

FACT SHEET

Pay and Financial Benefits

ADF Continuation Bonus

The Government has prioritised the need to grow and retain our ADF workforce in response to recommendations highlighted in the Defence Strategic Review. The ADF Continuation Bonus offers a financial incentive to ADF personnel to remain in service post their initial service obligation.

Benefits

- Enhanced Navy Employee Value Proposition
- Financial incentive payment of \$50,000

Targeted Workgroups and Ranks

The Continuation Bonus targets junior non-commissioned ranks and junior officers by encouraging them to stay and progress through to supervisor and manager levels. A three-year commitment encourages ADF members who are approaching the completion of their initial service obligation to commit to continue to serve through to, and beyond, the critical 7-10 years of Service. The Continuation Bonus will be accompanied by a command conversation to assist members to make decisions about continuing in service.

Eligibility Information

From 01 July 2023, member could be eligible for a \$50,000 Continuation Bonus (the bonus) as part of a two-year pilot.

SERCAT 6/7 personnel who have completed four years of continuous effective service, may be eligible for the bonus if they meet either of the following criteria:

- Your initial service obligation is four years or less, and you reach the four year anniversary date of initial ADF entry between the dates of 01 July 2023 and 30 June 2025.
- Your initial service obligation is greater than four years, and you reach the end of your initial service obligation between the dates of 01 July 2023 and 30 June 2025.

Eligibility is from 01 July 2023, payments will occur from January 2024.

Initial periods of service differ by Service and employment category and the bonus will be applied flexibly to accommodate difference. For many junior officers, the initial period of service is called a Return of Service Obligation (ROSO), and members reaching the completion of this ROSO will also be eligible for the bonus.

Further information about the bonus, including eligibility, how it will be applied and payment options, has been announced at DEFGRAM 405/2023 ADF Continuation Bonus.

Status: Implemented
Lead: Recruitment and
Retention Tiger Team

TARGETING

Junior Officers and
Junior Sailors

WHEN

01 January 2024

YOU GET

\$50,000



VIEW CAMPAIGN UPDATES



Submit your feedback and questions:
navy.retention@defence.gov.au



For more information visit:
navy.gov.au/stay-onboard

Payment

Payment options will be offered, including:

- A full lump sum payment paid into the member's normal pay account
- Full lump sum as an employer contribution to superannuation
- A combination of payment 1 and 2 up to the full amount, or
- Lump sum split into two equal payments paid into the member's normal account and second payment 12 months later

A payback scheme would apply to ADF members who voluntarily do not achieve the three-year commitment.

Implementation

Members will become eligible from 01 July 2023, however payments will commence from 01 January 2024. Members will have some flexibility in how and when the bonus is received. For those eligible between 01 July 2023 and 01 January 2024, payments will be implemented through a phased approach in the first quarter of 2024.

The bonus offer will be discussed as part of a command conversation to assist members to make informed decisions about continuing in service.

The Recruitment and Retention Team will lead integration across the enterprise for implementation. A project team will be established at the 06/EL2 level to determine and agree responsibilities. Oversight will be provided by the ADF Employment Offer Modernisation Working Group (1*/B1). Broad timelines for implementation in 2023 will include five lines of effort;

1. Policy development. Complete by August 2023.
 - Eligibility
 - Develop application form
 - Policy guidance
2. Offer of Continuation Bonus to eligible members. Commencing from September 2023.
 - Develop conversation guidance materials and agree timings
3. Payment of bonus to commence from January 2024 with a phased rollout.
 - System configuration
 - Recruiting additional ASL for payroll processing and increased demand of policy administration
4. Monitor and Evaluation to determine effectiveness, understand the uptake, and consider the retention effect
 - Set baseline for metrics and outcomes;
 - the number of accepted offers each year and
 - The number of separations post acceptance
 - Increased ADF personnel in middle ranks
 - Separation rate for ADF members at IMPS/initial ROSO reduces
5. Communication to commence immediately and continue supporting all aspects of implementation



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