

## FACT SHEET

### Pay and Financial Benefits

#### ADF Leave Framework

Enabling flexibility in how members can manage their leave, simplified leave types and an increase in members' basic recreational leave from 20 to 25 days per year.

### Benefits

- Increase in basic recreation leave from 20 days to 25 days per year
- Simplification of leave types into four categories:
  - accrued leave
  - personal leave
  - short absence
  - medical absence
- Ability to take leave in half day increments

### Future planned improvements

- Take recreation leave at half pay (unless the member has an excess leave balance)
- Take purchased recreation leave upfront (with the ability to go into debt on their recreational; leave to a maximum of 10 days or the amount of leave they purchase whichever is the lesser amount)
- Transfer recreation leave between dual-serving couples

### More Information

The new ADF leave framework enables flexibility in how members can manage their leave, simplify leave types and increase members' basic recreational leave from 20 to 25 days per financial year. These enhancements will include a revised leave management policy and practices to empower commanders and managers to actively manage leave benefits across their workforces to promote workforce wellbeing and respite.

The remaining initiatives will be rolled out by mid-2024, with further details to be released as each initiative is finalised.

### More Information and Questions



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