

## FACT SHEET

### Pay and Financial Benefits

#### Military Factor – Maritime Deployable Support Element

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

#### Benefits

- New Maritime Deployable Support Element allowance to compensate those deployable teams with greater than 50 but less than 100 days sea service.

#### Maritime Allowance Reform

Due to the changes in qualifying periods for maritime disability allowance, there will be members who will no longer meet the qualifying period for the daily rate of maritime disability. The new Maritime Deployable Support Element Allowance is designed to compensate for these changes.

To be eligible for this allowance a member must be posted to a position which has been deemed maritime deployable. A maritime deployable position is one which is expected to undertake 50 but less than 100 days a year at sea, but is unlikely to meet the qualifying periods for the daily rate of maritime disability (calendar day 0001 – 2359). The DGNP is the delegate for this allowance.

It is envisaged a number of essential sea riders in support of Sea Training Group, members of the Maritime Geospatial Warfare Unit, Maritime Operational Health Unit, Mine Warfare and Clearance Diving Task Group and Maritime Deployable Robotic and Autonomous Experimentation Unit will meet the criteria for this allowance.

Maritime Deployable Support Element			
Allowance Element	Previous value	New value	Military Factor Placement
Maritime Deployable Support Element	New	\$14,448	Tier B

Status: Implemented

Lead: Deputy Chief of Navy

#### TARGETING

Maritime Deployable Support Elements

#### YOU GET

Maritime Allowance Reform

#### WHEN

Phase 1 - 25 May 23

Phase 2 – 29 Aug 24

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.



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



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



Submit your feedback and questions:  
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For more information visit:  
[navy.gov.au/stay-onboard](https://navy.gov.au/stay-onboard)

### Phase One Implementation (Completed)

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 the Maritime Deployable Support Element allowance, this allowance will be paid as a supplementary payment.

Supplementary Allowances	Value
Maritime Deployable Support Element	\$14,448

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.

### Phase Two Implementation (Completed)

Phase Two was implemented on 29 Aug 24 and for member's eligible for the Maritime Deployable Support Element allowance, this allowance will be paid as normal through your pay and appear on your pay slip as "Tier B Deployable Support Element".

#### EXAMPLE

CMDR Smith is the Fleet Logistics Officer in support of Sea Training Group. He joins HMAS ARUNTA for the final stages of URE at 0700 26 May and departs the ship at 1300 27 May. CMDR Smith will no longer be eligible for the daily rate of maritime disability allowance for this period due to the amendments in qualifying periods for daily allowances, being a calendar day from 0001-2359. To compensate for this, his position will be deemed maritime deployable, as it would meet the definition of a position expected to undertake 50 but less than 100 days a year at sea. CMDR Smith will therefore be paid an annual amount of \$14,448 (Tier B). Should he meet the qualifying periods for the daily rate of maritime disability/sustainability allowance in his current position, he will still be eligible to be paid the daily rate of maritime disability/sustainability allowance.

#### EXAMPLE

LSMED Wong is posted to the Maritime Operational Health Unit (MOHU) and her unit forecasts that her position will be required to undertake 80 days at sea in the following calendar year. MOHU reviews all positions within the unit and those expected to do greater than 50 days, but less than 100 days are notified to DGNP who has the delegation to deem these positions maritime deployable for the purposes of MDSE allowance. LS Wong Smith will therefore be paid an annual amount of \$14,448 (Tier B) for that calendar year. This is an annual process and the position will be required to undertake 50 but less than 100 days a year at sea to maintain eligibility for MDSE.

