

DRAFT TERMS OF REFERENCE (TOR) FOR A WESTERN PACIFIC NAVAL SYMPOSIUM SENIOR ENLISTED LEADERS WORKING GROUP

INTRODUCTION

PURPOSE

1. The Western Pacific Naval Symposium (WPNS) for Senior Enlisted Leaders Working Group (SELWG) seeks to foster exchange of information among WPNS navies on enlisted matters to enhance cooperation and understanding of each navies' successes and challenges, while providing an insight into areas of common interest.

OBJECTIVES

2. The strategic objective of the SELWG is to educate and develop regional Senior Enlisted Leaders (SELs) so they have a better insight into current operating concepts, leadership; and a broader understanding of cultural challenges within the WPNS region as well as promoting and fostering trust and understanding between WPNS navies at each level of day-to-day work.

3. The WPNS SELWG will be a diverse group of senior enlisted personnel with vast experiences gained through serving at the tactical, operational and strategic level, who will provide an enlisted perspective; and solutions on a broad range of topics and issues. The SELWG will aim to

- a. foster cooperation between member navies on enlisted matters
- b. identify enlisted topics of interest for member navies
- c. identify programs and training opportunities currently being implemented in other navies that could assist in improving the professionalism of non-commissioned officers, as well as developing SELs to work at the Strategic Level
- d. discuss reputational challenges that affect WPNS navies and provide an enlisted viewpoint on how to address these challenges
- e. discuss the health and well-being of today's sailors

- f. share relevant information and outcomes to facilitate closer working relationships at the senior enlisted level
- g. provide specialist advice to the WPNS on enlisted matters
- h. report meeting outcomes to the WPNS Workshop.

COMPOSITION

4. The SELWG will be chaired by an appointed SEL of the WPNS Workshop host nation, who will remain the Chair of the SELWG during out of session communications for the period until handover to the next WPNS SELWG host nation Chair.

5. SELWG membership is open to all WPNS navies. Each delegated representative will be appointed at the discretion of each member nation. To ensure equitable representation across the SELWG, a maximum of two representatives from each WPNS member will be encouraged to participate. The only exception is the host country, that will be encouraged to maximize the benefit of hosting the SELWG by inviting a number of their SELs to gain experience of an international forum such as the SELWG.

6. The Chair may add representatives to the SELWG at their discretion, including representatives and subject matter experts from government or non-government organizations to meet the SELWG objectives.

MEETINGS / COMMUNICATIONS

7. The SELWG will meet annually, with a preference for meetings to be scheduled prior to a WPNS Workshop or WPNS to complement the activities of such meetings, and to maximise the effectiveness of the SELWG. Excluding travel time, the SELWG is not to exceed three working days in duration.

8. Informal electronic communications between SELWG members to promote the objectives of the SELWG will be encouraged. The SELWG will facilitate communications by the use of a limited access website.

9. The Chair of the SELWG will prepare a summary record of the meeting, coordinate it with the other countries' SEL participants, and forward it for signature by SELWG delegates from each participating navy. A record of SELWG meetings will be submitted to the WPNS Workshop for consideration and action as appropriate.

LEGAL

10. All cooperation and technology transfer conducted under these TOR will be executed in accordance with respective national laws, regulations, and policies. Cooperation and technology transfer is predicated upon the safeguarding of information exchanged or shared in accordance with the provisions of the arrangements under which the exchange or sharing occurs.

11. WPNS representatives have the right to ensure to their own satisfaction that their information will be protected before it is exchanged. SELWG members will cooperate as fully as possible with the understanding that all members must comply with their respective country's national security provisions, laws, regulations, and policies.

12. These TOR are an expression of WPNS member intentions to cooperate in matters relating to enlisted issues, or other activities appropriate for the proposed SELWG activity. The TOR is not an agreement binding under international law.

13. These TOR do not establish legally binding commitments or obligations on members. The TOR does not create any rights, duties, or responsibilities enforceable against any person or entity in any court of law or equity, or before any Third Party.

REVIEW

14. The WPNS Workshop will review these TOR as necessary, but no less than annually, to determine if mutual objectives are being met and whether the benefits derived from the SELWG are commensurate with the resources involved.

15. The WPNS Workshop will forward any recommendations for TOR modification or changes to the WPNS for review and decision.