

## FACT SHEET

### Pay and Financial Benefits

#### Military Factor – Clearance Diving & Diving

**Military Factor is the new 12 tier allowance framework that incorporates existing disability and sustainability allowances into a simpler, more transparent framework.**

### Benefits

- Increases to maritime disability and maritime sustainability allowances to incentivise cumulative sea service.
- Maritime sustainment extended to operational service in Clearance Diving Teams
- New Clearance Diving Support – Underwater Medic allowance to compensate medics posted to Clearance Diving Teams.

### Maritime Allowance Reforms

Click on your respective situation to view more information.

<a href="#">Clearance Diving Allowances</a>	Disability and Sustainability Allowances
<a href="#">Clearance Diving &amp; Diving - Instructors &amp; Trainees</a>	Disability Allowance
<a href="#">Clearance Diving Operations Support</a>	Disability Allowance
<a href="#">Clearance Diving Support – Underwater Medic</a>	Disability Allowance

### Military Factor Information and Questions



[pay-conditions.defence.gov.au/adf-employment-offer-modernisation-program](https://pay-conditions.defence.gov.au/adf-employment-offer-modernisation-program)



[adf.employmentoffer@defence.gov.au](mailto:adf.employmentoffer@defence.gov.au)



VIEW CAMPAIGN UPDATES

Status: Implemented  
Lead: Deputy Chief of Navy

#### TARGETING

Divers

#### YOU GET

Maritime Allowance Reform

#### WHEN

Phase 1 - 25 May 23

Phase 2 - Q3 2024

Phased implementation is necessary to ensure all changes can be managed within Defence's pay system.

See the *Maritime Crews Military Factor Fact Sheet* for more information.



Submit your feedback and questions:  
[navy.retention@defence.gov.au](mailto:navy.retention@defence.gov.au)



For more information visit:  
[navy.gov.au/stay-onboard](https://navy.gov.au/stay-onboard)

## Clearance Diving Allowances

The Clearance Diver workforce has long been subject to a number of sustainability issues, especially those members at the key mid-ranks. As such, Navy has used the introduction of the Military Factor to reform Clearance Diving allowances to better recognise and incentivise Clearance Divers back to the operational Clearance Diving Teams.

The following outlines the major changes as a result of this reform:

- Clearance Divers posted to either seagoing units or Clearance Diving Teams will now receive the same rate of allowances, including maritime sustainment. This means time served in either a seagoing unit or operational Clearance Diving Team will count towards a members sea service tiers.
- To establish a base rate of disability allowance for Clearance Divers posted to either a seagoing unit or Clearance Diving Team, a median rate of maritime disability allowance and clearance diving allowance was utilised. This has resulted in the base rate of maritime disability within Maritime Crew Foxtrot being referred to as a discounted rate of maritime disability. On implementation of this new framework, members impacted by this reduced rate of maritime disability allowance will be covered by a transition plan to ensure no financial loss is incurred.
- Clearance Diver Instructor allowance will now cover both Clearance Divers posted to the ADF Dive School and DEOTS, recognising the similar disabilities incurred at both locations.
- To recognise the higher level of disability Underwater Medics endure when posted to a Clearance Diving Team, a new allowance has been created to recognise this level of disability.



## Maritime Crew - Foxtrot

Maritime Crew Foxtrot compensates for clearance diving allowance, maritime disability allowance (discounted) and maritime sustainability allowance. Clearance Divers posted to either a seagoing vessel or a Clearance Diving Team will be eligible for this placement and progression through the tiers.

The following table outlines the allowances expected under the final Military Factor Framework. During Phase One Implementation, the total allowance amount may be slightly higher than this value. This is to ensure nobody is disadvantaged as we make the necessary system changes Members will not incur a debt from receipt of eligible/agreed excess disability and sustainability payments between 25 May 23 and the day Phase Two of the Military Factor Framework is implemented. Genuine overpayments as a result of manual processing are recoverable.

Clearance Divers posted to a MHC revised placements:

Allowance Element: Clearance Diving Allowance + Maritime Disability Allowance (MWV) + Maritime Sustainability Allowance				
Sea Service Tier	Year	Previous value	New value	Military Factor Placement
1	0 to 1	\$33,731	\$26,101	Tier E
	1 to 2	\$33,731	\$26,101	Tier E
2	2 to 3	\$33,731	\$34,241	Tier G
	3 to 4	\$46,102	\$34,241	Tier G
3	4 to 5	\$46,102	\$42,380	Tier I
	5 to 6	\$46,102	\$42,380	Tier I
4	6 to 7	\$53,523	\$46,450	Tier J
	7 to 8	\$53,523	\$46,450	Tier J
5	8 to 9	\$53,523	\$50,520	Tier K
	9 to 10	\$53,523	\$50,520	Tier K
6	10 to 11	\$53,523	\$54,589	Tier L
	11+	\$55,639	\$54,589	Tier L

### Phase One Implementation

CDs posted to a MHC/MFU will continue to be eligible for CD Other allowance, MDA (MWV) and MSA. This will result in allowances being paid above Phase Two of the Military Factor Framework for all CDs posted to a seagoing unit. No debts will be incurred due to these eligible/agreed payments above Phase Two of the Military Factor Framework. Genuine overpayments as a result of manual processing are recoverable. On implementation of Phase Two, members will see an associated decrease in their allowances to the agreed allowances as per the

### EXAMPLE

**Transition Payment: LSCD Smith is posted to a MHC and is currently on sea service tier 1 based on their accrued 800 sea days (approx. 2 years).** LSCD Smith has previously been posted to CD Team one for a period of 800 days. On implementation of the military factor, LSCD Smith's sea service time will now be a combination of both his accrued sea days plus his days posted to an operational CD Team. This means LSCD Smith has accrued 1600 days towards his sea service tier (i.e. 800 sea days + 800 days posted to a CD Team). LSCD Smith is now placed at sea service tier 3 and will be financially better off by \$8,649.



Clearance Divers posted to a Clearance Diving Team revised placements:

Allowance Element: Clearance Diving Allowance + Maritime Disability Allowance (discounted) + Maritime Sustainability Allowance				
Sea Service Tier	Year	Previous value	New value	Military Factor Placement
1	0 to 2	\$24,151	\$26,101	Tier E
2	2 to 4	\$24,151	\$34,241	Tier G
3	4 to 6	\$24,151	\$42,380	Tier I
4	6 to 8	\$24,151	\$46,450	Tier J
5	8 to 10	\$24,151	\$50,520	Tier K
6	10+	\$24,151	\$54,589	Tier L

### Phase One Implementation

Those members eligible for Maritime Crew F (CD Teams only) will be eligible for the following composite allowances from 25 May 23:

Composite Allowance	Value
Maritime Disability Allowance	\$26,101
Maritime Sustainability Allowance (2-4yrs)	\$12,210
Maritime Sustainability Allowance (4-6yrs)	\$20,350
Maritime Sustainability Allowance (6+yrs)	\$24,450
Supplementary Payment (8-10yrs)	\$4,038
Supplementary Payment (10+yrs)	\$8,108

Supplementary payments will be paid in arrears, meaning members eligible for supplementary payments will receive these two weeks later than the associated MDA/MSA payments.

Members in Tiers 2 – 6 will receive allowances in excess of Phase Two of the Military Factor Framework. This is due to different levels of sustainment payments between MFU/MWV and CD Teams in Phase Two. Navy has accepted increased allowances to these members in the short term. Members will not incur a debt from receipt of eligible/agreed excess disability and sustainability payments between 25 May 23 and the day Phase Two of the Military Factor Framework is implemented. Genuine overpayments as a result of manual processing are recoverable.

### EXAMPLE

**LSCD Bill is posted to CD Team 4 and has completed a combined 9 years of sea service and time within operational CD Teams.** His assessed sea service tier is Tier 5. In Phase One, this member's pay slip will display three separate allowances on any given fortnight, including MDA (\$26,101) and MSA (\$24,450) and a supplementary payment in arrears (\$4038). The combined rate of these allowances is higher than what LSCD Bill will receive when Phase Two is implemented.





## Clearance Diving and Diving - Instructors and Trainees

The Military Factor Framework provided the ADF the opportunity to compare allowances based on relative disability and sustainability factors. As such, allowances for diving instructors and trainees have been amended to represent the cascading disabilities associated with these environments. This ensures the appropriate relativities of disability allowances in these environments are aligned.

In addition, Navy has used the opportunity to include DEOTS instructors into the definition of Clearance Diving Instructor to better reflect the disabilities associated with this position.

Diving Allowances - Instructors and Trainees			
Allowance Element	Previous value	New value	Military Factor Placement
CD Trainee	\$13,607	\$13,892	Tier B
ADF Dive Trainee	\$55.76 per day	\$38.06 per day	Tier B
ADF Dive Instructor	\$7,596	\$17,962	Tier C
CD Dive Instructor	\$17,649	\$22,031	Tier D

## Clearance Diving Operations Support

Clearance Diving Operations Support allowance recognises a disability rate for non-clearance diver qualified members providing support to the Australian Clearance Diving Teams. The minimum allowance rate within the Military Factor Framework is \$9,822. This has resulted in a new baseline allowance rate for members eligible for the Clearance Diving Operations Support allowance.

Clearance Diving Operations Support			
Allowance Element	Previous value	New value	Military Factor Placement
CD Ops Support	\$7,375	\$9,822	Tier A



## Clearance Diving Support - Underwater Medic

In order to recognise the higher level of disability Underwater Medics endure when posted to a Clearance Diving Team, a new allowance has been created to recognise this level of disability.

Clearance Diving Support - Underwater Medic			
Allowance Element	Previous value	New value	Military Factor Placement
CD Support - Underwater Medic	New	\$13,892	Tier B

### Phase One Implementation

Allowances within Maritime Crew A will be increased as per the mature Military Factor Framework from the 25 May 23.

For member's eligible for CD Support – Underwater Medic, they will continue to be paid the CD Support allowance, with an additional supplementary payment to meet the delta of the mature Military Factor Framework.

Supplementary Allowances	Value
CD Support – Underwater Medic	\$4,070

Supplementary payments will be paid in arrears, meaning those members eligible for supplementary payments will receive them two weeks later than when the disability was incurred.

### EXAMPLE

**LSMED Collins is posted to CD Team 4 as an underwater medic.** This member's pay slip will display two separate allowances on any given fortnight, including CD Support allowance (\$9,822) and a supplementary payment (\$4,070). The sum total of these allowances is equivalent to the single allowance expected under the mature Military Factor Framework being \$13,892.

