

# STAY ONBOARD

PEOPLE FIRST

Setting the foundation for sustained growth



## FACT SHEET

Status: Implemented

Lead: CDF

### Defence Employee Value Proposition

Defence has a lot to offer all members of the workforce at different stages of their career. This is detailed in the EVP which highlights the range of benefits, opportunities and conditions of working at Defence. While the components of the Defence EVP may apply differently depending on your conditions of service, employment or role, as well as your life stage, Defence is committed to ensuring that the workplace experience caters to individual circumstances.

#### TARGETING

ADF

#### WHEN

Now

#### YOU GET

Informed




### Benefits

The [Defence EVP Hub](#) helps you unpack what is on offer when working at Defence, and explore the breadth of opportunities available. What you valued most about working in Defence when you started, may be different to what you value now. The [EVP Stories page](#) highlights the unique stories of Defence employees and ADF members and why they choose to work in Defence. Working in Defence offers flexibility, growth and opportunity.

Within Navy, the [Stay Onboard – People First](#) retention campaign has been updated to reflect the Defence EVP – the significant number of initiatives that have already been delivered, or continue to be progressed, have been included in each of the EVP lines of effort on both the intranet and internet sites.

### Next Steps

When you explore the Defence EVP Hub, you will see that information is organised according to the six EVP elements, and broken down information according to SERCAT where it makes sense to do so.

 Pay and financial benefits	Helps you understand Defence's competitive financial package. We recognise getting paid well is important. We offer a competitive benefits package to help with the little, and not so little, things in life. There are a range of financial benefits available when working in Defence, beyond your fortnightly salary.
 Purpose	Unpacks your contribution to Defence's mission. Being part of Defence makes you part of something special – a team defending Australia's national interests. It's a career you and your family can be proud of.
 Workplace experience	Considers the unique traits of each workplace in Defence that make it a great place to work. Defence invests heavily in its people to ensure that everyone has the opportunity to work with great leaders, and great teams.

Continued next page



VIEW CAMPAIGN UPDATES



Submit your feedback and questions:  
[navy.retention@defence.gov.au](mailto:navy.retention@defence.gov.au)






For more information visit:  
[navy.gov.au/stay-onboard](http://navy.gov.au/stay-onboard)

# STAY ONBOARD

PEOPLE FIRST

Setting the foundation for sustained growth



 Ways of working	Looks at how your role can work for you. We are embracing new ways of working. We know that you value flexibility – and we have the policies to support it. We want to empower you to work in a way that reflects your individual circumstances and your lifestyle.
 Career and personal development	Focused on develop you for your current and future role. Defence is committed to funding a supporting your development. There are so many opportunities that you can access – be it learning on the job, career training, tertiary study or personal development. Defence's range of personal and professional development is considered unmatched by other agencies or industries.
 Wellbeing and family	Connects you and your family to wellbeing, health and lifestyle services. The health and wellbeing of you and your family is important. We provide a range of health and wellbeing policies and programs and to help you balance work, life and everything in between.

## More Information

The Hub is now available on the Defence internet and DPN

[Employee Value Proposition](#) | [ADF Members & Families](#) | [Defence](#) or  
<https://www.defence.gov.au/adf-members-families/employee-value-proposition>

You can also access the Hub by using clicking the *Defence Employee Value Proposition Hub* link under the Essential Links header on the DPN homepage.



VIEW CAMPAIGN UPDATES



Submit your feedback and questions:  
[navy.retention@defence.gov.au](mailto:navy.retention@defence.gov.au)



For more information visit:  
[navy.gov.au/stay-onboard](http://navy.gov.au/stay-onboard)