

# STAY ONBOARD

PEOPLE FIRST

Setting the foundation for sustained growth



## FACT SHEET

### Career Management

### Stand-Up Regional Reserve Centres

**Regional Reserve Centres (RRC) will provide Commanding Officers with resources to support members of all SERCATs enabling a truly integrated approach to management of the total Navy workforce and provide increased opportunities to utilise the capability of the SERCAT 2-5 workforce.**

### Benefits

- Management of all Navy people as a total integrated workforce
- Command led management of Navy members of all SERCATs
- Increased engagement of SERCAT 2-5 members
- Increased employment opportunities for SERCAT 2-5 members
- Increased links with industry in support of SERCAT 2-5 members
- Improved career management for SERCAT 2-5 members
- Improved ability to support operational taskings

### More Information

#### Navy strategic and workforce challenges:

- Recruiting and retention challenges, unprecedented capability transition and an array of emerging operational requirements are resulting in workforce challenges that can only be met by the full utilisation of the total Navy workforce.
- The Navy SERCAT 2-5 workforce is a significant but underutilised component of the Navy workforce that provides scope to meet the workforce challenges facing Navy into the future.
- Current arrangements for management and engagement of the SERCAT 2-5 workforce are disjointed and inefficient and do not place the resources where they can provide the best effect.
- Goal 2 of the Navy Workforce Plan 2021-24 is to increase SERCAT 3-5 workforce utilisation to a peak strength of 4500 by 2040.
- The Fleet Commanders Fleet Optimisation Program requires the Navy to *'optimise the Fleet's ability to provide the right forces at the right time capable of fighting and winning at sea'*.

Status: Implemented  
Lead: Deputy Chief of Navy  
(COMSHORE & DTWS)

#### TARGETING

SERCAT 2-5 Members

#### WHEN

RRC National rollout Q2  
2023

#### YOU GET

An optimised and  
integrated workforce

More direct and relevant  
engagement

Increased employment



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)