

Workforce Panel Session AA&S 2019
Thursday, 25 July 08-1000

The ADF TWM – Total Workforce Model
broad overview

Problem?

2013 research said:

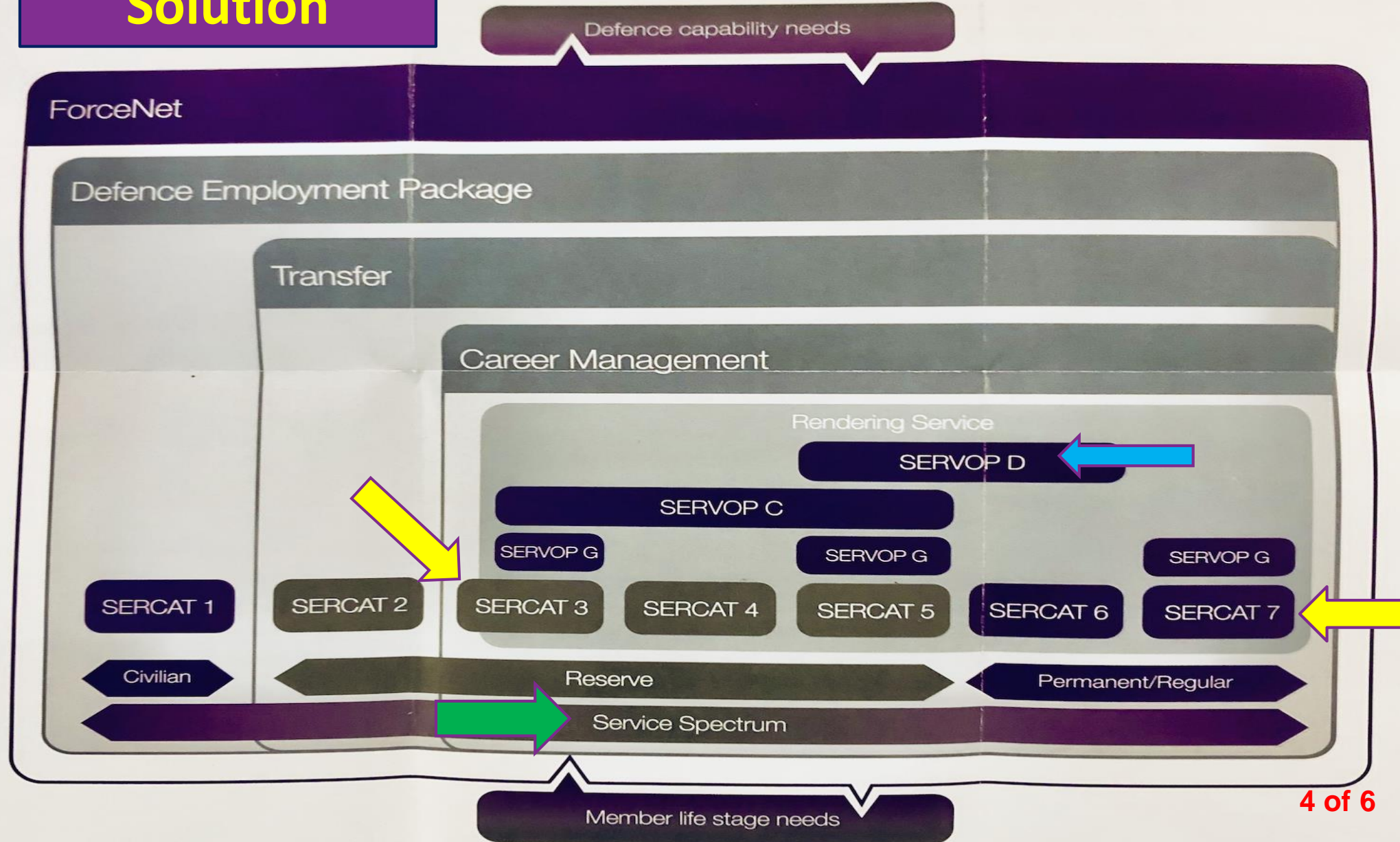
1. Full-time (permanent) members want more flexibility with service
2. Part-time (reserve) members want more certainty with ADF service
3. OBTW, ADF lags corporate benchmarks with flexible employment

Process

- Project Suakin 2014-2019
- Tri-Service, Permanent & Reserve, APS, Contract
- Legislation, regulations, pay & conditions, super, +
- Project led the three Service 'horses' to *clean water*,
- MEE (WF\$\$) neutral

Solution

ADF Total Workforce Model



Can capability & flexibility co-exist?

- **SERCAT 6** - flexibility of service for FT members 😊
- **SERCAT 5** – more certainty with ADF service 😊
- **SERCAT 6 + SERCAT 3/5 Job-share** against SERCAT 7 demand
 - Win, Win+Win, Win for Commander, members x 2, WF budget ☐ 😊 😊 ☐
- **SERVOP D** – dual employment: opportunities for Defence & Industry

TWM Q&A? ~5 min

Panel Q&A? - rem time