

# STAY ONBOARD

PEOPLE FIRST

Setting the foundation for sustained growth



## FACT SHEET

### Leadership and Culture

### Improved Divisional System Accountability

The Divisional system is unique to the Navy and in its purest design, for the betterment of our people. The aim is to contemporise our governance which will update the training of our members. The establishment of a lead WO for the Divisional system will assist in consistent education and application across the Navy

### Benefits

- Divisional meeting and interview reports
- Revised Divisional Handbook
- Positive Divisional feedback

### More Information

- This initiative will also lighten the administrative burden for the Divisional chain (Senior sailors and officers).
- RFI sent to key stakeholders on suggested improvements to the Divisional system as a whole. Most of the feedback was aimed at training and governance.
- Review of the Divisional Officers Handbook underway by Command Team HMAS Cairns.
- Review of 4 series publications in line with ANP update schedule.
- ITLM conducting review into the training of divisional roles to our Officers and Sailors with some promising outcomes proposed.
- Proposed establishment of a Tier B WO to coordinate governance, training and consistent application of the Divisional system through constant engagement and adjustment.
- Implemented target date 01 Jan 2024.

Status: Ongoing

Lead: Deputy Chief of Navy

### TARGETING

Divisional Officer and Senior Sailors

Benefits all Navy Junior Sailors and Officers

### WHEN

Launched April 2022

### YOU GET

Improved Divisional training

Improved governance of Divisional system

Improved communications of Divisional matters



VIEW CAMPAIGN UPDATES



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



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[navy.gov.au/stay-onboard](http://navy.gov.au/stay-onboard)