

## LES Conditions of Service Defence Personnel Support Officer

The Australian Embassy in Tokyo offers an attractive employment conditions package, a friendly and supportive work culture, and a comfortable office environment. In addition to salary, the Embassy offers generous annual leave provisions, a Monday to Friday 37.5 hour working week, and possible flexible work arrangements. Key conditions of service for this position are set out below. Applicants with questions about the Embassy's conditions package should email [jobstokyo@dfat.gov.au](mailto:jobstokyo@dfat.gov.au).

- 1. Length of contract:**  
Three-year contract with potential to be made permanent.
- 2. Commencement Date:**  
February / March 2025
- 3. Basic salary:**  
¥ 510,045 monthly
- 4. Pension:**  
WPI (Kosei Nenkin) or SGC (the Australian Superannuation Guarantee Contribution) in accordance with the regulation
- 5. Leave:**  
Recreation leave: up to 20 days per year (this is on an accrual basis); and  
Personal leave: up to 15 days per year (includes sick leave, carer's leave, etc.).
- 6. Hours of Work:**  
Standard working hours: Monday to Friday, 9:00 a.m. – 5:30 p.m.  
The ability to work outside of these hours on occasion is also necessary, including on weekends.  
Non-standard hours worked will be offset by overtime payments, flexible leave time or time off in lieu.
- 7. Taxation / Medical Insurance / Social Insurance:**  
All are a personal responsibility of staff. The Embassy does not deduct taxation from salaries each month. Staff are expected to submit their own tax returns each year. Medical and social insurance other than point 4 and 8 mentioned is also a private responsibility.
- 8. Labour Insurance:**  
The Embassy pays the labour insurance premiums.
- 9. Accommodation/Travel Assistance:**  
The Embassy does not offer accommodation or travel assistance for this position, nor does it act as a rental guarantor. The salary is inclusive of these. The Embassy does provide the cost of transport, accommodation and travel allowances if staff are required to undertake extended official travel outside Tokyo.
- 10. Visa:**  
Non-Japanese citizens must have an appropriate category visa to work in Japan. The Embassy will provide a letter to the Ministry of Justice in Tokyo in confirmation of intended employment. Staff are responsible for all the arrangements and costs involved.

**11. Performance Management:**

All staff participate in the Embassy's Performance Management System. Any increases in salary are dependent on performance-based outcomes.

**12. Probation:**

The first six (6) months of this employment contract will be a probation period, during which you will have formal and informal performance reviews with your supervisor. In the case of an unsatisfactory performance review, your employment may be terminated within the probationary period, and you will have no claim for unfair dismissal.

**13. Security Vetting**

Confirmation of employment is dependent on meeting all security vetting requirements.