DEFENCE FORCE REMUNERATION TRIBUNAL
DETERMINATION NO. 14 OF 1992, LANGUAGE ALLOWANCE

The Defence Force Remuneration Tribunal makes this Determination under section 58H of the *Defence Act 1903.*

Compilation date: 5 November 2026

Includes amendments: DFRT Determination No. 14 of 2026

Prepared by the Department of Defence

About this compilation

This compilation

This is a compilation of Defence Force Remuneration Tribunal Determination No. 14 of 1992: Language Allowance that shows the text of the law as amended and in force on 5 November 2026 (the ***compilation date***).

The notes at the end of this compilation (the ***endnotes***) include information about amending laws and the amendment history of provisions of the compiled law.

Uncommenced amendments

The effect of uncommenced amendments is not shown in the text of the compiled law. Any uncommenced amendments affecting the law are accessible on the Defence Force Remuneration Tribunal (www.DFRT.gov.au). The details of amendments made up to, but not commenced at, the compilation date are underlined in the endnotes.

Application, saving and transitional provisions for provisions and amendments

If the operation of a provision or amendment of the compiled law is affected by an application, saving or transitional provision that is not included in this compilation, details are included in the endnotes.

Modifications

If the compiled law is modified by another law, the compiled law operates as modified but the modification does not amend the text of the law. Accordingly, this compilation does not show the text of the compiled law as modified. For more information on any modifications, see the Register for the compiled law.

Self-repealing provisions

If a provision of the compiled law has been repealed in accordance with a provision of the law, details are included in the endnotes.

Citation

1. This determination may be cited as Determination No. 14 of 1992, *Language Allowance.*

Definition

2. This table defines terms used in this Determination.

Term	Definition
Grade of language competency	Means the highest current grade of competency attained under the Defence Languages-other-than English (LOTE) Capability Model, as in force on 1 December 2016, by that member.
Level of language proficiency	Means the highest current level of proficiency attained under the Australian Defence Language Proficiency Rating Scale (ADLPRS), as in force on 1 December 2016, by that member.

Exercise of Powers by Chief of the Defence Force

3. In this determination a reference to the Chief of the Defence Force is to be taken as including references to such other person as the Chief of the Defence Force authorises for the purpose of the provision in which the reference occurs.

Application

4. This determination applies to a member who -

(a) is employed in a position where language skills are required and is required to use the language skills in the course of performing duty, or

(b) is not employed in such a position but who the Chief of the Defence Force certifies is required to be available at short notice for employment in such a position.

Specified languages

5. The following table lists languages, grouped by degree of language difficulty, for which language allowance may be paid.

Degree of language difficulty	**Group 1**	**Group 2**	**Group 3**
Language	Fijian French German Italian Javanese Portuguese Spanish Tagalog Tetum	Burmese Farsi Indonesian Khmer Malay Pashtu Russian Thai Urdu Vietnamese	Arabic Chinese Japanese Korean

Rates of Allowance

6. The annual rate of language allowance payable to a member is as follows:

	Language level			
	Proficiency – lower or Competency – Strategic Engagement – lower	**Proficiency – intermediate or Competency – Strategic Engagement – intermediate or operational engagement**	**Proficiency – higher or Competency – Strategic Engagement – higher**	**Proficiency – advanced or Competency – Professional interpreter**
Unspecified languages approved by CDF under special circumstances	$1,452			
Degree of language difficulty Group 1	$1,452	$2,906	$4,358	$5,813
Degree of language difficulty Group 2	$2,181	$4,358	$7,266	$10,156
Degree of language difficulty Group 3	$2,906	$5,813	$10,156	$14,514

Payment of Allowance

7.1 A member who has attained a level of language proficiency or competency at the lower language level or above is entitled to be paid, on the date the member qualifies or subsequently requalifies, language allowance of the amount specified in clause 6 according to the level of language proficiency or competency of the member and the degree of language difficulty.

7.2 A member is also entitled to be paid language allowance for the language on the anniversary of the date the member qualifies or subsequently requalifies, but is not entitled to be paid twice in the same year.

7.3 Unless the Chief of the Defence Force so approves, having regard to the requirements of the Australian Defence Force, a member is not to be paid language allowance for more than one specified language.

Member to be Taken to be Qualified

8. Where a member fails to requalify in a language but is employed in a position where language skills are used, and the member is able to qualify in certain language skills, the Chief of the Defence Force may approve that the member is to be taken to be qualified in the language at the lower level of proficiency.

Payment in Special Circumstances

9.1 A member who is not otherwise entitled to language allowance under this determination is entitled to be paid language allowance at the lower proficiency or competency amount if the Chief of the Defence Force certifies that the member is –

(a) appropriately skilled in a language other than English or a specified language; and

(b) employed in a position where language skills are essential.

9.2 A member ceases to be entitled to be paid in accordance with this clause when the member ceases to be employed in a position where language skills are essential or where the Chief of the Defence Force revokes the certification.

Requalification

10.1 A member is not entitled to be paid language allowance unless the member requalifies at an interval of not more than three years.

10.2 The three year interval may be extended by a further period as authorised by the Chief of the Defence Force where Service requirements or compelling compassionate circumstances of the member make it impractical for the member to attend a requalification examination.

10.3 A member, posted for 12 months or more to a country where the native language is the same as the language for which the member is entitled to be paid language allowance, is not required to requalify during the period from the commencement of the posting to a date one year after the posting ceases.

10.4 A member posted as an instructor to the Defence Force School of Languages is not required to requalify in the language the member teaches for the period from the commencement of the posting to a date two years after the posting ceases.

Qualification Attained at Other Than the Australian Defence Force School of Languages

11. A member who has acquired a specified language other than at the Defence Force School of Languages is not entitled to be paid language allowance at an amount above the intermediate language level of language proficiency on first qualifying, unless the Chief of the Defence Force determines a higher level of proficiency should apply.

Repayment of Allowance

12. Where a member has been paid Language Allowance and the member ceases to be a member during the one year period immediately after becoming entitled to the allowance, that member is required to repay a proportion of the allowance determined in accordance with the following formula:

$$\frac{A}{365} \times B$$

where;

A is the amount of Language Allowance paid to the member,

B = 365 minus the number of days the member served after becoming entitled to Language Allowance.

Date of Effect

This determination will take effect on and from 5 November 1992.

Endnotes

Endnote 1—About the endnotes

The endnotes provide information about this compilation and the compiled law.

The following endnotes are included in every compilation:

Endnote 1—About the endnotes
Endnote 2—Abbreviation key
Endnote 3—Legislation history
Endnote 4—Amendment history

Abbreviation key—Endnote 2
The abbreviation key sets out abbreviations that may be used in the endnotes.

Legislation history and amendment history—Endnotes 3 and 4
Amending laws are annotated in the legislation history and amendment history.

The legislation history in endnote 3 provides information about each law that has amended (or will amend) the compiled law. The information includes commencement details for amending laws and details of any application, saving or transitional provisions that are not included in this compilation.

The amendment history in endnote 4 provides information about amendments at the provision (generally section or equivalent) level. It also includes information about any provision of the compiled law that has been repealed in accordance with a provision of the law.

Misdescribed amendments
A misdescribed amendment is an amendment that does not accurately describe how an amendment is to be made. If, despite the misdescription, the amendment can be given effect as intended, then the misdescribed amendment can be incorporated through an editorial change made under section 15V of the *Legislation Act 2003*.

If a misdescribed amendment cannot be given effect as intended, the amendment is not incorporated and "(md not incorp)" is added to the amendment history.

Endnote 2—Abbreviation key

ad = added or inserted
am = amended
amdt = amendment
c = clause(s)
C[x] = Compilation No. x
Ch = Chapter(s)
def = definition(s)
disallowed = disallowed by Parliament
Div = Division(s)
exp = expires/expired or ceases/ceased to have effect
(md not incorp) = misdescribed amendment cannot be given effect
mod = modified/modification
No. = Number(s)
orig = original
par = paragraph(s)/subparagraph(s)/sub-subparagraph(s)
pres = present
prev = previous
(prev…) = previously
Pt = Part(s)
reloc = relocated
renum = renumbered
rep = repealed
rs = repealed and substituted
s = section(s)/subsection(s)
Sch = Schedule(s)
Sdiv = Subdivision(s)
Sub-Ch = Sub-Chapter(s)
SubPt = Subpart(s)
underlining = whole or part not commenced or to be commenced

Endnote 3—Legislation history

Name	Signed	Commencement	Application, saving and transitional provisions
Defence Force Remuneration Tribunal Determination No. 14 of 1992, Salaries and Allowances	23 December 1992	11 March 1993	
Defence Force Remuneration Tribunal Determination No. 1 od 1993, Miscellaneous Amendments	29 January 1993	1 February 1993	
Defence Force Remuneration Tribunal Determination No. 2 of 1993, Salaries and Allowances - Amendments	29 January 1993	29 January 1993	
Defence Force Remuneration Tribunal Determination No. 5 of 1994, Salaries and Allowances	4 February 1994	30 December 1993	
Defence Force Remuneration Tribunal Determination No. 6 of 1994, Salaries and Allowances	18 February 1994	10 March 1994	
Defence Force Remuneration Tribunal Determination No. 19 of 1994, Salaries and Allowances	2 December 1994	15 December 1994	
Defence Force Remuneration Tribunal Determination No. 23 of 1995, Workplace Bargaining Arrangement: 1995-96	5 October 1995	13 July 1995	
Defence Force Remuneration Tribunal Determination No. 8 of 1996, Workplace Bargaining Arrangement: 1995-96	25 February 1996	7 March 1996	

Name	Signed	Commencement	Application, saving and transitional provisions
Defence Force Remuneration Tribunal Determination No. 24 of 1996, Workplace Bargaining Arrangement: 1995-96	15 October 1996	17 October 1996	
Defence Force Remuneration Tribunal Determination No. 9 of 1997, Language Proficiency Allowance	10 October 1997	16 October 1997	
Defence Force Remuneration Tribunal Determination No. 10 of 1997, ADF Productivity Based Remuneration Arrangement: 1997-99	22 October 1997	30 October 1997	
Defence Force Remuneration Tribunal Determination No. 9 of 1998, ADF Productivity Based Remuneration Arrangement: 1997-99	30 March	2 April 1998	
Defence Force Remuneration Tribunal Determination No. 19 of 1998, Language Proficiency Allowance — Amendment	5 June 1998	5 June 1998	
Defence Force Remuneration Tribunal Determination No. 27 of 1998, ADF Productivity Based Remuneration Arrangement: 1997-99	29 September 1998	1 October 1998	
Defence Force Remuneration Tribunal Determination No. 14 of 1999, ADF Enterprise Productivity Arrangement: 1999-2002	12 November 1999	11 November 1999	
Defence Force Remuneration Tribunal Determination No. 8 of 2000, ADF Enterprise Productivity Arrangement: 1999-2002	26 June 2000	6 July 2000	
Defence Force Remuneration Tribunal Determination No. 3 of 2001, ADF Enterprise Productivity Arrangement: 1999-2002	13 February 2001	1 March 2001	
Defence Force Remuneration Tribunal Determination No. 16 of 2001, ADF Enterprise Productivity Arrangement: 1999-2002	22 October 2001	8 November 2001	
Defence Force Remuneration Tribunal Determination No. 21 of 2001, Language Proficiency Allowance	13 December 2001	6 December 2001	
Defence Force Remuneration Tribunal Determination No. 7 of 2002, ADF Enterprise Productivity Arrangement: 1999-2002	23 April 2002	9 May 2002	
Defence Force Remuneration Tribunal Determination No. 23 of 2002, ADF Workplace Remuneration Arrangement: 2002 – 2004	1 November 2002	7 November 2002	
Defence Force Remuneration Tribunal Determination No. 11 of 2003, ADF Workplace Remuneration Arrangement: 2002 – 2004	25 June 2003	3 July 2003	
Defence Force Remuneration Tribunal Determination No. 16 of 2003, Language Proficiency Allowance — Amendment	15 September 2003	11 September 2003	
Defence Force Remuneration Tribunal Determination No. 2 of 2004, ADF Workplace Remuneration Arrangement: 2004 – 2006	25 March 2004	6 May 2004	

Name	Signed	Commencement	Application, saving and transitional provisions
Defence Force Remuneration Tribunal Determination No. 5 of 2005, ADF Workplace Remuneration Arrangement: 2004 – 2006, and ADF Star Ranks' Remuneration Agreement: 2004 – 2006	27 October 2004	4 November 2004	
Defence Force Remuneration Tribunal Determination No. 5 of 2005, ADF Workplace Remuneration Arrangement: 2004 – 2006, and ADF Star Ranks' Remuneration Agreement: 2004 – 2006	24 May 2005	2 June 2005	
Defence Force Remuneration Tribunal Determination No. 1 of 2006, ADF Workplace Remuneration Arrangement: 2004 – 2006, and ADF Star Ranks' Remuneration Agreement: 2004 – 2006	7 February 2006	9 March 2006	
Defence Force Remuneration Tribunal Determination No. 16 of 2006, ADF Workplace Remuneration Arrangement: 2006 – 2009, and ADF Star Ranks Remuneration Agreement: 2006 – 2009	17 October 2006	16 November 206	
Defence Force Remuneration Tribunal Determination No. 5 of 2007, ADF Workplace Remuneration Arrangement: 2006 – 2009, and ADF Star Ranks Remuneration Agreement: 2006 – 2009	29 June 2007	9 August 2007	
Defence Force Remuneration Tribunal Determination No. 10 of 2008, ADF Workplace Remuneration Arrangement: 2006 – 2009, and ADF Star Ranks Remuneration Agreement: 2006 – 2009	17 April 2008	1 May 2008	
Defence Force Remuneration Tribunal Determination No. 29 of 2008, ADF Workplace Remuneration Arrangement: 2006 – 2009, and ADF Star Ranks Remuneration Agreement: 2006 – 2009	24 December 2008	5 February 2009	
Defence Force Remuneration Tribunal Determination No. 11 of 2009, ADF Workplace Remuneration Arrangement: 2009-11	28 October 2009	12 November 2009	
Defence Force Remuneration Tribunal Determination No. 14 of 1992, Language Proficiency Allowance - Amendment	3 December 2009	3 December 2009	
Defence Force Remuneration Tribunal Determination No. 6 of 2010, ADF Workplace Remuneration Arrangement: 2009-11	21 August 2010	11 November 2010	
Defence Force Remuneration Tribunal Determination No. 8 of 2011, ADF Workplace Remuneration Arrangement: 2011-14		10 November 2011	
Defence Force Remuneration Tribunal Determination No. 10 of 2012, ADF Workplace Remuneration Arrangement: 2011-14, and ADF Senior Officer Remuneration Agreement: 2011-14	10 October 2012	8 November 2012	
Defence Force Remuneration Tribunal Determination No. 12 of 2013, Language Proficiency Allowance — Amendment	23 August 2013	12 September 2013	

Name	Signed	Commencement	Application, saving and transitional provisions
Defence Force Remuneration Tribunal Determination No. 19 of 2013, ADF Workplace Remuneration Arrangement: 2011-14, and ADF Senior Officer Remuneration Agreement: 2011-14	24 October 2013	7 November 2013	
Defence Force Remuneration Tribunal Determination No. 9 of 2014, 2014 ADF Workplace Remuneration Arrangement.	3 November 2014	6 November 2014	
Defence Force Remuneration Tribunal Determination No. 14 of 2015, ADF Workplace Remuneration Arrangement	12 October 2015	5 November 2015	
Defence Force Remuneration Tribunal Determination No. 8 of 2016, ADF Workplace Remuneration Arrangement	28 October 2016	3 November 2016	
Defence Force Remuneration Tribunal Determination No. 9 of 2016, Language Proficiency Allowance — Amendment	3 November 2016	1 December 2016	
Defence Force Remuneration Tribunal Determination No. 9 of 2017, ADF Workplace Remuneration Arrangement 2017-2020	11 October 2017	2 November 2017	
Determination is Defence Force Remuneration Tribunal Determination No. 11 of 2017, Language allowance — amendment.	19 December 2017	19 December 2017	
Defence Force Remuneration Tribunal Determination No. 9 of 2018, ADF Workplace Remuneration Arrangement 2017–2020.	24 October 2018	1 November 2018	
Defence Force Remuneration Tribunal Determination No. 9 of 2019, ADF Workplace Remuneration Arrangement 2017–2020	6 November 2019	14 November 2019	
Defence Force Remuneration Tribunal Determination No. 4 of 2021, ADF Workplace Remuneration Arrangement 2020–2023	7 April 2021	13 May 2021	
Defence Force Remuneration Tribunal Determination No. 17 of 2021, ADF Workplace Remuneration Arrangement (non-Senior Officer) 2020–2023	20 October 2021	11 November 2021	
Defence Force Remuneration Tribunal Determination No. 6 of 2022, ADF Workplace Remuneration Arrangement (non-Senior Officer) 2020–2023	2 November 2022	10 November 2022	
Defence Force Remuneration Tribunal Determination No.15 of 2023, ADF Workplace Remuneration Arrangement 2023–2026	17 October 2023	9 November 2023	
Defence Force Remuneration Tribunal Determination No. 11 of 2024, ADF Workplace Remuneration Arrangement 2023-2026	27 September 2024	7 November 2024	
Defence Force Remuneration Tribunal Determination No. 11 of 2025, ADF Workplace Remuneration Arrangement 2023-2026	18 July 2025	6 November 2025	

Name	Signed	Commencement	Application, saving and transitional provisions
Defence Force Remuneration Tribunal Determination No. 14 of 2026, ADF Workplace Remuneration Arrangement 2026	21 October 2026	5 November 2026	

Endnote 4—Amendment history

Clause	Amendments
Title	rs: No. 9 of 2016.
1	rs: No. 9 of 2016.
2	rs: No. 9 of 2016.
5	am: No. 9 of 1997. rs: No. 19 of 1998. am: No. 21 of 2001. rs: No. 14 of 2009. am: No. 12 of 2013; No. 9 of 2016.
6	am: No. 16 of 1992; No. 2 of 1993; Nos. 5, 6 and 19 of 1994; No. 23 of 1995; Nos. 8 and 24 of 1996; Nos. 9 and 10 of 1997; Nos. 9, 19 and 27 of 1998; No. 14 of 1999; No. 8 of 2000; Nos. 3, 16 and 21 of 2001; Nos. 7 and 23 of 2002; No. 11 of 2003; Nos. 2 and 14 of 2004; No. 5 of 2005; Nos. 1 and 16 of 2006; No. 5 of 2007; Nos. 10 and 29 of 2008; No. 11 of 2009. rs: No. 14 of 2009. am: No. 6 of 2010; No. 8 of 2011; No. 10 of 2012; No. 19 of 2013; No. 9 of 2014; Nos. 5 and 14 of 2015; No. 8 of 2016. rs: No. 9 of 2016. am: Nos. 9 and 11 of 2017; No. 9 of 2018; No. 9 of 2019; Nos. 4 and 17 of 2021; No. 6 of 2022; No. 15 of 2023; No. 11 of 2024; No. 11 of 2025; No. 14 of 2026.
7	am: No. 16 of 2003; No. 14 of 2009. rs: No. 9 of 2016.
8	rs: No. 9 of 2016.
9	am: No. 16 of 2003; No. 9 of 2016.
10	am: No. 1 of 1993. rs: No. 9 of 2016.
11	am: No. 1 of 1993. rs: No. 9 of 2016.
12	am: No. 9 of 2016.