

# STAY ONBOARD

PEOPLE FIRST

Setting the foundation for sustained growth



## FACT SHEET

### Career Management

#### Remove Barriers from Workgroup Transfers

**Simplifying transfers to alternate Workgroup, Service and SERCAT opportunities. Providing more efficiencies in the process, creating better alignment and certainty with Training, Posting and Career milestones.**

Status: In-Progress

Lead: Deputy Chief of Navy

#### TARGETING

All Workgroups

#### WHEN

Launched August 2022

#### YOU GET

Clear and timely determinations regarding TOW, TOS

### Benefits

- Improved transparency of the approval process via Workflow Charts.
- Early notification of Career movements through future/forward dating of Transfers.
- Updated Navy Transfers Website to clearly articulate application requirements
- Introduced standardised application forms to reduce administrative burden on members and units
- Addressed Stakeholder involvement and outlined input requirements when making recommendations
- Future dating transfer and commissioning offers to provide flexible career pathways to members
- TOW Applications are now able to be submitted at any time
- Simplified internal process reducing decision timeframes
- Removed requirement to conduct Medicals for most transfer applicants
- End to end Career/Transfer solution
- Improved engagement and communication
- More certainty

### Next Step

- Ongoing review and improvements to be implemented as BAU



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)