

## FACT SHEET

### Demand Management

### Navy Establishment Optimisation Team

The Navy Establishment Optimisation Team (NEOT) will assist in delivering on CN's Command Intent to optimise our utilisation of human resources and to remove nugatory or duplicated work processes.

### Benefits

- Enable Navy to match our Establishment with actual Headcount.
- Immediately identify positions for rationalisation.
- Deliver an enduring framework for prioritisation.
- Option sets to free up capacity of 100, 500 and 1000 pers.
- Option sets for reform and innovation – doing things differently.
- Identify any blockers to achieving the overall direction.
- Options are affordable within Navy existing budget.

### Next Steps

- CNSAC approval on framework and approach: NLT 31 Oct 2022.
- Final report NLT 31 Mar 2023 (but after Defence Strategic Review).
- Implementation of Organisational Changes: Jan 2024

### More Information

This will require investment and resourcing of growth areas including autonomous systems, warfighting, cyber, space, nuclear propulsion, and guided weapons. This means that we must clearly understand which functions and processes are critical to deliver Naval and Military power today (sustain or accelerate), and which functions we may need to cease or hibernate, and where we can optimise our approach to free up capacity.

#### Principles:

- There are no sacred cows.
- Focus on functional blocks, vice salami slicing.
- Some functions won't directly impact realisation of our strategy.
- Some functions will have less impact on our strategy than others.
- Consistent engagement is imperative.
- One Defence - Same by default, separate by necessity and similar by exception.
- Seek to rationalise work demands.
- Risk aware, not Risk Averse – Risk can't be zero and SOFARP is OK.
- No additional workload to seagoing positions
- Bias towards the future capability and requirements.

Lead: Deputy Chief of Navy

#### TARGETING

All functional areas of Navy

#### WHEN

Formed 19 Oct 2022

#### YOU GET

Focusing of effort and prioritisation of resources



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)