

FACT SHEET

Ways of Working

Explore Total Workforce System future crewing concepts

Explore options to enhance integration of the Total Workforce into future workforce structures. The approach will maximise the use of all Service Categories (SERCAT) to deliver Navy capability through an agile Navy workforce.

Benefits

- Total workforce structures maximise integration of Total Workforce System (TWS)
- Greater employment certainty for TWS SERCAT 2-5 workforce
- Builds connections and unlocks latent workforce capabilities
- Optimally assigns Navy personnel to defined organisational priorities as an integrated workforce
- Ensures Navy people in all service categories are agile, skilled and future ready to deliver capability

Next Steps

- Government Directed Strategic Review of Reserves by 2025
- Refresh the Navy Workforce Plan 2024
- Continue to implement Navy Workforce Transformation Campaign Plan 2035
- Implement Career Management Cycle 2025. Leads to longer lead time and notification for TWS solutions
- Await the Strategic Review of Reserves report to understand wider implications to Navy workforce and opportunities to further integration of TWS

More Information

Further information on the objectives to centralise the ADF People Management and enhance the future workforce can be found in the Joint Directive 10/2023 – *Reorganisation of the Defence People System and Establishment of the Chief of Personnel (CPERS)*, CN Directive 15/23 – *Navy DSR Implementation*, CN Directive 11/23 – *Delivery of Workforce Change*, *Navy Workforce Plan 2024*, and, *Navy Workforce Transformation Campaign Plan 2035*.

Military Personnel Division has implemented a best of practice Total Workforce career management effect; that (in time) overtime will be integrated and like by design; eliminate organisational duplication; and postured optimally to evolve and scale to meet future ADF individual and people capability needs.

This ties into the Fleet Commander's Fleet Optimisation Program requires the Navy to '*optimise Fleet's ability to provide the right forces at the right time capability to fight and win and sea.*'

Status: Implemented - BAU

Lead: Head Navy Capability

TARGETING

All Navy Workgroups

WHEN

Ongoing

YOU GET

An optimised and integrated workforce.

Increased employment based on a range of patterns of service.



VIEW CAMPAIGN UPDATES

