

Chapter 16: Overseas hardship locations

16.0.1 Overview

This Chapter sets out conditions of service for members on overseas hardship postings. It covers the assistance provided and eligibility for allowances.

16.0.2 Contents

This Chapter includes the following Parts and Annexes:

Part 1	Overview
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Part 6	Excess baggage
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Part 1: Overview

16.1.1 Purpose

1. The purpose of the overseas hardship package is to provide assistance for members and their dependants beyond that covered by normal overseas conditions of service. It is provided for difficulties or hardships experienced on either of these kinds of overseas service.
 - a. Long-term posting at certain posting locations overseas.
 - b. Short-term duty at certain overseas locations (for hardship allowance and additional recreation leave only).
2. The overseas hardship package is additional to the other benefits provided to members serving overseas. It compensates for difficulties, not for perceived danger. The hardship package is not danger money.

16.1.2 Definitions

Term	Definition in this Chapter
Hardship	The significant adverse effect on the lifestyle or welfare of members and their dependants, as a result of living conditions at the posting location, as compared with those in Australia.

16.1.3 Member this Chapter applies to

1. This Chapter applies to eligible members serving at a location shown in [Annex 16.A](#).
2. For specific information about the eligibility for each of the components of the hardship package, refer to the appropriate Part in this Chapter.

16.1.4 Hardship package

The hardship package consists of:

Item	Allowance	See:
1.	Hardship allowance.	Chapter 16 Part 2
2.	Additional recreation leave.	Chapter 16 Part 3
3.	Assisted leave travel.	Chapter 16 Part 4
4.	Accommodation on unavoidable stopovers.	Chapter 16 Part 5
5.	Excess baggage during assisted leave travel.	Chapter 16 Part 6
6.	Assistance in extraordinary circumstances.	Chapter 16 Part 7
7.	Location allowances for Iraq and Papua New Guinea.	Chapter 16 Part 8

16.1.5 Hardship package limits

1. Limits apply to the extent of assistance provided in the hardship package.
2. For specific information about the limits that apply to each of the components of the hardship package, refer to the appropriate Part in this Chapter.

16.1.6 Hardship package does not apply to service on deployments

1. The hardship package set out in this Chapter does not apply to service on warlike and non-warlike deployments.
2. All conditions of service for such deployments are set out in [Chapter 17](#).

16.1.7 Basis for hardship package

1. Locations are graded on factors that indicate if a location is harder to live in than Australia. Each factor earns points that determine the hardship grade for that location. The total score determines what rate of hardship allowance is paid. Not all grades attract payment of the allowance.
2. This table lists the factors that are assessed and what they include.

Item	Item	Description
1.	Climate	The climate comparison between Australia and the post. Also considers natural disasters and air pollution at the post.
2.	Health	The quality and availability of health care at the post.
3.	Language and culture	A comparison of the first and second languages spoken at the post and in Australia.
4.	Goods and services	The quality and availability of goods and services at the post.
5.	Isolation	The distance between the post and Australia, frequency and reliability of external air travel and the standard of internal transport and communication.
6.	Social network and leisure	The ability to enjoy free time, news, media, an expatriate community and recreation facilities.
7.	Housing, utilities and education	The quality and availability of suitable housing and utilities as well as the availability of international schools, the curriculum taught, the language of the school and the age range of suitable education.
8.	Personal security	The level of criminal activity and social tensions at the post, and their effect on personal safety.

3. The items listed are ranked for each overseas posting location according to seven categories. The categories range from A (the least difficult) to G (the most difficult). They are reviewed annually by the data service provider.
4. Members should be aware that the hardship package for their posting location could change considerably during their posting as a result of the annual review.

Part 2: Hardship allowance

16.2.1 Purpose

Some locations are harder to live in than Australia. Hardship allowance makes up for difficult living conditions at the location.

16.2.2 Member this Part applies to

1. This Part applies to a member who meets either of the following conditions.
 - a. They are serving at a location shown in Annex 16.A.
See: Annex 16.A, Hardship post conditions of service
 - b. They are serving in a provisional hardship location.
See: Clause 16.2.5A, Provisional hardship locations
2. When a member leaves a long-term hardship posting location with a period of leave credit that accrued while the member was at the location, the CDF may authorise a payment of hardship allowance. This payment is made in the same manner that overseas living allowance is paid when the member takes that period of leave.

16.2.3 Qualifying period

1. This Part only applies if the total of these periods is 28 days or more.
 - a. The period the member has been on duty at the location.
See: Chapter 13 [Part 3](#), Travel costs for short-term duty overseas
 - b. An earlier period for which the member was entitled to deployment allowance or international campaign allowance. The earlier period must have been continuous with the period at the hardship location.
Note: However, deployment allowance and international campaign allowance are payable under [Chapter 17](#), not this Chapter.
2. Some members are only entitled to a cost of living adjustment and not full overseas living allowance. These members are not entitled to hardship allowance.
See: Chapter 15 Part 2 [Division 2](#) clause 15.2.12, Dual entitlement
3. Despite subclause 1, a member assigned for duty with OPERATION PAKISTAN ASSIST II is not required to serve the 28-day qualifying period before becoming eligible for hardship allowance.

16.2.4 Amount of hardship allowance

1. The amount of hardship allowance a member is entitled to depends on both these things.
 - a. The hardship location grade of the member's location.
 - b. If the member is an [accompanied member](#).
2. This table shows the amount of hardship allowance a member is entitled to:

Item	Hardship location grade	Rate (AUD per year)	
		Unaccompanied member	Accompanied member
1.	A	Nil	Nil
2.	B	Nil	Nil
3.	C	7,781	13,226
4.	D	10,371	17,631
5.	E	15,371	25,631
6.	F	19,214	32,039
7.	G	29,470	Nil

Example: For item 7 in the table, a member would get AUD29,470 annually for duty in a location with a hardship grade G. No accompanied rate is prescribed as the member would not take their family with them to a location with such a high level of hardship. The tsunami-affected areas in Aceh province are an example of a location where a hardship grade G has been determined.

Note: These rates are subject to income tax.

16.2.5 Period of duty

The period of duty for a member is the period beginning on the day the member starts duty at the hardship location, and ending on the day the member finishes duty at the location, whether or not those days are weekends, public holidays or weekdays.

16.2.5A Provisional hardship locations

1. The CDF may decide that a location not listed in Annex 16.A is a hardship location.
2. If a decision is made under subclause 1, the CDF must also make the following decisions for the location.
 - a. Approve an appropriate hardship location grade for the location.

See: Part 1 clause 16.1.7, Basis for hardship package
 - b. Fix a period of up to three months in which the provisional grade applies.
 - c. Decide whether to waive the qualifying period under clause 16.2.3.

See: Clause 16.2.3, Qualifying period
3. For decisions under this clause, the CDF must consider all of the following criteria.
 - a. Whether the ADF is required to provide humanitarian aid, disaster relief or reconstruction assistance.
 - b. The level of assistance required of the ADF.

- c. The level of hardship to be experienced.
 - d. The nature of duties expected.
 - e. The expected duration of duty at the location.
 - f. Any other factors relevant to the location.
4. Leave and travel leave provisions do not apply under this clause.

16.2.6 When member is not eligible for hardship allowance

Hardship allowance is not payable to a member for a period when any of the following conditions applies.

- a. They are not entitled to salary.
- b. They are absent from the location, except as provided in clause 16.2.8.
- c. They are entitled to an allowance for an overseas deployment and the member's partner is not living in a hardship location where the member was on long-term posting before their deployment.

16.2.7 Dual location

If a member is eligible for a hardship allowance for more than one location at the same time, they will only receive the hardship allowance paid at the highest applicable rate.

16.2.8 Absence from location

This table shows the hardship allowance payable when a member is temporarily absent from their location on duty or recreation leave.

Item	If a member...	then they are...
1.	is on a long-term posting	entitled to hardship allowance for the first 28 days of a temporary absence.
2.	is on short-term duty	not entitled to hardship allowance.
3.	has dependants remaining at the location while they are absent	entitled to hardship allowance while the member is absent.

Part 3: Additional recreation leave

16.3.1 Purpose

The purpose of additional recreation leave is to enable members at hardship locations to do two things.

- a. Obtain relief from the environment.
- b. Access suitable shopping and medical facilities.

16.3.2 Member this Part applies to

1. This Part applies to eligible members serving at a location shown in [Annex 16.A](#).
2. For specific information about eligibility for recreation leave, see the appropriate Chapters.

See:

ADF members – Chapter 5 [Part 2](#), Recreation leave

16.3.3 Member this Part does not apply to

This Part does not apply to a member on short-term duty at a location for less than 28 days.

See also: Chapter 12 [Part 1](#) Clause 12.1.2, Member Chapters 12 to 16 do not apply to

16.3.4 Additional recreation leave

1. A member performing duty at a hardship post is entitled to additional recreation leave. The amount of leave is determined by the location where the member performs duty. The additional leave for each location is set out in [Annex 16.A](#).
2. The member accrues additional recreation leave up to the annual maximum, on a pro-rata basis for the period of duty at the hardship post. This leave is treated on the same basis as if the member were serving in a remote location in Australia under Chapter 5 Part 2 [Division 3](#), Additional recreation leave.
3. An amount expressed as a fraction of a week is taken to be expressed as a fraction of five days.

Example: An amount of 1.6 weeks means one week three days.

Part 4: Assisted leave travel

16.4.1 Purpose

Assisted leave travel is provided for members and their dependants living at a hardship location. Its purpose is to enable them to do three things.

- a. Travel to a regional leave centre.
- b. Take a holiday and access health and shopping facilities not normally available at the hardship location.
- c. Obtain relief from the environment.

16.4.2 Definitions

This table defines terms used in this Part and in [Annex 16.A](#).

Term	Definition
Australia	A capital city in Australia other than Hobart or Darwin, with the lowest allowable travel cost to a member's posting location.
Regional leave centre	Either Australia or London. The regional leave centre for each hardship location is provided mainly for access to medical and dental treatment and other necessary goods and services. It is shown in column 3 of Part 1 of Annex 16.A .
Relief leave centre	The relief leave centres for each hardship location are provided mainly for relief from adverse climatic, security and social conditions. They are shown in column 3 of Part 1 of Annex 16.A . See: Clause 16.4.6 for more information about the basis for providing leave centres.

16.4.3 Member this Part applies to

This Part applies to a member who meets both these conditions.

- a. They are on a long-term posting to a location listed in column 1 of Part 1 of [Annex 16.A](#), and
- b. They are granted a reasonable period of recreation leave.

16.4.4 Member this Part does not apply to

This Part does not apply to a member on short-term duty.

See also: Chapter 12 [Part 1](#) clause 12.1.2, Member Chapters 12 to 16 do not apply to

16.4.5 Assisted leave travel

1. Eligible members are entitled to be reimbursed the lesser of these amounts.
 - a. The cost of return travel by the member.
 - b. The [allowable travel cost](#) for return air travel by the member to a leave centre.
2. In this Part, the allowable travel cost for travel between Islamabad and Karachi is taken to be the class of air travel next above economy class.
3. Any difference between the actual cost of travel and the allowable travel cost is not 'credit' and cannot be carried over.

Example: A member has a travel entitlement from East Timor to Darwin. The CDF approves travel to Brisbane. The member travels to Brisbane on a discount fare of less than half the cost of the member's entitlement to Darwin. The member cannot bank the unused credit to put towards subsequent trips. The relief has taken place and the intent of the policy is met.

16.4.6 Leave fare basis

This table shows examples of situations in which assisted leave travel might be provided.

Item	Factor	Reason
To a regional leave centre (either Australia or London)		
1.	Inadequate medical or dental facilities	Assisted leave travel is not intended to enable members and dependants to obtain urgent medical attention when they are ill. If it is necessary for the member or dependants to have immediate medical treatment that is not available at the posting location, a medical evacuation is available to the member and dependants. It may be necessary to leave the posting location to obtain routine dental or medical checkups, or to undergo non-urgent diagnostic testing or treatment.
2.	Lack of shopping facilities	In some posting locations, items such as clothes, recreational and personal items are not readily available. Assisted leave travel is not intended to be used to buy daily items such as food.
To a relief leave centre		
3.	Security	Suitable security measures protect members and their dependants. If serious security problems arise in the community, assisted leave travel may be used to provide temporary relief.
4.	Climate	A posting location is subject to continuous hot or cold weather throughout the year, without any seasonal relief.
5.	Social, economic and cultural reasons	There may be substantial social, economical and cultural differences between a posting location and Australia, which could have an adverse effect on the member and their dependants if there was no ability to use assisted leave travel.

16.4.7 Number of trips

1. The number of trips a member is entitled to for each hardship location is listed in column 3 of Part 1 of [Annex 16.A](#). This Part of the Annex shows the number of trips for each leave centre.

Note: Each trip is to be treated as a separate entitlement.

- 1A. The number of trips under subclause 1 is reduced by any trip for which costs are provided under clause 15.3.39.

See: Clause 15.3.39, Additional travel when posting extended

2. The interval between assisted leave fares in this table is recommended to allow a member to get the most benefit from the trips provided.
3. For members who have shorter or longer posting periods, this limit is adjusted on a pro rata basis.

See:

Clause 16.4.8, Posting longer than the ordinary posting period, and
Clause 16.4.9, Posting shorter than the ordinary posting period.

4. A member is not entitled to combine trips under this Part.

Example: A member in Fiji has assisted leave travel entitlement to 1 regional trip to Australia and 2 relief trips to Sydney. The member cannot combine the two relief trips to Sydney to take one relief trip to Perth.

16.4.8 Posting longer than the ordinary posting period

1. This clause applies to a member whose posting to an overseas location extends beyond the ordinary posting period.

Related Information:

The ordinary posting period for a location is listed in Annex 16.A, Part 1, Hardship post conditions of service for specific posting locations.

- 1A. The number of trips a member may take to leave centres from the member's location may be increased using the formula shown below.

$$\frac{\text{Extra period (months)} \times (1 + \text{Total number of trips under column 3 of Part 1 of Annex 16.A})}{\text{Ordinary posting period (months)}}$$

- 1B. The outcome of the formula in subclause 1A must be rounded to the nearest whole number.
2. If the number of trips increases, the allowable travel cost for each trip is determined as if the trip was to a leave centre, in the following order.
 - a. The first additional trip is to the [regional leave centre](#).
 - b. The next additional trips are to the [relief leave centre](#), until the number of trips for that centre in the ordinary posting period has been used.
 - c. Subsequent additional trips are to any further relief leave centre applicable for that location, until the number of trips for that centre in the ordinary posting period has been used.
 - d. Any remaining trips must be worked out in a similar manner, beginning from the regional leave centre in paragraph a, then paragraphs b and c.

16.4.9 Posting shorter than the ordinary posting period

1. If a member's posting is shorter than the ordinary posting period, then the number of trips to leave centres are reduced pro-rata using the formula:

$$\text{Total number of trips for the ordinary posting period} \times \frac{\text{Reduced posting period (months)}}{\text{Ordinary posting period (months)}}$$

The number of trips must be rounded to the nearest whole number.

2. If the number of trips is reduced, this table shows how the remaining number of trips are to be allocated.

Item	If the ordinary posting period has been reduced to a period of...	and there is...	then...
1.	less than 12 months	-	all trips are to be to the relief leave centres for the hardship location.
2.	more than 12 months	a regional leave centre for the hardship location	one trip can be made to the regional leave centre. Any additional trips are to be made to the relief leave centre.
3.	more than 12 months	no regional leave centre for that posting location shown in Annex 16.A	all trips are to be to the relief leave centre.

3. The amount of assisted leave travel under this clause will not be reduced if the CDF terminates the posting.
4. The CDF may decide that it would be reasonable not to reduce the amount of assisted leave travel under this clause, if the member terminates the posting. The CDF must consider all these criteria.
 - a. The circumstances in which the posting was terminated.
 - b. The period the member has served at the posting location.
 - c. The [ordinary posting period](#) at that location.
 - d. If the member's service will continue after the posting.
 - e. Any other factor relevant to the termination of the posting.

16.4.10 Sequence

The member may choose in writing the sequence in which assisted leave fares are taken for the leave centres during the ordinary posting period.

16.4.11 Offsetting assisted leave travel

1. If the CDF is satisfied that travel to another country meets the purpose of assisted leave travel, the member may travel to a destination in another country that meets the purpose of assisted leave travel.
2. The CDF must consider both these criteria.
 - a. The purpose of the leave fare.
 - b. The facilities and environment at the destination.
3. The Commonwealth will provide assisted leave travel up to the allowable travel cost of the trip the member would otherwise be entitled to under this Part. This is to help the member buy air fares and package deals from any source.

4. The member will not be reimbursed more than the allowable travel cost for a trip from their hardship location to the relevant leave centre.

See:

Clause 16.4.5, Assisted leave travel

Clause 16.4.12, Proof of travel

16.4.12 Proof of travel

1. Proof of travel is required when either of these conditions applies to a member.
 - a. They offset the assistance under clause 16.4.11.
 - b. They are paid for assisted leave travel in advance.
2. The member must provide written evidence that they and their dependants visited another country while on leave, within two weeks of returning from the leave.
3. An air ticket is not sufficient evidence. Written evidence may include any of these things.
 - a. An exit stamp in a passport.
 - b. An airline boarding pass.
 - c. Written confirmation from a travel agent.
4. If written proof is not received, the member will have to repay the full amount of assistance to the Commonwealth, including any advance payments made to the member.

16.4.13 Leave fare examples

This example is to illustrate assisted leave travel approved for a 24-month posting.

Example scenario: A particular posting location lacks suitable shopping and medical facilities, and has a hostile political regime, where members are subject to constant harassment.

It is decided that members require assisted leave travel for all these purposes.

- a. Shopping, once every 12 months.
- b. Medical checkups, once every 12 months.
- c. Relief from the hostile environment, every six months.

Result: The result is that the shopping and checkup needs are met by the same trip, which also provides one of the trips for environmental relief.

At the end of 24 months, the member has taken these three trips.

- a. One trip to a regional leave centre.
- b. Two trips to a relief leave centre.

16.4.14 Alternative leave centre – leave centre ceases to be suitable

1. If a leave centre ceases to be a suitable leave centre, then an alternative leave centre may be used. This table shows when an alternative leave centre may be used.

If the leave centre for a posting location is...	and...	then...
affected by war, civil disorder, natural disaster or a similar event	the CDF is satisfied that the leave centre is temporarily unfit to use	the CDF must substitute a leave centre that is comparable in cost and facilities.

2. In deciding on a substitute leave centre, the CDF must consider if the alternative leave centre will provide the member with these opportunities.
 - a. Relief from difficult climates and environments.
 - b. Access to adequate medical, hospital, dental services and facilities.
 - c. Access to shops selling household and personal items.
3. Every six months the CDF must review the decision to substitute a leave centre.

16.4.15 Travel by private vehicle

1. A member might go on assisted leave travel by private vehicle. This clause shows how to work out the cost of return travel for the purpose of paragraph 16.4.5.1.a.
2. The cost of return travel by the member is the total of these two amounts.
 - a. The amount of vehicle allowance that would be payable if the vehicle were being used on official business.
See: Chapter 15 Part 3 [Division 4](#), Vehicle allowances
 - b. The cost (if any) of transporting the vehicle and occupants for part of the travel. This cost does not include accommodation or meals.
3. The total under this clause is used in working out how much the member is reimbursed for the assisted leave travel under subclause 16.4.5.1.

Part 5: Accommodation on unavoidable stopovers

16.5.1 Purpose

In using assisted leave travel, members may incur accommodation costs on an unavoidable stopover. This can result from the limited choice of direct flights at the hardship location. This Part allows members to be reimbursed the accommodation costs.

16.5.2 Definitions

This table defines terms used in this Part and in Annex 16.A.

Term	Definition
Australia	A capital city in Australia other than Hobart or Darwin, with the lowest allowable travel cost to a member's posting location.
Regional leave centre	Either Australia or London. The centres for each hardship location are shown in column 3 of Part 1 of Annex 16.A .

16.5.3 Member this Part applies to

This Part applies to a member who meets both these conditions.

- a. They are on a long-term posting to a location listed in column 1 of Part 1 of [Annex 16.A](#).
- b. They are granted a reasonable period of leave.

16.5.4 Member this Part does not apply to

This Part does not apply to a member who meets either of these conditions.

- a. They are on short-term duty at a location for less than 28 days.
- b. They travel under [Part 4](#) clause 16.4.11 to a location other than a leave centre ('offset travel').

See also: Chapter 12 [Part 1](#) clause 12.1.2, Member Chapters 12 to 16 do not apply to

16.5.5 Accommodation

Members are responsible for the costs involved with accommodation during assisted leave travel, unless they have an unavoidable stopover.

16.5.6 Accommodation – conditions for payment of costs

1. If the CDF is satisfied that a stopover is unavoidable during assisted leave travel, the member and dependants are entitled to be reimbursed for one night's accommodation, meals and incidentals at the stopover location.
2. The CDF must consider advice from these sources.
 - a. Defence Travel Services, for travel from Australia.
 - b. The travel agent contracted by the post, or otherwise Defence Travel Services, for travel to Australia.

3. The limit of reimbursement is what would have been paid, if the member and dependants had been entitled to travel costs during the stopover under [Chapter 13](#), Short-term duty overseas.

16.5.7 Accommodation – Papua New Guinea stopover in Port Moresby

Members who on a long-term posting to the hardship location of Papua New Guinea, at a location other than Port Moresby, are entitled to one night's accommodation in Port Moresby, when returning from a leave centre.

Part 6: Excess baggage

16.6.1 Purpose

Excess baggage costs are paid when members and any dependants return on certain assisted leave travel to the posting location. It allows members to transport essential shopping items.

16.6.2 Definitions

This table defines terms used in this Part and in [Annex 16.A](#).

Term	Definition
Australia	A capital city in Australia other than Hobart or Darwin, with the lowest allowable travel cost to a member's posting location.
Regional leave centre	Either Australia or London. The centres for each hardship location are shown in column 3 of Part 1 of Annex 16.A .

16.6.3 Member this Part applies to

This Part applies to a member who meets both these conditions:

- a. They are on a long-term posting to a location listed in column 1 of Part 1 of [Annex 16.A](#).
- b. They are granted a reasonable period of leave.

16.6.4 Member this Part does not apply to

This Part does not apply to a member on short-term duty at a location for less than 28 days.

See also: Chapter 12 [Part 1](#) clause 12.1.2, Member Chapters 12 to 16 do not apply to.

16.6.5 Excess baggage

1. The member and each eligible dependant are entitled to be reimbursed the cost of 12kg or less of excess baggage. This baggage would be brought back to the hardship location by the member from assisted leave travel under this Part.
2. Excess baggage allowances for each hardship location are shown in Part 1 of [Annex 16.A](#). Refer to the footnotes following the table to work out the allowance for each relevant hardship location.

Part 7: Extraordinary costs

16.7.1 Purpose

A member might be at a posting location when war breaks out, there is civil disorder or a natural disaster or similar event. As a result, normal supplies of goods and services might be disrupted. They may need to pay more for goods and services essential to allow them to stay. This Part is designed to reimburse members for these extra costs. The costs may only be reimbursed to members on long-term posting in some approved situations.

16.7.2 Member this Part applies to

This Part applies to a member on a long-term posting. However, it only applies if the member is unable to leave or is required to stay at the posting location after normal supplies are disrupted.

16.7.3 Extraordinary costs incurred at posting location

1. The member may be reimbursed extraordinary costs incurred by the member in buying goods and services. Approval may only be given if the CDF is satisfied that the goods and services are essential for the member to remain at the location.
2. The CDF must consider all these criteria.
 - a. The nature, duration and impact of the disruption to the normal supply of goods and services to the member.
 - b. The nature and amount of the extraordinary costs incurred by the member.
 - c. The availability and cost of buying the goods and services from another supplier.
 - d. The allowances that are already being paid to the member.
 - e. The extent to which the Commonwealth is already providing the goods and services to the member.
 - f. The nature and extent of any other help provided to the member to buy goods and services.
 - g. Any other factor relevant to the extraordinary costs incurred by the member.

Part 8: Location allowances

16.8.1 Purpose

It is hard for Defence to attract and retain members on long-term posting to some locations. Location allowances recognise this.

16.8.2 Member this Part applies to

This Part applies to a member on a long-term posting in Iraq or Papua New Guinea.

16.8.3 Allowances for Defence Attache Baghdad

1. This clause applies to a member who meets all these conditions.
 - a. The member is on long-term posting as the Defence Attache Baghdad.
 - b. The member is required to perform duties in support of warlike operations in Iraq.
 - c. The member is not assigned for duty with a deployment.
2. The member is entitled to attraction allowance. The allowance is AUD 39,000 a year.
3. The member is also entitled to a special Baghdad allowance. The allowance is AUD 170.00 a day.
4. The CDF may vary the amount of special Baghdad allowance at any of these times.
 - a. Every six months.
 - b. Each time the occupant of the post changes.
 - c. If there is a change in circumstances affecting the post.

Example: A change in the relevant military threat assessment.

16.8.4 Unused leave – Defence Attache Baghdad

1. The member's period of unused leave is the recreation leave the member accrues during a long-term posting as the Defence Attache Baghdad.
2. This clause applies if the CDF decides that the member cannot take some or all of the leave during the posting period, owing to any of the following.
 - a. Medical or compassionate reasons relating to the member or a dependant resulting in an early end to their posting.
 - b. They are no longer a member.
 - c. Operational needs.
3. If the CDF decides under subclause 2, the CDF may authorise special Baghdad allowance to be paid. The allowance is to be paid for the period of unused leave taken overseas.
4. Payment must not be made for leave taken in Australia after the member returns.
5. The period of unused leave must not be more than the amount of recreation leave that the member accrued over their last 12 months' service at the posting location.

16.8.5 Attraction allowance for Papua New Guinea

An eligible member receives an attraction allowance at the rate of AUD 10,000 a year.

Note: This amount is subject to income tax.

Annex 16.A: Hardship post conditions of service

Part 1: Hardship post conditions of service for specific posting locations

Item	Column 1	Column 2	Column 3				Column 4	Column 5
	Location	Ordinary posting period (months)	Assisted Leave Travel				Extra leave (days) a year	Hardship post grade
			Leave Centres		Leave interval (months)	Excess baggage entitlement		
			Regional (no of trips)	Relief (no of trips)				
1.	Cambodia	24	Australia 1	Singapore 3	4.8	Yes ¹	10	E
2.	Canada – Cold Lake, Alberta	36 ⁵	–	Vancouver 2	8	–	5	-
2A.	Canada – Moose Jaw, Saskatchewan	36 ⁵	–	Vancouver 2	8	–	5	–
2B.	Canada – Oromocto	36 ⁵	–	Ottawa 2	8	–	–	–
3.	China	24	Australia 1	Singapore 2	6	Regional centre only ²	10	D
4.	Cook Islands	24	Australia 1	Auckland 3	4.8	Regional centre only ²	10	C
4A.	Kenya	-	-	-	-	-	8	D
5.	East Timor – Dili	24	Australia 2	Singapore 2 Darwin 2	3.4	Regional centre only ²	10	F
6.	East Timor – other locations	24	Australia 2	Singapore 2 Darwin 2	3.4	Regional centre only ²	10	F
7.	Egypt	24	London 1	Rome 2	6	Regional centre only ²	9	E
7A.	Ethiopia	24	London 1	Rome 2	6	Regional centre only ²	10	E
8.	Fiji	36	Australia 1	Sydney 2	9	Regional centre only ²	8	D
8A.	Haiti	-	-	-	-	-	10	G
9.	India	24	Australia 1	Singapore 1	8	Yes ¹	10	E
10.	Indonesia	24	Australia 1	Singapore 2	8	Regional centre only ²	10	F
10A.	...	–	–	–	–	–	–	–
10B.	Indonesia – Island of Sumatra	–	–	–	–	–	10	G
11.	Iraq	12	London 1	Rome 1	4	Yes ¹	10	F
12.	Israel	24	London 1	Rome 1	8	Regional centre only ²	8	C
13.	Japan	36	Australia 1	-	18	Yes ²	8	B
14.	Jordan	24	London 1	Rome 1	8	Regional centre only ²	10	D
15.	Kiribati	24	Australia 1	Sydney 2 Nadi 1	4.8	Yes ³	10	E
16.	Korea	24	Australia 1	Singapore 1	8	Regional centre only ²	10	C
16A.	Kuwait	24	London 1	Rome 1	8	Regional centre only ²	10	D
17.	Lebanon	24	London 1	Rome 2	6	Regional centre only ²	10	D
18.	Malaysia – Kuala Lumpur	36	Australia 1	Australia 1	12	Regional centre only ²	7	C
19.	Malaysia – other locations	36	Australia 1	Australia 1	12	Regional centre only ²	8	D
20.	Marshall Islands	24	Australia 1	Honolulu 3	4.8	Yes ¹	9	D

Item	Column 1	Column 2	Column 3				Column 4	Column 5
	Location	Ordinary posting period (months)	Assisted Leave Travel				Extra leave (days) a year	Hardship post grade
			Leave Centres		Leave interval (months)	Excess baggage entitlement		
			Regional (no of trips)	Relief (no of trips)				
21.	Micronesia	24	Australia 1	Sydney 1 Guam 1	6	Regional centre only ²	10	E
21A.	Pakistan – for OPERATION PAKISTAN ASSIST II	24	Australia 2	Singapore 2	6	Regional centre only ²	10	G
22.	Pakistan – Other	24	Australia 2	Singapore 2	6	Regional centre only ²	10	F
23.	Palau	24	Australia 1	Singapore 3	4.8	Yes ¹	10	D
24.	Papua New Guinea	24	Australia 1	Brisbane 1 Cairns 2	4.8	Yes ⁴	10	E
25.	Philippines	24	Australia 1	Singapore 1	8	Regional centre only ²	10	D
26.	Samoa	24	Australia 1	Auckland 1	8	Yes ¹	10	D
27.	Saudi Arabia	24	London 1	Rome 3	4.8	Regional centre only ²	10	E
27A.	Senegal	12	Australia 1	London 1	4	Yes ¹	10	E
28.	Singapore	36	–	Perth 1	18	No	5	B
29.	Solomon Islands	24	Australia 1	Brisbane 3	4.8	Yes ¹	10	E
30.	Syria	24	London 1	Rome 2	6	Yes ¹	10	E
31.	Thailand	24	Australia 1	Singapore 1	8	Regional centre only ²	7	C
31A.	...							
31B.	...							
32.	Tonga	24	Australia 1	Auckland 1 Sydney 1	6	Regional centre only ²	10	D
33.	Tuvalu	12	Australia 1	Sydney 1	4	Yes ¹	10	E
33A.	Turkey	24	London 1	Australia 1	8	Regional centre only ²	9	D
34.	United Arab Emirates	24	London 1	Rome 2	6	No	8	C
35.	Vanuatu	24	Australia 1	Brisbane 1	8	Regional centre only ²	8	D
36.	Vietnam	24	Australia 1	Singapore 2	6	Yes ¹	10	D

Footnotes for table

Footnotes 1-4 in the above table refer to the excess baggage assistance provided.

See: 16.6 Excess baggage

- 1 Provided on **all** assisted leave return air travel.
- 2 Provided on each occasion from the **regional leave centre only** during a period of posting.
- 3 Provided on each occasion from the **regional leave centre**; on **one** occasion from the relief centre of **Sydney**; and on **nil** occasions from the relief centre of **Nadi**, during a period of posting.
- 4 Provided on each occasion from the **regional leave centre**; on **each occasion** from the relief centre of **Brisbane**; and on **nil** occasions from the relief centre of **Cairns**, during a period of posting.

The following footnote in the above table refers to the assisted leave travel provided.

- 5 For the purposes of calculating assisted leave travel for **Cold Lake and Moose Jaw**, the ordinary period of posting is based on 24 months instead of 36 months.

Part 2: Hardship posts that do not attract assisted leave travel

Item	Location	Extra leave (days)	Hardship post grade
1.	Bahrain	-	C
2.	Belgrade	10	E
3.	Brunei	8	C
4.	Gaza Strip	8	F
5.	Iran	10	F
6.	...		
7.	Laos	10	E
8.	Nepal	10	F
9.	South Africa	6	C