## WRA Approval

## Arrangement details
Key details of the 2014 WRA include:

- provides for a three year duration (commencing on 4 November 2014 and ending on 1 November 2017);
- provides for a total increase of 4.5 per cent, delivered in three equal instalments from:
  - 6 November 2014;
  - 5 November 2015; and
  - 3 November 2016.
- the first pay increase was in member’s pay from 20 November 2014.
- applies to all ADF members (excluding Statutory Office Holders such as the Chief and Vice Chief of the Defence Force and the three Service Chiefs); and
- applies to salary and the 15 salary related allowances (ie Service, Maritime, Field and Flying allowance).

## Productivity measures
The DFRT approved the pay increase based on the following productivity improvements that will be achieved during the life of the 2014 WRA:

- ceasing of Commanders discretion to approve Extra Recreation Leave (ERL) due to the availability of other types of leave that compensate for extraordinary or arduous duty;
- removal of one day stand-down at the end of the working year;
- replacing the current three rates of motor vehicle allowance with one rate of 63 cents/km. This will reduce the administrative burden accredited with managing the current vehicle allowances;
- increasing the allowable driving limits that a member may drive in one day with a trailer, from 360km to 500km and without a trailer from 480km to 600km. This increase in travel distance recognises improvements in the national road infrastructure and capacity of modern vehicles;
- removal of Food Allowance for members with dependants (unaccompanied) and replaced by a one-off larder payment; and
- increasing the minimum qualifying period for higher duties from five to ten days.
Next steps

Changes to five of the six productivity initiatives as detailed above are yet to be finalised. The increase in the qualifying period for Higher Duties Allowance commenced in February 2014. Changes to the remaining five productivity initiatives will not be implemented before 1 March 2015.

Implementation details including dates for these initiatives will be advised when known.

Where can I find out more information?

*PeopleConnect* Intranet website
*ADF Pay and Conditions* Internet website

You can access this information by simply scanning the QR code below with a smart phone.