










STAY ONBOARD – PEOPLE FIRST

Setting the foundation for sustained growth.



80+ initiatives allocated across all Divisions and Commands

 Demand Management	 Remuneration	 Training and Education	 Leadership and Culture	 Wellbeing and Lifestyle	 Member Benefits	 Re-Shape Workforce	 Next-Gen Career Management	 Communications
<ul style="list-style-type: none"> • Separated Service Threshold • Workforce Generation System • Demand management prioritisation process • Career Separated Service Threshold reporting • FAS review • PDR business rules review • Review ship / Squadron watch routines • Review maintenance load and technical SOC • Review separation challenges of technical workforce • Navy Establishment Optimisation Team 	<ul style="list-style-type: none"> • Navy Capability Retention Payment • Navy Retention Initiative Payment • Maritime allowance reform (3 Fact Sheets) • Engineering Family Pay Case Review • Superannuation package review • GOPS/GORPS review • Progress SM, CTS/CTL, NIO packages • Revision of Higher Duties Allowance 	<ul style="list-style-type: none"> • Program HORIZON • Improved educational support • Review course locations • Align training to civil quals. • Performance development including mastery • Education incentives at career milestones (5/10/15) • Establish the Fleet TF Coordination Working Group • FAS scheduled training for Critical Categories • Review FAS training and bunk allocation • Navy Engineering Mastery Review • Technical Mastery and Secondment Programs • Expand education opportunities • Expand clinical placements • Review ROSO/IMPS 	<ul style="list-style-type: none"> • Developing self-aware leaders • Social Mastery Delivery • Improve Divisional System accountability • Modernise Awards and Recognition • Workforce health accountability • Maintain Fleet's social contract to people • Workforce health and culture review • Understanding Short Absence Leave • Uniforms & Grooming 	<ul style="list-style-type: none"> • Proactive Navy People Wellbeing Program • Benefits of Navy Welfare Boards • Contemporise family structure • MAROPS Resilience Trial • Reinvigorate sport in Navy • Improve mentoring programs for Warfare workgroups • Identify STEM champions • Improve mentoring programs for Technical workgroups • Improve access to Mental Health and Wellbeing support services • Explore options to access civilian Health Practices and Pharmacies • Enhance base gym facilities • Improve ship/shore connectivity 	<ul style="list-style-type: none"> • Bedroom entitlement continuation • Leave reform review • ALW & categorisation review • Partner employment support options • Housing packages • DHOS/HPAS/HPSEA • Review transit accommodation • Base redevelopment - accommodation options • Develop transport and parking options for FBE • Enhance Navy's Anchorage benefits • Expand Child Care options • Improve ADF Family Health Benefits • Increase RLLT • Travel Reform 	<ul style="list-style-type: none"> • Workforce Transformation Campaign Plan 2035 • Explore options with CRA • Implement Critical Category remediation plans • Expand use of Total Workforce System within Fleet • Explore Total Workforce System future crewing concepts 	<ul style="list-style-type: none"> • HR and communications training for CM staff • Remove barriers from workgroup transfers • Continue transition to Next-Gen CM • Stand up Regional Reserve Centres • Utilise Total Workforce System for Career Management decisions • FWA expansion in Fleet • Improve workgroup PD and career opportunities in the ready phase • Future of Work flexibility • Expand use of Forcenet to support Total Workforce System careers • Navy LSL Management 	<ul style="list-style-type: none"> • Promote Navy People Wellbeing Program and support services • Strengthen technical engagement and communications • Clearly define and promote the Employee Value Proposition • Command-led conversations to promote the value of our people • Provide regular campaign updates • MT PULSE Survey