AUSTRALIAN DEFENCE FORCE



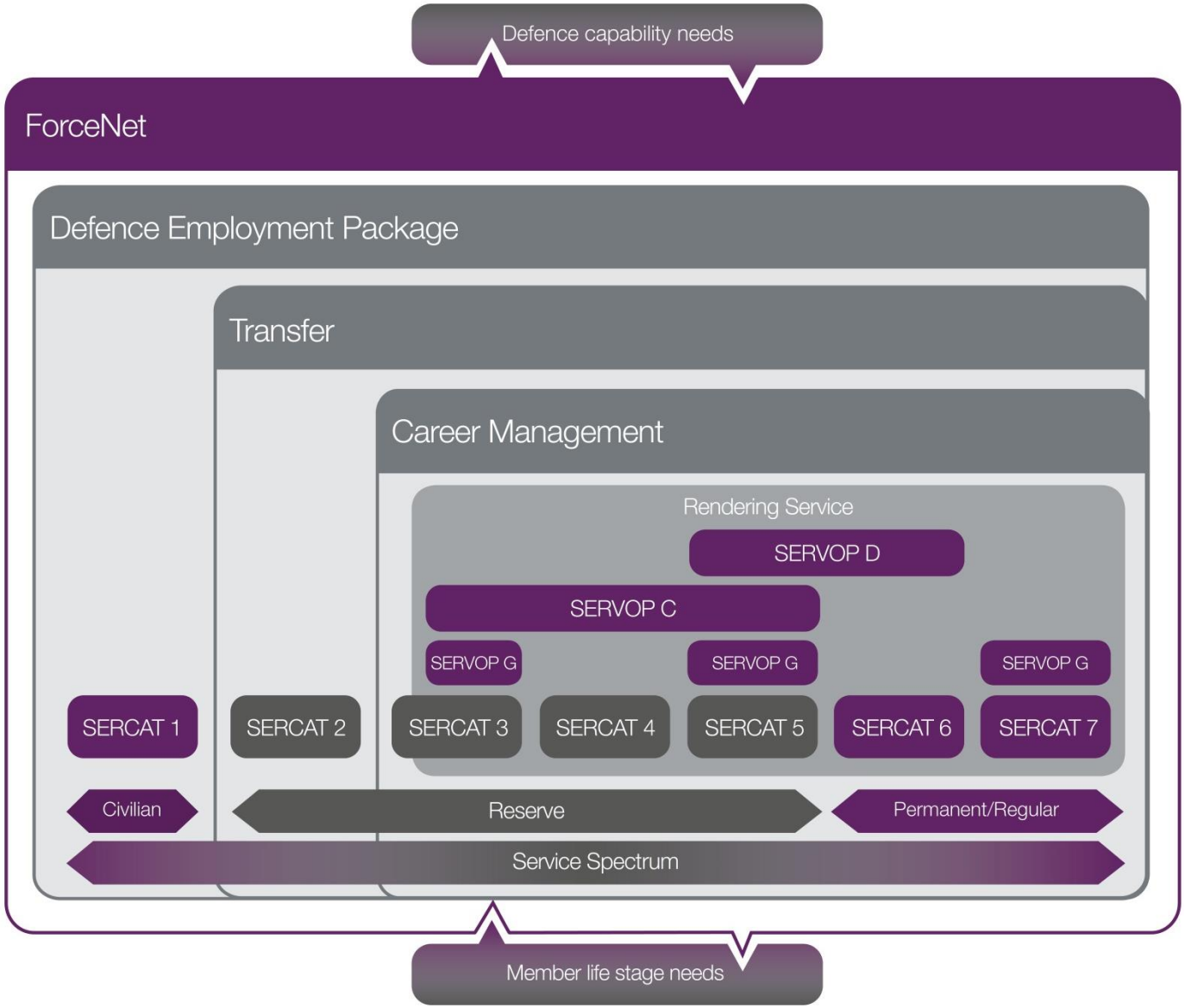




AUSTRALIAN DEFENCE FORCE

TOTAL WORKFORCE SYSTEM

Australian Defence Force
Total
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System



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SERCAT 6

Definition:

Permanent members rending part-time service, who are subject to the same service obligations as SERCAT 7.

Descriptor:

SERCAT 6 is characterised by the provision of a flexible service arrangement (defined as anything other than continuous full-time) by members of the Permanent/Regular Force.

The pattern of service may vary depending on the needs of the Service and the member (e.g. days per fortnight, weeks per month or months per year).

Members in SERCAT 6 are subject to the same service obligations as other members of the Permanent/Regular Force, including the liability to serve on a continuous full-time basis if required.

Some conditions of service (e.g. salary), may be pro-rated where not linked to the liability to serve full-time.

Members in SERCAT 6 are afforded career management oversight (e.g. receive performance appraisals, career development and training

- Legislative changes made to enable part-time service for members of the Permanent Force. Legislation became effective 1 July 2016
- Can benefit units and individuals who require a more flexible agreement and/or long term reduced military work pattern. Allows absences to be formally filled by appropriately skilled members.
- Service obligations are to be observed as for SERCAT 7.
- It is a form of service not a form of leave.

Reserve SERCATs 2 and 3

SERCAT 2

Definition:

Members of the Reserves who do not render service and have no service obligation. They are liable for call out.

Descriptor:

Members in SERCAT 2 represent the standby component of the ADF.

SERCAT 2 members represent a latent capability that the Service Chiefs can call upon as required to provide voluntary Service.

Members in SERCAT 2 are subject to call out provisions.

SERCAT 3

Definition:

Members of the Reserves who provide a contingent contribution to capability by indicating their availability to serve, or who are rendering service to meet a specified task within a financial year. They are liable for call out.

Descriptor:

Contingent Workforce. Members in SERCAT 3 have indicated their ability to serve, or are rendering service to meet a specified task, normally within a FY.

Individual Readiness requirements (IR) and associated conditions of service may be applied at the Service's discretion.

Members may be afforded career oversight and may be posted to fill an established position.

Reserve SERCATs 4 and 5

SERCAT 4

Definition:

Members of the Reserves who provide capability at short notice, with their notice to move defined by their Service. They are liable for call out and available to be 'called for'.

Descriptor:

The nature of SERCAT 4 is characterised by the provision of capability at short notice with the length of notice defined by the Service.

Service in SERCAT 4 imposes additional obligations on members (individual readiness, higher training commitment), and in turn attracts remuneration.

Members in SERCAT 4 may be afforded career management oversight and are normally posted to fill an established position.

SERCAT 5

Definition:

Members of the Reserves who provide a contribution to capability that extends across financial years and who have security of tenure for the duration of their approved commitment to serve. They are liable for call out.

Descriptor:

Enduring workforce. The nature of service in SERCAT 5 is characterised by having stability in terms of a specific pattern of service and the number of days to be served, in return for a commensurate commitment from the member to render that service.

IR requirements and associated conditions of service may be applied at a Service's discretion. Members in SERCAT 5 are afforded career management oversight (e.g. receive performance appraisals, career development and training) and are normally posted to fill an established position.

SERVOP D

Definition:

Permanent/Regular or Reserve members who are rendering servic

Descriptor:

The skills and experience of a member rendering service in SERVOP D are shared between the member's Service and an industry partner.

A Defence and civilian employer arrangement is set out in an agreement between the Service and that industry partner.

SERVOP D may be applied to members serving in SERCATs 5 and 6.

- Enables Defence to better retain access to skilled members through a life-cycle partnership.
- Plug critical skill gaps by better sharing with industry the skills of members.
- Allows members to maintain links into Defence while pursuing civilian careers.

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Frequently Asked Questions?

- *I'm being separated medically, can I transfer to another SERCAT?*
- *Can I transfer to any SERCAT?*
- *How is superannuation treated under SERCAT 6?*
- *How can a Unit manage the residual workload when personnel transfer from SERCAT 7 to SERCAT 6?*
- *Does my Unit approve my SERCAT 6 application?*
- *How will my new work pattern under SERCAT 6 be detailed?*
- *How can I find out how my benefits will be effected if I transfer to SERCAT 6?*

QUESTIONS?








Internet: https://www.defence.gov.au/PayandConditions/ADF/ADF-TWS.asp

Intranet: http://drnet.defence.gov.au/People/Policy/ADF-PAC-Policy/ADF-TWS

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