ADF Total Workforce System
Fact Sheet

SERVOP D

What is SERVOP D?

Members of the Permanent or Reserve Forces who are rendering service to Defence and working for a civilian employer under a formal shared service/employment agreement.

SERVOP D groups members in a 'dual employment' arrangement that enables the ADF and industry to work in partnership to share the high value/in-demand skills and experience of certain members. SERVOP D creates an environment where high value/in-demand skills across Defence and industry are readily accessed, built and retained.

Members may:

- apply to enter into a SERVOP D arrangement, or
- be asked to consider a SERVOP D arrangement by their Service.

As a SERVOP D member:

- you must serve in SERCAT 5 or 6, which may require a transfer and completion of a SERCAT Form.
- you are required to complete a SERVOP D Form detailing the conditions of your SERVOP D arrangement; and an employment contract with your industry employer
- you may have a Return of Service Obligation (ROSO) applied at your Service Chief's discretion.
- you receive career management oversight from your Service and your industry employer.

The minimum period for a SERVOP D arrangement is six months.

If you have an existing ROSO, you are eligible to apply for SERVOP D; however, you cannot use the time working for industry under a SERVOP D arrangement to acquit your existing ROSO.

Conditions of service

If SERCAT 5 you will receive:	If SERCAT 6 you will receive:
• Reserve Salary Days • Tax-Free Pay • Other Allowances • Defence Home Owner Assistance Scheme (DHOAS) • Career oversight You will not receive: • Superannuation • Housing/accommodation support • Access to leave	• Salary • Superannuation • Other Allowances • Defence Home Owner Assistance Scheme (DHOAS) • Housing/accommodation support • Health and medical • Access to leave • Career oversight You will not receive: • Tax-Free Pay

Applicable SERCATs

If undertaking a period of SERVOP D, the member's baseline SERCAT must be SERCAT 5 or 6.

Further information

For more information on the ADF TWS see the ADF TWS intranet site