

# FACT SHEET

## 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 of the review is to firstly contemporise our governance which in turn 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.*

## WORKFORCE FEEDBACK

- Divisional System Review
- There appears to be an overarching communication breakdown
- Where to seek assistance not promoted or taught through the Divisional Chain

## ACTIVITY TIMELINES- MILESTONES

- Tasks Allocated: Jul 22
- Divisional Handbook Review Due: 1 Sep 22
- Update to Community: 30 Sep 22
- Activity implemented – Target Date: 1 Jan 24

## ACTIVITY OUTLINES- KEY ACTIONS

- Review current policy. **Action: CWO-NP**
- Establish Tier B WO Jan 23/4. **Action: CWO-NP**
- Align governance and training. **Action: CWO-NP**

## MEASURES – BENEFITS REALISATION

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

## ADDITIONAL FUTURE ACTIVITIES

- 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.

### LAUNCHING

April 2022

### WHO

Divisional Officer and Senior Sailors  
Benefits all Navy Junior Sailors and Junior Officers

### YOU GET

Improved Divisional training  
Improved governance of Divisional System  
Improved communication of Divisional matters

### YOU GIVE

Support and feedback to Divisional staff

# Improved Divisional System accountability



## SUMMARISED MEMBER FEEDBACK

- In recent years, more and more administrative burden have been placed upon the divisional chain (senior sailors and officers). These include multiple registers to fill in with the same information, having to provide members of the unit for more and more committees, and organising more complex data structures and doctrine, while simultaneously still trying to provide mission capability and manage our personnel at the individual level.
- There is a perception among Junior Sailors that flexible working arrangements (FWA), even when practical, won't be approved. Members of my cohort or those that went through category training around a similar timeframe that have inquired about FWA through their divisional chain have been told not to bother because it won't be approved. On the other hand, there are members who aren't aware that FWA can be an option.
- At times this is an onerous task at FSU-SE and ensuring sailors feel supported can be challenging with the volume we manage
- The divisional support is severely lacking, particularly in the BM branch. The mentality is everyone for themselves. Ineffective communication which results in a low level of information dissemination. Depending on the unit but I know a number of Boatswain's who I went through category training with or have crossed paths with that have been subject to unacceptable behaviour in different forms and received no support from their divisional chain. In fact, the divisional chain had a negative impact on some members because as a result, they were bullied or isolated for speaking up or not agreeing with the behaviour. The divisional chain, depending on the unit can make the member feel like it is their fault, even when they are the victim
- Initiatives often aren't promoted through the divisional chain. There appears to be an overarching communication breakdown across the Navy, particularly in the Boatswain branch. I regularly keep in contact with people who are posted in every state and despite the location, members still aren't aware of initiatives.
- Divisional Officers who do not want the responsibility or have the skill to deal with the problems that arise in the workplace
- Training outside the Training Force Available Courses. Our team noted that historically commercially provided training has been a key element of Divisional Officers' toolkit to train, reward and develop our team. The team noted that there is less of this available now (Note – CAPT DMSS did clarify that we have literally tens of thousands of unused funds and bids were called for, but on reflection, Command need to initiate and identify trainees).
- Providing basic Divisional Officer duties versus really going the extra mile for your team ie provide and advocate for training for your team. Provide time off and respite when possible. Be creative in your advocacy and don't take no for an answer. Maybe supervisors need some help to do this.