

FACT SHEET

Remuneration

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.

Lead: Deputy Chief of Navy

TARGETING

Divers

WHEN

Launching 25 May 2023

YOU GET

Maritime Allowance Reform

Benefits

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

Maritime Allowance Reforms

Clearance Diving Allowances	Disability Allowance
Clearance Diving & Diving - Instructors & Trainees	Disability Allowance
Clearance Diving Operations Support	Disability Allowance
Clearance Diving Support – Underwater Medic	Disability Allowance

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.



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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 Clearance Diver's 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.
- Time at the Tactical Assault Group does not count towards maritime sustainment tiers. There is no link between SF disability rate and maritime sustainment allowance.

The Clearance Diver Workforce Manager will identify initial placements for all Clearance Divers based on the new eligibility criteria for sea service tiers.

Allowance Element: Median Rate of MDA/CDA (other) + MSA				
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



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. This allowance does not include access to maritime sustainment tiers.

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

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. This allowance does not include access to maritime sustainment tiers.

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

Military Factor Information and Questions



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