

FACT SHEET

Continue Transition to Next-Gen CM



Career Management – Navy was created, consisting of two Directorates; Directorate of Navy Career Management (DNMCM), and Directorate of Navy Career Performance and Support (DNCPSP). The creation has transformed the organisation into a people facing, ‘principles based’ career management (CM) agency, with greater focus on the member.

WORKFORCE FEEDBACK

- CM accountability and Professional HR Skills
- Simplifying Transfer to alternate workgroups

ACTIVITY TIMELINES- MILESTONES

- Transition to Next Generation Career Management Commenced: Jul 20
- Career Management – Navy formed: Feb 22
- Update Business Practices to meet the new Structure: Dec 22

ACTIVITY OUTLINES- KEY ACTIONS

- **Action 1:** Develop Communication Plan to inform members about NGCM outcomes. **Action: DDNCM COORD**
- **Action 2:** Update Business Practices to meet the new Structure. **DDNCM COORD**

MEASURES – BENEFITS REALISATION

- Greater trust and respect with CM-N

LAUNCHING

Mar 2022

WHO

All Navy Personnel

YOU GET

Decentralised career management ‘principles based’ with greater focus on the member.

YOU GIVE

Open Communication with Career Managers in the completion of your Navy Career Planning Sheet .

Directorate of Navy Career Management

DNMCM’s new operating model is based on two components to career management, a centralised strategic planning workforce and an empowered local waterfront service. It delivers a sustainable structure that combines officer, sailor and reserve career management in Canberra supported by integrated reserves and permanent career management elements at the LCMCs aligned to the Total Workforce System (TWS) principles.

To achieve this it was decided to form CM Families to provide strategic CM guidance and create six Local Career Management Centres (LCMCs) (Waterfront) with CM responsibilities for RCT – POs. This allows for a more personalised CM approach providing ‘local solutions to local problems.’ LCMCs will career manage members in the RCT- PO cohort while the remaining Career Managers in Canberra are responsible for career management of RCT – PO in ACT and all CPO, WO and Officers.

ADDITIONAL INFO

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Directorate of Navy Career Performance and Support

NGCM has allowed significant reform in processes within DNCPS aligning with Army and Air Force in the Joint Career Management space where possible such as:

- **Promotions.** Reform of Officer Promotion processes to support CDF direction through the Joint Workforce Steering Group to achieve career management harmonisation across the three services. Career Management Boards – Promotion are now aligned to the joint cycle with reduced administrative requirements and assessment criteria for LEUT - LCDR boards. A Career Development assessment for LCDRs and above was introduced to support longitudinal career and development planning for officers at these key ranks. Refinement of sailor promotion processes continues with improvements to the LS – PO process based on the outcomes of the LEUT – LCDR Boards from 2022.
- **Transfers.** Feedback from career members has driven a review of the transfer of workgroup and commissioning processes which will be rolled out as part of the retention campaign. In summary, increased transparency of targets and the ability to future date transfers will provide Navy's workforce with the ability to plan and posting certainty.
- **Entries.** A review of Officer Selection Boards and the introduction of the Officer Selection Interview to replace a Board for selected senior commissioning candidates has enabled a more streamlined and personal approach to the commissioning process.
- **Military Employment Classification Review Board (MECRB).** The MECRB process has relocated from DNCM to DNCPS after internal review and discussion with both Army and Air Force. This will enable closer alignment of the MECRB process in the Joint Career Management space as well as ensuring a robust and transparent process to support our members and capability.

NGCM has been the biggest reform to Navy Career Management since the formation of NPCMA in December 2010. NGCM now provides a modern people facing Career Management Agency making robust, repeatable and transparent decisions on individuals and supported by Navy Career Performance and Support Agency as the enabling Directorate making robust, repeatable and transparent decisions at system level to enable Career Managers. NGCM has ensured that CM-N is in a position to meet the future growth of the Navy as well as continued alignment in the Joint Career Management space.

ADDITIONAL FUTURE ACTIVITIES

- Update AF031 Navy Career Planning Sheet
- Career Management – Navy Website to be revamped to provide a better tool for members access
- Update all Career Management – Navy Business Guides

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INDIVIDUAL MEMBER FEEDBACK STATEMENTS

- Appoint a DNCM Career Accountability Manager. This role would work alongside DNCM Career Managers, holding them to account for their posting actions. This role could also highlight potential flexible, part time and shared positions, as options for RTW members from various forms of leave (MAT and like) and those in sick, ill, injured and recovery spaces.
- Disconnect between waterfront and Canberra bubble re communications. Can't fill holes MT discharges, LCMC has not changed a whole lot
- Develop HR IT system to support reinvigoration of 5 year career plans.
- Individual growth is stifled. Navy career is not a sandbox where people can apply themselves, try new things, learn from mistakes and grow. It is paint by numbers and a thrashing if you go outside the lines.
- CO Ship - I know I'm not really providing any real ground breaking solutions, but I feel a more pragmatic approach to career management could assist in keeping members in the service. It shouldn't take threats of separation (or actual lodgement of paperwork) to keep people in the RAN when there are so many opportunities in uniform. It appears to me at least that CM-N are taking a default position of providing substantive rank/rate positions vice looking more broadly across Navy/ADF positions that may support longer term retention efforts.