

FACT SHEET

Remuneration

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

- Increases to maritime disability and maritime sustainability allowances to incentivise sea service.
- New Maritime Deployable Support Element allowance to compensate those deployable teams with greater than 50 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 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 and members of the Maritime Geospatial Warfare Unit will meet the criteria for this allowance.

Lead: DCN

TARGETING
Deployable Maritime Elements

WHEN
Launching 25 May 2023

YOU GET
Maritime Allowance Reform

Maritime Deployable Support Element

Allowance Element	Previous value	New value	Military Factor Placement
Maritime Deployable Support Element	New	\$13,892	Tier B

Example: CMDR Smith is the Fleet Logistics Officer in support of Sea Training Group. They join HMAS ARUNTA for the final stages of URE at 0700 on the 26 May and depart the ship at 1300 on the 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, CMDR Smith's position will be deemed maritime deployable, as it would meet the definition of a position expected to undertake 50 days a year at sea. CMDR Smith will therefore be paid an annual amount of \$13,892 (Tier B). Should CMDR Smith meet the qualifying periods for the daily rate of maritime disability/sustainability allowance in their current position, they will still be eligible to be paid the daily rate of maritime disability/sustainability allowance.

Military Factor Information and Questions



adf.employmentoffer@defence.gov.au



pay-conditions.defence.gov.au/adf-employment-offer-modernisation-program



Submit your feedback and questions:
navy.retention@defence.gov.au



For more information visit:
navy.gov.au/stay-onboard