



Determination under the *Defence Employees Certified Agreement 2004-2006*

No. 2 of 2004, Hardship post grade review

I, SUSAN JANE PARR, acting in accordance with the delegation of powers to me under clause J4 of the *Defence Employees Certified Agreement 2004-2006* (DECA) by the Secretary of the Department of Defence:

1. Having regard to information on security and living conditions at certain overseas posts, have reviewed the hardship post grades applicable to employees performing duty overseas.
2. Hereby determine under clause I12 of the DECA that the conditions of service for employees travelling and working overseas on short-term duty, long-term postings or in support of a specified Australian Defence Force operation are to be adjusted as follows:
 - a. the hardship post grades applicable to overseas localities are to be varied in accordance with Defence Determination 2004/3, Hardship post grades, as published in Annex 16.A of the Australian Defence Organisation Pay and Conditions Manual Overseas Conditions of Service volume; and
 - b. the transitional arrangements in Defence Determination 2004/3 are to be applied to employees affected by the hardship post grade changes;
 - c. for the purpose of applying the conditions in the Australian Defence Organisation Pay and Conditions Manual Overseas Conditions of Service volume, the terms in the following table that apply to ADF members are to be taken to include the corresponding terms in the table that apply to APS employees, except where there is an express contrary intention (such as supporting a specified ADF operation):

	ADF term	Corresponding APS term
1.	member	employee
2.	Brigadier or higher	Senior Executive Service (SES) employee
3.	Chief of the Defence Force (CDF)	Secretary
4.	additional duty	overtime
5.	recreation leave	annual leave
6.	rank	classification

- d. This adjustment is effective from 29 January 2004.

Dated 20 January 2004

S J PARR
 Director General Personnel Policy and Employment Conditions