Defence Determination 2017/8, Benefits under a flexible service determination – interim arrangements

I, LISA ANNETTE ARNOLD, Acting Assistant Secretary People Policy and Employment Conditions, make this Determination under section 58B of the Defence Act 1903.

Dated 10 March 2017

L A ARNOLD
Acting Assistant Secretary
People Policy and Employment Conditions
Defence People Group
1 Citation

1. This Determination is Defence Determination 2017/8, Benefits under a flexible service determination – interim arrangements.

2. This Determination may also be cited as Defence Determination 2017/8.

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.

<table>
<thead>
<tr>
<th>Commencement information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Column 1</td>
</tr>
<tr>
<td>------------------</td>
</tr>
<tr>
<td>Provisions</td>
</tr>
<tr>
<td>1. The whole of this instrument</td>
</tr>
</tbody>
</table>

Note: This table relates only to the provisions of this instrument as originally made.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 Determination 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Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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—Amendments to Defence Determination 2016/19

Part 1—Amendments to Chapter 1

Defence Determination 2016/19, Conditions of service

1 Section 1.3.24 (Equivalent rank)
   at the end of section 1.3.24, insert

1.3.24A Flexible service determination
   1. A flexible service determination is a determination made under subsection 23(2) of the Defence Act 1903.
   2. Patterns of service under a flexible service determination can fall into two categories.
      a. Hours or days in a fortnight. This is known as a flexible service determination (days per fortnight pattern of service).
      b. Weeks in a month. This is known as a flexible service determination (weeks per month pattern of service).

2 Section 1.3.45 (Non-warlike service)
   at the end of section 1.3.45, insert

1.3.45A Nonworking period
   A nonworking period for a member on a flexible service determination (weeks per month pattern of service) is the period that is not the member's pattern of service. This is the period when the member is on leave without pay (flexible service determination).
   See: Chapter 5 Part 10 Division 1 section 5.10.5A, Leave without pay (flexible Determination)

3 Subsection 1.3.47.2 (Normal working hours)
   at the end of subsection 1.3.47.2, insert
   3. For a member on a flexible service determination, the normal working hours are stated in the determination.

4 Section 1.3.50 (Paid leave)
   at the end of section 1.3.50, insert

1.3.50A Pattern of service
   Pattern of service means the hours of duty or the periods of duty prescribed under a flexible service determination.
Part 2—Amendments to Chapter 2
Defence Determination 2016/19, Conditions of service

1 Chapter 2 Part 1A (Flexible service determination)
Repeal and substitute:

Part 1A: Flexible service determination

2.1A.1 Member this Part applies to
This Part applies to a member of the Permanent Forces for whom the CDF has made a flexible service determination.

See: Chapter 1 Part 3 Division 1 section 1.3.24A, Flexible service determination (definition)

2.1A.2 Member on a flexible service determination (weeks per month pattern of service)
1. This section applies to a member who has a flexible service determination (weeks per month pattern of service).

Note: A member on a flexible service determination (weeks per month pattern of service) will be granted leave without pay (flexible service determination) under section 5.10.5A for the nonworking period.

See: Chapter 5 Part 10 Division 1 section 5.10.5A, Leave without pay (flexible service determination)

2. Benefits for a member on a flexible service determination (weeks per month pattern of service) are provided throughout this Determination.

3. If the rules relating to a benefit are silent in relation to a member on a flexible service determination (weeks per month pattern of service), the member is eligible for benefits as if they were a member on continuous full-time service who is not on a flexible service determination.

2.1A.3 Member on a flexible service determination (days per fortnight pattern of service)
1. This section applies to a member who has a flexible service determination (days per fortnight pattern of service).

2. The member's salary, allowances, contributions and other conditions of service are paid as if the member were on part-time leave without pay.

Related Information:
Chapter 3 Part 2 Division 1, About salaries, particularly sections 3.2.7 and 3.2.8
Chapter 5 Part 10 Division 2, Part-time leave without pay, particularly sections 5.10.15 and 5.10.16

3. A member is deemed to be on part-time leave without pay for the total number of days in a pay period that are not determined as days of duty under the flexible service determination. The total must be a whole number of days.
Part 3—Amendments to Chapter 3

Defence Determination 2016/19, Conditions of service

1 Subsection 3.2.30.5 (increment advancement)
Repeal exception and substitute:

Exception: Members undertaking service with the United Nations or on leave without pay (flexible service determination).

2 Subsection 3.5.10.3 Effective service for the purpose of the bonus), table item 1
After table item 1, add:

| 1A. | Flexible service determination. | The paid component counts as effective service. |

3 Subsection 3.5.24.2 (Definition of effective service), table item 3
Repeal table item 3 and substitute:

| 3. | Unpaid leave for less than 21 calendar days | The whole period is effective service. |
| Exception: Leave without pay (flexible service determination) | |
| Examples: Leave without pay for less than 21 calendar days, maternity leave without pay for less than 21 calendar days | |

| 3A. | Leave without pay (flexible service determination) | The whole period is not effective service. |
### Subsection 3.5.39.2 (Effective service), table item 3

Repeal table item 3 and substitute:

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>3.</strong></td>
<td>Unpaid leave for less than 21 calendar days <strong>Exception:</strong> Leave without pay (flexible service determination) <strong>Examples:</strong> Leave without pay for less than 21 calendar days, maternity leave without pay for less than 21 calendar days</td>
<td>The whole period is effective service.</td>
</tr>
<tr>
<td><strong>3A.</strong></td>
<td>Leave without pay (flexible service determination)</td>
<td>The whole period is not effective service.</td>
</tr>
</tbody>
</table>

### Subsection 3.5.70.3 (Service that counts towards a member's retention bonus), table item 3

Repeal table item 3 and substitute

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>3.</strong></td>
<td>Unpaid leave for less than 21 calendar days. <strong>Exception:</strong> Leave without pay (flexible service determination) <strong>Examples:</strong> Leave without pay for less than 21 calendar days, maternity leave without pay for less than 21 calendar days</td>
<td>All of this leave counts as effective service.</td>
</tr>
</tbody>
</table>

### Subsection 3.5.70.3 (Service that counts towards a member's retention bonus), table item 4

At the end of table item 4, add:

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>4A.</strong></td>
<td>Leave without pay (flexible service determination)</td>
<td>This leave does not count as effective service.</td>
</tr>
</tbody>
</table>
Part 4—Amendments to Chapter 4  
*Defence Determination 2016/19, Conditions of service*

1. **Paragraph 4.1.12.2.d (Conditions and relevant considerations for a higher duties direction)**  
   Repeal and substitute:  
   
   d. This paragraph applies if the member to be directed is on part-time leave without pay or a member on a flexible service determination. The directing member must be satisfied of both of the following matters.  
      i. The duties of the position can be carried out effectively on a part-time basis.  
      ii. The member can perform the duties of the position capably while on part-time leave without pay or by a member on a flexible service determination.

2. **Section 4.1.15 (Minimum qualifying period – member on Reserve service or part-time leave without pay), section title**  
   Omit "Minimum qualifying period – member on Reserve service or part-time leave without pay", and substitute "Minimum qualifying period – certain categories of member".

3. **Subsection 4.1.15.1 (Minimum qualifying period – certain categories of member)**  
   Repeal and substitute:  
   
   1. This section applies to a member in any of the following categories.  
      a. The member is a member on Reserve service.  
      b. The member is on part-time leave without pay.  
      c. The member is a member on a flexible service determination.  
   
   Related Information: Section 4.1.14, Minimum qualifying period – member on continuous full-time service

4. **Subsection 4.1.17.3 (Assessment for higher duties on posting)**  
   At the end, add:  
   
   Exception: The period may be extended if the member is on a period of leave without pay (flexible service determination) that falls during the trial.

5. **Subsection 4.6.6.4 (Executive vehicle allowance)**  
   Omit "either", and substitute "any".
Paragraph 4.6.6.4.b (Executive vehicle allowance)

At the end, add:

c. A member on leave without pay (flexible service determination) is not paid executive vehicle allowance in respect of a nonworking day under their pattern of service.
Part 5—Amendments to Chapter 5

Defence Determination 2016/19, Conditions of service

1  Subsection 5.1.3.2 (Leave types), table item 11

Repeal table item 11 and substitute:

<table>
<thead>
<tr>
<th>11.</th>
<th>Leave without pay</th>
<th>To provide for absence from duty where no other leave entitlement is sufficient or appropriate, in circumstances where the member wishes to continue to serve in the Defence Force.</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>See:</strong> Chapter 5 Part 8</td>
<td><strong>It is granted at management discretion. It is generally regarded as leave of last resort. For a member with a flexible service determination it may be the means by which absences from the workplace are managed.</strong></td>
<td></td>
</tr>
</tbody>
</table>

2  Section 5.3.10 (Interaction between medical absence and other forms of leave)

At the end of the section, add:

5.3.10A Medical absence for a member on a flexible service determination (weeks per month pattern of service)

1. This section applies to a member on a flexible service determination (weeks per month pattern of service) who is unfit for health reasons.

2. The member may be granted medical absence during the member's pattern of service.

3. The member may not be granted medical absence during the member's nonworking period.

**Example:** A member has a pattern of service that involves working every other fortnight. A Defence medical officer decides the member should be absent for six weeks to recover from an injury. The member is granted two weeks of medical absence, and continues to be granted leave without pay (flexible service determination) during the next two weeks and then granted two weeks of medical absence.

**Note:** Medical absence for a member on a flexible service determination (days per fortnight pattern of service) is treated the same as a member on part time leave without pay – see section 2.1A.3 and section 5.10.15.

**See:**
Chapter 2 Part 1A section 2.1A.3, Member on flexible service determination (days per fortnight pattern of service)
Part 10 Division 2 section 5.10.15, Effect on remuneration and conditions of service

3  Subsection 5.4.22.3 (Application to purchase recreation leave)

At the end of subsection, add:

3A. A member on a flexible service determination may elect up to 26 pay periods under paragraph 3.b. The member is committed to a repayment on every payday in the election period, whether or not the member earns salary that fortnight.
4 **Paragraph 5.4.22.4.a (Application to purchase recreation leave), note**

Repeal the note and substitute:

**Note:** This amount is not reduced for a member on part-time leave without pay or a member on a flexible service determination.

5 **Section 5.4.29 (Member on part-time leave without pay)**

Repeal the section and substitute:

5.4.29 Member on part-time leave without pay or a flexible service determination

1. A member given part-time leave without pay to assist them to attend a training course is not eligible for trainee leave.

2. A member on a flexible service determination (weeks per month pattern of service) may not be granted trainee leave during their nonworking period.

6 **Subsection 5.4.31.3 (Conditions of granting of leave)**

At the end of the subsection, add:

c. For a member on a flexible service determination – for the days of the member's pattern of service.

7 **Subsection 5.4.33.3 (Grant of recreation leave), exception**

Repeal the exception and substitute:

**Exception 1:** A member who is on part-time leave without pay on a day may be granted recreation leave for the hours the member would usually have worked on that day. The member is debited the amount of recreation leave credits actually taken.

**Exception 2:** A member who is on flexible service determination (weeks per month pattern of service) may be granted recreation leave for days within their pattern of service. The member is debited the amount of recreation leave credits actually taken.

8 **Subsection 5.5.9.1 (How long service leave is granted)**

At the end of the subsection, add:

**Exception:** The CDF may not grant long service leave to a member on leave without pay (flexible service determination).

9 **Subsection 5.6.14.1 (Paid maternity leave)**

Repeal and substitute:

1. This section does not apply to the following categories of member.

   a. A member on Reserve service.
b. A member on a flexible service determination (weeks per month pattern of service).

See: Section 5.6.14A, Paid leave for member on a flexible service determination (weeks per month pattern of service)

10 Section 5.6.14 (Paid maternity leave)

At the end of the section, add:

5.6.14A Paid leave for member on a flexible service determination (weeks per month pattern of service)

1. This section applies to a member on a flexible service determination (weeks per month pattern of service).

2. If a member has completed 12 months’ qualifying service, the following arrangements apply during the first 14 weeks of her maternity leave absence.
   a. The member continues to be granted leave without pay (flexible service determination) for their nonworking period.
   b. The member will be granted paid maternity leave for their pattern of service.

See: Chapter 1 Part 3 Division 1 section 1.3.50A, Pattern of service (definition)

See: Division 1 section 5.6.4, Definition of ‘qualifying service’

Related Information: For equivalent part-time leave without pay provisions, see section 5.6.33, Members on part-time leave without pay.

Example: A member on a flexible service determination (weeks per month pattern of service) works two weeks on and two weeks off. The two weeks off is leave without pay (flexible service determination) and is her nonworking period.

The member takes maternity leave. For the first 14 weeks of her absence she continues to be granted leave without pay (flexible service determination) during the nonworking period specified under her flexible service determination. She is granted paid maternity leave for the weeks she would otherwise have worked (this is the pattern of service prescribed under her flexible service determination).

Note: The period of paid maternity leave will usually overlap a member's period of required absence. However, they are separate matters. Sometimes the two periods can be very different. They must be worked out separately. Required absence is described in Division 3.

3. Paid maternity leave may only be taken during the first 14 weeks of maternity leave absence.

4. The member may not substitute other types of leave for leave without pay (flexible service determination) during the first 14 weeks of her maternity leave absence.

5. A member is not entitled to paid maternity leave for any period of absence before her first 12 months’ qualifying service.
6. A member with less than 12 months’ qualifying service before a period of absence may be entitled to salary if she completes the 12 months during the period of absence. She is entitled to payment for any paid maternity leave that falls during the following period.
   a. It starts when she completes 12 months’ qualifying service.
   b. It ends when the member has had 14 weeks’ maternity leave.

In this subsection paid maternity leave means leave the member would otherwise be granted under paragraph 2.b. It does not include payment for periods that would otherwise be nonworking periods.

7. A multiple birth or adoption is taken to be a single event.

11 Subsection 5.6.15.1 (Maternity leave at half pay)
At the end of the subsection, add:

Exception: Maternity leave at half pay may not be granted to a member on leave without pay (flexible service determination).

12 Subsection 5.6.20.5 (Resuming duty)
Repeal subsection and substitute:

5. A member who applies to resume duty on part-time leave without pay or as a member on a flexible service determination (weeks per month pattern of service) must include that application with their application to resume duty.

13 Section 5.6.33 (Members on part-time leave without pay)
At the end of the section, add:

Related Information: For equivalent provisions for a member on a flexible service determination (weeks per month pattern of service), see section 5.6.14A, Maternity leave for member on a flexible service determination (weeks per month pattern of service).

14 Section 5.10.5 (Leave without pay to accompany spouse or partner on posting)
At the end of the section, add:

5.10.5A Leave without pay (flexible service determination)

1. This section applies to a member who has a flexible service determination (weeks per month pattern of service).

2. The member is on leave without pay during their nonworking period.

15 Subsection 5.10.6.1 (Allowances during leave without pay)
At the end of the subsection, add:

Exception: This Determination may provide for an allowance to be paid during leave without pay (flexible service determination).
Section 5.10.11 (Members who are not eligible)

Repeal and substitute:

5.10.11 Members who are not eligible

The following members are not eligible for part-time leave without pay.

a. A member on Reserve service.

b. A member under a flexible service determination.

Note: A member on a flexible service determination (days per fortnight pattern of service) is deemed to be on part-time leave without pay by section 2.1A.3.

See: Chapter 1 Part 3 Division 1
Section 1.3.15, Continuous full-time service
Section 1.3.67, Reserve service

Subsection 5.12.2.4 (Public holidays)

At the end of the subsection, add:

5. A member on a flexible service determination may only observe those public holidays that fall within the working days in their pattern of service.
Part 6—Amendments to Chapter 7

Defence Determination 2016/19, Conditions of service

1 Section 7.1.7 (Allowance not payable)
   Repeal section and substitute:

7.1.7 Allowance not payable

1. Except as authorised under subsection 2, sections 5.10.6 or 5.10.15 or subsection 7.8.34.3, a member is not eligible for an allowance or reimbursement under this Chapter for any period when the member is not entitled to salary.

   Note: Sections 5.10.6 and 5.10.15 deal with allowances payable during leave without pay and part-time leave without pay, respectively. Subsection 7.8.34.3 deals with payment of rent allowance during leave without pay.

2. A member on leave without pay (flexible service determination) remains entitled to housing benefits.

2 Paragraph 7.3.12.1.c (Member this Part applies to)
   Repeal paragraph and substitute:

   c. On the day the contract for purchase is signed, they are expected to serve at the location where they purchase the home for 12 months after that purchase. For the avoidance of doubt, a member on leave without pay (flexible service determination) may be considered to be serving in a posting location if they have chosen to live outside the posting location during their non working period.

   Non-example: A member buys a home. When the contract for purchase is signed, the member has a posting order to take place in six months. Because the member is to be posted elsewhere they are not expected to serve in the location for 12 months. The member does not meet the condition in this paragraph.

3 Subsection 7.4.27.1 (Member on leave without pay)
   Omit "part-time leave without pay", and substitute "part-time leave without pay or leave without pay (flexible service determination)".
4 Section 7.4.27 (Member on leave without pay)

At the end of the section, add:

7.4.27A Contribution for a member on a flexible service determination

1. This section applies to a member who meets both the following conditions.
   a. The member is on a flexible service determination (weeks per month pattern of service).
   b. The member is required to make a contribution for living-in accommodation under this Division.

2. The member's rate of contribution is set out in the following table.

<table>
<thead>
<tr>
<th>Item</th>
<th>If the member's pattern of service over each four week period is…</th>
<th>the member's contribution is…</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>one week working, three weeks not working.</td>
<td>150% of the rate that applies to them under Annex 7.4.B.</td>
</tr>
<tr>
<td>2.</td>
<td>two weeks working, two weeks not working.</td>
<td>100% of the rate that applies to them under Annex 7.4.B.</td>
</tr>
<tr>
<td>3.</td>
<td>three weeks working, one week not working.</td>
<td></td>
</tr>
</tbody>
</table>

See: Annex 7.4.B, Rates of contribution for living-in accommodation

Note: Each working day in the week is based on a normal full-time work day.

5 Subsection 7.6.20.2 (Member living in a rent band choice home above their rank group)

At the end of subsection 7.6.20.2, insert:

Exception: The member is on a flexible service determination (weeks per month pattern of service). The member's rate of contribution is set out in the following table.

<table>
<thead>
<tr>
<th>Item</th>
<th>If the member's pattern of service over each four week period is…</th>
<th>the member's contribution is…</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>one week working, three weeks not working.</td>
<td>150% of the rate that applies to them under Annex 7.4.B.</td>
</tr>
<tr>
<td>2.</td>
<td>two weeks working, two weeks not working.</td>
<td>100% of the rate that applies to them under Annex 7.4.B.</td>
</tr>
<tr>
<td>3.</td>
<td>three weeks working, one week not working.</td>
<td></td>
</tr>
</tbody>
</table>
6 **Subsection 7.6.21.2 (Member living in rent band choice home below their rank group)**

At the end of subsection 7.6.21.2, insert:

**Exception:** The member is on a flexible service determination (weeks per month pattern of service). The member’s rate of contribution is set out in the following table.

<table>
<thead>
<tr>
<th>Item</th>
<th>If the member's pattern of service over each four week period is…</th>
<th>the member’s contribution is…</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>one week working, three weeks not working.</td>
<td>150% of the rate that applies to them under Annex 7.4.B.</td>
</tr>
<tr>
<td>2.</td>
<td>two weeks working, two weeks not working.</td>
<td>100% of the rate that applies to them under Annex 7.4.B.</td>
</tr>
<tr>
<td>3.</td>
<td>three weeks working, one week not working.</td>
<td></td>
</tr>
</tbody>
</table>

---

7 **Paragraph 7.6.50.2.c (Member on leave without pay)**

At the end of the paragraph, add:

d. Leave without pay (flexible service determination).

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8 **Subsection 7.6.51.1 (Member on part-time leave without pay)**

*at the end of subsection 7.6.51.1, insert*

1A. For the avoidance of doubt, this section also applies to a member in rent band choice accommodation.
Section 7.6.55 (Contribution for member formerly in an amenity-based or on-base residence)

At the end of the section, add:

7.6.55A Contribution for member on a flexible service determination

1. This section applies to a member who meets both the following conditions.
   a. The member is on a flexible service determination (weeks per month pattern of service).
   b. The member is required to make a contribution for a Service residence or a rent band choice accommodation under this Division.

2. The member’s rate of contribution is set out in the following table.

<table>
<thead>
<tr>
<th>Item</th>
<th>If the member’s pattern of service over each four week period is…</th>
<th>the member’s contribution is…</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>one week working, three weeks not working.</td>
<td>150% of the rate that applies to them under Annex 7.A.</td>
</tr>
<tr>
<td>2.</td>
<td>two weeks working, two weeks not working.</td>
<td>100% of the rate that applies to them under Annex 7.A.</td>
</tr>
<tr>
<td>3.</td>
<td>three weeks working, one week not working.</td>
<td></td>
</tr>
</tbody>
</table>

See: Annex 7.A, Contributions for Service residence or rent band choice accommodation

Note: Each working day in the week is based on a normal full-time work day.
10 **Section 7.7.14 (Contributions for accommodation)**

At the end of section 7.7.14, insert:

### 7.7.14A Contribution for member on a flexible service determination

1. This section applies to a member who meets both the following conditions.
   a. The member is on a flexible service determination (weeks per month pattern of service).
   b. The member is required to make a contribution for rent under section 7.7.14.

2. The member's rate of contribution is set out in the following table.

<table>
<thead>
<tr>
<th>Item</th>
<th>If the member's pattern of service over each four week period is...</th>
<th>the member's contribution is...</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>one week working, three weeks not working.</td>
<td>150% of the rate that applies to them under Annex 7.D.</td>
</tr>
<tr>
<td>2.</td>
<td>two weeks working, two weeks not working.</td>
<td>100% of the rate that applies to them under Annex 7.D.</td>
</tr>
<tr>
<td>3.</td>
<td>three weeks working, one week not working.</td>
<td></td>
</tr>
</tbody>
</table>

**See:** Annex 7.D, Contributions for rent allowance

**Note:** Each working day in the week is based on a normal full-time work day.

11 **Paragraph 7.7.19.2.c (Contribution for member on leave without pay)**

At the end of the paragraph, add:

d. Leave without pay (flexible service determination).

12 **Subsection 7.8.19.2 (Working out rent allowance)**

Omit "listed for the member's circumstances and rent group in Annex 7.D", and substitute "provided for the member under Division 3 and Annex 7.D".

13 **Paragraph 7.8.34.2.c (Member on leave without pay)**

At the end of the paragraph, add:

d. Leave without pay (flexible service determination).
Section 7.8.35 (Member on part-time leave without pay)

At the end of the section, add:

7.8.35A Contribution for member on a flexible service determination

1. This section applies to a member who meets both the following conditions.
   a. The member is on a flexible service determination (weeks per month pattern of service).
   b. The member is required to make a contribution for rent allowance under section 7.8.17.

2. The member's rate of contribution is set out in the following table.

<table>
<thead>
<tr>
<th>Item</th>
<th>If the member's pattern of service over each four week period is...</th>
<th>the member's contribution is...</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>one week working, three weeks not working.</td>
<td>150% of the rate that applies to them under Annex 7.D.</td>
</tr>
<tr>
<td>2.</td>
<td>two weeks working, two weeks not working.</td>
<td>100% of the rate that applies to them under Annex 7.D.</td>
</tr>
<tr>
<td>3.</td>
<td>three weeks working, one week not working.</td>
<td></td>
</tr>
</tbody>
</table>

See: Annex 7.D, Contributions for rent allowance

Note: Each working day in the week is based on a normal full-time work day.
Part 7—Amendments to Chapter 10
Defence Determination 2016/19, Conditions of service

1 Section 10.1.4 (Uniform allowance rates)
At the end of the section, add:

10.1.5 Allowance for member on a flexible service determination (weeks per month pattern of service)

A member on a flexible service determination (weeks per month pattern of service) may be paid uniform allowance in respect of their working days under their pattern of service. The member is not eligible for uniform allowance during leave without pay (flexible service determination).