

# STAY ONBOARD

PEOPLE FIRST

Setting the foundation for sustained growth



Status: Implemented  
Lead: Deputy Chief of Navy

## FACT SHEET

### Pay and Financial Benefits

#### Navy Capability Retention Payment

The Navy Capability Retention Payment is a short term initiative designed to ease the flow of separations within Science, Technology, Engineering & Mathematics Programs (STEM) and critical workgroups.

#### TARGETING

Targeted ranks within  
STEM and Critical  
Categories

#### WHEN

Launched April 2022

#### YOU GET

\$40,000

### Benefits

- Enhanced Navy Employee Value Proposition.
- Financial incentive payment of \$40,000.

### Targeted Workgroups and Ranks

- MEO—LEUT/LCDR—CC or CC/CQ
- WEE0—LEUT/LCDR—CC or CC/CQ
- MGO-M—LEUT
- MT—LS/PO/CPO
- CD—LS/PO/CPO
- CIS—AB(SG3)/LS/PO
- ET—LS
- CTS—LS
- CSO—LS
- CTL—LS
- ATV/ATA—AB
- CTN—AB

### Next Steps

- Individual Retention Offers sent to Commands – 12 Apr 22
- Accepted NCRP offers due to DNCPS – 10 May 22
- Options for Payments are:
  - FY21/22 - 23 Jun 22
  - FY22/23 - 07 Jul 22
- Agreed period of service – two year undertaking as agreed

### Frequently Asked Questions

#### What is the Navy Capability Retention Payment (NCRP)?

The NCRP is a retention payment of \$40,000 paid to particular cohorts (specific ranks/skill grades) within critical or at risk categories/qualifications in return for a two year agreed period of effective service.

#### How long will the NCRP payment be in place?

The NCRP is a one-off payment for targeted members which meet workgroup/rank criteria on 31 Mar 22.



VIEW CAMPAIGN UPDATES



Submit your feedback and questions:  
[navy.retention@defence.gov.au](mailto:navy.retention@defence.gov.au)



For more information visit:  
[navy.gov.au/stay-onboard](http://navy.gov.au/stay-onboard)

## Frequently Asked Questions

### Who is eligible for the NCRP?

- Meet the targeted rank and workgroup on 31 Mar 22.
- Agree to provide a fixed period of service for two years of effective service in the employment workgroup or PQ for which you were paid the NCRP.
- Be in the Permanent Navy (SERCAT 6 or 7) for the duration of the agreed period of effective service. If you are SERVOP C you will be required to transfer to SERCAT 6/7 for a two year period of service. Note: periods of SERCAT 6 may extend duration.
- Have completed your IMPS or have less than 24 months left to serve on your IMPS. The agreed period of service for members with less than 24 months of IMPS will be served consecutively to their IMPS.
- Not be subject to any other ROSO or have less than 24 months left to serve on your ROSO. The agreed period of service for members with less than 24 months of ROSO will be served consecutively to their ROSO.
- Be medically fit for service or expected to be medically fit for service within two years. This includes members who are MEC J1-J3. Payments may be made to members who are MEC J4 if recommended by Command.
- Not reach Compulsory Retirement Age (inclusive of extension), or the end of a Specified Period of Service, prior to acquittal of any obligation incurred through the payment of NCRP.
- Not be in receipt of a Notice of Determination under subsection 24(2) of the Defence Regulations 2016. Members who are subject to administrative or disciplinary action that may result in a Notice of Termination will have their offers withheld or deferred until such action is resolved in the members favour.
- Agree to serve your undertaking for further service consecutively if you are in receipt of another payment for the purpose of capability or retention, or subject to an undertaking for further service associated with such a payment.

### How will I know if I meet the targeted rank and workgroup requirements?

DNCPS has assessed all Navy personnel to determine if they meet the rank and eligibility requirements to be offered the NCRP. Commands will be provided all letters of offer and will disseminate these to eligible members.

### How will I apply?

Members cannot apply for the NCRP. NCRP offers will be sent to Commands on 12 Apr 22. CO's will review the letters of offer and provide them to members. Members are to review the offer, having regard to their personal circumstances and are strongly encouraged to seek individual financial advice prior to accepting the offer.

### How do I accept the offer?

If a member wishes to accept their NCRP offer they are to sign the offer acceptance and Command is to return the offer to DNCPS NLT 10 May 22. Late returns will only be accepted in exceptional circumstances

### When will I be paid?

Members may elect to receive payment in FY21/22 or FY22/23. The Navy Bonus Team will endeavour to make payments in accordance with the member's preference. Members who elect to receive their NCRP this financial year are expected to receive it on 23 Jun 22. Members who elect to receive their payment in FY22/23 will receive their payment on or after 07 Jul 22.



## Frequently Asked Questions

### When will my agreed period of effective service commence?

For members not currently under a ROSO or IMPS the agreed period of effective service associated with the NCRP will commence on 31 Mar 22. For members with a current ROSO or IMPS that is less than 24 months the agreed period of effective service will commence the day after that ROSO or IMPS expires.

### If I accept the NCRP will I also be eligible for the NRI?

Members potentially eligible for the NRI will be given the following options:

- Forgo their potential future NRI payment and commence the NCRP agreed period of effective service on 31 Mar 22 or the day after their current ROSO/IMPS expires, or
- Seek a future NRI payment (subject to meeting the eligibility criteria at their NRI service milestone) and commence the NCRP undertaking for further service the day after their NRI service milestone date. Members who elect this option will be paid the NCRP in the financial year selected in line with all other NCRP payments. If a member who elects this option fails to meet the NRI eligibility criteria their NCRP agreed period of effective service will not be recalculated or adjusted.

### What if I want to change workgroup/qualification or leave the Navy during my agreed period of effective service?

Members who voluntarily separate or transfer to SERCAT 2, 3, 5 or transfer workgroup/PQ will have the NCRP recovered unless they are transferring to a targeted cohort. DNCPS will consider the recovery requirements when a member volunteers to transfer workgroup and may decline or delay transfer as a result.

### If I am not eligible for the NCRP, how will this affect me?

Members not eligible for the NCRP may be considered for other retention measures in the future.

### What broader workforce remuneration initiatives are being progressed as part of the 'Stay Onboard: People First' campaign?

The NCRP is one of the first initiatives announced as part of the 'Stay Onboard: People First' campaign and aims to ease the flow of separations within critical and at-risk workgroups. Other remuneration measures are being progressed to contemporise the Navy's remuneration offer including reform of the Maritime Allowances to better reflect the true nature of sea service and a review of the relevance of the ADF GOPS/GORPS salary structure within today's employment market.

### How do I find out more?

Information on the NCRP is available on the CM-N website, through your PERSO or Career Manager.  
([dnet/navy/CMN/ORG/Remuneration/Pages/.aspx](http://dnet/navy/CMN/ORG/Remuneration/Pages/.aspx))

