



Defence Determination, Conditions of service Amendment Determination (No. 4) 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 8 April 2025

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

Contents

1 Name	1
2 Commencement.....	1
3 Authority	1
4 Schedules.....	1
Schedule 1—Housing amendments	2
<i>Defence Determination 2016/19, Conditions of service</i>	2
Schedule 2—Post index location, benchmark schools and hardship location amendments	3
<i>Defence Determination 2016/19, Conditions of service</i>	3
Schedule 3—Miscellaneous (directly conferred powers) amendments	6
<i>Defence Determination 2016/19, Conditions of service</i>	6
Schedule 4—Miscellaneous amendments	9
<i>Defence Determination 2016/19, Conditions of service</i>	9
Schedule 5—Transitional provisions	17

1 Name

This instrument is the Defence Determination, Conditions of service Amendment Determination (No. 4) 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 5.	10 April 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Note: This table relates only to the provisions of this instrument as originally made.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Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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—Housing amendments

Defence Determination 2016/19, Conditions of service

1 Subsection 7.6.23.3 (table item 1, column titled Appointment residence)

Omit “Ashgrove”, substitute “Enoggera”.

2 Subsection 7.6.23.3 (table item 2)

Repeal the table item, substitute:

2.	Adelaide	Commander Air Warfare Centre (CDRAWC)	14 Gowland Street, Broadview
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3 Paragraph 7.8.46.1.c

Repeal the paragraph.

Schedule 2—Post index location, benchmark schools and hardship location amendments

Defence Determination 2016/19, Conditions of service

1 Annex 12.3.B (after table item 33)

Insert:

33A.	NORWAY	Oslo
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2 Annex 12.3.B (after table item 50)

Insert:

50A.	UKRAINE	Kyiv
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3 Annex 15.6.A (after table item 27)

Insert:

28.	Norway	–	Oslo International School	Oslo International School	Oslo International School
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4 Annex 16.B (after table item 10)

Insert:

10AA.	Eritrea	–	–	–	–	–
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5 Annex 16.B (after table item 48)

Insert:

48A.	Somalia	–	–	–	–	–
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6 Annex 16.B (after table item 49B)

Insert:

49C.	South Sudan	–	–	–	–	–
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7 Annex 16.B (after table item 50)

Insert:

50A.	Sudan	–	–	–	–	–
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8 Annex 16.B (after table item 57)

Insert:

57A.	Ukraine	12	London (1)	Warsaw (1)	4	Yes
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Schedule 3—Miscellaneous (directly conferred powers) amendments

Defence Determination 2016/19, Conditions of service

1 Subsection 5.11.9.2

Repeal the subsection, substitute:

2. The member is eligible for short absence for removal purposes up to the limits provided under section 5.11.10 if the CDF is satisfied it is reasonable.

2 Section 5.11.10

Omit “decision-maker” (wherever occurring), substitute “CDF”.

3 Subsection 7.7.12.2

Omit “a Defence Housing Australia decision-maker”, substitute “the CDF”.

4 Subsection 9.7.5.2 (note)

Omit “the decision-maker”, substitute “the CDF”.

5 Section 15.1.3 (definition of dangerous recreational activity, paragraph m)

Omit “the dangerous recreational activity decision maker”, substitute “the CDF”.

6 Amendments of listed provisions—decision maker

Omit “decision maker”, substitute “CDF” in the following provisions.

- a. Subsection 2.2.5.1A.
- b. Subsection 2.2.5.1B.
- c. Subsection 3.2.47AA.1.
- d. Subsection 3.2.47AA.3.
- e. Subsection 5.4.22.1.
- f. Paragraph 6.5.78.1.b.
- g. Paragraph 6.5.78.2.c.
- h. Subsection 6.5.79.3.
- i. Paragraph 6.5.80.2.d.
- j. Subsection 6.5.81.5.
- k. Paragraph 6.5.83A.5.b.

- l. Paragraph 6.5.83B.1.a (wherever occurring).
- m. Subsection 7.3.13.2 (note).
- n. Paragraph 7.6.41B.2.a.
- o. Subsection 7.6.59C.2.
- p. Paragraph 7.8.5AA.2.b.
- q. Paragraph 12.8.3.1.f.
- r. Paragraph 12.8.4.2.a.
- s. Paragraph 12.8.5.2.c.
- t. Subsection 12.8.6.1.
- u. Paragraph 12.8.6.2.b.
- v. Subsection 12.8.7.2.
- w. Paragraph 12.8.8.2.c.
- x. Subsection 12.8.13.3.
- y. Subsection 14.2.14.3.
- z. Subsection 14.2.15.3.
- za. Paragraph 15.3.17G.1.b.

7 Amendments of listed provisions—The CDF

Omit “A Defence Housing Australia decision-maker”, substitute “The CDF” in the following provisions.

- a. Section 7.7.4.
- b. Subsection 7.7.12.1.

8 Amendments of listed provisions—repeals

Repeal the following provisions.

- a. Subsection 2.2.5.1C.
- b. Subsection 3.2.47AA.5.
- c. Subsection 5.4.22.4.
- d. Section 6.5.76A.
- e. Subsection 6.5.78.3.
- f. Subsection 6.5.83B.4.
- g. Subsection 7.6.41B.3.
- h. Subsection 7.6.59C.4.

- i. Section 7.7.3, definition of **Defence Housing Australia decision-maker**.
- j. Section 7.8.5AA.4.
- k. Section 12.8.2, definition of **decision maker**.
- l. Section 14.2.12, definition of **decision maker**.
- m. Section 15.1.3, definition of **dangerous recreational activity decision maker**.
- n. Subsection 15.3.17G.3.

Schedule 4—Miscellaneous amendments

Defence Determination 2016/19, Conditions of service

1 Section 1.3.1 (definition of member, note 2)

Repeal note 2, substitute:

Note 2: Section 1.2.1 restricts the application of the Determination to members on continuous full-time service, unless otherwise specified.

2 At the end of subsection 1.3.20.1

Add:

Note: If all of the member's resident family are children, this subsection is displaced by subsection 2.

3 After paragraph 1.3.20.2.b

Insert:

- c. The member has applied for recognition of the child as unaccompanied resident family on the approved form.
- d. The child meets the criteria for a type of unaccompanied resident family in Subdivision 4: Types of unaccompanied resident family.

4 Subsection 2.3.22.1

Omit “apply”, substitute “applies”.

5 Subsection 3.2.47K.2

Omit “the following apply”, substitute “all of the following apply.”.

6 Paragraph 3.2.47K.2.b

Omit “the relevant”, substitute “one”.

7 Annex 3.2.B Part 1 (table item 8)

Repeal the table item.

8 Annex 3.2.B Part 2 (table items 18 to 20)

Repeal the table items.

9 Section 6.5.10

Repeal the section, substitute:

6.5.10 Limitations on removals

The removal of the following items is limited by the specified conditions.

- a. A small boat, canoe, kayak or other small watercraft must be no longer than 5.7m and no heavier than 51kg.
- b. A larger boat capable of being carried on a trailer must be a towable item.
- c. A lawn locker or tool shed that must be dismantled and packed securely by the member.
- d. A motor bike, trail bike or mini-bike must meet all of the following.
 - i. It has been drained of all petrol and oil.
 - ii. It has been packed and crated by the member.

10 Subsection 7.5.9.3

Repeal the subsection, substitute:

- 3. For the purpose of subsection 2, the period of eligibility for temporary accommodation is any of the following.
 - a. At the losing location — up to 3 nights.
 - b. At the gaining location — the period for the member's furniture and effects to be delivered to a dwelling or storage at the location.

11 Section 7.6.61

Repeal the section, substitute:

7.6.61 Member keeps a Service residence at a losing location

A member is eligible to remain a Service residence in the losing location until one of the following applies.

- a. If the member is delaying removal to the new primary service location for Service reasons — until the Service reason ends.
- b. If the member is delaying removal until they can get a door-to-door removal — until uplift and final inspection.
- c. If the member has unaccompanied resident family and no accompanied resident family and the members unaccompanied resident family remain in the losing location — until the earlier of the following.
 - i. The end of the posting period.

- ii. When the member's unaccompanied resident family live with the member at the members housing benefit location.

12 Subsection 7.8.17A.1

Omit “has resident family”, substitute “has unaccompanied resident family”.

13 Subsection 9.1.7.2

Repeal the subsection, substitute:

- 2. If a member travels by means that are not the most economical then the member is eligible for one of the following.
 - a. For travel by means that are cheaper than the most economical means — the actual cost of their journey.
 - b. For travel by means that are more expensive than the most economical means — up to the amount of the normal departmental liability.

14 Section 9.3.41

Repeal the section, substitute:

9.3.41 Period of eligibility

Eligibility for a benefit under this Division commences on one of the following.

- a. If the student departs the remote location to attend school — the date of departure from the remote location.
- b. If the student does not accompany the member to the remote location — the later of the following.
 - i. The day the member departs for the remote location.
 - ii. The day the member's resident family depart for the remote location.

15 Paragraph 15.3.35.4.b

Repeal the paragraph, substitute:

- b. If the travel is to a location outside of Australia, the lesser of the following amounts, but not less than \$0.
 - i. The cost of the fares paid for the travel.
 - ii. The cost of the travel calculated using the following formula.

$$\text{cost of travel} = A - B$$

Where:

- A** is the allowable travel cost from the overseas posting location to the overseas location of the close relative and return.

- B** is the allowable travel cost from Sydney, Australia to the overseas location of the close relative and return.

16 Amendment of listed provisions

Item	Provision	Omit	Substitute
1.	Section 6.1A.2 (definition Essential household item)	all the following	all of the following
2.	Section 6.1A.2 (definition Family court)	the following	any of the following
3.	Section 6.1.4	if they are in either of the following situations	if one of the following applies
4.	Paragraph 6.1.4.a	both the following conditions	all of the following
5.	Paragraph 6.1.4.b	all the following conditions	all of the following
6.	Section 6.1.10	both the following	all of the following
7.	Subsection 6.1.13.1	either of these conditions	any of the following
8.	Paragraph 6.1.13.1.b	where either of these conditions	where any of the following
9.	Subsection 6.1.15.2	if the following conditions	if all of the following
10.	Subsection 6.1.17.1	all these criteria are	all of the following are
11.	Section 6.1.18	either	
12.	Subsection 6.1.27.1	the following criteria	all of the following
13.	Subsection 6.1.27.3	the following	all of the following
14.	Section 6.5.6	the following apply	one of the following applies
15.	Subsection 6.5.12.2	either	any
16.	Subsection 6.5.12A.2	Both of these conditions	All of the following
17.	Subsection 6.5.12A.3	of these two amounts	of the following
18.	Subsection 6.5.13.1	all of these criteria	all of the following
19.	Subsection 6.5.13.2	either	any
20.	Subsection 6.5.13.3	both of these criteria	all of the following
21.	Subsection 6.5.14.4	both	all
22.	Subsection 6.5.15.1	either of these reasons	any of the following
23.	Subsection 6.5.15.2	either of these	any of the following
24.	Subsection 6.5.16.3	the following	any of the following
25.	Subsection 6.5.19A.3	to the following	to all of the following
26.	Subsection 6.5.19A.4	both of the following locations	all of the following
27.	Subsection 6.5.28.2	either of the following conditions	any of the following
28.	Paragraph 6.5.28.2.b	both the following	all of the following
29.	Paragraph 6.5.52.1.b (table item 3, column titled then the member is eligible for the storage of...)	both	all
30.	Paragraph 6.5.52.1.b (table item 5, column	both the following	all of the following

Item	Provision	Omit	Substitute
	titled then the member is eligible for the storage of...))		
31.	Subsection 6.5.52.3	the following	all of the following
32.	Section 6.5.58	in either of these circumstances	if any of the following apply
33.	Subsection 6.5.59.1	these dates	the following dates
34.	Subsection 6.5.60.1	both of these criteria	all of the following
35.	Subsection 6.5.60.3	these two dates	the following dates
36.	Subsection 6.5.62.3	both of these criteria	all of the following
37.	Subsection 6.5.62.6	both of these criteria	all of the following
38.	Section 6.5.63	either (wherever occurring)	any
39.	Subsection 6.5.66.1	either of these circumstances applies to them	any of the following apply
40.	Subsection 6.5.68.2	both of the following conditions	all of the following
41.	Paragraph 6.5.86.3.c	the following	all of the following
42.	Subsection 6.5A.3.1	the following	all of the following
43.	Section 6.5A.6	either	
44.	Subsection 6.5A.14.1	the following	all of the following
45.	Subsection 6.5A.17.1	the following	all of the following
46.	Subsection 6.5A.20.1	the following	all of the following
47.	Subsection 6.6.3.3	either of these	any of the following
48.	Section 7.1.14 (definition of rent)	both the following	all of the following
49.	Paragraph 7.1.23.3.b	the following	any of the following
50.	Subsection 7.2.11.4	the following factors	all of the following
51.	Paragraph 7.2.12.1.f	Both	All
52.	Subsection 7.2.15.3	all the following	all of the following
53.	Subsection 7.3.15.2	the following	any of the following
54.	Subsection 7.3.23.3	the following	all of the following
55.	Subsection 7.3.27.2	both	all
56.	Subsection 7.3.31.5 (definition of Professional fees and disbursements)	both	all
57.	Paragraph 7.4.8.1.e	either	
58.	Paragraph 7.4.9.2.a	either	any
59.	Section 7.4.10.1	all the following conditions	all of the following
60.	Subsection 7.4.13.2	either	any
61.	Subsection 7.4.13.3	the following	all of the following
62.	Subsection 7.4.13.5	The following	All of the following
63.	Subsection 7.4.14.2	the following	any of the following
64.	Paragraph 7.4.27A.3	the following periods	one of the following periods
65.	Paragraph 7.4.27A.3.b	either	one
66.	Subsection 7.4.27A.4	either	one

Item	Provision	Omit	Substitute
67.	Subsection 7.4.27B.2	of the following conditions	of the following
68.	Paragraph 7.4.27B.2.b	either	one
69.	Subsection 7.4.27B.4	either	one
70.	Subsection 7.4.27C.1	both of the following criteria	all of the following
71.	Subsection 7.4.27C.1.a	either of the following sections	one of the following
72.	Subsection 7.4.30.2 (table item 2, column B)	Both	All
73.	Subsection 7.4.30.2 (table item 5, column B)	Both	All
74.	Subsection 7.4.31.2	The following	All of the following
75.	Section 7.4.33 (table items 1 and 2)	either or both	any
76.	Subsection 7.4.36.2	both these conditions	all of the following
77.	Subsection 7.4.42.3	The following	Any of the following
78.	Subsection 7.4.47.2	This table shows the following	The table below provides all of the following
79.	Paragraph 7.4.48.1.b	the following	all of the following
80.	Section 7.4.A.2	the following things	all of the following
81.	Subsection 7.4.A.6.4	either of the following actions	any of the following
82.	Subsection 7.4.A.8.2	the following specific conditions	all of the following
83.	Subsection 7.4.A.16.2	the following	any of the following
84.	Subsection 7.4.A.16.4	the following	all of the following
85.	Subsection 7.4.A.18.3	The following arrangements	All of the following
86.	Subsection 7.4.A.25.1	the following	all of the following
87.	Section 7.5.7	both of the following conditions	all of the following
88.	Subsection 7.5.19.1	both these conditions	all of the following
89.	Subsection 7.5.22.2	the following	all of the following
90.	Subsection 7.5.22.2A	the following	any of the following
91.	Subsection 7.5.22.3	both the following criteria	all of the following
92.	Subsection 7.5.23.2	all these criteria	all of the following
93.	Subsection 7.5.24.2	either	one
94.	Subsection 7.5.24.3	either	one
95.	Section 7.6.3 (definition of Surplus Service residence)	both the following	all of the following
96.	Subsection 7.6.4.1	all these conditions	all of the following
97.	Paragraph 7.6.4.1.a	either of these	one of the following
98.	Subsection 7.6.6.2	these criteria	all of the following
99.	Subsection 7.6.27.1	either	any
100.	Subsection 7.6.27.3	either	any
101.	Subsection 7.6.33.4	either	

Item	Provision	Omit	Substitute
102.	Subsection 7.6.33.5	the following	all of the following
103.	Subsection 7.6.33.6	all the following	all of the following
104.	Subsection 7.6.34.2	any of these reasons	any of the following
105.	Paragraph 7.6.34.2.c	all the following	all of the following
106.	Subsection 7.6.37.4	residence. This rent is set in either of these ways	residence, as set by one of the following
107.	Subsection 7.6.38.1	all the following conditions	all of the following
108.	Subsection 7.6.39.1	both the following conditions	all of the following
109.	Section 7.6.40	the following	any of the following
110.	Subsection 7.6.41.1 (table item 5, column A)	both	all
111.	Subsection 7.6.41.1 (table item 6, column C)	Both	All
112.	Subsection 7.6.41.2	both	all
113.	Section 7.6.42 (table item 1, column B)	either or both of the following events	any of the following.
114.	Section 7.6.42 (table item 2, column B)	either or both of the following events	any of the following
115.	Subsection 7.6.48.1	both of these conditions	all of the following
116.	Subsection 7.6.48.4	both the following arrangements	all of the following
117.	Subsection 7.6.50.2	the following	any of the following
118.	Paragraph 7.6.55A.1.b	Either	Any
119.	Paragraph 7.6.55A.3.b	are either	is one
120.	Subsection 7.6.55A.5	either	one
121.	Paragraph 7.6.55B.2.b	are either	is one
122.	Subsection 7.6.55B.4	the following	one of the following
123.	Subsection 7.6.55C.1	both of the following criteria	all of the following
124.	Paragraph 7.6.55C.1.a	either of the following sections	one of the following
125.	Subsection 7.6.58.1	who does both the following	if all of the following apply
126.	Paragraph 7.6.63.2.b	the following criteria	all of the following
127.	Section 7.7.4	both these conditions	all of the following
128.	Subsection 7.7.5.2	either	any
129.	Subsection 7.7.13.1 (table item 3, column B)	in either of the following references	under one of the following
130.	Section 7.7.13.1A.	the following criteria	all of the following
131.	Paragraph 7.7.14.2.b (table item 3, column B)	either	one
132.	Paragraph 7.7.14.2.b (table item 4, column B)	either	one
133.	Paragraph 7.7.14A.3.b	are either	is one
134.	Subsection 7.7.14A.4	either	one

Item	Provision	Omit	Substitute
135.	Subsection 7.7.14B.2	the following conditions	the following
136.	Paragraph 7.7.14B.2.b	either	one
137.	Subsection 7.7.14B.4	either	one
138.	Subsection 7.7.14C.1	both of the following criteria	all of the following
139.	Paragraph 7.7.14C.1.a	either of the following sections	one of the following
140.	Subsection 7.7.16.4	either	
141.	Subsection 7.7.22.3	either	one
142.	Subsection 7.8.5B.2	The following	All of the following
143.	Subsection 7.8.6.4	for either of these reasons	if any of the following apply
144.	Paragraph 7.8.11A.c	both	all
145.	Section 7.8.18 (table item 1, column B)	either or both of the following events	any of the following
146.	Section 7.8.18 (table item 2, column B)	either or both of the following events	any of the following
147.	Paragraph 7.8.18A.3.b	are either	is one
148.	Subsection 7.8.18A.4	either	one
149.	Paragraph 7.8.18B.2.b	are either	is one
150.	Subsection 7.8.18B.4	either	one
151.	Subsection 7.8.18C.1	both of the following criteria	all of the following
152.	Paragraph 7.8.18C.1.a	either of the following sections	one of the following
153.	Subsection 7.8.20.1	both these conditions	all of the following
154.	Subsection 7.8.22.2	either	any
155.	Subsection 7.8.23.1	either	any
156.	Subsection 7.8.26.1	both of these conditions	all of the following
157.	Subsection 7.8.27.4	either	
158.	Subsection 7.8.35A.1	both the following conditions	all of the following
159.	Subsection 7.8.38.3	take both these steps	do all of the following
160.	Subsection 7.8.47.2	the following	any of the following
161.	Subsection 7.9.6.4	both the follow conditions	all of the following
162.	Subsection 7.10.4.1	the following	any of the following
163.	Annex 7.D Part 1	either	one
164.	Annex 7.D Part 2	either	one
165.	Section 7.11.2	either	one

Schedule 5—Transitional provisions

1 Definitions

In this Schedule, the following apply.

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

2 Transitional – Ukraine

1. This clause applies to a member who was on long-term posting overseas to Ukraine between 1 April 2025 and the commencement of this Determination.
2. The member is eligible for benefits provided by the Defence Determination that they would have been eligible for had the changes made by items 2 and 8 of Schedule 2 been in effect at the time of their posting to Ukraine.