

FACT SHEET

Workplace Experience

Modernise Awards and Recognition

Within the scope of Navy Policy ANP4104 Chap 17, explore new and contemporary ways to reward and recognise people for their work, their training, their commitment to service and behaviours.

Status: BAU

Lead: Deputy Chief of Navy

TARGETING

All Navy / ADF

WHEN

From 2024

YOU GET

3 new Awards with more planned in future

Benefits

- New Awards developed within Navy include:
 - Sailor of the Year
 - Wearable CO Commendation (see More Information below)
 - DGNP 10-year Permanent Navy Service Certificate
- Capturing the new awards within Recognise Achievements functionality of Defence One
- Navy will continue to work with the Recruitment and Retention Team (R2T) and Directorate Honours and Awards (DH&A) to:
 - Create a simplified and timely Commendation process
 - Reduce organisational overheads
 - Eliminate quotas
 - Standardise process and policy
 - Increase Command Delegation and Authorisation
 - Develop additional visual recognition for ADF members

More Information

- Click on link [Pages - Recruiting and Retention](#) – ‘Changes to the Defence Commendation Scheme’ for most recent information. In summary:
 - R2T found that the Defence Commendation Scheme did not fulfil the needs and expectations of the changing Defence workforce demographic.
 - Junior ranks consider visible recognition highly desirable for CO/OC awards.
 - The Defence People Committee approved a new Command Commendation award that is expected to be available Qtr 4 2024. This medal will not be awarded retrospectively.



- Work continues on modification of the Defence Commendation Scheme Policy.
- Re-invigoration and creation more broadly within Navy, of new awards to be captured in Recognise Achievements Functionality of Defence One (PMKeyS)



VIEW CAMPAIGN UPDATES



Submit your feedback and questions:
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