



## Defence Determination 2006/5

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 30 January 2006

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

**1 Citation**

This Determination is Defence Determination 2006/5, Army completion bonus scheme, intelligence categories.

**2 Commencement**

This Determination commences on 1 February 2006.

**3 Amendment**

Defence Determination 2005/15, Conditions of Service, as amended,<sup>1</sup> is amended as set out in this Determination.

**4 Paragraph 3.5.49.b (Member this Division applies to)**

*substitute*

- b. The member must be entitled to salary for a pay category described in this table, under Schedule 1 Part B (Army) of DFRT Determination No.6 of 1992, Salaries.

Item	Pay category	Group
1.	Operator Command Support Systems	Group A
2.	Supervisor Engineering Services	
3.	Technician Telecommunication Systems	
4.	Electrician	
5.	Plumber	
6.	Linguist Intelligence Special Duties	Group B
7.	Analyst Intelligence Operations	

**See:** Part 1 Annex 3.1.A, Permanent and Reserve members, Pay group applicable to employment category of member.

**5 Subclause 3.5.51.2 (Offers to join the bonus scheme)**

*substitute*

- 2. Offers to join the bonus scheme may only be made in the period described in this table that applies to the member.

Item	For a member in...	offers may be made...
1.	a Group A pay category	between 1 December 2005 and 31 May 2006 inclusive.
2.	a Group B pay category	between 1 February 2006 and 31 July 2006 inclusive.

**Related Information:** Group A and B pay categories are described in the table in paragraph 3.5.49.b.

**6 Paragraph 3.5.52.1.a (Acceptance)**

*substitute*

- a. Signing the relevant acceptance form.
  - i. For members in a Group A pay category, the form is at Part B of Annex 3.5.G.
  - ii. For members in a Group B pay category, the form is at Part B of Annex 3.5.H.

**7 Paragraph 3.5.52.1.b (Acceptance), table**

*substitute*

Item	For a member in...	if the offer was made during the period...	the form must be received by...
1.	a Group A pay category	1 December 2005 to 28 February 2006	31 May 2006.
		1 March 2006 or later	three months after the date of the offer.
2.	a Group B pay category	1 February 2006 to 31 July 2006	31 October 2006.
		1 August 2006 or later	three months after the date of the offer.

**Related Information:** Group A and B pay categories are described in the table in paragraph 3.5.49.b.

**8 Annex 3.5.G (Application for the Army completion bonus scheme – various pay categories), title only**

*substitute*

**Annex 3.5.G Application for the Army completion bonus scheme – various pay categories, Group A pay category**

**9 Annex 3.5.G (Application for the Army completion bonus scheme – various pay categories, Group A pay category)**

*add at the end*

the Annex set out in the Attachment

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**NOTE**

1. Defence Determination 2005/15, as amended to date. For previous amendments see Defence Determinations 2006/1, 2, 3 and 4. Certain provisions of the Determination have been modified by Determination No. 5 of 2005, made under section 58H of the *Defence Act 1903*.

**ATTACHMENT**

## Annex 3.5.H Application for the Army completion bonus scheme – various pay categories, Group B pay category

See: Chapter 3 Part 5 Division 7

### Part A: ADF Offer

Under Chapter 3 Part 5 Division 7 of Defence Determination 2005/15, Conditions of Service, made under section 58B of the *Defence Act 1903* (the Determination), I am authorised to offer you entry to the Army attraction and completion bonus scheme, various pay categories. As a member of the scheme you may be paid a \$10,000 commitment payment and a \$ ..... completion bonus.

In accepting the offer, you are agreeing to serve for four years.

The scheme has these features.

1.	You will serve in the Regular Army until you complete four years of further effective service.
2.	The amount of bonus you are paid depends on your rank, outlined in the Determination.
3.	On joining, you will be paid the commitment payment.
4.	If you leave the Regular Army, choose to leave the scheme or leave your trade category in the first year you will have to repay your whole commitment payment. You will not have to repay if you become permanently medically unfit for duty or die.
5.	When you complete four years of further effective service/the period of the offer you will be paid the completion bonus. In limited circumstances there may be a chance to be paid a part payment if you leave before that date.
6.	You may elect to pay both payments into a superannuation fund. A form is provided at Part C.
7.	If you wish to accept this offer you must sign and return the form at Part B by 31 October 2006, or three months after the date of the offer.

If you have periods that are not effective service, the period you must serve may be extended. "Effective service" is defined as continuous full time service which is paid. It does not include these periods.

Activity	Effect
Part time leave without pay	The unpaid component of a part-time leave without pay working pattern will reduce your yearly bonus. Will extend the period of time you must serve.
Unpaid leave for 21 calendar days or more	
Absence without leave	
Imprisonment, detention or suspension from duty without pay	
Periods that are not unrestricted service.	
Leave at half pay	Half the period of the leave will extend the period you must serve.
An undertaking for further service, under the <i>Military Superannuation and Benefits Act 1991</i> or another arrangement.	This period is not effective service, and will extend the period of time you must serve.
A period when you are discharging another return of service obligation. There are limited exceptions.	

Full details of the scheme are contained in Chapter 3 Part 5 Division 7 of Defence Determination 2005/15, Conditions of Service.

All members are strongly advised to seek independent legal and financial advice when making this decision. ADF members are not qualified to provide this advice.

This offer, and the related parts of Defence Determination 2005/15, are the whole agreement between us about the nature of this scheme. It overrides any other prior understanding or agreement about the scheme. This would include, for instance, things you may have been told about the scheme or things you may have read elsewhere.

.....  
(for and on behalf of  
the Chief of the Defence Force)

Printed name.....

Rank.....

Date.....

**Part B: Acknowledgment and undertaking to serve form**

I, .....  
(Rank) (Name) (Service number)

accept the offer to join the Army attraction and completion bonus scheme, various pay categories.

I agree to serve for four years.

I acknowledge that the provisions of Chapter 3 Part 5 Division 7 of Defence Determination 2005/15, Conditions of Service, have been brought to my notice.

I acknowledge that the required period of effective service will be suspended during any periods that are not effective service as defined in the Determination.

I acknowledge that I will be required to repay the commitment payment in the circumstances outlined in the Determination.

I have/have not\* sought independent legal advice in relation to this undertaking.  
I have/have not\* sought independent financial advice in relation to this undertaking.

Dated this day of 200

\_\_\_\_\_  
Signed Printed name  
\_\_\_\_\_  
Signed (witness) Printed name (witness)

Address \_\_\_\_\_  
\_\_\_\_\_

Occupation \_\_\_\_\_

Date \_\_\_\_\_

I approve this application under Chapter 3 Part 5 Division 7 of Defence Determination 2005/15, Conditions of Service.

\_\_\_\_\_  
Authorised person  
for and on behalf of  
the Chief of the Defence Force



Superannuation fund nomination

*This section must be completed if either option two or three has been selected. It is the member's responsibility to supply superannuation fund details.*

I nominate this Eligible Choice Fund for payment.

Fund name .....

Account number.....

Dated this                      day of                      200

\_\_\_\_\_  
Signature of member

\_\_\_\_\_  
Witness

Name (printed) \_\_\_\_\_

Address \_\_\_\_\_

Occupation \_\_\_\_\_

Date \_\_\_\_\_

Send the completed forms to:

Soldier Career Management Agency  
PO Box 225  
QUEENSCLIFF  
VIC 3225

# EXPLANATORY STATEMENT

## Defence Determination 2006/5

This Determination amends Defence Determination 2005/15, Conditions of Service (the Principal Determination), made under section 58B of the *Defence Act 1903* (the Act). Chapter 3 of the Principal Determination sets out provisions dealing with salaries and bonuses for members of the Australian Defence Force (ADF).

The purpose of this Determination is to include members in two intelligence pay categories in the list of those eligible for payments under the Army completion bonus scheme.

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 1 February 2006, the first day that offers may be made to members in the new categories.

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

Clause 4 amends paragraph 3.5.49.b of the Principal Determination, which sets out members the scheme applies to. Two new pay categories have been added, and the pay categories have been sorted into Group A and Group B. Group A categories are those that were prescribed before this Determination, and Group B categories are the two new intelligence categories. This clause also corrects a typographical error in the Principal Determination.

Clause 5 amends subclause 3.5.51.2 of the Principal Determination. The new subclause provides dates on which offers to join the bonus scheme may be made. The dates for Group A categories remain unchanged, and new dates are inserted for Group B categories.

Clause 6 amends paragraph 3.5.52.1.a of the Principal Determination. This paragraph prescribes forms that must be used to accept an offer to join the scheme. The form for Group A categories remains unchanged, and a new form is prescribed for members in Group B categories.

Clause 7 amends paragraph 3.5.52.1.b of the Principal Determination. The table in this paragraph provides dates by which members must return their acceptance forms, for their election to join the scheme to be valid. The dates for Group A categories remain unchanged, and new dates are inserted for Group B categories. The first, prescriptive, dates relate to the initial offers. For future offers member have up to three months from the date of offer to accept it.

Clause 8 renames Annex 3.5.G of the Principal Determination. The revised title now makes clear that the application form only applies to members in Group A categories.

Clause 9 inserts a new Annex 3.5.H into the Principal Determination, Application for the Army completion bonus scheme – various pay categories, Group B pay category. This Annex contains a suite of forms for the administration of the scheme, for members in Group B categories.

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