

FACT SHEET

Benefits of Navy Welfare Boards



The aim of the Navy Welfare Boards framework is to manage the welfare of our people through the coordination of health, administrative and welfare support to review, agree, develop and align an effective and holistic workplace management plan.

STATEMENT OF INTENT

Navy recognises the need to provide a holistic approach to managing and overseeing the welfare of our members. The introduction of a structured NWB framework provides members the platform to better communicate their situation, and Commands the mechanism to plan and facilitate pathways for members who, for whatever reason, are unable to provide unrestricted service.

ACTIVITY TIMELINES- MILESTONES

- UWB Reports Due: Q2 and Q4 each year by Command - ONGOING
- Update to Community: Incorporated in ANP4104 Part 3 Chap 6 - COMPLETE

ACTIVITY OUTLINES- KEY ACTIONS

- Action 1: Establish the NWB framework - COMPLETE
- Action 2: Communicate the benefits - ONGOING

NAVY WELFARE BOARDS FAST FACTS

- The two different Navy Welfare Boards are:
 - Unit Welfare Board (UWB), and
 - Individual Welfare Board (IWB).
- The **UWB** is a Command led function that provides Unit's with a structured process on how to monitor, track and identify pathways for members who are unable, for any reason, to provide unrestricted service.
- The UWB will consider what, if any, support is required for members within a unit who are dealing with serious or complex issues that impact their wellbeing and ability to provide unrestricted service.
- It is the tool to identify which of these members would benefit from a coordinated approach to their welfare, with all key stakeholders being aligned in pathway forward.
- The **IWB** aims to support individual members through the development of an Individual Welfare Plan (IWP) to return them to a deployable status, become fully employable (not deployable) in order to

LAUNCHING

July 2022

WHO

All Ships, Units, Establishments, Teams, All Navy Workgroups

OUR COMMITMENT

An ongoing commitment to ensure the optimal wellbeing and provisions of support for all Navy members.

YOUR COMMITMENT

To proactively contribute to the Welfare Board process to optimise wellbeing outcomes for the retention of our people.

ADDITIONAL INFO

Benefits of Navy Welfare Boards



continue to contribute to capability or assist them in their transition either to another SERCAT or out of Navy, with dignity and respect.

- IWBs provide the formal framework to support a member's specific circumstance through consultation, coordination and agreement of an agreed pathway to move forward.
- The IWB, consists of a range of SMEs and will include the member or their representative. No decisions on a member's career or welfare can or should be made in the absence of the member or their delegated representative.

WHEN ARE THE BOARDS HELD?

- Units are to conduct UWBs regularly (determined at the local level) and submit their reports to their higher HQ in Q2 and Q4 each year. UWBs must as a minimum be conducted twice annually, however more often if deemed appropriate to the size of the unit.
- An IWB occurs when the member's circumstances are deemed sufficiently complex that an individual action plan is required, which will be developed through an IWP. An IWB is to be undertaken as required.

WHERE CAN I FIND MORE INFORMATION?

- ANP4104 PART 3 CHAPTER 6
- Navy People Wellbeing Program (NPWP) at <http://drnet.defence.gov.au/navy/NPWP/Pages/Home.aspx>