MOTION

That Council:

1. Acknowledges that the NSW Government's Veterans Employment Program has led to the over 500 veterans employed into the NSW public service since 2016;
2. Notes that while Veterans can experience barriers to employment following their Australian Defence Force careers, statistics indicate that employers and colleagues have a very positive experience working alongside veterans;
3. Notes that the skills veterans acquire in the ADF are highly transferable to public sector workplaces;
4. Invites the NSW Veterans Affairs to present a workshop about the Veterans Employment Program, outlining the potential benefits of establishing a City of Newcastle Veterans Employment Program;
5. Prepares a report on the establishment of a City of Newcastle Veterans Employment Program, aimed at increasing the amount of ex-service men and women employed at Newcastle City Council.

Background:

In March 2015, the former NSW Premier made a commitment to establish a program to help an additional 200 veterans find suitable, sustainable and meaningful employment within the NSW Government Sector by 2019. The result of this commitment was the establishment of a dedicated Veterans Employment Program (VEP) by NSW Veterans Affairs within the NSW Department of Premier and Cabinet (DPC). The Program was launched at NSW Parliament House on 5 May 2016.

To develop the VEP, NSW Veterans' Affairs led research to analyse how Australian Defence Force (ADF) employees’ skills and experience match those required for public sector jobs.

The State Government's research found that ADF skills and experience were highly transferrable to government workplaces across a broad range of fields. There are roles across the public service to cater to all levels of skill and experience, ranging from entry level to executive positions.

Given approximately 1,500 people leave the ADF in NSW each year, the City of Newcastle may also be able to capitalise on this large and highly skilled recruitment pool.

Program Review 2017

The Veterans Employment Program Review 2017 reported that the NSW Government had employed over 500 veterans since the program launch in 2016, easily exceeding the target amount, over a shorter period of recruitment than first envisaged.
The review also gathered important data regarding the employment of veterans and the positive experience of those hiring and working alongside ex-ADF Members.

- 98% of colleagues working with a veteran had a positive experience;
- 100% of hiring managers employing a veteran rate the experience as positive; and
- 92% of hiring managers would consider hiring a veteran in the future;


**ATTACHMENTS**

- NSW Veterans Employment Program flyer
- NSW Veterans Employment reference sheet
EMPLOYING VETERANS IS A GOOD BUSINESS DECISION

Whether they are from the Army, Navy or Air Force, veterans will have a number of specialist trades, in addition to common training in military practices and procedures.

Tax-payers have invested significantly in military personnel and the exceptional skills and experiences of veterans can be used for the benefit of the state through employment in NSW Government roles.

SKILLS TO MATCH YOUR NEEDS

Veterans also acquire many ‘non-technical’ skills during their military careers and these are directly transferable to NSW Government roles.

Such ‘non-technical’ skills include:
- critical thinking and problem solving
- written and oral communication skills
- strong interpersonal skills
- adaptability in diverse environments
- flexibility, agility and resilience
- leadership and teamwork
- dependability, loyalty and integrity
- coordination and accuracy
- change management

HIGHLY-TRAINED, EXPERIENCED AND WORK-READY

Around 1,500 personnel transition from the ADF into NSW annually. These individuals represent a highly-trained, experienced and work-ready resource pool.

NEXT STEPS

• Visit our website.
• Talk to your HR staff about resources to assist your understanding of what a veteran brings to the workforce.
• Contact our team via the website for further details.

CONTACT US

W vep.veterans.nsw.gov.au
@NSWVeteransEmployment

Your service, NSW’s future
A REWARDING CAREER WITH THE NSW GOVERNMENT

To deliver services to 7.5 million people across NSW, the government employs people across a wide-range of roles, including in health, education, justice, housing, transport and infrastructure.

THE BENEFITS TO YOU

Benefits include:
- the chance to engage in stimulating and state-significant work
- support for career progression and mobility
- the ability to work across a diverse range of areas
- flexible work arrangements which support employees’ work–life balance.

FINDING A NSW PUBLIC SECTOR JOB

The Veterans Employment Program website assists you by providing resources such as a tool to match ADF rank to NSW Government grades, information about position descriptions and employment capabilities, and examples of other veterans who have secured NSW Government jobs.

WHAT YOU BRING TO THE JOB

Public sector roles share a commitment to service that comes naturally to those who have served in the military.

NEXT STEPS

- Use the website’s Rank-Grade Matching Tool to see the variety of available roles suited to your level of experience.
- Keep informed on the latest news, roles and veterans initiatives via our Facebook page and website.
- Contact our team to be linked with a mentor.

CONTACT US

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F  @NSWVeteransEmployment

Your service, NSW’s future

FOR VETERANS

“I’ve got a lot of skills that transferred over into the civilian world quite easily.”

JO MATTHEWS
SENIOR FIREFIGHTER,
FIRE AND RESCUE NSW
FORMER LEADING SEAMAN,
ROYAL AUSTRALIAN NAVY
HOW DO ADF RANKS COMPARE TO NSW GOVERNMENT GRADES?

NSW Government employ around 10% of the state’s working population. That’s almost 400,000 jobs across a broad range of industries and regions.

The skills and experience of veterans are a valuable asset which transfer easily into many public sector roles. The Government is committed to utilising veterans’ talents and providing meaningful work after their military careers.

NSW Veterans Affairs has developed this reference sheet to guide veterans to the sort of jobs which match their level of experience. This reference also helps prospective employers to gain a broad understanding of what a veteran can bring to their team.

VETERANS

Find your rank in the Rank-Grade Match tables to see what NSW Government grade is suited to your level of experience.

Visit our website to use the tool online and see the variety of roles currently available.

EMPLOYERS

Use the Rank-Grade Match tables to gain insight into the experience of veteran applicants.

For further information talk to your HR staff or contact the Veterans Employment Program team.

CONTACT US

W vep.veterans.nsw.gov.au
F @NSWVeteransEmployment

Your service, NSW’s future
### Australian Defence Force

<table>
<thead>
<tr>
<th>Rank</th>
<th>Code</th>
<th>Position</th>
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</thead>
<tbody>
<tr>
<td>Lieutenant</td>
<td>LIE</td>
<td>Flight Lieutenant</td>
</tr>
<tr>
<td>Captain</td>
<td>CAP</td>
<td>Lieutenant Commander</td>
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<tr>
<td>Major</td>
<td>MAJ</td>
<td>Squadron Leader</td>
</tr>
<tr>
<td>Lieutenant Colonel</td>
<td>LCOL</td>
<td>Wing Commander</td>
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<tr>
<td>Colonel</td>
<td>COL</td>
<td>Group Captain</td>
</tr>
<tr>
<td>Brigadier</td>
<td>BGEN</td>
<td>Air Commodore</td>
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<tr>
<td>Major General</td>
<td>MG</td>
<td>Air Chief Marshal</td>
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<td>Admiral</td>
<td>ADM</td>
<td>General</td>
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<tr>
<td>Rear Admiral</td>
<td>RADM</td>
<td>Vice Admiral</td>
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<td>Commodore</td>
<td>CDR</td>
<td>Rear Admiral</td>
</tr>
<tr>
<td>Commodore</td>
<td>CDR</td>
<td>Commodore</td>
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</tbody>
</table>

### General Experience

- **Principal responsibility for converting government policy into strategic and adequately resourced military campaigns.**
- **Management of high-level strategic relationships and influencing policy and decision-making at the whole of government level.**
- **Principal responsibility for strategic workforce decision-making for the entire ADF.**
- **Advanced writing and liaison skills in a government setting, while applying comprehensive planning and problem solving skills.**
- **Responsible for personnel welfare, general morale, administration and equipment maintenance for up to 120 and 650 officers and soldiers respectively.**
- **Responsible for overall operational effectiveness of 400–600 staff in business units.**
- **Principal responsibility for the actions and performance of their team; show initiative and self-reliance.**
- **Mentor, counsel and support the development and career progression of subordinates.**
- **Take responsibility for the actions and performance of their team; show initiative and self-reliance.**
- **Confident speaking and writing skills with a variety of senior and subordinate audiences.**

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### NSW Government Equivalent Grade

#### Grade 1 - 4

- **CLERK GRADE 12 / SES GRADE 1**
- **CLERK GRADE 9/10 – 11/12**
- **CLERK GRADE 7/8**

#### Grade 9/10

- **CLERK GRADE 7/8**

#### Grade 9/10

- **CLERK GRADE 7/8**

#### Grade 9/10

- **CLERK GRADE 7/8**

#### Grade 9/10

- **CLERK GRADE 7/8**

### Core Capabilities

- **Results**
- **Think and solve problems**
- **Business Enablers**
- **Project management**
- **Relationships**
- **Influence and negotiate**
- **People management**
- **Manage reform and change**

### Domain Capabilities

- **Results**
- **Think and solve problems**
- **Business Enablers**
- **Project management**
- **Relationships**
- **Influence and negotiate**
- **People management**
- **Manage reform and change**

### Personal Attributes

- Resilience, integrity, manage self
### OTHER RANKS

<table>
<thead>
<tr>
<th>AUSTRALIAN DEFENCE FORCE</th>
<th>ARMY</th>
<th>Warrant Officer Class 1</th>
<th>Warrant Officer Class 2</th>
<th>Sergeant</th>
<th>Corporal</th>
<th>Lance Corporal</th>
<th>Private</th>
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</thead>
<tbody>
<tr>
<td>NAVY</td>
<td>Warrant Officer</td>
<td>Chief Petty Officer</td>
<td>Petty Officer</td>
<td>Leading Seaman</td>
<td>Able Seaman</td>
<td>Seaman</td>
<td></td>
</tr>
<tr>
<td>AIR FORCE</td>
<td>Warrant Officer 1</td>
<td>Flight Sergeant</td>
<td>Sergeant</td>
<td>Corporal</td>
<td>Leading Aircraftsman/Aircraftswoman</td>
<td>Aircraftman and aircraftwoman</td>
<td></td>
</tr>
</tbody>
</table>

### GENERAL EXPERIENCE

- Train, build morale and supervise up to 600 soldiers. These ranks mentor and develop subordinate staff, overseeing their administrative needs and provide counselling duties.
- As a member of a middle management team, these ranks receive instructions from superiors, then plan priorities, resources and subordinates’ work responsibilities accordingly.
- Highly-independent, logical thinkers that enforce high standards of general conduct and achievement of work goals.
- Exceptional ability to communicative complex instructions with clarity and confidence, and to large audiences.

- Train, lead and supervise up to 30 soldiers. These ranks mentor and develop subordinate staff, as well as overseeing their administrative needs.
- As a member of a junior management team, these ranks receive instructions from superiors, then plan priorities, resources and subordinates’ work responsibilities accordingly.
- Breaking-down and communicating complex instructions clearly to subordinates.

- Train, lead and supervise a team of approximately 10 soldiers.
- Receive instructions from superiors, before planning priorities, resources and subordinates’ work responsibilities to achieve work goals.
- Breaking-down and communicating complex instructions clearly to subordinates.
- Make quick and logical decisions, and be accountable for such actions.

### NSW GOVERNMENT EQUIVALENT GRADE

|------------------|------------------------|---------------------|----------------|----------------------|----------------|----------------|

### CORE CAPABILITIES

#### ADVANCED
- Results
- Think and solve problems
- Business enablers
- Project management
- Relationships
- Communicate effectively
- People management
- Manage and develop people

#### ADEPT
- Results
- Think and solve problems
- Business enablers
- Project management
- Relationships
- Communicate effectively
- People management
- Manage and develop people

#### INTERMEDIATE
- Results
- Think and solve problems
- Business enablers
- Project management
- Relationships
- Communicate effectively
- People management
- Manage and develop people

#### FOUNDATIONAL
- Results
- Plan and prioritise; deliver results
- Relationships
- Communicate effectively; work collaboratively
ABOUT THE PROGRAM

The Veterans Employment Program is the first of its kind for government in Australia. The methods, approaches and tools are innovative and unique to the context of veterans and the NSW Government sector. Combined with extensive interagency collaboration, the program is leading the way in employment initiatives to support veterans.

The Program aims to:

- Attract former Australian Defence Force (ADF) personnel to roles within the NSW Government sector.
- Assist employers to better understand the transferability of veteran skills to the civilian workplace.

Find out more via our website or contact NSW Veterans Affairs.

CONTACT US

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Your service, NSW’s future