

FACT SHEET

Ways of Working

Technical Workforce Separation Rates

The ongoing process to understand and mitigate the drivers underpinning the high separation rates in the Technical Workforce.

Benefits

- Community feedback will allow the refining of activities.
- Reduction in separation rates to RAN target value will allow growth, reduce hollowness, and enable parity of workforce supply and demand.
- Reduction of hollowness will decrease workforce stress, which should increase satisfaction and retention.
- Increased outplacement, secondment and assist task completions will increase workforce skills, knowledge, aptitude and proficiency.

Milestones

- Navy Engineering Community engagement.
 - Ongoing
- AT Community engagement complementing FAA initiatives.
 - Ongoing
- ET Critical Category Summits.
 - May to Jun 22: Conducted
 - Jul 22: Analysis
 - Q4 22: Community debrief released
- MT PULSE Survey.
 - Feb and Mar 22: Conducted
 - Mar to Jul 22: Analysis
 - Aug 22: Review
 - Q4 22: Community debrief released
- Navy Engineering Community Master Action List and Integrated Master Schedule.
 - Jul 22: Commenced
- Engineering Family Remuneration Review
 - Jan 22: Commenced
 - Mar to Dec 22: Market research, workgroup assessments, stakeholder Engagements
 - Feb to Sep 23: Salary reviews for workgroups
 - Oct 23: Employment Category Review Remuneration Committee (ECRRC) Presentations
 - Dec 23: DFRT Hearing

Status: Implemented

Lead: Head Navy Engineering

TARGETING

Technical Workforce

WHEN

Launched Jan 22. BAU

YOU GET

Commitment from Navy to address the issues driving high Separation rates in the Technical Workforce.



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navy.retention@defence.gov.au



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Initiative Outlines – Key Actions

- Identification and understanding of key issues through community engagement supported by critical category summits and PULSE surveys.
- Mitigation and resolution of key issues through the respective Navy Engineering Community Advisory Group coordinated via the Navy Engineering Community Action List and the Integrated Master Schedule.
- Ongoing support to the Navy Retention Campaign through the Navy Engineering Community Action List and the Integrated Master Schedule.

Workforce Feedback

- Identification and understanding of key issues through community engagement supported by critical category summits and PULSE surveys.
- Tempo is very high.
- Workforce is stressed and stretched.
- Respite opportunities are desired.
- Workforce shortages impose additional work affecting home life.
- Remuneration needs to be competitive.
- Tools, spares and documentation are required to conduct work.
- Training and upskilling matters and additional opportunities are desired.
- Meaningful work matters and additional opportunities are desired.
- Outplacements matter and additional opportunities are desired.
- Civilian accreditation matters.
- Communication matters and more is required.
- Quality leadership and mentoring matters.
- Effective career management matters.
- Promised changes must be delivered.



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