



Defence Determination 2005/3

I, SUSAN JANE PARR, Director General Personnel Policy and Employment Conditions, Defence Personnel Executive, make this Determination under section 58B of the *Defence Act 1903*.

Dated 17 January 2005

S J PARR
Director General
Personnel Policy and Employment Conditions
Defence Personnel Executive

1 Citation

This Determination is Defence Determination 2005/3, Hardship grades and post indexes – review.

2 Commencement

This Determination commences on 27 January 2005.

3 Amendment

Defence Determination 2003/21, Conditions of Service, as amended,¹ is amended as set out in this Determination.

4 Application of price review

The purpose of clauses 4, 5 and 7 is to revise post indexes as a result of a price review conducted in September 2004, in accordance with clause 15.2.8 of Defence Determination 2003/21, Conditions of Service.

5 Annex 15.2.A (Post indexes)

substitute

the Annex set out in Attachment A to this Determination.

6 Part 1 of Annex 16.A (Hardship post conditions of service for specific posting locations), column 5 (Hardship post grade)

Omit the hardship post grade for each location specified in column 1 of the following table, substitute the hardship post grade specified for the location in column 2 of the table.

Column 1 Location	Column 2 Hardship post grade
East Timor – Dili	F
Marshall Islands	D
Micronesia	E

7 Part 2 of Annex 16.A (Other hardship posts that attract extra leave only), column 4 (Hardship post grade)

Omit the hardship post grade for each location specified in column 1 of the following table, substitute the hardship post grade specified for the location in column 2 of the table.

Column 1 Location	Column 2 Hardship post grade
Gaza Strip	F
Iran	F
Nepal	F

8 Transitional – post indexes

1. For the purpose of this clause, a post index listed as a number below 100.00 in the table at Attachment B is to be taken to be 100.00.
2. If a member:
 - a. was on a long-term posting at a location listed in column 1 during a period listed for column 2, 3 or 4 of the table in Attachment B; and
 - b. the application of a revised post index in the table for the corresponding period would have resulted in the member's entitlement to an overseas living allowance exceeding the amount of overseas living allowance previously paid for that period,then the member is entitled to an amount of additional overseas living allowance equal to the amount of the excess.
3. If applying a revised post index in the table to a member would reduce the member's previous entitlement to overseas living allowance, then the member's previous entitlement continues to apply, unchanged by the table.

9 Transitional – hardship post grades

1. If Annex 16.A, as amended by this Determination, had applied for the period between 23 September 2004 and 27 January 2005 and would have resulted in a member's entitlement to hardship allowance exceeding the amount of hardship allowance previously paid for that period, the member is entitled to an amount of additional hardship allowance equal to the amount of the excess.
2. For all other members, the amount of entitlement for the period between 23 September 2004 and 27 January 2005 is not affected by this Determination.

NOTE

1. Defence Determination 2003/21, as amended to date. For previous amendments see Note to Defence Determination 2005/1 and see also Defence Determinations 2005/1 and 2.

ATTACHMENT A

Annex 15.2.A: Post indexes

Column 1 Posting location	Column 2 Applied index	Column 3 Published index
BAHRAIN	100.0	85.5
BELGIUM	127.9	127.9
CAMBODIA	100.0	85.7
CANADA British Columbia	115.6	115.6
CANADA Ontario	118.5	118.5
CANADA Other	108.0	108.0
CHINA	101.3	101.3
COOK ISLANDS	140.9	140.9
EAST TIMOR	107.4	107.4
EGYPT	100.0	63.3
FIJI	100.0	87.7
FRANCE Paris	140.1	140.1
FRANCE Other	132.7	132.7
GERMANY	135.7	135.7
INDIA	100.0	71.5
INDONESIA	100.0	84.6
IRAQ	100.0	0.00 [Note: no price data is available for this locality.]
ISRAEL	113.5	113.5
ITALY	133.9	133.9
JAPAN	179.9	179.9
JORDAN	100.0	96.3
KIRIBATI	127.0	127.0
KOREA	143.8	143.8
KUWAIT	100.0	93.1
LEBANON	102.0	102.0
MALAYSIA	100.0	68.5
MARSHALL ISLANDS	114.0	114.0
MICRONESIA	108.3	108.3
NETHERLANDS	131.2	131.2
NEW ZEALAND Wellington	116.8	116.8
NEW ZEALAND Auckland	110.3	110.3
NEW ZEALAND Other	111.7	111.7
PAKISTAN	100.0	64.3
PALAU	164.4	164.4
PAPUA NEW GUINEA	102.6	102.6
PHILIPPINES	100.0	58.8
SAMOA	104.8	104.8
SAUDI ARABIA	100.0	79.9
SINGAPORE	104.9	104.9
SOLOMON ISLANDS	100.9	100.9
SPAIN	117.1	117.1
SWEDEN	142.5	142.5
SYRIA	100.0	85.4
THAILAND	100.0	70.2
TONGA	103.2	103.2
TUVALU	148.3	148.3

Column 1 Posting location	Column 2 Applied index	Column 3 Published index
United Arab Emirates	100.0	92.7
UK London	148.2	148.2
UK Other	126.9	126.9
USA Alaska	127.0	127.0
USA California	113.5	113.5
USA Colorado	104.3	104.3
USA Connecticut/Rhode Island	109.1	109.1
USA Florida	108.0	108.0
USA Georgia	102.1	102.1
USA Illinois	116.0	116.0
USA Hawaii	127.8	127.8
USA Manhattan	127.5	127.5
USA Maryland/Virginia, including Washington DC	117.8	117.8
USA Massachusetts	113.3	113.3
USA Missouri	114.5	114.5
USA New York State, excluding Manhattan	120.1	120.1
USA Texas	100.6	100.6
USA Washington State	111.5	111.5
USA Other	104.2	104.2
VANUATU	137.0	137.0
VIETNAM	100.0	69.5

ATTACHMENT B

APPLICATION OF REVIEW DATA TO POST INDEXES

Column 1	Column 2	Column 3	Column 4	Column 5
POSTING LOCALITY	23 Sep 2004 to 03 Nov 2004	04 Nov 2004 to 01 Dec 2004	02 Dec 2004 to 29 Dec 2004	30 Dec 2004 to 26 Jan 2005
BAHRAIN	92.1	88.5	85.5	85.5
BELGIUM	126.8	126.8	126.8	126.8
CAMBODIA	95.1	91.4	88.3	86.5
CANADA British Columbia	118.0	118.0	118.0	118.0
CANADA Ontario	120.9	120.9	120.9	120.9
CANADA Other	110.1	110.1	110.1	110.1
CHINA	112.4	108.0	104.4	102.3
COOK ISLANDS	142.3	142.3	139.2	139.2
EAST TIMOR	119.2	114.5	110.7	108.5
EGYPT	69.9	66.9	64.8	63.3
FIJI	90.6	88.3	87.7	87.7
FRANCE Paris	138.9	138.9	138.9	138.9
FRANCE Other	131.5	131.5	131.5	131.5
GERMANY	134.5	134.5	134.5	134.5
INDIA	75.2	73.1	71.5	71.5
INDONESIA	94.0	94.0	89.3	87.7
IRAQ	100.0	100.0	100.0	100.0
ISRAEL	119.9	117.2	113.9	113.5
ITALY	132.7	132.7	132.7	132.7
JAPAN	187.3	179.9	179.9	179.9
JORDAN	106.9	102.7	99.3	97.2
KIRIBATI	127.0	127.0	127.0	127.0
KOREA	143.4	138.2	138.2	143.6
KUWAIT	103.3	99.3	95.9	94.0
LEBANON	112.0	107.7	104.0	102.0
MALAYSIA	76.0	73.0	70.6	69.1
MARSHALL ISLANDS	126.6	121.6	117.5	115.1
MICRONESIA	120.3	115.5	111.7	109.4
NETHERLANDS	130.0	127.8	127.8	127.8
NEW ZEALAND Wellington	118.0	118.0	115.4	115.4
NEW ZEALAND Auckland	111.4	111.4	109.0	109.0
NEW ZEALAND Other	112.8	112.8	110.3	110.3
PAKISTAN	71.5	68.0	64.8	64.3
PALAU	182.4	175.3	169.4	166.0
PAPUA NEW GUINEA	112.8	106.3	103.3	102.6
PHILIPPINES	64.7	61.8	59.7	58.8
SAMOA	109.8	106.8	105.6	104.8
SAUDI ARABIA	87.8	84.4	81.6	79.9
SINGAPORE	107.4	104.9	104.9	104.9
SOLOMON ISLANDS	107.6	104.4	100.9	100.9
SPAIN	116.1	116.1	116.1	116.1
SWEDEN	139.4	139.4	139.4	143.4
SYRAI	95.2	90.7	87.0	85.4
THAILAND	74.4	71.9	70.2	70.2
TONGA	110.2	105.8	102.8	103.2
TUVALU	148.3	148.3	148.3	148.3

Column 1	Column 2	Column 3	Column 4	Column 5
POSTING LOCALITY	23 Sep 2004 to 03 Nov 2004	04 Nov 2004 to 01 Dec 2004	02 Dec 2004 to 29 Dec 2004	30 Dec 2004 to 26 Jan 2005
UNITED ARAB EMIRATES	102.9	98.9	95.5	93.6
UK London	155.2	148.9	148.2	148.2
UK Other	132.9	127.5	126.9	126.9
USA Alaska	141.0	135.5	130.9	128.3
USA California	126.0	121.1	117.0	114.6
USA Colorado	115.8	111.3	107.5	105.4
USA Connecticut/Rhode Is	121.1	116.4	112.5	110.2
USA Florida	119.9	115.2	111.3	109.1
USA Georgia	113.1	108.9	105.2	103.1
USA Illinois	128.7	123.7	119.5	117.1
USA Hawaii	141.8	136.3	131.7	129.0
USA Manhattan	141.5	136.0	131.4	128.7
USA Maryland/Virginia, including Washington DC	130.7	125.6	121.4	118.9
USA Massachusetts	125.8	120.9	116.8	114.5
USA Missouri	127.1	122.1	118.0	115.7
USA New York State, excluding Manhattan	133.3	128.1	123.8	121.3
USA Texas	111.7	107.3	103.7	101.6
USA Washington State	123.7	118.9	114.9	112.6
USA Other	115.6	111.1	107.3	105.2
VANUATU	141.0	138.1	137.0	137.0
VIETNAM	77.2	74.2	71.8	70.2

EXPLANATORY STATEMENT

Defence Determination 2005/3

This Determination amends Defence Determination 2003/21, Conditions of Service (the Principal Determination), made under section 58B of the *Defence Act 1903* (the Act). Chapter 15 of the Principal Determination deals with overseas living allowances for members of the ADF on long-term posting overseas. Chapter 16 of the Principal Determination sets out provisions dealing with assistance for members of the Australian Defence Force (ADF) at overseas hardship posts.

This Determination has two purposes.

- The first is to implement revised post indexes which apply to overseas locations where ADF members are serving.
- The second is to revise the hardship post grades of certain localities in the Middle East, Asia and the Pacific. These grades establish the annual rate of hardship allowance payable to members performing duty at hardship locations and other difficult locations. The revised grades take account of a survey of living conditions at the locations concerned.

Clause 1 of this Determination sets out the manner in which this Determination may be cited.

Clause 2 of this Determination provides that the Determination commences on 27 January 2005.

Clause 3 specifies that the amendment is made to the Principal Determination, as amended.

Clause 4 explains the purpose of clauses 4, 5 and 7, which together amend the post indexes in Part 2 of Chapter 15 of the Principal Determination. The post indexes are used to calculate the amount of overseas living allowance a member of the ADF is to be paid during a long-term posting overseas.

The post indexes are worked out from local prices surveyed in September 2004 by the data service provider. An individual post index may subsequently be varied as a result of exchange rate movements. This Determination implements a series of variations that have been calculated for the purposes of paragraph 15.2.8 of the Principal Determination, using the price review data effective on and from 23 September 2004.

Clause 5 substitutes a new Annex 15.2.A into the Principal Determination. It amends the post indexes and incorporates adjustments made following the half-yearly price review. Applying this special review data enables the post indexes to more accurately reflect the cost of living at that posting location and takes into account movements in the exchange rate. This process results in a closer relationship between members' allowances and the actual economic conditions at their posting location.

The majority of post indexes have remained static with these exceptions:

- An increase will apply to the Cook Islands, East Timor, France, Germany, Italy, Korea, Lebanon, Micronesia, New Zealand, Papua New Guinea, Samoa, Singapore, Solomon Islands, Spain, Tonga, Tuvalu, Hawaii, and Vanuatu.
- A decrease will apply for Belgium, Canada, China, Israel, Japan, Kiribati, Marshall Islands, Netherlands, Palau, Sweden, UK, and USA (excluding Hawaii).

Clauses 6 and 7 substitute revised hardship post grades. The grades for East Timor (Dili), the Gaza Strip, Iran, Micronesia and Nepal are increased by one level, whereas the grade for the Marshall Islands is reduced by one level.

Transitional arrangements have been included in clauses 8 and 9 of this Determination. They make provision for no detriment to members. A reduction in a post index or hardship grading will therefore affect a member's entitlement to allowances prospectively only.

Clause 8 makes provision that a member may be paid any increase in overseas living allowance from 23 September 2004. Attachment B provides a list of post indexes for each fortnightly period from that date.

Clause 9 inserts a transitional provision that provides for members who are affected by a increase in the hardship level in their location to be paid an amount of additional hardship allowance representing the increase from 23 September 2004, the first day of the next pay period following the date of the survey of conditions at the posts.

Authority: Section 58B of the *Defence Act 1903*