

ER

Spring 2022 £Free

E a s y R e s e t t l e m e n t

magazine

A career that goes the extra mile with Calor

For those transitioning from military to civilian life, understanding the career options available is understandably a huge consideration.



LIFE IN THE HEAVY METAL LANE

Rob Richardson visits FTX Logistics to find out more about their drive for new Operators and Maintainers. **P18**

MGA TRAINING

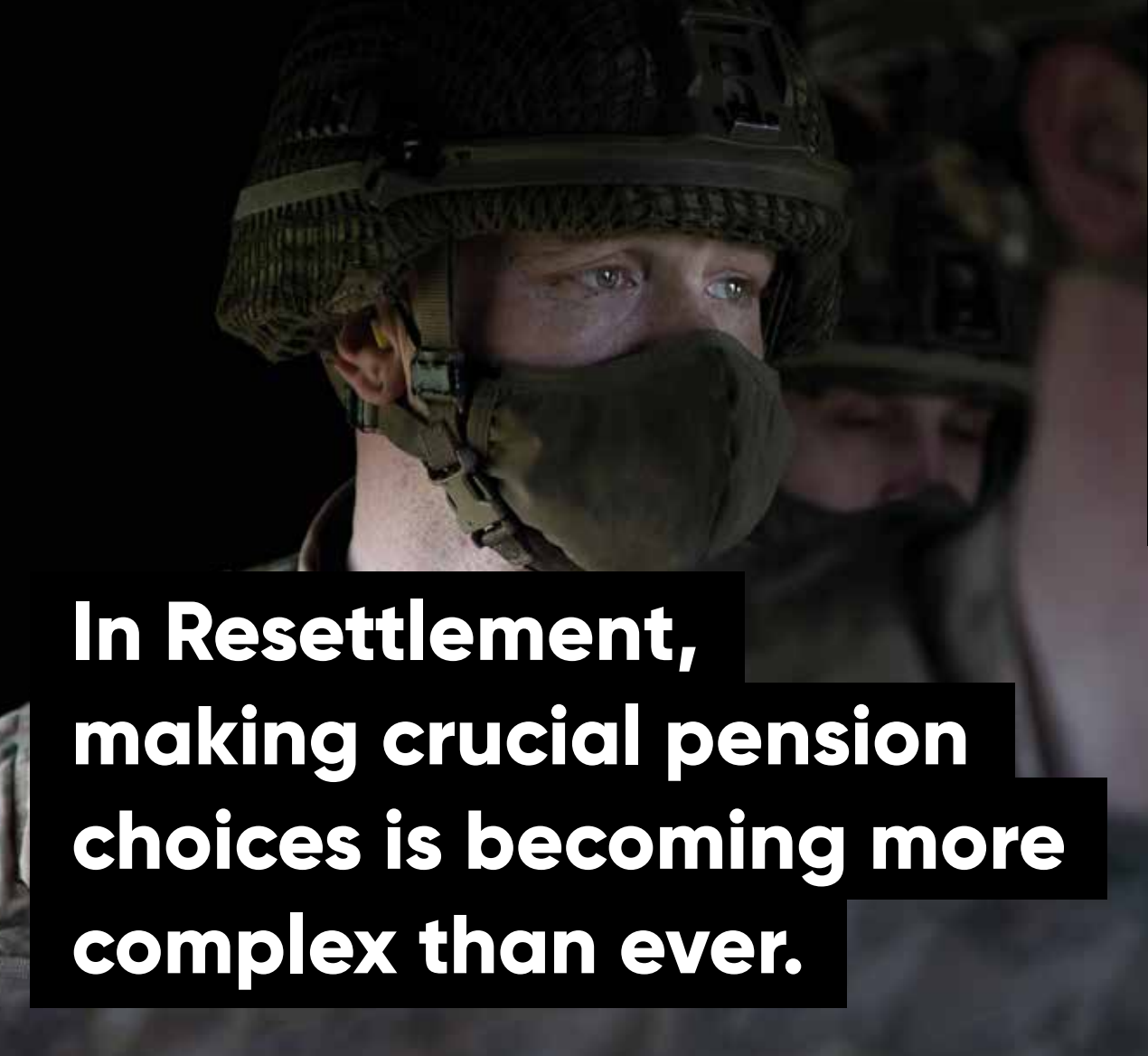
When it comes to wanting high quality CPCS training then you need look no further than MGA Training LTD. **P34**

WHY AREN'T YOU STUDYING WITH THE OU?

Stuck in a rut, thinking about resettlement or just wanting to advance your career? The Open University is here for you. **P48**

THE ELC SCHEME

Promotes lifelong learning and financial support in an upfront payment amongst members of the Armed Forces. **P58**



**In Resettlement,
making crucial pension
choices is becoming more
complex than ever.**

Resettlement always involves making critical decisions; even the timing of your departure can make a significant difference to the income you receive. And now your choices are about to become more complex than ever. That's because of the impact of the McCloud Ruling which provides the option of choosing between the pension entitlement of your legacy scheme or AFPS15 for the remedy period. Implementing the McCloud Remedy is an extremely complicated process. That's why you will be faced in due course with even more choices to make.

For peace of mind, and to ensure you are in the best position to make the right decisions, become a Member of the Forces Pension Society and receive guidance based on your individual circumstances from our Forces Pensions Consultants.

Join us. Job done.

forcespensionsociety.org/join-now/

Forces Pension Society
68, South Lambeth Road, Vauxhall, London, SW8 1RL
Tel: 020 7820 9988 E: memsec@forpen.co.uk www.forcespensionsociety.org



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**The Open
University**

Contents...

06 CHIEF OF DEFENCE PEOPLE

The Defence People Team is supporting veterans, service leavers and those who are thinking about options for life after service.

12 GINUARY COVENANT SIGNING

G.H.Q. Spirits becomes the third gin distillery to sign the Armed Forces Covenant in the Highland-area, just in time for Ginuary, the celebration of gin during the month of January.

09 ARMED FORCES FRIENDLY EMPLOYERS TAKE HOME GOLD

Fifteen businesses from the West Midlands region have been presented with the prestigious Defence Employer Recognition Scheme (ERS) Gold Award at a special ceremony in Cardiff.

23 SERVICE LEAVERS SUPPORT COMBINATION OF EMPLOYMENT SERVICES

Two of the UK's largest and most respected military charities intend to combine their employment

related work, beginning an exciting new chapter in their history.

30 4 WAYS TO POSITION YOUR PERSONAL BRAND MESSAGING

When creating your personal branding statement, it's crucial to remember three things.

37 EASY RESETTLEMENT'S £100,000 TRAINING GIVEAWAY STARTS HERE!

Here you will be able to view an example from Onboarding officers who are offering free courses as part of our £100,000 training giveaway.

52 FORCES PENSION SOCIETY

Mary Petley of the Forces Pension Society explains

how the Added Pension (AP) provision in AFPS 15 works.

54 ARMED FORCES CHARITY LOOKING FOR NEW FUNDRAISING CO-ORDINATOR

SSAFA, the Armed Forces charity is looking to recruit a motivated and passionate Fundraising Co-ordinator to join the Colchester Serving Community Team.

56 QUANTUM SWITCH INVESTS IN LOCAL WORKFORCE

100 local workers in Gulf Cooperation Council (GCC) Region, to be trained as technicians and managers in \$250,000+ commitment to skills development.

42

GRIFFIN TAX FREE CARS

We are Europe's No.1 Military, Diplomatic Car Sales Specialists, supplying cars to serving military personnel and veterans, as well as emergency services staff, NHS employees, and diplomats across the Globe.



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EDITORIAL

EDITOR

E: editor@easyresettlement.co.uk

DESIGN & PUBLISHERS

DESIGNER

Rowena Wilson

E: rowenawilsondesign@gmail.com

PUBLISHER:

Easy Resettlement Ltd

ADVERTISING

SENIOR SALES EXECUTIVE

James Atkins

E: james@easyresettlement.co.uk

T: 01733 205 938

EXECUTIVES:

E: sarah@easyresettlement.co.uk

T: 01733 205 463

E: helen@easyresettlement.co.uk

T: 01733 205 463

ACCOUNTS

Ruth Fidler

E: ruth@easyresettlement.co.uk

PRINTING

MICROPRESS LTD

Reydon Business Park,

Fountain Way, Reydon,

Southwold, IP18 6SZ

SUBSCRIPTIONS

For queries regarding your

subscription to

Easy Resettlement

please contact:

E: subscribe@easyresettlement.co.uk

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Welcome...

Welcome to the Spring 2022 issue of Easy Resettlement magazine...



features include the information regarding your enhanced learning credits, which can be found in the last few pages of each issue, we also include information from the (CTP) Career Transition Partnership whose events we attend, which enables us to speak to our readers and find out about your resettlement process. We are especially looking forward to being able to attend these employment fairs again, now that the Covid restrictions have been lifted.

Easy Resettlement's sole aim is to help service personnel with their resettlement process, as well as assisting veterans to find future roles of employment if they have not already done so.

This has mainly been possible thanks to the companies we regularly work with, many of those having already signed the armed forces covenant, particularly those that have also achieved their ERS award status. These are companies that have recognised and embraced the transferable skills that service leavers and veterans bring to their companies.

With that in mind we ask that when you engage with our advertisers, you also mention Easy Resettlement magazine when applying to any of the companies featured.

To ensure you never miss a copy of Easy Resettlement you can subscribe for free by visiting our website www.easyresettlement.com. You may also wish to follow us on Twitter and join our Facebook or LinkedIn groups. These pages can be found from the links on our website.

If you would like to share anything with any of our team please email James@easyresettlement.co.uk

KIND REGARDS
THE EDITOR



47

MISSION MOTORSPORT LAUNCHES THE NATIONAL TRANSITION EVENT 2022

This is a unique opportunity for companies and relevant organisations to meet with a captive audience of service leavers, veterans and military spouses looking to network and find out more about careers after service.



20

THE MILITARY PROVOST GUARD SERVICE

The Military Provost Guard Service (MPGS) stood up as a cap badge in 1997, in response to a defence review of armed guarding at mainland military units in the UK.



10

SSAFA'S MENTORING SERVICE PROVIDES HELPING HAND TO SERVICE LEAVERS

SSAFA, the Armed Forces charity's Mentoring service provides support to members of the Armed Forces and their families when they leave the military and join civilian life.



13

BUILDING HEROES

OPENS A CENTRE IN WALES!

Building Heroes, an award-winning military charity, has opened a brand new centre in Wales, expanding its construction skills and training courses across the UK at thirteen training locations.

Chief of Defence People

By Lt General James Swift.

When I took on the role of Chief of Defence People in February 2020, few could have predicted the events – and the pace of change – that would grip the world. As I look back over the past two years, I am reminded that anyone who has ever served in the military is adept at adapting to change, and to showing resilience when confronted by events outside our control.

And so it is that, with the return of spring after a particularly bleak winter, there are positive signs all around that we are on the path to normality. With that optimism, I am pleased to report on how the Defence People Team is supporting veterans, service leavers and those who are thinking about options for life after service.



VETERANS' STRATEGY ACTION PLAN

2022 has started strongly, with the launch of the Veterans' Strategy Action Plan, which sets out how the government will support and empower our veteran community.

The overall goal of the Action Plan is to make the UK the best place in the world to be a veteran by 2028. At the heart of the plan are three areas of action: understanding our veteran community, transforming services for veterans and recognising veterans' contribution to society.

The three areas of action underpin five focal points for success:

1. delivering a step change in support for veterans and their families
2. supporting veterans to find quality employment after leaving service
3. listening, learning, and addressing with compassion the historic hurt or disadvantage that sections of the veteran community have experienced
4. dealing with the legacy from historic operations, recognising that these continue to impact on veterans
5. making sure veterans receive the same high standard of support across the whole UK.

The Action Plan outlines more than 60 government commitments for veterans – and is backed by over £70 million of spending specifically aimed at veterans.

Whether it has been days or decades since you left service, I encourage you to delve into the Action Plan – it is relevant to every veteran, and their family, in the UK.

www.gov.uk/veterans-uk

REDRESSING PAST WRONGS

In January, alongside the Veterans' Strategy Action Plan, the government announced the launch of the independent review into the impact that the pre-2000 ban on homosexuality in the Armed Forces has had on Lesbian, Gay, Bisexual, and Transgender (LGBT+) veterans today.

While our modern military better reflects the country we serve, it is important that we learn from the experiences of LGBT+ veterans who were historically excluded from serving their country, or from fulfilling their potential within the Armed Forces.

The review seeks to hear directly from LGBT+ Service personnel affected by the pre-2000 ban, and the information and learnings gathered as part of the review will enable the government to better tailor support to the LGBT+ veteran community. Please make sure your voice is heard.

The review is part of our wider work to redress past wrongs.

The independent review will focus on:

- the potential impact that the ban may have had on LGBT+ veterans, including the consequences for their future lives
- the accessibility of veterans' services for LGBT+ ex-Service personnel
- how the government can ensure that LGBT+ veterans are recognised and fully accepted as members of the Armed Forces community.

already taken steps to enable those who forfeited medals for reasons relating to their sexuality to apply to have them returned.

Visit GOV.uk for information about the independent review and to find out more about the disregard scheme.

MAKING HISTORY AS FIRST WOMAN ADMIRAL

I am delighted to welcome Rear Admiral Jude Terry in her new post as the first female admiral in the history of the Royal Navy.

Taking the helm as a Rear Admiral and the Royal Navy's Director of People and Training and Naval Secretary, she takes charge of people policies for 40,000 regular and reservist sailors and Royal Marines, as well as the Royal Fleet Auxiliary, who operate the Navy's crucial support ships.



An inspirational leader on land and sea, Jude shatters a century-old 'glass ceiling' in the Royal Navy – and she reminds us how much further we need to go. Upon her appointment, Jude noted that with the numbers, breadth of talent and experience of women in today's Senior Service, she believes there will be many more women to reach the rank – and go higher. While Jude is the Royal Navy's first female admiral, she will most definitely not be the last.

Congratulations Rear Admiral Jude Terry on your appointment.

ARMED FORCES FAMILIES STRATEGY

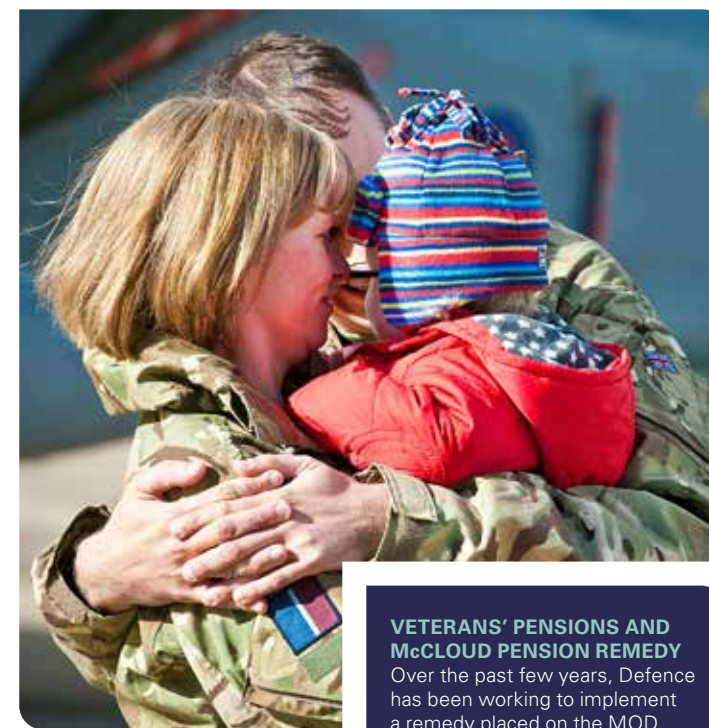
The determination to drive improvement extends to all in the military community. Without a doubt, taking the decision to move on from military life to civilian life not only hugely affects Service personnel – but their families too. Leaving service can be a time of uncertainty for all involved, and

it is only right that the needs and aspirations of Service families are properly supported.

We have made great strides in supporting Service families, and I am happy to announce a new UK Armed Forces Families Strategy, launched in early 2022. The Strategy is informed by the recommendations of the independent report, entitled 'Living in our Shoes: Understanding the needs of UK Armed Forces families,' authored by Andrew Selous MP.

I am grateful to Service families for sharing their views and experiences about what works well and what could be better. They have helped shape the new Strategy by sharing lived experiences, and the lessons to be learned, have enabled Defence to secure better outcomes for all Service families across the UK.

In the coming months, I look forward to providing an update on our efforts to ease the transition for Service personnel and their families into civilian life.



VETERANS' PENSIONS AND McCloud PENSION REMEDY

Over the past few years, Defence has been working to implement a remedy placed on the MOD and other public sector pension providers. The remedy is a result of a court ruling, known as the McCloud judgement.

If you were within 10 years of your scheme's normal pension age in 2012, you would have been offered transitional protection, which would have prevented you from moving into the reformed 2015 pension scheme on 1 April 2015. The courts have since found this protection was unlawful.

If you are among those affected, you will have received a letter about this from your pension administrator in the first week of February 2022. The letter explains the move to AFPS 15 from 1 April 2022 for Transitional Protection members. The letter is for your information only and there is no requirement for people affected to take any action. The move to AFPS 15 is a legal requirement and will be automatic for Transitional Protection members.

From 1 April 2022, every member who continues to serve in the Armed Forces will accrue pensionable benefits in AFPS 15.

NEW AFPS CALCULATOR

A new AFPS calculator is currently being developed – the new calculator will be a similar format to the current calculator but will generate two separate forecasts to help Service personnel understand the potential value of their overall pension benefits.

As soon as information about the new AFPS calculator is ready, it will be communicated and shared with personnel through various channels and I'll share an update in a future Easy Resettlement magazine article.

In the meantime, you can find plenty of helpful information by searching 'McCloud' on GOV.uk.





Record breaking fifty employers receive coveted Ministry of Defence Award

Fifty employers from the West Midlands region received their Ministry of Defence Employer Recognition Scheme (ERS) Silver Awards from West Midland Reserve Forces, Cadets Association (West Midland RFCA).

The ERS was launched in 2014 to recognise employer support for the wider principles of the Armed Forces Covenant. The scheme encompasses bronze, silver and gold awards for the employers that pledge, demonstrate or advocate support to Defence and the Armed Forces community. This includes the Reserves, Service leavers, Armed Forces veterans, the wounded, injured and sick, Cadets, military spouses or partners and their families.

The winning West Midlands organisations are spread across all of the regions counties and come from a wide range of sectors across industry, in addition to education providers, NHS Trusts, charities, local authorities. They are:

Herefordshire

- 3 Counties Defence and Security Limited
- HS Infra Ltd
- Leominster Town Council
- Octaga Security Services Ltd
- Royal National College for the Blind
- Sutton House Limited
- The Cart Shed Charity
- Wye Valley NHS Trust

Shropshire

- Bright Star Boxing Academy
- Helen Massy, Medical and Health Writer
- Home Instead Shrewsbury, Ludlow and Oswestry
- Home Instead East Shropshire
- MCP2 Ltd
- Rheinmetall BAE Systems Land
- Shrewsbury College Group (revalidation)

Staffordshire

- Acacia Training Limited
- ArB Tree Care (Specialists) Ltd
- Benx Limited
- Cannock Chase District Council (revalidation)
- EfficTech
- Midlands Partnership NHS Foundation Trust (MPFT)
- South Staffordshire College
- The Institute of Leadership & Management
- Walk Talk Action CIC

Warwickshire

- Cadent Gas Limited
- Severn Trent PLC (revalidation)
- Telent Technology Service Limited
- The Security Institute
- Veterans Contact Point

West Midlands

- Birmingham City Council (revalidation)
- Dudley Metropolitan Borough Council
- Elwood Recruitment
- Four Circles Group Ltd
- Kenton Black Ltd
- Midland Heart
- Midlands Recruiting Limited
- T/A Veterans Employment & Training Solutions
- Old Swinford Hospital School (revalidation)
- Sandwell Metropolitan Borough Council (revalidation)
- The Phoenix Collegiate
- Totally Modular Ltd
- Trident Group
- WAWI Project
- West Mercia Search & Rescue
- Walsall College (revalidation)

Worcestershire

- Heart of Worcestershire College (revalidation)
- Herefordshire and Worcestershire Chamber of Commerce
- Meta Mission Data (revalidation)
- Signal Traffic Management Ltd
- Stepway
- Worcestershire Medal Service Ltd

Teri Elder, Founding Director at Walk Talk Action CIC, commented about their award, "We at Walk Talk Action, are absolutely chuffed to bits after receiving the Silver Award! We are deeply passionate about passing on the opportunity for other organisations to take the pledge and sign the Covenant as we believe working together makes it better for everyone."

"Winning this award has given us the encouragement to keep thriving and supporting our Armed Force's community and helping them as much as we can to link and connect with other organisations to get them back to a better state of mind. Whether it be through walking or talking. We are truly honoured to have been in the company of some highly decorated military personally and part of such a fantastic day alongside all the other Award winners - thank you!"

West Midland RFCA's Regional Employer Engagement Directors, Cat Suckling and Philip Sinclair, voiced their appreciation to this year's winners, "We are particularly pleased and delighted to be able to welcome the West Midlands based Employer Recognition Scheme Silver Award winners for 2021 into the West Midland Silver alumni. As Regional Employer Engagement Directors, we seek to work very closely with our employers, and have made the journey with them, so it is a huge pleasure to see that their commitment and effort has been rewarded with this recognition."

"Our class of 2021, the largest cohort yet, all display a strong commitment to show their support, and demonstrate it by employing members of the Armed Forces community within their workforce or by being powerful

advocates for the Armed Forces Covenant and the Armed Forces community that it supports amongst their own networks. We have the full range of the Armed Forces Community represented amongst those employers that have achieved the Silver Award recognition this year, which is fantastic! We now look forward to strengthening our links to them further, by supporting their journey towards Gold Award recognition. Congratulations, and thank you, your support is much appreciated."

The lunch time event was held in Aspects at the iconic National Memorial Arboretum, a fitting place for such awards to be presented, and Michael Collie, who you might recognise from BBC Midlands Today, kept the event running smoothly as the Master of Ceremonies. Guests were welcomed to the event by Watchman, a Staffordshire Bull Terrier, which is a military mascot for the now disbanded Staffordshire Regiment, but continues his duties as part of the Staffordshire Regimental Association.

As well as highlighting the outstanding support of the employers the event also showcased the local Reserve units with members of the Royal Naval Reserve, Army Reserve and Royal Auxiliary Air Force all in attendance. We were lucky to have stands from 202 (Midland) Field Hospital, 605 (County of Warwick) Squadron, signals detachment from 37 Signal Regiment, a Crane Attached Lorry Mounted (CALM) military vehicle variant from 159 Regiment, Royal Logistic Corps and a light field gun from 214 (Worcester) Battery Royal Artillery, all popular attractions with visiting school groups!

Brigadier Graeme Fraser MBE ADC RM, Naval Regional Commander Wales and Western England was welcomed as the guest speaker and to present all of the awards on stage. We were also pleased to welcome Colonel Damian McKeown MBE, Assistant Head Employer Engagement Defence People for Reserve Forces and Cadets and Colonel Chris J Ledsham TD VR Deputy Commander Reserves 11th Signal & West Midlands Brigade as our senior Military representatives.

The event concluded with a short act of Remembrance at the Armed Forces Memorial, led by Father Ian Stephenson from 11 Signals and West Midlands Brigade.

out more about the Employer Recognition Scheme please contact Philip Sinclair on **wm-reed2@rfca.mod.uk 0121 274 2226** or Graham Whitehouse on **wm-reed@rfca.mod.uk 0121 274 2225**.

Armed Forces friendly employers take home Gold

Fifteen businesses from the West Midlands region have been presented with the prestigious Defence Employer Recognition Scheme (ERS) Gold Award at a special ceremony in Cardiff.

The joint regional event held on 17th November at HMS CAMBRIA saw employers from Wales, West Midlands and Wessex Reserve Forces & Cadets Associations' (RFCA) recognised for the outstanding support they give to the Armed Forces community.

This year marks the first time that the Gold Awards have been presented in regional events due to the unprecedented high number of winners, 140 in total. Four regional ceremonies are taking place in Edinburgh, Leeds, London and Wales.

For the first time there are 15 winners representing all six counties within the West Midland RFCA's region, bringing the regions total Gold Award holders to 51. The winners for 2021 are:

- Academy Transformation Trust
- Ammo & Company
- Aston University Engineering Academy
- Forces Resettlement Services CIC (BFRS)
- GRC Ltd
- Greater Birmingham

Chambers of Commerce

- Horiba Mira Ltd
- Kinetic Six Ltd
- Landau Ltd
- Matrix Academy Trust
- Staffordshire Chambers of Commerce
- Ubi-Tech (3R) Ltd
- University Hospitals Birmingham NHS Foundation Trust
- Wace Morgan Limited
- West Midlands Combined Authority

Bureau Veritas and Pertemps have also had their Gold Awards from 2016 revalidated after their continued support to, and advocacy for, the Armed Forces.

Steve Slater, Managing Director of GRC Ltd, said, "With over 50% of our workforce comprised of former Armed Forces personnel and family members of those currently serving, GRC have always endeavoured to support the forces community and are extremely proud to achieve the Gold Award. We highly recommend the Armed Forces Covenant to other businesses large or small and in any industry - it's such a simple process, it can help you

attract and retain staff and above all show your support to those serving, or who have served in the Armed Forces, and their families."

In addition, there were 10 winners from Wales and 14 from the Wessex RFCA area (including one revalidation).

Representing the highest badge of honour, Employer Recognition Scheme Gold Awards are awarded to those that employ and support those who serve, veterans and their families. This year's awardees brings the total number of Gold holders nationally to 493.

West Midland RFCA's Regional Employer Engagement Directors Philip Sinclair and Cat Suckling said, "We are delighted that 15 organisations from across the West Midlands have been awarded the Defence Employer Recognition Scheme Gold Award and we are incredibly proud to have been a part of the employers journey since they first pledged their support through the Armed Forces Covenant."

"Achieving the Defence Employer Recognition Scheme Gold Award is a significant achievement, requiring the winning organisations to be able to demonstrate exceptional advocacy of the Armed Forces Covenant, and support for and to the Defence family. This is particularly poignant in 2021 due to the majority of the winners advocacy periods being under COVID-19 restrictions, forcing them to be creative and dynamic in their efforts to champion the Armed Forces community."

To win an award, organisations must provide 10 extra paid days leave for Reservists and have supportive HR policies in place for veterans, Reserves, and Cadet Force Adult Volunteers, as well as spouses and partners of those serving in the Armed Forces.

Organisations must also advocate the benefits of supporting those within the Armed Forces community by encouraging others to sign the Armed Forces Covenant and engage in the Employer Recognition Scheme.

This year, the winning organisations include NHS trusts, educational institutions, financial services, hotels, charities, law firms, police services, football clubs and museums. Nearly 50 per cent are a small or medium-sized enterprise and 72 per cent are private companies, demonstrating the wide range of organisations offering support to the military community regardless of size, sector or location.

The awards were presented jointly by Rear Admiral Beckett CBE, Chief Strategic Systems Executive and UK Project Officer for the Polaris Sales Agreement at DE&S and Brigadier .

To find out more about the Employer Recognition Scheme and how your business can benefit from supporting the Armed Forces Community visit www.wmrfca.org/employers

To view the list of organisations who have signed the Armed Forces Covenant visit <https://www.armedforcescovenant.gov.uk/get-involved/who-has-signed-the-covenant/>





SSAFA's Mentoring service provides helping hand to service leavers

SSAFA, the Armed Forces charity's Mentoring service provides support to members of the Armed Forces and their families when they leave the military and join civilian life.

The service has a holistic approach to transition and provides one-to-one support for service members that are about to leave the Forces, or veterans up to two years post discharge. Service leavers (mentees) will be assigned a mentor in their local area and this relationship will help to build resilience and empower the mentee to fulfil their potential outside the military.

As a result of the Covid-19 pandemic, the need to be flexible and adaptable was imperative, with SSAFA needing to adopt new methods of communication to continue their support to service leavers. Volunteer mentors began to communicate on other platforms, such as phone and video calls, email and text to continue to offer a full service to those in need.

As the lockdown eased, SSAFA started to return to face-to-face meetings, initially meeting beneficiaries for a walk in the park rather than for a coffee indoors. This helped to reduce the isolation and loneliness mentees were experiencing due to the pandemic and enabled the charity to address the needs of their beneficiaries.

Jamie McGuin was supported by SSAFA's Mentoring service in 2020. After an exciting career in the Royal Navy, which took him all over the world, a back injury stopped him in his tracks. He was left facing life with no job, no home, and a family to look after, all during the Covid-19 pandemic.

Jamie knew that he needed help; that's when he contacted SSAFA's Mentoring service.

"I was in the Royal Navy for 11 years. I joined in 2009 as a Warfare Specialist and I then went on to specialise in sonar. I loved the camaraderie. I had a great and busy career working on maritime security, preventing Somali pirate operations and drugs trafficking. We also helped with anti-submarine warfare."

When Jamie was working in America alongside the US Navy, he injured himself during a gym session. The physical demands of his role in the Royal Navy meant that the injury (bulging discs in his back and a stress fracture) became worse and upon his return in the UK, he was shore-based. With his medical treatment continuing for many years, Jamie knew that returning to sea would not be possible.

Jamie said: *"The Navy gave me a choice - either become permanently shore-based or leave the service. I felt like it would be really demoralising to be shore-based for the rest of my life, so I made the choice to leave."*

Jamie was medically discharged in 2020. As he began the resettlement process, he got in touch with SSAFA, uncertain

about what he could do due to his ongoing health issues.

He continued: *"I was constantly being told, 'Don't worry, it'll be fine', but I was getting tired of being told that. I needed something solid that I could fall back on, and I felt like SSAFA could help me reach the right point, because I was worried that life would come crashing down and I wouldn't be able to get a job. That was my biggest concern."*

"I connected with SSAFA's Mentoring Service Manager, Clare Bain, who put me in touch with the regional lead. And within two or three weeks I was assigned my own mentor, Barry, in October 2020. At first, we'd have regular weekly sessions, and due to the pandemic, our conversations were over the phone. Then as it became clear I was progressing well and transitioning into civilian life, we reduced the calls to once every two weeks."

"After starting mentoring, things really picked up for me. Barry gave me advice on some strong industries in terms of job security and opportunity."

"I got a job very quickly as a telecoms engineer. It was a great career prospect, but it wasn't a great fit for me because it was too physically demanding with my injuries. After a couple of months of real 'back breaking' work, I realised I needed to take care of myself and invest in my future. To stop trying to grit my teeth and get on with it."

"Barry helped me to look at things differently, and I had the confidence to sell myself in the civilian world. I now have a new full-time job, still in telecoms, but now surveying fibre optic networks. I work out in the field, but in a much less physically demanding role. There are many similarities to service life, and I am currently working with many ex-force's personnel, that recognise the vast array of soft skills that I can bring to the table. I've had a gleaming start so far, with a bright future at the company."

"Because of the job, my wife and I have just been able to make an offer on our first home, and we hope to move in very soon! Things are definitely looking up for us at the moment."

ssafa the Armed Forces charity

To find out more about SSAFA's Mentoring service, visit www.ssafa.org.uk/mentoring or email mentoring@ssafa.org.uk

Annington gives continuing commitment to SSAFA's Short Breaks

Caring for a child with an additional need or disability can be challenging, causing strain for families. On top of this our Forces families often find that in many military locations, resources for children with additional needs or disability are often not accessible. Due to high mobility, attempts to access local authority support often leads to lengthy waiting times. When life becomes overwhelming, a change of scene for families can make a big difference to long-term wellbeing.

SSAFA's Short Breaks scheme caters for serving families who have a child with an additional need or disability. These are free breaks and an opportunity for families to spend quality time together, to try fun adventure activities and to meet other Forces families in similar situations.

A number of mid-week breaks are held at the Calvert Trust centres across the UK. This year, there are four: two in the Lake District and two on Exmoor.

The sites are fully accessible and enable people with physical, learning, behaviour, and sensory disabilities to experience exciting, challenging and enjoyable outdoor activities.

Our Short Breaks have always been a lifeline for Forces families, and their importance has only grown in the last two years of lockdowns, giving families a much-needed getaway, and giving their children with additional needs the chance to go horse riding, kayaking, biking, and sailing, and to try archery, abseiling, and bush craft – all while building their family ties as much as their confidence.

As one Short Break attendee said: *"My husband and I have worked all through lockdown with only a couple of days leave since January [2021], and even then, we were working in the evenings, so this break was very much needed."*

"We all had a brilliant time trying new things and spending quality time together without the distraction of work and games consoles, the week really helped us to recharge our batteries and make lots of memories together."

But we all know that nothing is really free; someone or some organisation has to pay for it, and this is where the likes of Annington come in. Helen Liddell, Chair of Annington, explained the company's continued support for SSAFA's Short Breaks scheme, saying:

"We have a long history of supporting military charities working with service families. The company is keen to continue

its support of SSAFA and the Short Break programme, as we are acutely aware that for service families who have a child with a special need or disability, accessing additional support can be difficult and add to the challenges of life as a military family."

"The benefits of SSAFA's Short Breaks programme are well documented and through the support given to the programme by Annington, we have seen for ourselves just how families benefit from a holiday where addressing their child's needs are central."

"SSAFA's ethos and values very much align with our own, and the Board of Annington was committed to ensure that funding for the programme continued. We are absolutely delighted to be able to fund a family break for such a deserving group and hope those who attend have a wonderful time."

Sam Nowell, SSAFA's Corporate Partnerships Manager added: *"The August [2021] Short Break at the Calvert Trust in the Lake District is being sponsored by Annington – which owns and leases around 40,000 military homes to the Ministry of Defence – in a continuation of the support given to SSAFA since 2017 by the Annington Trust, Annington's former grant giving charity."*

"After building a strong and positive relationship between the two organisations, Annington is supporting through sponsorship one entire Short Break to the sum of £45,000. Projects and opportunities like these help Forces youngsters build self-confidence and the

benefits these types of experiences can have on young people are immeasurable, and so I must say, on behalf of SSAFA, a big 'thank you to Annington' for its generous assistance with the Short Breaks."

"This is a break for our Forces families – people who give so much for their country, and often sacrificing precious family time to do so – and an opportunity to spend quality time together, to try fun and exciting activities and to meet other families in similar situations. The break gives families a chance to get away from the home environment, to not have to think about daily life and enjoy spending quality time together."

"At Calvert Trust, so generously sponsored by Annington, all family members get the opportunity to try activities together that challenge themselves but give them a chance to achieve and build in confidence. Peer-to-peer support plays a huge role for all family members as they meet others in similar situations." "And it's so important because it's so often the case that activity areas on military bases are not geared up for children with additional needs or disabilities, which makes these breaks all the more necessary for that all-important family bonding time and development. This funding means that we can take away the financial consideration for some attendees – leaving them free to focus on making memories."

Underlining the value of the Short Breaks, another attendee said: *"I want to say thank you for this opportunity. Normally I wouldn't think of doing an activity trip, because I need to think of the whole family. But I would recommend this to everyone."*

"I would say the experience was life-changing for us – it was a hundred times better than a normal holiday and being around other families who are in a similar situation was much more relaxing."

Frances Robinson, SSAFA's Service Manager Additional Needs and Disability, said: *"Due to the needs of our families, we often find that many struggle to find activities they can all do together, let alone find a break away. These breaks give families just that; they are a chance to escape the 'day-to-day'."*

"All family members can participate in adventure activities together, no matter what the need and most importantly, they are a chance for families to meet others in similar situations, to share experiences and support each other."

Annington's continued support of SSAFA is just one of several renewed commitments the organisation has made to military charities and projects in 2022.

This year will see Annington once again supporting Scotty's Little Soldiers and Reading Force, sponsoring the national #ForcesPlayDay for children living in military communities and the tenth year of funding of The Annington Challenge - Annington's project with The Outward Bound Trust, which sees military youngsters enjoy an Outward Bound course during the summer holidays. Veterans will be supported through Annington's close relationship with the RBLL's LifeWorks programme, and the work funded by military mental health charity, Waterloo Uncovered.

ANNINGTON

For more information about SSAFA's Short Breaks, visit ssafa.org.uk/shortbreaks





James McNeill (left) with Colonel Anthony Phillips (right) after signing the Armed Forces Covenant.

Ginuary Covenant Signing

G.H.Q. Spirits becomes the third gin distillery to sign the Armed Forces Covenant in the Highland-area, just in time for Ginuary, the celebration of gin during the month of January.

The Armed Forces Covenant – a commitment to support the country's servicemen and women wherever and however an organisation can – was signed at our Seathwood Headquarters in Dundee on 26 January.

The owner of G.H.Q. Spirits, James McNeill, met with our Chief Executive, Brigadier Mark Dodson, and Deputy Commander of 51 Brigade and Army Headquarters Scotland, Colonel Anthony Phillips. Colonel Phillips co-signed the Covenant on behalf of the Ministry of Defence.

G.H.Q. Spirits' commitment to honouring the Covenant includes pledges to:

- Promote the fact it is an Armed Forces-friendly organisation.
- Deliver work to veterans and their immediate families free of charge.
- Support the employment of veterans.
- Support employees who choose to be members of the Reserve Forces by accommodating their training and deployment.
- Support the employment of Service spouses and partners.
- Actively encourage members of staff to become Reservists.

G.H.Q. Spirits is an award-winning distillery in the

Cairngorms, founded in 2020. They hand craft premium gin and vodka distilled in the Scottish Highlands, using some of the purest naturally filtered water in the world. G.H.Q. Gin and G.H.Q. Vodka are a heart-felt salute to everything that they hold dear: romance, honour, loyalty, discretion and courage.

McNeill worked in the events industry in London for 14 years, specialising in corporate events and international music promotion, before embarking on distilling. A residential development taking place in South Bank shut down their venue in September

2019, but before they could open a new one, the COVID-19 pandemic halted all plans.

This carved out time for him to create his own company which led him to create G.H.Q. Spirits. He felt inspired by his family military history, stories and adventures.

McNeill took inspiration from his grandmother, Lena Lowe, who was born in Glasgow in 1913. By the time World War II was in full swing, she had six children. Her husband, Alexander 'Sandy' Park-Lowe, was an engineer at Howden Group and was working on the war effort. Lena became a member of the Order of the Eastern Star, and through this was introduced to military personnel. She subsequently became a dispatch rider for the military and raced across Scotland delivering secret documents to help in the war effort.

She inspired three of her sons to enter the military, one becoming a Regimental Sergeant Major in the paratroopers

and going on to serve in the Special Air Services, including undisclosed missions during the Vietnam War. McNeill's great-grandfather Lowe was an engineer on HMS Hood which was sadly bombed in 1941. Growing up, the family would converge at the grandparents' house for Christmas and New Year and share the stories of their adventures.

When McNeill was studying at Dundee University, he met Ruby Nicoll-Heijmans, his landlord's aunt. At the beginning of the war, she was sent to work in an arms factory. Then she decided to enlist in the Women's Royal Naval Service, and was stationed on the Orkney Isles. She met the love of her life, Jack Heijmans, the most highly decorated sailor in the Dutch Navy during the war, in Dundee, and they settled in the Netherlands. She treasured her visits back home to Scotland every year, spending time in the same building and reminiscing about her amazing adventures.

All of the details that go into the spirits are inspired by these stories and McNeill's family, including the names: Lena's London Dry Gin, Sandy's Scottish Vodka and Ruby's Maritime Rum.



www.easymresettlement.com

Military charity, Building Heroes, open a brand new centre in Wales!

Building Heroes, an award-winning military charity, has opened a brand new centre in Wales, expanding its construction skills and training courses across the UK at thirteen training locations.



Building Heroes, an award-winning military charity, has opened a brand new centre in Wales, expanding its construction skills and training courses across the UK at thirteen training locations.

Established in 2014, Building Heroes is a charity that provides free construction skills training to the military community and supports employment. They aim to tackle unemployment among those that have kept us safe by offering them a seamless career in construction.

Brendan Williams, CEO of Building Heroes, said:

"When we first started Building Heroes, we were a small, local charity supporting service leavers, veterans, reservists and the wider military family in transitioning into a career in civilisation. Never did we think we would grow to what we are today. I am deeply proud of our dedication and commitment to the charity and helping those that kept us safe."

Building Heroes offer a broad range of courses in multi-skilled construction, groundworks and civils, engineering and plant operation.

Brendan Williams continues: *"The success and recognition of Building Heroes continues to increase, and now with opening a brand new centre in Wales, we couldn't be happier!"*

Building Heroes have helped over 1600 service leavers, and veterans across the country gain skills, which lead to diplomas and qualifications, whilst opening doors for job opportunities and we are the only charity in the UK that offer this unique, recruit, reskill, redeploy service.



BUILDING HEROES

Apply for the 6-week construction skills course at our centre in Wales here: www.buildingheroes.org.uk/courses/foundation-in-property-maintenance



SCJ
SecurityCleared
Jobs.com

The definitive jobs portal for government,
defence & nuclear sectors

Do you have Security Clearance?

Then join the UK's largest online
job board for security cleared
professionals, it's as easy as 1,2,3...

1. REGISTER

now to receive job alerts tailored to your skills.

2. UPLOAD

your C.V. now and be seen by 100's of recruiters...
instantly.

3. RELAX

you're part of the biggest jobs portal for
government, defence & nuclear sectors.

SecurityClearedJobs.com

DV

Aerospace
Biometrics
Communications

SC

Cyber Security
Defence
Engineering

CTC

Forensic
Government
Information Technology

NATO

Intelligence
Nuclear
Telecoms

THE FIREFLY SCHEME



'Don't do the everyday, everyday.'

From Regular to Maritime Reserves

The Firefly Scheme offers the Royal Navy (RN) trained service leaver the opportunity to join the Royal Naval Reserve (RNR) or Royal Marines Reserve (RMR) through a seamless fast track process.

RN trained Ex-Regulars, who are within 24 months of TX date and trained service leavers from other Armed Services may also apply.

As a Reservist for an annual commitment of just 24 Days (achieved through your spare time) you will be well rewarded. Earning extra money, accruing an additional pension and subject to meeting the specified criteria, receive an annual tax free bounty.

The scheme also offers the opportunity to remain part of the RN/Corps Family with its unique camaraderie.

For further information contact the Firefly team at
NAVYPEOPLE-CMRESFFMAILBOX@mod.gov.uk or call 0777 315 5821

A career that goes the extra mile with Calor

For those transitioning from military to civilian life, understanding the career options available is understandably a huge consideration.

Finding a role that utilises and develops existing skills is important to help ensure the transition is as smooth as possible, and an employer which can support you on this journey is vital. One such business, which is committed to supporting those in the services to resettle, is Calor.

WHO IS CALOR?

With a rich heritage spanning more than 85 years, Calor has been providing LPG (Liquefied Petroleum Gas) to power over 100,000 homes and businesses across the UK, in a range of applications such as cookers, heated swimming pools and forklift trucks right through to hot air balloons.

We're proud to have already made an impact on our customers carbon footprints by offering LPG. However, we're not stopping there and are committed to offering our customers 100% renewable energy solutions by 2040.

We already offer BioLPG – the renewable equivalent of LPG made from a blend of sustainably sourced materials – and have plans in place to expand and develop our products

and solutions to include even more renewable energy sources as part of our 2040 commitment.

POWERED BY OUR PEOPLE

We have a variety of roles currently on offer both on a permanent and temporary basis, so whatever your skill-set we'll likely have a role to suit you. Some of our current roles include Production Operatives rotating between filling plant activities, cylinder loading and refurbishment duties, Drivers across our UK-wide distribution network, Engineers (Mechanical/Electrical/Project), and Plant/Asset/Vehicle/Maintenance Technicians which are ideally suited to those with experience in maintenance to large machinery, plant or vehicle fleets. We're also on the lookout for Health & Safety Advisors with a passion for developing and sustaining our strong health and safety culture here at Calor.

We are continually on the hunt for the very best to join our growing team. At Calor, our customers are at the heart of everything we do, so self-motivated individuals that can build strong relationships with the wider team and put customers first are exactly who we're after.



For those who are recruited to a permanent position, you could benefit from:

- 25 days' annual leave plus 8 bank holidays if you're full time.
- After you've worked here for two years, we'll match the amount you put into your pension pot up to 7.5%. Before that, we'll match it up to 4.5%.*
- You can opt in for BUPA medical insurance, which comes with a host of benefits including a free health line that lets you speak to a nurse 24/7.
- You'll get your full salary for 26 weeks (6½ months) while on maternity or adoption leave, and for 2 weeks on paternity leave.
- Free subscription to the Headspace wellbeing app and access to our Employee Assistance Programme which provides 24/7 confidential support.

SOUNDS GOOD? IT'S ABOUT TO GET BETTER

Our team is encouraged to bring their talent, energy and enthusiasm to the business, and this has seen us create a positive team culture we're incredibly proud of. In addition, our range of extensive training and development opportunities ensures our team members are continually motivated to further their career progression.



MEET ANDREA GARSON, SHIFT LEAD AT CALOR

Andrea is a Shift Lead at our Plymouth centre managing a team of 15 production colleagues. She spoke to us about her own transition from military to civilian life.



"Having spent more than five years as a postal and courier operator in The Royal Logistics Corps, which saw me work all over Europe, I began thinking about resettling back into civilian life and exploring my career options outside of the military."

"Being in the army and often deployed on field-based exercises, I was already familiar with Calor as it was the gas used by servicemen and women for cooking and comfort. Having that awareness meant I was familiar with the business, and some of the operations within it."

STARTING ON THE ROAD TO A CAREER WITH CALOR

When Andrea left the army, she initially worked for the Royal Mail in the north of England. However, in 2006, Andrea was keen to relocate, which is when she saw a job advert for Calor as a Gas Centre Assistant in Plymouth.

"When I saw that initial job advert, it was the variety of the role which really appealed to me. Being a hands-on person, I knew that an office-based role wasn't for me. But I also wanted to make sure my next position could offer me the opportunity to develop and expand my skill set, whilst providing real opportunities to progress my career."

Outside of the variety of the role, Andrea was also keen to embark on the next chapter in her career with a well-regarded company.

"As a well-trusted business, Calor was also able to offer me much needed stability in my career, which I think is especially important to those of us who are ex-services. When I joined the business, I was the only woman on site, but the team were excellent in making me feel supported. In fact, the camaraderie of my teams is something I've really come to love about Calor, throughout my career here to date."

Following a successful recruitment process, Andrea was offered a position with Calor, and was delighted to find out there were some instant commonalities with her new team.

"Calor as a business is committed to supporting those in the forces who are transitioning across to civilian life. My very first team at the Plymouth site was made up entirely of ex-servicemen, so from the onset we all had something in common and it really showed that the business cared about supporting us."

DRAWING ON EXISTING SKILLS

Looking back at that very first role, Andrea explains how some of her existing skills from the army saw her get off to a flying start.

"A big part of my first role centred on making sure customer demand for cylinders was met. Having worked in the military it meant I, and the rest of the team, had the skill-set to draw on to ensure we reached our targets. Being incredibly disciplined creating strong and cohesive teams are just some skills I've been able to transfer over from my time in the army to really drive my role at Calor."

Andrea's career at Calor has seen her take on a number of roles within the business, including a relocation to Calor's distribution centre in Plymouth. Covering a larger geographic area, Andrea was responsible for the efficient running of the distribution operations at the site. A skill she thanks her time within the Royal Logistics Corps for helping her establish.

SPACE TO GROW

In addition to drawing on existing skills, Andrea has also developed new ones through the business' extensive learning and development opportunities, all of which have supported her on her progression to her current role as Shift Lead at Plymouth. Here, Andrea is responsible for ensuring the safety of the team at all times and providing reporting on incident management and plant emergency response procedures.

Andrea also delivers the shift production plan and is responsible for the recording and communication of shift production levels and efficiencies, while also ensuring accurate weekly cylinder stock counts are triggered, completed on time, and any variances are looked into thoroughly.

"Working within a hazardous environment, safety is always paramount. So, it is important procedures are followed, and our team has the processes in place we must follow at all times. During my time in the army, timing and routines were crucial in all operations, these skills have been something I've been able to draw on in my current role too – developing the rigid procedures for the team to follow to ensure everyone's safety at all times."

Looking ahead to what's next on the horizon for her career with Calor, Andrea concluded:

"Over my time at Calor, the business has supported me in developing myself and I've been able to undertake a great deal of training to enhance my skill-set. When I think back to my time in the military, I'm really grateful that the skills I learnt there have set me up for such a rewarding career, and I'm really excited to see where my career at Calor takes me next."

Find out about Calor's vacancies today
www.calor.co.uk/resettlement

Life in the Heavy Metal lane

Journalist Rob Richardson visits Wiltshire-based Heavy Lift transport company FTX Logistics to find out more about their drive for new Operators and Maintainers.

There's a 20 ton Oshkosh M1070F truck pulling into the barracks at Bulford, in Wiltshire. With the 26 Ton trailer attached, it takes a full three seconds to pass me. The cold autumn rain has given the twenty four metre long vehicle a dull sheen. It's so enormous, the air seems to vibrate with raw power as it drives past and parks alongside the other dark green Heavy Equipment Transporters lined up in the enormous vehicle park. An Incredible Hulk of a vehicle.

I've been invited to Bulford to find out a little bit more about FTX Logistics, a Heavy Lift transport company responsible for providing the Ministry of Defence's heavy armour transport capability. This includes the upkeep and delivery of these incredible machines and their current recruitment drive for new Operators and Maintainers.

Almost all 92 of these Heavy Equipment Transporters, or HETs, have been involved in supporting armoured vehicle deployments in locations including Iraq and Afghanistan, Mönchengladbach in Germany, Estonia and tasking throughout the UK in support of the Army. The driver of the HET I was witnessing gets marshalled into the oversized parking space and the immense 18 litre engine, the height of two men, shudders off. The barracks almost seems to fall silent.

"How was the journey?" the Maintainer asks the driver, as they open the cab door and climb down to the tarmac. The mechanic had spent the previous two days trying to resolve a transmission fault. The previous driver had described the lorry as 'a little jumpy'.

"She ran like a dream," the female driver reports. "No problems." She indicates over my shoulder, acknowledging the tanks being lined up at the far end of the vehicle park.

There are five 62-tonne Challenger 2 battle tanks primed and ready to

go. One is currently being loaded onto a trailer. A flurry of activity surrounds the tank and HET, a team of Operators and Maintainers in hi-vis jackets observing the tank being drawn up onto the 7-axle King GTS 110/7 semi-trailer. Chains clank and strain, the chassis groans and sinks, as the 26 litre Perkins engine of the Challenger roars and inches itself forward, ton by ton. The operators have done this a thousand times before, but there's the same careful observation and skilful application as there was the first time. This £4million tank needs to get to the ranges on time and without issues.

The air fills with the smell of diesel and the commands of the Operators. The FTX Operator provides instruction to the driver of the tank, manoeuvring it into place. The precision control seems at odds to the size and power of the Challenger.

There are 85 Operators and Maintainers employed by FTX Logistics. Since 2001 they've been contracted to deliver the HET service on behalf of the Ministry of Defence. Andy, one of the operators, declares; "I spent seventeen years in the army. Loved it, and when it came time to leave I knew I wanted to do something which was equally as challenging but different to any normal job. I didn't just want to go into an office or an everyday delivery job."

"We've got a fantastic and diverse team here," says Mike Holt, Operations Director at FTX. "Many are ex-service men and women, who left the forces and wanted a new challenge. It is challenging and demanding work, but it's hugely rewarding too."

Another of the HETs is being slowly reversed into the garage workshop on the far side of the yard and we follow it inside. Everything here seems to be oversized, the tyres, the chains and cranes to lift the vehicles, even the tools. There are three Maintainers in orange overalls in the garage, two working on a HET already with its bonnet open, a third watching the new HET arrive.

"I'm just an operator," says Andy, "one the people who gets the heavy metal where it needs to be. These Maintainers keep us on the road."

I ask Andy if he only drives FTX HET vehicles. His answer surprises me. "No, when I'm not needed for MoD tasks, I drive an HGV for a local supermarket."

Mike explains. "What makes working for FTX so unique is that the job is part civilian commercial work and part in support of the MoD. So, one day you'll be driving a 118 ton loaded HET, the next you might be driving an HGV for a retailer. No two days are ever the same." Andy proudly interjects.

"Last week I was on a fire engine driver refresher course in London!"

Vehicles as complex as the Oshkosh M1070F require ongoing, and a strict, servicing regime to ensure roadworthiness and that they won't fail in critical situations.

Jonathan is one of these experts, a FTX Maintainer currently waiting for the HET we followed to park up. "I started as an apprentice," he says, "FTX providing me with a great platform and all the resources to learn the skills and knowledge I needed to become a HET technician." He's been qualified for a number of years now, meaning he's free to work in the large, clean and safe workshop, a great environment to carry out the day-to-day servicing and maintenance of all the vehicles which come under the FTX remit. "It's been fantastic for me," he says. "Being able to work on these vehicles is such a thrill and, what's more, it's allowed me to work around the UK, overseas and away on military deployments."

Rachael, the driver who's brought the HET into the garage agrees. "You have experiences here I doubt you'll ever have in other jobs." I ask her if she was nervous when first applying for a role in what many might consider to be a male environment. "A little, I suppose," she says. "It is a physically demanding job, but you don't need to be physically strong to do it, just have the stamina and the passion. The training really helps, as do the military exercises."

It's impossible to forget that FTX, and the work they do, is part of the military. You're surrounded by it everywhere you look in Bulford. I spot a group of Operators and Maintainers, dressed in army fatigues, arriving back from an exercise. They look exhausted, dirty, but jubilant.

"We're just back from a three day military exercise with the army on Salisbury Plain," one of them announces. "Two nights sleeping under the stars and lugging thirty five kilograms of heavy machine-gun and ammo, all the time being shot at by enemy. I'm ready for a bath!" he beams.

Mike Holt tells me how the military exercises are critical to the role of HET Operators and Maintainers. "Our men and women train as Army Sponsored Reservists for 35 days active duty per year. They have to, not only because the Reservists make up a critical part of the Army, but importantly because our drivers and mechanics find themselves in

war zones. They need to be trained and prepared for any eventuality."

I assume that all FTX employees are ex-military, but one of those just back from exercise says that's not true. "I used to work in a car showroom in Swindon!" he laughs. "After years of the commute and the boring day to day, I decided I wanted a new challenge. I had a NVQ Level 3 mechanic qualification and heard that there were loads of great opportunities in the HGV industry. What really interested me about FTX was this," he says, holding up his muddy uniform, "mucking in, going out on exercise, pushing myself to the limit. Basically, doing something completely different and the package is pretty amazing too."

A HET Operator salary has an On Target Earning of £36 - £42k with Reserves Bounty and uplifts for operational deployment, whilst a Maintainer starts from £35k. All HET Operators are based at home and drive to and from Bulford, in Wiltshire, and Catterick, in North Yorkshire, as well as occasionally deploying to the base in Mönchengladbach to carry out HET taskings and maintenance work.

Across the vehicle park, the Challenger tank has now been secured to the semi-trailer and is being driven away, whilst another is being readied to be loaded onto a second HET. "Looks like you're busy," I ask Dave, another Operator who will be joining the convoy of HET and tanks for the drive to Castlemartin.

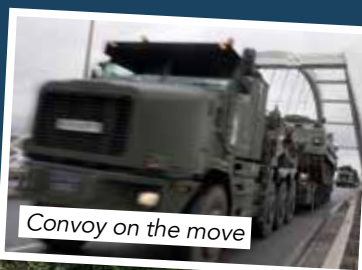
"There's always something which needs moving, loading or fixing," he says, checking his notes regarding the drive ahead. "It can get stressful at

times, making sure things are where they need to be, on time and in good working order. But our line managers are very supportive and there's great camaraderie between all of us."

Mike's keen to impress on me the current recruitment campaign FTX are running. "We are actively recruiting at the moment," he informs me. "We really need technically capable and physically fit Operators and Maintainers. With some of our staff approaching retirement age, we need to look for new drivers and mechanics."

I tell him I might almost be tempted. He looks me up and down and asks what I'm like behind the wheel of a truck. I tell him I drive a Fiat Panda and I've never fired a rifle in my life. He tells me it's okay, the job comes with six months training. They'll soon whip me into shape.

We leave the HETs to the professionals on the vehicle park and in the garage and walk back across the yard to the FTX offices. The fifth and final tank has been secured on its trailer by the expert team of men and women. A group of regular soldiers arrive and are impressed. It's a good job, but there's no time for congratulations yet. These armoured vehicles are required in Castlemartin and it's time to get on the road.



Convoy on the move



On military exercise



Ready to roll



A pilot project that started with a little over 100 regular soldiers employed to provide physical armed and unarmed security to a select few bases. We have grown and today the MPGS employs just under 3000 regular service personnel as defence security specialists at just over 100 sites in the UK.

One of the many benefits that members of the MPGS enjoy is the stability of home life, a good work life balance. The ability to settle down in an area of their choosing without fear of a posting away from loved ones.

We work under a Military Local Service Engagement contract, which means you can work at the same site for the rest of your career should you choose to do so. However, this will not limit your progression should you choose to embark upon a second promotional career. Personnel's children can settle into education and partners can start to lay roots in one particular area.

The MPGS operate a standard 12.4 hour shift system for 4 consecutive duties (days or nights) followed by 4 rest days (with continuation training conducted on one of the 4 rest days, once a month). MPGS are also subject to and operate within the current Working Time Regulations. So along with 38 days leave this allows for future planning - a year in advance. We enjoy most of the military service benefits such as provision of accommodation, free medical and dental services, along with adventure training opportunities, sports, associations, and clubs.

What follows are some examples of our personnel and a snippet of their life journey to and in the MPGS;

The Military Provost Guard Service

The Military Provost Guard Service (MPGS) stood up as a cap badge in 1997, in response to a defence review of armed guarding at mainland military units in the UK.



LCPL GREEN – RN THEN ARMY RESERVIST TO MPGS

When I left school at 16 years old, I decided to join the Royal Navy as the option of travelling the world whilst getting paid for it was very

appealing at the time. It did not disappoint; I had some great runs ashore and met friends for life that I'm still very much in touch with.

After 6 years of Service my partner and I decided that we wanted to start a family. I wanted to be a full-time mum, so I made the decision to leave and went on to have two boys.

I got a part time job in retail when the boys went to school, the hours worked well as I would always be there to drop them off and pick them up from school. It wasn't very challenging though and I was quite bored, so I knew it would not be my 'forever' job. In the meantime I joined the Army Reserves.

Unfortunately, I became, a single mum with two children to bring up which left me quite anxious about the future.

I heard about the MPGS through a friend. I got quite excited by the thought of the job because of all the benefits and it was like a snippet of my old life but still being there for my children (perfect). As I was already in the Reserves I was able to simply transfer over to the MPGS. I found the transition to be very quick once I put my papers in.

There was a military unit in my hometown so that was perfect, it meant that I had lots of support regarding childcare with family. This made working shifts a lot easier and I know my roster up to a year in advance as well as knowing I'm not going to deploy anywhere! The 4 days/4 nights and then 4 days off also means I get plenty of quality time with my boys and the 38 days leave a year is very appealing too as I can plan to be off in the school holidays and I don't feel like I miss out. The move to the MPGS meant that I was entitled to a married quarter, so that was a big weight off my mind knowing I had somewhere to go. The rent is very affordable, which has allowed me to save for a deposit for my own home.

I have been in the MPGS for a few years now and I've reached the age where I'm thirsty to start learning more. This job has lots of opportunities for you to do this and there is plenty of funding available too; bonus! I picked up promotion last year and I feel my own personal development has come on leaps and bounds and I am excited about my future in the MPGS.

LCPL KOROITUKANA – ARMY TO MPGS

I initially joined the Army as a Royal Logistic Corps Supplier but after a demanding 12yrs decided to transfer to the MPGS. I now work at an "RAF unit" delivering physical security with an armed capability. The unit is one of the largest establishments in the UK with over 7,000 personnel living and working here and as such is a busy but interesting site with no two days ever the same.

I transferred to the MPGS because I wanted the ability of choosing a unit and location to serve at for the rest of my career but still having the benefits and advantages of service life. By joining the MPGS I was able to choose locations that benefited me and my family with the added bonus of housing, pension, promotion prospects, free medical and dental care.

Finally, on a personal note joining the MPGS was a great move for me and my family, working a 4 on 4 off shift pattern means I can now spend more quality time with them and would encourage other service personnel to look into it as a career option after leaving the Armed Forces.



PTE GURUNG – GURKHAS TO MPGS

I was born and raised in Nepal, educated in India, and always dreamt of joining the British Army. In 2002 I joined my unit in the Gurkhas During my 13 years of service I deployed on multiple Operations in Afghanistan, Bosnia Herzegovina and Kosovo. In 2015 I was unfortunately selected for redundancy on tranche 3 and so reluctantly had to leave.

Whilst in civvy street I worked in various jobs but always felt I was missing something, brotherhood, teamwork and the environment of being a soldier which I always thrived in. As the saying goes "A leopard never changes its spots". I was never able to let go of my passion for being a soldier.

In 2016 I decided to join the MPGS, "life is about choices; we are what we choose to be" My decision to join the MPGS has been second to none.

In the MPGS I have met lots of friendly and professional people from all services and cap badges which makes the job far more interesting and fun than you might think. There is a real sense of team ethos with lots of opportunity to promote and develop myself with courses, should I choose to. I have managed to utilise my days off to qualify as a gas engineer. For me the best part is the time off to be with family. I would like to emphasise that a job like MPGS is hard to find and I am lucky to grow old with my family beside me.

"Custodem Custodire"
Guarding the Guardians

MPGS | THE BRITISH ARMY
MILITARY PROVOST GUARD SERVICE

DID YOU KNOW

- Soldiers serve on a Military Local Service Engagement
- Retain full-time Regular status
- Entitlement to accommodation, free health and dental care
- MPGS recruits from all 3 services (service leavers, transferees and re-joiners), and Reserves
- MPGS service is pensionable and you can retain your Immediate Pension
- Structured shift system throughout the year (4 on/4 off)

IN NUMBERS

Established	Strength
24 years ago	2800
Guard	Maximum age for joining
104 locations across the UK	57
Serve until	Days Annual Leave
60	38
Starting Salary	
£21,332	

DEFENCE CONNECT
The MPGS group page contains links to all relevant documents on career, benefits, transfers and updates. (requires Defence Gateway login)

FACEBOOK
The Facebook MPGS Recruitment Group host live chats, post weekly vacancy lists, provide advice including posting Frequently Asked Questions

RECRUITING NOW
CONTACT THE MPGS RECRUITMENT TEAM

ARMY
BE THE BEST

Spencer Bull

Army Veteran and TX-Net Executive Board Member



SERVICE CAREER

Commissioned from the Royal Military Academy Sandhurst in 1989, Spencer spent 30 incredible years serving as an infantry officer. From his first assignment as a platoon commander with 3 RGJ in Gibraltar, to finishing as a staff officer (SO1) in The Rifles at Army Headquarters, he was fortunate enough to enjoy several fantastic and different experiences.

He deployed on various operations, training, ceremonial duties, adventure training and staff appointments around the world. But above all, it was working with some amazing people from all 4 services - Navy, RAF, Army and Civil Servants that are most treasured. Learning much from them, they encouraged him to do better, even when facing the most austere conditions.

Sadly, life comes with its share of low points and without doubt, Spencer's was being diagnosed with Multiple Sclerosis in 2005 and being subsequently medically discharged in 2017. It came as a shock, but he made the conscious decision not to let it hold him back. Using a combination of the Army's values, a positive attitude, resiliency, setting goals, time at Headley Court and with the support of many others, he actively managed his recovery journey – regaining control.

For most service personnel, leaving the forces is a significant period of change. For Spencer, there were many issues to wrestle with before being medically discharged. Arguably this was the most difficult period, but he was fortunate to have some time to think and plan the transition - although diagnosed in 2005, it wasn't until 2017 that he saw his final day in Service.

Evidently, this period of uncertainty came with its own variety of challenges.

- Employment. Family.
- Accommodation – that required significant adjustment. And
- Support network - the most important element. Both support for medical needs and family by friends in the military and the Army itself.

These are not unique, and Spencer understands most service personnel will face similar challenges when going through a medical discharge. Often a natural conclusion to a military career will bring many of the same or even more. It took a bit of thought to create a transition plan, but time spent on this was extremely worthwhile and he's now in a good place. Remaining positive and looking forward to the future. Spencer recommends to anyone serving is to plan early. At some point you will leave and become a veteran.

For many service personnel, leaving the military is a difficult time. During transition they struggle with isolation and finding new networks, specifically veteran focused, who can provide support. For others, they experience change in their lives years after leaving and even those who cope well can find there will be times in the future when they would benefit from the support of other veterans. This is not a cry for welfare. More a general assistance with day-to-day life / activities – employment, relocating home, finding a holiday, local services, or even setting up their own business. The list is endless. Spencer was glad when Trusted eXchange Network (TX-Net) came

along, if this type of network had been available to him back when he was transitioning, it might have prevented a few missteps along the way and got him to where he needed to be much sooner.

2020 was two years after Spencer's medical discharge. Engaged with numerous service charities, he continued to look at various options for supporting the veteran community. A member of a close-knit Regimental family, it was important for him to nurture the relationships he had started and fostered whilst serving. So, he was delighted when approached by a former colleague who asked if he would help with the operations of a new platform. The values upheld by TX-Net, notably that of trust and connection, matched what he was looking for. TX-Net very quickly introduced, and reacquainted him, with likeminded veterans across the Services. It was clear how by connecting and forming relationships, veterans might support each other as they adapt make progress beyond service life.

Since then, has become a member of the Executive Board and works closely within the small team that keep the wheels well-oiled in this start-up social enterprise, created for all those who served.



The first month of TX-Net is complimentary with an annual membership fee of £10, with funds raised put back into the running of the network www.tx-net.co.uk.



Service leavers, veterans and reservists to see enhanced support following combination of employment services

Two of the UK's largest and most respected military charities intend to combine their employment related work, beginning an exciting new chapter in their history.

The Officers' Association (OA) and RFEA – The Forces Employment Charity (RFEA) are working together to create a single charity to provide exceptional career support to all Service leavers, veterans, reservists, and their families

throughout the UK, whatever their circumstances, rank, length of service, or reasons for leaving.

The new organisation will be called Forces Employment Charity, reflecting the purpose and heritage of the two constituent organisations. Founded in 1920 and 1885 respectively, the OA and RFEA both enjoy royal patronage, and provide support, jobs and training opportunities to Service leavers and veterans, as well as their families, acting as a bridge between the military and the civilian world of work. Between them, the charities helped over 25,000 military personnel move into civilian roles in 2021.

Historically, the OA has existed to help officers, and the RFEA has supported veterans and Service leavers of all ranks. Whilst having a different focus, both organisations are driven by a desire to achieve the best outcomes for their beneficiaries. This objective will underpin the new charity's direction, building

on the individual successes of the OA and RFEA, and turbocharging the two organisations' work to continue transforming the lives of military personnel for the next century and beyond.

"This is an exciting new chapter for everyone connected with the OA and RFEA, and I am confident that Forces Employment Charity will build on the excellent work of both charities, and has a bright future ahead."

Forces Employment Charity will be headquartered in Mountbarrow House, London, and led by Alistair Halliday, current Chief Executive of RFEA, and the new Board of Trustees will be comprised of trustees from both charities. Ben Farrell MBE, a current trustee of the OA, will be appointed the new Chairman of Trustees. The OA Presidents and RFEA Vice Patrons will also lend their considerable experience.

The OA's CEO, Lee Holloway, will continue to run the OA's grants and welfare services to officers and their dependants.

Ben Farrell (Chairman designate of Forces Employment Charity) said *"The rationale of combining the employment capabilities of both*

existing charities is clear, and will lead to an improved offering to all beneficiaries who can look forward to an unprecedented level of support from Forces Employment Charity. We are completely committed to continuing the OA and RFEA's current programmes, retaining the advantages of having a bespoke service for the Officer Corps, and delivering all existing contracts to the highest standards. The charities' staff will also be given the opportunity to play their part in this new strategy, with all employment and directly relevant support staff carrying over into the new organisation. Lee Holloway's contribution to the OA over the last eight years has been immense, and we all wish him the very best for the future."

Alistair Halliday (Chief Executive designate of Forces Employment Charity) said *"The creation of this new charity is motivated by a desire to maximise outcomes for beneficiaries, who will enjoy unrivalled access to employment services of the highest quality. We believe that veterans and Service personnel of all ranks have a range of skills that make them well placed to thrive in the public or private sector. It is our responsibility to help them realise their potential. This is an exciting new chapter for everyone connected with the OA and RFEA, and I am confident that Forces Employment Charity will build on the excellent work of both charities, and has a bright future ahead."*

Lee Holloway (Chief Executive Officer of the OA) said *"This combination is a partnership of equals, and will benefit military personnel of all ranks, including officers, who will see their support enhanced through access to a wider range of programmes, such as Military Women and Partners programmes, Project Nova and Ex Forces Employment. Having been the CEO of the OA for the past eight years, I have every confidence that future generations of officers needing employment support will be better served than ever before."*



CNet Training

Over the last 25 years, CNet Training has educated thousands of service leavers, providing them with the necessary skills, hands-on experience and much sought-after certifications and qualifications needed to enter the digital infrastructure industry (comprising and network cable infrastructure and data centre sectors).

CNet firmly believe that the experience gained throughout the military brings a wide variety of sought-after transferable skills and qualities to the civilian workplace, ones that are especially valuable in working within the copper and fibre optic cabling environment and throughout the data centre sector. CNet employs several ex-Forces members and Reservists as part of their own workforce, and they work with the key players across the digital infrastructure industry ensuring Service Leavers have the right contacts when they are transitioning to civilian life.

For those Service Leavers with an interest in finding out more about the opportunities there are throughout the network infrastructure (copper and fibre optic cable installation) and data centre environments, CNet's next virtual half-day Digital Infrastructure Industry Briefing event on May 12th should be added to your diary. The event has been created to provide Armed Forces personnel, Service leavers and ex-Forces, with an in-depth introduction to the digital infrastructure industry. It will provide information on CNet's main resettlement education program, perfect as an entry to the industry and will explain the pathway to pursuing a career from a resettlement perspective, demonstrate the various career opportunities and salaries that are available and provide information on Enhanced Learning Credits (ELC) funded education programs, that can assist those interested to achieve their career goals.

The CNCI® program teaches everything Service Leavers need to demonstrate the highest levels of knowledge, skills and competency in copper and fibre optic network cable installation. Following this program there is a real opportunity to gain employment as there is an additional 10-day work placement with a cable installation company which many see as a 10-day job interview.

Following the CNCI® program, or for those with existing cable installation skills, there is an

entire program portfolio specially designed for ex-forces career progression, using ELC funding. Each program is designed to reflect the knowledge and skills requirements of actual career progression routes within the industry. In addition, the content of each program has been designed with leading companies throughout the industry itself, thus ensuring the knowledge gained is sought after by those operating within the industry.

The briefings go on to cover the ELC-funded education programmes that will help individuals to reach their desired goals and provide an opportunity for attendees to ask any questions about the industry and career opportunities.

CNet's resettlement team, alongside guests from leading industry organisations, will talk through the wide variety of career paths that are available, the typical roles and the salaries that are attached to them and what a 'day in the life' might look like for some of the key roles. They will also talk about what it is really like to work within industry leading data centres and network infrastructure organisations and what to expect in transitioning to the industry from the Armed Forces.

With many of the CNet Team having served with the Armed Forces, there should certainly be no shortage of assistance and advice. Clint Sherratt, technical developer at CNet Training, said "I have been working for CNet

Training for the past two years, having served with the R Signals for 24 years. Being ex-Forces, it is fantastic to be able to work for a company that is so supportive of the Armed Forces. Not only with the support to its own staff and active Reservists, but also in providing robust resettlement training programmes and career support for Service leavers and ex-Forces. I find being able to share with others my knowledge, experience and personal journey in transitioning from the Armed Forces to a career in the digital infrastructure industry is very satisfying, and I am thankful CNet gives me the opportunity to do so."

With the network cable installation sector suffering from a skills shortage, individuals who can evidence their cable installation skills are highly desirable, at a time when industry-leading organisations are putting plans in place to recruit and train more ex-forces personnel after recognising the benefits and values they can bring to an organisation.

For those looking to make the May 12th Digital Infrastructure Industry Briefing, CNet has a wide range of other resettlement programs that are available for entry into the data centre and network infrastructure sectors. These include; Certified

Network Cable Installer (CNCI®), Certified Network Infrastructure Technician (CNIT®), Certified Integrated Infrastructure Technician (CIIT®), Certified Outside Plant Technician (COPT®), Certified Network Infrastructure Design Professional (CNIDP®), Certified Telecommunications Project Management (CTPM®), Certified Data Centre Design Professional (CDCDP®), Certified Data Centre Technician Professional (CDCTP®), Certified Data Centre Management Professional (CDCMP®), Data Centre Fundamentals and the Masters Degree in Data Centre Leadership and Management (MA).

CNet Training is an international and award-winning provider of network infrastructure and data centre education programs, delivering them in locations across the world and via live Instructor-led remote attendance classes. They also design and deliver vendor-specific programs for many of the world's leading manufacturers of data centre and network infrastructure solutions.

Such is CNet's commitment to the armed forces community, last year the global leaders in technical education were awarded Gold Covenant by the Ministry of Defence in this year's Employer Recognition Scheme (ERS).



For more information on CNet Training's next, please click here; www.cnet-training.com/programs/resettlement/industry-briefing/



Sava

If you are looking for a new career, have you considered re-training to become a residential surveyor?

Working as a residential surveyor and valuer is the perfect way forward for those with an interest in property. This professional and well-respected career commands excellent salary prospects and, due to a skills shortage in the industry, demand for surveying services is ever increasing. The Sava course is now ELCAS approved, allowing members of the armed forces to secure financial support for higher level learning. For further detail on how to secure up to £2000 funding please read on.

"Being a residential surveyor is a rewarding career. In essence, residential surveyors assess properties for their general condition, energy efficiency and value, and those on the Sava Scheme can also produce Home Condition Surveys which help home buyers understand the condition of the property they want to purchase."

"Residential surveying is an integral part of the housing market and offers good prospects, with potential for qualified surveyors to work within companies such as estate agents and banks, or to set up on their own and offer surveying services on a consultancy basis to businesses and home buyers alike."

Residential surveying could be the career for you if:

- You find property interesting
- You want great career prospects
- You want a role that's in high demand
- You want to be well paid - the average AssocRICS salary is £49,293 (source: RICS 2018 UK rewards and attitude survey)
- You want flexible employment opportunities, including self-employment

Alan Milstein, a residential surveyor and chairman of the Residential Property Surveyors Association (RPSA), said:

- You want a well-respected career path
- You like challenges and for each day to be different
- You don't want to be sat at a desk all day

HOW CAN I BECOME A RESIDENTIAL SURVEYOR?

Sava offer the only vocational qualification with direct entry into the Royal Institution of Chartered Surveyors. The course is structured to allow learners to continue to work full time whilst studying if they wish as the course is delivered with 12 months of part-time training, involving 2 training days a month. This is followed by 12 months of assessment which is carried out in your own time. The course teaches you everything you need to know to become a competent surveyor and no prior knowledge, experience or qualifications are needed.

Once qualified, Sava graduates are eligible for direct entry into RICS at Associate member level, meaning they can offer RICS products such as HomeBuyer Reports and valuations, as well as having the prestigious AssocRICS designation after their name.

Hilary Grayson, head of surveying services at Sava, says:



"Residential surveying is particularly suited to those who are passionate about housing, confident in dealing with other people, determined and self-motivated, and have a good eye for detail."

"We believe these people could help to alleviate the looming skills shortage in surveying, and could become new associate members of RICS, an accreditation that is so important both professionally and to the industry as a sign of quality."

WHAT DO THE SAVA GRADUATES SAY?

Ben Browne re-trained to become a surveyor in 2018. He now works at a medium-sized firm in Croydon. When asked what a typical day as a practising surveyor involves and what he enjoys about his job, Ben said:

"A typical day as a surveyor for me at the moment; I wake up at home, check my diary, check the property that I'm going to, get in the car and arrive at the property. Depending on the survey type I will spend about 2 to 4 hours inspecting the property, with a little coffee break to meet the vendor. After I have completed

WHAT WILL I STUDY?

The Diploma is a vocational qualification, meaning it is all about giving you the skills and knowledge to be a well-rounded residential surveyor. Some of the modules covered include:

- **Valuation** - Determining property value, RICS mandatory requirements, how condition affects value, regulatory and legal requirements and different types of valuations.
- **Construction** - This module focuses on foundations, floors and walls, desktop research, scale drawings, floor plans and calculating U-values as well as building services.
- **Law** - The law and its background, easements, restrictive covenants,

contract law, negligence and occupier's liability are looked at in this module.

- **Inspecting Property** - The inspection 'agenda' and equipment, property measurements to include floor, volume and ceiling as well as the residential cost-rebuilding calculator.
- **Building Pathology** - This module focuses on the process of diagnosing the cause of building movement, damp and defects. It includes ground and above ground-based movement plus loads more.
- **Assessing Services** - This module looks at service systems and what can go wrong. It covers inspection and testing of service systems, electrical systems, heating services, plumbing and drainage.

the survey I will head back to the office. Once I'm back to the office I will upload the photos and start compiling the report. During this time, I have all the other surveyors sitting around me and we discuss what we have seen that day and see if we can help each other out in any areas and help compile the reports.

My favourite part of the job is meeting people, whether it is fellow surveyors, meeting estate agents in offices, or going to properties and meeting vendors.

You meet some amazing people, with good stories, you make some good connections. It's something I am certainly enjoying. I have never enjoyed the working week more. Every day is a new challenge to me. The week flies by. It is the only job where I wish I had more hours in the day. Every day you are at a new property with a new set of challenges and a new issue to deal with. If this is something you enjoy then this is certainly the career for you."

You can hear more from Ben and other Sava graduates on our YouTube channel by simply searching for 'Sava Surveying'.

The great thing about residential surveying is the flexibility the career offers; you can set up a self-employed business and be your own boss, work for a large firm where you are home based, or work for a smaller firm if you like an office environment.

Stephen Anscombe was working as delivery driver when he decided to look for a new career.

"I was thinking of embarking on a new career to bring more fulfilment and satisfaction, but ultimately was not sure what path to go down. Over the following weeks, I did many hours of research into the industry and felt a career in Residential Surveying would be right for me. Nearly 3 years on from that decision and I haven't looked back! Many of the other candidates like myself on the course were currently in employment. For me, going to university for 3-5 years was not an option that I felt comfortable with. With Sava you obtain a degree equivalent qualification and have the option of becoming an RICS member in little over two years. It really is a no brainer. The lecturers and the staff are incredibly knowledgeable

in their respective area of expertise, are friendly and approachable."

FINANCIAL SUPPORT THROUGH ENHANCED LEARNING CREDITS ADMINISTRATION (ELCAS)

Sava have received approval from the Enhanced Learning Credits Administration (ELCAS) for the Diploma in Residential Surveying and Valuation. ELCAS promotes lifelong learning amongst members of the armed forces and provides financial support for higher level learning.

For those eligible, financial support of up to £2000 can be received. The Sava team are willing to assist with a tailored finance package.

To find out more please contact our sales team at hello@sava.co.uk

HOW DO I FIND OUT MORE?

Sava run regular briefing events where you can come along to find out more about what being a residential surveyor involves, meet the team and hear about how the qualification works. You can book a free place and find out more about the diploma here: <https://sava.co.uk/resettlement/>

Sava are pleased to be able to offer readers of this magazine bespoke payment options for those accessing ELCAS funding. Simply state where you saw this article when you speak to us.

Part-time training to become a professional Residential Surveyor



The Sava Diploma in Residential Surveying and Valuation

- ✓ Vocational qualification delivered by industry experts
- ✓ Leads to direct entry into the Royal Institution of Chartered Surveyors
- ✓ Options to be self-employed or work for a firm
- ✓ Part-time training delivered over 24 months
- ✓ Training locations across the UK



☎ 01908 442244 ✉ hello@sava.co.uk 🌐 www.sava.co.uk/resettlement/

Stop Dreaming Start Owning

Dream of owning your own home?
Live the dream with Home Reach



A little extra
Receive £500
towards legal fees
when you reserve
a Home Reach
property**

Our part buy - part rent scheme means you buy a share of a newly built home and pay a low monthly rent on the part you don't buy. Your budget decides the size of your share, rather than the size of your home.

With Home Reach it's your home so you are free to decorate, keep pets and buy a bigger share or sell whenever you like.

Benefits for members of the armed forces:

Deployment



You have the option to sublet your entire home if posted (subject to mortgage lenders approval)

Options



The Home Reach scheme can be used in conjunction with Forces Help to Buy and FAM payments



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Ormskirk, L40 7SW

1 & 2-bedroom homes
50% shares from £74,975*



Wheatriggs Court

Milfield, NE71 6HY

3-bedroom homes
50% shares from £81,998*



The Paddocks

Acklington, Morpeth, NE65 9FP

3-bedroom homes
50% shares from £125,000*



Tara Fields

East Ayton, YO13 9HZ

4-bedroom homes
50% shares from £142,475*



Haygate Fields

Wellington, TF1 2DA

3-bedroom homes
50% shares from £124,998*



Bayard Plaza

Peterborough, PE1 1RX

2-bedroom homes
50% shares from £93,750*



Oaklands

Hardwicke, GL2 4DX

2-bedroom homes
50% shares from £130,000*



Four Mills

Stotfold, SG5 4HB

2, 3 & 4-bedroom homes
50% shares from £160,590*



Monument View

Wellington, TA21 9RL

3-bedroom homes
40% shares from £122,000*



Longhedge Village

Salisbury, SP4 6SL

3-bedroom homes
50% shares from £214,383*



Whiteley Meadows

Whiteley, SO30 2HB

2-bedroom homes
50% shares from £156,500*



Savoy Place

Farnborough, GU14 7LZ

1 & 2-bedroom homes
50% shares from £115,000*

To find out more about Home Reach and discover the new homes available in your area

visit: homereach.org.uk call: 020 3744 0415

* Example price for illustration only. Please speak to the development for plot and price information. Shares up to 75% available, depending on your affordability. Shared ownership eligibility criteria will apply. Starting shares vary across plots and depends on affordability. Home Reach uses a Government standard shared ownership lease, rent on the unsold share is charged at 2.75% and increases annually by RPI + 0.5%, the monthly lease management fee increases annually by RPI. **New reservations only. Must provide valid Armed Forces ID, presented at the time of reserving and a copy sent with a reservation form. No cash alternative and will be deducted from the completion.

HOME REACH
The Key to Home Ownership



4 ways to position your personal brand messaging

When creating your personal branding statement, it's crucial to remember three things.

Firstly, keep it **short, simple and easy to understand** – the more concise your message, the more impactful it will be. You want it to be a **clear expression of who you are as an individual**, so avoid making it overly generic. And finally, make sure it's **easily memorised and well-rehearsed**. If it doesn't sound natural to you, it won't sound natural to whoever you're speaking with.

your military career. Once you have your statement nailed down, use it everywhere: your LinkedIn profile, your CV, covering letters and interview situations. Really drive home the impact you could have on a prospective employer.

Here are four ways to position your personal brand messaging:

- **A compelling short story** – This should be told in the first person and explore your key achievements in a brief, yet powerful summary. Try using the CAR model to highlight how your actions led directly to your achievements during your time in Service; and remember to avoid military acronyms.
- **The value you provide to others** – Otherwise referred to as your unique selling point, this is where you should highlight your point of differentiation. What makes you, you? And how are you the solution to an employer's problem? You possess many of the skills civilian employers are looking for, so have confidence in yourself.
- **Key attributes** – Identify 6-8 words that you feel define you and what you do well. Reflect on your career-to-date and think about what you've enjoyed/done well. What skills did you utilise when completing tasks, and how can you use them to strengthen your messaging? Implementing these key terms into your professional documents and general conversation with employers can really help you stand out. You have many transferable skills, identify the ones you enjoy utilising the most and want to continue using. This is a chance to promote the version of you, you really want to be.
- **Your personal brand statement** – A combination of everything previously mentioned, your personal brand statement should be one sentence that describes what you are, who you are, and how you made a difference in

WHY IS THIS IMPORTANT TO GET RIGHT?

You have a unique opportunity when transitioning from one career to another to brand yourself in the way you want people to perceive you. It may be a recalibration or realignment opportunity – just make sure you get the messaging right first time, as it's difficult to wind back in once you've launched yourself to the world.

While we know not everyone feels comfortable talking themselves up, it's important to remember that everyone else is doing it – and the skills, experiences and qualities you've acquired over your time in Service warrant being spoken about.



The Ministry of Defence
partnering with Right Management

ctp.org.uk/events

EMPLOYMENT FAIRS 2022

A FANTASTIC OPPORTUNITY TO MEET EMPLOYERS



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SALFORD 28TH APRIL

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BRISTOL 9TH JUNE

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SOUTHAMPTON 6TH OCTOBER

NEWARK 10TH NOVEMBER

BOOK YOUR PLACE NOW!



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Resettlement Support from CTP



Here to support your resettlement journey

INTEGRATED SUPPORT FOR ALL SERVICE LEAVERS

The Career Transition Partnership (CTP) is global career experts, Right Management, in a unique partnership with the Ministry of Defence. We are very proud to be the official provider of Armed Forces resettlement for over 20 years. In that time, we have supported more than 275,000 leavers and we look forward to helping you too.

We provide resettlement for those leaving the Royal Navy, Army, Royal Air Force and Royal Marines. Regardless of time served, or reason for leaving, all members of the Armed Forces can benefit from CTP support when leaving Service, through our range of programmes.

In addition to the face-to-face courses, workshops and one-to-one career guidance we deliver throughout our centres, many of our courses, facilitated sessions and events are also available virtually, making our provision more accessible and flexible than ever. Read on for a reminder of the wealth of support available to you as you make the transition from the military to civilian life.

WHERE DO I START WITH RESETTLEMENT?

All Service leavers are entitled to resettlement support, consisting of time, financial support, training/upskilling and careers advice. Getting started is a three-step process.

Step 1: The first step in the process is to speak with your local unit Resettlement Information Staff, who offer advice on your entitlement and the administrative process to access it.

Step 2: You should then contact your Service Resettlement

Adviser (SRA), in order to discuss your resettlement package and funding available to you; and to register with CTP.

Step 3: Register for the CTP via JPA and one of our team will contact you to book in your first appointment and get you started.

WHAT SUPPORT AM I ENTITLED TO?

The amount of support available depends on your length of Service and your reasons for discharge:

Less than 4 years service or administratively discharged: CTP Future Horizons programme

This programme helps individuals to tackle any barriers to employment, and supports them post-discharge to ensure personnel gain a route into sustainable employment, education or further training after leaving. Personnel will be referred to the programme upon discharge.

4 – 6 Years service: Employment Support Programme (ESP)

This Programme is accessed 6 months prior to discharge and includes a 1 day workshop and one-to-one guidance session, resettlement briefs, job-finding support, employment fairs and virtual events, and access (on a standby basis) to vocational training courses. Career Consultant support is also available for up to 2 years post discharge.

6 Or more years' service or medically discharged*: core resettlement programme (CRP)

The Core Resettlement Programme is available to eligible personnel up to 2 years prior to discharge, until 2 years after discharge. The programme comprises a 3-day Career Transition Workshop, one-to-one session and ongoing access to a personal Career Consultant, along with additional resettlement workshops and briefings. The programme also includes job finding support, a jobsite, employment fairs and virtual events, and access to vocational training courses, along with travel and subsistence.

CTP ASSIST PROGRAMME

In addition to the Core Resettlement Programme, CTP Assist is available to give additional specialist support to *Wounded, Injured and Sick Service Personnel who have the greatest barriers to employment due to serious illness or injury. This is given through personalised support and Specialist

Employment Consultants. Individuals are referred to the programme prior to Medical Discharge.

HOW CAN CTP HELP ME?

CTP provides advice, guidance, training and support to those leaving the military, and also incorporates RFEA – The Forces Employment Charity, who provide lifelong job finding support to Service leavers.

Your resettlement consists of three broad areas: Transition, Training and Employment. From creating a CV through to learning interview skills plus researching and applying for jobs, what the CTP offers can help you not just with your first civilian job, but skills and knowledge to help you throughout your working lifetime. CTP support is delivered at ten Resettlement Centres in the UK, and the Resettlement Training Centre in Aldershot. The resettlement provision includes face-to face guidance, online

resettlement planning and career tools via myPlan, the personalised area of the CTP website, and access to our unique ex-military jobsite, CTP RightJob. Successful resettlement requires clear aims, a plan of action, good job intelligence, and effective networking, along with the skills you will acquire through the CTP. It's therefore vital that you take full advantage of the support, resources and facilities at your disposal.

TRANSITION

Workshops and Briefings - the first step for most on the resettlement journey is the three-day Career Transition Workshop (CTW), which enables you to identify and evaluate the transferrable skills and qualities gained during Service. Following this, you will meet your Career Consultant and create a Personal Resettlement Plan, which will help identify the required steps for

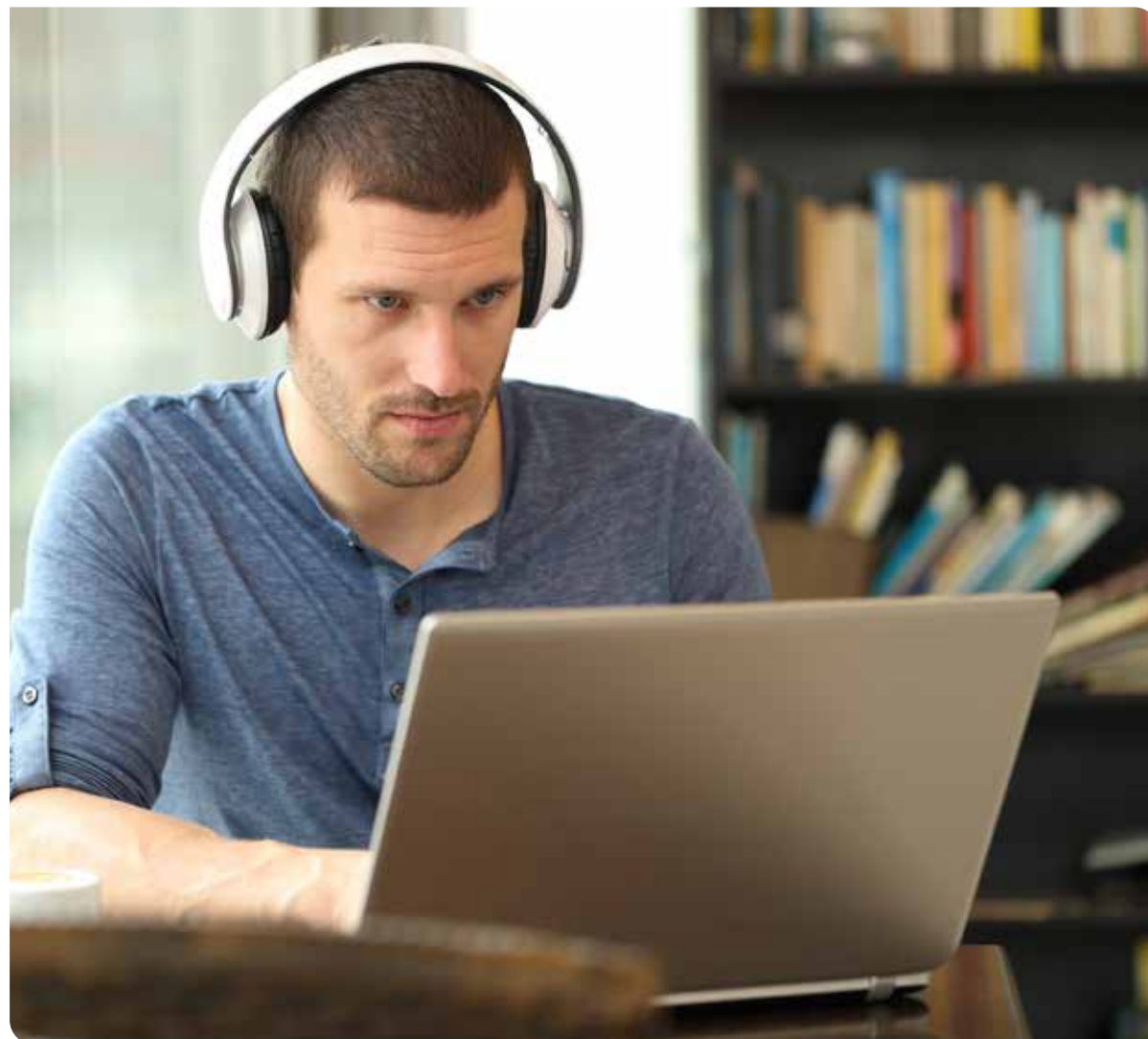
achieving your desired outcome upon leaving the Armed Forces. A range of additional workshops and briefings are available, including Financial Aspects of Resettlement, Business Start Up, Networking and Interview Techniques.

Events - a full programme of employment fairs, company recruitment presentations and online events is available to Service leavers at any point in the resettlement process, offering networking, research and job-finding opportunities.

Online Resources - myPlan, the personalised area of the CTP website, enables Service leavers to manage their own resettlement and offers career assessment activities, video library, Interview Simulator, CV Builder, Personal Resettlement Plan (PRP), resettlement tracker and checklists.

TRAINING

When leaving the Service, you can undertake vocational training to help you shape your future career. CTP delivers an extensive range of job-related vocational courses at Resettlement Centres and the Resettlement Training Centre in Aldershot. This is split into two types; Contract Funded and Non-Contract Funded training: Contract



ROUTE MAP FOR SERVICE LEAVERS START HERE:



the lighter shaded elements also available to those with 4 to 6 years' service

Funded training has been 'pre-paid' for you by the MOD. This offers exceptional value for money and is the best way to make the most of your 'GRT pound'. Non-Contract funded training can be funded using your Individual Resettlement Training Costs (IRTC) or ELC grants.

EMPLOYMENT

The Armed Forces equips its people with a vast range of skills applicable to many industry sectors and the CTP targets a wide range of employers to promote the skills, experience and strong work ethos Service leavers bring with them after a military career. The employers themselves benefit from a high quality, no cost recruitment service and exclusive access to thousands of skilled and qualified individuals, like you.

CTP RightJob is our online job site that lists thousands of live vacancies for Service leavers, with new ones added daily. You can

browse and search for available jobs by Industry, Location or Company Name, receive job notifications and alerts via email and submit job applications directly to employers. The platform is easy to use and compatible with smartphones and tablets, plus you'll find video tips to highlight features on all key areas of the site. The CTP Employment Team works closely with local, national and international organisations from all industry sectors to source and match suitable job vacancies for Service leavers. You'll receive regular job alerts based on the preferences listed in your RightJob profile, plus employers can also search the database for Service leavers with the skills they're looking for, and invite them to apply.

Your career consultant is available to provide advice and guidance on job applications, CVs and covering letters, and the central employment team provide assistance with

CTP RightJob, along with links to further employment support where required. CTP help is available up to two years post-discharge and after that, switches to the RFEA for job-finding support, at any point you may require it throughout your working life.

We are here for you throughout your career transition and our friendly teams genuinely care and are passionate about ensuring you get the most from your resettlement and the outcome that is right for you.

Served over 6 years or medical discharge?

Should you have any questions about your resettlement, please get in touch. You can find a wealth of information along with our contact details at www.ctp.org.uk.



MGA Training

When it comes to wanting high quality CPCS training then you need look no further than MGA Training LTD.

MILITARY

Here at MGA Training we are delighted to be a specialist provider of 'training for safer lifting operations' approved by ELCAS & CTP and we would be happy to help you with your Resettlement Training and access to Interview Opportunities within the lifting and crane hire industry.

We have the experience and the accreditations to guide you through the whole process.

Exceeding Expectations

- We are approved by Enhanced Learning Credits (ELCAS) and you can use your ELCAS funding with us.
- For more information on the ELCAS process you can visit the website here www.enhancedlearningcredits.com
- You can use your Resettlement Funding with us.
- We are approved by the Career transition Partnership (CTP).
- We are a CPCS & NOCN CSkills Awards Accredited Test Centre for Training & NVQs.
- You will have the opportunity to gain a nationally recognised accreditation through the Construction Plant Competence Scheme (CPCS), allowing you to work on any Contractors group



MGA Training is an Enhanced Learning Credits (ELCAS) approved Training centre for the following courses:

- NOCN_Cskills Awards Level 5 NVQ Diploma in Controlling Lifting Operations - Planning Lifts (Construction) – QUA919
- NOCN_Cskills Awards Level 4 NVQ Diploma in Controlling Lifting Operations - Supervising Lifts (Construction) – QUB919

The Slinger Signaller and Mobile Crane Operator categories do not come under the ELCAS funding as they are a level 2 Diploma. However, you can use Resettlement Grants and Standard Learning Credits for the CPCS Slinger Signaller & CPCS Mobile Crane operator categories.

RECOMMENDATION

"I served in the 2nd Battalion the Duke of Lancasters regiment for 8 years. I was unfortunately medically discharged from the army on the 1st of March 2017. I had wanted to operate mobile cranes for a living for a while, so I spoke to a friend of mine who I had served with who happened to have completed his training also with MGA Training. I called up and booked the course in, I paid for this myself. Once I had done my Mobile Crane, I decided I wanted to go all the way, so I completed 3 separate qualifications with MGA Training. They also helped me obtain a job at the end of my training. I was taught by Ian and Steve. Steve is also ex army as were a few of the operators that I've met along the way, this really helped me settle and adjust into my new career"

James Kirner



"I served in the 2nd Battalion the Duke of Lancaster's regiment for 9 years. I gained 4 different lifting qualifications through MGA. The instructors are great and happy to help you out with extra time if you are struggling with any areas. I started off working for a mobile crane company based in Manchester, which MGA Training helped me get. Now I'm a self employed heavy lift supervisor within the wind industry working off shore for different company's around the world. Steve was ex-army and he makes you feel right at home as it can be a scary experience leaving the army, its nice knowing you have likeminded people teaching you"

Ant Robson



WHAT IS CPCS? DO I NEED IT?

CPCS stands for the Construction Plant Competence Scheme- a card scheme designed to prove the skills of plant operatives. It is now run by NOCN but it was previously run by CITB (Construction Industry Training Board). It was launched by CITB in 2003 at the request of employers, to help them comply with regulations and requirements, and aims to apply common standards for all plant operators.

Each card provides identification and recognises the competence and qualifications of the individual holder. The scheme maintains health, safety and environmental standards through a programme of testing to prove workers comply with minimum standards. Please click for more information on NOCN

Over 150,000 people carry a CPCS card and it is the most widely recognised as the preferred card to comply with codes of practice for competence and certification. It is required to operate on most types of plant on UK Contractors Group (UKCG) sites throughout the UK.

Card Checker is now available at: www.nocnjobcards.org/card-checker



SLINGER SIGNALLER (4-DAY NOVICE COURSE) CPCS CATEGORY CODE A40

Title: CPCS Slinger/Signaller (A40)
Duration: Four (4) consecutive days including CPCS Theory and Practical test.
Cost: POA (Includes training, technical tests and card fees) – Discounts available for multiple candidates.

Target Delegate

This course is aimed at inexperienced operatives who are required to undertake slinger and signalling for the movement of loads using lifting equipment. Candidates may be new to the role or they may have limited experience and no formal training.

Course Aim and Contents

The aim of this course is to provide candidates with practical and theoretical knowledge for them to undertake the role of the Slinger/ Signaller. Following successful completion of the course, candidates will be able to select the correct lifting accessories, attach them to the loads safely and guide the load using the appropriate hand signals.

CRANE SUPERVISOR (4 DAY NOVICE COURSE) CPCS CATEGORY CODE A62

Title: CPCS Crane Supervisor (A62)
Duration: Four (4) consecutive days, including CPCS Theory and Practical test.
Cost: POA (Includes training, technical tests and card fees), Discounts available for multiple candidates.

Target Delegates

This course is aimed at anyone who is required to supervise safe systems of work using lifting equipment. It is recommended that prior to attending this course, individuals should have some experience of working with lifting equipment, especially mobile cranes.

Course Aim and Contents

The aim of the course is to provide candidates with underpinning knowledge for them to understand the role and responsibility of the Crane Supervisor. Following successful completion of the course, candidates will be able to understand and follow safe systems of work for lifting operations, including writing risk assessments and method statements.

APPOINTED PERSON (5 DAY NOVICE) CPCS CATEGORY CODE A61

Duration: Five (5) consecutive days including 1-day CPCS Theory and Practical Test.
Cost: POA (Includes training, technical tests and card fees), Discounts available for multiple candidates.

Target Delegates

In response to our clients' needs this extended course is aimed at anyone who is required to plan safe systems of work using lifting equipment with no or very little experience of planning lifting operations using mobile cranes. This gives additional training as preparation for the Technical test on day five of the course.

Course Aim and Contents

The aim of this course is to provide candidates with underpinning knowledge for them to understand the role and responsibility of the Appointed Person. Following successful completion of the course, candidates will be able to prepare and implement safe systems of work for lifting operations including writing risk assessments and method statements.

CERTIFICATION

Successful candidates will be awarded a red CPCS trained operator card endorsed with the category that they have just completed. This card can only be issued if the candidate has an in date health and safety test which co insides with which course they have passed before undertaking the CPCS technical test. For enquiries on changing your card from red to blue, please call **0161 707 9865**.



CONTACT DETAILS

Boysnape Wharf, Eccles, Manchester, M30 7RH
www.mgatrainingltd.co.uk
Tel : **0161 707 9865**
Email: kelly@mgatraining.co.uk/
steve@mgatraining.co.uk

MGA TRAINING LIMITED

Developing people. Delivering results.



Established In 2008 by Stephen Tarry and Ian Mcgarvie, both of whom are ex-military, MGA Training are an accredited CPCS training centre who produce the highest of qualities of training, all situated around the Lifting Industry. Completing your CPCS training with MGA will ensure that you gain a nationwide recognised qualification to get you into work.

The CPCS courses we deliver at our training centre are:

- **CPCS Slinger Signaller**
- **CPCS Lifting Supervisor**
- **CPCS Appointed Person**
- **CPCS Mini Crane**
- **CPCS Mobile Crane.**

Funding for all the above course can be attained through the Career Transition Partnership. The Appointed Person (QUA919 Level 5) and Lifting Supervisor (QUB919 Level 4) NVQ can be funded through ELCAS. Course durations vary depending on which course you are wanting to attend.

They range from 4 days, through to 10 days. We have had many ex-military through the doors over the years, all of different backgrounds and regiments. Many of them were not aware of the funding that is available for them to gain the qualifications they want. Due to this we have been doing our research and came across CTP and ELCAS.



Boysnope Wharf, Eccles,
Manchester, M30 7RH
www.mgatrainingltd.co.uk

Tel : 0161 707 9865
Email: kelly@mgatraining.co.uk/
steve@mgatraining.co.uk

Easy Resettlement's £100,000 Training giveaway Starts Here!

On the next two pages you will be able to view an example from Onboarding officers who are offering free courses as part of our £100,000 training giveaway.

This will be officially launched in our summer issue and will consist of a wide range of courses from various training providers, all of whom will be backing this campaign.

Our main aim in producing these magazines is to assist service leavers and veterans with your resettlement process. We have worked tirelessly to promote as many employment opportunities as possible, so to further assist with your chance of gaining future employment we are now giving you the chance to win free training courses, regardless of your age, your rank, or entitlements.

We would like to thank all our partner companies for making this possible and helping to ensure that you, the service leaver, will have the best possible chance of gaining future employment, we will be adding more training providers like Onboarding Officers through our 2022 issues, who will be offering free training courses which will help you gain civilian recognised qualifications.

For your chance to win any of the free courses that will be on

offer, simply email the company whose course you are interested in, please include £100k in the title along with information on when you joined service, when your exit date is and if you have had any other similar training.

Each training provider will have their own dates for making the draw and announcing their winner(s). In most instances the winners will be notified by email, each company will have their own terms and conditions such as use by dates that they will be happy to inform you of.

There is no limit to how many courses you are eligible to apply for, however we do ask that you only enter once per course/company taking part in the campaign.

We aim to bring you a plethora of courses available in a wide range of industries, if however, there are other courses you may be interested in that we have not yet included, then please call or email us and we will try to find something for you. This campaign is only possible due to our advertisers so please do let them know your thoughts on our campaign.

OnBoardingOfficers
Building High Ranking Boards

OnBoarding Officers

Launched in 2019, OnBoarding Officers has been supporting officers to understand how to transfer their skillset into a commercial boardroom via their Non-Executive Director Programme.

Now, OnBoarding Officers is preparing to launch the newly created Executive Programme, which aims to support officers seeking to transition into a full-time managerial, executive or director position.

Founded by award-winning Businesswoman and Non-Executive Director Jo Haigh, OnBoarding Officers is an exclusive community for exiting military officers to help them transfer their skills into the commercial world and become world-class business leaders.

OnBoarding Officers was specifically developed to assist in positively exploiting the substantial pool of talent that exists within

our elite Armed Forces personnel and increase the opportunities for those available to secure a board or an executive appointment.

The first part of the OnBoarding Officers journey is to complete either of the training programmes, both of which are delivered by award-winning and highly experienced tutors in their field.

The Non-Executive Director Programme is suitable for exiting senior officers who are seeking to create a portfolio career of non-executive director appointments. Whilst the Executive Programme is designed to prepare officers, reservists, and warrant officers who aspire to move into executive-level roles within a commercial setting.

The programmes have been constructed to provide innate knowledge on issues that boards and companies face regularly, including best practices and corporate governance, applicable financial acumen skills, risk management and strategy, leadership, and an intuitive understanding of marketing strategy.

"The five-day course, aside from being great fun, opened my eyes and whetted my appetite. The three modules dealt with the essentials, but in a 'vocational' style, in action rather than in theory, and taught by clear leaders and experts in their fields." – Former British Army Lieutenant General Richard Felton CBE.

Following either programme, ongoing support and resources are available via the unique offering in the Community, as it was paramount a collaborative, supportive, exclusive community would still be available post-service, via the OnBoarding network.

The Community includes access to executive and non-executive vacancies. A group of 'Allies' who are all on hand to provide ongoing support post-cohort, plus private LinkedIn Groups to continue communications and share opportunities, news, insights, online resources and networking events.



If you would like to know more about OnBoarding Officers or the training programmes and Community please visit www.onboardingofficers.co.uk or get in touch at info@onboarding-group.com.

OnBoardingOfficers

Building High Ranking Boards

Win a place on one of OnBoarding Officers' upcoming three cohorts with Easy Resettlement's £100,000 training giveaway.

OnBoarding Officers is an exclusive community for exiting military officers to help them transfer their skills into the commercial world and become world-class business leaders. We have created two programmes, specifically tailored for exiting officers, who wish to resettle and learn how to successfully transfer their skillset whilst receiving post-programme support via our Community, programmes include The Non-Executive Director Programme and The Executive Programme.

The Non-Executive Director Programme (5 days)

Suitable for exiting senior officers who are seeking to create a portfolio career of non-executive director appointments and is accredited to the TQUK Level 6 Certificate in Strategic Planning and Leadership (RQF).

The Executive Programme (4 days)

Designed to prepare officers, reservists, and warrant officers who aspire to move into executive-level roles within a commercial setting and is TQUK Level 4 Award in Business Essentials for Business Leaders (RQF) accredited.

Both programmes are delivered in-person across a series of days focusing on the commercial skills required in a non-executive director or board role, or executive, managerial or director role, including:

- Understanding the role and responsibilities
- How to transfer your existing skillset
- Understanding financial terminology
- How marketing and strategy are applied
- How to transfer or build on your leadership skills
- How to build your personal brand and position yourself within the market

Benefits

In addition to the course offering, OnBoarding Officers has established a Community to support its members post-cohort. This Community includes job opportunities and ways to build your industry network via our Super NEDs, Ambassadors, Mentors, Partners and Tutors. Plus, access to online resources and insight videos, as well as invitations to networking events and private LinkedIn groups.

Apply

Please email us with your name, email address and exit date, along with which course you are interested in attending and any information of previous training you may have done. You will then be entered into our draw to qualify for your chance of winning one of three free places.



Please contact us for more information on the OnBoarding Officers programme or to reserve your place as a delegate.

Contact Our Team

Office – 0204 537 8049

Website – www.onboardingofficers.co.uk

Email – info@onboarding-group.com

Making the most of a new career

Looking to make the move into civilian life?

David Parker served in the British Army for 24 years before pursuing a career in the mine action industry.

He completed tours in Bosnia, Kosovo, Northern Ireland and Afghanistan. It was a natural transition for him, and it was not long before he found himself operating alongside others with a military mindset. David worked in the mine action industry for several years before joining TDI however, when the chance to join TDI arose, he leapt at the opportunity. "TDI is like a family, so I have not regretted coming to work for them even once." David

is currently a Programme Manager for TDI in South Sudan. Below, we chat to him about his move from the Army to the civilian world.

YOU HAVE TRANSITIONED FROM A MILITARY CAREER TO THE MINE ACTION INDUSTRY; WHAT PROMPTED THIS CHANGE?

I served in the British Army for 24 years before retiring. I transitioned immediately from the Army into the mine action industry as it was like the military. I think that your

military experience and the ethos it gives you are priceless. The skills you receive in the British military place you at the top of the skill pool. The projects active in countries where I have worked before are generally staffed by people with a military mindset, offering similar work to what I did in the Army. This made the move to the civilian world easier. I was ready to leave the Armed Forces and have not looked back since.

PLEASE TELL US ABOUT YOUR ROLE WITH TDI

I am a Programme Manager for TDI and ultimately responsible for the conduct and professionalism of the TDI personnel on my project. This

is my first role as a Programme Manager, but I have done some Operations Manager work, Senior Technical Field Manager and Lead Mentor work. I regularly liaise with the client to ensure tasks are conducted in line with their priorities. I support my Operation Managers who manage their teams and ensure that all taskings are in line with TDI protocols. In addition to this, I am also responsible for some daily administration, including writing reports, detailing how we are doing as a contract and dealing with any in-country issues.

ARE THERE ANY SIMILARITIES BETWEEN YOUR CURRENT ROLE WITH TDI AND THE ROLE THAT YOU HAD WITHIN THE ARMY?

The people and the work are very similar. I was a Warrant Officer Class 2 in the military, so I assumed the Operations Manager and Programme Manager roles quite easily. Some of the staff are from the military or police but others have somehow gravitated to it. There is a quasi-military ethos and sense of humour, where people are maybe more robust however, that does not mean that we do not value everyone regardless of where they have come from. There is zero tolerance on my project and across the industry for racism or sexism. Everyone has the right to respect. Every place you go is only as good as you make it. If you assume that everyone is going to get your military humour and that you will automatically be the life and soul of the party because you had a good mess life, you may be disappointed.

ARE JOB OPPORTUNITIES WITHIN THE MINE ACTION INDUSTRY EASY OR DIFFICULT TO COME BY?

Depending on your skillset and the type of role you wish to do, opportunities are available. You should not assume that because you have attained a certain rank in the military, the positions you will be offered will be the same to those in the mine action world.

Before I left the military, I contacted people on LinkedIn and Facebook to get advice on jobs and how the sector works. There



are EOD job sites on Facebook and LinkedIn, so they are an excellent place to start. Military and civilian jargon can differ significantly, so contacts in the wider working world are essential. The skills are the same for the most part, but terminology can be different which, until you have been immersed for a while, can be confusing.

DID YOU SETTLE INTO YOUR ROLE WITH TDI WELL, ANY TEETHING PROBLEMS?

TDI is a very professional company, so it was easy to settle in. The contract has progressed to revolve around battle clearance for the most part. Although this

meant a new skill set had to be learned and the teams accredited, it has gone well so far.

WHERE ARE SOME OF YOUR COLLEAGUES FROM?

Our team is made up of a few nationalities – personnel from the United Kingdom, Zimbabwe, South Africa and South Sudan.

ARE THERE ANY TASKS THAT STICK OUT IN YOUR MIND THAT WERE INTERESTING TO WORK ON DURING YOUR CAREER IN THIS INDUSTRY THUS FAR?

Whilst every task and mission I have been on is worthwhile, I found working in Iraq and Syria the most rewarding. Clearing infrastructure, dwellings and land for people that have suffered so much was personally rewarding. The people most affected by conflict and explosive remnants of war (ERW) are the non-combatants (women and children), so knowing that you are making their environment safer is one of the reasons people get into this industry.

CAN YOU SEE YOURSELF STAYING IN THIS INDUSTRY FOR QUITE SOME TIME, OBVIOUSLY JOB/CONTRACT DEPENDENT?

I hope so. I enjoy the work and have support at home that makes doing this easier. I was

ready to leave the forces and haven't looked back once.

TDI ARE CLEARING LANDMINES, UNEXPLODED ORDNANCE AND IMPROVED EXPLOSIVE DEVICES, HOWEVER, IS THERE STILL A LARGE AMOUNT OF WORK TO BE DONE, OFFERING JOB OPPORTUNITIES IN THE FUTURE?

Certainly. Landmines are part of the problem but it is getting smaller as conflicts produce more explosive remnants of war and improvised explosive devices. In areas like Syria and Iraq, organisations will be working there for many years to come. New conflicts will keep creating more work. The new area of focus is weapon and ammunition management. With issues like the explosion in Beirut and Burkina Faso where poor ammunition storage caused massive damage and death, organisations and governments are realising that these need to be addressed sooner rather than later.

WHAT IS THE GREATEST REWARD THAT YOU PERSONALLY EXPERIENCE BY WORKING FOR TDI?

Waking up in the morning to work for a professional organisation

that cares for its employees is beneficial. Knowing that the company has high standards leaves you feeling that you have done the best for the people of the country you are working in.

WHAT WOULD YOU SAY TO SOMEONE CONSIDERING JOINING TDI FOLLOWING A CAREER IN THE ARMY?

I have worked alongside TDI for several years and have always wanted to work for them. If you are coming to work in this industry, speak to people first and research the organisations that operate in this sector. Do not confuse the civil sector with the military because the two are completely different with different mentalities. Enjoy your work!

TDI aims to make the unnerving transition from the Army to civilian life a success for all who join us. There are career options outside of the Army and TDI provides the tools for you to branch into something new. To find out more, please contact us on info@thedevelopmentinitiative.com, or visit our website: www.thedevelopmentinitiative.com, on Twitter, [TDI18](https://twitter.com/TDI18) or our LinkedIn page, [The Development Initiative Ltd.](https://www.linkedin.com/company/thedevelopmentinitiative)



LEAVING THE ARMY?

WE ARE HIRING.

Since 2005, TDI has successfully provided services to organisations both in humanitarian and commercial sectors including explosive threat mitigation, mine action, weapons and ammunition management, training and mentoring, dog services and fleet maintenance.

TDI have contract positions available for Project Managers, EOD and IEDD Trainers and Mentors, Technical Field Managers, EOD qualified staff, Mechanics, Engineers, Medics and all associated support personnel. Women are encouraged to apply.

If you would like to join TDI, please contact us on:

info@thedevelopmentinitiative.com | [twitter/TDI18](https://twitter.com/TDI18) | www.thedevelopmentinitiative.com/job-opportunities/



Griffin

We are Europe's No.1 Military, Diplomatic Car Sales Specialists, supplying cars to serving military personnel and veterans, as well as emergency services staff, NHS employees, and diplomats across the Globe.

We currently sell just over 4,500 new tax free and tax paid new cars every year. We supply British and Foreign Military, both here in the UK and overseas, as well as the Diplomatic Corps Worldwide. We offers exclusive savings for all serving members of the British Armed Forces as well as Reservists, Veterans, and MOD Staff. We also supply members of the European Police Agency's, EUROPOL, and INTERPOL, as well as serving Blue Light Card members. We also run the CSMA (Boundless) car programme, bringing savings to Civil Service and public sector employees. We have the widest selection of manufacturers anywhere, meaning more choice and an unbiased approach to car sales.

Our philosophy is simple, 'what we quote is what you pay!' No gimmicks, No misleading adverts or prices, No hidden 'admin or sales fees', and definitely No middlemen. You deal with us from initial enquiry right through to delivery. Plus we're not restricted in our advice by the need to hit big manufacturer targets, so you'll get the best advice for you, not us.

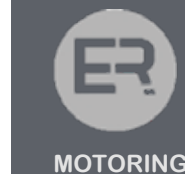
We are the Official Military & Diplomatic Specialists for Renault, Skoda, SEAT, Audi, Mercedes-Benz, LOTUS, Mazda, Peugeot, Hyundai, KIA, Honda, Alfa Romeo, Fiat, Abarth, Jeep, Citroen, DS, Nissan, Subaru, and Isuzu.

We have a simple and straight forward approach with no hard sell. We like to look after our customers, giving them the right advice on what is good to buy and what is not. Our customers in return look after us by coming back time and time again, as well as referring their friends and colleagues.

We are proud and humbled to have been awarded the highest honour a company can be given by the MOD. Our commitment to our Armed Forces is key to everything we do. Being owned and operated by ex-military personnel we are more aware than most of the rigours of military life, and the lifestyle changes in leaving the military and starting afresh in the civilian world.

On our uncomplicated sites, **Griffintaxfree.com**, **DDSCARS.co.uk**, and **BlueLightCars.co.uk** are all dedicated to the individual customers we have, and customers will find special offers, finance specials, as well as specific manufacturers pages with our favourite videos. We hope you enjoy your visit to one of our three sites.

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As 2021 ERS Gold Award Winners, as well as being owned and staffed by ex-military personnel we know more about the military than most. So we look after our own, whether you're serving or not.

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then we're here to serve you.**



For more info, please go to **Griffintaxfree.com/ER-Motoring**



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Call us now and start your new car adventure
Call our UK Head Office on 01273 574000
or email us at info@Griffintaxfree.com



Alcoholics Anonymous

National Helpline 0800 917 7650

www.alcoholics-anonymous.org.uk

Alcoholics Anonymous has over 4,400 groups throughout Great Britain dedicated to helping those with a serious alcohol problem learn how to stay sober. Groups are made up of people from all walks of life and all age groups. Through friendship and mutual support, members assist each other in coping which is made easier by meeting others with the same problem. There are no dues or fees for membership and anonymity is carefully preserved.

Anyone who believes they have a drink problem can contact Alcoholics Anonymous by using the helpline number above or email; help@aamail.org

Further information may be obtained from the web site above or from the General Service Office at the address below.

For information:
P.O. Box 1, 10 Toft Green, York. YO1 7NJ
Tel: 01904 644 026

Drinking on the Job...

AA is concerned solely with the personal recovery and continued sobriety of individual alcoholics who turn to the Fellowship for help.

AA experience has always been made available freely to all who sought it.

Do you want help with a drinking problem?

If alcohol is costing you more than money, then call us today in complete confidence on 0800 9177 650, or email us at

help@alcoholics-anonymous.org.uk

"My 10 year old daughter succumbed to cancer....my drinking rocketed...I learnt to use drink to numb the pain. Then followed a dark period in my life...extended periods of diagnosed depression and marriage break up. I finally admitted to occupational health that I needed help – the response was supportive and nothing like I expected I was offered a place in re-hab, and introduced to Alcoholics Anonymous."

I am now approaching six years of continuous sobriety. I retired from the Police Service sober after 30 years' service and now work with others trying to recover from alcoholism"

Former Detective Inspector



"I had a good job, a wonderful family and home...but the lost days and lost peace of mind for my wife was a greater cost. I was a 'functioning alcoholic' - I worked well and professionally as a police officer, in several specialist roles and with promotions."

"I hid bottles around the house to drink when my wife was busy... The next morning was always a panic, to check that the bottles were still hidden."

"My rock bottom came after a weekend lost in four bottles of gin and the following morning I rang AA. I admitted to my wife and my two daughters that I was an alcoholic and they helped me get to my first meeting. I knew at the end of that meeting that I'd found the right place".

Former Inspector

"My wife had left home; I'd been assaulted in the town centre a few days later and hadn't defended myself for the first time; my emotional life was becoming even more unmanageable. I was forced into accepting that I couldn't drink safely. Like a blinding glimpse of the obvious, the answer was 'Don't Drink!' How to do it? I became committed to AA..."

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GO ONLINE AT: alcoholics-anonymous.org.uk



THE NATIONAL TRANSITION EVENT

24th March 2022
Silverstone Exhibition
Centre
Free To Attend

Bringing together MoD, service leavers, veterans & family members with employers to aid successful, sustainable transition & networking opportunities for those leaving the Armed Forces

- Networking opportunities with veterans employed across the UK with a focus on the Automotive and Renewable sectors
- Over 3,700 employment opportunities
- Access support & guidance from charities & Government agencies
- Speaker list including Sir Chris Hoy bringing lived experience to your transitional journey
- Launch of Mission Renewable - the Armed Forces engagement initiative for the renewable industry



Troops Track Day

Supercar passenger rides around the Silverstone GP Circuit



Mission Motorsport Launches the National Transition Event 2022

Mission Motorsport is thrilled to announce that the National Transition Event, a unique opportunity for companies and relevant organisations to meet with a captive audience of service leavers, veterans and military spouses looking to network and find out more about careers after service, is returning to the conference centre at Silverstone on the 24th March 2022.

The annual event, which was sadly cancelled in 2021 due to the pandemic, has previously played host to over 500 service leavers and veterans and is expected to see a record number of attendees. Unlike other careers and transition events, the National Transition Event offers a unique draw

including the chance to enjoy passenger laps around the iconic Silverstone GP Circuit and a host of speakers including Sir Chris Hoy.

Held at the wing, Silverstone, and centred on helping those who have left or are leaving the forces to successfully transition, the day will play host to companies from a variety of industries with a greater focus on those from the automotive and renewable sectors as well as charities, government agencies and representatives from MOD.

The day will also see Mission Renewable, the Armed Forces engagement initiative for the renewable industry launch. Established in 2021, Mission Renewable, with the support of RenewableUK and the Offshore Wind Industry Council (OWIC) entered the sector with a particular

focus led by OWIC in delivering the UK's Offshore Wind Sector Deal. With a number of companies attending from the renewable sector, attendees will have the opportunity to talk to veterans already employed in the industry.

The venue will be separated into distinct areas including;

- **SELF** - practical advice including CV and Linked in support, speed dating and interview practice
- **HEART** - Support and guidance for spousal employment along side volunteering and Uniformed Services opportunities
- **AUTOMOTIVE** - Classic, restoration, artisanal and heritage pathways and high voltage tech and, cyber opportunities
- **RENEWABLE ENERGY** - Companies from the offshore wind

industry, onshore wind industry, solar photovoltaics, geothermal, and emerging 'green' careers

- **SUPPORT** - a wide range of support agencies, Government agencies and service charities
- **TRACK** - On track rides in track, race and supercars, for attendees.

Speaking about the event, James Cameron, Mission Motorsport said,

"Leaving the forces can be a daunting time for everybody. The National Transition Event is primarily about helping those who are leaving the forces, as well as veterans and military spouses to make a successful transition from the military."

"By inviting service charities, support agencies and companies who already employ veterans, it is a chance for many to network - make connections with those who understand the process of transition, get advice, guidance and access support as well as get a better understanding of employment opportunities. We hope that by attending this event, attendees will come away with a better understanding of the opportunities that await them and feel empowered to start their next journey."



The Forces' Motorsport Charity
**MISSION
MOTORSPORT**
RACE | RETRAIN | RECOVER

Attendance at the event is completely free of charge. For those wishing to find out more, please visit www.nationaltransitionevent.com

Why aren't you studying with the OU?

Stuck in a rut, thinking about resettlement or just wanting to advance your career?

1,500 service personnel and their dependants are taking advantage of more than 200 qualification and over 400 courses by studying with The Open University (OU) - what's stopping you?

I DON'T HAVE THE TIME TO STUDY

Serving your country doesn't stop you from expanding your horizons. Our flexible distance-style learning means that you can study whenever, wherever and however you like.

- Use your laptop, tablet and smartphone to access all of your learning material on the go - regardless of where you're stationed;
- Adapt your study schedule around your existing commitments, shifts and postings to learn at a pace that suits you; and
- Put your downtime to good use with practical, interactive and engaging learning content.

"Studying with the OU was flexible, manageable and interesting, exactly what I was looking for."
Flight Lt James Coulman

I CAN'T AFFORD A QUALIFICATION

The cost of enhancing your education shouldn't be prohibitive - especially not for service personnel. That's why you can take advantage of:

- The MOD's Enhanced Learning Credits (ELC) to contribute towards your personal and career development - you've earned them, use them;
- The OU's flexible payment options, financial support packages and bursaries - making education affordable; and
- A wide range of certified qualifications that enhance your earning potential, delivering you return on investment.

See what financial support you can access.

I HAVE NO PREVIOUS QUALIFICATIONS

You don't need any previous qualifications or ranking to study with the OU - you just need life experience, and something tells us you have a lot of it.

- Build upon your existing skills and talents to help achieve your future goals - whether that's lifelong learning, career enhancement or resettlement;
- Learn practical and transferable skills from industry experts and world leaders - increasing your performance and fueling your potential.

"The OU deserves huge credit for enabling me to do this. I doubt there is another institution anywhere that would have taken me from seven O-levels to LSE in five years whilst I was holding down a busy job stretching across the globe."

Mike Niblett

Take a look at our full range of courses and qualifications.

I'VE NEVER WRITTEN AN ESSAY IN MY LIFE

We don't care. With more than 50 years' of teaching experience, we know how adults learn, and we know how to get the best from you - regardless of how good you think you are at studying.

- Your personal tutor will give you all of the academic guidance and feedback you need to get you back into study and achieving results;
- Our dedicated student support service is always on hand for professional advice on everything from learning methods and career guidance to module choices and IT support; and
- The worldwide OU student community provides support, networks and advice from people just like you.

I DON'T KNOW WHO TO STUDY WITH

There are many distance education providers out there - but very few who have been doing it for as long or as well as we have. Take advantage of our 50 years' experience, expert tutors and company partnerships for:

Resettlement - get ready to beat the competition and enter a rewarding career with a well-respected qualification.

Career advancement - prepare your knowledge and qualifications for your next position in the forces with our range of fully accredited courses.

Personal development - keep your mind active, knowledge up-to-date and interests interesting with our short courses, CPD workshops and postgraduate courses.

Dependants - take advantage of the same choice of courses, flexibility and expert teachers to enhance your own career and personal development.

Find out what it's like to study with us.

Study with someone who's been doing it longer and better than anyone else. Study with the OU.

Visit www.open.ac.uk/forces for more information.



Discover how you can benefit from the OU's flexible learning styles. >>

I'M NOT AN ACADEMIC

You don't have to study the history of art unless you want to. With more than 200 different qualifications to choose from, we're here to help improve your skills, develop your knowledge and prepare you for a career in or out of the armed forces.

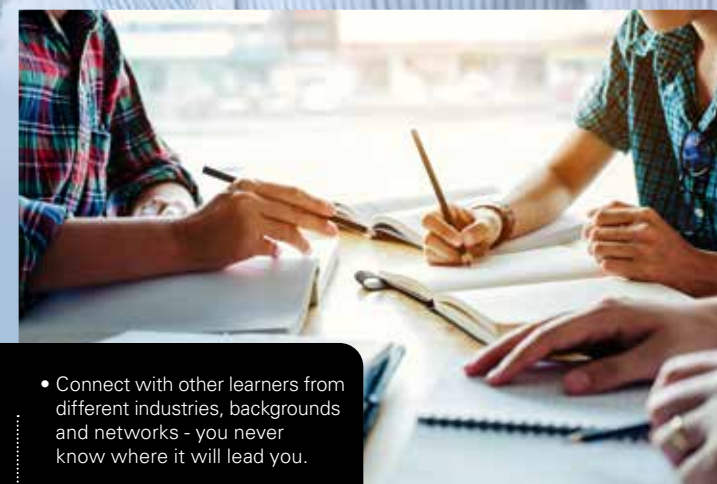
- Learn practical skills and applicable knowledge from industry-experienced tutors;
- Stretch yourself to achieve more, with an inspiring, challenging and rewarding educational experience; and

- Connect with other learners from different industries, backgrounds and networks - you never know where it will lead you.

"Having a BSc after my name definitely helped me to find a job - in fact I was headhunted by a gas turbine company, and I left the Navy on a Friday and started work on Monday."

Andy Murray

Find a course that interests you





National Helpline 0800 917 7650

www.alcoholics-anonymous.org.uk

Alcoholics Anonymous has over 4,400 groups throughout Great Britain dedicated to helping those with a serious alcohol problem learn how to stay sober. Groups are made up of people from all walks of life and all age groups. Through friendship and mutual support, members assist each other in coping which is made easier by meeting others with the same problem. There are no dues or fees for membership and anonymity is carefully preserved.

Anyone who believes they have a drink problem can contact Alcoholics Anonymous by using the helpline number above or email; help@aamail.org

Further information may be obtained from the web site above or from the General Service Office at the address below.

For information:
P.O. Box 1, 10 Toft Green, York. YO1 7NJ
Tel: 01904 644 026

AA is concerned solely with the personal recovery and continued sobriety of individual alcoholics who turn to the Fellowship for help.

AA experience has always been made available freely to all who sought it.

Do you want help with a drinking problem?

If alcohol is costing you more than money, then call us today in complete confidence on 0800 9177 650, or email us at

help@alcoholics-anonymous.org.uk

"My 10 year old daughter succumbed to cancer....my drinking rocketed...I learnt to use drink to numb the pain. Then followed a dark period in my life...extended periods of diagnosed depression and marriage break up.

I finally admitted to occupational health that I needed help – the response was supportive and nothing like I expected I was offered a place in re-hab, and introduced to Alcoholics Anonymous.

I am now approaching six years of continuous sobriety. I retired from the Police Service sober after 30 years' service and now work with others trying to recover from alcoholism"

Former Detective Inspector



"I had a good job, a wonderful family and home...but the lost days and lost peace of mind for my wife was a greater cost. I was a 'functioning alcoholic' - I worked well and professionally as a police officer, in several specialist roles and with promotions.

"I hid bottles around the house to drink when my wife was busy... The next morning was always a panic, to check that the bottles were still hidden.

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We have not heard of anyone complaining that they have too much money in retirement and it is never too early to save for your own. In this article Mary Petley of the Forces Pension Society explains how the Added Pension (AP) provision in AFPS 15 works – even for those approaching the end of their service.



Forces Pension Society

Before delving into the subject, it is probably wise to mention the successful challenge (called McCloud) to the transitional rules which governed the transfer of many of you to AFPS 15. All public sector schemes have been working on a 'McCloud remedy' and those of you who were in service **both on or before 31 March 2012 and on or after 1 April 2015** will, in due course, have a choice to make about scheme membership. The consultation document (www.assets.publishing.service.gov.uk/government/uploads/attachment_data/file/900766/Public_Service_Pensions_Consultation.pdf) makes it clear that, if someone who was transferred to a 2015 scheme (so, AFPS 15 for you)

decides to transfer back to their 'old' scheme, the transfer will include the value of any AP purchased. Not everyone will want to return to their 'old' scheme but this article could not ignore 'McCloud'.

The beauty of buying AP for the member is that the contracts are for one year only. That means that decisions about affordability are made 'in year' and even someone approaching retirement can participate. The scheme year runs from 1 April to 31 March and only one AP contract may be entered into in any scheme year.

There are two types of AP contract. The first boosts just the member's pension and the second boosts both the member's pension and their dependants' benefits.

There is no 'dependants only' option. Currently, £6,500 is the overall maximum by which you

can improve your pension. The minimum amount you can pay towards AP is £300 per year as a lump sum or £25 per month. This makes the arrangement flexible for all and affordable for even the most junior service person.

Exactly what any given sum will buy is arrived at by employing factors which are produced by the scheme actuary. The factors cater for many variables which include:

- your age when you start to pay for AP,
- whether you pay monthly or by lump sum,
- whether you take out the contract at the beginning of the contractual year or part way through, and
- whether you buy AP just for yourself or yourself and your dependants.

TO GIVE AN EXAMPLE...

A member joined the Armed Forces at age 20 and was 38 when they elected to buy £100 AP. They would pay either:

- Member only: £1,566 as a lump sum or £133 per month for 12 months; or
- Member and dependants: £1,687 as a lump sum or £144 per month for 12 months.

Gender makes no difference to the cost but age issues, benefit choice and payment options do.

To obtain a quote, simply submit an AFPS Form 6 to JPAC. The contract does not begin until you accept the quote in writing on an AFPS Form 6A. Once you have entered into the contract, if you need for some reason to stop paying the instalments, the improvement to your pension will reflect what you have actually paid for, rather than the amount specified in the original AP contract. Further, you will not be able to enter into

a new contract until on or after 1 April of the next scheme year.

Once AP has been purchased, it increases each year by Consumer Prices Index (CPI) until it is paid out. It is paid out at the same time as the pension becomes payable and then increases each year as part of that pension.



In every financial arrangement you enter into, there are **pros and cons**.

The **pros** are:

- It is cost effective.
- It is tax efficient as the cost of the AP comes from your pay before tax thus reducing your tax liability.
- Because Early Departure (EDP) benefits are based on your AFPS 15 pension, the increase in pension will feed through to your EDP lump sum and income stream.
- Increases are linked to CPI not to the fluctuations of the stock market.

The **cons** are:

- You need to be careful not to breach the Annual Allowance (AA). If you do you could be liable for a tax charge.

LET'S END WITH A WORKED EXAMPLE

A person joined at age 18 and is leaving a month after their 40th birthday. They were transferred to AFPS 15 and decide to stay in that scheme. They apply to buy £100 AP, by lump sum on their 40th birthday, the increase applying to their pension only.

The cost of this lump sum purchase is £1,613 but, given that they will not pay tax on that sum, the purchase, effectively, costs £1,290.40.

They leave with EDP benefits based on the value of the AFPS 15 deferred pension. As you know, the EDP lump sum is 2.25 times the AFPS 15 pension and the EDP income stream is at least 34% of the pension. Thus their tax-free EDP lump sum is £225 more than it would have been had they not purchased the AP. So, already, the effective cost is eroded to £1,065.40.

Each year until their State Pension Age (SPA) they will receive £34 per year more than they would had they not purchased the Added Pension. In this case SPA is 68, so the EDP income will be in payment for 28 years, which means that, over that period (and taking no account of inflation), they will receive £952 more than had no AP been purchased. After basic tax this £952 would become £761.60, and that would reduce the initial outlay to £303.80. The enhanced AFPS 15 pension would only need to be in payment for less than 4 years for the initial outlay to be eroded – and the Office for National Statistics tells us that the average life expectancy for Service Personnel is over 80!

If you are a Member of the Forces Pension Society and have pension-related questions, please contact us at pensionenquiries@forpen.co.uk

If you are not a Member but would like to learn more about the Society, visit our website at www.forcespensionsociety.org

Armed Forces charity looking for new fundraising co-ordinator in Colchester

SSAFA, the Armed Forces charity is looking to recruit a motivated and passionate Fundraising Co-ordinator to join the Colchester Serving Community Team as they provide support to serving personnel and their families.

The charity has been providing practical, emotional, and financial support to our Forces and their families since 1885 and not just during times of conflict. Its teams of volunteers and employees help those currently serving, veterans, and their families to support their independence and dignity.

SSAFA has long had a presence on the bases and garrisons in the UK and overseas where their teams of dedicated volunteers support members of the Armed Forces and their families. The Serving Community Team (SCT) in Colchester is looking to recruit a Fundraising Co-ordinator who can help coordinate events, appeals, local grants and collections.

The Fundraising Co-ordinator will:

- Assist with the planning and development of a local fundraising plan with support from the wider SCT team.
- Support fundraising volunteers and implement ideas.
- Able to spot a good opportunity to publicise the team's efforts and liaise with SSAFA's Marketing and Communications team to get the story to a wider audience.



- Track and report the success of the activities to provide an accurate report to the charity.

Michelle Turner-Everett, Serving Community Team Chair at SSAFA Colchester SCT, said,

"The Fundraising Co-ordinator will have the full support of our team. They will ideally be able to think outside the box, and always have those that they support in mind. Lastly, they need a good sense of humour, we have a great team here at Colchester and I believe that if we are having fun then hopefully that will make others smile too."

ssafa | the Armed Forces charity

To find out more about the role of Fundraising Co-ordinator at SSAFA Colchester SCT, visit ssafa.org.uk/serving-community-team-fundraising-coordinator



MENTORING

TRANSITION CAN BE TOUGH

SSAFA, the Armed Forces charity provides a one-to-one mentoring programme to help service leavers and their families, during their transition from the military back into civilian life, including those wounded, injured or sick. Available to any service leaver and their spouses* for up to two years post discharge, our specially trained volunteers are here to guide and help you deal with any issues, building confidence and motivation.

To get the support you and your family need

Email: mentoring@ssafa.org.uk

Visit: ssafa.org.uk/mentoring

*Also available to spouses who separate from their partner during service.

ssafa | the Armed Forces charity

Regulars | Reserves | Veterans | Families

Registered as a charity in England and Wales Number 210760 in Scotland Number SC038056 and in Republic of Ireland Number 20202001. Established 1885. S712.0222

Quantum Switch invests in local workforce with Industry-recognised training and certification programmes

100 local workers in Gulf Cooperation Council (GCC) Region, to be trained as technicians and managers in \$250,000+ commitment to skills development for the company's new data centres

Quantum Switch, a designer, developer and operator of high-security, high-performance, flexible co-location data centres in the Middle East, Africa, Europe, India & Southeast Asia has partnered with CNet Training (CNet) to deliver industry-approved technical education to local staff across its portfolio in the Middle East.

This year it will educate 28 local staff in technical and data centre management skills in a programme worth over \$100,000. Over the next five years it is estimated that 100 or more individuals will undergo education programmes by the company as it invests worth well over \$250,000 in local skills development. CNet Training is the Global Leader in Technical Education for

the Digital Infrastructure Industry and has been designing and delivering professional network infrastructure training programs since 1996. The cooperation is a key aspect of Quantum Switch's commitment to employ local staff and develop the skills and experience of the populations around its data centres. On the back of the recently announced contract to deliver and operate six 50MW data centres in Saudi Arabia over the next five years, plus continuing expansion in other Gulf states and across the Middle East, Quantum Switch will become a significant employer of high-technology staff in the region. Working with CNet allows the company to recruit suitable staff with core

skills locally and educate them in the specifics of data centre technologies and management. Managers and technicians will be automatically enrolled, at no cost to them, on one of two highly regarded programmes created and delivered by CNet. These are the Certified Data Centre Management Professional (CDCMP®) and the Certified Data Centre Technician Professional (CDCTP®). The first is a comprehensive programme that develops an understanding of all elements of a data centre facility and the relationships and dependencies between them. Participants learn to maintain consistent reliability, security and integrity of data and the availability of service. The second focuses on subjects essential to data centre technicians in maintaining zero-downtime facilities. It includes understanding the key constraints on operational effectiveness, policies, procedures and compliance based on legislation, standards (national & international) and codes of conduct. On successful completion of the programmes, including various assessments, participants will be awarded industry-recognised certifications and internationally recognised qualifications that confirm their excellence in these highly complex environments.

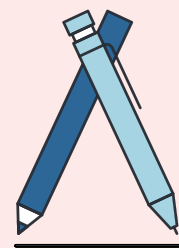
Peter O'Sullivan, Head of Operations at Quantum Switch, commented: "Any data centre is only as good as the people who manage it and keep it operating. The necessary blend of skills is hard to find which is why we are working with CNet to invest in developing and certifying individuals with relevant skills to apply them in the exciting and growing data centre sector. We are passionate about creating high-skill, high-value jobs for the communities where we operate, and the CNet certifications help us do exactly that." Andrew Stevens, CEO of CNet Training, added: "We applaud Quantum Switch for its commitment to local skills development. By providing its staff with the opportunity to participate in our technical education programmes and earn certifications recognised by the industry world-wide, not only benefits the local population by providing access to education for high quality, transferrable skills, it also creates a powerful employer brand that benefits all parties." To date 7 staff have enrolled on programmes provided by CNet as part of this commitment. In total 28 are expected to be professionally certified this year with a continuing commitment to certify new recruits over the coming years.



The MoD Enhanced Learning Credits Scheme

The MOD's Enhanced Learning Credits Scheme (ELC) promotes lifelong learning amongst members of the Armed Forces.

The scheme provides financial support in the form of a single up-front payment in each of a maximum of three separate financial years. You are reminded that ELC funding is only available for pursuit of higher level learning i.e. for courses that result in a nationally recognised qualification at Level three or above on the National Qualifications Framework (NQF) (England, Northern Ireland and Wales), a Level six or above on the Scottish Credit and Qualifications Framework (SCQF) or, if pursued overseas, an approved international equivalent qualification with an approved learning provider.



Getting Started: How does it work?

1. There are several stages to the ELC process. Full information is set out in Joint Service Publications (JSP) 822.
2. First you must have already been registered to become a Scheme Member and have accrued a sufficient amount of service before you can submit a claim. If you are still serving speak to your local Education Staff as they will be able to check your entitlement for you. If you have left the forces contact ELCAS as they can make the appropriate checks.
3. Have a look at Service Personnel Claiming ELC or Service Leaver Claiming ELC respectively as these pages will tell you how to make your claim.
4. Finally you must complete your Course Evaluation via the Member's Area. Please note that further claims cannot be processed until the evaluation has been completed.



Before making an application, Service Leavers are advised to first check the national position on existing support with the relevant national education authority (e.g. in England BIS or SFA). There may already be existing 'free' provision by another route e.g. those aged 25 years or under are already entitled to a first level 3 in England; free entitlement for all who fulfil the residency requirements on degree/HND level courses in Scotland; Welsh residents also attract some support for FE and HE provision. It makes sense for SL to explore alternative routes before considering support and access through the ELC 'top up' scheme, but there are safety measures in place to prevent any possibility of double funding.

CLAIMANTS PLEASE NOTE: YOU ARE REQUIRED TO SUBMIT A CLAIM FOR EACH ACADEMIC YEAR OF THE COURSE. ONLY ONE YEAR OF STUDY SHOULD BE ENTERED ONTO EACH CLAIM FORM.

BACKGROUND

The Publicly Funded Further Education/Higher Education scheme provides Service Leavers and Service Personnel in their qualifying resettlement phase with access to a first full Level three (GCE A level or vocational equivalent), or a first higher education qualification (a foundation degree or a first undergraduate degree or equivalent) free from tuition fees.

If a Service Personnel has obtained 120 credits this would result in a Higher Education qualification and makes them not applicable for this scheme. MOD and the relevant national education authority in England, Scotland, Wales and Northern Ireland pay for the tuition fees in full rather than the individual making a contribution towards the cost.

Claim Process to be Followed by Learners and Learning Providers

ONE. Learner identifies course of learning in liaison with Approved Learning Provider

TWO. Learner completes ELC Claim Form (form ELC 005.01)

THREE. Learner submits Claim Form (form ELC 005.01) to Commanding Officer and Education Staff for approval

FOUR. Claim Form sent to ELCAS for processing or Authorised Education Officer processes claim online

FIVE. ELCAS checks eligibility of Learner to claim an ELC via ELCAS database or Education Officer checks via online system

SIX. ELCAS or Education Officer process and approve Claim and sends Learner a CLAIM AUTHORISATION NOTE (CAN form ELC 005.02)

SEVEN. Learner books course of learning with the Learner Provider, pays 20% personal contribution/deposit and passes the CAN (form ELC 005.02) to the Learning Provider as authority to proceed

EIGHT. Learning Provider sends invoice addressed to Director General Financial Management Shared Service Centre to ELCAS (after course start date)

NINE. Within 15 working days of receiving an invoice ELCAS checks invoice against approved Claim record and passes to relevant MoD Budget Manager. The Budget Manager authorises the data and then passes on to the Director General Financial Management Shared Service Centre for Payment.

TEN. MoD Director General Financial Management Shared Service Centre makes payment to Learning Provider and issues a remittance. (Please note that once DGFM SSC received payment instruction it may take 30 days for payment to be made).

FURTHER INFORMATION

If claim is rejected in step three (return to step one) or five (return to step three).

Invoices for unauthorised claims and/or missing the required information returned to the learning provider.



Claiming

Before being eligible to make an ELC claim, individual scheme members must have completed not less than six years eligible service (lower tier). If you have completed four years qualifying service prior to 1st April 2017, please read JSP 822. The lower tier of funding is up to £1,000 per claim instalment and the higher tier (eight years service) is up to £2,000 per claim instalment. Only service accumulated since 1st April 2000, may be counted as eligible service for the purpose of the ELC Scheme.

You are entitled to make three ELC claims in total. You can only make one claim per financial year (1 April – 31 March), however if you have served between 6 and 8 years you are eligible to aggregate all three claims together. As the expiration date of your claims is dependent upon many factors please read JSP 822. If you are claiming in the last year of scheme eligibility, study must commence before scheme expiry date.

If you are in your qualifying resettlement phase you may be eligible to claim under the Joint Funding Initiative (PF FE/HE Scheme). For the full details and to check the eligibility rules, please view the Serving Personnel/Claiming Publicly Funded FE/HE page. ●

Claiming ELC Funding

You are required to read this page if you are in service or ex-service and are looking at claiming on the ELC Scheme.

Before registering for any learning activity serving personnel must get authorisation from their line manager and Education Staff to ensure that their chosen course meets the MOD requirements for ELC funding. Ex-Service personnel must get authorisation from their Single Service Representative.



ONE.

You fully must research both the Provider that you choose and the course that you wish to study.

TOP TIP: Please note that providers may move on and off the approved list and so it is advisable to check your provider is approved before you undertake any claim.

TWO.

ELC funding is only available for courses that result in a Nationally Recognised Qualification at level three or above on the National Qualification Framework or level six or above on the Scottish Credit and Qualifications Framework. Just because an organisation is listed as an Approved Provider does not mean that all of their courses are of the required level.

TOP TIP: The course must be listed as an approved course (on the ELCAS website) for your chosen Learning Provider. You can verify this information by viewing the Searching for a Learning Provider page.



20%



SIX.

You must make a personal contribution of at least 20% from your own resources towards the total course cost. You will also be responsible for any costs associated with food, accommodation, course books, material, travel and subsistence. *BE AWARE: MOD rules strictly forbid the acceptance of inducements or incentives from providers including subsidies, free accommodation, travel and equipment. Learners who breach these rules risk forfeiting their ELC membership.*

SEVEN.

If you are making a second or third claim you must first ensure that you have completed the Evaluation Form via the Member's Area for all previous ELC funded courses. You must also provide documentary evidence to demonstrate that you have completed previous courses to your Education Staff. *TOP TIP: MOD and ELCAS rely on accurate completion of evaluation forms to help us assess Learning Provider performance. Please help your fellow claimants to access the best possible learning provision by providing timely and accurate evaluation feedback.*



THREE.

You must present your Claim Authorisation Note (CAN) to your chosen Provider before your course start date. If for any reason you do not undertake the course you must submit a request to cancel/reinstate the claim. Failure to do so may result in the loss of Scheme Membership, which will prevent any future claims.

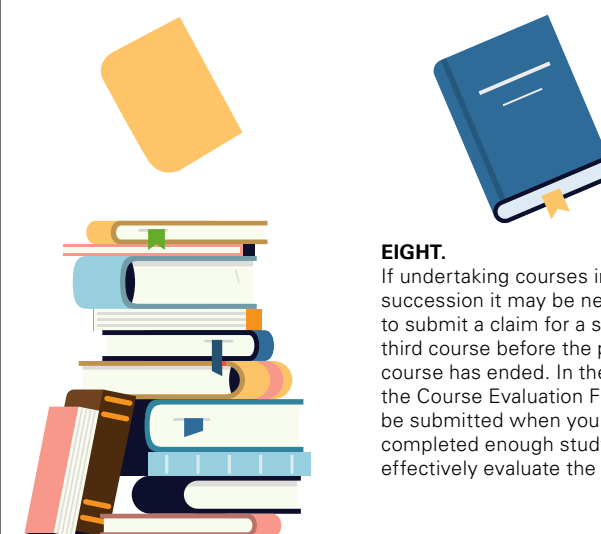
FOUR.

You must ensure that you fully research the course and the requirements prior to submitting a claim for ELC funding. Claimants need to be aware of the implications of cancelling or withdrawing from a course of study funded by ELC. Always consult Education Staff before doing either in the first instance, because it can have a serious effect on future ELC eligibility. (See cancellation/reinstatement section).



FIVE.

The proposed learning activity must be of benefit to the Service. Applicants are required to demonstrate that their proposed course of study is as a result of careful planning (use Personal Development Records).



EIGHT.

If undertaking courses in quick succession it may be necessary to submit a claim for a second or third course before the previous course has ended. In these cases the Course Evaluation Form can be submitted when you have completed enough study to effectively evaluate the Provider.

NINE.

If your course is split into modules, list each module you are claiming for. However, for longer courses of study such as degree level, where the academic year is out of synch with the financial year, it is permissible to use one claim for several modules which count towards a continuous and recognised block of study which may extend into or start in the next financial year. *TOP TIP: You must refer to the Joint Service Publications (JSP) 822.*



TEN.

Retrospective ELC claims are not permitted. Claim forms must be received by your Education Staff at least 25 clear working days prior to the course start date. You must ensure that you have enough time to receive the Claim Authorisation Note to present to your chosen provider before the course starts. (Please note that for courses with Open University the CAN must be presented to them by the final course registration date).



Eligible Service Personnel

PROCEDURE FOR ELIGIBLE SERVICE PERSONNEL

Please note that the following information must be submitted to your Education Staff (in paper or electronic format) a minimum of 25 working days prior to your course start date/registration date:

- Fully completed claim form.
- Full information about the course that you wish to undertake and include details of your registration date where applicable.
- On receipt of your Claim Authorisation Note (CAN), you must present it to your chosen Learning Provider before the course is due to start.



Choosing Your Learning Provider

A key stage of making a claim is choosing a suitable learning activity and Provider.

Your chosen organisation must be an ELC Approved Provider. For claims including an element of PF FEHE funding your chosen organisation must also be a PF FEHE approved provider. Use only the comprehensive list of Approved Providers available via the search engine by visiting www.enhancedlearningcredits.com/learning-provider/provider-search

The easiest way to identify a suitable provider is to use the search filters

available. Using these results you can then either refine your search to take into account other factors or you can explore the individual provider websites through the links provided. This search engine facility also allows searches for PF FEHE approved providers, Approved Learning Providers by name, The Geographic Area, Course Title, and/or Delivery Method. Please note that when searching for Learning Providers offering distance learning you should not search by geographic location. ●

Points to note when booking your course

If you are not happy that your chosen Learning Provider is following the ELC scheme policies, please detail your complaint in writing via your Education Staff or Single Service Representative.

Please note that although the Learning Provider as an organisation may be Approved you must still ensure that the specific course has been approved by MoD. Only MoD approved courses will appear on the Provider's course listing on the ELCAS website Learning Provider Search Engine.



Single Service Representatives

AMENDING, CANCELLING & REINSTATING A CLAIM

All Learners wishing to withdraw from their chosen learning activity should contact their designated Education Staff. Learners are reminded that re-instatement of an ELC instalment is only permitted for those who have to withdraw from a course of study because of operational or compassionate circumstances. Further details can be found in JSP 822.

Individuals who give up a course through lack of commitment will not be considered for reinstatement of an ELC

instalment. This also applies if they withdraw because the course did not meet their expectations.

Scheme members who request a reinstatement under such circumstances risk forfeiting their ELC instalment and membership eligibility of the ELC scheme.

If ELCAS has already generated a payment file for the learning activity then the Learner should follow the Single Service reinstatement procedure NOT the cancellation procedure. Outlines of these procedures along with the necessary forms are available through the links from this section of the magazine. ●

LEARNERS WISHING TO AMEND THEIR CLAIM DETAILS SHOULD FOLLOW THE GUIDANCE BELOW

CHANGE OF DETAILS	PROCESS TO FOLLOW
Change of course start date (up to three months)	Amendment
Change of course start date (greater than three months)	Cancellation/Reinstatement
Change of course end date	Ed Staff/Line Manager to agree. ELCAS do not need to be informed
Change of course costs (total, ELC grant or contribution value)	Amendment
Change of course costs from lower tier to higher tier (claim form signed prior to claimant becoming eligible at higher tier rate)	Cancellation
Addition or Deletion of a module from an overall course (only to be permitted where resultant course still fulfils eligibility criteria)	Amendment
Change of course	Cancellation/Reinstatement
Change of Provider	Cancellation/Reinstatement
Change of course code	Amendment

N.B All amendments must be received by ELCAS in writing (email, fax or letter) from a member of Education Staff who is authorised to sign off claims.

Changes

to Enhanced Learning Credits and Further Education and Higher Education Schemes

Since 01 April 2016 the Enhanced Learning Credits (ELC) and Further Education and Higher Education schemes have changed, including the introduction of auto-enrolment of all current Service Personnel. The MoD promotes lifelong learning among members of the Armed Forces, and this is encouraged through the Learning Credit schemes. The aim of the changes to the schemes are to make ELC easier to use and more accessible to all current Service Personnel (through auto-enrolment); and to enable them to make use of ELC to enhance personal and professional qualifications in a more flexible way, both while serving and to aid career transition from the Service. Under the ELC and FEHE schemes

qualifying Service Personnel (SP) and Service Leavers (SL) receive financial help with the cost of learning. ELC allows a single payment in each of a maximum of three separate financial years; or now a single, aggregated lower tier payment. The FEHE scheme provides full tuition fees for eligible SL undertaking their first further or higher level qualification. The level of funding will remain the same, with an ELC lower tier of up to 3 payments of up to £1000 in 3 separate financial years and a higher tier of up to 3 payments of up to £2000 in 3 separate financial years. SP and SL are eligible for up to 3 payments. FEHE will continue to pay in full for a first qualification from Level 3 (2 x A Levels or equivalent) up to undergraduate degree level. •

The key changes to the schemes are as follows:

- All Service Personnel (SP) currently in service will be auto-enrolled to be eligible for both Schemes, as will future SP on completion of Phase 1 training
- A new ELC payment has been created: an aggregated lower tier payment, a single payment of up to £3000 for those with 6 or more years of qualifying service completed on or after 1 Apr 16, which will count as all 3 payments.
- The qualifying service required for lower tier payments and FEHE will increase from 4 to 6 years from 1 Apr 2017. SP who have already accumulated 4 years qualifying service before 1 Apr 2017 will keep their entitlement to use lower tier payments and FEHE.
- Post service access to ELC and FEHE, for all those leaving on or after 1 Apr 2016, will be reduced to 5 years.
- Those who left between 1 Apr 11 and 31 Mar 16 (both dates inclusive) will have until 31 Mar 21 to use ELC or FEHE – 5 years from now. Anyone who left before 01 April 2011 will retain 10 years of post-service access.

Single Service Representatives (SSR) Contact Details

If you are out of the services please ensure you send your claim form and required documents to your Single Service Representative and not ELCAS. You can view their details by visiting the Service Leaver Claiming ELC page.

ELCAS CONTACT DETAILS

ELCAS
Basepoint Business Centres
Tewkesbury Business Park
Oakfield Close
Tewkesbury
Gloucestershire
GL20 8SD

Tel: UK: 0845 3005179
Overseas: 0044 191 442 8196
Lines open 09:00 – 17:00
Monday to Friday
excluding bank holidays
Email: elcas@m-assessment.com

CONTACT US

Service Representative (SSR) if you have been unable to find the answer to your query on the website and the FAQs page, contact;

ELC MANAGER

Mailpoint 3.3
Leach Building, Whale Island
HMS Excellent
Portsmouth
PO2 8BY

Tel: 02392 625954
Email: NAVYTRGHQ-EL3RRESETSO3C@mod.uk

ARMY

Learning Credit Scheme (LCS)
Manager
Education Branch Zone 4, Floor 2,
Army Personnel Services Group,
Home Command
Ramillies Building, Army HQ
Monkton Road, Andover
SP11 8HJ

Tel: 01264 381580
Email: elc@detsa.co.uk
The Army ELC helpline is open Wednesday 0930-1230.

ROYAL AIR FORCE

Learning Credits Administrator
Accreditation and Education Wing
RAF Central Training School
HQ 22 TrgGp
Room 221B
Trenchard Hall
RAF College Cranwell
NG34 8HB

Tel: 01400 268 183
Email: 22TrgGp-CTS-AandEWg-LCA@mod.uk

Eligibility Rules

IN ORDER TO TAKE ADVANTAGE OF THE SUPPORT CLAIMANTS MUST:

- Have previously joined the Enhanced Learning Credit (ELC) scheme and have completed six years eligible service (four years qualifying service prior to the 1st April 2017).
- Only apply for a first eligible FE/HE qualification at the level for which they are academically qualified to enter learning on leaving the Service.
- Have not already obtained 120 credits.
- Have left the Service or entered their qualifying resettlement phase on or after 17 July 2008.
- Meet UK's residency requirements to qualify for full state subsidy.
- Be undertaking at least the equivalent of 25% of a full time course.
- Undertake learning with an approved provider listed on the ELCAS

website as a PF FEHE provider and ensure the chosen course is designated for student support.

- The course of study must be completed prior to the period of entitlement ending.

QUALIFICATION LEVEL

- This commitment will provide access, free from tuition fees, for your: **First Level three or national equivalent.** This refers to a first full Level three i.e. the achievement of two GCE A levels (A2) (passes at A-E) or vocational equivalent as defined by the National Qualifications Framework (NQF) or the Qualifications and Credit Framework (QCF) (England, Northern Ireland and Wales); or in Scotland a Level six qualification (SVQ Level three on the Scottish Credit and Qualifications Framework (SCQF).

- Or a first foundation degree or first full undergraduate degree or national equivalent. Typically to be eligible for this support, the higher education qualifications would be at levels four-six of the Framework for Higher Education and Qualifications in England, Wales and Northern Ireland (FHEQ) eg: a first undergraduate degree (including foundation degree) or Higher National Certificate or Diploma for which the entry qualification is lower than a degree and which normally takes place at a publicly funded institution.
- In Scotland the equivalent qualification is a Higher National Certificate (HNC), Higher National Diploma (HND) or a first undergraduate degree, undertaken at a further education college (FE college) or a higher education institution (HEI).

CLAIMING

- Firstly read the Joint Service Publication (JSP) 822 and ensure you meet the eligibility criteria.
- Complete the PF FE/HE claim form (paper/electronic) and submit it to your Education Staff a minimum of 25 working days prior to your course start date/registration date.
- Check the ELCAS website of approved PF FE/HE providers – Publicly Funded FE/HE providers for the purpose of this support will be highlighted and ensure the chosen course is designated for student support.
- Provide evidence of your last day of Service which can be one of the following: - copy of your discharge document, copy of P45 terminating employment, document stamped by regiment confirming leaving date.
- Provide a copy of a utility bill showing your home address.


- Submit full information about the course that you wish to undertake and include details of your registration date where applicable.
- If wishing to use a new provider ensure they will be eligible to participate in this scheme (they must deliver Publicly Funded FE/HE) and ask them to apply for approved provider status as per the information on the Learning Provider page of the ELC website.
- As with the current ELC scheme – try not to leave everything to the last minute. Allow time for any new providers to be accepted onto the scheme. This can be a lengthy process. Once accepted you can submit your application.
- Remember! If you are submitting your second or third claim, you must complete your previous claim evaluation form online via accessing your Member's Area.

If you have any questions with regards to the above, then please discuss with your Single Service Representative.

Submit all necessary documentation to your Single Service Representative (address details above).

RAF Personnel can request a copy of their discharge document from the RAF Disclosures team at www.raf.mod.uk/links/contacts.cfm.

Army Personnel can request details of discharge dates from the Army Personnel Centre – phone number **0845 6009663**.



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