

CHIEF OF THE DEFENCE FORCE
EMPLOYER SUPPORT PAYMENT SCHEME (HEALTH)
APPROVAL 2023

1. I approve the payment of support payments under the modified conditions set out below, to facilitate the provision of ADF health capabilities. I am authorised to modify conditions in accordance with section 3.7.3 of *Defence (Employer Support Payment Scheme) Determination 2023* (the Determination).

2. This Approval (CDF ESPS (Health) Approval 2023) replaces the CDF Capability Employer Support Payment Approval dated 3 April 2020 and applies to defence service rendered on or after 1 July 2023.

3. A period of continuous defence service which commenced prior to this Approval taking effect, and which was eligible service under the previous Approval (2020), is taken to be eligible service under this Approval.

Eligible applicants

4. This Approval applies to applications made for a support payment where the member has rendered a period of eligible continuous defence service, and meets all of the following:

- a. The member is employed by the applicant to work as a health or scientific practitioner.
- b. The member is employed in the Reserves in one of the categories listed in Annex A.

MODIFIED CONDITIONS

ALL APPLICANTS

Weekly payment amount - Capability payment rate

5. The capability payment rates specified in Annex A are the weekly payment amounts payable for eligible defence service in FY 2023-24 under this Approval.

6. The payment rate is adjusted annually by applying the same percentage increase used for standard ESPS payments under the Determination. The annual increase is applied from 1 July of each year. New payment rates will be published on the ADF Reserves and Employer Support website at www.reserveemployersupport.gov.au.

Continuous defence service

7. For the purpose of subsection 2.1.3.1 of the Determination, a period of continuous defence service is modified, to include a period of at least three continuous days if the service relates to pre-deployment training or aeromedical evacuation.

Members employed by more than one employer

8. Where a member is employed by more than one employer, the limitation prohibiting part-time employers from applying for a support payment when the member is also in full-time work, as specified by subsection 3.3.1.2 and subsection 3.4.1.2 of the Determination, does not apply.

9. For the purpose of determining an amount payable where a member is employed by more than one employer, all of the following apply:
- a. Subsection 3.6.2.1.b is modified to include a member who is employed to work full-time in addition to a member who is employed to work part-time or as a regular casual employee.
 - b. Subsection 3.6.2.2 is modified and:
 - i. The value of 'B' in the payment amount formula cannot exceed 38.
 - ii. The value of 'C' in the payment amount formula is set at 38. The alternate value of 'C', being the total number of hours worked by the member each week, is not used.

MEMBER APPLICANTS

Applying for support payments

10. Where a member applicant's business has been operating for less than 12 months at the time of the member's absence on defence service, the requirement to establish the member's principal source of income or principal source of employment under sections 3.4.2 or 3.4.3 are taken to have been met.
11. For the purpose of paragraph 10 of this Approval, a decision on a member's principal source of income or principal source of employment under subsection 3.4.2.3 or subsection 3.4.3.3 is valid for one year from the first day of defence service for which a support payment was paid.

Principal Source of Income

12. For the purpose of subsection 3.4.1.1.e of the Determination, a member applicant's business may be accepted as providing the member's principal source of income under section 3.4.2 if all of the following apply:
- a. The member works for an employer under an *employment arrangement* and also operates a registered business as a member applicant.
 - b. The member's employment obligations prevented the member from deriving their *principal source of income* from their business.



AJ CAMPBELL, AO, DSC
General
Chief of the Defence Force

 August 2023

Annex:

- A. Capability Payment Rates – FY 2023-24