable at Military Factor tier D.

B.1.8 Clearance Diving Operations Support Allowance

1. A member is eligible for Clearance Diver Operations Support Allowance if they are in a position that performs clearance diving support activities that provide on-line support for a clearance diver team.

Note: The member does not need to be a qualified clearance diver.
2. Clearance Diver Operations Support Allowance is payable at Military Factor tier A.

B.1.9 Clearance Diving Operations Support Allowance – Medical

1. A member is eligible for Clearance Diver Operations Support Allowance – Medical if they meet all of the following.
 - a. They hold the Service recognised qualifications necessary to be a medical officer or medic in the ADF.
 - b. They are posted to a position that performs clearance diving support activities that provide on-line support for a clearance diver team.
2. Clearance Diver Operations Support Allowance – Medical is payable at Military Factor tier B.

Subdivision 3: Maritime Crews B – F Allowances

B.1.10 Purpose

Maritime Crews B – F Allowances recognise the disabilities and sustainability associated with service in the maritime environment, including in seagoing vessels, submarines and operational Clearance Diving Teams.

B.1.11 Accrued period of maritime sea service

A member's accrued period of maritime sea service in years is calculated using the following formula.

$$\text{accrued period of maritime sea service} = \frac{A + B + C}{365}$$

Where:

- A** is the number of days the member is eligible for an allowance under this subdivision.
- B** is the number of days in any period of sea service recognised under any of the following.
- DFRT Determination No. 11 of 2013, *ADF Allowances*.
 - DFRT Determination No. 1 of 1996, *Seagoing Allowance*.
 - DFRT Determination No. 10 of 1996, *Hard Lying Allowance*.
 - DFRT Determination No. 14 of 2008, *Submarine Service Allowance*.
- C** is the number of naval sea service days completed in another defence force that has been approved by the CDF.

B.1.12 Maritime Crew B Allowances

- A member is eligible for a Maritime Crew B allowance set out in column A of the table in subsection 2 if all of the following apply on a calendar day, or a day that is less than a calendar day that immediately follows a calendar day.
 - They have an accrued period of maritime sea service set out in column B of the same item.
 - Any of the following apply.
 - They are posted to a Maritime Class B vessel.
 - They are undertaking duty on a Maritime Class B vessel.
 - They have been posted to a position in which they are reasonably expected to complete 100 days or more in a total period of 12 months at sea undertaking duty on a Maritime Class B vessel.
- The Military Factor tier for an allowance in column A of the following table is the tier in column C of the same item.

Item	Column A Allowance	Column B Accrued period of maritime sea service	Column C Military Factor tier
1.	Maritime Crew B Allowance – Level 1	less than 2 years	Tier B
2.	Maritime Crew B Allowance – Level 2	2-4 years	Tier E
3.	Maritime Crew B Allowance – Level 3	4-6 years	Tier G
4.	Maritime Crew B Allowance – Level 4	6-8 years	Tier H
5.	Maritime Crew B Allowance – Level 5	8-10 years	Tier I

6.	Maritime Crew B Allowance – Level 6	10+ years	Tier J
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Note: Section A.1.5 provides that the allowance payable to a member who is eligible for Field Allowance and a Maritime Crew B Allowance on the same day is the Maritime Crew B Allowance.

B.1.13 Maritime Crew C Allowances

1. A member is eligible for a Maritime Crew C allowance set out in column A of the table in subsection 2 if all of the following apply on a calendar day, or a day that is less than a calendar day that immediately follows a calendar day.
 - a. They have an accrued period of maritime sea service set out in column B of the same item.
 - b. Any of the following apply.
 - i. They are posted to a Maritime Class C vessel.
 - ii. They are undertaking duty on a Maritime Class C vessel.
 - iii. They have been posted to a position in which they are reasonably expected to complete 100 days or more in a total period of 12 months at sea undertaking duty on a Maritime Class C vessel.
2. The Military Factor tier for an allowance in column A of the following table is the tier in column C of the same item.

Item	Column A Allowance	Column B Accrued period of maritime sea service	Column C Military Factor tier
1.	Maritime Crew C Allowance – Level 1	less than 2 years	Tier C
2.	Maritime Crew C Allowance – Level 2	2-4 years	Tier F
3.	Maritime Crew C Allowance – Level 3	4-6 years	Tier H
4.	Maritime Crew C Allowance – Level 4	6-8 years	Tier I
5.	Maritime Crew C Allowance – Level 5	8-10 years	Tier J
6.	Maritime Crew C Allowance – Level 6	10+ years	Tier K

Note: Section A.1.5 provides that the allowance payable to a member who is eligible for a Field Allowance and a Maritime Crew C Allowance on the same day is the Maritime Crew C Allowance.

B.1.14 Maritime Crew D Allowances – Submarine

1. A member is eligible for a Maritime Crew D allowance set out in column A of the table in subsection 2 if all of the following apply on a calendar day, or a day that is less than a calendar day that immediately follows a calendar day.

- a. They have an accrued period of maritime sea service set out in column B of the same item.
 - b. Any of the following apply.
 - i. They are posted to a Maritime Class D vessel.
 - ii. They are undertaking duty on a Maritime Class D vessel.
 - iii. They have been posted to a position in which they are reasonably expected to complete 100 days or more in a total period of 12 months at sea undertaking duty on a Maritime Class D vessel.
2. The Military Factor tier for an allowance in column A of the following table is the tier in column C of the same item.

Item	Column A Allowance	Column B Accrued period of maritime sea service	Column C Military Factor tier
1.	Maritime Crew D Allowance – Level 1	less than 2 years	Tier E
2.	Maritime Crew D Allowance – Level 2	2-4 years	Tier G
3.	Maritime Crew D Allowance – Level 3	4-6 years	Tier I
4.	Maritime Crew D Allowance – Level 4	6-8 years	Tier J
5.	Maritime Crew D Allowance – Level 5	8-10 years	Tier K
6.	Maritime Crew D Allowance – Level 6	10+ years	Tier L

Note: Section A.1.5 provides that the allowance payable to a member who is eligible for a Field Allowance and a Maritime Crew D Allowance on the same day is the Maritime Crew D Allowance.

B.1.15 Maritime Crew E Allowances – Maritime Fly

1. A member is eligible for a Maritime Crew E allowance set out in column A of the table in subsection 2 if all of the following apply on a calendar day, or a day that is less than a calendar day that immediately follows a calendar day.
 - a. They have an accrued period of maritime sea service set out in column B of the same item.
 - b. Any of the following apply.
 - i. They are posted to a Maritime Class B vessel.
 - ii. They are undertaking duty on a Maritime Class B vessel.
 - iii. They have been posted to a position in which they are reasonably expected to complete 100 days or more in a total period of 12 months at sea undertaking duty on a Maritime Class B vessel.
 - c. They meet the criteria for Flying Disability Allowance under section B.3.3.

2. The Military Factor tier for an allowance in column A of the following table is the tier in column C of the same item.

Item	Column B Allowance	Column A Accrued period of maritime sea service	Column C Military Factor tier
1.	Maritime Crew E Allowance – Level 1	less than 2 years	Tier E
2.	Maritime Crew E Allowance – Level 2	2-4 years	Tier G
3.	Maritime Crew E Allowance – Level 3	4-6 years	Tier I
4.	Maritime Crew E Allowance – Level 4	6-8 years	Tier J
5.	Maritime Crew E Allowance – Level 5	8-10 years	Tier K
6.	Maritime Crew E Allowance – Level 6	10+ years	Tier L

Note: Section A.1.5 provides that the allowance payable to a member who is eligible for a Field Allowance and a Maritime Crew D Allowance on the same day is the Maritime Crew D Allowance.

B.1.16 Maritime Crew F Allowances – Clearance Divers

1. A member is eligible for a Maritime Crew F allowance set out in column A of the table in subsection 2 if all of the following apply on a calendar day, or a day that is less than a calendar day that immediately follows a calendar day.
 - a. They have an accrued period of maritime sea service set out in column B of the same item.
 - b. They are a qualified clearance diver.
 - b. Any of the following apply.
 - i. They are posted to a vessel.
 - ii. They are undertaking duty on a vessel.
 - iii. They are posted to a clearance diver team.
 - iv. They have been posted to a position in which they are reasonably expected to complete 100 days or more in a total period of 12 months at sea undertaking duty on a vessel.
 - v. They are posted to an overseas exchange position in the United Kingdom that is required to perform clearance diving duties.
2. The Military Factor tier for an allowance in column A of the following table is the tier in column C of the same item.

Item	Column B Allowance	Column A Accrued period of maritime sea service	Column C Military Factor tier
1.	Maritime Crew F Allowance – Level 1	less than 2 years	Tier E
2.	Maritime Crew F Allowance – Level 2	2-4 years	Tier G
3.	Maritime Crew F Allowance – Level 3	4-6 years	Tier I
4.	Maritime Crew F Allowance – Level 4	6-8 years	Tier J
5.	Maritime Crew F Allowance – Level 5	8-10 years	Tier K
6.	Maritime Crew F Allowance – Level 6	10+ years	Tier L

Note: Section A.1.5 provides that the allowance payable to a member who is eligible for a Field Allowance and a Maritime Crew F Allowance on the same day is the Maritime Crew F Allowance.

Subdivision 4: Other Maritime Allowances

B.1.17 Boarding Party Allowance

1. A member is eligible for Boarding Party Allowance if they board a target vessel as a member of a boarding party or steaming party.
2. Boarding Party Allowance is payable at Military Factor tier Z – 1.

B.1.18 Submarine Escape Allowance – Open Water Ascent <90m

1. A member is eligible for Submarine Escape Allowance – Open Water Ascent <90m if they make an underwater ascent that is less than 90m in the open sea.
2. Submarine Escape Allowance – Open Water Ascent <90m is payable at Military Factor tier Z – 3.

B.1.19 Submarine Escape Allowance – Open Water Ascent >90m

1. A member is eligible for Submarine Escape Allowance – Open Water Ascent >90m if they make an underwater ascent that is more than 90m in the open sea.
2. Submarine Escape Allowance – Open Water Ascent >90m is payable at Military Factor tier Z – 8.

B.1.20 Submarine Escape Allowance

1. A member is eligible for Submarine Escape Allowance if they meet one of the following.
 - a. They are one of the following and posted to an ADF Submarine escape training facility or an equivalent.
 - i. A submarine escape training instructor.

- ii. A training assistance instructor.
 - b. They meet all of the following.
 - i. They are attending a course in submarine escape procedures.
 - ii. They undertake an underwater ascent at an ADF Submarine escape training facility or an equivalent.
 - c. They meet all of the following.
 - i. They are posted to an ADF Submarine escape training facility or an equivalent, or with a foreign defence force that the CDF is satisfied involves similar duties.
 - ii. They are undertaking training to become a submarine escape training instructor.
2. Submarine Escape Allowance is payable at Military Factor tier C.

B.1.21 ADF Dive Allowance

- 1. A member is eligible for ADF Dive Allowance if they are a qualified diver who performs diving duties.
- 2. ADF Dive Allowance is payable at Military Factor tier L.

B.1.22 Deep Diving Allowance

- 1. A member is eligible for Deep Diving Allowance if they meet all of the following.
 - a. They are a qualified clearance diver.
 - b. They are directed on a day to perform a deep dive.
- 2. Deep Diving Allowance is payable at Military Factor tier Z – 9.

B.1.23 Experimental Dive Allowance

A member who meets all of the following and undertakes an activity set out in Column A of the following table is eligible for the allowance set out in Column B, payable at the rate for the tier set out in Column C of the same item.

- a. They are a qualified clearance diver.
- b. They are directed on a day to perform an experimental dive under a Defence Force Trial Directive.

Item	Column A Activity	Column B Allowance	Column C Military Factor tier
1.	A dive, other than a deep dive, using in-service equipment and approved Service procedures.	Experimental Dive Allowance – Grade 1	Tier Z – 6

2.	A deep dive using in-service equipment and approved Service procedures.	Experimental Dive Allowance – Grade 2	Tier Z – 10
3.	A dive, other than a deep dive, using non in-service equipment or procedures which significantly extend the physiological knowledge or data involving saturation diving.	Experimental Dive Allowance – Grade 3	Tier Z – 11
4.	A deep dive using non in-service equipment or procedures which significantly extend the physiological knowledge or data involving saturation diving.	Experimental Dive Allowance – Grade 4	Tier Z – 12

Division 2: Land Domain

Subdivision 1: Interpretation

B.2.1 Definitions

In this Division, the following apply.

Designated special duty means performance of duty on an activity which has been approved by the CDF, or a person authorised to make decisions on their behalf, that involves threat levels and hazards that is not recognised in any other allowance provided under the Defence Determination which would otherwise be payable to the member for that period.

HAPO descent means an activity where a member conducts a high altitude parachute operation descent.

HAPO support duties means an activity where a member either uses supplementary oxygen or is responsible for the management of oxygen distribution within the aircraft during a high altitude parachute operation activity.

High altitude parachute operation means a parachute operation from a height more than 12,000 feet above mean sea level or in a recompression chamber.

Special Forces instructor position means a position that is responsible for Special Forces training at a training establishment in Special Operations Command.

Special Forces operator position means a position in Special Operations Command that is restricted to a member who is in the employment category of Strike and Recovery, Special Reconnaissance, Special Warfare, or Tactical Assault Group clearance diver.

Special Forces support 1B means a level of liability that meets all of the following.

- a. It is capable of being placed on a notice to move or recall requirement for domestic or international operations at short notice.
- a. It is capable of being placed on a notice to move or recall requirement for domestic or international operations at short notice.
- b. It requires the member to have regular access to classified and sensitive information pertaining to special operations.
- c. It places restrictions on the member's travel.
- d. It requires completion of additional specific Special Forces support training.

Special Forces support 1C means a level of liability that meets all of the following.

- a. It is liable for notice to move or recall for domestic or international operations at short notice, in common with the supported force elements.
- b. It requires the member to deploy or relocate at short notice to support a force element in either a barracks environment or any other forward operating area.
- c. It requires the member to have regular access to classified and sensitive information pertaining to special operations.
- d. It places restrictions on the member's travel.

- e. It requires completion of additional specific Special Forces support training.

Special Forces support 2 means a level of liability that places all the following obligations on the member.

- a. A provision of category specific support.
- b. To conduct tasks that routinely require integration with a force element for the conduct of Special Forces operations within a hostile or high risk environment.
- c. Conditions on deployment that include isolated or hostile operating environments with limited access to support.

Special Forces support 3 means a level of liability that places the requirement to support specific sensitive activities in Special Operations Command on the member.

Special Forces support position means a Special Operations Forces Enabler or Special Forces Integrator position in Special Operations Command that is not a Special Forces Operator position or a Special Forces instructor position.

Tactical paratrooper activity means the conduct of an authorised tactical military exercise or operation involving paratroopers, outside of an individual training environment.

Subdivision 2: Adventurous Training Allowance

B.2.2 Purpose

Adventurous training Allowances recognise the responsibilities and disabilities inherent in conducting adventurous training activities.

B.2.3 Adventurous Training Leader (Daily) Allowance

1. A member is eligible for Adventurous Training Leader (Daily) Allowance if they meet all of the following.
 - a. They hold a current adventure training qualification or certification.
 - b. They have been authorised to undertake one of the following activities approved by the CDF.
 - i. Lead an adventure training activity.
 - ii. Deliver practical training towards an adventure training qualification or certification.
 - c. They have conducted the activity under paragraph b.
2. To avoid doubt, an activity under paragraph 1.b does not include any of the following.
 - a. Adventurous training planning and administration.
 - b. Adventurous training club activities.
 - c. Attendance as a student or participant in adventurous training activities.
 - d. Personal adventurous training activities.
 - e. Adventurous training activities where there are no students or participants present.

3. Adventurous Training Leader (Daily) Allowance is payable at Military Factor tier D.

Subdivision 3: Amphibious Ready Element Allowance

B.2.4 Purpose

Amphibious Ready Element Allowance recognises members subject to the disabilities associated with service in the maritime environment as part of a short notice joint amphibious element.

B.2.5 Amphibious Ready Element Allowance

1. A member is eligible for Amphibious Ready Element Allowance if they meet one of the following.
 - a. They are posted to the Amphibious Ready Element in which they are reasonably expected to render service during which they are required to undertake duty at sea.
 - b. They are performing CDF approved temporary duty in the Amphibious Ready Element and undertake duty at sea.

Note: Section A.1.5 provides that the allowance payable to a member who is eligible for a Field Allowance or Maritime Crew B to F Allowance and Amphibious Ready Element Allowance on the same day is Amphibious Ready Element Allowance.

2. Amphibious Ready Element Allowance is payable at Military Factor tier B.

Subdivision 4: Paratrooper Allowances

B.2.6 Purpose

Paratrooper Allowances provide for members with the qualifications and the skills associated with military parachuting and recognises the associated disabilities.

B.2.7 Definitions

In this Subdivision, the following apply.

Paratrooper (Tactical Unit) means a member who meets all of the following.

- a. They hold a current Paratrooper qualification.
- b. They are posted to, or performing CDF approved temporary duty in, any of the following units.
 - i. 1 Commando Regiment.
 - ii. 2 Commando Regiment.
 - iii. 4 Squadron RAAF.
 - iv. ADF Parachute School.
 - v. Special Air Service Regiment.

- vi. Special Operations Engineer Regiment.
 - vii. Special Operations Logistics Squadron.
 - viii. A paratrooper position within a unit (including a foreign unit) which the CDF is satisfied conducts tactical paratrooper activities.
- c. One of the following.
- i. If they are posted to the unit under paragraph b — they are reasonably expected to perform tactical paratrooper duties during the posting.
 - ii. If they are performing CDF approved temporary duty in the unit under paragraph b — they perform tactical paratrooper duties.

Free Fall Paratrooper means a member who meets all of the following.

- a. They hold a current Free Fall Paratrooper qualification.
- b. They are posted to, or performing CDF approved temporary duty in any of the following positions.
 - i. Free fall paratrooper position in any unit that conducts parachute activities.
 - ii. A paratrooper position within a unit (including a foreign unit) which the CDF is satisfied conducts tactical parachute activities.
- c. One of the following.
 - i. If they are posted to the unit under paragraph b — they are reasonably expected to perform free fall paratrooper duties during the posting.
 - ii. If they are performing CDF approved temporary duty in the unit under paragraph b — they perform free fall paratrooper duties.

Paratrooper Instructor not posted to ADF Parachute School means a member who meets all of the following.

- a. They hold a current Paratrooper Jump Instructor qualification.
- b. They are in a paratrooper instructor role in any of the following.
 - i. Any unit that is not ADF Parachute School.
 - ii. A position with a foreign defence force that the CDF is satisfied involves similar duties of a Parachute Jump Instructor not at a parachute training school.
- c. They are reasonably expected to perform paratrooper instructor duties as a part of their role.

Paratrooper Instructor posted to ADF Parachute School means a member who meets all of the following.

- a. They hold a current Paratrooper Jump Instructor qualification.
- b. They are posted to, or performing CDF approved temporary duty in any of the following positions.
 - i. They are in a Parachute Jump Instructor position at ADF Parachute School.

- ii. A position with a foreign defence force that the CDF is satisfied involves similar duties of a Parachute Jump Instructor at a parachute training school.
- c. One of the following.
 - i. If they are posted to the unit under paragraph b — they are reasonably expected to perform paratrooper jump instructor duties during their posting.
 - ii. If they are performing CDF approved temporary duty in the unit under paragraph b — they perform paratrooper jump instructor duties.

Jump Master means a member who meets all of the following.

- a. They hold a current paratrooper Jump Master qualification.
- b. They are posted to, or performing CDF approved temporary duty in any of the following positions.
 - i. A paratrooper Jump Master position in any unit that conducts parachute activities.
 - ii. A position with a foreign defence force that the CDF is satisfied involves similar duties of a Jump Master.
- c. One of the following.
 - i. If they are posted to the unit under paragraph b — they are reasonably expected to perform paratrooper jump master duties during their posting.
 - ii. If they are performing CDF approved temporary duty in the unit under paragraph b — they perform paratrooper jump master duties.

Free Fall Instructor means a member who meets all of the following.

- a. They hold a current Free Fall Instructor qualification.
- b. They are posted to, or performing CDF approved temporary duty in any of the following positions.
 - i. A free fall instructor position at the ADF Parachute School.
 - ii. A position with a foreign defence force that the CDF is satisfied involves similar duties of a free fall instructor.

B.2.8 Paratrooper Level 1 Allowance

- 1. A member is eligible for Paratrooper Level 1 Allowance if they are any of the following.
 - a. A Paratrooper (Tactical Unit).
 - b. A Free Fall Paratrooper.
 - c. A Paratrooper not posted to ADF Parachute School.
 - d. A Jump Master.
- 2. Paratrooper Level 1 Allowance is payable at Military Factor tier A.

B.2.9 Paratrooper Level 2 Allowance

1. A member is eligible for Paratrooper Level 2 Allowance if they meet any of the following.
 - a. They are a Paratrooper Instructor posted to ADF Parachute School.
 - b. All of the following.
 - i. They are a Paratrooper (Tactical Unit).
 - ii. They are eligible for Special Forces Support 1B/1C Allowance.
 - c. All of the following.
 - i. They are a Free Fall Paratrooper.
 - ii. They are eligible for Special Forces Support 1B/1C Allowance.
2. Paratrooper Level 2 Allowance is payable at Military Factor tier B.

B.2.10 Paratrooper Level 3 Allowance

1. A member is eligible for Paratrooper Level 3 Allowance if they meet any of the following.
 - a. They are a Free Fall Instructor.
 - b. All of the following.
 - i. They are a Jump Master.
 - ii. They are eligible for Special Forces Support 1B/1C Allowance.
 - c. All of the following.
 - i. They are a Paratrooper Instructor not posted to ADF Parachute School.
 - ii. They are eligible for Special Forces Support 1B/1C Allowance.
2. Paratrooper Level 3 Allowance is payable at Military Factor tier C.

B.2.11 Paratrooper Level 4 Allowance

1. A member is eligible for Paratrooper Level 4 Allowance if they meet all of the following.
 - a. They are a Paratrooper Instructor posted to ADF Parachute School.
 - b. They are eligible for Special Forces Support 1B/1C Allowance.
2. Paratrooper Level 4 Allowance is payable at Military Factor tier D.

B.2.12 Paratrooper Level 5 Allowance

1. A member is eligible for Paratrooper Level 5 Allowance if they meet all of the following.
 - a. They are a Free Fall Instructor.
 - b. They are eligible for Special Forces Support 1B/1C Allowance.

2. Paratrooper Level 4 Allowance is payable at Military Factor tier E.

B.2.13 Paratrooper Descent Daily Allowance

1. A member is eligible for Paratrooper Descent Daily Allowance if they meet all of the following.
 - a. They do not meet the eligibility for any other allowance in this Subdivision.
 - b. They conduct a form of parachute descent.
2. Paratrooper Descent Daily Allowance is payable at Military Factor tier J.

B.2.14 High Altitude Parachute Operations Support Allowance

1. A member is eligible for High Altitude Parachute Operations Support Allowance if they meet all of the following.
 - a. They perform HAPO Support duties.
 - b. They are not in receipt of Special Forces Operator Allowance under section B.2.22.
2. High Altitude Parachute Operations Support Allowance is payable at Military Factor tier Z – 5.

B.2.15 High Altitude Parachute Operations Descent Allowance

1. A member is eligible for High Altitude Parachute Operations Descent Allowance if they meet all of the following.
 - a. They conduct a HAPO descent.
 - b. They are not in receipt of Special Forces Operator Allowance under section B.2.22.
2. High Altitude Parachute Operations Descent Allowance is payable at Military Factor tier Z – 10.

Subdivision 5: Special Forces Disability Allowances

B.2.16 Purpose

Special Forces Disability allowances recognise the disabilities associated with service within the Special Forces environment. This work environment is typically extreme and represents the highest degree of endeavour, endurance and military capability asked of ADF members.

B.2.17 Special Forces Support 1B/1C Allowance

1. A member is eligible for Special Forces Support 1B/1C Allowance if they meet all of the following.
 - a. They are performing duty at one of the following levels of liability.
 - i. Special Forces Support 1B.

- ii. Special Forces Support 1C.
- b. They are posted to, or performing CDF approved temporary duty in any of the following positions.
 - i. A position designated as a Special Forces position.
 - ii. A Special Forces support position in Special Operations Command.
 - iii. A position with a foreign defence force that the CDF is satisfied involves similar duties to a Special Forces support position.
 - iv. A Special Forces instructor position.
 - v. A position with a foreign defence force that the CDF is satisfied involves similar duties to a Special Forces instructor position.
- 2. Special Forces Support 1B/1C Allowance is payable at Military Factor tier A.

B.2.18 Special Forces Support 2/3 – Special Forces School Instructor Allowance

- 1. A member is eligible for Special Forces Support 2/3 – Special Forces School Instructor Allowance if they meet all of the following.
 - a. They are performing duty with a Special Forces Support 2 or Special Forces Support 3 level of liability.
 - b. They are posted to, or performing CDF approved temporary duty in any of the following positions.
 - i. A Special Forces instructor position.
 - ii. A position with a foreign defence force that the CDF is satisfied involves similar duties to a Special Forces instructor position.
- 2. Special Forces Support 2/3 Allowance – Special Forces School Instructor is payable at Military Factor tier C.

B.2.19 Special Forces Support 2/3 Allowance

- 1. A member is eligible for Special Forces Support Staff 2/3 Allowance if they meet all of the following.
 - a. They are performing duty with a Special Forces Support 2 or Special Forces Support 3 level of liability.
 - b. They are posted to, or performing CDF approved temporary duty in any of the following positions.
 - i. A Special Forces support position.
 - ii. A position with a foreign defence force that the CDF is satisfied involves similar duties to a Special Forces Support 2 or Special Forces Support 3.
- 2. Special Forces Support Staff 2/3 Allowance is payable at Military Factor tier F.

B.2.20 Special Forces Operator – Special Forces School Instructor Allowance

1. A member is eligible for Special Forces Operator – Special Forces School Instructor Allowance if they meet all of the following.
 - a. They hold a current qualification from one of the following.
 - i. Commando.
 - ii. Special Air Service.
 - iii. Combat Controller or Combat Control Officer.
 - iv. Special Warfare.
 - b. They are posted to, or performing CDF approved temporary duty in any one of the following positions.
 - i. Special Forces instructor position at a Special Forces training school.
 - ii. A position with a foreign defence force that the CDF is satisfied involves similar duties to a Special Forces instructor at a Special Forces Training School.
2. Special Forces Operator – Special Forces School Instructor Allowance is payable at Military Factor tier F.

B.2.21 Special Forces Trainee Allowance

1. A member is eligible for Special Forces Trainee Allowance if they meet all of the following.
 - a. They have successfully completed Special Forces selection training.
 - b. They are undertaking training towards a qualification for any one of the following.
 - i. Commando.
 - ii. Special Air Service.
 - iii. Tactical Assault Group Clearance Diver.
 - iv. Combat Controller or Combat Control Officer.
 - v. Special Warfare.
2. Special Forces Trainee Allowance is payable at Military Factor tier F.

B.2.22 Special Forces Operator Allowance

1. A member is eligible for Special Forces Operator Allowance if they meet all of the following.
 - a. They hold a current qualification for any of the following.
 - i. Commando.
 - ii. Special Air Service.
 - iii. Tactical Assault Group Clearance Diver.
 - iv. Combat Controller or Combat Control Officer.

- v. Special Warfare.
- b. They are posted to, or performing CDF approved temporary duty in any of the following positions.
 - i. A Special Forces operator position.
 - ii. A Special Forces Operator position in a Special Forces Regiment.
 - iii. A position that has been designated as a Combat Controller or Combat Control Officer position within 4 Squadron, Royal Australian Air Force and is liable for Special Operations duty.
 - iv. A position with a foreign defence force that the CDF is satisfied involves similar duties to a Special Forces Operator position.
- 2. Special Forces Operator Allowance is payable at Military Factor tier J.

B.2.23 Special Forces Support 1B/1C – Flying Allowance

- 1. A member is eligible for Special Forces Support 1B/1C – Flying Allowance if they meet all of the following.
 - a. They are in Special Forces Support 1B/1C Allowance under section B.2.17.
 - b. They are in Flying Disability Allowance under section B.3.3.
- 2. Special Forces Support 1B/1C – Flying Allowance is payable at Military Factor tier D.

B.2.24 Special Duty Level 1 (Daily) Allowance

- 1. A member is eligible for Special Duty Level 1 (Daily) Allowance if they are performing duty recognised by the CDF as Special Duties Level 1.
- 2. Special Duty Level 1 (Daily) Allowance is payable at Military Factor tier H.

B.2.25 Special Duty Level 2 Allowance

- 1. A member is eligible for Special Duty Level 2 Allowance if they are performing duty recognised by the CDF as Special Duties Level 2.
- 2. Special Duty Level 2 Allowance is payable at Military Factor tier Z – 2.

B.2.26 Special Duty Level 3 Allowance

- 1. A member is eligible for Special Duty Level 3 Allowance if they are performing duty recognised by the CDF as Special Duties Level 3.
- 2. Special Duty Level 3 Allowance is payable at Military Factor tier Z – 4.

B.2.27 Special Duty Level 3 – Special Forces Operator Allowance

- 1. A member is eligible for Special Duty Level 3 – Special Forces Operator Allowance if they meet all of the following.

1. They are eligible for Special Duty Level 3 Allowance under section B.2.26.
- b. They are eligible for Special Forces Operator Sustainment Allowance under section B.2.29.
2. Special Duty Level 3 – Special Forces Operator Allowance is payable at Military Factor tier Z – 7.

Subdivision 6: Special Forces Sustainment Allowances

B.2.28 Purpose

Special Forces Sustainment Allowances recognise members who take postings outside their parent unit where their knowledge, skills, attributes, and experience can be applied for the achievement of wider ADF outcomes.

B.2.29 Special Forces Operator Sustainment Allowance

1. A member is eligible for Special Forces Operator Sustainment Allowance if they meet all of the following.
 - a. They hold a current qualification from one of the following.
 - i. Commando.
 - ii. Special Air Service.
 - iii. Combat Controller or Combat Control Officer.
 - iv. Special Warfare
 - b. They hold a rank of between Corporal (E) and Lieutenant Colonel (E).
 - c. They are posted to, or performing CDF approved temporary duty in any one of the following positions.
 - i. For a member who is a Combat Controller or Combat Control Officer — a position that is not liable for Special Operations duty.
 - ii. For all other members — a position that is outside of their Special Forces Regiment.
2. Special Forces Operator Sustainment Allowance is payable at Military Factor tier D.
3. A member ceases to be eligible for Special Forces Sustainability Allowance from the earliest date on which any of the following events occur.
 - a. They no longer hold a current Special Forces qualification.
 - b. They are notified by CDF that their liability to return to a Special Forces Regiment or Special Operation position within No. 4 Squadron in the Air Force ceases or is revoked from a specified date.
 - c. They notify Special Operations Command that, from a specified date, they no longer agree to hold a liability to return to a Special Forces position.
 - d. They are promoted to the rank of Colonel (E).

- e. Three years has passed since they last became eligible.

B.2.30 Special Forces Disablement Technician Sustainment Allowance

1. A member is eligible for Special Forces Disablement Technician Sustainment Allowance if they meet all of the following.
 - a. They hold a current qualification as a Special Forces Disablement Technician.
 - b. They hold a rank up to and including Lieutenant Colonel (E).
 - c. They are posted to, or performing CDF approved temporary duty in a position that is outside of their Special Forces Regiment.
2. Special Forces Disablement Technician Sustainment Allowance is payable at Military Factor tier A.

B.2.31 Special Forces Operator – Non Special Forces Instructor Allowance

1. A member is eligible for Special Forces Operator – Non Special Forces Instructor Allowance if they meet all of the following.
 - a. They are eligible for Special Forces Operator Sustainment Allowance under section B.2.29.
 - b. They are eligible for Training Sustainment Allowance under section B.4.9.
2. Special Forces Operator – Non Special Forces Instructor Allowance is payable at Military Factor tier E.

B.2.32 Special Forces Operator – Posted to a Special Forces Support 1B/1C position Allowance

1. A member is eligible for Special Forces Operator – Posted to a Special Forces Support 1B/1C position Allowance if they meet all of the following.
 - a. They are eligible for Special Forces Operator Sustainment Allowance under section B.2.29.
 - b. They are eligible for Special Forces Support 1B/1C Allowance under section B.2.17.
2. Special Forces Operator – Posted to a Special Forces Support 1B/1C position Allowance is payable at Military Factor tier F.

B.2.33 Special Forces Operator – Recruit Instructor Allowance

1. A member is eligible for Special Forces Operator – Recruit Instructor Allowance if they meet all of the following.
 - a. They are eligible for Special Forces Operator Sustainment Allowance under section B.2.29.
 - b. They are eligible for Recruit Instructor Allowance under section B.4.11.
2. Special Forces Operator – Recruit Instructor Allowance is payable at Military Factor tier G.

B.2.34 Special Forces Operator – Special Forces School Instructor Allowance (with sustainment)

1. A member is eligible for Special Forces Operator – Special Forces School Instructor Allowance (with sustainment) if they meet all of the following.
 - a. They are eligible for Special Forces Operator Sustainment Allowance under section B.2.29.
 - b. They are eligible for Special Forces Operator Allowance – Special Forces School Instructor under section B.2.20.
2. Special Forces Operator – Special Forces School Instructor Allowance (with sustainment) is payable at Military Factor tier H.

B.2.35 Special Forces Operator – ADF Parachute School Instructor Allowance

1. A member is eligible for Special Forces Operator – ADF Parachute School Instructor Allowance if they meet one of the following.
 - a. They are eligible for Special Forces Operator Sustainment Allowance under section B.2.29.
 - b. They are posted to, or performing CDF approved temporary duty in an ADF Parachute School position undertaking instructional duties.
 - c. They are one of the following under subdivision 4.
 - i. A Paratrooper (Tactical Unit).
 - ii. A Free Fall Paratrooper.
 - iii. A Paratrooper Instructor posted to ADF Parachute School
 - iv. A Jump Master.
 - v. A Free Fall Instructor.
2. Special Forces Operator – ADF Parachute School Instructor Allowance is payable at Military Factor tier H.

Subdivision 7: Field Allowances

B.2.36 Purpose

Field Allowances recognise the requirement to live and work in uncomfortable conditions in the field. This includes limited home contact, inability to use leisure time effectively and the liability to work exceptionally long and irregular hours.

B.2.37 Field Allowance – Level 1 (Daily)

1. A member is eligible for Field Allowance – Level 1 (Daily) if they meet all of the following.
 - a. They live, and undertake duty, in the field for any of the following.
 - i. A calendar day.

- ii. A day immediately following a calendar day on which they met the requirements for Field Allowance – Level 1 that is less than a calendar day.
- b. Subject to subsection 2, they have satisfied at least three elements listed in Annex B.1.

Note: Section A.1.5 provides that where a member is eligible for Field Allowance – Level 1 (Daily) and Field Allowance – Level 2 (Daily) on the same day, the allowance payable to the member for that day is the last allowance payable on that day.

- 2. The member's living conditions and working conditions must both have a hardship level of extreme.
- 3. Field Allowance – Level 1 (Daily) is payable at Military Factor tier H.

B.2.38 Field Allowance – Level 2 (Daily)

- 1. A member is eligible for Field Allowance – Level 2 (Daily) if they meet all of the following.
 - a. They live, and undertake duty, in the field for minimum of 1 calendar day.
 - b. Subject to subsection 2, they have satisfied at least three elements listed in Annex B.1.

Note: Section A.1.5 provides that where a member is eligible for Field Allowance – Level 1 (Daily) and Field Allowance – Level 2 (Daily) on the same day, the allowance payable to the member for that day is the last allowance payable on that day.

- 2. The member's living conditions and working conditions must be a combination of the following hardship levels.
 - a. Extreme.
 - b. Intermediate.
- 3. Field Allowance – Level 2 (Daily) is payable at Military Factor tier D.

Division 3: Air Domain

Subdivision 1: Interpretation

B.3.1 Definitions

In this Division, the following apply.

Designated flying position means a position designated as a flying position in the ADF or an equivalent, which has flying as a significant part of its primary duties.

Flight duties means duties performed aboard a Service aircraft for the purposes of the operation on which the aircraft is engaged, other than by a member who are passengers aboard a Service aircraft.

Service aircraft includes a commercial aircraft that is chartered or leased by the Commonwealth, or a foreign military aircraft, that is not a simulator or remotely operated aviation asset.

Subdivision 2: Flying Allowance

B.3.2 Purpose

Flying Allowance recognises the disabilities associated with military flying and flight duties.

B.3.3 Flying Allowance

1. A member is eligible for Flying Allowance if they meet any of the following.
 - a. They meet all of the following.
 - i. They are posted to a designated flying position or deployed to fly on operations.
 - ii. They are qualified and reasonably expected to fly in that position during the posting or deployment.
 - b. They have a liability to fly and they are undergoing flying training.
 - c. All of the following are met.
 - i. They perform flight duties for the purposes of the operation on which the Service aircraft or an equivalent is engaged.
 - ii. The duties are not performed using simulators and remotely operated aviation assets.

Note: These are not Service aircraft for the purpose of this allowance.
 - d. They are on standby to fly on search and rescue duties.
2. Flying Disability Allowance is payable at Military Factor tier A.

Division 4: Other Domain Allowances

Subdivision 1: Interpretation

B.4.1 Definitions

In this Division, the following apply.

Continuous liability means a position in which a member is reasonably expected to meet all of the following.

- a. Render safe, disposal or search tasks that relate to unpredictable explosives.
- b. One of the following.
 - i. Perform the duties on deployment or attachment.
 - ii. Be on call for at least 120 days or more in the 12-month period of a posting to undertake a deployment or attachment.

High risk search means a search task and environment that the CDF is satisfied involves high risk of death or injury from hidden explosive devices, having regard to the search environment or the likelihood of the presence of opposing forces.

Low risk search means a search where an unpredictable explosive is reasonably suspected to be present, in a known and stable environment, and in which there is expected to be a low likelihood of injury.

Non-continuous liability means the CDF is satisfied that the member has a periodic liability to be called upon at short notice to undertake a short period of being on call on a daily basis between 40-120 days.

An **unpredictable explosives activity** means any of the following.

- a. To render safe unpredictable explosives.
- b. Dispose of unpredictable explosives.
- c. Directly assisting to render safe, or dispose of, unpredictable explosives.

Subdivision 2: Unpredictable Explosives

B.4.2 Purpose

Unpredictable Explosives Allowances recognise the stress and risk associated with unpredictable explosives, as well as the impact to members for being on emergency response rosters.

B.4.3 Unpredictable Explosive Endurance Allowance – Level 1

1. A member is eligible for Unpredictable Explosives Endurance Allowance – Level 1 if they meet any of the following.
 - a. They meet both of the following.

- i. They are posted to a position with a continuous liability to conduct low risk searches for unpredictable explosives.
 - ii. They have a continuous liability to conduct low risk searches for unpredictable explosives.
- b. They meet all of the following.
 - i. They hold a qualification for rendering safe, or disposing of, unpredictable explosives.
 - ii. They have a non-continuous liability.
 - iii. They engage in an unpredictable explosives activity.

Note: Section A.1.5 provides that, despite being eligible for any of the following allowances on the same day they are eligible for this allowance, the allowance payable is Unpredictable Explosives Endurance Allowance – Level 1.

- a. Low Risk Search Daily Allowance.
 - b. High Risk Search Daily Allowance.
 - c. Render Safe Daily Allowance.
- 2. Unpredictable Explosives Endurance Allowance – Level 1 is payable at Military Factor tier A.

B.4.4 Unpredictable Explosive Endurance Allowance – Level 2

- 1. A member is eligible for Unpredictable Explosives Endurance Allowance – Level 2 if they meet all of the following.
 - a. They hold a qualification for rendering safe, or disposing of, unpredictable explosives.
 - b. They have a continuous liability.
 - c. They engage in an unpredictable explosives activity.

Note: Section A.1.5 provides that, despite being eligible for any of the following allowances on the same day they are eligible for this allowance, the allowance payable is Unpredictable Explosives Endurance Allowance – Level 2.

- a. Low Risk Search Daily Allowance.
 - b. High Risk Search Daily Allowance.
 - c. Render Safe Daily Allowance.
- 2. Unpredictable Explosives Endurance Allowance – Level 2 is payable at Military Factor tier C.

B.4.5 Unpredictable Explosive – Low Risk Search Daily Allowance

- 1. A member is eligible for Unpredictable Explosive – Low Risk Search Daily Allowance if they are directed to conduct low risk searches for unpredictable explosives.
- 2. Unpredictable Explosive – Low Risk Search Daily Allowance is payable at Military Factor tier B.

B.4.6 Unpredictable Explosive – High Risk Search Daily Allowance

1. A member is eligible for Unpredictable Explosive – High Risk Search Daily Allowance if they meet all of the following.
 - a. They hold a qualification for searching for unpredictable explosives.
 - b. They are directed to engage in a high-risk search for unpredictable explosives.
2. Unpredictable Explosive – High Risk Search Daily Allowance is payable at Military Factor tier G.

B.4.7 Unpredictable Explosive – Render Safe Daily Allowance

1. A member is eligible for Unpredictable Explosive – Render Safe Daily Allowance if they meet all of the following.
 - a. They hold a qualification for rendering safe, or disposal of, unpredictable explosives.
 - b. They have been directed to engage in one of the following activities.
 - i. Render safe, or disposal of, unpredictable explosives.
 - ii. Directly assist in the rendering safe, or disposal of, unpredictable explosives.
2. Unpredictable Explosive – Render Safe Daily Allowance is payable at Military Factor tier Z – 3.

Subdivision 3: Training Sustainment Allowance

B.4.8 Purpose

Training Sustainment Allowance is provided to instructors delivering initial employment training. The Allowance recognises the disabilities associated with long hours, adverse working conditions and loss of regular contact with family for extended periods. It also recognises an element of sustainability to attract suitable members to post and serve the full period of an initial employment training instructor posting.

B.4.9 Training Sustainment Allowance

1. A member is eligible for Training Sustainment Allowance if they meet all of the following.
 - a. They are a member of the Australian Army.
 - b. They hold one of the following ranks.
 - i. Lance Corporal.
 - ii. Corporal.
 - iii. Sergeant.
 - c. They are posted to, or performing CDF approved temporary duty in an instructor role at one of the following units.
 - i. Forces Command training school that conducts initial employment training.

- ii. Royal Military College – Duntroon.
 - iii. Army Aviation Command.
 - iv. 2nd (Australian) Division.
 - v. A training establishment that the CDF approves as conducting initial employment training.
 - d. They are qualified for the role and one of the following applies.
 - i. If they are posted to the unit under paragraph c — they are reasonably expected to perform duty in that role.
 - ii. If they are performing CDF approved temporary duty in the unit under paragraph c — they perform duty in that role.
2. Training Sustainment Allowance is payable at Military Factor tier A.

Subdivision 4: Recruit Instructor Allowance

B.4.10 Purpose

Recruit Instructor Allowance provides for qualified recruit instructors posted to an approved training establishment and recognises the disabilities associated with long hours, adverse working conditions and loss of regular contact with family for extended periods. It also recognises an element of sustainability to attract suitable members to post and serve the full period of a recruit instructor posting.

B.4.11 Recruit Instructor Allowance

1. A member is eligible for Recruit Instructor Allowance if they meet all of the following.
 - a. They hold one of the following ranks.
 - i. Lance Corporal.
 - ii. Corporal in the Army.
 - iii. Sergeant in the Army.
 - iv. Leading Seaman.
 - v. Petty Officer.
 - vi. Chief Petty Officer.
 - vii. Warrant Officer in the Navy.
 - viii. Sub Lieutenant.
 - ix. Lieutenant in the Navy.
 - x. Lieutenant Commander
 - b. They are posted to, or performing CDF approved temporary duty in a recruit instructor position at one of the following.

- i. 1st Recruit Training Battalion.
 - ii. Royal Australian Naval College.
 - iii. Royal Australian Navy Recruit School.
 - c. They are qualified to be a recruit instructor.
 - d. One of the following.
 - i. If they are posted to the unit under paragraph b — they are reasonably expected to perform duty in that position.
 - ii. If they are performing CDF approved temporary duty in the unit under paragraph b — they perform duty in that role.
2. Recruit Instructor Allowance is payable at Military Factor tier C.

Annex B.1: Levels of hardship

Considerations relevant to each element of hardship are set out in the following table. The standards and examples contained below are not considered an exhaustive list of potential scenarios. Delegates should exercise discretion and best judgement when selecting levels of hardship.

Element	Level of hardship	Standard of level of hardship
Living conditions This element rates the level of hardship of the living and sleeping conditions of the field activity.	Extreme	Accommodation if it exists at all is at subsistence levels. Considerations include: <ul style="list-style-type: none"> a. The accommodation is limited to individual or small group resources; and b. The accommodation is non-permanent. Example: Sleeping in individual or small group tents where individuals have little protection from the elements.
	Intermediate	Accommodation has better protection from the elements than the extreme level. Accommodation offers moderate protection from the elements. Example: Tents with rigid poles or rudimentary fixed structures (ie. huts, sheds). Shelters offer moderate protection from the elements however lacks substantial insulation.
	Low	Fixed accommodation includes permanent or semi-permanent buildings or purpose built structures that are suitable for accommodation purposes and in habitable condition. Example: Barracks, cabins or habitable shipping containers.
Working conditions This element rates the working conditions sustained by members during the field activity.	Extreme	Extreme working conditions include extended exposure to disabilities and very limited, or no opportunity, for relief and typically involve: <ul style="list-style-type: none"> a. Regular exposure to humidity, water, dust, mud or dirt; b. Regular and significant exposure to weather; c. Frequent exposure to hazards not normally experienced in the barracks environment; d. Strenuous physical activity may be required for extended periods; and e. There is very limited opportunity to rest during activities.
	Intermediate	Medium working conditions are demonstrably more difficult and demanding than those experienced in barracks. The working conditions involve some exposure to such factors as adverse weather conditions or demanding physical activity. There is little opportunity for relief from such conditions during the working day; work continues regardless.
	Low	Low level hardship working conditions are those that are generally normal and reflect those that apply in the barracks or workplace. The normal workplace involves occasional adverse working conditions.

Eating arrangements This element rates the level of food and food preparation arrangements provided during the field activity.	Extreme	No facilities are provided for the preparation or consumption of rations. Considerations include: a. Meals are prepared by individuals or small groups, from rations; b. Meals are prepared and consumed under adverse conditions; or c. The quality, quantity and regularity of meals vary.
	Intermediate	Limited facilities are provided for the preparation or consumption of rations. Considerations include: a. Food is prepared and consumed under temporary arrangements, such as a field kitchen; b. Any facilities provided are not purpose designed or members may have to assist in the preparation of their food; or c. Under these temporary arrangements, rationing conditions are demonstrably inferior to those in barracks.
	Low	Food is normally prepared by dedicated staff in purpose designed facilities. These fixed facilities provide arrangements similar to those in barracks, although the style and variety of meals may be limited.
Leisure This elements rates the access to entertainment, leisure or recreational activities and includes access to the internet, external communication, recreational facilities and effective use of non-working time	Extreme	This level is characterised by the almost total lack of any meaningful leisure time. Considerations include: a. There is little or no ability to access to the internet or external communication; b. Any time off is so restricted or irregular that it does not relieve the effects of the disabilities of field service; or c. No recreational resources are available.
	Intermediate	Individuals have limited access to leisure, but are clearly disadvantaged when compared with the normal barracks environment. Considerations include: a. Access to the internet or external communication is limited or inconsistently available; b. Some time off may be given outside of work or sleep but is limited or irregular; and c. There is limited access to recreational resources.
	Low	Facilities may be of a lesser standard than those enjoyed in barracks, but individuals are not significantly disadvantaged. Considerations include: a. There is reasonable access to the internet or external communication; and b. Leisure time is available and some resources are provided for use.

Facilities and services This element rates the access to facilities such as showers and toilets; as well as services such as water and electricity.	Extreme	Facilities and services are generally absent or not available for consistent use. Considerations include: a. Water would normally be individually carried or transported, or be obtained from local resources; and b. Toilet facilities consist of trenches, holes or similar.
	Intermediate	Facilities and services may be provided, but are deficient. Considerations include: a. Ablutions and toilets may be temporary facilities provided in situ. b. Permanent hot water is not available or restricted; and c. Electricity is provided by a generator and its use is limited. The net effect of these deficiencies causes individuals to be demonstrably disadvantaged when compared with the barracks standard of facilities and services.
	Low	Facilities and services are similar to those provided in barracks, although not necessarily to the same standard. There is access to fixed ablutions and toilets facilities where hot and cold running water is provided.
Hours of work This element rates the level of hardship based on the length of the working day.	Extreme	Working hours are extreme and greatly exceeds than those in barracks. Considerations include: a. There is a sustained requirement in each 24 hour period to undertake duty for 16 hours or more; and b. Access to rest is very limited and irregular. Example: Members' rest is disturbed by the requirement to carry out sentry duty or operate a radio shift.
	Intermediate	Working hours exceeds than those in barracks. Considerations include: a. There is a sustained requirement in each 24 hour period to undertake duty between 12 to 16 hours; and b. There is regular access to rest but may be interrupted by occasional duty.
	Low	The structure of the working day generally differs little from that experienced in the barracks workplace. Work may be hard, and may involve extended hours (between 8 to 10 hours) on some days, but the cumulative effect does not lead to a significant hardship for members.

Endnotes

Endnote 1—About the endnotes

The endnotes provide information about this compilation and the compiled law.

The following endnotes are included in every compilation:

Endnote 1—About the endnotes

Endnote 2—Abbreviation key

Endnote 3—Legislation history

Endnote 4—Amendment history

Abbreviation key—Endnote 2

The abbreviation key sets out abbreviations that may be used in the endnotes.

Legislation history and amendment history—Endnotes 3 and 4

Amending laws are annotated in the legislation history and amendment history.

The legislation history in endnote 3 provides information about each law that has amended (or will amend) the compiled law. The information includes commencement details for amending laws and details of any application, saving or transitional provisions that are not included in this compilation.

The amendment history in endnote 4 provides information about amendments at the provision (generally section or equivalent) level. It also includes information about any provision of the compiled law that has been repealed in accordance with a provision of the law.

Misdescribed amendments

A misdescribed amendment is an amendment that does not accurately describe how an amendment is to be made. If, despite the misdescription, the amendment can be given effect as intended, then the misdescribed amendment can be incorporated through an editorial change made under section 15V of the *Legislation Act 2003*.

If a misdescribed amendment cannot be given effect as intended, the amendment is not incorporated and “(md not incorp)” is added to the amendment history.

Endnote 2—Abbreviation key

ad = added or inserted	pres = present
am = amended	prev = previous
amdt = amendment	(prev...) = previously
c = clause(s)	Pt = Part(s)
C[x] = Compilation No. x	reloc = relocated
Ch = Chapter(s)	renum = renumbered
def = definition(s)	rep = repealed
disallowed = disallowed by Parliament	rs = repealed and substituted
Div = Division(s)	s = section(s)/subsection(s)
exp = expires/expired or ceases/ceased to have effect	Sch = Schedule(s)
(md not incorp) = misdescribed amendment cannot be given effect	Sdiv = Subdivision(s)
mod = modified/modification	Sub-Ch = Sub-Chapter(s)
No. = Number(s)	SubPt = Subpart(s)
orig = original	<u>underlining</u> = whole or part not commenced or to be commenced
par = paragraph(s)/subparagraph(s) /sub-subparagraph(s)	

Endnote 3—Legislation history

Name	Signed	Commencement	Application, saving and transitional provisions
Defence Force Remuneration Tribunal Determination No. 11 of 2024, ADF Workplace Remuneration Arrangement 2023-2026	27 September 2024	7 November 2024	
Defence Force Remuneration Tribunal Determination No. 11 of 2025, ADF Workplace Remuneration Arrangement 2023-2026	18 July 2025	6 November 2025	

Endnote 4—Amendment history

Clause	Amendments
Annex A.1	rs: DFRT No. 11 of 2024; DFRT No. 11 of 2025.