

ADF Pay and Conditions Manual – Version 2

AL14 (December 2011)

The Pay and Conditions web sites are continuously updated with changes to the ADF Pay and Conditions Manual – Version 2 (PACMAN). Readers should regularly check the “What’s New” page for recent changes.

- DEFWEB – <http://intranet.defence.gov.au/pac>
- Internet – <http://www.defence.gov.au/dpe/pac>

Amendments are available online within three working days of the amendment being signed. You can find the amendments on the home page of the above websites.

If you have any questions regarding the PACMAN, contact us at PACMAN@defence.gov.au. To allow us to quickly assist you, please provide as much detail as possible.

This amendment includes changes made to determinations and administrative guidance on pay and conditions of service for members of the Australian Defence Force. The major changes are:

- amendment to medical officers salary – wef 7 December 2011 – Chapter 3 Part 1 Part B Division 3;
- amendment to senior officer remuneration arrangement 2011-14 – Chapter 3 Part 1 Part B Division 1, Schedule B.1, Schedule B.16 and Schedule B.17;
- changes to officer pay grades – wef 28 November 2011 – Chapter 3 Part 1 Schedule B.2;
- changes to other rank pay grades – wef 28 November and 10 November 2011 – Chapter 3 Part 1 Schedule B.11;
- amendment to Reserve annual health declaration – wef 1 December 2011 – Chapter 4 Part 8 Division 7;
- revised cadet forces allowance rates – wef 8 December 2011 – Chapter 4 Part 8 Annex 4.8.C.

Amendments are authorised under sections 58B and 58H of the *Defence Act 1903*, the *Defence Enterprise Collective Agreement 2009* (DECA), and Instruments of Authorisation made by the CDF, Secretary and the Service Chiefs.

All care is taken in maintaining the accuracy of the information in this manual. However, the limited numbers of paper copies only incorporate the legislation and administrative guidance in effect up to 16 December 2011.

To obtain the date of effect and an explanation of changes to the determinations, see Part 6 ‘Clause Notes’ of the PACMATE. If you have any questions regarding the use of the clause notes please contact the Directorate of Conditions Information and Policy Services through PACMAN@defence.gov.au.

Amendments to the ADF Pay and Conditions Manual – Version 2 (PACMAN) are made under the authority of the CDF.

M BEAR
A/Director Conditions Information and Policy Services
Personnel Policy and Employment Conditions Branch
People Strategies and Policy Group

15 December 2011

1. Amend PACMATE, Volume 1, Volume 2 and the Overseas Conditions of Service Volume by removing and/or inserting the following pages:

PACMATE

	Remove	Insert
Part 1 – PACMATE Contacts	Pages 1 to 4	Pages 1 to 4
Part 3 – Tax Alerts Annex 3.B	Page 31/32 Pages 35 to 38	Page 31/32 Pages 35 to 38
Part 6 – Clause notes Annex 6.A	Page 23/24 Page 51/52 Page 55/56	Page 23/24 Page 51/52 Page 55/56
Part 6 – Clause notes Annex 6.B	Pages 3 to 6	Pages 3 to 6

Volume 1

	Remove	Insert
Chapter 3 – Part 1 Part B Division 1	Page 1/2	Page 1/2
Chapter 3 – Part 1 Part B Division 3	Pages 3 to 6	Pages 3 to 6
Chapter 3 – Part 1 Clause notes	Pages 1 to 4	Pages 1 to 4
Chapter 3 – Part 1 Schedule B.1	Page 1/2	Page 1/2
Chapter 3 – Part 1 Schedule B.2 Part 2	Page 9/10	Page 9/10
Chapter 3 – Part 1 Schedule B.11 Part 1	Pages 9 to 12	Pages 9 to 12
Chapter 3 – Part 1 Schedule B.11 Part 2	Pages 9 to 20 Page 23/24	Pages 9 to 20 Page 23/24
Chapter 3 – Part 1 Schedule B.11 Part 3	Pages 9 to 12	Pages 9 to 12
Chapter 3 – Part 1 Schedule B.16	Page 1/2	Page 1/2
Chapter 3 – Part 1 Schedule B.17	Page 1/2	Page 1/2
Chapter 4 – Contents	Page 13/14	Page 13/14
Chapter 4 – Part 8 Division 7	Pages 1 to 6	Pages 1 to 4
Chapter 4 – Annex 4.8.C	Page 1/2	Page 1/2

Overseas Conditions of Service

	Remove	Insert
Chapter 15 – Part 1 Annex 15.1.A	Pages 1 to 28	Pages 1 to 28
Chapter 17 – Part 4 Division 3	Page 1/2	Page 1/2
Chapter 17 – Part 5 Division 3	Page 1/2	Page 1/2
Chapter 17 – Part 6 Division 3	Page 1/2	Page 1/2
Chapter 17 – Part 7 Division 3	Page 1/2	Page 1/2

2. Please complete the amendment check list at the front of PACMATE.

Part 1: Contacts

[1.1 Advice on conditions of service](#)

[1.2 ...](#)

[1.2A ...](#)

[1.3 Policy Directorates](#)

[1.4 Directorate of Conditions Information and Policy Services](#)

[1.5 Defence Business Services – Fyshwick](#)

[1.6 Defence Pay Accounting Centre, Melbourne](#)

[1.7 Defence Tax Management Office](#)

[1.8 Customer Service Centres](#)

[1.9 ...](#)

[1.10 Defence Housing Australia](#)

[1.11 Toll Transitions](#)

1.1 Advice on conditions of service

1. Advice for administrators on ADF conditions of service is available from the Personnel Policy and Employment Conditions Branch, People Strategies and Policy. Advice is available by emailing pacman@defence.gov.au.
2. Issues about administration or the effect of particular provisions should continue to be referred through administrative channels.
3. Individual members should seek advice from their local administrative unit.

Examples: Customer Service Centre (previously known as shopfront), Military Pay Administration Centre (MPAC), orderly room, ship's office, Defence Service Centre on telephone 1800 333 362 (1800 DEFENCE).

1.2 ...

1.2A ...

1.3 Policy Directorates

1. There are three policy Directorates which are responsible for developing policies relating to ADF pay and conditions.
2. Administrators and individual members should not contact **the two** policy Directorates below. If a more difficult case requires policy clarification, the relevant casework management area will liaise with these Directorates. This table shows the casework management areas.

For ADF conditions of service casework on...	the casework management area is...
service within Australia	the Personnel Policy and Employment Conditions Branch. email: pacman@defence.gov.au
service overseas	the Overseas Administration Team, Melbourne. See: Clause 12.2.2 for contact information.

3. The **Directorate of Military Salaries and Allowances – Policy** deals with these issues.
 - a. ADF workplace relations policy.
 - b. Developing cases on ADF remuneration and presenting them to the DFRT.
 - c. ADF salary policy.
 - d. ADF salary-related allowances policy.
4. The **Directorate of Service Conditions and Housing Policy** deals with these issues.
 - a. Travel.
 - b. Relocation – financial entitlements.
Examples: Pet relocation costs, disturbance allowance.
 - c. Education assistance for members' children.
 - d. Location allowances.
 - e. Leave.
 - f. Service overseas and on deployments.
 - g. Clothing.
 - h. Housing assistance policy.
 - i. Policy on member contributions for meals provided in living-in accommodation.
 - j. Removal policy and related non-financial entitlements.
 - k. Initial home purchase assistance scheme (HPAS).
 - l. Home purchase and sale assistance (HPSEA).

1.4 Directorate of Conditions Information and Policy Services

1. The Directorate of Conditions Information and Policy Services is responsible for the provision of accurate and up-to-date information about pay and conditions. This is achieved through the *ADF Pay and Conditions Manual (PACMAN)* and the *Member's Guide to ADF Pay and Conditions of Service*. This information can be accessed electronically from these sources.
 - a. DEFWEB at <http://intranet.defence.gov.au/pac>
 - b. Internet at www.defence.gov.au/dpe/pac
 - c. ...
2. For information about the PACMAN or Defence Determinations, email pacman@defence.gov.au.

1.5 Defence Business Services – Fyshwick

1. Defence Business Services – Fyshwick (DBS-F) is responsible for providing the following travel and financial services on a national and regional basis.
 - a. International non-business travel and associated allowances for Defence personnel on a national basis.
 - b. Domestic non-business travel and associated allowances on a regional basis (ACT/SNSW only).
 - c. Passport and Visa processing.
 - d. Financial Services, including accounts payable, receivable, debt recovery and purchase order processing on a regional basis (ACT/SNSW only).
2. Contact information for Defence Business Services – Fyshwick is as follows:

Defence Travel Services

Help Line (02) 6266 8111 and follow the prompts to the relevant section (operational between the hours of 0830-1230 and 1330-1700 Monday to Friday).

Defence Business Services – Fyshwick
 Department of Defence
 Attn: the relevant person/section
 F-TS-GF
 Canberra ACT 2600

Financial Services

Help Line (02) 6266 1444 (operational between the hours of 0830-1230 and 1330-1700 Monday to Friday).

Defence Business Services – Fyshwick
 Financial Services
 TUG-1-067
 205 Anketell Street
 Tuggeranong ACT 2900

Additional contacts

Manager Defence Business Services – Fyshwick	(02) 6127 4237	F-TS-GF-51
Senior Team Leader Defence Travel Services	(02) 6127 4238	F-TS-GF-54
Team Leader Financial Services	(02) 6266 1470	TUG-1-067
Supervisor Non-business Travel	(02) 6266 8111	F-TS-GF-27
Supervisor Passport and Visas	(02) 6266 8111	F-TS-GF-42

3. For domestic duty travel for Defence personnel in other regions, see the contact listings in the Defence Support Group Defweb site ('DSG Online').

See: Defence Travel Management (Go to 'Contacts' on the left hand side of the screen.)

1.6 Defence Pay Accounting Centre, Melbourne

1. The Defence Pay Accounting Centre (DEFPAC) manages the ADF pay service and monitors the performance of the pay systems. It also manages the pay accounts of ADF members and helps administrators with pay matters.
2. DEFPAC does not generally handle enquiries for individual members about their own pay. These questions should be referred to local administrators.
3. DEFPAC is part of the Defence Support Group (DSG), National Operations Division. Contact details are on the DSG Defweb site.

See: <http://intranet.defence.gov.au/dsg>

1.7 Defence Tax Management Office

1. The Defence Tax Management Office (DTMO) manages taxation compliance and advice in Defence.
2. See PACMATE [clause 3.7](#) for further information about the DTMO, and how to contact it.

1.8 Customer Service Centres

Customer Service Centres, previously known as shopfronts, are physical places on a base or establishment that offer access to and information about a range of Defence products and services. This includes information and services about pay and conditions of service.

See: <http://intranet.defence.gov.au/dsg>

1.9 ...

Item	Column 1 PACMAN Reference	Column 2 Entitlement	Column 3 FBT applies	Column 4 FBT reporting	Column 5 Taxable income	Column 6 Income tax exemption	Column 7 Other/Notes
163.	Chapter 17 Part 5 Division 2 clause 17.5.18	Other allowances that may be payable during warlike deployments (separation and hardship allowance and travel costs)	N	N	N	Y	
164.	Chapter 17 Part 5 Division 2 clause 17.5.23	Relief out of country travel fare assistance	N	N	N	N	No FBT applies to benefits provided to members on warlike service.
165.	Chapter 17 Part 5 Division 2 clause 17.5.25	Medals	N	N	N	Y	
166.	Chapter 17 Part 5 Division 4 clause 17.5.32	Home loan benefit – extension of the years of subsidy	–	–	–	–	
167.	Chapter 17 Part 6 Division 1 clause 17.6.6	Housing assistance	Y	N	N	N	
168.	Chapter 17 Part 6 Division 2 clause 17.6.10	Deployment allowance	N	N	N	Y	

Item	Column 1 PACMAN Reference	Column 2 Entitlement	Column 3 FBT applies	Column 4 FBT reporting	Column 5 Taxable income	Column 6 Income tax exemption	Column 7 Other/Notes
169.	Chapter 17 Part 6 Division 2 clause 17.6.11	Other allowances that may be payable during non-warlike deployments (separation and hardship allowance and travel costs)	N	N	See notes	See notes	<p>Separation allowance is exempt from income tax.</p> <p>Other allowances may be tax exempt under s23AG of the Income Tax Assessment Act if the member meets the qualifying criteria.</p> <p>Hardship allowance can not be paid at the same time as deployment allowance. If deployment allowance is not payable and the member is in receipt of hardship allowance for a period of deployment (i.e. outside the area of operations but within a recognised hardship location) this allowance may be assessable income dependent on the location.</p> <p>Meals and incidentals paid in accordance with current PACMAN guidelines are tax exempt. However, if these costs exceed the prescribed PACMAN limits then these travel costs may be assessable income. Travel costs may be excluded from member's assessable income if allowance is within reasonable limits and member is expected to incur costs equal to the allowance.</p>
170.	Chapter 17 Part 7 Division 1 clause 17.7.5	Dependants remaining at posting location	Y	N	N	N	Housing assistance is subject to FBT while the member is on non-warlike duty but not reportable.

Item	Column 1 PACMAN Reference	Column 2 Entitlement	Column 3 FBT applies	Column 4 FBT reporting	Column 5 Taxable income	Column 6 Income tax exemption	Column 7 Other/Notes
179.	Chapter 17 Part 7 Division 1 clause 17.7.14	Pre-deployment leave and travel entitlements	N	N	Y	N	
180.	Chapter 17 Part 7 Division 2 clause 17.7.17	Deployment allowance	N	N	N	Y	
181.	Chapter 17 Part 7 Division 2 clause 17.7.18	Other allowances that may be payable (separation and hardship allowance and travel costs)	N	N	See notes	See notes	<p>Separation allowance is exempt from income tax.</p> <p>Other allowances may be tax exempt under s23AG of the Income Tax Assessment Act if the member meets the qualifying criteria.</p> <p>Hardship allowance cannot be paid at the same time as deployment allowance. If deployment allowance is not payable and the member is in receipt of hardship allowance for a period of deployment (ie outside the area of operations but within a recognised hardship location) this allowance may be assessable income dependent on the location.</p> <p>Meals and incidentals paid in accordance with current PACMAN guidelines are tax exempt. However, if these costs exceed the prescribed PACMAN limits then these travel costs may be assessable income. Travel costs may be excluded from member's assessable income if allowance is within reasonable limits and member is expected to incur costs equal to the allowance.</p>
182.	Chapter 17 Part 7 Division 2 clause 17.7.23	Relief out-of- country travel fare assistance	Y	Y	N	N	No FBT on benefits provided to a member who meets the qualifying criteria for section 23AG.

Item	Column 1 PACMAN Reference	Column 2 Entitlement	Column 3 FBT applies	Column 4 FBT reporting	Column 5 Taxable income	Column 6 Income tax exemption	Column 7 Other/Notes
183.	Chapter 17 Part 7 Division 2 clause 17.7.25	Medals	N	N	N	Y	
184.	Chapter 17 Part 9 Division 1	Deployment allowance	N	N	N	Y	
185.	Chapter 17 Part 9 Division 2	East Timor peace enforcement allowance - transitional	N	N	N	Y	<p>Normally subject to income tax. However, tax exempt if the section 23AG exemption from Australian income tax applies or if the member has received a section 23AD certificate to the effect that the member is on eligible operational duty.</p> <p>East Timor's current tax laws impose income tax on employment income. Thus, one of the main criteria for section 23AG exemption is satisfied. However, some ADF members were posted to East Timor as one of Australia's representative staff under UNTAET Regulations.</p> <p>See East Timor tax supplement.</p>
186.	Chapter 17 Part 9 Division 3	International campaign allowance	N	N	N	Y	Tax exempt if earning exempt income under section 23AD or section 23AG. See relevant tax supplement.
187.	Chapter 17 Part 9 Division 4	Civil practice support allowance – Warlike deployments	N	N	N	Y	Tax exempt if earning exempt income under section 23AD. See relevant tax supplement.
		Civil practice support allowance – Non-warlike deployments	N	N	Y	Y	Not tax exempt if earning income under section 23AG. See relevant tax supplement.

Item	Column 1 PACMAN Reference	Column 2 Entitlement	Column 3 FBT applies	Column 4 FBT reporting	Column 5 Taxable income	Column 6 Income tax exemption	Column 7 Other/Notes
188.	Chapter 17 Part 9 Division 5	Non-warlike deployments – additional recreation leave	N	N	N	Y	May be tax exempt if a member meets the qualifying criteria for section 23AG.
189.	Chapter 17 Part 9 Division 6	Relief out-of- country travel fare assistance	Y	Y	N	N	No FBT on benefits provided to a member who meets the qualifying criteria for section 23AG.
190.	Chapter 17 Part 10 Division 1	Operational support allowance [APS only]	N	N	N	Y	May be tax exempt if an employee meets the qualifying criteria for section 23AG.
191.	Chapter 17 Part 10 Division 2	Relief out-of- country travel fare assistance [APS only]	Y	Y	N	N	No FBT on benefits provided to an employee who meets the qualifying criteria for section 23AG.

DEFENCE DETERMINATION 2005/15 – CLAUSE NOTES

Clause	Amendments
4.6.2	Amended by: 2009/75.
4.6.2A	Inserted by: 2009/75.
4.6.3	Amended by: 2008/27. Substituted by: 2009/1 and 75.
4.6.4	Amended by: 2006/19.
4.6.6	Amended by: 2008/21.
4.6.7	Amended by: 2008/21.
4.6.8	Omitted by: 2009/1. Inserted by: 2009/75. Amended by: 2010/46.
4.6.9	Amended by: 2005/28. Omitted by: 2009/1. Inserted by: 2009/75.
4.6.11	Inserted by: 2007/44. Amended by: 2007/49; 2008/33; 2009/1. Omitted by: 2009/21.
4.6A.1	Inserted by: 2009/72.
4.6A.2	Inserted by: 2009/72.
4.6A.3	Inserted by: 2009/72.
4.6A.4	Inserted by: 2009/72.
4.6A.5	Inserted by: 2009/72.
4.7.1	Substituted by: 2010/66.
4.7.2	Amended by: 2010/66.
4.7.5	Substituted by: 2008/27.
4.7.7	Amended by: 2007/31; 2008/27 and 60.
4.7.8	Amended by: 2005/52; 2008/27.
4.7.11	Amended by: 2005/34.
4.7.21	Amended by: 2007/59. Substituted by: 2009/38.
4.7.27	Inserted by: 2010/66.
4.7.28	Inserted by: 2010/66.
4.7.29	Inserted by: 2010/66.
4.7.30	Inserted by: 2010/66.
4.7.31	Inserted by: 2010/66.
4.7.32	Inserted by: 2010/66.

DEFENCE DETERMINATION 2005/15 – CLAUSE NOTES

Clause	Amendments
4.8.2	Amended by: 2006/35.
4.8.3	Substituted by: 2008/45.
4.8.3A	Inserted by: 2007/40.
4.8.5	Amended by: 2006/40 and 41; 2007/40, 64 and 77. Substituted by: 2008/45. Amended by: 2009/56.
4.8.6	Substituted by: 2009/56.
4.8.7	Amended by: 2006/41. Substituted by: 2008/45. Amended by: 2009/56.
4.8.18	Amended by: 2006/34.
4.8.19	Amended by: 2006/34.
4.8.24	Substituted by: 2009/1. Amended by: 2009/17; 2011/14.
4.8.26	Amended by: 2005/35 and 46. Substituted by: 2007/48.
4.8.28A	Inserted by: 2006/44.
4.8.29	Substituted by: 2006/44.
4.8.30	Substituted by: 2006/44. Amended by: 2006/56; 2008/27 and 32; 2009/50; 2010/65.
4.8.30A	Inserted by: 2006/44. Amended by: 2006/56; 2008/27. Substituted by: 2010/65.
4.8.32	Inserted by: 2006/35.
4.8.33	Inserted by: 2006/35. Amended by: 2006/75; 2011/51.
4.8.34	Inserted by: 2006/35. Amended by: 2006/47.
4.8.35	Inserted by: 2006/75. Amended by: 2007/31. Substituted by: 2011/51.
4.8.36	Inserted by: 2006/75. Omitted by: 2011/51.
Annex 4.8.A	Inserted by: 2006/35.
Annex 4.8.B	Inserted by: 2006/75.
Annex 4.8.C	Inserted by: 2010/65. Substituted by: 2011/52.
4.9.3	Amended by: 2006/35.
4.9.4	Amended by: 2005/17; 2006/12, 35 and 68; 2007/50; 2008/19; 2009/6.

DEFENCE DETERMINATION 2005/15 – CLAUSE NOTES

Clause	Amendments
14.2.6A	Inserted by: 2008/34.
14.2.6B	Inserted by: 2008/34. Amended by: 2008/48.
14.2.6C	Inserted by: 2008/34.
14.3.6	Amended by: 2008/48.
14.3.7	Amended by: 2006/59.
14.3.8	Amended by: 2007/74; 2008/48.
14.3.13	Amended by: 2010/64.
14.3.14	Amended by: 2008/48.
14.3.15	Amended by: 2008/48.
14.3.18	Amended by: 2005/53.
14.3.20	Omitted by: 2007/10.
14.3.25	Substituted by: 2005/53.
14.3.26	Substituted by: 2005/53.
14.3.27	Substituted by: 2005/53.
14.4.6	Amended by: 2005/53; 2011/5.
14.4.7	Amended by: 2007/74.
14.4.10	Amended by: 2007/74; 2008/61.
14.4.16	Amended by: 2005/53.
14.5.1	Substituted by: 2005/41.
14.5.2	Amended by: 2005/41.
14.5.5	Amended by: 2005/53; 2009/20.
14.6.14	Amended by: 2007/48.
15.0.1	Numbered by: 2009/25.
15.0.2	Numbered by: 2009/25.
15.1.2	Substituted by: 2007/34.
15.1.4	Amended by: 2008/60; 2011/27.
15.1.4A	Inserted by: 2007/62. Amended by: 2008/60. Substituted by: 2009/69. Amended by: 2009/78; 2010/36.

DEFENCE DETERMINATION 2005/15 – CLAUSE NOTES

Clause	Amendments
15.2.3	Amended by: 2005/53.
15.2.7	Amended by: 2005/48; 2008/48; 2009/3.
15.2.8	Amended by: 2007/10.
15.2.9A	Inserted by: 2005/48.
15.2.12	Amended by: 2005/53; 2007/46.
15.2.16	Omitted by: 2007/32.
15.2.22	Substituted by: 2011/38.
15.2.29	Substituted by: 2006/10.
15.2.31	Amended by: 2005/57. Amended by: 2009/27.
15.2.34	Amended by: 2009/65.
15.2.37	Amended by: 2005/19; 2006/38; 2007/28; 2008/24; 2009/41; 2010/29; 2011/31.
Annex 15.2.A	Substituted by: 2005/18, 24, 29, 33, 38, 42, 49 and 54; 2006/2, 6, 10, 20, 21, 29, 37, 46, 49, 58, 59, 69 and 73; 2007/1, 6, 10, 16, 21, 30, 32, 45, 55, 61, 68, 72 and 82; 2008/3, 7, 10, 16, 20, 22, 25, 30, 38, 44, 51, 59 and 62; 2009/2, 9, 13, 23, 30, 37, 42, 48, 52, 57, 68, 76 and 81; 2010/2, 6, 9, 17, 21, 25, 28, 41, 42, 44, 49, 55 and 60; 2011/1, 9, 12, 18, 22, 27, 30, 35, 37, 41, 46, 50 and 53.
15.3.3	Amended by: 2009/65.
15.3.6	Amended by: 2005/25.
15.3.7	Amended by: 2007/82; 2008/48; 2010/57; 2011/20.
15.3.8	Amended by: 2005/25; 2008/48; 2010/57.
15.3.12	Omitted by: 2009/29.
15.3.13	Amended by: 2005/53.
15.3.15	Amended by: 2008/47.
15.3.15A	Inserted by: 2008/47. Amended by: 2008/69.
15.3.16	Amended by: 2005/53; 2008/48.
15.3.30	Amended by: 2005/53. Substituted by: 2006/24.
15.3.31	Amended by: 2005/53. Substituted by: 2006/24.
15.3.32	Amended by: 2005/53. Substituted by: 2006/24.
15.3.33	Amended by: 2005/53. Substituted by: 2006/24.

DEFENCE DETERMINATION 2005/15 – CLAUSE NOTES

Clause	Amendments
16.4.7	Amended by: 2007/39; 2009/16.
16.4.8	Amended by: 2007/32; 2009/16.
16.4.11	Amended by: 2007/39.
Annex 16.A	Amended by: 2005/22 and 47; 2006/6, 12, 42, 46, 48, 59 and 77; 2007/17 and 32; 2008/21, 23, 25 and 66; 2009/43 and 66; 2010/13, 15, 51 and 56; 2011/4 and 21.
17.0.1	Numbered by: 2009/25.
17.0.2	Numbered by: 2009/25.
17.1.2	Amended by: 2007/37.
17.2.3	Substituted by: 2007/37.
17.2.4	Omitted by: 2007/37.
17.5.12	Inserted by: 2008/52. Amended by: 2009/55.
17.5.13	Inserted by: 2008/52. Amended by: 2009/55; 2011/39.
17.7.12	Inserted by: 2008/52. Amended by: 2009/55.
17.7.13	Inserted by: 2008/52. Amended by: 2009/55; 2011/39.
17.9.6	Substituted by: 2007/37.
17.9.7	Substituted by: 2007/37.
17.9.8	Amended by: 2005/17 and 27; 2006/7 and 68; 2007/37; 2007/50; 2008/19; 2009/6 and 74; 2010/45; 2011/49.
17.9.11	Amended by: 2011/48.
17.9.13	Amended by: 2007/4.
17.9.14	Amended by: 2008/23; 2010/51.
17.9.19	Amended by: 2005/27.
17.9.21	Substituted by: 2009/15. Amended by: 2009/39; 2010/19.
17.9.25	Amended by: 2005/17; 2006/57.
17.9.26	Amended by: 2007/4.
17.9.27	Amended by: 2011/48.
17.9.30	Amended by: 2005/47.
17.9.33	Amended by: 2011/48.

DEFENCE DETERMINATION 2005/15 – CLAUSE NOTES

Clause	Amendments
17.9.34	Substituted by: 2011/48.
17.9.35	Substituted by: 2011/48.
17.9.36	Substituted by: 2005/21.
17.9.38	Substituted by: 2005/21. Amended by: 2008/61; 2011/48.
17.9.39	Substituted by: 2005/21.
Annex 17.9.A	Amended by: 2005/17; 2006/23 and 61; 2007/37; 2008/11 and 53; 2010/51.
Annex 17.9.B	Substituted by: 2010/19.

FOOTNOTE – 2005/15

1. Defence Determination 2005/15, as amended to date. See also Defence Determinations 2011/1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52 and 53.

Clause	Date of Effect
VOLUME 1	
5.8.9A	Inserted: 31 July 2009.
5.8.20	Amended: 29 January 2009.
5.8.21A	Inserted: 31 July 2009.
5.9.1	Amended: 16 August 2007. Omitted: 17 September 2007.
5.9.5	Amended: 16 August 2007. Omitted: 17 September 2007.
5.9.9	Substituted: 17 September 2007.
5.9.10	Substituted: 17 September 2007.
5.10.3	Amended: 1 February 2006; 26 February 2007.
Annex 5.10.A	Amended: 1 February 2006; 26 February 2007.
VOLUME 2	
6.5.7	Amended: 15 October 2008.
6.5.9	Inserted: 10 July 2009.
6.5.10	Inserted: 10 July 2009.
6.6.71	Substituted: 1 December 2005.
6.6.72	Substituted: 1 December 2005.
6.6.73	Amended: 1 December 2005.
7.1.28	Amended: 5 December 2006. Substituted: 9 December 2010.
7.3.15B	Inserted: 15 October 2008.
7.5.7A	Omitted: 1 July 2007.
7.5.13A	Inserted: 1 July 2007.
7.5.17A	Inserted: 1 July 2007.
7.5.22A	Inserted: 1 July 2007. Omitted: 29 September 2011.
7.5.36C	Inserted: 15 October 2008. Renumbered: 17 February 2011.
7.6.28AB	Inserted: 15 October 2008.
Annex 7.E	Omitted: 1 July 2007.
Annex 7.F	Amended: 28 March 2006, 2 November 2006 and 5 December 2006.
Annex 7.G	Amended: 18 July 2007.
Annex 7.I	Amended: 5 December 2006

Clause	Date of Effect
VOLUME 2	
8.1.2	Amended by: 2 November 2006.
8.1.3	Amended: 1 December 2005; 2 May 2011.
8.2.1	Substituted: 1 December 2005.
8.3.6	Amended: 1 December 2005.
8.3.7	Amended: 1 December 2005.
8.3.8	Amended: 1 December 2005.
8.4.4A	Inserted: 6 July 2005. Amended: 4 September 2009.
Annex 8.4.A	Omitted: 25 October 2007.
8.6.1	Amended: 1 December 2005.
8.6.4	Amended: 1 December 2005.
8.6.5	Amended: 1 December 2005 and 5 December 2006.
8.6.6	Amended: 1 December 2005.
8.9.1	Inserted: 17 August 2009. Amended: 16 July 2010.
9.2.5	Inserted: 1 July 2005.
9.4.44	Inserted: 31 August 2007.
9.5.33A	Amended: 27 November 2008.
Annex 9.6.A	Amended: 23 March 2006; 31 March 2009.
11.1.1	Amended: 20 August 2009.
11.1.4	Inserted: 20 August 2009.
OVERSEAS CONDITIONS OF SERVICE VOLUME	
12.0.3	Numbered: 3 April 2009.
12.1.3	Amended: 2 August 2006.
12.2.2	Amended: 25 October 2005; 27 November 2007.
12.2.4	Amended: 2 October 2007; 16 July 2010.
12.4.8	Inserted: 28 May 2009.
13.1.4	Amended: 30 May 2007.
15.1.4	Inserted: 20 December 2005.
Annex 15.1.A	Inserted: 20 December 2005. Amended: 30 October 2006; 21 September 2007. Substituted: 14 November 2007. Amended: 22 December 2008; 15 January 2009, 24 February 2009. Substituted: 20 October 2009. Amended: 18 December 2009; 19 April 2010, 20 September 2010 and 21 October 2010. Substituted: 22 November 2010. Amended: 19 April 2011, 28 April 2011, 2 September 2011, 4 October 2011, 3 November 2011 and 5 December 2011 .

Clause	Date of Effect
OVERSEAS CONDITIONS OF SERVICE VOLUME	
15.3.12	Inserted: 30 April 2009.
15.5.23A	Inserted: 7 September 2007.
16.4.8	Inserted: 13 March 2009.
17.1.9	Substituted: 15 August 2007.
17.1.10	Substituted: 15 August 2007.
17.1.11	Substituted: 15 August 2007.
17.1.12	Substituted: 15 August 2007.
Annex 17.1.B	Amended: 6 July 2005, 22 July 2005, 5 June 2006, 13 June 2006; 30 May 2007, 28 June 2007; 14 January 2008, 27 November 2008; 12 March 2009 and 26 October 2009; 21 October 2010; 11 April 2011.
17.4.6	Amended: 6 July 2005.
17.4.7	Amended: 7 November 2005; 28 May 2010.
17.4.10	Amended: 6 July 2005; 14 December 2007.
17.4.19	Amended: 5 June 2006; 12 December 2011.
17.4.23	Amended: 5 December 2006.
17.5.6	Amended: 7 November 2005; 28 May 2010.
17.5.7	Amended: 7 November 2005; 28 May 2010. Substituted: 17 February 2011.
17.5.8	Amended: 7 November 2005; 28 May 2010.
17.5.9	Amended: 7 November 2005; 28 May 2010.
17.5.12	Amended: 15 October 2008.
17.5.13	Amended: 7 November 2005 and 5 December 2006; 15 October 2008.
17.5.17	Amended: 30 June 2005; 14 December 2007.
17.5.21	Amended: 30 June 2005.
17.5.22	Amended: 30 June 2005; 8 December 2008.
17.5.23	Amended: 30 June 2005.
17.5.28	Amended: 5 June 2006; 12 December 2011.
17.5.32	Amended: 5 December 2006.
17.6.6	Amended: 6 July 2005.
17.6.7	Amended: 7 November 2005; 28 May 2010.
17.6.10	Amended: 6 July 2005; 14 December 2007.
17.6.20	Amended: 5 June 2006; 4 May 2011; 12 December 2011.

Clause	Date of Effect
OVERSEAS CONDITIONS OF SERVICE VOLUME	
17.7.6	Amended: 7 November 2005; 28 May 2010.
17.7.7	Substituted: 6 July 2005. Amended: 7 November 2005; 28 May 2010. Substituted: 17 February 2011.
17.7.8	Substituted: 6 July 2005. Amended: 28 May 2010.
17.7.9	Amended: 7 November 2005; 28 May 2010.
17.7.12	Amended: 15 October 2008.
17.7.13	Amended: 6 July 2005 and 5 December 2006; 15 October 2008.
17.7.17	Amended: 14 December 2007.
17.7.21	Amended: 30 June 2005.
17.7.22	Amended: 30 June 2005; 8 December 2008.
17.7.23	Amended: 30 June 2005.
17.7.29	Amended: 5 June 2006; 4 May 2011; 12 December 2011.
17.8.8	Amended: 3 March 2009.
17.8.9	Amended: 3 March 2009.

Division 1: Salary (Senior Officers)

[From DFRT Determination No 15 of 2008]

B.1.1 Application

This Division applies to Senior Officers except:

- (a) the Chief, Capability Development Executive; and
- (b) the Chief of Joint Operations; and
- (c) any Medical Officer; and
- (d) any statutory or judicial office holder to whom salary is payable under a determination made by the Remuneration Tribunal.

G3.4 Paragraph B.1.1.d includes the CDF, the VCDF, a Service Chief and Military Judges, Registrar AMC, Director of Military Prosecutions.

B.1.2 Pay grade for a senior officer

1. A senior officer's pay grade is set out in the following table:

Item	A member at the rank of...	who held this pay grade in their previous rank...	now holds this pay grade...
1.	Brigadier	any up to 9	2
		10	3
2.	Major-General	any or none	1
3.	Lieutenant-General	any or none	1
4.	General	any or none	1

2. A senior officer, who did not hold an officer pay grade before promotion to Brigadier, is taken to have held the pay grade that would have applied to their officer category if this Determination had commenced before their promotion.

B.1.3 Rate of salary for a senior officer

1. A senior officer, other than a senior officer who is a dental officer or a legal officer, is to be paid the rate of salary in Schedule B.1 that corresponds to:
 - (a) the senior officer's Force in Part 1 or 2 of Schedule B.1; and
 - (b) the senior officer's rank and increment; and
 - (c) the senior officer's pay grade.

Note: 1. This is the senior officer superannuation salary.
2. Non-salary benefits, such as housing assistance, may be provide under section 58B of the Act.

See: [Schedule B.1, Senior officer salary rates](#)

2. A senior officer who is a dental officer is to be paid salary under Part 1 or 2 of Schedule B.16, according to the officer's Force, rank and competency level.

See: [Schedule B.16, Senior officer – Dental Officer](#)

3. A senior officer who is a legal officer is to be paid salary under Part 1 or 2 of Schedule B.17, according to the officer's Force, rank and competency level.

See: [Schedule B.16, Senior officer – Legal Officer](#)

4. If a senior officer, who is a legal officer or a dental officer, and who is covered by an individual determination, transfers from the Permanent Force to the Reserve Force then the member is to be paid at a daily rate based on the annual rate the member received as a member of the Permanent Force immediately before transfer to the Reserve Force.
5. A senior officer who is paid salary under clause B.1.3 is not eligible for a circumstance benefit.

B.1.4 Rate of salary on transition from individual determination

1. This clause applies to a senior officer who on 16 March 2011 is eligible for a rate of salary determined for that individual senior officer.
2. The rate of salary payable to the senior officer is the higher of:
 - (a) the amount of total cash value payable to the senior officer under the individual determination; or
 - (b) if the senior officer starts a new posting after 17 March 2011, the rate of salary, exclusive of circumstance benefit, payable to the senior officer under the individual determination; or
 - (c) the rate of salary that is payable to the senior officer under clause B.1.3.
3. A senior officer may elect to be paid salary under clause B.1.3, even if their total cash value under paragraph B.1.4.2 (a) is higher than that salary.

Term	Definition
specified qualification	Holds a specified qualification described in paragraph 3.2.34A.2.b of Defence Determination 2005/15, <i>Conditions of service</i> .

Persons who can make the decisions under clause B.3.2, definitions of *approved category, dental officer and medical officer, on behalf of the CDF*:

Director Navy People Career Management Agency

Director Officer Career Management – Army

Director Personnel – Air Force

Director General Navy People

Director General Personnel – Army

Director General Personnel – Air Force

B.3.3 Rate of salary for specialist officer

- The following table sets out the salary payable to a specialist officer covered by this Division.

Item	If the member is...	in the...	then the member is to be paid salary...
1.	a chaplain	specialist career structure on a fixed tenure or fixed period appointment	under Schedule B.5 according to the officer's Force, rank and competency level. See: Schedule B.5, Specialist officer – Chaplain
2.	a dental officer	specialist career structure on a fixed tenure or fixed period appointment	under Schedule B.6 Part 1 or 3 according to the officer's Force, rank and competency level.
		Permanent Force but is not on the specialist career structure as the member did not accept a fixed tenure appointment before 31 October 2003	under Schedule B.6 Part 2 according to the officer's rank and competency level. See: Schedule B.6, Specialist officer – Dental Officer
3.	a legal officer	specialist career structure on a fixed tenure or fixed period appointment	under Schedule B.7 according to the officer's Force, rank and competency level. See: Schedule B.7, Specialist officer – Legal Officer

Item	If the member is...	in the...	then the member is to be paid salary...
4.	a medical officer	<p>specialist career structure</p> <p>specialist career structure, and is:</p> <p>(a) registered to practice in Australia in an area of medical speciality; and</p> <p>(b) approved by the Surgeon General ADF to perform duty in that area of specialty for a period of Procedural Specialist Service; and</p> <p>(c) either of the following:</p> <p>(i) deployed overseas for the purpose of practising in that area; or</p> <p>(ii) required to practice in that area on a regular basis for the majority of the period of Procedural Specialist Service.</p>	<p>under Schedule B.8 Part 1 or 2, according to the officer's Force, rank and medical level.</p> <p>at the procedural specialist pay point in Schedule B.8 Part 1 or 2, according to the officer's Force.</p> <p>See: Schedule B.8, Specialist officer – Medical Officer</p>
5.	a medical officer who did not accept a fixed tenure or fixed term appointment before 12 August 2003	non-specialist career structure	under Schedule B.8 Part 3 or 4, according to the officer's Force, rank and increment.
6.	a medical officer who was in service at 1 May 2004	<p>specialist career structure because the member:</p> <p>(a) has not yet gained the required qualifications for a medical level; and</p> <p>(b) is in a position no higher than ML4; and</p> <p>(c) the CDF has deemed the member competent for a period ending no later than 1 May 2013</p>	at the bottom increment of the deemed medical level under Schedule B.8 Part 1 or 2, according to the officer's Force and rank.
7.	an officer on a fixed tenure or fixed period appointment	specialist career structure and performing a year of compulsory medical residency	at the level "resident" under Schedule B.8 Part 1 or 2, according to the officer's Force.

Item	If the member is...	in the...	then the member is to be paid salary...
8.	an aviation specialist	aviation specialist stream	under Schedule B.14 for the officer's Force and experience level. See: Schedule B.14, Specialist Officer – Aviation
9.	a medical officer who is a senior officer	specialist career structure	under Schedule B.15 Part 1 or 2, according to the officer's Force, rank and medical level. See: Schedule B.15, Senior Officer Specialist– Medical Officer

2. Officers not described in the table in subclause 1 may be paid under Division B.2.

B.3.4 Rate of salary for aviation specialist – conditions

1. On the day that a member first becomes an aviation specialist, salary is payable at the following rate:
 - (a) For a member at the rank of Major (04) or Captain (03) — the rate in Schedule B.14 equal to or next above the rate of salary payable to the member immediately before that day; or
 - (b) For a member at the rank of Lieutenant-Colonel (05) or a higher rank — the rate in Schedule B.14 that is equal to or next above the amount that is the difference between:
 - (i) the rate of salary that was payable to the member immediately before that day and the relevant of either:
 - (ii) if the member is in the Permanent Force — the annual rate of Service Allowance, (as determined from time to time under DFRT Determination No. 11 of 1994, Service Allowance); or
 - (iii) if the member is in the Reserve Force — the daily rate of Reserve Allowance (as determined from time to time under DFRT Determination No. 22 of 2008, Service Allowance).
2. On the day after the member completes 12 months of continuous full-time service in an experience level, the member's salary rate increases to the next experience level in Schedule B.14.
See: Schedule B.14, Specialist Officer – Aviation
3. On exit from the aviation specialist stream, a member is taken to return to their previous Schedule B.2 'Legacy' employment category and pay grade, unless the member is placed in an employment category with a competency-based progression structure.
See: Schedule B.2, Officer pay grades

DETERMINATION NO 15 of 2008 – CLAUSE NOTES

Clause	Amendments
A.1.2	Amended by: DFRT No. 15 of 2010.
A.1.9	Omitted by: DFRT No. 14 of 2010.
B.1.1	Substituted by: DFRT No. 15 of 2010; No. 1 of 2011.
B.1.2	Substituted by: DFRT No. 23 of 2008; No. 12 of 2009; No. 15 of 2010. Amended by: DFRT No. 13 of 2011.
B.1.3	Inserted by: DFRT No. 15 of 2010. Substituted by: DFRT No. 3 of 2011.
B.1.4	Inserted by: DFRT No. 15 of 2010.
B.2.2	Amended by: DFRT No. 9 of 2009.
B.2.4	Amended by: DFRT No. 25 of 2008.
B.2.6	Inserted by: DFRT No. 14 of 2010.
B.3.1	Amended by: DFRT No. 23 of 2008. Substituted by: DFRT No. 5 of 2009. Amended by: DFRT No. 1 of 2011.
B.3.2	Amended by: DFRT No. 5 of 2009; No. 4 of 2010.
B.3.3	Amended by: DFRT No. 5 of 2009; No. 5 and 4 of 2010; Nos. 1 and 14 of 2011.
B.3.4	Inserted by: DFRT No. 5 of 2009.
B.4.3	Amended by: DFRT No. 25 of 2008; 2 of 2009 (through 25 of 2008).
B.4.5	Substituted by: DFRT No. 4 of 2011.
B.5.2	Amended by: DFRT No. 25 of 2008; 2 of 2009 (through 25 of 2008).
B.5.3	Amended by: DFRT No. 25 of 2008.
Schedule B.1	Substituted by: DFRT Nos. 23 and 29 of 2008; No. 12 of 2009; SO. No. 13 of 2010; No. 15 of 2010. Amended by: DFRT No. 10 of 2011. Substituted by: DFRT No. 13 of 2011.
Schedule B.2	
Part 1	Substituted by: DFRT No. 4 of 2009. Amended by: DFRT No. 9 of 2009.
Part 2	Amended by: DFRT No. 21 of 2008. Substituted by: DFRT No. 4 of 2009. Amended by: DFRT No. 9 of 2009. Substituted by: DFRT No. 2 of 2011. Amended by: DFRT No. 6 of 2011.
Part 3	Amended by: DFRT No. 21 of 2008. Substituted by: DFRT No. 4 of 2009. Amended by: DFRT No. 9 of 2009.
Part 4	Substituted by: DFRT No. 4 of 2009. Amended by: DFRT No. 9 of 2009.
Schedule B.3	
	Substituted by: DFRT No. 29 of 2008; No. 11 of 2009; No. 6 of 2010. Amended by: DFRT No. 14 of 2010. Substituted by: DFRT No. 8 of 2011.

Clause	Amendments
Schedule B.4	Substituted by: DFRT No. 29 of 2008; No. 11 of 2009; No. 6 of 2010. Amended by: DFRT No. 14 of 2010. Substituted by: DFRT No. 8 of 2011.
Schedule B.5	Substituted by: DFRT No. 29 of 2008; No. 11 of 2009; No. 6 of 2010; No. 8 of 2011.
Schedule B.6	Substituted by: DFRT Nos. 23 and 29 of 2008; No. 11 of 2009; No. 6 of 2010; No. 8 of 2011.
Schedule B.7	Substituted by: DFRT Nos. 23 and 29 of 2008; No. 11 of 2009; No. 6 of 2010; No. 8 of 2011.
Schedule B.8	Substituted by: DFRT Nos. 23 and 29 of 2008; No. 11 of 2009; Nos. 4 and 6 of 2010; No. 8 of 2011.
Schedule B.9	<p>Part 1 Substituted by: DFRT No. 25 of 2008. Amended by: DFRT Nos. 3 and 8 of 2009. Substituted by: DFRT No. 10 of 2009. Amended by: DFRT Nos. 12 and 13 of 2010.</p> <p>Part 2 Amended by: DFRT No. 21 of 2008. Substituted by: DFRT No. 25 of 2008. Amended by: DFRT No. 2 of 2009 (through 25 of 2008) and Nos. 3 and 8 of 2009. Substituted by: DFRT No. 10 of 2009. Amended by: DFRT Nos. 1 and 17 of 2010.</p> <p>Part 3 Substituted by: DFRT No. 25 of 2008. Substituted by: DFRT No. 10 of 2009.</p>
Schedule B.10	Substituted by: DFRT Nos. 25 and 29 of 2008; No. 11 of 2009; No. 6 of 2010. Amended by: DFRT No. 14 of 2010; No. 4 of 2011. Substituted by: DFRT No. 8 of 2011.
Schedule B.11	<p>Part 1 Amended by: DFRT No. 21 of 2008. Substituted by: DFRT No. 25 of 2008. Amended by: DFRT No. 3 of 2009. Substituted by: DFRT No. 10 of 2009. Amended by: DFRT No. 1 of 2010. Amended by: DFRT Nos. 12 and 13 of 2010; No. 9 of 2011.</p> <p>Part 2 Amended by: DFRT No. 21 of 2008. Substituted by: DFRT No. 25 of 2008. Amended by: DFRT No. 2 of 2009 (through 25 of 2008) and Nos. 3 and 8 of 2009. Substituted by: DFRT No. 10 of 2009. Amended by: DFRT No. 1 of 2010; No. 6 of 2011.</p> <p>Part 3 Substituted by: DFRT No. 25 of 2008. Amended by: DFRT No. 3 of 2009. Substituted by: DFRT No. 10 of 2009. Amended by: DFRT No. 11 of 2010; No. 6 of 2011.</p>
Schedule B.12	Substituted by: DFRT Nos. 25 and 29 of 2008; No. 11 of 2009. Amended by: DFRT No. 14 of 2010. Substituted by: DFRT No. 8 of 2011.
Schedule B.13	Substituted by: DFRT Nos. 27 and 29 of 2008; No. 8 of 2009; No. 11 of 2009; No. 6 of 2010; No. 8 of 2011.
Schedule B.14	Inserted by: DFRT No. 5 of 2009. Substituted by: DFRT No. 11 of 2009; No. 6 of 2010. Amended by: DFRT No. 14 of 2010. Substituted by: DFRT No. 8 of 2011.
Schedule B.15	Inserted by: DFRT No. 1 of 2011.

Clause Amendments

Schedule B.16

Inserted by: DFRT No. 3 of 2011. **Substituted by: DFRT No. 13 of 2011.**

Schedule B.17

Inserted by: DFRT No. 3 of 2011. **Substituted by: DFRT No. 13 of 2011**

FOOTNOTE – 15 of 2008

1. DFRT Determination No 15 of 2008 has been amended by DFRT Determination Nos. 2008/21, 23, 25, 27 and 29; DFRT Nos. 2, 3, 4, 5, 8, 9, 10, 11 and 12 of 2009; DFRT Nos. 1, 4, 5, 6, 11, 12, 13, 14, 15 and 17 of 2010; DFRT SO. No. 13 of 2010; DFRT Nos. 1, 2, 3, 4, **6, 8, 9, 10, 13** and **14** of 2011.

Schedule B.1: Senior officer salary rates

[from DFRT Determination No 15 of 2008]

See: Chapter 3 Part 1 Part B [Division 1](#), Salary (Senior officers)

Part 1: Senior officer of the Permanent Force

Column 1 Rank and increment				Column 2 Yearly salary rate for pay grade		
Navy	Army	Air Force	Increment	1	2	3
Rear Admiral	Major General	Air Vice Marshal	O8-1	\$216,300	-	-
			O8-0	\$204,970	-	-
Commodore	Brigadier	Air Commodore	O7-1	\$173,179	\$183,731	\$187,257
			O7-0	\$168,135	\$178,381	\$181,803

Part 2: Senior officer of the Reserve Force

Column 1 Rank and increment				Column 2 daily salary rate for pay grade		
Navy	Army	Air Force	Increment	1	2	3
Admiral	General	Air Chief Marshal	O10-0	\$1,079.18	-	-
Vice Admiral	Lieutenant General	Air Marshal	O9-0	\$733.84	-	-
Rear Admiral	Major General	Air Vice Marshal	O8-1	\$592.60	-	-
			O8-0	\$561.56	-	-
Commodore	Brigadier	Air Commodore	O7-1	\$474.46	\$503.37	\$513.03
			O7-0	\$460.64	\$488.72	\$498.09

Pay grade 7		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
1.	Aeronautical Engineering	Head of Department
2.	Force Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
3.	Force Warfare Officer ADQUAL	Minor War Vessel Command
4.	Instructor Maritime Geospatial Officer Meteorology	Director of Meteorology
5.	Marine Engineering	Marine Engineering Officer Major Fleet Unit
6.	Marine Engineering SM	Charge Qualified
7.	Maritime Geospatial Officer Hydrographer	Executive Officer Major Fleet Unit
8.	Maritime Geospatial Officer Hydrographer	Minor War Vessel Command
9.	Maritime Geospatial Officer Meteorology	Executive Officer Major Fleet Unit
10.	Maritime Geospatial Officer Meteorology	Minor War Vessel Command
11.	Maritime Geospatial Officer Meteorology	Director of Meteorology
12.	Mine Warfare Clearance Diver Officer	Executive Officer Major Fleet Unit
13.	Mine Warfare Clearance Diver Officer	Minor War Vessel Command
14.	Mine Warfare Clearance Diver Officer	Clearance Diving Team Command
15.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Executive Officer Squadron
16.	Maritime Aviation Warfare Officer Competency Progression ADQUAL	Ship's Flight Commander
17.	Maritime Aviation Warfare Officer Competency Progression	Executive Officer Squadron
18.	Maritime Aviation Warfare Officer Competency Progression	Ship's Flight Commander
19.	Maritime Aviation Warfare Officer Time Progression	Fly 6-8
20.	Maritime Aviation Warfare Officer Time Progression	Fly 6-8 Under Training
21.	Maritime Aviation Warfare Officer Time Progression ADQUAL	Fly 6-8

Pay grade 7 cont'd		
Column 1 Item	Column 2 Employment Category	Column 3 Classification
22.	Pilot Competency Progression ADQUAL	Executive Officer Squadron
23.	Pilot Competency Progression ADQUAL	Ship's Flight Commander
24.	Pilot Competency Progression	Executive Officer Squadron
25.	Pilot Competency Progression	Ship's Flight Commander
26.	Pilot Time Progression	Fly 6-8
27.	Pilot Time Progression	Fly 6-8 Under Training
28.	Pilot Time Progression ADQUAL	Fly 6-8
29.	Principal Warfare Officer	Executive Officer Major Fleet Unit
30.	Principal Warfare Officer	Minor War Vessel Command
31.	Principal Warfare Officer ADQUAL	Executive Officer Major Fleet Unit
32.	Principal Warfare Officer ADQUAL	Minor War Vessel Command
33.	Seaman	Executive Officer Major Fleet Unit
34.	Seaman SM	Executive Officer Major Fleet Unit
35.	Seaman SM	Executive Officer SM
36.	Seaman SM	Minor War Vessel Command
37.	Seaman SM	Watch Leader
38.	Seaman Specialist	Executive Officer Major Fleet Unit
39.	Seaman Specialist	Minor War Vessel Command
40.	Seaman Specialist	Commanding Officer Royal Australian Navy Tactical Electronic Warfare Support Section
41.	Supply	Supply Officer Major Fleet Unit
42.	Training Systems Maritime Geospatial Officer Meteorology	Director of Meteorology
43.	Weapons Electrical Engineering	Weapon Electrical Engineering Officer Major Fleet Unit
44.	Weapons Electrical Engineering SM	Charge Qualified
45.	Weapons Electrical Aircraft Engineering	Head of Department

Pay grade 6 cont'd	
Column 1 Item	Column 2 Employment Category
25.	Communications Information Systems — Grade 1 SM
26.	Communications Information Systems — Grade 5
27.	Cryptologic Linguist — Grade 3
28.	Cryptologic Systems — Grade 3
29.	Electronic Technician — Grade1 SM
30.	Electronic Technician — Grade 3 Fire Control Officer
31.	Electronic Technician — Grade 4
32.	Electronic Warfare — Grade 4
33.	Hydrographic Systems Manager — Grade A Navigation Watchkeeping Certificate
34.	Hydrographic Systems Manager — Grade A Laser Airborne Depth Sounder
35.	Hydrographic Systems Operator — Grade 3 Laser Airborne Depth Sounder
36.	Hydrographic Systems Operator — Grade 3 Navigation Watchkeeping Certificate
37.	Marine Technician — Grade1 SM
38.	Marine Technician — Grade 4
39.	Medical — Grade 3
40.	Naval Police Coxswain – Australian Defence Force Investigator Grade 2
41.	Steward — Grade 2 SM
42.	Steward — Grade 3 SM
43.	Steward — Grade 4 SM

Pay grade 7	
Column 1 Item	Column 2 Employment Category
1.	Acoustic Warfare Analyst Submarines – Grade 2
2.	Aircrewman – Grade 1 Fly 6-8
3.	Aircrewman – Grade 1 Fly 8-10
4.	Aircrewman – Grade 2 Fly 4-6
5.	Aircrewman – Grade 2 Fly 6-8
6.	Aircrewman – Grade 3 Fly 2-4
7.	Aircrewman – Grade 3 Fly 4-6
8.	Aircrewman – Grade 4 (Competency Progression)
9.	Aircrewman – Grade 5 (Competency Progression)
10.	Aviation Technician Aircraft – Grade 4
11.	Aviation Technician Aircraft – Grade 5
12.	Aviation Technician Avionics – Grade 4
13.	Aviation Technician Avionics – Grade 5
14.	Clearance Diver – Grade 2
15.	Combat Systems Operator Mine Warfare – Grade 1 SM
16.	Combat Systems Operator Mine Warfare – Grade 2 SM
17.	Combat Systems Operator Mine Warfare – Grade 3 SM
18.	Communications Information Systems – Grade 2 SM
19.	Cook – Grade 3 SM
20.	Cook – Grade 4 SM
21.	Cook – Grade 5 SM
22.	Cryptologic Linguist – Grade 1 SM
23.	Cryptologic Linguist – Grade 2 SM
24.	Cryptologic Linguist – Grade 3 SM
25.	Cryptologic Linguist – Specialist
26.	Cryptologic Linguist – Specialist SM

Pay grade 7 cont'd	
Column 1 Item	Column 2 Employment Category
27.	Cryptologic Systems – Grade 1 SM
28.	Cryptologic Systems – Grade 2 SM
29.	Cryptologic Systems – Grade 3 SM
30.	Cryptologic Systems – Specialist
31.	Cryptologic Systems – Specialist SM
32.	Electronic Technician – Grade 2 SM
33.	Electronic Technician – Grade 4 Fire Control Officer
34.	Electronic Technician – Grade 5
35.	Electronic Technician – Grade 5 Fire Control Officer
36.	Electronic Warfare – Grade 5
37.	Electronic Warfare Submarines – Grade 1 SM
38.	Marine Technician – Grade 2 SM
39.	Marine Technician – Grade 5
40.	Medical – Grade 2 SM
41.	Naval Police Coxswain – Grade 1 SM
42.	Naval Police Coxswain – Grade 2 SM
43.	Stores Naval – Grade 3 SM
44.	Stores Naval – Grade 4 SM

Pay grade 8	
Column 1 Item	Column 2 Employment Category
1.	Acoustic Warfare Analyst Submarines — Grade 3 SM
2.	Aircrewman — Grade 1 Fly 10 +
3.	Aircrewman — Grade 2 Fly 8-10
4.	Aircrewman — Grade 2 Fly 10 +
5.	Aircrewman — Grade 3 Fly 6-8
6.	Aircrewman — Grade 3 Fly 8-10
7.	Aircrewman — Grade 6 (Competency Progression)
8.	Aviation Technician Aircraft — Flight Senior Maintenance Sailor
9.	Aviation Technician Avionics — Flight Senior Maintenance Sailor
10.	Clearance Diver — Grade 1 TAG
11.	Clearance Diver — Grade 2 TAG
12.	Clearance Diver — Grade 3
13.	Clearance Diver — Grade 3 TAG
14.	Communications Information Systems — Grade 3 SM
15.	Communications Information Systems — Grade 4 SM
16.	Electronic Technician — Grade 3 SM
17.	Electronic Warfare Submarines — Grade 2 SM
18.	Electronic Warfare Submarines — Grade 3 SM
19.	Marine Technician — Grade 3 SM
20.	Marine Technician — Senior Technical Officer
21.	Medical — Grade 3 SM

Pay grade 4	
Column 1 Item	Column 2 Employment Category
1.	Aerial Delivery Supervisor Grade 1
2.	Aerial Delivery Supervisor Grade 2
3.	Aircraft Life Support Fitter Grade 2
4.	Aircraft Life Support Fitter Supervisor
5.	Aircrewman (Time Progression)
6.	Aircrewman Leader (Time Progression)
7.	Aircrewman Manager (Time Progression)
8.	Aircrewman Supervisor (Time Progression)
9.	Aircraft Structural Fitter Grade 2
10.	Ammunition Supplier Advanced Grade 1
11.	Analyst Intelligence Operations Grade 3
12.	Analyst Intelligence Operations Grade 4
13.	Artillery Command Systems Operator Advanced Grade 2
14.	Assistant Supervisor Bearer Systems
15.	Assistant Supervisor Infantry Operations Clerk
16.	Assistant Supervisor Infantry Resource Storeman
17.	Cargo Specialist Advanced
18.	Cargo Specialist Manager
19.	Cargo Specialist Supervisor
20.	Carpenter Grade 2
21.	Carpenter Grade 3
22.	Caterer
23.	Cavalryman Gunner
24.	Chef Supervisor
25.	Clerk Finance Financial Services Manager

Pay grade 4 cont'd	
Column 1 Item	Column 2 Employment Category
26.	Clerk Finance Unit Financial Services Supervisor
27.	Combat Engineer Manager Grade 1
28.	Combat Engineer Section Commander Grade 3
29.	Combat Engineer Supervisor Grade 2
30.	Combat Medical Attendant Grade 5
31.	Commander Emergency Response
32.	Communications Systems Advanced Operator Grade 2
33.	Communications Systems Detachment Commander Grade 1
34.	Communications Systems Supervisor Grade 1
35.	Crewman Commander (Royal Australian Engineers)
36.	Dental Supervisor
37.	Draughtsman Grade 1
38.	Draughtsman Grade 2
39.	Electrician Grade 2
40.	Electrician Grade 3
41.	Electronic Warfare Operator — Language
42.	Electronic Warfare Operator — Technical Signals
43.	Fitter Armament Advanced Grade 1
44.	Fitter Armament Grade 3
45.	Fitter Armament Grade 4
46.	Fitter Armament Supervisor Grade 1
47.	Geospatial Technician Grade 1
48.	Geospatial Technician Grade 2
49.	Groundcrewman, Command Post Supervisor
50.	Groundcrewman, Forward Arming and Refuelling Point Team Leader

Pay grade 4 cont'd	
Column 1 Item	Column 2 Employment Category
51.	Information Systems Advanced Technician
52.	Joint Fires Observer Grade 2
53.	Light Cavalry Scout Section Commander
54.	Manager Infantry Operations Clerk
55.	Manager Infantry Resource Storeman
56.	Manager Preventive Medicine
57.	Marine Specialist Advanced
58.	Marine Specialist Grade 3
59.	Marine Specialist Manager
60.	Marine Specialist Supervisor
61.	Mechanic Recovery Advanced Grade 2
62.	Mechanic Recovery Manager Grade 1
63.	Mechanic Recovery Specialist
64.	Mechanic Recovery Supervisor Grade 2
65.	Mechanic Vehicle Advanced Grade 1
66.	Mechanic Vehicle Grade 3
67.	Mechanic Vehicle Grade 4
68.	Mechanic Vehicle Supervisor Grade 1
69.	Medical Technician
70.	Medical Technician Supervisor
71.	Metalsmith Advanced Grade 1
72.	Metalsmith Grade 3
73.	Metalsmith Grade 4
74.	Metalsmith Supervisor Grade 1
75.	Military Police Grade 4

Pay grade 4 cont'd	
Column 1 Item	Column 2 Employment Category
76.	Multimedia Technician Grade 1
77.	Musician Grade 2
78.	Offensive Support Detachment Commander
79.	Operator Administrative Manager
80.	Operator Administrative Supervisor
81.	Operator Command Support Systems Grade 2
82.	Operator Communications Grade 2
83.	Operator Electronic Warfare
84.	Operator Emergency Response
85.	Operator Ground-Based Air Defence Grade 3
86.	Operator Movements Manager Grade 1
87.	Operator Movements Manager Grade 2
88.	Operator Movements Assistant Manager
89.	Operator Petroleum Advanced
90.	Operator Plant Grade 1
91.	Operator Plant Grade 2
92.	Operator Plant Grade 3
93.	Operator Plant Grade 4
94.	Operator Radar Grade 4
95.	Operator Radar Grade 7
96.	Operator Specialist Vehicles Advanced
97.	Operator Specialist Vehicles (Royal Australian Engineers)
98.	Operator Specialist Vehicles Grade 2
99.	Operator Supply Chain Manager
100.	Operator Supply Chain Supervisor

Pay grade 4 cont'd	
Column 1 Item	Column 2 Employment Category
101.	Operator Unit Supply Manager
102.	Operator Unit Supply Supervisor
103.	Operator Unmanned Aerial Systems Grade 2
104.	Patrol Commander
105.	Physical Training Instructor Grade 2
106.	Physical Training Instructor Supervisor
107.	Piper Drummer and Bugler Grade 2
108.	Plumber Grade 2
109.	Plumber Grade 3
110.	Recruit Instructor (1st Recruit Training Battalion)
111.	Rifleman Grade 3 Specialist
112.	Rigger Parachute Advanced
113.	Supervisor Artillery Command Systems Grade 1
114.	Supervisor Artillery Light
115.	Supervisor Bearer Systems
116.	Supervisor Infantry Operations Clerk
117.	Supervisor Infantry Resource Storeman
118.	Supervisor Joint Fires Grade 1
119.	Supervisor Platoon Operations Grade 1
120.	Supervisor Platoon Operations Specialist Grade 1
121.	Supervisor Preventive Medicine
122.	Supervisor Section Operations Grade 2
123.	Supervisor Section Operations Specialist Grade 1
124.	Tank Crewman Gunner
125.	Technician Aircraft Grade 1

Pay grade 4 cont'd	
Column 1 Item	Column 2 Employment Category
126.	Technician Avionics Grade 1
127.	Technician Electrical Grade 2
128.	Technician Electrical Grade 3
129.	Technician Electronic Systems Grade 2
130.	Technician Electronic Systems Grade 3
131.	Technician Laboratory Grade 1
132.	Technician Operating Theatre
133.	Technician Telecommunication Systems
134.	Telecommunications Systems Bearer Team Leader
135.	Telecommunications Systems Switch Team Leader
136.	Telecommunications Systems Technician
137.	Transport Operations Manager
138.	Transport Operations Supervisor

Pay grade 5	
Column 1 Item	Column 2 Employment Category
1.	Aerial Delivery Project Officer
2.	Aircraft Life Support Fitter Manager
3.	Aircraft Structural Fitter Grade 3
4.	Aircraft Structural Fitter Supervisor
5.	Aircrewman (Competency Progression)
6.	Aircrewman (Time Progression) Fly 0-2
7.	Aircrewman (Time Progression) Fly 2-4
8.	Aircrewman Leader (Time Progression) Fly 0-2

Pay grade 5 cont'd	
Column 1 Item	Column 2 Employment Category
9.	Aircrewman Leader (Time Progression) Fly 2-4
10.	Analyst Intelligence Operations Supervisor
11.	Ammunition Supplier Advance Grade 2
12.	Artificer Electronics Grade 1
13.	Artificer Mechanical Grade 1
14.	Assistant Detachment Commander Command Support Systems
15.	Assistant Detachment Commander Communications
16.	Assistant Detachment Commander Electronic Warfare
17.	Assistant Detachment Commander Telecommunication Systems
18.	Assistant Manager Bearer Systems
19.	Assistant Manager Communications
20.	Assistant Supervisor Command Support Systems
21.	Assistant Supervisor Electronic Warfare
22.	Assistant Supervisor Telecommunication Systems
23.	Australian Defence Force Investigator Grade 1
24.	Cavalry Sergeant
25.	Cavalryman Commander
26.	Combat Engineer Manager Grade 2
27.	Combat Engineer Supervisor Grade 3
28.	Communications Systems Detachment Commander Grade 2
29.	Communications Systems Manager Grade 1
30.	Communications Systems Supervisor Grade 2
31.	Dental Manager
32.	Detachment Commander Command Support Systems
33.	Detachment Commander Communications

Pay grade 5 cont'd	
Column 1 Item	Column 2 Employment Category
34.	Detachment Commander Electronic Warfare
35.	Detachment Commander Telecommunication Systems
36.	Drum Major
37.	Electronic Warfare Detachment Commander — Language
38.	Electronic Warfare Detachment Commander — Technical Signals
39.	Examiner Psychological
40.	Explosive Detection Dog Handler
41.	Explosive Ordnance Reconnaissance Technician
42.	Fitter Armament Advanced Grade 2
43.	Fitter Armament Specialist
44.	Fitter Armament Supervisor Grade 2
45.	Foreman Carpenter
46.	Foreman Draughtsman
47.	Foreman Electrician
48.	Foreman Operator Plant
49.	Foreman Plumber
50.	Geospatial Technician Grade 3
51.	Geospatial Technician Grade 4
52.	Groundcrewman, Forward Arming and Refuelling Point Supervisor
53.	Groundcrewman, Supervisor Aviation Squadron Operations
54.	Information Systems Detachment Commander
55.	Information Systems Supervisor
56.	Light Cavalry Scout Sergeant
57.	Light Cavalry Scout Warrant Officer
58.	Manager Bearer Systems

Pay grade 5 cont'd	
Column 1 Item	Column 2 Employment Category
59.	Manager Command Support Systems
60.	Manager Communications
61.	Manager Company Operations Grade 1
62.	Manager Emergency Response Operations
63.	Manager Operations Offensive Support Grade 1
64.	Manager Petroleum
65.	Mechanic Recovery Manager Grade 2
66.	Mechanic Vehicle Advanced Grade 2
67.	Mechanic Vehicle Specialist
68.	Mechanic Vehicle Supervisor Grade 2
69.	Medical Technician Manager
70.	Metalsmith Advanced Grade 2
71.	Metalsmith Specialist
72.	Metalsmith Supervisor Grade 2
73.	Military Police Dog Handler
74.	Military Police Close Personal Protection Operator
75.	Multimedia Technician Grade 2
76.	Multimedia Technician Grade 3
77.	Musician Grade 3
78.	Operator Radar Grade 6
79.	Operator Radar Grade 8
80.	Operator Unmanned Aerial Systems Grade 3
81.	Operator Unmanned Aerial Systems Grade 4
82.	Patrol Master
83.	Petroleum Specialist

Pay grade 5 cont'd	
Column 1 Item	Column 2 Employment Category
84.	Photographer Public Relations
85.	Physical Training Instructor Manager
86.	Pipe Major
87.	Rigger Parachute Manager
88.	Rigger Parachute Supervisor
89.	Reporter
90.	Supervisor Artillery Command Systems Grade 2
91.	Supervisor Building
92.	Supervisor Civil
93.	Supervisor Command Support Systems
94.	Supervisor Communications
95.	Supervisor Electronic Warfare
96.	Supervisor Emergency Response Operations
97.	Supervisor Engineering Services
98.	Supervisor Ground Based Air Defence
99.	Supervisor Gunnery
100.	Supervisor Joint Fires Grade 2
101.	Supervisor Petroleum
102.	Supervisor Platoon Operations Grade 2
103.	Supervisor Section Operations Specialist Grade 2
104.	Supervisor Platoon Operations Specialist Grade 2
105.	Supervisor Telecommunication Systems
106.	Tank Crewman Commander
107.	Tank Sergeant
108.	Technician Aircraft Grade 2

Pay grade 5 cont'd	
Column 1 Item	Column 2 Employment Category
109.	Technician Aircraft Grade 2 (Time Progression) Fly 0-2
110.	Technician Aircraft Supervisor
111.	Technician Avionics Grade 2
112.	Technician Avionics Grade 2 (Time Progression) Fly 0-2
113.	Technician Avionics Supervisor
114.	Technician Electrical Advanced Grade 1
115.	Technician Electrical Grade 4
116.	Technician Electrical Supervisor Grade 1
117.	Technician Electronic Systems Advanced Grade 1
118.	Technician Electronic Systems Grade 4
119.	Technician Electronic Systems Supervisor Grade 1
120.	Technician Laboratory Grade 2
121.	Telecommunications Systems Supervisor
122.	Telecommunications Systems Team Leader
123.	Underwater Medicine Clinician

Pay grade 6	
Column 1 Item	Column 2 Employment Category
1.	Aircraft Life Support Fitter Artisan
2.	Aircraft Structural Fitter Manager
3.	Aircraft Support Manager
4.	Aircrewman Leader (Competency Progression)
5.	Aircrewman Manager (Competency Progression)
6.	Aircrewman Supervisor (Competency Progression)

Pay grade 6 cont'd	
Column 1 Item	Column 2 Employment Category
7.	Aircrewman (Time Progression) Fly 4-6
8.	Aircrewman Leader (Time Progression) Fly 4-6
9.	Aircrewman Supervisor (Time Progression) Fly 4-6
10.	Ammunition Technician Manager
11.	Ammunition Technician Supervisor
12.	Analyst Intelligence Operations Manager
13.	Artificer Electronics Grade 2
14.	Artificer Mechanical Grade 2
15.	Assistant Manager Electronic Warfare
16.	Assistant Manager Telecommunication Systems
17.	Assistant Supervisor Explosive Ordnance Disposal
18.	Australian Defence Force Investigator Grade 2
19.	Aviation Operations Manager
20.	Cavalry Warrant Officer
21.	Commando Grade 1
22.	Communications Systems Manager Grade 2
23.	Electronic Warfare Supervisor
24.	Explosive Ordnance Disposal Technician
25.	Geospatial Technician Grade 5
26.	Geospatial Technician Grade 6
27.	Geospatial Technician Grade 7
28.	Information Systems Manager
29.	Manager Company Operations Specialist Grade 2
30.	Manager Electronic Warfare
31.	Manager Company Operations Grade 2

Pay grade 8	
Column 1 Item	Column 2 Employment Category
1.	Aircrewman (Time Progression) Fly 10+
2.	Aircrewman Leader (Time Progression) Fly 10+
3.	Aircrewman Manager (Time Progression) Fly 10+
4.	Aircrewman Supervisor (Time Progression) Fly 10+
5.	Artificer Aircraft (Time Progression) Fly 6-8
6.	Artificer Aircraft (Time Progression) Fly 8-10
7.	Artificer Avonics (Time Progression) Fly 6-8
8.	Artificer Avionics (Time Progression) Fly 8-10
9.	Commando Grade 4
10.	Section Commander Commando
11.	Special Air Service Trooper Grade 1
12.	Supervisor Commando Operations
13.	Supervisor Commando Platoon Operations
14.	Technician Aircraft Grade 2 (Time Progression) Fly 8-10
15.	Technician Aircraft Grade 2 (Time Progression) Fly 10+
16.	Technician Avionics Grade 2 (Time Progression) Fly 8-10
17.	Technician Avionics Grade 2 (Time Progression) Fly 10+

Pay grade 9	
Column 1 Item	Column 2 Employment Category
1.	Special Air Service Trooper Grade 2
2.	Artificer Aircraft (Time Progression) Fly 10+
3.	Artificer Avionics (Time Progression) Fly 10+

Pay grade 10	
Column 1 Item	Column 2 Employment Category
1.	Special Air Service Trooper Grade 3

Pay grade 6	
Column 1 Item	Column 2 Employment Category
1.	Aircraft Life Support Technical Manager
2.	Aircraft Supervisor
3.	Aircraft Surface Finisher Technical Manager
4.	Aircraft Structures Supervisor
5.	Armament Supervisor
6.	Avionics Supervisor
7.	Airborne Electronics Analyst — Competency Progression Grade 1 (Feeder)
8.	Airborne Electronics Analyst — Competency Progression Grade 2
9.	Airborne Electronics Analyst — Time Progression Grade 2 Fly 2-4
10.	Airborne Electronics Analyst Single Station — Time Progression Grade 3 Fly 4-6
11.	Communications Electronics Supervisor
12.	Crew Attendant — Competency Progression Grade 4
13.	Crew Attendant — Time Progression Grade 4 Fly 6-8
14.	Flight Engineer — Competency Progression Grade 1
15.	Flight Engineer — Time Progression Grade 2 Fly 2-4
16.	Geospatial Imagery Intelligence Analyst Manager
17.	Geospatial Imagery Intelligence Analyst Supervisor
18.	Ground Support Equipment Technician Supervisor
19.	Ground Technical Manager
20.	Loadmaster — Competency Progression Grade 2
21.	Loadmaster — Time Progression Grade 3 Fly 4-6
22.	Manager Communications and Information Systems Controller
23.	Manager Trades
24.	Non-Destructive Inspection Technician Level 1
25.	Security Police Grade 4 – Service Investigator

Pay grade 6 cont'd	
Column 1 Item	Column 2 Employment Category
26.	Signals Operator Linguist General
27.	Signals Operator Linguist Analyst
28.	Signals Operator Technical Analyst
29.	Special Tactics Grade 1
30.	Works Manager

Pay grade 7	
Column 1 Item	Column 2 Employment Category
1.	Airborne Electronics Analyst — Competency Progression Grade 3
2.	Airborne Electronics Analyst — Competency Progression Grade 4
3.	Airborne Electronics Analyst — Time Progression Grade 3 Fly 4-6
4.	Airborne Electronics Analyst — Time Progression Grade 4 Fly 6-8
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 4 Fly 6-8
6.	Airborne Electronics Analyst Single Station — Time Progression Grade 5 Fly 8-10
7.	Aircraft Structures Technical Manager
8.	Aircraft Systems Technician
9.	Aircraft Technical Manager
10.	Armament Technical Manager
11.	Avionics Systems Technician
12.	Avionics Technical Manager
13.	Communications Electronic Systems Technician
14.	Communications Electronic Technical Manager
15.	Crew Attendant — Time Progression Grade 5 Fly 8-10
16.	Crew Attendant — Time Progression Grade 6 Fly 10+
17.	Flight Engineer — Competency Progression Grade 2
18.	Flight Engineer — Time Progression Grade 3 Fly 4-6

Pay grade 7 cont'd	
Column 1 Item	Column 2 Employment Category
19.	Flight Engineer — Time Progression Grade 4 Fly 6-8
20.	Loadmaster — Competency Progression Grade 3
21.	Loadmaster — Competency Progression Grade 4
22.	Loadmaster — Time Progression Grade 4 Fly 6-8
23.	Loadmaster — Time Progression Grade 5 Fly 8-10
24.	Non-Destructive Inspection Technician Level 2
25.	Senior Manager Processing
26.	Senior Manager Technical
27.	Signals Operator Linguist Advanced
28.	Signals Operator Linguist Advanced Analyst
29.	Signals Operator Technical Advanced Analyst
30.	Special Tactics Grade 2
31.	Special Tactics Grade 3

Pay grade 8	
Column 1 Item	Column 2 Employment Category
1.	Airborne Electronics Analyst — Competency Progression Grade 5
2.	Airborne Electronics Analyst —Competency Progression Grade 6
3.	Airborne Electronics Analyst —Time Progression Grade 5 Fly 8-10
4.	Airborne Electronics Analyst — Time Progression Grade 6 Fly 10+
5.	Airborne Electronics Analyst Single Station — Time Progression Grade 6 Fly 10+
6.	Flight Engineer — Competency Progression Grade 3
7.	Flight Engineer — Competency Progression Grade 4

Pay grade 8 cont'd	
Column 1 Item	Column 2 Employment Category
8.	Flight Engineer — Competency Progression Grade 5
9.	Flight Engineer — Time Progression Grade 5 Fly 8-10
10.	Flight Engineer — Time Progression Grade 6 Fly 10+
11.	Loadmaster — Time Progression Grade 6 Fly 10+
12.	Special Tactics Grade 4

Schedule B.16: Senior Officer – Dental Officer

[from DFRT Determination No 15 of 2008]

See: Chapter 3 Part 1 Part B [Division 3](#), (Salary (Specialist officers))

Part 1: Senior Officer of the Permanent Force on Specialist Career Structure

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	CL3	\$177,683
			CL4	\$182,902

Part 2: Senior Officer of the Reserve Force on Specialist Career Structure

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	CL3	\$486.80
			CL4	\$501.10

Schedule B.17: Senior Officer – Legal Officer

[from DFRT Determination No 15 of 2008]

See: Chapter 3 Part 1 Part B [Division 3](#), (Salary (Specialist officers))

Part 1: Senior Officer of the Permanent Force on Specialist Career Structure

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a year
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	LL5	\$174,786

Part 2: Senior Officer of the Reserve Force on Specialist Career Structure

Column 1 Rank			Column 2 Competency level	Column 3 Rate of salary \$ a day
Navy	Army	Air Force		
Commodore	Brigadier	Air Commodore	LL5	\$478.87

Division 2: Airfield Defence Guards (annual proficiency bonus)

4.8.8	Purpose	1
4.8.9	Members this Division applies to	1
4.8.10	Conditions of entitlement	1
4.8.11	Rate and date of entitlement	2
4.8.12	Preservation of entitlement on transfer	2

Division 3: Emergency Forces gratuity and Army Individual Emergency Reserve entitlements – transitional provisions

4.8.13	Cessation	1
4.8.14	Definitions	1
4.8.15	Emergency Forces call-out gratuity	1
4.8.16	Former Army Individual Emergency Reserve – recovery of payment for enlistment	2
4.8.17	Former Army Individual Emergency Reserve – efficiency allowance	3

Division 4: Army's Reserve Response Force – annual bonus

4.8.18	Definitions	1
4.8.19	Eligible member	1
4.8.20	Entitlement	2

Division 5: Attendance allowance

4.8.21	Purpose	1
4.8.22	Definitions	1
4.8.23	Member this Division applies to	1
4.8.24	Member this Division does not apply to	1
4.8.25	Period of entitlement	2
4.8.26	Amount of allowance	2
4.8.27	Travel beyond 120 kilometres	2
4.8.28	Vehicle allowance not payable	3

Division 6: Cadet forces allowance

4.8.28A	Purpose	1
4.8.29	Person this Division applies to	1
4.8.30	Period and rate of payment	2
4.8.30A	Rate of allowance on advancement from other rank	4
4.8.31	Travelling, meal and vehicle allowance	4

Division 7: Health support allowance – Reserves

4.8.32	Purpose	1
4.8.33	Definitions	1
4.8.34	High Readiness Reserve health support allowance	2
4.8.35	Active and Specialist Reserve health support allowance	3
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Division 8: Reserve allowance

	[from DFRT Determination No 22 of 2008]	
	Commencement	1
	Repeal	1
	Definitions	1
	Application	1
	Reserve Service Allowance	1
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Annex 4.8.A	High Readiness Reserve health support allowance claim form	1
Annex 4.8.B	Naval Reserve Annual Health Declaration	1
Annex 4.8.C	Daily rate of cadet forces allowance	1

Part 9: Life insurance – additional risk insurance

4.9.1	Purpose	1
4.9.2	Members entitled	1
4.9.3	Members not entitled	1
4.9.4	Amount of reimbursement	1
4.9.5	Timing of reimbursement	2

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Division 1: Uniform allowance

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Division 2: Travel related allowances

4.10.2	Overview	1
4.10.3	Travel card and travelling allowance	1
4.10.4	Vehicle allowance	1
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Division 3: Housing allowances

4.10.6	Overview	1
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Division 4: Relocation allowances

4.10.7	Overview	1
4.10.8	See also	1
4.10.9	Separation allowance	1
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Division 7: Health support allowance – Reserves

[4.8.32 Purpose](#)

[4.8.33 Definitions](#)

[4.8.34 High Readiness Reserve health support allowance](#)

[4.8.35 Active and Specialist Reserve health support allowance](#)

[4.8.36 ...](#)

4.8.32 Purpose

This Division provides allowances to help Reserve members keep their health levels at required standards.

4.8.33 Definitions

The following definitions apply in this Division.

Item	Term	Definition in this Division
1.	Annual health declaration	A written declaration made by a member, in relation to their health status since their last health examination. The declaration must state whether the member has an in-date health examination. It assists the member's Service to ensure the member is provided with any health examination that they require.
2.	Health examination	A health examination required under the relevant health policy set by Joint Health Command, from-time to-time. The examination stays current or 'in-date' for a set period of time.
3.	Active Reserve	Have the meanings given under Regulation 5 of the <i>Defence (Personnel) Regulations 2002</i> .
4.	High Readiness Active Reserve	
5.	High Readiness Specialist Reserve	
6.	Specialist Reserve	
7.	Financial year	A period measured from 1 July to 30 June.

4.8.34 High Readiness Reserve health support allowance

1. This clause applies to a member who meets all of these conditions.
 - a. They are a member of the High Readiness Active Reserve or the High Readiness Specialist Reserve.
 - b. The member has made the agreement listed in the following table for the member's Service.

Item	If the member is in the ...	then...
1.	Army	<p>they have agreed to perform the requirements of the High Readiness Active Reserve or the High Readiness Specialist Reserve, in accordance with administrative instructions made under s.9A of the <i>Defence Act 1903</i>.</p> <p>The agreement must be in writing.</p> <p>See: Defence Instruction (Army) PERS 79-6 - Management of the Army High Readiness Reserve</p>
2.	Air Force	<p>the member has made an agreement with the CDF under subclause 3.5.76.1.</p> <p>See: Subclause 3.5.76.1, High Readiness Reserve agreement</p>

- c. They have a health insurance policy that meets all of these conditions.
 - i. It is a policy for health insurance, with a health fund registered under the *National Health Act 1953*.
 - ii. It includes the top level of hospital cover that the health fund provides, and optical and dental cover.
 - iii. The member is named on the policy.

Examples: The member holds the policy as an individual, or is named as one member of a couple or a family.
2. If the member is transferred to the High Readiness Active Reserve or the High Readiness Specialist Reserve, the member is entitled to a payment of \$2,500.
3. The member is entitled to annual allowance payments at the rate of \$2,500 a year.
 - a. The member may apply for the allowance using the application form at Annex 4.8.A.
See: [Annex 4.8.A](#), High Readiness Reserve health support allowance claim form
 - b. The allowance may be paid from each anniversary of the member's transfer into the High Readiness Active Reserve or the High Readiness Specialist Reserve.
 - c. The member must provide evidence of health insurance that meets the requirements of paragraph 1.c.

4.8.35 Active and Specialist Reserve health support allowance

1. This clause applies to a member who is a member of one of the following groups.
 - a. The Active Reserve.
 - b. The Specialist Reserve.
 - c. The Army Regional Force Surveillance List.
 - d. The Local Observer Element of the Army.
2. This clause does not apply to a member who was on continuous full-time service for the whole of the financial year for which the allowance is claimed.
3. A member who is eligible under this clause is to be paid \$600 for the financial year in which they were eligible.
4. To be eligible for Reserve health support allowance, a member must meet the conditions set out under paragraph a. and follow the process in whichever process set out under paragraph b. is relevant to the member's circumstances, in relation to the financial year for which the allowance is claimed.
 - a. The member must meet both of the following conditions.
 - i. The member must serve for the period of time set out in subclause 5 for their Reserve category.
 - ii. The member must hold an in-date health examination during the financial year for which they claim the allowance.

Note: The health assessment or examination may not need to occur in the financial year to which the declaration is made, as some examinations stay 'in-date' for several years.
 - b. The member must follow one of these procedures to claim the allowance.
 - i. If the member applies for the allowance for any year after 1 July 2011 they may make an annual health declaration in writing.

Note: The member's declaration is recorded in PMKeys, Defence's personnel system.
 - ii. If the member of the Navy applies for the allowance in relation to a financial year ending before 1 July 2011, then the member may use the previously determined form.

See: Annex 4.8.B, Naval Reserve Annual Health Declaration
 - iii. If a member of Army or Air Force applies for the allowance in relation to a financial year ending before 1 July 2011, then they may make an annual health declaration in writing but do not need to use the form specified at Annex 4.8.B.

5. A member meets the time condition for the allowance if, in a financial year, they serve for a number of days specified in the following table for their group.

Item	If the member is in the...	the number of days is...
1.	Active Reserve	20 days.
2.	The Army Regional Force Surveillance List	
3.	The Local Observer Element of the Army	
4.	Specialist Reserve	7 days.

6. The days in subclause 5 may be made up of any of the following.
- a. Reserve service in a group listed in subclause 1.
 - b. Continuous full-time service of less than 365 days in that year.
7. The member's Commanding Officer may waive the need for the member to comply with any of the processes in paragraph 4.b having regard to the following.
- a. Whether Service reasons prevent the member from complying.
 - b. Any relevant Defence Instructions.
8. If the member has met the requirements in subclauses 4 and 5 in the current financial year, then the member may be paid the allowance before the end of that year, in any of the following circumstances.
- a. For a member of Air Force – the member's written Reserve annual health declaration is submitted in accordance with a process in paragraph 4.b.
 - b. For a member of Navy or Army – the member ceases to be in a category listed in subclause 1.

4.8.36 ...

Annex 4.8.C: Daily rate of cadet forces allowance

See: Chapter 4 [Part 8](#)

Part 1: For an Officer of Cadets

Column 1 Rank			Column 2
Australian Navy Cadets (ANC)	Australian Army Cadets (AAC)	Australian Air Force Cadets (AAFC)	Daily rate
Captain (ANC)	Colonel (AAC)	Group Captain (AAFC)	\$329.35
Commander (ANC)	Lieutenant Colonel (AAC)	Wing Commander (AAFC)	\$281.44
Lieutenant Commander (ANC)	Major (AAC)	Squadron Leader (AAFC)	\$200.27
Lieutenant (ANC)	Captain (AAC)	Flight Lieutenant (AAFC)	\$158.89
Sub-Lieutenant (ANC)	Lieutenant (AAC)	Flying Officer (AAFC)	\$133.66
Acting Sub-Lieutenant (ANC)	Second Lieutenant (AAC)	Pilot Officer (AAFC)	\$125.51

Part 2: For an Instructor of Cadets

Column 1 Rank			Column 2
Australian Navy Cadets (ANC)	Australian Army Cadets (AAC)	Australian Air Force Cadets (AAFC)	Daily rate
Warrant Officer (ANC)	Warrant Officer Class 1 (AAC)	Warrant Officer (AAFC)	\$165.18
Chief Petty Officer (ANC)	Warrant Officer Class 2 (AAC)	Flight Sergeant (AAFC)	\$152.56
	Staff Sergeant (AAC)		\$147.62
Petty Officer (ANC)	Sergeant (AAC)	Sergeant (AAFC)	\$132.56
Leading Seaman (ANC)	Corporal (AAC)	Corporal (AAFC)	\$115.26
	Lance Corporal (AAC)		\$106.45
Able Seaman (ANC)	Private (AAC)	a. Leading Aircraftman (AAFC) b. Leading Aircraftwoman (AAFC)	\$104.36
Seaman (ANC)	Recruit (AAC)	a. Aircraftman (AAFC) b. Aircraftwoman (AAFC)	\$102.32

Annex 15.1.A: Overseas public holidays (This Annex is guidance only)

This Annex contains the approved holidays for the calendar year 2012.

Note: If a posting location has no listing of holidays directed to be observed by the CDF, then the Canberra public holiday schedule applies.

See: [Part 1](#) clause 15.1.4, Public holidays overseas

[Belgium](#)

[Brunei](#)

[Cambodia](#)

[Canada](#)

[China](#)

[Cook Islands](#)

[East Timor](#)

[Ethiopia](#)

[Fiji](#)

[France](#)

[Germany](#)

[India](#)

[Indonesia](#)

[Iraq](#)

[Japan](#)

[Jordan](#)

[Kiribati](#)

[Korea](#)

[Kuwait](#)

[Malaysia – Butterworth](#)

[Malaysia – Johor](#)

[Malaysia – Kuala Lumpur, Australian High Commission](#)

[Malaysia – Kuala Lumpur](#)

[Malaysia – Negeri Sembilan](#)

[Malaysia – Perak](#)

[Marshall Islands](#)

[Micronesia](#)

[Netherlands and The Hague](#)

[New Zealand – Auckland](#)

[New Zealand – Christchurch](#)

[New Zealand – Wellington](#)

[New Zealand – Other](#)

[Pakistan](#)

[Palau](#)

[Papua New Guinea](#)

[Philippines](#)

[Samoa](#)

[Saudi Arabia](#)

[Senegal – Dakar](#)

[Singapore](#)

[Solomon Islands](#)

[Spain – Ferrol/A Coruna](#)

[Spain – Australian Embassy Staff](#)

[Spain – Madrid](#)

[Thailand](#)

[Tonga](#)

[Turkey](#)

[Tuvalu](#)

[United Arab Emirates](#)

[United Kingdom](#)

[United States of America – Embassy Staff and Resident Project Team in Seattle and Baltimore, Crystal City, and United Nations and Consulate New York](#)

[United States of America – Other](#)

[Vanuatu](#)

[Vietnam](#)

Belgium

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Labour Day	1 May 2012	Tuesday
Ascension Day	17 May 2012	Thursday
Whit Monday	28 May 2012	Monday
Belgian National Day	23 July 2012	Monday
Assumption Day	15 August 2012	Wednesday
All Saint's Day	1 November 2012	Thursday
In Lieu of Armistice Day	24 December 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
Additional Holiday	27 December 2012	Thursday

Brunei

Holiday	Date	Day
In Lieu of New Year's Day	2 January 2012	Monday
Chinese New Year	23 January 2012	Monday
Australia Day	26 January 2012	Thursday
In Lieu of Prophet Muhammad's Birthday	6 February 2012	Monday
Brunei National Day	23 February 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
In Lieu of Sultan's Birthday	16 July 2012	Monday
Nuzul Al-Quran (Revelation of the Quran)	6 August 2012	Monday
Hari Raya Aidilfitri	20 August 2012	Monday
Hari Raya Aidilfitri	21 August 2012	Tuesday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Cambodia

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Good Friday	6 April 2012	Friday
Khmer New Year	13 April 2012	Friday
Birthday of His Majesty Preah Bat Samdech Phreah Boromneath Norodom Sihamony, King of Cambodia	14 May 2012	Monday
Birthday of Her Majesty the Queen Mother Norodom Monineath Sihanouk of Cambodia	18 June 2012	Monday
Pchum Ben	15 October 2012	Monday
Pchum Ben	16 October 2012	Tuesday
Water Festival	27 November 2012	Tuesday
Water Festival	28 November 2012	Wednesday
Water Festival	29 November 2012	Thursday
Additional Public Holiday	24 December 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Canada

Holiday	Date	Day
Additional Holiday	23 December 2011	Friday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Victoria Day	21 May 2012	Monday
Queen's Birthday	11 June 2012	Monday
In Lieu of Canada Day	2 July 2012	Monday
Civic Holiday	6 August 2012	Monday
Labour Day	3 September 2012	Monday
Thanksgiving Day	8 October 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

China

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Chinese Spring Festival	23 January 2012	Monday
Chinese Spring Festival	24 January 2012	Tuesday
Chinese Spring Festival	25 January 2012	Wednesday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Labour Day	1 May 2012	Tuesday
Dragon Boat Day	25 June 2012	Monday
Chinese National Day	1 October 2012	Monday
Chinese National Day	2 October 2012	Tuesday
Chinese National Day	3 October 2012	Wednesday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Cook Islands

Holiday	Date	Day
Boxing Day	26 December 2011	Monday
In Lieu of Christmas Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday

East Timor

Holiday	Date	Day
National Heroes Day	7 December 2011	Wednesday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
ANZAC Day	25 April 2012	Wednesday
Labour Day	1 May 2012	Tuesday
Popular Consultation Day	30 August 2012	Thursday
All Saint's Day	1 November 2012	Thursday
National Heroes Day	7 December 2012	Friday
Additional Public Holiday	21 December 2012	Friday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
Additional Public Holiday	31 December 2012	Monday

Ethiopia

Holiday	Date	Day
Additional Holiday	23 December 2011	Friday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Ethiopian Epiphany	20 January 2012	Friday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Ethiopian Good Friday	13 April 2012	Friday
In Lieu of Ethiopian Easter Sunday	16 April 2012	Monday
Queen's Birthday	11 June 2012	Monday
In Lieu of Eid Al Fitr	20 August 2012	Monday
Ethiopian New Year's Day	11 September 2012	Tuesday
Ethiopian Meskel	27 September 2012	Thursday
Eid Al Adha	26 October 2012	Friday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Fiji

Holiday	Date	Day
Additional Holiday	23 December 2011	Friday
In lieu of Christmas Day	26 December 2011	Monday
In lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Prophet Mohammed's Birthday	6 February 2012	Monday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Queen's Birthday	11 June 2012	Monday
Labour Day	1 October 2012	Monday
Fiji Day	10 October 2012	Wednesday
Diwali	13 November 2012	Tuesday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
Additional Holiday	31 December 2012	Monday

France

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
French Labour Day	1 May 2012	Tuesday
Ascension	17 May 2012	Thursday
Queen's Birthday	11 June 2012	Monday
Assumption	15 August 2012	Wednesday
Australian Labour Day	1 October 2012	Monday
All Saint's Day	1 November 2012	Thursday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Germany

Holiday	Date	Day
Weihnachtsmarkt Holiday	23 December 2011	Friday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
In Lieu of Australia Day	27 January 2012	Friday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Labour Day	1 May 2012	Tuesday
Ascension Day	17 May 012	Thursday
Whit Monday	28 May 2012	Monday
Queen's Birthday	11 June 2012	Monday
Assumption Day	15 August 2012	Wednesday
German Reunification Day	3 October 2012	Wednesday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
New Year's Eve	31 December 2012	Monday

India

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day / Indian Republic Day	26 January 2012	Thursday
Holi	8 March 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
ANZAC Day	25 April 2012	Wednesday
Janamashtami	10 August 2012	Friday
Independence Day	15 August 2012	Wednesday
Mahatma Gandhi's Birthday	2 October 2012	Tuesday
Dussehra	24 October 2012	Wednesday
Diwali	13 November 2012	Tuesday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Indonesia

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Chinese New Year	23 January 2012	Monday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
ANZAC Day	25 April 2012	Wednesday
In Lieu of Ascension of the Prophet	15 June 2012	Friday
Independence Day	17 August 2011	Friday
Idul Fitri	20 August 2012	Monday
Labour Day	1 October 2012	Monday
Idul Adha	26 October 2011	Friday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Iraq

Holiday	Date	Day
Christmas Day	25 December 2011	Sunday
Boxing Day	26 December 2011	Monday
Additional Holiday	27 December 2011	Tuesday

Japan

Holiday	Date	Day
In Lieu of Christmas Day	23 December 2011	Friday
Boxing Day	26 December 2011	Monday
Additional Holiday	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Constitution Memorial Day (Golden Week)	3 May 2012	Thursday
Greenery Day (Golden Week)	4 May 2012	Friday
Queen's Birthday	11 June 2012	Monday
Marine Day	16 July 2012	Monday
Respect for the Aged Day	17 September 2012	Monday
Family and Community Day	8 October 2012	Monday
Labour Thanksgiving Day	23 November 2012	Friday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Jordan

Holiday	Date	Day
Christmas Day	25 December 2011	Sunday
Boxing Day	26 December 2011	Monday
New Year's Day	1 January 2012	Sunday
In Lieu of Australia Day	29 January 2012	Sunday
In Lieu of Good Friday	5 April 2012	Thursday
Easter Sunday	8 April 2012	Sunday
Jordan Labour Day	1 May 2012	Tuesday
In Lieu of Independence Day	24 May 2012	Thursday
In Lieu of Queen's Birthday	10 June 2012	Sunday
Eid El Fitr	20 August 2012	Monday
Eid El Fitr	21 August 2012	Tuesday
In Lieu of Eid Al-Ahda	25 October 2012	Thursday
In Lieu of Eid Al-Ahda	28 October 2012	Sunday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Kiribati

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
ANZAC Day	25 April 2012	Wednesday
Queen's Birthday	11 June 2012	Monday
Additional National Day Holiday	11 July 2012	Wednesday
National Day Holiday	12 July 2012	Thursday
Additional National Day Holiday	13 July 2012	Friday
National Youth Day	6 August 2012	Monday
Labour Day	1 October 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Korea

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Lunar New Year	23 January 2012	Monday
Lunar New Year	24 January 2012	Tuesday
Australia Day	26 January 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Queen's Birthday	11 June 2012	Monday
Independence Day	15 August 2012	Wednesday
Chusok/Labour Day	1 October 2012	Monday
Chusok	2 October 2012	Tuesday
Chusok/National Foundation Day	3 October 2012	Wednesday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Kuwait

Holiday	Date	Day
Christmas Day	25 December 2011	Sunday
Boxing Day	26 December 2011	Monday
New Year's Day	1 January 2012	Sunday
Kuwait Liberation Day	26 February 2012	Sunday
In Lieu of Good Friday	5 April 2012	Thursday
Easter Sunday	8 April 2012	Sunday
ANZAC Day	25 April 2012	Wednesday
In Lieu of Queen's Birthday	10 June 2012	Sunday
Prophet's Ascension	28 June 2012	Thursday
Eid El Fitr	19 August 2012	Sunday
Eid El Fitr	20 August 2012	Monday
Eid Al-Ahda	25 October 2012	Thursday
Eid Al-Ahda	28 October 2012	Sunday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Malaysia – Butterworth

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Chinese New Year	23 January 2012	Monday
Australia Day	26 January 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
(Agong) King's Birthday	4 June 2012	Monday
Queen's Birthday	11 June 2012	Monday
In Lieu of Hari Raya Puasa 1	20 August 2012	Monday
In Lieu of Hari Raya Puasa 2	21 August 2012	Tuesday
Malaysia National Day	31 August 2012	Friday
In Lieu of Malaysia Day	17 September 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Malaysia – Johor

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of New Year's Day / Hari Raya Qurban / Haji	2 January 2012	Monday
Chinese New Year	23 January 2012	Monday
Chinese New Year	24 January 2012	Tuesday
Thaipusam	7 February 2012	Tuesday
Labour Day	1 May 2012	Tuesday
Wesak Day	4 May 2012	Friday
Hari Raya Puasa	20 August 2012	Monday
Hari Raya Puasa	21 August 2012	Tuesday
Merdeka Day	31 August 2012	Friday
Malaysia Day	17 September 2012	Monday
Deepavali	13 November 2012	Tuesday
Sultan of Johor's Birthday	22 November 2012	Thursday
Christmas Day	25 December 2012	Tuesday

Malaysia – Kuala Lumpur, Australian High Commission

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of New Year's Day / Hari Raya Qurban / Haji	2 January 2012	Monday
Chinese New Year	23 January 2012	Monday
Chinese New Year	24 January 2012	Tuesday
City Day / Federal Territory Day	1 February 2012	Wednesday
Thaipusam	7 February 2012	Tuesday
Good Friday	6 April 2012	Friday
Labour Day	1 May 2012	Tuesday
Hari Raya Puasa	20 August 2012	Monday
Hari Raya Puasa	21 August 2012	Tuesday
Merdeka Day	31 August 2012	Friday
Malaysia Day	17 September 2012	Monday
Deepavali	13 November 2012	Tuesday
Christmas Day	25 December 2012	Tuesday

Malaysia – Kuala Lumpur

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of New Year's Day / Hari Raya Qurban / Haji	2 January 2012	Monday
Chinese New Year	23 January 2012	Monday
Chinese New Year	24 January 2012	Tuesday
City Day / Federal Territory Day	1 February 2012	Wednesday
Thaipusam	7 February 2012	Tuesday
Labour Day	1 May 2012	Tuesday
Wesak Day	4 May 2012	Friday
Hari Raya Puasa	20 August 2012	Monday
Hari Raya Puasa	21 August 2012	Tuesday
Merdeka Day	31 August 2012	Friday
Malaysia Day	17 September 2012	Monday
Deepavali	13 November 2012	Tuesday
Christmas Day	25 December 2012	Tuesday

Malaysia – Negeri Sembilan

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of New Year's Day / Hari Raya Qurban / Haji	2 January 2012	Monday
Chinese New Year	23 January 2012	Monday
Chinese New Year	24 January 2012	Tuesday
Prophet Muhammad's Birthday	6 February 2012	Monday
Thaipusam	7 February 2012	Tuesday
Labour Day	1 May 2012	Tuesday
Wesak Day	4 May 2012	Friday
Hari Raya Puasa	20 August 2012	Monday
Hari Raya Puasa	21 August 2012	Tuesday
Merdeka Day	31 August 2012	Friday
Malaysia Day	17 September 2012	Monday
Deepavali	13 November 2012	Tuesday
Christmas Day	25 December 2012	Tuesday

Malaysia – Perak

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of New Year's Day / Hari Raya Qurban / Haji	2 January 2012	Monday
Chinese New Year	23 January 2012	Monday
Chinese New Year	24 January 2012	Tuesday
Thaipusam	7 February 2012	Tuesday
Sultan of Perak's Birthday	19 April 2012	Thursday
Labour Day	1 May 2012	Tuesday
Wesak Day	4 May 2012	Friday
Hari Raya Puasa	20 August 2012	Monday
Hari Raya Puasa	21 August 2012	Tuesday
Merdeka Day	31 August 2012	Friday
Malaysia Day	17 September 2012	Monday
Deepavali	13 November 2012	Tuesday
Christmas Day	25 December 2012	Tuesday

Marshall Islands

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Nuclear Victim's Day	1 March 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
ANZAC Day	25 April 2012	Wednesday
Constitution Day	1 May 2012	Tuesday
Queen's Birthday	11 June 2012	Monday
Fisherman's Day	6 July 2012	Friday
Ri Jerbal Day	31 August 2012	Friday
President's Day	12 November 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Micronesia

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Cultural Day	30 March 2012	Friday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
ANZAC Day	25 April 2012	Wednesday
Constitution Day	10 May 2012	Thursday
Queen's Birthday	11 June 2012	Monday
Liberation Day	11 September 2012	Tuesday
Family and Community Day	8 October 2012	Monday
Independence Day	2 November 2012	Friday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
New Year's Day	1 January 2013	Tuesday
In Lieu of Australia Day	28 January 2013	Monday

Netherlands and The Hague

Holiday	Date	Day
Additional Holiday	23 December 2011	Friday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday/ANZAC Day	9 April 2012	Monday
Queen's Day (Koninginnedag)	30 April 2012	Monday
Ascension Day	17 May 2012	Thursday
Civil Service Day following Ascension Day	18 May 2012	Friday
Whit Monday	28 May 2012	Monday
Queen's Birthday	11 June 2012	Monday
Labour Day	1 October 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
New Year's Eve	31 December 2012	Monday

New Zealand – Auckland

Holiday	Date	Day
Boxing Day	26 December 2011	Monday
In Lieu of Christmas Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Additional Public Holiday	3 January 2012	Tuesday
Auckland Anniversary Day	30 January 2012	Monday
Waitangi Day	6 February 2012	Monday
In Lieu of Australia Day	7 February 2012	Tuesday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
In Lieu of ANZAC Day	27 April 2012	Friday
Queen's Birthday	4 June 2012	Monday
Labour Day	22 October 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
New Year's Day	1 January 2013	Tuesday

New Zealand – Christchurch

Holiday	Date	Day
Boxing Day	26 December 2011	Monday
In Lieu of Christmas Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Additional holiday	3 January 2012	Tuesday
Waitangi Day	6 February 2012	Monday
In Lieu of Australia Day	7 February 2012	Tuesday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
In Lieu of ANZAC Day	27 April 2012	Friday
Queen's Birthday	4 June 2012	Monday
Labour Day	22 October 2012	Monday
Canterbury Anniversary Day	16 November 2012	Friday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
New Year's Day	1 January 2013	Tuesday

New Zealand – Wellington

Holiday	Date	Day
Boxing Day	26 December 2011	Monday
In Lieu of Christmas Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Additional Holiday	3 January 2012	Tuesday
Wellington Anniversary Day	23 January 2012	Monday
Waitangi Day	6 February 2012	Monday
In lieu of Australia Day	7 February 2012	Tuesday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
In Lieu of ANZAC Day	27 April 2012	Friday
Queen's Birthday	4 June 2012	Monday
Labour Day	22 October 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
New Year's Day	1 January 2013	Tuesday

New Zealand – Other

Holiday	Date	Day
Boxing Day	26 December 2011	Monday
In Lieu of Christmas Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Additional Public Holiday	3 January 2012	Tuesday
Auckland Anniversary Day	30 January 2012	Monday
Waitangi Day	6 February 2012	Monday
In Lieu of Australia Day	7 February 2012	Tuesday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
In Lieu of ANZAC Day	27 April 2012	Friday
Queen's Birthday	4 June 2012	Monday
Labour Day	22 October 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
New Year's Day	1 January 2013	Tuesday

Pakistan

Holiday	Date	Day
Moharram (Ashoura)	5 December 2011	Monday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Pakistan Day	23 March 2012	Friday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Queen's Birthday	11 June 2012	Monday
Independence Day	14 August 2012	Tuesday
Eid-UI-Fitr	20 August 2012	Monday
Eid-UI-Fitr	21 August 2012	Tuesday
Eid-UI-Azha	26 October 2012	Friday
Moharram (Ashoura)	23 November 2012	Friday
Additional Holiday	24 December 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Palau

Holiday	Date	Day
Post Public Holiday	23 December 2011	Friday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
ANZAC Day	25 April 2012	Wednesday
President's Day	1 June 2012	Friday
Constitution Day	9 July 2012	Monday
Labour Day	6 September 2012	Thursday
Independence Day	1 October 2012	Monday
Thanksgiving	26 November 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
New Year's Eve	31 December 2012	Monday

Papua New Guinea

Holiday	Date	Day
Additional Holiday	23 December 2011	Friday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Queen's Birthday	11 June 2012	Monday
PNG National Remembrance Day	23 July 2012	Monday
PNG Independence Day	17 September 2012	Monday
Labour Day	1 October 2012	Monday
Christmas Eve	24 December 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
Additional Christmas Holiday	27 December 2012	Thursday
Additional Christmas Holiday	28 December 2012	Friday

Philippines

Holiday	Date	Day
In Lieu of Christmas Eve	23 December 2011	Friday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Maundy Thursday	5 April 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Queen's Birthday	11 June 2012	Monday
Philippine Independence Day	12 June 2012	Tuesday
Eidul Fitr	TBA	TBA
Australian Labour Day	1 October 2012	Monday
All Saint's Day	1 November 2012	Thursday
Bonifacio Day	30 November 2012	Friday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Samoa

Holiday	Date	Day
Boxing Day	26 December 2011	Monday
In Lieu of Christmas Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
In Lieu of ANZAC Day	27 April 2012	Friday
Samoa Mother's Day	14 May 2012	Monday
Independence Day	1 June 2012	Friday
Queen's Birthday	4 June 2012	Monday
Samoa Father's Day	13 August 2012	Monday
Lotu-a-Tamaiti (Day after White Sunday)	15 October 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Saudi Arabia

Holiday	Date	Day
Christmas Eve	24 December 2011	Saturday
Christmas Day	25 December 2011	Sunday
New Year's Day	1 January 2012	Sunday
In Lieu of Australia Day	28 January 2012	Saturday
Easter Saturday	7 April 2012	Saturday
Easter Sunday	8 April 2012	Sunday
Eid El Fitr	18 August 2012	Saturday
Eid El Fitr	19 August 2012	Sunday
Eid El Fitr	20 August 2012	Monday
Saudi National Day	23 September 2012	Sunday
Eid Al-Ahda	27 October 2012	Saturday
Eid Al-Ahda	28 October 2012	Sunday
Christmas Eve	24 December 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Senegal – Dakar

Holiday	Date	Day
Christmas Day	25 December 2011	Sunday
Noel in lieu of Christmas Day	26 December 2011	Monday
In Lieu of New Year's Day	2 January 2012	Monday
In Lieu of Prophet Mohammed's Birthday	3 February 2012	Friday
Independence Day	4 April 2012	Wednesday
Easter Monday	9 April 2012	Monday
Labour Day	1 May 2012	Tuesday
Ascension	17 May 2012	Thursday
Whit Monday (Pentecost)	28 May 2012	Monday
In Lieu of Korite (end of Ramadan)	20 August 2012	Monday
Tabaski (Feast of the Sacrifice)	26 October 2012	Friday
All Saint's Day	1 November 2012	Thursday
Tamkarit (Islamic New Year)	15 November 2012	Thursday
In Lieu of Tamkharit (Ashoura)	23 November 2012	Friday
Christmas Day	25 December 2012	Tuesday

Note: The dates for Korite (Aid-al-Fitr), Tabaski (Aid-al-Adha) and Tamkharit may change due to the lunar cycle.

Singapore

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Chinese New Year	23 January 2012	Monday
Chinese New Year	24 January 2012	Tuesday
Australia Day	26 January 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
In Lieu of Vesak Day	4 May 2012	Friday
Singapore National Day	9 August 2012	Thursday
In Lieu of Hari Raya Puasa	20 August 2012	Monday
Hari Raya Haji	26 October 2012	Friday
Deepavali	13 November 2012	Tuesday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Solomon Islands

Holiday	Date	Day
Solomon Islands Day of Thanksgiving	23 December 2011	Friday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Holy Innocents Day	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Epiphany Day	6 January 2012	Friday
In Lieu of Australia Day	27 January 2012	Friday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
In Lieu of ANZAC Day	27 April 2012	Friday
Queen's Birthday	11 June 2012	Monday
Solomon Islands Independence Day	9 July 2012	Monday
Labour Day	1 October 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
Additional Public Holiday	31 December 2012	Monday
New Year's Day	1 January 2013	Tuesday

Spain – A Coruna

Holiday	Date	Day
Constitution Day	6 December 2011	Tuesday
Immaculate Conception	8 December 2011	Thursday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Epifania (King's Day)	6 January 2012	Friday
Maundy Thursday	5 April 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Virgen del Carmen	16 July 2012	Monday
Assumption Day	15 August 2012	Wednesday
Hispanic Day (National Day)	12 October 2012	Friday
All Saints Day	1 November 2012	Thursday
Constitution Day	6 December 2012	Thursday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
Additional Public Holiday	31 December 2012	Monday

Spain – Australian Embassy Staff

Holiday	Date	Day
Constitution Day	6 December 2011	Tuesday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Epifania (King's Day)	6 January 2012	Friday
Australia Day	26 January 2012	Thursday
Maundy Thursday	5 April 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Labour Day	1 May 2012	Tuesday
Queen's Birthday	11 June 2012	Monday
Family and Community Day	8 October 2012	Monday
Hispanic Day (National Day)	12 October 2012	Friday
Constitution Day	6 December 2012	Thursday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Spain – Madrid

Holiday	Date	Day
Constitution Day	6 December 2011	Tuesday
Immaculate Conception	8 December 2011	Thursday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Epifania (King's Day)	6 January 2012	Friday
San Jose	19 March 2012	Monday
Easter Thursday	5 April 2012	Thursday
Easter Friday	6 April 2012	Friday
Labour Day	1 May 2012	Tuesday
Assumption Day	15 August 2012	Wednesday
Hispanic Day (National Day)	12 October 2012	Friday
All Saint's Day	1 November 2012	Thursday
Constitution Day	6 December 2012	Thursday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday
Additional Day	31 December 2012	Monday
New Year's Day	1 January 2013	Tuesday

Thailand

Holiday	Date	Day
HM The King's Birthday	5 December 2011	Monday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Good Friday & Chakri Day	6 April 2012	Friday
In Lieu of Songkran Day	13 April 2012	Friday
In Lieu of Songkran Day	16 April 2012	Monday
In Lieu of Songkran Day	17 April 2012	Tuesday
In Lieu of Coronation Day	7 May 2012	Monday
Visakha Bucha Day	4 June 2012	Monday
Asarnha Bucha Day	2 August 2012	Thursday
In Lieu of H.M. The Queen's Birthday	13 August 2012	Monday
H.M. The King's Birthday	5 December 2012	Wednesday
Additional Public Holiday	24 December 2012	Monday
Christmas Day	25 December 2012	Tuesday
New Year's Eve	31 December 2012	Monday

Tonga

Holiday	Date	Day
Boxing Day	26 December 2011	Monday
In Lieu of Christmas Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
In Lieu of ANZAC Day	27 April 2012	Friday
Emancipation Day	4 June 2012	Monday
Birthday of the Heir to the Crown of Tonga	12 July 2012	Thursday
Official Birthday of the King of Tonga	1 August 2012	Wednesday
Labour Day	1 October 2012	Monday
Constitution Day	5 November 2012	Monday
King Tupou I Day	4 December 2012	Tuesday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Turkey

Holiday	Date	Day
Additional Holiday	23 December 2011	Friday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
Canberra Day	12 March 2012	Monday
Labour and Solidarity Day	1 May 2012	Tuesday
Queen's Birthday	11 June 2012	Monday
Ramadan	20 August 2012	Monday
Ramadan	21 August 2012	Tuesday
Sacrifice Holiday	25 October 2012	Thursday
Sacrifice Holiday	26 October 2012	Friday
Sacrifice Holiday	29 October 2012	Monday
Additional Holiday	24 December 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Tuvalu

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Commonwealth Day	5 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Bombing Day	16 April 2012	Monday
Gospel Day	7 May 2012	Monday
Queen's Birthday	11 June 2012	Monday
National Children's Day	6 August 2012	Monday
Independence Day	1 October 2012	Monday
Tuvalu Day	2 October 2012	Tuesday
Remembrance Day	12 November 2012	Monday
Christmas Day	24 December 2012	Monday
Boxing Day	26 December 2012	Wednesday

United Arab Emirates

Holiday	Date	Day
In Lieu of UAE National Day	4 December 2011	Sunday
Christmas Day	25 December 2011	Sunday
Boxing Day	26 December 2011	Monday
New Year's Day	1 January 2012	Sunday
Australia Day	26 January 2012	Thursday
In Lieu of Good Friday	8 April 2012	Sunday
Easter Monday	9 April 2012	Monday
In Lieu of Queen's Birthday	10 June 2012	Sunday
Leilat al-Meiraj	17 June 2012	Sunday
Eid al-Fitr (end of Ramadan)	22 August 2012	Wednesday
Eid al-Fitr (end of Ramadan)	23 August 2012	Thursday
Arafat (Haj)	25 October 2012	Thursday
In Lieu of Eid al-Adha (Feast of the Sacrifice)	28 October 2012	Sunday
UAE National Day	2 December 2012	Sunday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

United Kingdom

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
In Lieu of Australia Day	27 January 2012	Friday
Canberra Day	12 March 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
ANZAC Day	25 April 2012	Wednesday
Early May Bank Holiday	7 May 2012	Monday
Spring Bank Holiday	4 June 2012	Monday
Queen's Jubilee	5 June 2013	Tuesday
Summer Bank Holiday	27 August 2012	Monday
Labour Day	1 October 2012	Monday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

United States of America – Embassy Staff and Resident Project Team in Seattle and Baltimore, Crystal City, and United Nations and Consulate New York

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Australia Day	26 January 2012	Thursday
President's Day	20 February 2012	Monday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
Memorial Day	28 May 2012	Monday
Queen's Birthday	11 June 2012	Monday
Independence Day	4 July 2012	Wednesday
Labour Day	3 September 2012	Monday
Thanksgiving	22 November 2012	Thursday
Day after Thanksgiving	23 November 2012	Friday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

United States of America – Other

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Martin Luther King Day	16 January 2012	Monday
President's Day	20 February 2012	Monday
Easter Monday	9 April 2012	Monday
Memorial Day	28 May 2012	Monday
Independence Day	4 July 2012	Wednesday
Labour Day	3 September 2012	Monday
Columbus Day	8 October 2012	Monday
Veterans Day	12 November 2012	Monday
Thanksgiving	22 November 2012	Thursday
Day after Thanksgiving	23 November 2012	Friday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Vanuatu

Holiday	Date	Day
Additional Holiday	23 December 2011	Friday
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
Additional Holiday	28 December 2011	Wednesday
In Lieu of New Year's Day	2 January 2012	Monday
Sir Walter Lini Day	21 February 2012	Tuesday
Good Friday	6 April 2012	Friday
Easter Monday	9 April 2012	Monday
In Lieu of ANZAC Day	27 April 2012	Friday
Labour Day	1 May 2012	Tuesday
Queen's Birthday	11 June 2012	Monday
Children's Day	24 July 2012	Tuesday
Vanuatu Independence Day	30 July 2012	Monday
Constitution Day	5 October 2012	Friday
Unity Day	29 November 2012	Thursday
Christmas Day	25 December 2012	Tuesday
Boxing Day	26 December 2012	Wednesday

Vietnam

Holiday	Date	Day
In Lieu of Christmas Day	26 December 2011	Monday
In Lieu of Boxing Day	27 December 2011	Tuesday
In Lieu of New Year's Day	2 January 2012	Monday
Vietnamese New Year	23 January 2012	Monday
Vietnamese New Year	24 January 2012	Tuesday
Vietnamese New Year	25 January 2012	Wednesday
In Lieu of Vietnamese New Year's Eve	26 January 2012	Thursday
In Lieu of Hung King's Commemoration Day	2 April 2012	Monday
Good Friday	6 April 2012	Friday
Vietnamese Victory Day	30 April 2012	Monday
International Labour Day	1 May 2012	Tuesday
Queen's Birthday	11 June 2012	Monday
In Lieu of Vietnamese National Day	3 September 2012	Monday
Christmas Eve	24 December 2012	Monday
Christmas Day	25 December 2012	Tuesday

Division 3: During deployment – taxation (This Division is policy guidance)

Note: This Division is designed to give an overview of the taxation implications of service on a deployment. It does not try to deal with members' individual tax liability. Members should seek independent tax advice, taking account of relevant tax law and rulings.

See: PACMATE [Part 3](#), Tax issues

[17.4.17 Overview](#)

[17.4.18 Eligibility](#)

[17.4.19 Leave](#)

[17.4.20 Illness and injury](#)

[17.4.21 Fringe Benefits Tax \(FBT\)](#)

17.4.17 Overview

1. A member's ADF salary and salary-related allowances are exempt from income tax while on warlike service.
2. This exemption only applies to taxable income from ADF sources during deployed service, ie ADF salary and allowances earned for service in the operational area. Other sources of income are not covered by this exemption.

17.4.18 Eligibility

An assignment procedure must be completed to ensure that only those members who have been assigned for eligible service with a specified organisation in the specified area receive the taxation exemptions.

See:

[Part 1](#), Overview

[Annex 17.1.A](#), Allotment certificate

17.4.19 Leave

1. Tax exemption continues during all forms of leave accrued in the operational area.
2. Recreation leave and war service leave do not need to be taken immediately after a period of warlike service to remain tax exempt. Unlike the normal calculation for leave, two days instead of weekends is not added for each five days of leave.
3. ...
4. ...

17.4.20 Illness and injury

1. A member's salary and relevant allowances remain exempt from income tax during hospital treatment for an injury or illness received during warlike service.
2. The member can claim full tax exemption on ADF salary and allowances for further periods of hospital treatment for an injury or illness received during warlike service.

17.4.21 Fringe Benefits Tax (FBT)

1. For the period that a member earns exempt income, any benefits received by the member that were directly related to the warlike service are not subject to fringe benefits tax. However, benefits received by the member irrespective of the warlike service continue to be subject to FBT. Defence pays the FBT.

Example: Ongoing benefits such as loan subsidies, Higher Education Contribution Scheme payments etc, continue to be subject to FBT, while benefits directly related to the warlike service, such as meals and certain annual leave travel would not be subject to FBT.

2. Since 1999-2000, all employers (including Defence) are required to report the 'grossed up taxable value' of fringe benefits on all employees' payment summaries if the total taxable value of fringe benefits in a FBT year (1 April to 31 March) is more than AUD 1,000.
3. If a member considers that the 'reportable fringe benefits amount' on their annual payment summary (formerly called group certificate) was incorrectly reported, they should contact the Defence Tax Management Office.

See: PACMATE Part 3 [Division 1](#) clause 3.7, Defence Tax Management Office.

See also: PACMATE [Part 3](#), Tax issues.

Division 3: During deployment – taxation (This Division is policy guidance)

Note: This Division is designed to give an overview of the taxation implications of service on a deployment. It does not try to deal with members' individual tax liability. Members should seek independent tax advice, taking account of relevant tax law and rulings.

See: [Defence Tax Management Office](#)

[17.5.26 Overview](#)

[17.5.27 Eligibility](#)

[17.5.28 Leave](#)

[17.5.29 Illness and injury](#)

[17.5.30 Fringe Benefits Tax \(FBT\)](#)

17.5.26 Overview

1. A member's ADF salary and allowances are exempt from income tax while on warlike service.
2. This exemption only applies to taxable income from ADF sources during deployed service, ie ADF salary and allowances earned for service in the operational area. Other sources of income are not covered by this exemption.

17.5.27 Eligibility

An assignment procedure must be completed to ensure that only those members who have been assigned for eligible service with a specified organisation in the specified area receive the taxation exemption.

See:

[Part 1, Overview](#)

[Annex 17.1.A, Allotment certificate](#)

17.5.28 Leave

1. Tax exemption continues during all forms of leave accrued in the operational area.
2. Recreation leave and war service leave do not need to be taken immediately after a period of warlike service to remain tax exempt. Unlike the normal calculation for leave, two days instead of weekends is not added for each five days of leave.
3. ...
4. ...

17.5.29 Illness and injury

1. A member's salary and relevant allowances remain exempt from income tax during hospital treatment for an injury or illness received during warlike service.
2. The member can claim full tax exemption on ADF salary and allowances for further periods of hospital treatment for an injury or illness received during warlike service.

17.5.30 Fringe Benefits Tax (FBT)

1. For the period that a member earns exempt income, any benefits received by the member that were directly related to the warlike service are not subject to fringe benefits tax. However, benefits received by the member irrespective of the warlike service continue to be subject to FBT. Defence pays the FBT.

Example: Ongoing benefits such as loan subsidies, Higher Education Contribution Scheme payments etc, continue to be subject to FBT, while benefits directly related to the warlike service, such as meals and certain annual leave travel would not be subject to FBT.

2. Since 1999-2000, all employers (including Defence) are required to report the 'grossed up taxable value' of fringe benefits on all employees' payment summaries if the total taxable value of fringe benefits in a FBT year (1 April to 31 March) is more than AUD 1,000.
3. If a member considers that the 'reportable fringe benefits amount' on their annual payment summary (formerly called group certificate) was incorrectly reported, they should contact the Defence Tax Management Office.

See: PACMATE Part 3 [Division 1](#) clause 3.7, Defence Tax Management Office.

See also: PACMATE [Part 3](#), Tax issues.

Division 3: During deployment – taxation (This Division is policy guidance)

Note: This Division is designed to give an overview of the taxation implications of service on a deployment. It does not try to deal with members' individual tax liability. Members should seek independent tax advice, taking account of relevant tax law and rulings.

See: [Defence Tax Management Office](#)

[17.6.17 Overview](#)

[17.6.18 Tax exemption](#)

[17.6.19 Overseas Defence Force rebate](#)

[17.6.20 Recreation leave](#)

[17.6.21 Fringe Benefits Tax \(FBT\)](#)

17.6.17 Overview

1. Members may be eligible for exemption from Australian income tax under section 23AG of the *Income Tax Assessment Act 1936*. To claim the exemption, members must complete the necessary items in their income tax return.
2. In the absence of qualifying for a section 23AG exemption, the member may be eligible to claim the overseas Defence Force rebate. They will not be eligible for both the exemption and the rebate.
3. Before 1 July 2001, the member could claim both the section 23AG exemption and the overseas Defence Force rebate.

17.6.18 Tax exemption

1. Section 23AG of the *Income Tax Assessment Act 1936* is a general provision that exempts certain foreign earnings where a member has engaged in foreign service for a continuous period of not less than 91 days.
2. Defence Attaches are not eligible for this exemption.

17.6.19 Overseas Defence Force rebate

1. The overseas Defence Force rebate is worked out on a pro-rata basis for the time less than 183 days that the member spends in the specified area.

Example: A member spends 160 days in the specified area. The maximum rebate is multiplied by 160/183 to work out the reduced amount.

2. The maximum rebate is AUD 338 a year and 50% of any other related rebate such as a dependant spouse.
3. Defence Attaches are not eligible for this rebate.
4. The member's Annual Payment Summary (formerly Group Certificate) will show the number of days that the rebate applied. This is based on information provided to the Defence Force Pay Accounting Centre from the unit.

17.6.20 Leave

1. Tax exemption continues during accrued leave, but only if the member has qualified for the exemption.
2. Leave must be accrued in the operational area to be tax exempt. Like the normal calculation for leave, two days instead of weekends are added for each five days of leave.
3. The leave may be taken at any time and be tax exempt. This includes after the member has returned from the deployment.
4. ...

17.6.21 Fringe Benefits Tax (FBT)

1. For the period that a member earns exempt income under section 23AG, any benefits received by the member that were directly related to the non-warlike service are not subject to fringe benefits tax. However, benefits received by the member irrespective of the non-warlike service continue to be subject to FBT. Defence pays the FBT.
Example: Ongoing benefits such as loan subsidies, Higher Education Contribution Scheme payments etc, continue to be subject to FBT, while benefits directly related to the non-warlike service, such as meals and certain annual leave travel would not be subject to FBT.
2. Since 1999-2000, all employers (including Defence) are required to report the 'grossed up taxable value' of fringe benefits on all employees' payment summaries if the total taxable value of fringe benefits in a FBT year (1 April to 31 March) is more than AUD 1,000.
3. If a member considers that the 'reportable fringe benefits amount' on their annual payment summary (formerly called group certificate) was incorrectly reported, they should contact the Defence Tax Management Office.

See: PACMATE Part 3 [Division 1](#) clause 3.7, Defence Tax Management Office.

See also: PACMATE [Part 3](#), Tax issues.

Division 3: During deployment – taxation (This Division is policy guidance)

Note: This Division is designed to give an overview of the taxation implications of service on a deployment. It does not try to deal with members' individual tax liability. Members should seek independent tax advice, taking account of relevant tax law and rulings.

See: PACMATE [Part 3](#), Tax issues

[17.7.26 Overview](#)

[17.7.27 Tax exemption](#)

[17.7.28 Overseas Defence Force rebate](#)

[17.7.29 Recreation leave](#)

[17.7.30 Fringe Benefits Tax \(FBT\)](#)

17.7.26 Overview

1. Members may be eligible for exemption from Australian income tax under section 23AG of the *Income Tax Assessment Act 1936*. To claim the exemption, members must complete the necessary items in their income tax return.
2. In the absence of qualifying for a section 23AG exemption, the member may be eligible to claim the overseas Defence Force rebate. They will not be eligible for both the exemption and the rebate.
3. Before 1 July 2001, the member could claim both the section 23AG exemption and the overseas Defence Force rebate.

17.7.27 Tax exemption

1. Section 23AG of the *Income Tax Assessment Act 1936* is a general provision that exempts certain foreign earnings where a member has engaged in foreign service for a continuous period of not less than 91 days.
2. Defence Attaches are not eligible for this exemption.

17.7.28 Overseas Defence Force rebate

1. The overseas Defence Force rebate is worked out on a pro-rata basis for the time less than 183 days that the member spends in the specified area.

Example: A member spends 160 days in the specified area. The maximum rebate is multiplied by 160/183 to work out the reduced amount.

2. The maximum rebate is AUD 338 a year and 50% of any other related rebate such as a dependant spouse.
3. Defence Attaches are not eligible for this rebate.
4. The member's Annual Payment Summary (formerly Group Certificate) will show the number of days that the rebate applied. This is based on information provided to the Defence Force Pay Accounting Centre from the unit.

17.7.29 Leave

1. Tax exemption continues during accrued leave, but only if the member has qualified for the exemption.
2. Leave must be accrued in the operational area to be tax exempt. Like the normal calculation for leave, two days instead of weekends are added for each five days of leave.
3. The leave may be taken at any time and be tax exempt. This includes after the member has returned from the deployment.
4. ...

17.7.30 Fringe Benefits Tax (FBT)

1. For the period that a member earns exempt income under section 23AG, any benefits received by the member that were directly related to the non-warlike service are not subject to fringe benefits tax. However, benefits received by the member irrespective of the non-warlike service continue to be subject to FBT. Defence pays the FBT.
Example: Ongoing benefits such as loan subsidies, Higher Education Contribution Scheme payments etc, continue to be subject to FBT, while benefits directly related to the warlike service, such as meals and certain annual leave travel would not be subject to FBT.
2. Since 1999-2000, all employers (including Defence) are required to report the 'grossed up taxable value' of fringe benefits on all employees' payment summaries, if the total taxable value of fringe benefits in a FBT year (1 April to 31 March) is more than AUD 1,000.
3. If a member considers that the 'reportable fringe benefits amount' on their annual payment summary (formerly called group certificate) was incorrectly reported, they should contact the Defence Tax Management Office.

See: PACMATE Part 3 [Division 1](#) clause 3.7, Defence Tax Management Office.

See also: PACMATE [Part 3](#), Tax issues.