

FACT SHEET

Ways of Working

Demand Management Prioritisation Process

Employ our people and manage our establishment in Career Management Cycle (CMC) 24 to meet operational, preparedness and Joint Staff obligations concurrent to achieving training and growth goals

Status: Work Underway
Lead: Deputy Chief of Navy

TARGETING

All Navy

WHEN

2024

YOU GET

Prioritisation and allocation
of finite personnel
resources

Benefits

- Ensures the careful planning of employment for our People
- Personnel deficiencies will be known and work outcomes can be adjusted to match
- Prioritisation of workforce IAW CN directive 1/22 to manage the gap between supply and demand
- Expectation management of personnel fill rates based on CN directive 1/22
- Navy Establishments Optimisation Team (NEOT) outcomes will remove unnecessary, nugatory or duplicated work
- Less frequent out of cycle postings
- Increased use of Block Posting Cycle Dec/Jan and Jun/Jul
- Improvements in position management through new Enterprise Resource Planning (ERP) by:
 - Adherence to the one person in one position with matching rank and work group to support data integrity and ensure supply and demand is understood.
 - Limiting the use of pool positions to SERCAT 2 and 3 unpaid personnel, long term leave and for personnel under initial entry training to support data integrity and ensure supply and demand is understood.

More Information

NEOT information can be found in CN Directive 6/22 and in separate retention fact sheet

CN Directive 01/2022—Personnel and Organisational Planning Guidance for the RAN Career Management Cycle 2024.

CN Directive can be found here [Pages - Directives \(defence.gov.au\)](https://www.defence.gov.au/pages/directives)

Defence ERP - <http://drnet/CIOG/Projects/ERP/Pages/default.aspx>



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navy.retention@defence.gov.au



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