

## FACT SHEET

### Pay and Financial Benefits

#### Updated Navy Retention Initiative Payment

The Navy Retention Initiative (NRI) Payment is to encourage members to remain in the Navy for a further 12-24 months. The NRI will be offered in conjunction with a range of other non-financial retention initiatives, and primarily will work to stabilise the workforce and retain trained and experienced personnel as Navy transitions to future platforms

#### WHEN

01 July 2019  
to  
01 July 2025

#### YOU GET

\$20,000

### Benefits

- Enhanced Navy Employee Value Proposition.
- Financial incentive payment of \$20,000.

### Targeted Workgroups and Ranks

- Able Seaman
- Leading Seaman
- Petty Officer
- Sub Lieutenant
- Lieutenant
- Lieutenant Commander
- Chaplain (Div 1)
- Maritime Spiritual Wellbeing Officer (Class 1 & 2)

### Eligibility information

- Eligible for a \$20,000 payment on completion of 7,8 and/or 12 years of accrued ADF service
- Some members may be eligible for more than one payment depending on when they complete each of their service milestones i.e. Year 7 and Year 8 or Year 8 and Year 12
- Special provision for Aviation Officers who attended ADFA with 12 years IMPS. Eligible on completion of their 15th year of accrued ADF Service

### Changes

- Due to the success of the NRI the initiative has been extended until 30 June 2025 inclusive
- To reduce the complexity of administering the NRI the eligibility criteria have been simplified as detailed below



## Eligibility Criteria

- You must have completed your IMPS. This means your service milestone date must be at least 12 months after your IMPS completion date.
- You must not have been under a Return of Service Obligation (ROSO). This means you must not have been subject to a ROSO any day within the 12 month period
- You must not have requested to discharge from the Permanent Navy, or, Transfer of Service to the Army or Air Force. This does not include a transfer to SERCAT 6.
- You must have not been reduced in rank, imposed with a censure or formal warning, or convicted of a *Defence Force Discipline Act 1982* or civilian criminal offence.
- You must have a Medical Employment Classification of J1, J2 or J3 (update)
- You must meet all your Mandatory Annual Awareness training requirements (amended)

## Who may be eligible for the NRI payment?

Not everyone will be eligible for the NRI payment. The NRI payment is targeted at particular ranks and known separation points in member's careers. This best balances the need to target both workforce hollowness and draw personnel through career milestones, against the cost to Navy. Members who are an AB, LS, PO, SBLT, LEUT, LCDR, Chaplain (Div 1) and Maritime Spiritual Wellbeing Officer (Class 1 or 2) may be eligible for a \$20,000 payment on completion of their 7, 8 and/or 12 years of accrued ADF service, this is referred to as your service milestone.

Some members may be eligible for more than one payment depending on when they complete each of their service milestones i.e. Year 7 and Year 8 or Year 8 and Year 12. There are special provisions for Aviation Officers who have attended ADFA and have a 12 year Initial Minimum Period of Service (IMPS). These members may be eligible for the NRI payment on completion of their 15th year of accrued ADF service.

### What is my service milestone date?

If you have always served in the Permanent Force (SERCAT7), and do not have non-effective service (NES), your service milestone date will be exactly 7, 8 or 12 years after your joining date. You can find the date you joined on your PMKeyS Self Service.

### How is accrued service calculated?

The calculation of accrued service is detailed in DFRT Determination No. 14 of 2021 – ADF Allowances – Navy retention incentive payment – amendment and is based on the same guidelines that Long Service Leave (less non-ADF service) is calculated. Accrued service is calculated to confirm your service milestone date.



## Frequently Asked Questions

### Re-joined the Navy?

If you have re-joined the Navy an individual assessment is required to determine your milestone date, contact [navy.bonusadministration@defence.gov.au](mailto:navy.bonusadministration@defence.gov.au) for guidance.

### Transferred to the Permanent Force (SERCAT7) from the Reserves (SERCAT2/3/5)?

If you have completed full days (6 hours) of Reserve Service, these days may be included in your service milestone calculation. You may be eligible to have these days added to your Long Service Leave entitlement by submitting a request through your Personnel Office.

If you have transferred from the Army or Air Force, an individual assessment is required to determine your milestone date, contact [navy.bonusadministration@defence.gov.au](mailto:navy.bonusadministration@defence.gov.au).

If you are an overseas lateral entrant, only your ADF service counts towards your service milestone. If your scenario is not covered above, or you are unsure of your service milestone date, contact your Personnel Office. Personnel Office staff are welcome to contact [navy.bonusadministration@defence.gov.au](mailto:navy.bonusadministration@defence.gov.au) for additional assistance on complex cases.

### How does SERCAT 6 affect my milestone date?

SERCAT6 is a contracted agreement between you and Defence to work less hours during the working week. The agreed days where no work is conducted are still considered to be Effective Service for the calculation of your milestone date. However, if you had a service IMPS and/or ROSO etc. whilst on SERCAT6 the completion of these commitments/obligations may have been adjusted to a later date. Whilst on SERCAT6 and if you had the stated commitments/obligations any days that you are not in receipt of Defence salary is classified as non-effective service. The consequence being the commitment/obligation is extended thus, you may not be eligible at your milestone dates. If during your career, you have been on SERCAT6, you should contact your Personnel Office to determine if your eligibility has been affected.

### What happens if I am intending to take unpaid leave (LWOP / Maternity leave) during my 12 months of service required for the NRI payment?

If the leave without pay period is less than 3 months it will not affect your service milestone date. If the leave without pay period is 3 months or more prior to your anniversary, it will delay your service milestone date, by the length of the leave without pay.

A common example is unpaid maternity leave - A member who has 6 years and 3 months of accrued ADF service, commences maternity leave taking 12 weeks (3 months) at full pay and 9 months as unpaid leave. On return to work the member will have 6 years and 6 months of accrued ADF service. This member, assuming they meet all other eligibility requirements, will be eligible when they have completed 7 years of accrued ADF service.

Any period of LWOP that is greater than 21 days will affect any IMPS and ROSO that are being served at the time which in turn may affect a members' eligibility for the NRI.



### **Does maternity leave at half pay and parental leave at half pay effect my eligibility for this payment?**

Maternity Leave at half pay and Parental Leave at half pay is considered effective service, however it will extend your IMPS or ROSO completion date by the length of the half pay days. This may mean your IMPS or ROSO is still in place and/or ceases within the preceding 12 months.

If you have a six (6) year IMPS and have taken maternity leave at half pay, or parental leave at half pay, your eligibility to the 7 year NRI payment may be affected. Please contact [navy.bonusadministration@defence.gov.au](mailto:navy.bonusadministration@defence.gov.au) for further guidance

### **Will the NRI payment be paid automatically?**

You need to complete the Acknowledgement and Payment Election Form to receive the NRI Payment.

The Navy Bonus administration team will send an initial notification email to members who may be eligible at the beginning of the 12 month period. This email is to be used as a reminder tool for an individual to maintain their IR and MAAT. Members are identified from service details and service obligation records within PMKeyS although these reports may not capture all potentially eligible members. Members who are eligible, may not receive the initial notification email. In addition, members that receive an initial notification email may then become ineligible. This may be due to a change in the member's circumstances during the 12 months prior to their service milestone date.

Receipt or non-receipt of the initial notification email has no impact on your eligibility.

Any member approaching their 7, 8 or 12 years of service who did not receive a 12 month notification should contact their Personnel Office for assistance in confirming their service milestone date and if there have been any obstructions to their eligibility.

Both the Acknowledgement and Payment Election form, and the Waiver Request form can be found on the [Navy Bonus and Remuneration](#) website

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

Many areas within Navy are experiencing personnel shortages. Retaining personnel in the Navy within all ranks and experience levels is critical to the ongoing capability changes happening within Navy. Although not all members will be eligible for the NRI, the intended outcome of the NRI is to assist with filling current shortfalls, especially within key seagoing ranks. Retaining more personnel at these ranks will provide opportunities for personnel to be released for future career and training activities and take regular respite.

