



# Defence (Individual benefits) Determination 2024 (No. 3)

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I, GENERAL ANGUS JOHN CAMPBELL, Chief of the Defence Force, make the following Determination under section 58B of the *Defence Act 1903*.

Dated 26 June 2024

**Angus J Campbell**  
General  
Chief of the Defence Force

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## 1 Name

This instrument is the Defence (Individual benefits) Determination 2024 (No. 3).

## 2 Commencement

1. 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.

<b>Commencement information</b>		
<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Provisions</b>	<b>Commencement</b>	<b>Date/Details</b>
1. The whole of this Instrument.	The day after the instrument is registered.	29 June 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Note: this table relates only to the provisions of this instrument as originally made.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.

2. Any information in column 3 of the table is not part of this instrument. Information may be inserted in this column, or information in it may be edited, in any published version of this instrument.

## 3 Authority

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

## 4 Purpose

The Purpose of this Determination is to provide reimbursement to a member to assist with the costs incurred in relation to the payment of salary to an Au Pair. The Au Pair will care for a child who has accompanied the member on a long-term posting overseas, enabling the member to be available to meet the short notice requirements of their role.

## 5 Definitions

In this Determination the following apply.

**Reimbursement period** means the period starting 28 December 2022 and ending 31 December 2025.

## 6 Application

This Determination applies to the member holding the employee identification number 8097840.

## 7 Benefit

1. Subject to subsection 2, the member is eligible for reimbursement of the salary for an Au Pair during the reimbursement period.
2. The following conditions apply to the reimbursement.

- a. The maximum the member can be reimbursed under this Determination for any 12-month period within the reimbursement period is AUD 19,550.
- b. If the member pays the Au Pair's salary by instalments, reimbursement is limited the value of each instalment paid, up to the maximum benefit for the 12-month period in which the cost was incurred.
- c. Before the reimbursement can be paid to the member, proof of payment for the cost incurred must be provided to a person not below MAJ(E)/APS 6 who is authorised to manage Defence personnel administration at the overseas post.
- d. The following costs associated with the Au Pair are not reimbursable under this Determination.
  - i. Placement fees.
  - ii. Accommodation and board deductions.
  - iii. Vacation pay.
  - iv. Canada Revenue Agency remittances (income tax, Canada Pension Plan contributions and Employment Insurance premiums).
  - v. Domestic and international travel costs.

## 8 Cessation of benefit

1. Benefits under this Determination cease if any of the following events occur.
  - a. The member is evacuated from the overseas posting location.
  - b. The member is withdrawn from the posting location.
  - c. The member's long-term posting overseas ends before the end of the reimbursement period.
2. Despite paragraph 7.2.b, if subsection 1 applies, the maximum reimbursement the member can receive for the 12-month period in which the event occurs, is calculated using the following formula.

$$\textit{Maximum reimbursement} = (365 - A \times \textit{AUD}53.61$$

Where:

- A** is the number of days left in the 12-month period in which the event under subsection 1 occurred.