



Defence Determination, Conditions of service Amendment Determination (No. 10) 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 30 June 2025

Sarah Kate 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. 10) 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	3 July 2025	
3. Schedule 2	11 September 2025	
4. Schedule 3	3 July 2025	
5. Schedule 4	Immediately after the commencement of <i>Defence Determination, Conditions of service (Living-in accommodation, housing contributions and allowances, and disturbance allowances) Determination (No. 7) 2025</i> .	
6. Schedules 5 to 9	3 July 2025	
7. Schedule 10	11 September 2025	
8. Schedule 11	3 July 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Note: This table relates only to the provisions of this instrument as originally made.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Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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—Salary non-reduction period amendments

Defence Determination 2016/19, Conditions of service

1 Annex 3.2.B Part 2 (table items 24 and 28)

Repeal the table items.

2 Annex 3.2.D (table)

Repeal the table, substitute:

Item	Column A Pay Grade	Column B Specialist employment category, level, and conditions (if any)	Column C Start date	Column D End date
1.	Pay grade 3	Intelligence – Under Training	1 August 2025	31 July 2030
2.	Pay grade 4	Intelligence – Tier 1 Operator Primary Qualification	1 August 2025	31 July 2030
3.	Pay grade 5	Intelligence – Tier 1A Operator Specialist	1 August 2025	31 July 2030
4.	Pay grade 6	Intelligence – Tier 2 Intelligence Manager	1 August 2025	31 July 2030
5.	Pay grade 7	Intelligence – Tier 3 Senior Intelligence Officer	1 August 2025	31 July 2030
6.	–	Medical Officer ML2-5	29 April 2021	28 April 2026
7.	–	Medical Officer ML2-6	29 April 2021	28 April 2026
8.	–	Medical Officer ML2-7	29 April 2021	28 April 2026
9.	Pay grade 2	Naval Police Coxswain Officer – Primary Qualification	1 August 2025	31 July 2030
10.	Pay grade 4	Naval Police Coxswain Officer – Director of Policing and Security — Navy	1 August 2025	31 July 2030
11.	Pay grade 6	Naval Police Coxswain Officer – Commanding Officer Defence Police Training Centre	1 August 2025	31 July 2030
12.	Pay grade 2	Public Relations – Under Training	19 December 2024	19 December 2029
13.	Pay grade 2	Public Relations – Primary Qualification	19 December 2024	19 December 2029
14.	Pay grade 6	Public Relations – Shore Charge	19 December 2024	19 December 2029
15.	Pay grade 8	Public Relations – Shore Command	19 December 2024	19 December 2029

Schedule 2—Premature birth leave amendments

Defence Determination 2016/19, Conditions of service

1 At the end of section 1.7.11

Add:

1.7.11A Premature birth leave

A member is not eligible to take premature birth leave during a period of imprisonment, detention or custody.

2 Section 4.4.12

Repeal the section, substitute:

4.4.12 Payment during a period of leave

1. A member who is on a period of leave is eligible to receive ADF district allowance during their leave when one of the following applies.
 - a. The member is on one of the following types of leave and the member, or at least one of their resident family, continues to live in the remote location.

Note: The remote location must be the location that the member received the allowance for prior to taking the leave.

 - i. Long service leave.
 - ii. Unpaid maternity leave.
 - iii. Unpaid parental leave.
 - b. The member is on one of the following types of leave and they are to return to duty at the remote location at the end of their leave.
 - i. Recreation leave.
 - ii. Personal leave for a compassionate reason or carer's leave.
 - iii. Medical absence from duty.
 - iv. Paid maternity leave.
 - v. Premature birth leave.
 - vi. Paid parental leave.
2. A member who is on a period of leave without pay is not eligible to receive ADF district allowance during their leave.

3 At the end of section 5.2.2

Add:

- g. Premature birth leave.
- h. Parental leave.

4 Section 5.6.4

Insert:

Premature birth has the meaning given under section 5.6A.2.

5 At the end of section 5.6.13

Add:

- 3. The period of absence may include a period of premature birth leave under Part 6A.

6 At the end of section 5.6.14

Add:

- 4. Paid maternity leave counts as effective service.

7 At the end of section 5.6.15

Add:

- 4. Maternity leave at half pay counts as effective service.

8 Before subsection 5.6.18.1

Insert:

- 1A. A member who has had a premature birth is eligible for a period of premature birth leave under Part 6A that is to be taken immediately after their period of paid maternity leave ends.

9 Subsection 5.6.19.1

Repeal the subsection.

10 Subsection 5.6.20.1

Omit "A member", substitute "Subject to subsection 5, a member".

11 After subsection 5.6.20.4

Insert:

5. A member who meets all of the following is not eligible to apply to resume duty under this section until after they have completed their period of premature birth leave.
- a. They have had a premature birth.
 - b. They will commence premature birth leave after their period of paid maternity leave.

12 After subsection 5.6.21.1.c

Insert:

Note: This does not include a period of premature birth leave that the member does not take under paragraph 5.6A.5.2.a.

13 After subsection 5.6.31.1

Insert:

Note: The maternity leave period may include a period of premature birth leave under Part 6A.

14 After Part 6 of Chapter 5

Insert:

Part 6A: Premature birth leave

Division 1: General provisions

5.6A.1 Simplified outline for this Part

Premature birth leave provides a period of paid leave to a member who has given birth prematurely, or to a member whose partner has given birth prematurely. This period of leave is in addition to a period of paid maternity leave or parental leave that the member may be eligible for.

A child is born prematurely if they are born alive and before they have reached 37 weeks' gestation.

If a member has given birth prematurely, the member may take premature birth leave after they have taken their paid maternity leave (see Division 2).

If the member's partner has given birth prematurely, the member may take premature birth leave before they access any parental leave (see Division 3).

5.6A.2 Definitions

In this Part, the following apply.

Period of premature birth leave means the period calculated using the following formula.

$$\text{period of leave} = 37 - A$$

Where:

A is the number of weeks' gestation the child was at birth.

Note 1: The number of weeks' gestation can include partial weeks and cannot be less than 20 weeks.

Note 2: The period of premature birth leave a member is eligible for may be affected under section 5.6A.4.

Premature birth means the birth of a live child that occurs between the following.

- a. 20 weeks before the expected date of the birth.
- b. 37 weeks' gestation.

Qualifying service has the same meaning as section 5.6.4.

5.6A.3 Member this Part applies to

This Part applies to a member on continuous full-time service who meets one of the following.

- a. They have had a premature birth.
- b. They have a partner who has had a premature birth.

Note 1: If a member is part of a dual serving couple, both members may be eligible under this Part.

Note 2: The application of this Part is not affected by the death of the child for which the member is eligible for premature birth leave

5.6A.4 Premature birth leave and qualifying service

1. A member who has not completed their qualifying service is not eligible for premature birth leave.
2. Despite subsection 1, if the member completes their qualifying service during the period they would be eligible to take their premature birth leave, the member is eligible for the period of premature birth leave remaining after they have completed their qualifying service.

Note: The period of premature birth leave is not extended.

5.6A.5 Taking premature birth leave

All of the following apply to premature birth leave.

- a. It must be taken as a single period.
- b. It must be taken at full pay.
- c. It counts as effective service.

5.6A.6 Premature birth leave lapsing

If any of the following apply, the period of premature birth leave will lapse.

- a. The member elects not to take their period of premature birth leave.
- b. The leave has been denied under subsection 5.6A.11.3.

Division 2: Premature birth leave – member who gives birth

5.6A.7 Member this Division applies to

This Division applies to a member who gives birth prematurely.

5.6A.8 Notification of a premature birth

1. A member must notify of a premature birth using the approved form, as soon as reasonably practicable after the birth.
2. The member must provide evidence of the date of birth and the expected date of birth with their notification.

5.6A.9 Eligibility for premature birth leave

1. A member is eligible for the period of premature birth leave commencing immediately after the member completes their period of paid maternity leave if they have notified of the premature birth.

Note 1: The period of premature birth leave is calculated under section 5.6A.2.

Note 2: The period of paid maternity leave is provided under section 5.6.14.

2. Eligibility for premature birth leave is not affected if the notification under section 5.6A.8 is made after the period of premature birth leave has commenced.

Division 3: Premature birth leave – member whose partner gives birth

5.6A.10 Member this Division applies to

This Division applies to a member whose partner has a premature birth.

5.6A.11 Applying for premature birth leave

1. A member must apply for premature birth leave using the approved form.
2. The member must provide evidence of the date of birth and the expected date of birth with their application.

5.6A.12 Eligibility for premature birth leave

1. A member is eligible for the period of premature birth leave unless exceptional operational requirements exist.

Note: The period of premature birth leave is calculated under section 5.6A.2.

2. The period of premature birth leave is taken before paid parental leave under Part 7.

15 Section 5.7.3

After “leave”, insert “or premature birth leave”.

16 After paragraph 5.7.4B.2.c

Insert:

- d. Premature birth leave taken by the member under Part 6A.

17 Subparagraph 15.6.6E.b.iv (note)

Omit “and maternity”, substitute “, maternity and premature birth”.

Schedule 3—Food allowance amendments

Defence Determination 2016/19, Conditions of service

1 Section 1.3.1 (at the end of the definition of “living-in accommodation”)

Add:

- f. Navy accommodation complexes.

2 Section 7.4.29

Repeal the section, substitute:

7.4.29 Higher contribution – Homebush and North Strathfield

A member must make a fortnightly contribution of \$295.33 towards the cost of their accommodation if they meet all of the following.

- a. They occupy a Navy accommodation complex at one of the following.
 - i. Homebush, New South Wales.
 - ii. North Strathfield, New South Wales.
- b. The accommodation is a single bedroom apartment.

3 Chapter 7 Part 9 Division 2 (heading)

Omit “allowances for certain members who live out”, substitute “allowance”.

4 Section 7.9.9

Repeal the section, substitute:

7.9.9 Purpose

Food allowance assists certain members in meeting additional food expenses when they live out or do not have access to meals at their living-in accommodation.

5 Section 7.9.10

Repeal the section, substitute:

7.9.10 Food allowance

- 1. A member who meets all of the following is eligible for food allowance.
 - a. They have unaccompanied resident family.
 - b. They have no accompanied resident family.

- c. They are not paying the fortnightly meal charge.
 - d. One of the following.
 - i. They are living out.
 - ii. They are occupying a Navy accommodation complex at Homebush, New South Wales or North Strathfield, New South Wales.
2. The rate of food allowance is one of the following.
- a. \$214.79 a fortnight.
 - b. If they are on a flexible service determination — \$21.48 for each day in the member's pattern of service up to the rate specified in paragraph a.

6 Section 7.9.11 (heading)

Omit “Member”, substitute “When a member is”.

Schedule 4—Rent ceiling and contributions for food – temporary accommodation allowance amendments

Defence Determination 2016/19, Conditions of service

1 Annex 7.E Part 1.1 (row dealing with Glenbrook)

Repeal the row, substitute:

Glenbrook	1,964	2,598	3,140	4,010	
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2 Annex 7.E Part 1.2 (row dealing with Glenbrook)

Repeal the row, substitute:

Glenbrook	1,768	2,338	2,826	3,609	
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3 Annex 7.E Part 2.1 (row dealing with Glenbrook)

Repeal the row, substitute:

Glenbrook	1,768	2,338	2,826	3,609	
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4 Annex 7.E Part 2.2 (row dealing with Glenbrook)

Repeal the row, substitute:

Glenbrook	884	1,169	1,413	1,805	
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5 Annex 7.E Part 2.3 (row dealing with Glenbrook)

Repeal the row, substitute:

Glenbrook	648	857	1,036	1,323	
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6 Annex 7.E Part 2.4 (row dealing with Glenbrook)

Repeal the row, substitute:

Glenbrook	540	714	864	1,103	
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- 7** **Annex 7.F (cell at table item dealing with 110,000 – 111,999, column B)**
Omit “674.31”, substitute “581.34”.

Schedule 5—Rates and allowances amendments

Defence Determination 2016/19, Conditions of service

1 Subsection 8.4.10.3

Omit “\$123”, substitute “\$131”.

2 Subsection 8.4.11.3 (table, column B)

Repeal the column, substitute:

Column B Maximum limit
\$1,834
\$3,404
\$6,807

3 Subsection 8.4.14.3

Omit “\$123”, substitute “\$131”.

4 Subsection 8.4.14.4

Omit “\$905”, substitute “\$964”.

5 Subsection 8.4.14.5

Omit “\$36,336”, substitute “\$39,039”.

6 Subsection 8.4.14.5A

Omit “\$441”, substitute “\$470”.

7 Subsection 8.4.21.1

Repeal the table, substitute:

Item	Column A Purpose	Column B Maximum reimbursement	Column C Contribution
1.	Compulsory tuition fees.	\$39,039	The higher of the following. a. \$470. b. The amount equal to the contribution they would normally have incurred for their child's continued attendance at that school.
2.	If in boarding school or a commercial establishment, the cost of board.	\$34,844	One of the following. a. For the first year of boarding — \$3,421. b. For every other year of boarding — \$3,844.
3.	If accommodated privately, the cost of board.	\$19,241	One of the following. a. For the first year of boarding — \$3,421. b. For every other year of boarding — \$3,844.

8 Subsection 8.4.25.1

Omit "\$530", substitute "\$551".

9 Subsection 15.2A.20.3 (table, column B)

Repeal the column, substitute:

Column B <i>Base rate (AUD)</i>
390
300
360

10 Section 15.6.6D (definition of *yearly benefit*)

Omit "AUD \$11,313.00", substitute "AUD 11,496.00".

11 Section 15.6.6D (definition of *yearly benefit*)

Omit "AUD \$17,059.00", substitute "AUD 17,293.00".

12 Paragraph 15.6.10.2.b (formula)
Omit “AUD 36,336”, substitute “AUD 39,039”.

13 Paragraph 15.6.11.2.b (table, column B)
Repeal the column, substitute:

Column B
Annual contribution in AUD
628
214
500
500

14 Paragraph 15.6.26.2.b
Omit “AUD 36,336”, substitute “AUD 39,039”.

15 Paragraph 15.6.26.3.a
Omit “AUD 201”, substitute “AUD 214”.

16 Paragraph 15.6.26.3.b
Omit “AUD 469”, substitute “AUD 500”.

17 Subparagraph 15.6.27.2.a.ii
Omit “AUD 31,638”, substitute “AUD 34,844”.

18 Subparagraph 15.6.27.2.b.ii
Omit “AUD 18,332”, substitute “AUD 19,241”.

19 Subparagraph 15.6.27.3.a.i
Omit “AUD 3,336”, substitute “AUD 3,421”.

20 Subparagraph 15.6.27.3.a.ii
Omit “AUD 3,754”, substitute “AUD 3,844”.

21 Paragraph 15.6.27.3.b

Omit “AUD 3,754”, substitute “AUD 3,844”.

22 Subsection 16.2A.5.1 (table)

Repeal the table, substitute:

Item	Column A Hardship location grade	Column B Rate for an unaccompanied member (AUD per year)	Column C Rate for an accompanied member (AUD per year)
1.	A	Nil	Nil
2.	B	Nil	Nil
3.	C	18,747	28,120
4.	D	24,996	37,493
5.	E	31,244	46,866
6.	F	37,493	56,240

Schedule 6—ADF family health program amendments

Defence Determination 2016/19, Conditions of service

1 Section 8.9.2 (definition of allied health services)

Omit “*Health Insurance (Allied Health Services) Determination 2014*”, substitute “*Health Insurance (Section 3C General Medical Services – Allied Health Services) Determination 2024*”.

2 After paragraph 8.9.7.1.f

Insert:

- g. Counselling and psychotherapy services provided by a provider registered with any of the following.
 - i. Australian Counselling Association with a membership of Level 3 or 4.
 - ii. Psychotherapy and Counselling Federation of Australia as a Registered Clinical Counsellor or Registered Clinical Psychotherapist.
- h. Services provided by an International Board Certified Lactation Consultant.

Schedule 7—Travel during a medical absence amendments

Defence Determination 2016/19, Conditions of service

1 Section 1.3.1 (definition remote location)

Repeal paragraph a, substitute:

- a. For the purpose of ADF district allowance and travel during a medical absence under section 9.2.26 – Annex 4.4.A.

2 Subsection 9.2.26.1

Repeal the subsection, substitute:

1. This section applies when the member's housing benefit location is a remote location.
- 1A. A member is eligible for travel for their accompanied resident family from their housing benefit location to the location of a registered specialist medical or dental practitioner if one of the following are met.
 - a. If the member is in a grade C, D or E remote location — the member's Commanding Officer has certified that travel to access specialist medical or dental treatment is necessary.
 - b. If a member in any other grade remote location — a doctor or dentist has certified all of the following.
 - i. Specialist treatment is necessary.
 - ii. The necessary treatment cannot be provided in the housing benefit location.

3 Subsections 9.2.26.5, 9.2.26.6 and 9.2.26.7

Repeal the subsections.

4 After section 9.2.26

Add:

9.2.26A Travel for a member's children or a support person

1. This section applies to a member who is eligible for travel under one of the following
 - a. For themselves under section 9.2.25.
 - b. For their resident family under section 9.2.26.
2. The member is eligible for travel for all of the following people to accompany them during a medical absence or their resident family during travel for specialist medical or dental treatment.
 - a. One support person if the decision maker is satisfied that the member needs to be accompanied during the travel for support.

- b. A child who is accompanied resident family of the member if the decision maker is satisfied that reasonable care for the child during the member's or their resident family's absence cannot be arranged.
- 3. All of the following apply to travel under this section.
 - a. Travel is to be by the same means as the person who travels under section 9.2.25 or 9.2.26.
 - b. If travel is by private vehicle all of the following.
 - ii. Vehicle allowance is payable up to the amount that would be payable had the travel been by the most economical means.
 - iii. Vehicle allowance is only payable once for the journey.
- 4. Subject to subsection 5, if the member or the resident family are required to stay overnight in the location they travel to under 9.2.25 or 9.2.26, the member is eligible for the following.
 - a. All of the following.
 - i. If a support person is travelling — accommodation for the support person.
 - ii. If a child is travelling — accommodation for the child that the decision maker is satisfied is reasonable after considering the age and number of children that are travelling.
 - b. Meals for the support person and child.
- 5. All of the following apply to accommodation and meals provided under this section.
 - a. The maximum amount payable is what would be payable for the location the person travels to if the person were eligible for travelling allowance for the journey under Part 5.
 - b. Meal costs are to be paid by reimbursement.
 - c. Accommodation costs may be paid in one of the following ways.
 - i. By Defence prior to travel.
 - ii. By reimbursement.
- 6. In this section, **decision maker** means one of the following.
 - a. Director/Commanding Officer not below O-4/APS 6 in the member's direct chain of command or supervision.
 - b. Officer in Charge Air Base Logistics Flight, No. 17 Squadron.
 - c. Executive Officer/Air Base Executive Officer, No. 17 Squadron.
 - d. Officer in Charge Air Base Operations Flight, No. 17 Squadron.
 - e. Executive Officer, No. 75 Squadron.
 - f. Senior Engineering Officer, No. 75 Squadron.

Schedule 8—Decision maker amendments

Defence Determination 2016/19, Conditions of service

1 Subsection 1.3.1 (definition of *Toll decision maker*)

Repeal the definition.

2 Amendments of listed provisions—Toll decision maker

In the following sections, omit “or a Toll decision maker”.

- a. Subsection 1.3.4.6.
- b. Section 6.1.21 (wherever occurring).
- c. Section 6.1.22 (wherever occurring).
- d. Subsection 6.2.5.4 (wherever occurring).
- e. Section 6.5.12 (wherever occurring).
- f. Subsection 6.5.15.3.
- g. Subsection 6.5.16.3.
- h. Subsection 6.5.29.2.
- i. Paragraph 6.5.32.b.
- j. Subsection 6.5.34.2.
- k. Paragraph 6.5.48.1.d.
- l. Subsection 6.5.52.1 (table wherever occurring).
- m. Section 6.5.54 (wherever occurring).
- n. Subsection 6.5.55.1.
- o. Subsection 6.5.62.6 (wherever occurring).
- p. Section 6.5.63 (wherever occurring).
- q. Section 6.5.78 (wherever occurring).
- r. Subsection 6.5.79.3.
- s. Paragraph 6.5.80.2.d.
- t. Paragraph 6.5.83A.5.b.
- u. Paragraph 6.5.85.2.d (table item 2).
- v. Paragraph 6.5A.13.1.b.
- w. Section 7.1.14 (definition of *serviced apartment*).
- x. Section 7.1.23 (wherever occurring).

- y. Section 7.5.8.
- z. Section 7.5.12 (wherever occurring).
- za. Subsection 7.5.15.3.
- zb. Subsection 7.5.17.1 (table item 7).
- zc. Section 7.5.20.
- zd. Subsection 7.5.23.2 (wherever occurring).
- ze. Section 7.5.24 (wherever occurring).
- zf. Section 7.5.25 (wherever occurring).
- zg. Section 7.5.26 (wherever occurring).
- zh. Section 7.5.27 (wherever occurring).
- zi. Subsection 9.1.6.3.
- zj. Subsection 9.2.17.3.

3 Amendments of listed provisions—decision maker

In the following sections, omit “decision maker”, substitute “CDF”

- a. Paragraph 7.8.5AA.2.b
- b. Subsection 15.3.12.2.
- c. Subsection 15.3.14.5.
- d. Paragraph 15.3.17C.1.b.
- e. Subsection 15.3.17G.2.
- f. Subsection 15.3.17G.3.
- g. Paragraph 15.3.17H.1.c.
- h. Subsection 15.3.17H.2.

4 Amendments of listed provisions—repeals

Repeal the following provisions

- a. Subsection 7.8.5AA.4.
- b. Subsection 15.3.12.3.
- c. Subsection 15.3.14.6.
- d. Subsection 15.3.17C.4.
- e. Subsection 15.3.17G.5.
- f. Subsection 15.3.17H.3

Schedule 9—Miscellaneous amendments

Defence Determination 2016/19, Conditions of service

- 1** **Section 3.2.7AA and 3.2.7AB (headings)**
Omit “determinations”, substitute “determination”.
- 2** **Paragraph 3.2.47S.4.b**
After “advancement period”, add “,”.
- 3** **Paragraph 5.4.23.1.c**
Omit “section 23AG (7)”, substitute “subsection 23AG(7)”.
- 4** **Paragraph 5.4.23.1.c**
Omit “subsection 23AG of the *Income Tax Assessment Act 1936*”, substitute “section 23AG of that Act”.
- 5** **Paragraph 5.4.26.1.d**
Omit “section 23AG (7)”, substitute “subsection 23AG(7)”.
- 6** **Paragraph 5.4.26.1.d**
After “reasonably be expected”, insert “to”.
- 7** **Paragraph 5.4.26.1.d**
Omit “subsection 23AG of the *Income Tax Assessment Act 1936*”, substitute “section 23AG of that Act”.
- 8** **Subsection 5.5.25.2**
Omit “terminal-illness”, substitute “terminal illness”.
- 9** **Subsection 5.7.4B.3**
Omit “those the”, substitute “those”.
- 10** **Subsection 6.5A.9.2**
Omit “posting location”, substitute “primary service location”.

11 Paragraph 7.3.23.3.d

Omit “posting location is one listed”, substitute “posting is listed”.

12 Section 7.4.A.4 (heading)

Omit “don’t”, substitute “do not”.

13 Subsection 7.6.4.1

Omit “alll”, substitute “all”.

14 Subparagraph 7.8.5AA.1.c.ii

Omit “Jun”, substitute “June”.

15 Paragraph 7.8.5AA.1.d

Omit “2056”, substitute “2026”.

16 Subsection 7.8.5AA.5 (table)

Repeal the table, substitute:

Item	Trial location
1.	Australian Defence Force Academy, ACT
2.	Australian Defence College, Weston Creek, ACT
3.	Brindabella Park, ACT
4.	Campbell Park, ACT
5.	Fairbairn RAAF Base, ACT
6.	HMAS Harman, ACT
7.	Royal Military College Duntroon, ACT
8.	Russell Offices, ACT
9.	Defence Plaza Sydney, NSW
10.	Garden Island Defence Precinct, NSW
11.	Glenbrook, RAAF Base, NSW
12.	Headquarters Joint Operations Command, NSW
13.	HMAS Kuttabul, Potts Point, NSW
14.	HMAS Penguin, Balmoral, NSW
15.	HMAS Waterhen, NSW
16.	HMAS Watson, NSW
17.	Holsworthy Barracks, NSW
18.	Lancer Barracks Parramatta, NSW
19.	Orchard Hills, Defence Establishment, NSW
20.	Randwick Barracks, NSW

21.	Sydney Fleet Base East, NSW
22.	Victoria Barracks, NSW
23.	Amberley, RAAF Base, QLD
24.	Kokoda Barracks, QLD
25.	Lavarack Barracks, QLD
26.	Townsville RAAF Base, QLD
27.	Anglesea Barracks, TAS
28.	Derwent Barracks, TAS
29.	Campbell Barracks, WA
30.	Irwin Barracks, WA
31.	Palmer Barracks, WA

17 Subsection 7.9.11.1

Omit “1. A member”, substitute “A member”.

18 Section 8.9.2A

Omit “paragraph 1.3.37.1.d.of”, substitute “paragraph 1.3.37.1.d. of”.

19 Section 12.8.5 (heading)

Omit “apples”, substitute “applies”.

20 Part 1 of Annex 13.3.A (table item 17)

Repeal the table item.

21 Part 2 of Annex 13.3.A (table item 17)

Repeal the table item.

22 Subsection 14.3.22.1

Omit “In certain situations, a member on long-term posting is eligible for a removal to move dependants remaining in Australia to another Australian location. All these conditions must be met.”, substitute “A member on long-term posting is eligible for a removal to move dependants remaining in Australia to another Australian location if all of the following are met.”.

23 Paragraph 14.3.22.1.b

Omit “one or more of the following applies”, substitute “any of the following apply”.

24 Subsection 15.3.25.3

After “one of the following”, insert “applies”.

25 Amendments of listed provisions—housing benefit location

Omit “posting location”, substitute “housing benefit location”.

- a. Paragraph 6.1.22.1.b.
- b. Subparagraph 6.5.5.1.f.ii.
- c. Paragraph 6.5.5.1.h (wherever occurring).
- d. Subsection 6.5.46.3 (table item 5 column B).
- e. Subparagraph 6.5.60.5.b.ii.
- f. Paragraph 6.5.62.1.b.
- g. Subsection 6.5.75.3 (table item 2 column B).
- h. Paragraph 6.5A.14.2.a.
- i. Subsection 7.3.21.3.
- j. Paragraph 7.4.9.2.c.
- k. Paragraph 7.6.34.2.f.

26 Amendments of listed provisions—chaperone

Item	Provision	Omit	Substitute
1	Paragraph 4.7.2.b	escort	chaperone
2	Subsection 4.7.4.4	escort personnel	member performing chaperone duties
3	Subsection 4.7.5.1	escort	chaperone
4	Paragraph 4.7.6.b	Escort personnel	A member performing chaperone duties
5	Subsection 9.1.7.8	an escort	a chaperone
6	Subsection 9.3.18.5	escorted	chaperoned
7	Paragraph 9.3.67.4.c	An escort	A chaperone
8	Subparagraph 10.3.2.1.a.iii	An escort officer	A chaperone
9	Paragraph 12.8.4.1.c	An escort	A chaperone
10	Subsection 14.4.2.3	escorts	chaperones
11	Subsection 15.4.21.2 (table item 2)	escorting	chaperoning
12	Section 15.5.17 (heading)	Escort	Chaperone
13	Subsection 15.5.17.1	an escort	a chaperone
14	Subsection 15.5.17.2	escort	chaperone

Item	Provision	Omit	Substitute
1	Subparagraph 5.11.17.b.iii.	pre-school	preschool
2	Paragraph 6.1.12.1.b (note).	pre-school	preschool
3	Subparagraph 7.1.15.2.c.v (wherever occurring).	pre-school	preschool
4	Paragraph 7.1.15.3.c.	Pre-school	Preschool
5	Subparagraph 15.1.3A.a.ii.	pre-school	preschool
6	Subparagraph 15.6.2.c.ii.	Pre-school	Preschool
7	Subparagraph 15.6.2.c.ii (note).	pre-school	preschool
8	Section 15.6.6B (wherever occurring).	pre-school	preschool
9	Paragraph 15.6.7.a.	Pre-school	Preschool
10	Subparagraphs 15.6.10.1.b.i and 15.6.10.1.c.i.	pre-school	preschool
11	Subsection 15.6.11.2 (table item 1 column A).	Pre-school	Preschool
12	Subsection 15.6.26.1 and paragraph 15.6.26.3.a.	pre-school	preschool
13	Annex 15.6.A (table heading column C).	Pre-school	Preschool
14	Annex 15.6.A (table item 45 column C) (wherever occurring).	pre-school	preschool

Schedule 10—Savings provisions

- 1 **Chapter 1 Part 2 (heading)**
After “rules”, insert “and savings provisions”

- 2 **Before section 1.2.1**
Insert:

Division 1: Technical rules

- 3 **After section 1.2.6**
Insert:

Division 2: Savings provisions

Subdivision 1: General

1.2.7 Interpretation

In this Division, the following apply, unless a contrary intention appears.

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

Subdivision 2: Transitional matters relating to Defence Determination, Conditions of service Amendment Determination (No. 10) 2025

1.2.8 Savings – Premature birth leave

1. This clause applies to a member who met all of the following immediately before the commencement Schedule 2 of this amending determination.
 - a. They were eligible for one of the following.
 - i. Paid maternity leave under Part 6 of Chapter 5 of the Defence Determination.
 - ii. Paid parental leave under Part 7 of Chapter 5 of the Defence Determination.
 - b. The leave under paragraph a is in relation to a child that was born on or before 11 September 2025.
2. Despite the changes made by Schedule 2 of the amending determination, the provisions that applied to the member immediately before the commencement of the amending determination continue to apply.
3. In this section, the **amending determination** means *Defence Determination, Conditions of service Amendment Determination (No. 10) 2025*, as in force from time to time.

Schedule 11—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 – Definition of allied health services

1. This clause applies to a claimant who would have been eligible for a benefit in connection with an allied health service between 1 March 2024 and the commencement of Schedule 1 of this Determination had item 1 of Schedule 6 of this Determination been in force at the time.
2. The claimant is eligible for the benefits as though item 2 of Schedule 6 of this Determination applied to the member at the time.

3 Transitional – ADF family health program additional services

1. This clause applies to a claimant who would have been eligible for reimbursement under section 8.9.6A of the Defence Determination between 1 July 2025 and the commencement of Schedule 1 of this Determination had item 2 of Schedule 6 of this Determination been in force at the time.
2. The claimant is eligible for the benefits as though item 2 of Schedule 6 of this Determination applied to the member at the time.