

FACT SHEET

HR and communications training for CM Staff



Career Management – Navy is reinvigorating and modernising a Career Manager Training and Professionalisation package to ensure that Career Managers are provided the support they require to deliver the best possible outcomes

WORKFORCE FEEDBACK

- CM accountability and Professional HR Skills
- Honest communication

ACTIVITY TIMELINES- MILESTONES

- Tasks Allocated: Jun 22
- Update to Community: Dec 22
- Activity implemented – Target Date: 1 Jan 23

ACTIVITY OUTLINES- KEY ACTIONS

- Action 1: Develop a contemporary training package for Career Managers.
Action: DDNCM COORD
- Action 2: Deliver Training to Career Managers. **Action: DDNCM COORD**
- Action 3: Update processes on the DNCPS Navy Transfer's website.
Action: DDNCPS Transfers

ADDITIONAL FUTURE ACTIVITIES

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

LAUNCHING

AUG 2022

WHO

Career Managers

YOU GET

Career Managers who are better equipped with contemporary HR Skills

YOU GIVE

Nothing further.

ADDITIONAL INFO

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INDIVIDUAL MEMBER FEEDBACK STATEMENTS

- Qualified HR CM's
- CM Accountability
- I fully acknowledge how difficult career management is at present, however there is still room for improvement when it comes to seemingly minor things in the grand scale such as promotion dates and certain postings I believe will reverse the decision for some to leave
- I believe that we sometimes fall into the trap of not considering that our members often have spouses with competing career priorities and they too need certainty to plan around and progress their own careers and life goals.
- Since May last year, my MT's consistently report their tempo is too high, they are understaffed, their careers are not managed well enough, they are delayed/removed from career courses, they have no end date to postings and Fleet has materiel/sustainment issues that mean they can never get on top of defects and planned maintenance.
- Career Management – Even with the new 5 year career/posting plans, PDRs and short notice postings come up frequently making it difficult to manage home life around last minute sea postings, thus causing extra stress at home.
- Sea/Shore roster – the continued absence of a defined sea/shore roster means our people are unable to adequately plan for their future, both career and personal goals.
- Career stagnation. Ageing workforce perspective but the roster blocking continues to be a problem. Also need a way to reinvigorate or move people on who aren't good performers/don't care anymore because they are often a huge de-motivator. Job for life may not be in our interests organisationally.
- The career management of CIS was described as 'very low' confidence in their ability to manage their career in conjunction with personal preferences – All CIS felt the same.
- Recommend a change in CIS career manager, both personnel have been in these positions for extensive periods of time.
- Being able to see what their career future looks like – expectation management. Promotion means more responsibility, different work priorities (less time on tools) with very little incentive to accept promotion.
- Disappointed at the employment opportunities and career pathways offered by Navy
- The inability to develop and be afforded an opportunity to progress career further due to previous indiscretions.