



Defence Determination, Conditions of service Amendment Determination (No. 18) 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 3 November 2025

BRIG Kirk Lloyd
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. 18) 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. Schedules 1 to 7	6 November 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Note: This table relates only to the provisions of this instrument as originally made.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Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.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—Continuation bonus amendments

Defence Determination 2016/19, Conditions of service

1 Subparagraph 3.3.3.b.iii

After “another bonus”, insert “, however described, other than a bonus under Part 4”.

2 Subparagraph 3.4.4.1.b.ii

Omit “or J40”, substitute “, J40 or J41”.

3 Paragraph 3.4.6.1.a

Repeal the paragraph, substitute:

a. For calculating the commencement day of an agreed period of service — a day the member meets all of the following.

i. They are a member of the Permanent Forces.

ii. They are paid the annual rate of salary.

Note: This includes a day of paid leave.

aa. For calculating the agreed period of service — a day the member meets all of the following.

i. They are a member of the Permanent Forces.

ii. They are paid the annual rate of salary.

Note: This includes a day of paid leave.

iii. They are not serving a day in their agreed period of service under Part 3.

4 Subsection 3.4.8.3 (note)

After “leave without pay”, insert “of more than 21 days”.

5 Paragraph 3.4.10.1.a

Omit “J40”, substitute “J34, J40 or J41”.

6 Subsection 3.4.10.1 (note)

Omit “or J40”, substitute “, J40 or J41”.

7 Paragraph 3.4.12.1.a

Omit “or J40”, substitute “, J40 or J41”.

- 8 Paragraph 3.4.12.1.b**
Omit “6 months”, substitute “1 year”.
- 9 Subsection 3.4.13.3 (note)**
After “leave without pay”, insert “of more than 21 days”.
- 10 Paragraph 3.4.15.1.a**
Omit “J40”, substitute “J34, J40 or J41”.
- 11 Subsection 3.4.15.1 (note)**
Omit “or J40”, substitute “, J40 or J41”.
- 12 Paragraph 3.4.17.1.a**
Omit “or J40”, substitute “, J40 or J41”.
- 13 Paragraph 3.4.17.1.b**
Omit “6 months”, substitute “1 year”.
- 14 Paragraph 3.4.19.a**
Omit “or J40”, substitute “, J40 or J41”.
- 15 At the end of subsection 3.4.23.2**
Add:

Note: If a member’s service ends for more than one reason and includes any of the above reasons, the member remains liable to repay the continuation bonus.

Schedule 2—Removals amendments

Defence Determination 2016/19, Conditions of service

1 Subsection 6.5.16.2

Repeal the subsection, substitute:

2. The member is eligible for storage expenses if all of the following are met.
 - a. The member's accommodation is temporarily unavailable.
 - b. The member's items would have been stored at no cost to the member if they had been removed by the Commonwealth removalist.
 - c. The CDF is satisfied that storing the member's items is reasonable in the circumstances.

2 Subsection 6.5.29.1 (table item 2, column B)

Omit "the location the home is in will be the member's housing benefit location for 12 months or more", substitute "they or their resident family will remain in the housing benefit location for 12 months or more".

3 After section 6.5.29

Insert:

6.5.29A Dual serving couple – partner posted to member's housing benefit location

1. This section applies to a member (the first member) if all of the following apply.
 - a. The member's partner is also a member (the second member).
 - b. The second member lives in a different housing benefit location than the first member.
 - b. One of the members is unaccompanied resident family of the other member.
2. The first member is eligible for a removal of their furniture and effects to a new home in the housing benefit location if all of the following apply.

Note: The second member's removal is a removal on commencing posting under this Division.

 - a. The second member has received a posting order to the first member's housing benefit location.
 - b. A decision maker is satisfied that the first member's accommodation in the housing benefit location is not suitable for the resident family.
3. In this section, **decision maker** means any of the following.
 - a. An employee of Toll Transitions who performs the duties of any of the following.
 - i. National Manager Services.
 - ii. Regional Relocations Manager.

- iii. Manager – Relocation Administration Services.
- iv. Team Leader.
- v. Senior Case Manager Executive Director Relocations and Housing.
- b. Director Relocations and Housing.
- c. Assistant Director Relocations and Housing.
- d. Assistant Contract Manager Relocations and Housing.

Schedule 3—Housing amendments

Defence Determination 2016/19, Conditions of service

1 Section 7.1.1

Repeal the section, substitute:

2 Section 7.1.2

Repeal the section.

3 Section 7.1.5

Repeal the section, substitute:

7.1.1 Simplified outline of Chapter 7

This Chapter provides housing assistance and other associated benefits when a member is:

- Posted to a location within Australia.
- Posted to an overseas location and their resident family remain in Australia unaccompanied.

Housing assistance helps members manage the hardships caused by the need to move location regularly or at short notice. Part 1 provides general eligibility to housing assistance, including when a member may or may not be eligible for housing related benefits.

If you own a home

If a member, their resident family or a recognised other person owns a home in the member's housing benefit location or family benefit location, and the home is considered suitable, access to other forms of housing assistance under this Chapter may be limited. There are various factors provided under Part 2 which will determine if the home is considered suitable.

Housing options

If a member does not have access to a suitable own home where they are posted, or where their unaccompanied resident family lives, they may have access to a number of other housing options, including:

- Living-in accommodation (see Part 4) – This type of housing is available to members when they are undertaking training courses or operational reasons require them to stay on base. Living-in accommodation can also be used by members who have no resident family or recognised other persons living with them in their housing benefit location.

- Service residences (see Part 6) – This type of housing is provided through Defence Housing Australia and is available to members who have resident family. While this is the primary form of housing for members with resident family, if there are no Service residences available, members will still have access to other forms of housing assistance.
- Member choice accommodation (see Part 7) – This is a type of accommodation available to members who have no resident family or members who have resident family who they do not live with. A member can choose to occupy member choice accommodation as an alternative to occupying living-in accommodation or receiving rent allowance.
- Rent allowance (see Part 8) – This is a form of housing assistance that is paid to a member to assist them in paying their rent when they rent a home in the private rental market.

Part 5 provides temporary accommodation allowance for members and their families if they are unable to access housing when they initially arrive in their new housing benefit location or family benefit location. Temporary accommodation allowance assists with the costs associated with alternative accommodation as well as certain other costs, such as meals.

Buying and selling a home

There are also a number of benefits available under this Chapter to assist a member to purchase and sell a home. Part 3 has two types of benefits, one for the initial purchase of a home (HPAS), which provides a one off payment and another for the subsequent sale of that home and purchase of another home (HPSEA), which provides the reimbursement of certain costs associated with selling and purchasing a home. Some of the costs which may be covered under HPSEA include, legal/conveyancing fees, mortgage discharge/legal fees, agent's commission and mortgage insurance. There is no limit to the number of times a member can use HPSEA.

Related benefits

In addition to housing assistance, Part 9 and Part 10 of this Chapter contain benefits for certain members to assist them with the cost of meals and utilities when they are occupying accommodation because they either have no resident family, or if they do, because they do not live in the same location as their resident family.

4 Section 7.1.14

Insert:

HPAS means the home purchase assistance scheme.

HPSEA means the home purchase or sale expenses allowance.

5 Subsection 7.1.15.4

Repeal the subsection.

6 Section 7.2.1

Repeal the section.

7 Section 7.2.4

Repeal the section, substitute:

7.2.1 Simplified outline of Part 2

This Part provides when a member's home is considered to be a suitable own home.

If a member or any of their recognised family owns a home in the member's housing benefit location or family benefit location, and the home is considered suitable, access to other forms of housing assistance under this Chapter may be limited.

There are various factors which will determine if the home is considered suitable.

There are circumstances when a member's suitable own home will become unsuitable (Division 2 and 3). In this case, there are other forms of housing assistance that can be accessed under Chapter 7.

8 Section 7.2.10

Repeal the section.

9 Section 7.2.14

Repeal the section.

10 Section 7.3.1

Repeal the section, substitute:

Division 1A: General provisions

7.3.1 Simplified outline of Part 3

This Part provides members and their resident family assistance to purchase or sell a home while the member is posted within Australia.

There are two forms of assistance provided under this Part:

- HPAS (see Division 1) – A one-off payment to assist with the purchase of a home. This payment is payable once only. To access this payment the home that is purchased must be lived in and located in either the member's current or next housing benefit location or family benefit location.
- HPSEA (see Divisions 2 and 3) – A reimbursement for costs associated with selling a home and purchasing another home that will be lived in by the member or their resident family in either the members next housing benefit location or family benefit location. There are no limits to the number of times HPSEA can be used.

A member who purchases their first home under HPAS then enters into the sell-purchase-sell home ownership cycle when they go to sell it. Each time they purchase or sell another home on a posting, they can be reimbursed the reasonable costs involved.

While time limits do apply to the sell-purchase-sell cycle, this does not mean that a home must be sold or purchased following each of the member's postings. It remains the member's choice if they sell and buy, however continued eligibility is dependent on a member maintaining the cycle of sell-purchase-sell.

The time limits applied to the sell-purchase-sell cycle will be paused in certain circumstances, such as when the member is posted to an overseas posting location, or to a location where they are required to live in a Service residence or living-in accommodation (see section 7.3.23).

A home purchased under one of these schemes is likely to be considered a suitable own home under Part 2 of this Chapter.

11 Section 7.3.8

Repeal the section.

12 Section 7.3.16

Repeal the section.

13 Section 7.4.1

Repeal the section, substitute:

Division 1: General provisions

7.4.1 Simplified outline of Part 4

This Part provides members with living-in accommodation, which is a barracks-style accommodation that is usually offered on base.

Living-in accommodation is an accommodation option available to members when they are traveling for duty purposes, undertaking training courses or when operational reasons require them to stay on base (see Division 2).

Members can also choose to stay in living-in accommodation when they have no resident family or recognised other persons living with them in their housing benefit location (see Division 2).

Members who occupy living-in accommodation do so under a licence to live in. A licence to live in provides the conditions imposed upon members while occupying this kind of accommodation. For a member who occupies living-in accommodation onshore, Annex 7.4.A applies. For a member who lives on board a seagoing vessel or nuship, section 7.4.42 applies.

There are various factors that will determine the level of living-in accommodation that is suitable for a member and whether they will be required to share the accommodation with other members (see Division 3).

Generally, members occupying living-in accommodation are required to pay a contribution (see Division 4). The reason a member is occupying living-in accommodation will determine if the member needs to pay a contribution towards the accommodation or not (see Division 5). Rates of contribution are found in Annex 7.4.B.

There are specific provisions that apply to a member who is posted to a seagoing vessel or nuship and chooses to live on board (see Division 6). A member's personal circumstances will determine if they are required to make a contribution towards their accommodation and meals while living on board.

14 Section 7.4.37

Repeal the section.

15 Section 7.5.1

Repeal the section, substitute:

7.5.1 Simplified outline of Part 5

This Part provides temporary accommodation allowance to members to support them, or a person in their household, when the need to occupy temporary accommodation arises. Temporary accommodation allowance is provided when other accommodation is unable to be accessed. It assists with the costs associated with alternative accommodation as well as certain other costs, such as meals.

Temporary accommodation may be required for various reasons, including as part of a removal, when suitable accommodation is not available, or in an emergency under the SAFE scheme.

The SAFE scheme provides emergency assistance for persons who cannot remain in their home due to a domestic crisis, whether actual or threatened.

There are a number of different kinds of temporary accommodation available (see Division 2). The kind of temporary accommodation used and the period that it is occupied (see Division 3) will determine the rate of temporary accommodation allowance (see Division 4) and the contribution required to be paid towards the cost of the accommodation by the member (see Division 5 and Annex 7.F).

16 Section 7.5.28

Repeal the section.

17 Section 7.6.1

Repeal the section, substitute:

7.6.1 Simplified outline of Part 6

This Part provides subsidised housing for members and their families to live in.

Service residences and rent band choice homes are types of housing that are designed to be occupied by members who have resident family and recognised other persons. However, surplus Service residences that are not needed for members with families can be occupied and shared by members who do not live with any resident family or recognised other persons (see Division 7).

Service residences are generally located in specific areas near the location the member is posted. In some areas, the demand for Service residences is high, so members may need to access other types of housing, such as renting a home in the private rental market and receiving rent allowance (see Part 8 of this Chapter).

For a Service residence to be suitable it must meet certain standards (see Division 3). If a member is looking to live in a different standard of housing, they have access to another type of housing called rent band choice (see Division 2).

Rent band choice homes allow members to choose a residence that better suits their lifestyle. This type of housing allows the member to choose to occupy a home that does not meet the minimum standard for a Service residence, however is likely situated in a more attractive location (see Division 5).

A rent band choice home still needs to meet certain requirements.

When a member or their resident family occupies a Service residence or rent band choice home, the member is required to pay a contribution towards the cost of living there. The amount the member contributes depends on a number of factors (see Division 8 and Annex 7.A).

Some members are required to live in specific Service residences, these are called appointment, tied or assigned residences (see Division 6). A member who lives in this kind of accommodation is required to pay a contribution, depending on their personal circumstances.

18 Section 7.6.18

Repeal the section.

19 Section 7.7.1

Repeal the section, substitute:

7.7.1 Simplified outline of Part 7

This Part provides Member Choice Accommodation, which is a type of accommodation provided as an alternative to living-in accommodation or rent allowance for members who have no resident family or only unaccompanied resident family.

To be able to access Member Choice Accommodation a member must be eligible for rent allowance. Members who have accompanied resident family or have been approved a transition location agreement cannot access this type of accommodation (see Division 1).

Members may share Member Choice Accommodation with other members who are also eligible for this type of accommodation. However, if a member's circumstances change (e.g. they gain a Defence recognised partner) they may be required to relocate to another form of accommodation (see Division 1).

Contributions towards Member Choice Accommodation (see Division 3) are based on a member's rank, living arrangements and rent ceiling (see Division 2).

20 Section 7.8.2

Repeal the section, substitute:

7.8.1 Simplified outline of Part 8

This Part provides members with rent allowance which is a type of housing assistance that helps with the costs of renting in the private housing market and supports members who do not have a suitable own home in their housing benefit location or family benefit location. To access rent allowance, members must apply in writing through Defence Housing Australia (see Division 1).

The amount a member receives for rent allowance (see Division 4) is based on their accommodation needs, the location the housing is required, their family circumstances and their living arrangements. Rent allowance is calculated based on the lower of the actual rent paid or the approved rent ceiling (see Division 2 and Annex 7.E), with specific rules for members who are sharing homes, have house sitters, are subletting, or are employing resident child carers.

Members must report changes, such as new residents or subletting arrangements and change in rank or rank group, to Defence Housing Australia so their rent allowance can be adjusted (see Division 4).

Members eligible for rent allowance must contribute towards their rent based on their circumstances (see Division 3 and Annex 7.D). Factors like family circumstances, sharing arrangements, and specific conditions, such as flexible service determinations, postings to seagoing vessels or submarines may change the amount a member is required to contribute.

A member's eligibility for rent allowance ends when they move to other suitable accommodation, such as purchasing a suitable home, accepting a Service residence or moving into living-in accommodation (see Division 5).

Members who are eligible for rent allowance can also apply for assistance with other costs such as rental bonds, rent in advance, and utility deposits (see Division 6).

21 Section 7.8.8

Repeal the section.

22 Before Division 1 of Part 9 to Chapter 7

Insert:

Division 1A: General Provisions

7.9.1 Simplified outline of Part 9

This Part provides when a member is required to pay for a meal if they eat in a mess and the circumstances in which a member is able to receive food allowance.

When a member eats a meal in a mess, they are generally required to make a contribution towards the cost of that meal. In some circumstances, members may be able to receive meals at no cost (see Division 1).

If a member eats in a mess, they are generally required to pay the casual meal charge unless:

- They are paying a fortnightly meal charge.
- They have unaccompanied resident family.
- They are living under field conditions.

The rates for casual meals are provided under Division 1, with specific rates provided for breakfast, lunch, and dinner.

Members who have unaccompanied resident family and are not paying the fortnightly meal charge may be eligible to receive food allowance to cover food costs (see Division 2).

Rates for food allowance will depend on whether the member is under a flexible service determination or not. Members become ineligible for food allowance during periods when meals are provided as well as during specific types of leave (see Division 2).

23 Section 7.9.3

Repeal the section.

24 Section 7.9.9

Repeal the section.

25 Before section 7.10.3

Insert:

7.10.1 Simplified outline of Part 10

This Part provides utilities assistance to members to help manage the costs of maintaining two households due to the nature of their service.

Depending on who a member lives with and the type of accommodation they occupy, some members are able to claim a portion of their utility costs back each fortnight (see Division 1).

If a member is living in a tied residence or in living-in accommodation, they are required to contribute towards energy costs each fortnight (see Division 2). There are some exceptions to this.

Members occupying Service residences are eligible for advances on utility connection deposits, this includes members who are sharing (see Division 3). Evidence is required to verify the use of advances, and any unused funds must be repaid.

26

Section 7.11.1

Repeal the subsection, substitute:

7.11.1

Simplified outline of Part 11

This Part provides evacuation assistance for members and their families who occupy service accommodation on a Defence establishment if the establishment is evacuated due to an actual or imminent emergency.

Evacuation assistance includes:

- If the member occupies a Service residence — the reasonable costs of accommodation for the member and any family that also occupied the accommodation with the member prior to evacuation.
- If the member occupies living-in accommodation — temporary accommodation at another Defence establishment or the reasonable costs of other accommodation.
- Reimbursement of meal costs during the evacuation period. If the member has resident family, these costs are based on the location and age of the family members.
- Vehicle allowance if the member is required to travel more than 50 km to the other accommodation.
- Reimbursement of reasonable additional costs associated with the need to evacuate.
- Schedule 1—Miscellaneous amendments
- Defence Determination 2016/19, Conditions of service

Schedule 4—Overseas conditions amendments

Defence Determination 2016/19, Conditions of service

1 Annex 12.3.B (table item 59)

Repeal the item, substitute:

59.	- Jacksonville, Florida and the Florida Panhandle Region	Jacksonville
59A.	- Florida, excluding Jacksonville and the Florida Panhandle Region	Tampa

2 Annex 12.3.B (table item 64 column A)

After “Maryland”, insert “(excluding those counties in the Washington DC Metropolitan Region)”.

3 Annex 12.3.B (table item 68A)

Repeal the item.

4 Annex 12.3.B (table item 69A column A)

After “Virginia”, insert “(excluding those counties and cities in the Washington DC Metropolitan Region)”.

5 Annex 12.3.B (table item 69B)

Repeal the item, substitute:

69B.	- Washington DC Metropolitan Region	Washington DC
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6 Subsection 15.8.2.2 (table item 25 column B)

Repeal the cell, substitute:

We/On Palacio Santa Ana, Madrid

7 Annex 16.B (table item 57A column C)

Omit “Warsaw (1)”, substitute “Berlin (1)”.

8 Annex 16.B (after table item 61)

Insert:

62.	Yemen	–	–	–	–	–
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Schedule 5—Miscellaneous (decision maker) amendments

Defence Determination 2016/19, Conditions of service

1 Subsection 9.3.52A.4

Repeal the subsection, substitute:

4. For the purpose of this section, **COVID-19 restrictions** include restrictions that apply in the person's location and in the location of the funeral or memorial service.

2 Amendments of listed provisions—decision maker

In the following sections, omit "a decision maker", substitute "the CDF".

- a. Paragraph 3.2.47AO.b.
- b. Subsection 3.2.47AP.1.
- c. Paragraph 5.11.18.2.b.

3 Amendments of listed provisions—decision maker

In the following sections, omit "decision maker", substitute "CDF".

- a. Section 3.2.47AH (wherever occurring).
- b. Section 3.2.47AI (wherever occurring).
- c. Section 3.2.47AM (wherever occurring).
- d. Subsection 3.2.47AP.2.
- e. Subsection 3.2.47AP.3 (wherever occurring).
- f. Subparagraph 3.4.20.1.b.iii.
- g. Subsection 3.4.20.2.
- h. Paragraph 4.3.4.1.b.
- i. Paragraph 4.3.6.1.
- j. Subsection 5.4.43A.2.
- k. Subsection 5.11.18.3.
- l. Subsection 9.2.26A.2 (wherever occurring).
- m. Subparagraph 9.2.26A.4.ii.
- n. Subsection 9.3.52A.2.
- o. Subsection 14.4.11.3.
- p. Subsection 14A.1.11A.3.

- q. Subparagraph 14A.1.23.2.a.iii.
- r. Subparagraph 15.3.42.1.a.ii.
- s. Subparagraph 15.3.44.1.a.ii.

5 Amendments of listed provisions—repeals

Repeal the following provisions.

- a. Section 3.2.47AC (definition of decision maker).
- b. Subsection 3.4.20.3.
- c. Section 4.3.4 (definition of decision maker).
- d. Subsection 5.4.43A.5 (definition of decision maker).
- e. Subsection 5.11.18.6.
- f. Subsection 9.2.26A.6.
- g. Subsection 14.4.11.4.
- h. Subsection 14A.1.11A.5.
- i. Subsection 14A.1.23.2A.
- j. Section 15.3.38.

Schedule 6—Application and savings amendments

Defence Determination 2016/19 Conditions of service

1 Subdivision 4 of Division 2 of Part 2 of Chapter 1

After subdivision 4, insert:

Subdivision 5: Transitional matters relating to Defence Determination, Conditions of service Amendment Determination (No. 18) 2025

1.2.11 Definition

In this subdivision, **amending determination** means Schedule 1 of Defence Determination, Conditions of service Amendment Determination (No. 18) 2025.

1.2.12 Application – Continuation bonus

If the member's military employment classification changed to J34, J40 or J41 12 months or less before the commencement of Schedule 1 of the amending determination, the following sections apply to the member as though they were in force at the time they were given a military employment classification of J34, J40 or J41.

- a. Section 3.4.12.
- b. Section 3.4.17.

1.2.13 Savings – Continuation bonus

If a member was made an offer of a continuation bonus before the commencement of Schedule 1 of the amending determination, section 3.3.3 and section 3.4.6, as in force immediately before the commencement of the amending determination, apply.

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.

2 Transitional – Post index locations

1. This clause applies to a member who was posted between 31 July 2025 and the commencement of Schedule 4 of this Determination in any of the following post index locations, as amended by items 1 and 5 of Schedule 4 of this Determination.
 - a. Florida.
 - b. Washington DC Metropolitan Region.
2. The member is eligible for benefits provided by the Defence Determination that they would have been eligible for had the changes made to the post index locations under subclause 1 been in effect at the commencement of their duty.
3. The benefits under subclause 2 are reduced by the amount the member received for the same benefits in the same period.