

## FACT SHEET

### Ways of Working

#### Explore options with CRA

The ADF has requested that the Australian Government maintain the existing Retirement Age legislation for a variety of reasons, in spite of challenges based on age discrimination. Navy will therefore review internal procedures for members wishing to continue being employed in the ADF beyond their compulsory retirement age (CRA).

Status: Implemented BAU

Lead: DCN (DNCPS)

#### TARGETING

SERCAT 3-7 Members approaching retirement age

#### WHEN

2024

#### YOU GET

Options to work beyond CRA for SERCAT 3-7

## Legislation

- Defence Regulation 2016:
  - For SERCAT 6/7 the CRA is 60. For Admiral ranks, the CRA is 60
  - For SERCAT 2/3/5 the CRA is 65
- SERCAT 3/5, under SERVOP C is a full time option to extend to age 65 within current legislation
- No changes at this stage to current CRA legislation for military members
- Retirement age extensions are considered where there is a compelling capability need, for example provision of specialist professional skills/knowledge

## Next Steps

- Navy to manage capability by exercising age based extensions that do not undermine retirement age legislation.
- Simplify process to extend or deny CRA extensions by incorporating in Military Employment Category (MEC) Review Board administration.
- To assist with planning, SERCAT 6/7 members are to consult with CM and their workplace chain of command 6 months prior to reaching CRA.
- Members to submit CRA extension (AF065) to [navy.separations@defence.gov.au](mailto:navy.separations@defence.gov.au) NLT 3 months prior to CRA.
- For SERCAT 3 members, extensions to align with RSD funding/approvals.
- Career managers will explore filling SERCAT 7 vacancies under TWS principals by employing SERCAT 3/5 on RSD or SERVOP C and supporting CRA extensions, if required.

## More Information

- ANP 4104 Part 10 Chapter 8 Annex A – Retirement
- ADF Transition Manual
- CM-N website [CM-N – Home](#)
- Navy Separation contact: [Navy.separations@defence.gov.au](mailto:Navy.separations@defence.gov.au)



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