



Defence Determination, Conditions of service Amendment Determination (No. 14) 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 8 September 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—Location allowance amendments	2
<i>Defence Determination 2016/19, Conditions of service</i>	<i>2</i>
Schedule 2—Temporary accommodation at losing location amendments ..	4
<i>Defence Determination 2016/19, Conditions of service</i>	<i>4</i>
Schedule 3—Post index locations – USA amendments	5
<i>Defence Determination 2016/19, Conditions of service</i>	<i>5</i>
Schedule 4—Special location allowance amendments	7
<i>Defence Determination 2016/19, Conditions of service</i>	<i>7</i>
Schedule 5—Miscellaneous amendments	8
<i>Defence Determination 2016/19, Conditions of service</i>	<i>8</i>
Schedule 6—Transitional provisions	11

1 Name

This instrument is the Defence Determination, Conditions of service Amendment Determination (No. 14) 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	6 November 2025	
3. Schedules 2 and 3	11 September 2025	
4. Schedule 4	9 October 2025	
5. Schedule 5	11 September 2025	
6. Schedule 6	9 October 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Note: This table relates only to the provisions of this instrument as originally made.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Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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—Location allowance amendments

Defence Determination 2016/19, Conditions of service

1 Subsection 4.4.9.1

Repeal the table, substitute:

Item	Column A Condition	Column B Location grade	Column C Rate (\$)
1.	A member who occupies living-in accommodation.	A	1,195
		B	3,420
		C	4,275
		D	5,985
		E	6,845
2.	A member who meets all of the following. a. They have accompanied resident family. b. They live out. c. Item 3 paragraph a of this table does not apply.	A	3,420
		B	9,770
		C	12,215
		D	17,105
		E	19,550
3.	Any of the following. a. A member who has accompanied resident family who lives out and at least one of their accompanied resident family meets all of the following. i. They are an ADF member or an APS employee in Defence. ii. They are paid ADF district allowance or district allowance under <i>Defence Enterprise Collective Agreement 2024</i> as in force on 14 March 2024. b. A member who meets all of the following. i. They have unaccompanied resident family. ii. They have no accompanied resident family. iii. They live out. c. A member with no resident family who lives out. d. A member of the Reserves who is undertaking Reserve Service and is required to live out.	A	1,710
		B	4,885
		C	6,110
		D	8,555
		E	9,775

- 2 Paragraph 4.4.19.2.a**
Omit “\$3,340”, substitute “\$3,420”.
- 3 Paragraph 4.4.19.2.b**
Omit “\$1,670”, substitute “\$1,710”.
- 4 Paragraph 4.4.31.a**
Omit “\$16,486”, substitute “\$17,071”.
- 5 Paragraph 4.4.31.b**
Omit “\$9,082”, substitute “\$9,405”.
- 6 Subsection 4.4.36.2**
Omit “\$9,082”, substitute “\$9,405”.
- 7 Subsection 16.8.3.1**
Omit “50.40”, substitute “52.10”.

Schedule 2—Temporary accommodation at losing location amendments

Defence Determination 2016/19, Conditions of service

1 Paragraph 6.5.32.b

Repeal the paragraph, substitute:

- b. One of the following.
 - i. They are being posted to RAAF Base Tindal.
 - ii. For any other posting location — the CDF is satisfied an early removal is necessary in the circumstances.

2 Subsection 7.5.17.1 (cell at table item 1 column B)

Repeal the cell, substitute:

- One of the following.
- a. If the gaining location is RAAF Base Tindal — 6 weeks at the losing location.
 - b. Any other gaining location — 3 nights at the losing location.

3 Subsection 7.5.17.1 (cell at table item 2 column B)

Repeal the cell, substitute:

- One of the following.
- a. If the gaining location is RAAF Base Tindal — 3 nights at that location.
 - b. Any other gaining location — 6 weeks at the gaining location.

Schedule 3—Post index locations – USA amendments

Defence Determination 2016/19, Conditions of service

1 Annex 12.3.B (table item 56)

Repeal the item, substitute:

56.	- California	San Francisco
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2 Annex 12.3.B (table item 58)

Repeal the item, substitute:

58.	- Connecticut	Hartford
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3 Annex 12.3.B (table item 59)

Repeal the item, substitute:

59.	- Florida	Jacksonville
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4 Annex 12.3.B (table item 63)

Repeal the item.

5 Annex 12.3.B (table item 64)

Repeal the item, substitute.

64.	- Maryland	Baltimore
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6 Annex 12.3.B (table items 65 to 67)

Repeal the items.

7 Annex 12.3.B (after table item 68)

Insert:

68A.	- Miami	Miami
68B.	- Pennsylvania	Philadelphia
68C.	- South Carolina	Charleston

8 Annex 12.3.B (after table item 69)

Insert:

69A.	- Virginia	Richmond
69B.	- Washington DC	Washington DC

Schedule 4—Special location allowance amendments

Defence Determination 2016/19, Conditions of service

1 Section 16.8.2

Omit “Iraq”, substitute “Ukraine”.

2 Section 16.8.3

Repeal the section, substitute:

16.8.3 Special location allowance for long-term posting to Ukraine

1. A member on long-term posting to Kyiv, Ukraine, is eligible for a special location allowance of AUD 50.40 a day.
2. If the member is temporarily absent from the posting location for longer than 28 days, they cease to be eligible for the special location allowance from the 29th day of the absence until the day they return to the posting location.

Note: To avoid doubt, the member continues to be eligible for the special location allowance until the end of the 28th day.

Schedule 5—Miscellaneous amendments

Defence Determination 2016/19, Conditions of service

1 Subsection 3.2.47AD.3

Omit “subsection 1”, substitute “paragraph 1.a”.

2 Subsection 3.2.47AD.3

Omit “commencement of this Division”, substitute “25 July 2025”.

3 Section 4.4.6

Omit “Division 6”, substitute “Division 5”.

4 Paragraph 6.5.37A.2.b

Omit “RAAF Based Tindal”, substitute “RAAF Base Tindal”.

5 Paragraph 9.2.26.1A.a

Repeal the paragraph, substitute:

- a. If the member is in a grade C, D or E remote location — one of the following.
 - i. For a member who has access to a doctor or dentist in the remote location — the doctor or dentist has certified that specialist treatment is necessary and cannot be provided in the housing benefit location.
 - ii. For any other member — the member’s Commanding Officer has certified that travel to access specialist medical or dental treatment is necessary.

6 Paragraph 9.2.26.1A.b

Omit “If a member in any”, substitute “If the member is in any”.

7 Section 14.6.17

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.

8 Section 15.3.30

After “in the event of”, insert “serious or”.

9 Amendments of listed provisions—subsection 7.5.17.1

The items of the table in subsection 7.5.17.1 listed in the following table are amended as set out in the table.

Item	Table item	Omit	Substitute
1	Item 1 column A	with a least	with at least
2	Item 3 column B	Three	3
3	Item 4 column B	Five	5
4	Item 5 column A paragraph a	they	They
5	Item 5 column A paragraph b	b they	b. They
6	Item 6 column B	Two	2
7	Item 6 column B note paragraph a	location, or	location; or
8	Item 8 column B	Two	2
9	Item 9 column A (wherever occurring)	they	They
10	Item 10 column A (wherever occurring)	they	They

Item	Table item	Omit	Substitute
11	Item 10 column A paragraph a	residence	residence.
12	Item 10 column A paragraph b	allowance	allowance.

Schedule 6—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 Special location allowance – transitional

1. This clause applies to a member who was on long-term posting to Kyiv, Ukraine, between 1 April 2025 and the commencement of this Determination.
2. The member is eligible for the payment of the special location allowance under section 16.8.3 of the Defence Determination as though the changes made by item 2 of Schedule 1 of this Determination had applied at the time.