

STAY ONBOARD

PEOPLE FIRST

Setting the foundation for sustained growth



FACT SHEET

Wellbeing and Lifestyle

Benefits of Navy Welfare Boards

The aim of the Navy Welfare Boards framework is to manage the welfare of our people through the coordination of health, administrative and welfare support to review, agree, develop, and align an effective and holistic workplace management plan.

Benefits

- A holistic approach to managing and overseeing the welfare of our members.
- A structured framework that provides members with a platform to better communicate their situation, and Commands the mechanism to plan and facilitate pathways for members who are unable to provide unrestricted service.

More Information

The two different Navy Welfare Boards are:

- Unit Welfare Board (UWB), and
 - Individual Welfare Board (IWB)
- The UWB is a Command led function that provides Unit's with a structured process on how to monitor, track and identify pathways for members who are unable, for any reason, to provide unrestricted service.
 - The UWB will consider what, if any, support is required for members within a unit who are dealing with serious or complex issues that impact their wellbeing and ability to provide unrestricted service.
 - It is the tool to identify which of these members would benefit from a coordinated approach to their welfare, with all key stakeholders being aligned in pathway forward.
 - The IWB aims to support individual members through the development of an Individual Welfare Plan (IWP) to return them to a deployable status, become fully employable (not deployable) in order to continue to contribute to capability or assist them in their transition either to another SERCAT or out of Navy, with dignity and respect.
 - IWBs provide the formal framework to support a member's specific circumstance through consultation, coordination, and agreement of an agreed pathway to move forward.
 - The IWB, consists of a range of SMEs and will include the member or their representative. No decisions on a member's career or welfare can or should be made in the absence of the member or their delegated representative.
 - More information is available at the NPWP intranet site.

Status: Implemented

Lead: Fleet Commander & Deputy Chief of Navy

TARGETING

All Ships, Units, Establishments, Teams, and Navy Workgroups

WHEN

Launched July 2022

YOU GET

Ongoing commitment to ensure the optimal wellbeing and provisions of support for all members



VIEW CAMPAIGN UPDATES



Submit your feedback and questions:
navy.retention@defence.gov.au



For more information visit:
navy.gov.au/stay-onboard