STAY ONBOARD

Setting the foundation for sustained growth



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.

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.

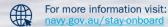
Benefits

- 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
 - o Jul 22: Analysis
 - Q4 22: Community debrief released
- MT PULSE Survey.
 - Feb and Mar 22: Conducted
 - Mar to Jul 22: Analysis
 - o 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
 - o 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





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NAVY

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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.



