

FACT SHEET

Stand up Regional Reserve Centres



Regional Reserve Centres 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.

WORKFORCE REQUIREMENT

- 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

ACTIVITY TIMELINES- MILESTONES

- Commence RRC pilots in HMAS *Moreton* and *Encounter*: **1 Jul 22**
- Launch RRC Implementation Plan: **20 Jul 22**
- Scope and design of RRC function and structure: **30 Aug 22**
- Issue RRC Implementation Plan Version 1: **August 22**
- Develop Community Engagement Plan: **1 Oct 22**
- Develop SERCAT 2-5 Engagement Plan: **Q4 2022**
- RRC National rollout: **Q2 2023**

ACTIVITY OUTLINES- KEY ACTIONS

- Fill RRC leadership positions in trial locations
- Identify and scope RRC personnel, operational and support functions and design organisational structure to deliver
- Develop Orders, Instructions and Procedures to enable delivery of RRC functions
- RRC engagement with local SERCAT 2-5 community in trial locations
- Transition personnel management functions to RRC and assume ongoing responsibility for SERCAT 2-5 pers management in trial locations
- Identify a pathway for establishment of SERCAT 2-5 regional operational and domestic tasking support and implement arrangements to enable delivery of these functions including plan for initial stand up of operational capability in trial locations
- Reinvigorate Navy SERCAT 2-5 employer support capability, including engagement with DRES in JSSD, and establish linkages with existing Command led industry engagement responsibilities
- On completion of trial activities, roll out RRC across all regions nationally

LAUNCHING

1 July 2022

WHO

SERCAT 2-5 members

YOU GET

- An optimised and integrated workforce
- More direct and relevant engagement
- Increased employment opportunities

YOU GIVE

- A commitment to remain engaged with Navy
- Consider rendering service at a level that suits your circumstances

ADDITIONAL INFO

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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*'.