



Defence Determination, Conditions of service Amendment Determination (No. 13) 2025

I, BRIGADIER KIRK LLOYD, Director General, People Policy and Employment Conditions, make the following Determination under section 58B of the *Defence Act 1903*.

Dated 7 August 2025

BRIG Kirk Lloyd
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—Christmas stand-down amendments	2
<i>Defence Determination 2016/19, Conditions of service</i>	2
Schedule 2—Travel and meal allowance amendments	4
<i>Defence Determination 2016/19, Conditions of service</i>	4
Schedule 3—Payment of leave credits to a member diagnosed with a terminal illness amendments	11
<i>Defence Determination 2016/19, Conditions of service</i>	11
Schedule 4—Excess baggage amendments	13
<i>Defence Determination 2016/19, Conditions of service</i>	13
Schedule 5—Deployment allowance amendments	14
<i>Defence Determination 2016/19, Conditions of service</i>	14
Schedule 6—Miscellaneous amendments	15
<i>Defence Determination 2016/19, Conditions of service</i>	15
Schedule 7—Transitional provisions	20

1 Name

This instrument is the Defence Determination, Conditions of service Amendment Determination (No. 13) 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	14 August 2025	
3. Schedule 2	9 October 2025	
4. Schedules 3 to 7	14 August 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Note: This table relates only to the provisions of this instrument as originally made.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Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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—Christmas stand-down amendments

Defence Determination 2016/19, Conditions of service

1 Section 1.3.1

Insert:

Christmas stand-down means the following period.

- a. If Christmas day is on a Sunday — 25 December to 3 January.
- b. If Christmas day is on a Monday — 25 December to 2 January.
- c. If Christmas day is on a Tuesday — 24 December to 1 January.
- d. If Christmas day is on a Wednesday — 24 December to 1 January.
- e. If Christmas day is on a Thursday — 25 December to 2 January.
- f. If Christmas day is on a Friday — 24 December to 1 January.
- g. If Christmas day is on a Saturday — 24 December to 1 January.

Note: Section 5.12.3 provides how absences are to be treated during the period.

2 Section 5.12.3

Repeal the section, substitute:

5.12.3 Christmas stand-down

A member is on short absence – not required for duty under Part 11 Division 2A for the Christmas stand-down period unless required for duty.

Note 1: The definition of Christmas stand-down under section 1.3.1 provides the dates of the Christmas stand-down period.

Note 2: If a day during the Christmas stand-down period is a public holiday section 5.12.1 applies.

3 Paragraph 15.1.10.2.c

Repeal the paragraph, substitute:

- c. Whether the days are included in the Christmas stand-down period.

Note: The definition of Christmas stand-down under section 1.3.1 provides the dates of the Christmas stand-down period.

4 Subsection 15.1.11.1

Repeal the subsection, substitute:

1. A member is on short absence – not required for duty under Chapter 5 Part 11 Division 2A for the Christmas stand-down period unless required for duty.

Note 1: The definition of Christmas stand-down under section 1.3.1 provides the dates of the Christmas stand-down period.

Note 2: If a day during the Christmas stand-down period is a public holiday section 15.1.10 applies.

5 Subsection 15.1.11.3

Repeal the subsection.

Schedule 2—Travel and meal allowance amendments

Defence Determination 2016/19, Conditions of service

1 Paragraph 4.5.9.a

Omit “\$30.35”, substitute “\$31.15”.

2 Paragraph 4.5.9.b

Omit “\$13.90”, substitute “\$14.20”.

3 Paragraph 4.5.9.c

Omit “\$34.65”, substitute “\$35.55”.

4 Paragraph 4.5.9.d

Omit “\$59.75”, substitute “\$61.30”.

5 Subsection 7.5.24.2 (table)

Repeal the table, substitute:

Item	Column A Meal period	Column B Capital cities and high-cost country centres (\$)	Column C Other locations (\$)
1.	breakfast	34.75	31.15
2.	lunch	39.10	35.55
3.	dinner	66.65	61.30

6 Subsection 7.5.24.3 (table)

Repeal the table, substitute:

Item	Column A Meal period	Column B Capital cities and high-cost country centres (\$)	Column C Other locations (\$)
1.	breakfast	17.40	15.60
2.	lunch	19.55	17.80
3.	dinner	33.35	30.65

- 7 Subsection 9.5.10.2**
Omit “\$62.05”, substitute “\$63.60”.
- 8 Subparagraph 9.5.20.2.d.ii**
Omit “\$12.00”, substitute “\$12.25”.
- 9 Paragraph 9.5.22.2.c**
Omit “\$12.00”, substitute “\$12.25”.
- 10 Subsection 9.5.39.2 (table item 5)**
Omit “\$83.85”, substitute “\$85.75”.
- 11 Paragraph 9.5.41.3.c**
Omit “\$12.00”, substitute “\$12.25”.
- 12 Part 1 of Annex 9.5.A (table)**
Repeal the table, substitute:

Item	Column A Location	Column B Brigadier or higher (\$)	Column C Colonel or lower (\$)
1.	Adelaide	199.00	149.00
2.	Brisbane	241.00	181.00
3.	Canberra	221.00	166.00
4.	Darwin (April to November)	296.00	222.00
5.	Darwin (December to March)	229.00	172.00
6.	Hobart	195.00	146.00
7.	Melbourne	224.00	168.00
8.	Perth	216.00	162.00
9.	Sydney	297.00	223.00
10.	High-cost country centres	See Part 2	See Part 2
11.	Medium-cost country centres (see Part 3)	169.00	141.00
12.	Other country centres	155.00	129.00

13 Part 2 of Annex 9.5.A (table)

Repeal the table, substitute:

Column A Location	Column B Rate (\$)
New South Wales	
Albury	155.00
Armidale	158.00
Bathurst	162.00
Bourke	182.00
Broken Hill	162.00
Cobar	146.00
Coffs Harbour	181.00
Cooma	170.50
Cowra	155.50
Deniliquin	158.50
Dubbo	166.50
Gosford	148.00
Goulburn	156.00
Grafton	172.00
Griffith	159.50
Gunnedah	179.50
Leeton	163.00
Lismore	183.00
Maitland	180.50
Mudgee	205.50
Muswellbrook	160.00
Narrabri	147.00
Newcastle	177.50
Nowra	154.00
Orange	214.50
Port Macquarie	178.50
Tamworth	160.00
Taree	153.00
Tumut	147.00
Wagga Wagga	171.50
Wollongong	181.50
Northern Territory	
Alice Springs (April to November)	192.00
Alice Springs (December to March)	187.00
Katherine (April to November)	219.00

Katherine (December to March)	218.00
Jabiru (April to November)	422.50
Jabiru (December to March)	170.50
Nhulunbuy (April to November)	321.50
Nhulunbuy (December to March)	264.00
Tennant Creek (April to November)	176.50
Tennant Creek (December to March)	149.00
Yulara (April to November)	611.50
Yulara (December to March)	507.50
Queensland	
Bundaberg	171.50
Cairns	162.50
Charters Towers	156.00
Dalby	188.50
Emerald	175.50
Gladstone	164.00
Gold Coast	225.00
Hervey Bay	161.50
Innisfail	155.50
Kingaroy	160.00
Mackay	154.50
Maryborough	150.00
Mount Isa	181.50
Nambour	162.00
Rockhampton	166.50
Roma	181.00
Thursday Island	305.00
Toowoomba	154.00
Townsville	161.00
Warwick	154.00
Weipa	208.50
South Australia	
Bordertown	159.50
Mount Gambier	156.50
Naracoorte	161.00
Port Lincoln	160.00
Port Pirie	161.00
Whyalla	164.00

Wilpena Pound	272.00
Tasmania	
Burnie	171.50
Devonport	161.50
Launceston	158.00
Victoria	
Ararat	150.00
Bairnsdale	175.50
Ballarat	164.50
Benalla	147.50
Bendigo	169.50
Bright	171.00
Castlemaine	152.50
Colac	152.50
Echuca	163.00
Geelong	158.50
Horsham	166.00
Mildura	170.00
Portland	163.00
Seymour	164.00
Shepparton	165.00
Swan Hill	160.00
Wangaratta	179.00
Warrnambool	174.50
Wodonga	154.00
Wonthaggi	162.50
Western Australia	
Albany	180.00
Broome	255.00
Bunbury	174.00
Carnarvon	173.50
Dampier	198.50
Derby	148.50
Esperance	173.00
Exmouth	234.50
Geraldton	190.00
Halls Creek	203.50
Kalgoorlie	193.00
Karratha	287.50
Katanning	323.50
Kununurra	221.50
Newman	262.00
Northam	219.50
Port Hedland	265.50

External Australian Territory	
Christmas Island (WA)	212.50
Horn Island (QLD)	294.00
Norfolk Island	255.50

14 Part 3 of Annex 9.5.A (table)

Repeal the table, substitute:

Medium-cost country centres
New South Wales
Inverell
Moree
South Australia
Port Augusta
Tasmania
Queenstown
Victoria
Hamilton
Sale

15 Part 4 of Annex 9.5.A (table)

Repeal the table, substitute:

Item	Column A Location	Column B Breakfast (\$)	Column C Lunch (\$)	Column D Dinner (\$)	Column E Incidentals (\$)
1.	Capital cities and high-cost country centres	34.75	39.10	66.65	24.50
2.	Medium-cost country centres and other country centres	31.15	35.55	61.30	24.50

16 Part 2 of Annex 9.5.B (table)

Repeal the table, substitute:

Item	Column A Accommodation	Column B Condition	Column C Rate (\$)
1.	A boarding house, hotel or motel where the tariff is not all inclusive	Cooking facilities are not provided	140.50
		Cooking facilities are provided	78.67
2.	Rental accommodation	-	78.67

17 Subsection 15.2A.27.3 (formula)

Omit “37.65”, substitute “38.65”.

Schedule 3—Payment of leave credits to a member diagnosed with a terminal illness amendments

Defence Determination 2016/19, Conditions of service

1 After paragraph 5.4.41.b

Insert:

- c. A member who has been diagnosed with a terminal illness before ceasing continuous full-time service.

2 After section 5.4.43

Insert:

5.4.43A Payment of leave credits to a member diagnosed with a terminal illness

1. This section applies to a member who has been diagnosed with a terminal illness before ceasing continuous full-time service.
2. The member is eligible for a payment for their leave balance if the decision maker is satisfied that making the payment is reasonable in the circumstances.

Note 1: The payment amount is calculated under section 5.4.44.

Note 2: There is no limit to the number of times a member can receive payment under this section.

3. The amount of payment under subsection 2 can be for all or part of the member's leave balance.
4. The member's accrued leave credits and purchased recreation leave credits is reduced by the number of credits for which they received a payment under subsection 2 in the order provided in section 5.4.33A.
5. In this section, the following apply.

Decision maker means Director General, Military Personnel Branch.

Leave balance means the amount of all of the following types of leave that the member has on the day the decision under subsection 2 is made.

- a. Accrued leave credit.
- b. Purchased recreation leave credit.

Note: Section 5.4.42 provides the definition of accrued leave credit and purchased recreation leave credit.

3 Subsection 5.4.44.1

Repeal the subsection, substitute:

1. This section applies to a member, other than a senior officer who transitioned, who meets any of the following.
 - a. They have elected to receive payment under paragraph 5.4.43.1.a.

Note: Under Section 5.4.43 a member may elect to receive payment for their accrued leave credit and purchased recreation leave credit on ceasing continuous full-time service.

- b. They are eligible to receive payment under 5.4.43A.

Note: Section 5.4.43A provides payment to a member for their leave when they have been diagnosed with a terminal illness prior to ceasing continuous full-time service.

Schedule 4—Excess baggage amendments

Defence Determination 2016/19, Conditions of service

1 Section 14.4.11

Repeal the section, substitute:

14.4.11 Excess baggage

1. A member is eligible for the cost of excess baggage that exceeds the baggage allowance under subsection 14.4.10.1 if the CDF is satisfied it is reasonable having regard to all of the following.
 - a. The nature and content of the baggage, including any special equipment being carried.
 - b. Removal arrangements under this Determination.
 - c. The duration and timing of the posting.
2. For the purpose of subsection 1, all of the following apply.
 - a. The excess baggage must not exceed any of the following.
 - i. If the carrier charges for the combined weight of baggage — 45 kg of total baggage weight.
 - ii. If the carrier charges per suitcase — 3 suitcases.
 - b. The cost must not exceed the cost for excess baggage that would be payable for travel by the most direct route.
3. Despite subsection 2.a, if the decision maker is satisfied global shipping and supply chain disruptions are expected to significantly impact the movement of the member's personal effects, the excess baggage must not exceed any of the following.
 - a. If the carrier charges for the combined weight of baggage — 60 kg of total baggage weight.
 - b. If the carrier charges per suitcase — 4 suitcases.
4. For the purpose of subsection 3, **decision maker** means any of the following.
 - a. Director Defence Print and Travel Services.
 - b. Senior ADF Representative at the overseas post.
 - c. A person not below Warrant Officer Class 2 or APS 5 who is authorised to manage Defence overseas personnel administration.
 - d. Senior Australian Signals Directorate representative not below Brigadier or SES Band 1 at the overseas post.
 - e. Assistant Director-General Customer and International Engagement Australian Signals Directorate.

Schedule 5—Deployment allowance amendments

Defence Determination 2016/19, Conditions of service

1 Subsection 17.7.6.1 (table item 5)

Repeal the item, substitute:

5.	KUDU	The land, territorial waters and superjacent airspace of Ukraine continuously controlled by Ukraine	136.00
----	------	---	--------

2 Subsection 17.7.6.1 (table items 9 and 10)

Repeal the items.

Schedule 6—Miscellaneous amendments

Defence Determination 2016/19, Conditions of service

1 Section 1.3.17

After “with the member”, insert “in the member’s housing benefit location”.

2 Section 3.2.47X (definition of anniversary date)

Before “Division 3A”, insert “Part B”.

3 Subdivision 4 of Division 4C of Part 2 of Chapter 3 (heading, second occurring)

Omit “Subdivision 4: Increment advancement”, substitute “Subdivision 5: Increment advancement”.

4 Section 4.1.2 (definition of higher rank)

Repeal the definition, substitute:

Higher rank includes any of the following for which the duties are assessed as being equivalent to a rank higher than that held by the member directed to perform duties at a higher rank.

- a. An APS position.
- b. An ASD position.
- c. A Foreign Service rank.

5 Section 4.1.2

Insert:

ASD means Australian Signals Directorate.

6 Section 4.1.17 (heading)

After “APS employee”, insert “, ASD employee”.

7 Paragraph 4.1.17.1.a

Repeal the paragraph, substitute:

- a. The duties of any of the following positions that has been assessed as higher duties.
 - i. An APS position.
 - ii. An ASD position.

8 Subsection 4.1.17.3

After “APS position”, insert “or an ASD position”.

9 Paragraph 4.8.6.1.b

Omit “\$47,626.80”, substitute “\$49,296.00”.

10 Paragraph 6.5A.19.3.a

Omit “paragraph 2.b”, insert “paragraph 4.b”.

11 Subsection 7.6.13.1

Repeal the subsection, substitute:

1. A member who holds a rank in column A of the following table is eligible for a Service residence with the rent band in column B of the same item.

Item	Column A Member's rank	Column B Rent band
1.	Corporal or lower Sergeant Staff Sergeant Second Lieutenant Lieutenant	1
2.	Warrant Officer Class 2 Warrant Officer Class 1 Captain	2
3.	Major Lieutenant Colonel	3
4.	Colonel Brigadier	4
5.	Major General or above	5

12 Subsection 7.6.19.3

Repeal the subsection, substitute:

3. A member who holds a rank in column A of the following table is eligible for an available rent band choice home with the rent band in column B of the same item.

Item	Column A Member's rank	Column B Rent band
1.	Corporal or lower Sergeant Staff Sergeant Second Lieutenant Lieutenant	1
2.	Warrant Officer Class 2 Warrant Officer Class 1 Captain	2
3.	Major Lieutenant Colonel	3
4.	Colonel Brigadier	4

13 Subsection 7.7.13.1

Repeal the subsection, substitute:

1. A member who occupies member's choice accommodation has one of the following fortnightly rent ceilings.
 - a. If the member is living alone — the amount for their rank and location in Annex 7.E Part 2.1.
 - b. If the member is sharing the accommodation with another member — the amount for their rank and location in Annex 7.E Part 2.2.
 - c. If the member is sharing the accommodation with their accompanied resident family or recognised other persons under section 7.7.8 — the amount for their rank and location under one of the following.
 - i. If they live in 2-bedroom accommodation — Annex 7.E Part 1.2.
 - ii. If they live in 3-bedroom accommodation — Annex 7.E Part 1.1.
 - d. If the member is in the Navy and subsection 1A applies to them — the rent ceiling amount that applied immediately before they were posted to 2 Commando Regiment.

14 Subsection 14.6.14.1

Omit "these costs", insert "any of the following".

15 Subsection 14.6.14.1.b

Omit "these criteria", insert "of the following".

16 Section 14.6.7

Repeal the section, substitute:

14.6.17 Losses if Defence withdraws from posting

1. This section applies to a member and their dependants who have been directed to withdraw at short notice from a posting location overseas to return to Australia on a permanent basis.
2. A withdrawal under this section does not include any of the following.
 - a. A withdrawal in connection with an evacuation under Division 1.
 - b. An early withdrawal of a member from a long-term posting that is not a withdrawal at short notice.
3. The member is eligible for payment of an amount for their financial losses resulting from the withdrawal that the CDF is satisfied is reasonable taking all of the following into consideration.
 - a. The circumstances in which the member leaves the long-term posting.
 - b. The length of time given to the member to leave the posting location.
 - c. The remaining period of the expected duration of the posting at the time of leaving the posting location.
 - d. The extent to which the member entered into unavoidable financial commitments in the reasonable expectation that the posting would run its full term.
 - e. Any other costs reasonably incurred by the member in the reasonable expectation that the posting would run its full term.
 - f. Any other factor relevant to the posting.

Note: Chapters 14, 15 and 16 continue to apply to a withdrawal under this section.

4. For the purpose of this section, a **withdrawal at short notice** means a withdrawal from a posting location overseas that does not allow a member enough time for personal arrangements to be completed before departure in accordance with normal practice.

17 Subsection 15.5.17.1

Omit “an chaperone”, substitute “a chaperone”.

18 Section 15.6.17C

After “attends a”, insert “preschool, kindergarten,”.

19 Before subsection 15.6.17D.1

Insert:

- 1A. This section does not apply to a member who is not eligible for a compulsory tuition fee benefit under section 15.6.10 for the child.

Note: The benefit under section 15.6.10 applies to the child’s usual school, not the school holiday program.

20 Subsection 16.2A.3B.1

Omit “qualifying locations”, insert “qualifying locations.”.

21 Amendments of listed provisions relating to hyphenation

Amendments relating to hyphenating			
Item	Provision	Omit	Substitute
1.	Section 12.3.1 (definition of Long term posting overseas)	Long term	Long-term
2.	Paragraph 14.1.1.1.c	short term	short-term
3.	Paragraph 15.1.2.c	short term	short-term
4.	Section 15.8.1	long term	long-term

Schedule 7—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.

Trainee's dependant allowance means trainee's dependant allowance under Division 1A of Part 8 of Chapter 4 of the Defence Determination.

2 Deployment allowance – Operation KUDU

1. A member is eligible for the payment of deployment allowance at the rate specified in the following table for each day of duty they performed in the land, territorial waters and superjacent airspace of, and continuously controlled by, Ukraine on Operation KUDU between 18 June 2022 and the commencement of Schedule 5 of this Determination.

Item	Start date	End date	Daily rate
1.	18 June 2022	3 July 2022	AUD 166.43
2.	25 April 2024	6 November 2024	AUD 131.02
3.	7 November 2024	The commencement of this Determination	AUD 136.00

2. The benefit under this clause is reduced by any amount of deployment allowance the member has received for duty performed in the specified area under section 17.7.6 of the Defence Determination between 18 June 2022 and the commencement of this Determination.

3 Transitional – Trainee's dependant allowance

1. This clause applies to a member who would have been eligible for trainee's dependant allowance had the changes made by item 9 of Schedule 6 of this Determination been in force between 1 July 2025 and the commencement of Schedule 6 of this Determination.
2. The member is eligible for trainee's dependant allowance as though item 9 of Schedule 6 of this Determination been in force at the time.

4 Transitional – School holiday programs

1. This clause applies to a member who was on a long-term posting overseas with their child and the child attended a preschool or kindergarten school holiday program between 19 May 2025 and the commencement of this Determination.
2. Division 2A of Chapter 15 Part 6 of the Defence Determination applies to the member as though the change made by items 18 and 19 of Schedule 6 of this Determination had applied at the time.