

FACT SHEET

Remove Barriers from Workgroup Transfers



*Simplifying transfers to alternate Workgroup, Service and SERCAT opportunities.
Providing more efficiencies in the process, creating better alignment and certainty with
Training, Posting and Career milestones.*

YOUR FEEDBACK

- Our people want to see more accountability and professional Career Management
- Simplifying application and processing of transfer to alternate workgroups
- Our people want more flexible Career Continuums
- Our people want broader access to FWA

ACTIVITY TIMELINES- MILESTONES

Allocated 1 Apr 22	Updated 1 Jul 22	Implemented 1 Aug 22
------------------------------	----------------------------	--------------------------------

LAUNCHING
Aug 2022

WHO
All Workgroups

YOU GET
Clear and Timely determinations regarding TOW, TOS

YOU GIVE
Meaningful engagement with Divisional and CM Staff

MEASURES – BENEFITS REALISATION

Early notification of Career movements through future/forward dating of Transfers	Improved transparency of the approval process via Workflow Charts	Updated Navy Transfers Website to clearly articulate application requirements
Introduced standardised application forms to reduce administrative burden on members and units	Addressed Stakeholder involvement and outlined input requirements when making recommendations	Future dating transfer and commissioning offers to provide flexible career pathways to members
TOW Applications are now able to be submitted at any time	Simplified internal process reducing decision timeframes	Removed requirement to conduct Medicals for most transfer applicants
End to end Career/Transfer solutions	Improved engagement and communication	More certainty

ADDITIONAL FUTURE ACTIVITIES

Further review to assess effectiveness of these changes with view to apply lessons learned to future improvements

- Ongoing review and improvements to be implemented as BAU. **Action: DNCPS**