

STAY ONBOARD

PEOPLE FIRST

Setting the foundation for sustained growth



Status: Implemented
Lead: Deputy Chief of Navy

FACT SHEET

Remuneration

Navy Retention Initiative Payment

The Navy Retention Initiative (NRI) Payment is to encourage members to remain in the Navy for a further 12-24 months. The NRIP will be offered in conjunction with a range of other non-financial retention initiatives, and primarily will work to stabilise the workforce and retain trained and experienced personnel as Navy transitions to future platforms and

WHEN

01 July 2019 to
30 June 2024

YOU GET

\$20,000

Benefits

- Enhanced Navy Employee Value Proposition.
- Financial incentive payment of \$20,000.

Targeted Workgroups and Ranks

- Able Seaman
- Leading Seaman
- Petty Officer
- Sub Lieutenant
- Lieutenant
- Lieutenant Commander

Eligibility information

- Eligible for a \$20,000 payment on completion of 7,8 and/or 12 years of accrued ADF service
- Some members may be eligible for more than one payment depending on when they complete each of their service milestones i.e. Year 7 and Year 8 or Year 8 and Year 12
- Special provision for Aviation Officers who attended ADFA with 12 years IMPS. Eligible on completion of their 15th year of accrued ADF Service

Frequently Asked Questions

COVID19 and the Navy Retention Initiative (NRI)

If you have been unable to maintain your Individual Readiness (IR) compliance because of restrictions associated with COVID-19, you can still apply for the Navy Retention Initiative (NRI) Payment.

- **Availability and Employability** – Is not affected by COVID19 restrictions.
- **Medical** - Current advice from CN has authorised a Medical currency waiver extension for individuals who are J1, J2 or M2 for up to 180 days. This is due to the prioritisation of health services for the period 01 Sep 21 to 01 Apr 22.
- If medical readiness expires during this time you will be deemed ready IAW the above authorisation from CN and are not required to submit a waiver. However if, you have been assessed by medical staff as Not Ready the above waiver provisions do not apply to you.



VIEW CAMPAIGN UPDATES



Submit your feedback and questions:
navy.retention@defence.gov.au



For more information visit:
navy.gov.au/stay-onboard

- CN's authorised medical currency waiver extension is not an avenue to delay seeking routine medical care in order to maintain IR.
- Where your Medical non-compliance does not only relate to COVID restrictions, you will need to submit a waiver for DNCM consideration of your circumstances.
- **Dental/Physical/Weapons** – There is currently no official guidance regarding the effect of COVID restrictions on these components. If these components become expired for greater than 2 months within your assessment period, you are required to include a waiver with your application.
- IR waivers are reviewed on a case-by-case basis. There is no precedence for blanket IR waivers as individual circumstances differ which will impact eligibility.
- Where there are numerous members from the same Unit/Ship that have had their Medical or Dental compliance affected by COVID restrictions, a CO's minute listing the affected members will be accepted in place of submitting individual waivers.
- There is no reason that Mandatory Annual Awareness Training (MAAT) should lapse. COVID restrictions are not to be used as a reason for lack of compliancy. All MAAT can be undertaken on CAMPUS or CAMPUS Anywhere.

If I am not eligible for the NRI, how will this affect me?

Many areas within Navy are experiencing personnel shortages. Retaining personnel in the Navy within all ranks and experience levels is critical to the ongoing capability changes happening within Navy. Although not all members will be eligible for the NRI, the intended outcome of the NRI is to assist with filling current shortfalls, especially within key seagoing ranks. Retaining more personnel at these ranks will provide opportunities for personnel to be released for future career and training activities and take regular respite.

Who may be eligible for the NRI payment?

Not everyone will be eligible for the NRI payment. The NRI payment is targeted at particular ranks and known separation points in member's careers. This best balances the need to target both workforce hollowness and draw personnel through career milestones, against the cost to Navy. Members who are an AB, LS, PO, SBLT, LEUT or LCDR may be eligible for a \$20,000 payment on completion of their 7, 8 and/or 12 years of accrued ADF service, this is referred to as your service milestone.

Some members may be eligible for more than one payment depending on when they complete each of their service milestones i.e. Year 7 and Year 8 or Year 8 and Year 12. There are special provisions for Aviation Officers who have attended ADFA and have a 12 year Initial Minimum Period of Service (IMPS) These members may be eligible for the NRI payment on completion of their 15th year of accrued ADF service.

What is my service milestone date?

If you have always served in the Permanent Force (SERCAT7), and do not have non-effective service (NES), your service milestone date will be exactly 7, 8 or 12 years after your joining date. You can find the date you joined on your PMKeyS Self Service.

How is accrued service calculated?

The calculation of accrued service is detailed in DFRT Determination No. 14 of 2021 – ADF Allowances – Navy retention incentive payment – amendment and is based on the same guidelines that Long Service Leave (less non-ADF service) is calculated. Accrued service is calculated to confirm your service milestone date.

Frequently Asked Questions



Re-joined the Navy?

If your break in service is less than 12 months, your service milestone date will be as follows:

- 1st period of service + 2nd period of service = total of both periods of service to reach 7, 8 or 12 years of Service.
- If the break in service was greater than 12 months, contact navy.bonusadministration@defence.gov.au for guidance.

Transferred to the Permanent Force (SERCAT7) from the Reserves (SERCAT2/3/5)?

If you have completed full days (6 hours) of Reserve Service, these days are included in your service milestone calculation. You can have these days added to your Long Service Leave entitlement by submitting a request through your Personnel Office. If you have transferred from the Army or Air Force, your total ADF service counts towards your service milestone date.

If you are an overseas lateral entrant, only your ADF service counts towards your service milestone. If your scenario is not covered above, or you are unsure of your service milestone date, contact your Personnel Office. Personnel Office staff are welcome to contact navy.bonusadministration@defence.gov.au for additional assistance on complex cases.

How does SERCAT 6 affect my milestone date?

SERCAT6 is a contracted agreement between you and Defence to work less hours during the working week. The agreed days where no work is conducted are still considered to be Effective Service for the calculation of your milestone date. However, if you had a service IMPS and/or ROSO etc. whilst on SERCAT6 the completion of these commitments/obligations may have been adjusted to a later date. Whilst on SERCAT6 and if you had the stated commitments/obligations any days that you are not in receipt of Defence salary is classified as non-effective service. The consequence being the commitment/obligation is extended thus, you may not be eligible at your milestone dates. If during your career, you have been on SERCAT6, you should contact your Personnel Office to determine if your eligibility has been affected.

What happens if I am intending to take unpaid leave (LWOP / Maternity leave) during my 12 months of service required for the NRI payment?

If the leave without pay period is less than 3 months it will not affect your service milestone date. If the leave without pay period is 3 months or more prior to your anniversary, it will delay your service milestone date, by the length of the leave without pay.

A common example is unpaid maternity leave - A member who has 6 years and 3 months of accrued ADF service, commences maternity leave taking 12 weeks (3 months) at full pay and 9 months as unpaid leave. On return to work the member will have 6 years and 6 months of accrued ADF service. This member, assuming they meet all other eligibility requirements, will be eligible when they have completed 7 years of accrued ADF service.

Does maternity leave at half pay and parental leave at half pay effect my eligibility for this payment?

Maternity Leave at half pay and Parental Leave at half pay is considered effective service, however it will extend your IMPS or ROSO completion date by the length of the half pay days. This may mean your IMPS or ROSO is still in place and/or ceases within the preceding 12 months.

If you have a six (6) year IMPS and have taken maternity leave at half pay, or parental leave at half pay, your eligibility to the 7 year NRI payment may be affected. Please contact navy.bonusadministration@defence.gov.au for further guidance

