



## Defence (Individual benefits) Determination (No. 8) 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 4 June 2025

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

---

Contents

1 Name .....1

2 Commencement.....1

3 Authority .....1

4 Purpose .....1

5 Application.....1

6 Definitions.....1

7 Re-credit of leave credits when undertaking travel.....2

8 Revocation.....2

## 1 Name

This instrument is the Defence (Individual benefits) Determination (No. 8) 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. The whole of this Instrument.	The day after the instrument is registered.	

Note: this table relates only to the provisions of this instrument as originally made.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 re-credit a member's leave credits when they are required to take leave in connection with travel between Kyiv, Ukraine and Warsaw, Poland due to circumstances affecting the ability to travel by air.

## 5 Application

This Determination applies to the member who holds employee identification number 8265858.

## 6 Definitions

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

**Posting location** means Kyiv, Ukraine.

**Decision maker** means Director Attaché and Overseas Management.

**Posting period** means the period starting the on commencement day of this Determination commences and ending on 1 April 2026.

**Travel** means any travel undertaken by the member that is in connection with a benefit provided under the Defence Determination.

**Note:** To avoid any doubt, benefits provided include a reimbursement for the cost of travel.

## 7 Re-credit of leave credits when undertaking travel

1. This section applies if all of the following have been met.
  - a. The member is undertaking travel to or from the posting location and Warsaw, Poland.
  - b. The Defence Determination requires the member to take a type of leave while undertaking the travel.
  - c. The decision maker is satisfied of one of the following.
    - a. The member is unable to travel by air from or to the posting location due to an air space closure between the posting location and Warsaw, Poland.
    - b. That air travel between the posting location and Warsaw, Poland is unsafe.
2. The member is to be re-credited any leave credits that are taken on a day they are undertaking travel to or from the posting location and Warsaw, Poland during the posting period.

**Note:** If there are no air space closures affecting air travel from or to the posting location and the decision maker is satisfied that air travel is not unsafe, this section has no effect and rules that would otherwise apply under the Defence Determination continue to apply.

## 8 Revocation

This Determination is revoked on 30 April 2026.