

FACT SHEET

Communications

Pulse Survey Findings

The MT Profession PULSE Survey was launched on 28 Feb 2022. It aimed to provide a voice to the MT Community to capture the mindset and morale of the workgroup, as well as the core and endemic issues affecting morale, welfare, and retention. The data obtained via the survey provides evidence to decision makers about what actions Navy may take to improve MT workgroup health.

Status: Complete

Lead: Head Navy Engineering

TARGETING

All MT and MTSM Trained
Force Sailors

WHEN

Survey: 28 Feb 22 -
25 Mar 2022

Workforce Feedback

- 1191 members responded to the survey, representing approximately 62% of MT trained force.
- When recipients were asked to reflect on the positive aspects of the MT profession that they would like to be sustained, they described the MT Profession as a hard-working, tight-knit, family-like community bound together by shared pains, frustrations, adversaries, and successes.
- The top five most reported workplace hassles, as well as the percentage of which they were reported were:
 - Taking on additional work due to shortages of personnel (65.5%).
 - Work requirements placing pressure on personal life (57.5%).
 - Not having the maintenance stores/parts/consumables needed to do the job properly (56.0%).
 - Work priorities changing at short notice (55.1%).
 - Inexperienced staff promoted too quickly to leadership positions (55.0%).
- Navy Psychology has generated 26 recommendations in response to the results of they survey. Most of the recommendations are broadly captured by Lines of Effort in the Stay Onboard Retention Campaign, as well as the Navy Engineering Community - Integrated Master Schedule Oversight Actions.
- The report found that one in two members of the MT profession wish to leave Defence as soon as possible or within two years. Approximately three in ten MT members wish to stay for several years or for as long as they can.
- There was a perception that remuneration for the MT profession is not competitive to industry and other Defence roles, with many participants expressing a strong interest in salary increases to align to operator qualification attainment. **Update:** Navy Engineering Mastery Review is investigating this qualification structure and pay scale.
- The report found that the lack of financial incentive for achieving operator qualifications may be deterring some members from pursuing them.
- Most of the MT community stated that they are expected to work longer hours and have additional duties and responsibilities in comparison to other workgroups. This situation makes it comparatively more difficult for members of the MT profession to access respite. **Update:** DGENG is actively investigating maintenance loads through several actions (refer to separate fact sheets).



VIEW CAMPAIGN UPDATES



Workforce Feedback cont.

- Members of the MT profession reported a desire for increased access to meaningful work and opportunities for skill application and consolidation, particularly in the context of shore postings. **Update:** CASG, Navy inc FSU are consolidating Industry Outplacements and secondments into a better coordinated and advertised opportunity.
- There was a perception that Trade qualifications gained during TTF are not adequate/relevant, especially when compared to industry. **Update:** Trade papers are issued to the member upon being awarded the maintainer proficiency. A copy of all gained qualifications, called a 'trade', is stored on the member's individual Member Training Record (MTR), and the certificates are available upon request to FNW-MT.
- FNW is continuing to engage with the Navy Engineering Community by providing monthly virtual updates over Skype and conducting Face-Face community engagement.
- For further information, members are encouraged to contact Future Navy Workforce Marine Technician at fnw.mt@defence.gov.au, or the websites:
MT Workgroup – Information and Resources
MTSM Workgroup – Information and Resources



VIEW CAMPAIGN UPDATES



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



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