



Defence Determination, Conditions of service Amendment Determination (No. 3) 2025

I, SARAH KATE MCGREGOR, Acting Director General, People Policy and Employment Conditions, make the following Determination under section 58B of the *Defence Act 1903*.

Dated 7 March 2025

Sarah McGregor
Acting Director General
People Policy and Employment Conditions
Defence People Group

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1 Name

This instrument is the Defence Determination, Conditions of service Amendment Determination (No. 3) 2025.

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.

Commencement information		
Column 1	Column 2	Column 3
Provisions	Commencement	Date/Details
1. Sections 1 to 4.	The day the instrument is registered.	
2. Schedule 1 to 4	13 March 2025	

Note: This table relates only to the provisions of this instrument as originally made.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 Schedules

Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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—Rent allowance for sharing and boarding amendments

Defence Determination 2016/19, Conditions of service

1 Section 7.8.3.1

Before subsection 1, insert:

- 1A. In this Part, a member is **sharing a home** if all of the following are met.
- a. All of the occupants of the home are leasing or subleasing the home from the owner of the home.
 - b. The owner of the home does not reside in the home.

2 Section 7.8.3

After the section, insert:

7.8.4 Boarding in a home

In this Part, a member is **boarding in a home** if all of the following are met.

- a. The member is paying the owner of the home rent to occupy a room.
- b. An owner of the home resides in the home.

Note: To avoid doubt, this does not include a boarding house or commercial establishment.

3 Subsection 7.8.10 (heading)

Omit “rental”.

4 Subsection 7.8.10.2

Repeal the subsection substitute:

2. The rent ceiling for a member whose living arrangement is in an item in column A of the following table is the amount specified by the reference that applies to the members rank and location in column B of the same item.

Item	Column A Member's living arrangement	Column B Rent ceiling
1.	The member lives alone.	The amount set out in Annex 7.E Part 2.1.
2.	The member shares, or boards in, a home with 1 other person.	The amount set out in Annex 7.E Part 2.2.
3.	The member shares, or boards in, a home with 2 other people.	The amount set out in Annex 7.E Part 2.3.

4.	The member shares, or boards in, a home with 3 other people.	The amount set out in Annex 7.E Part 2.4.
5.	The member shares, or boards in, a home with 4 or more people.	The amount calculated in subsection 2A.
6.	The member is a tenant in a boarding house.	The amount set out in Annex 7.E Part 2.3.

- 2A. For the purpose of subsection 2 table item 5, the member's rent ceiling is calculated using the following formula.

$$\text{Rent ceiling amount} = A + \left(\frac{A}{10} \times B \right) \div C$$

Where:

- A** is the amount set out in Annex 7.E Part 1.
- B** Is the number of additional bedrooms after the third bedroom.
- C** is the number of residents.

5 Subsection 7.8.17.2, table items 2 and 3

Repeal the table items, substitute:

2.	A member who has no resident family and no recognised other persons	Member is not sharing a rented home.	Annex 7.D Part 2 column B.
		Member meets one of the following. a. They are sharing a rented home with 1 person. b. They are boarding in a private home with 1 other person.	Annex 7.D Part 2 column C.
		Member meets one of the following. a. They are sharing a rented home with 2 or more people. b. They are boarding in a private home with 2 or more people. c. They are boarding in a commercial establishment.	Annex 7.D Part 2 column D.

6 Subsection 7.8.19

Omit "rent is taken to be the lower of these amounts", substitute "**rent** means the lower of the following amounts".

7 Section 7.8.20

Repeal the section, substitute:

7.8.20 Rent allowance – sharing a home

1. This section applies to a member who meets all of the following.
 - a. They are eligible for rent allowance.
 - b. Their contribution is set by table item 2 of subsection 7.8.17.2.
 - c. They are sharing a home.
2. The fortnightly rate of rent allowance is calculated using the following formula.

$$\text{fortnightly rate of rent allowance} = \left(\frac{A}{B} \right) - C$$

Where:

A is the fortnightly rate of rent.

Note: This the rate of rent payable for the property, not the member's portion.

B is the number of people, including the member, sharing the home.

C is the fortnightly contribution set by table item 2 of subsection 7.8.17.2.

3. If a visitor to the house who is 18 years or older stays in the home for 4 weeks or more, the following apply.
 - a. If the visitor has no permanent home, the member's rent allowance must be recalculated based on the visitor living in the home from the first day of the visitor's stay.

Note 1: Rent allowance is based on the contribution a member is required to make under section 7.8.17 and their rent ceiling under section 7.8.10.

Note 2: If the visitor has a permanent home at another location, the visitor is not taken to be living in the home and therefore will not affect the member's rent allowance.
 - b. The member must inform the Defence Housing Australia Contact Centre in writing that the person will be living in the home for longer than 4 weeks.
4. If subsection 3 applies, after considering all of the circumstances in which the person is living in the home, the CDF can decide that the person is not sharing the home for the purpose of calculating the members rent allowance under subsection 2.

7.8.20A Rent allowance – boarding

1. This section applies to a member who meets both these conditions.
 - a. They are eligible for rent allowance.
 - b. Their contribution is set by table item 2 of subsection 7.8.17.2.
 - c. They are boarding.
2. This section does not apply to a member who has no resident family but has recognised other persons.

3. The fortnightly rate of rent allowance is calculated using the following formula.

$$\text{rent allowance} = A - B$$

Where:

A is the lower of the following.

- a. The fortnightly boarding fee paid by the member.
- b. The rent ceiling under section 7.8.10.

B is the member's contribution set out in Division 3.

Note: If the outcome is zero or less, the rate of rent allowance payable is \$0.

4. If a visitor to the house who is 18 years or older stays in the home for 4 weeks or more, the following apply.
- a. If the visitor has no permanent home, the member's rent allowance must be recalculated based on the visitor living in the home from the first day of the visitors stay.

Note 1: Rent allowance is based on the contribution a member is required to make under section 7.8.17 and their rent ceiling under section 7.8.10.
Note 2: If the visitor has a permanent home at another location, the visitor is not taken to be living in the home and therefore will not affect the member's rent allowance.
 - b. The member must inform the Defence Housing Australia Contact Centre in writing that the person will be living in the home for longer than 4 weeks.

8 **Annex 7.D Part 2 paragraph c**

Omit "item 3 or item 4", substitute "items 3, 4, 5 or 6".

9 **Annex 7.D Part 2 (table, heading to column D)**

Omit "3 other people", substitute "more other people".

Schedule 2—Additional travel benefit

Defence Determination 2016/19, Conditions of service

1 Section 14.4.17

After the section, insert:

14.4.17A Dependant joining member

1. This section applies to a member who meets any of the following.
 - a. They were on a long-term posting overseas and all of the following apply.
 - i. Their posting is extended or they are posted on a consecutive long-term posting overseas.
 - ii. Their dependant will join them at the overseas posting location.
 - b. They were on short-term duty overseas and all of the following apply.
 - i. They are posted on a long-term posting overseas after their short-term duty ends.
 - ii. Their dependant will join them at the overseas posting location.

Note: Section 12.3.5 provides the minimum period the member's dependant must live, or intend to live, with the member at the posting location.
2. The member is eligible for travel to the overseas posting location under subsection 14.4.17.3 for their dependant.
3. If the dependant travels to the overseas posting location at personal expense, the benefit under subsection 2 is provided by reimbursement.
4. All of the following apply to travel under this section.
 - a. It must not be undertaken before, or more than 12 months after, the date of effect of the member's posting order.
 - b. It does not include rest periods.

2 Division 7 of Part 3 of Chapter 15

Repeal the Division, substitute:

Division 7: Additional travel for extended or consecutive overseas postings

Subdivision 1: General provisions

15.3.37 Purpose

This Division provides a member and their dependant an additional travel benefit to provide respite from the overseas location and to reconnect with family and friends in Australia

when a member's long-term posting overseas is extended or the member is posted for a consecutive long-term posting overseas.

15.3.38 Definition

In this Division, **decision maker** means the Director Defence Print and Travel Services.

15.3.39 When travel under this Division must be taken

1. Travel under this Division must be taken within the following periods.
 - a. If Subdivision 2 applies — between the following days.
 - i. The day that is 3 months before the day that the member's current long-term posting overseas is expected to end.
 - ii. The day that is 3 months after the day that the member's extended posting period overseas or consecutive posting period overseas starts.
 - b. If Subdivision 3 applies — between the following days.
 - i. The day the member's posting period overseas ends at their current posting location.

Note: To avoid doubt, only for the purposes of the additional travel benefit, the member or their dependant must not remain at the current posting location after the day the member's posting period overseas ends. If section 14.4.17 applies to the dependant, they may remain at the overseas posting location, but would not be eligible for any other benefit.
 - ii. The day before the member's posting period overseas starts at their next posting location.

Note: To avoid doubt, the member or their dependant must not arrive at the next posting location before the member's posting period overseas starts.
- Note 1:** Section 12.3.16 provides the definition of posting period overseas.
Note 2: The member must be on leave for any period of absence from duty.
Note 3: A member's dependant may travel separately to the member on any leg of a journey.
2. The following persons may travel outside of the period specified in subsection 1 if the CDF is satisfied that it is reasonable.
 - a. If Subdivision 2 applies — the member and their dependant, travelling either together or separately.
 - b. If Subdivision 3 applies — the member and their dependant, if the travel meets all of the following.
 - i. The travel occurs on or before the day set by subparagraph 1.b.i.
 - ii. The travel occurs on or after the day set by subparagraph 1.b.ii.

Note: This subsection does not apply to a dependant who is travelling separately to the member under section 14.4.17.
3. For the purpose of subsection 2, the CDF must consider all of the following.
 - a. The reason the travel could not occur during the specified period.
 - b. The welfare of the member and the dependant.

- c. The member's work commitments over the next 6 months.
- d. The travel's potential costs or savings to Defence.

15.3.40 Reimbursement

If travel under this Division is booked by the member, the benefit is provided by reimbursement.

Subdivision 2: Additional travel if posted to same overseas location

15.3.41 Member this subdivision applies to

This Subdivision applies to a member on a long-term posting overseas who is required to remain in the same posting location for an additional 12 months or more.

Note: This may be due to an extension of their current posting, or a consecutive posting to the same location.

15.3.42 Travel benefits

1. The member is eligible for the allowable travel costs for all of the following for themselves and their dependant.
 - a. Economy class travel from one of the following locations to a location in Australia.
 - i. The member's posting location.
 - ii. If the decision maker is satisfied that the travel is within the whole-of-Australian-Government international best fare policy — any other overseas location.

Note 1: Approval must be obtained before booking travel under this subparagraph.

Note 2: The member is only eligible for the cost of travel up to the amount which would have been paid had the travel been from the posting location.
 - b. Economy class travel from the location in Australia to the member's posting location.
2. If the member's posting location is a hardship location, they are eligible for the excess baggage benefit under section 16.4.7.

Subdivision 3: Additional travel if posted to different overseas location

15.3.43 Member this subdivision applies to

This Subdivision applies to a member on long-term posting overseas who is posted for a consecutive posting for 12 months or more to a different overseas posting location.

15.3.44 Travel benefits

1. The member is eligible for the travel costs for all of the following for themselves and their dependant.
 - a. Business class travel from one of the following locations to a location in Australia.

- i. The member's posting location.
- ii. If the decision maker is satisfied that the travel is within the whole-of-Australian-Government international best fare policy — any other overseas location.

Note 1: Approval must be obtained before booking travel under this subparagraph.

Note 2: The member is only eligible for the cost of travel up to the amount which would have been paid had the travel been from the posting location.

- b. Business class travel from the location in Australia to the member's next posting location.
2. A member who is travelling under this Subdivision is eligible for all of the following.
- a. Excess baggage under section 14.4.11.
 - b. For travel under paragraph 1.b — rest periods under Chapter 14 Part 4 Division 3.

3 Paragraph 16.4.4.c

Omit "section 15.3.38", substitute "Chapter 15 Division 7 Subdivision 2".

Schedule 3—Miscellaneous amendments

Defence Determination 2016/19, Conditions of service

1 Subsection 3.2.47N.1

Omit “Navy h”, substitute “Navy at”.

2 Section 3.2.47K.5

Repeal the subsection, substitute:

5. Subject to subsection 5A, a member who holds an employment category listed in subsection 4 becomes an Officer Aviation member on the day after they meet all of the following.
- a. They are promoted under paragraph 13(1)(a) of the Defence Regulation to a rank between Flight Lieutenant and Group Captain.
 - b. They are paid at one of the following increments in Schedule B.3 of DFRT Determination No. 2 of 2017.
 - i. If they are an officer who is promoted to the rank of Flight Lieutenant — increment O3 – 5.
 - ii. If they are an officer who is promoted to the rank of Squadron Leader — increment O4 – 2.
 - iii. If they are an officer who is promoted to the rank of Wing Commander — increment O5 – 1.
 - iv. If they are an officer who is promoted to the rank of Group Captain — increment O6 – 1.
 - c. They are in one of the following pay grades in Part 4 of Schedule B.2 of DFRT Determination No. 2 of 2017.
 - i. If they are in a legacy employment category — pay grade 10.
 - ii. If they are in a competency progression employment category — pay grade 5, 6, 7, 8 or 9.

3 Subparagraph 3.4.4.1.b.ii

Omit “of J40”, substitute “or J40”.

4 Paragraph 3.4.6.4.c (note)

Repeal the note, substitute:

Note: A member who takes more than 21 consecutive days of leave without pay does not provide effective service for the entire period of leave.

5 Paragraph 3.4.7.4 (formula definition of A, note)

Repeal the note, substitute:

Note: A member who takes more than 21 consecutive days of leave without pay does not provide effective service for the entire period of leave.

6 Subsection 3.4.8.1

Omit “all”, substitute “the longer”.

7 Section 3.4.10 (heading)

Omit “given”, substitute “made”.

8 Subsection 3.4.10.1

Omit “given”, substitute “made”.

9 Subsection 3.4.13.1

Repeal the subsection, substitute:

1. This Division applies to a member who completes the longer of the following between 1 July 2025 and 30 June 2028.
 - a. Seven years of effective service.
 - b. A service obligation imposed on them when they last joined the Permanent Forces and an additional 3 years of effective service in the Permanent Forces.

10 Section 3.4.15 (heading)

Omit “given”, substitute “made”.

11 Subsection 3.4.15.1

Omit “given”, substitute “made”.

12 Section 9.3.10.2

Repeal the subsection, substitute:

2. For the purpose of subsection 9.3.9.2, the place where the partner lived when they became the member’s resident family is taken to be the person’s point of entry into Australia.
3. In this section, a person’s **point of entry into Australia** means the international terminal in Australia that is closest to the member’s housing benefit location that has flights available from the person’s normal country of residence, either direct or indirect.

13 Paragraph 15.5.9.1.b

Omit “AUD 31.30”, substitute “AUD 31.60”.

14 Subsection 15.5.9.2

Omit “AUD 1,141.80”, substitute “AUD 1,694”.

15 Subsection 15.5.9.2

Omit “AUD 5.00”, substitute “AUD 7.70”.

16 Subsection 15.5.10.2

Omit “AUD 5”, substitute “AUD 7.70”.

17 Subsection 15.5.10.3

Omit “AUD 290”, substitute “AUD 277.20”.

18 Paragraph 15.6.17E.1.a (formula)

Omit “AUD140”, substitute “AUD 150”.

Annex 16.B

After table item 9, insert:

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Item	Provision	Omit	Substitute
1.	Subsection 1.2.5A.2	Both the following	All of the following
2.	Section 1.3.3	both of the following circumstances	all of the following
3.	Subsection 1.3.6.1 (table item 9, column A)	either	any
4.	Section 1.3.11	both	all
5.	Subsection 1.5.3.1	both these conditions	all of the following
6.	Subsection 1.5.4A.1	either of the following reasons	any of the following
7.	Subsection 1.5.7.2	either	any
8.	Subsection 1.6.1A.1	either of the following reasons	any of the following
9.	Subsection 1.6.3.3	Both these conditions	All of the following
10.	Subsection 1.6.4.1	either of these parties	one of the following
11.	Paragraph 1.6.4.1.b	both these conditions	all of the following
12.	Subsection 1.7.5.1	both	all
13.	Subsection 1.7.6.2	either	one
14.	Subsection 1.7.7.1	either	any
15.	Subsection 1.7.7.2	both of the following amounts	all of the following
16.	Subsection 1.7.16.4	both	all
17.	Paragraph 1.7.16.4.b	either	any
18.	Subsection 1.7.16.6	either	any
19.	Subsection 2.1.4.3	both the following	all of the following
20.	Subsection 2.3.22.1	either	one
21.	Paragraph 2.3.22.1.b	Both	All
22.	Subsection 3.2.8.1	both the following	all of the following
23.	Section 3.2.13 (table item 4, column C)	both	all
24.	Subsection 3.2.36.2	both of the following conditions	all of the following
25.	Subsection 3.2.36.4	either of these conditions	any of the following
26.	Subsection 3.2.44.3	both	all
27.	Subsection 3.2.46.4	both of the following conditions	all of the following
28.	Subsection 3.2.47E.3	both	all
29.	Subsection 3.2.47G.2	either	one
30.	Paragraph 3.2.47G.2.b	either	any
31.	Subsection 3.2.47G.3	either	any
32.	Paragraph 3.2.47G.3.b	both	all
33.	Subsection 3.2.47G.6	both	all
34.	Subsection 3.2.47H.2	both	all
35.	Subsection 3.2.47H.3	both	all

Item	Provision	Omit	Substitute
36.	Paragraph 3.2.47I.2.c	either	any
37.	Paragraph 3.2.47I.2.d	either	any
38.	Subsection 3.2.47I.3	either	any
39.	Paragraph 3.2.47J.3.c	meets either	is any
40.	Subsection 3.2.47K.3	both	all
41.	Subsection 3.2.47K.5	both	all
42.	Paragraph 3.2.47K.5.b (table, heading to column 4)	either	one
43.	Subsection 3.2.47K.6	either	one
44.	Subsection 3.2.47L.2	both	all
45.	Subsection 3.2.47L.3	both	all
46.	Subsection 3.2.47L.7	both	all
47.	Subsection 3.2.47N.1	both	all
48.	Subsection 3.2.47N.2	both	all
49.	Subsection 3.2.47N.3	both	all
50.	Paragraph 3.2.47O.3.c	either	one
51.	Paragraph 3.2.47R.1.b	either	any
52.	Paragraph 3.2.47S.3.b	both (wherever occurring)	all
53.	Paragraph 3.2.47S.3.ba	both	all
54.	Paragraph 3.2.47S.3.e	of either pilot officer	of pilot officer
55.	Paragraph 3.2.47S.3.e	either (second occurring)	one
56.	Paragraph 3.2.47S.4.b	both	all
57.	Subsection 3.2.47S.6	in either of the following	if one of the following applies
58.	Subsection 3.2.47U.2	either of the following apply	one of the following applies
59.	Subsection 3.2.56.1	both the following conditions	all of the following
60.	Subsection 3.2.56.2	both the following	all of the following
61.	Subsection 3.2.57.1	both the following conditions	all of the following
62.	Paragraph 3.6.3.a	either	one
63.	Subsection 3.6.6.2 (table items 2, 5 and 6, column headed “until”)	either	any
64.	Annex 3.6.A (form named “Information about the deliberately differentiated offer”, item 1)	either	any
65.	Subsection 4.4.11.2 (table items 2 and 3)	both	all
66.	Subsection 4.4.33.1	both	all
67.	Section 4.5.3	either of these conditions	one of the following
68.	Subsection 4.6.5.3	both the following	all of the following
69.	Subsection 4.6.7.1	either	one
70.	Paragraph 4.9.6.1.c (table item 8)	either	any

Item	Provision	Omit	Substitute
71.	Section 4.9.10	both of these criteria	all of the following
72.	Subsection 4.9.11.1	all of these criteria	all of the following
73.	Section 4.10.2	either	any
74.	Subsection 4.11.2.1	following conditions are met	following apply
75.	Paragraph 4.11.2.1.a	either	one
76.	Section 5.2.4	either	any
77.	Subsection 5.3.6.1	either	any
78.	Subsection 5.3.7.1	both the following conditions	all of the following
79.	Subsection 5.4.17.4	either of these	any of the following
80.	Subsection 5.4.44A.1	both	all
81.	Subsection 5.5.9.2	either	any
82.	Subsection 5.5.15.4	either of these	any of the following
83.	Subsection 5.5.26.6	Both the following	All of the following
84.	Subsection 5.5.27.1	either of these	any of the following
85.	Subsection 5.6.17.1	both of these conditions	all of the following
86.	Paragraph 5.6.26.1.b	either of these	any of the following
87.	Section 5.6.28	both these conditions	all of the following
88.	Subsection 5.6.32.2	both these conditions	all of the following
89.	Subsection 5.8.9.1	both the following conditions	all of the following
90.	Subsection 5.10.7.2	either of these	any of the following
91.	Section 5.11.13	either	any
92.	Subsection 5.11.18.1	both the following	all of the following
93.	Subsection 5.12.2.2	both of these criteria	all of the following
94.	Section 5.13.1	either of these events	any of the following

Schedule 4—Transitional provisions

1 Definitions

In this Schedule the following apply.

Defence Determination means Defence Determination 2016/19, Conditions of service.

Recognised other person has the same meaning given by section 1.3.37 of the Defence Determination as in force from time to time.

Resident family has the same meaning given by section 1.3.1 of the Defence Determination as in force from time to time.

Member without dependants has the same meaning given by section 1.3.94 of the Defence Determination as in force on 30 June 2023.

2 Contribution for boarding between 6 February 2020 and 13 March 2025

1. This clause applies to a member who meets all of the following.
 - a. They were a member who met any of the following.
 - i. During the period 6 February 2020 and 30 June 2023 — they were a member without dependants.
 - ii. During the period 1 July 2023 and the commencement of Schedule X of this Determination — they had no resident family or recognised other persons.
 - b. They met any of the following.
 - i. They were boarding in a commercial establishment or boarding house.
 - ii. They were boarding in a private home with 1 or more other people.
2. The member is eligible for the amount calculated using the following formula for each fortnight they were receiving rent allowance.

$$\text{amount payable} = A - B$$

Where:

- A** is the contribution the member made towards the cost of their accommodation under section 7.8.17 of the Defence Determination as in force on the day the contribution was made.
- B** is the contribution the member would have made towards the cost of their accommodation, had the changes made by Schedule 1 of this Determination applied at the time.

Note: If the outcome is zero or less, the amount payable is \$0.