

Military Factor Framework



Salary related allowances compensate ADF members for working in certain environmental conditions.

These allowances also compensate members for the enduring exposure to difficult environmental working conditions, as well as assisting attraction and retention in certain environments.

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

Under the Military Factor Framework:

- There are 12 tiers with consistent rate differentials.
- Members only receive one allowance tier per day.
- Qualifying periods are consistent.
- All annual rates have a corresponding daily rate.

Eligible members will be placed in a relevant allowance tier dependent on the nature of their employment.

Why Military Factor?

The current allowance framework has different daily rates, divisors and qualifying criteria.

The complexity of the framework makes it difficult for members to understand and Defence to administer.

Military Factor is a framework that:

- Standardises qualifying periods, daily rates and associated leave accrual.
- Provides the ability to easily integrate future capability needs.
- Is easier for members to understand.
- Will integrate with future IT systems.

What is Military Factor for?

Due to the unique nature of military service, ADF members are often exposed to various environmental conditions and levels of risk which can have an impact on their personal life.

Military Factor compensates ADF members for the disabilities associated with service in specific environments above and beyond what is covered by Military Salary.

This includes:

- Environmental conditions
 - Extended working hours.
 - Harsher working conditions.
 - Harsher living conditions.
 - Significant impact on home life.
 - Higher occupational risk.
- Workforce sustainability

Military Factor will take effect on 25 May 2023 and be in members' pay from 8 June 2023.

TIER	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F	TIER G	TIER H	TIER I	TIER J	TIER K	TIER L
ANNUAL	\$9,822	\$13,892	\$17,962	\$22,031	\$26,101	\$30,171	\$34,241	\$38,310	\$42,380	\$46,450	\$50,520	\$54,589
DAILY	\$26.91	\$38.06	\$49.21	\$60.36	\$71.51	\$82.66	\$93.81	\$104.96	\$116.11	\$127.26	\$138.41	\$149.56

Military Factor Eligibility Rules



Eligible member is paid at the highest tier each day.



Only one tier payable on each day.



Standard qualification period of a 'calendar day' for affected allowances (0000-2359).



All members who receive payment under the Military Factor gain additional recreational leave (up to 10 days per calendar year).



On occurrence activities paid daily (qualifying periods for maritime and field allowances).

The introduction of the Military Factor Framework will only affect those members who are in receipt of a disability, environmental and sustainability allowances, associated with service in specific environments such as sea, flying, field and other types of duty.

The majority of members who are eligible to be placed in the Military Factor Framework will be better off.

To support any potential impacts from the introduction to Military Factor and other Program initiatives, the trained force permanent salary rates will be increased by \$2,000. Accordingly, the Reserve daily rates will increase by approximately \$5.48 a day (\$2,000 pro-rata). Trainee salary rates will also increase by a pro-rata amount of the trained force salary rate. This salary increase will be reflected in members' pay from 8 June 2023.

For the small number of members (less than 1%) who remain negatively impacted by the introduction of the framework, targeted transition arrangements will be provided.

The placement in a tier will account for those members who are currently in receipt of multiple salary related allowances.

[ADF Employment Offer Modernisation Program | Pay and Conditions](#)

If members have further feedback or questions, they can email them through to adf.employmentoffer@defence.gov.au.



ADF Employment Offer Modernisation

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