

New Employment Model Snapshot

October 2015 Edition
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A wide ranging review covering four main areas:



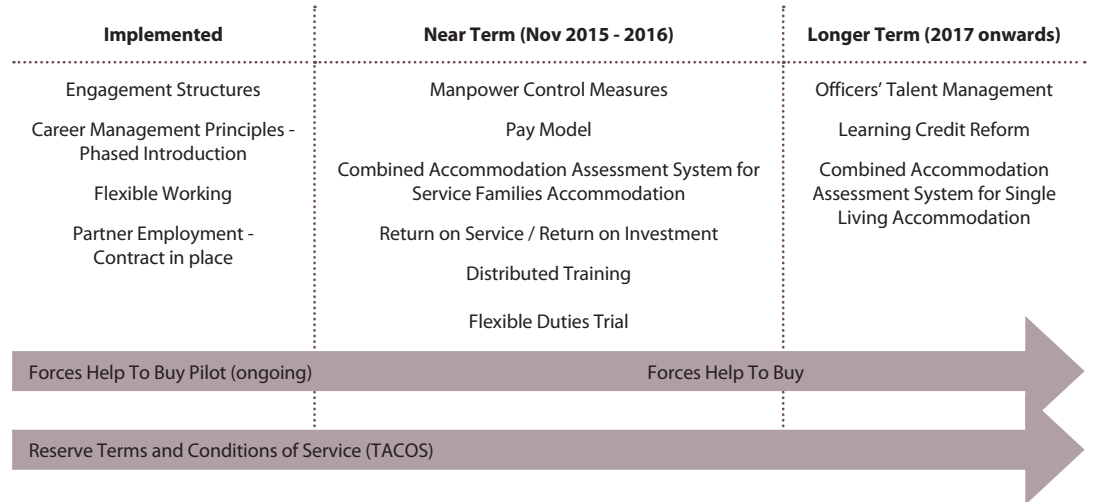
Now firmly in the implementation phase NEM is delivering a rolling programme of changes to 2017, with transition continuing for some years after that. The NEM will deliver central policy, however in line with the delegated model the individual single Services may choose to apply this in different ways.

What is NEM aiming to achieve?

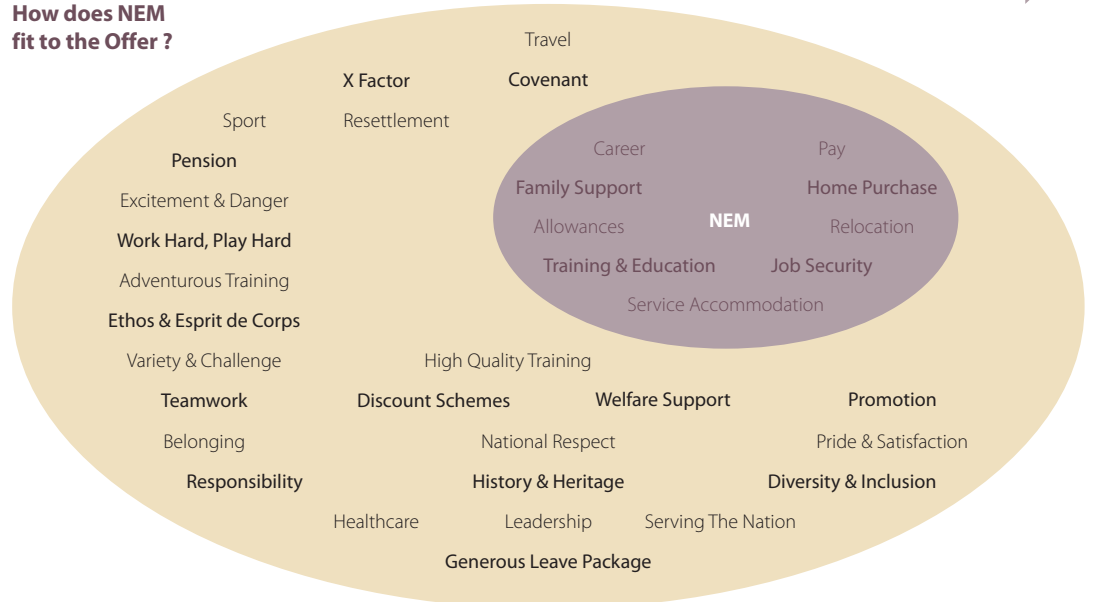
NEM will deliver a new model for Regular and Reserve personnel which supports operational capability by delivering an offer that meets the needs of the Service and the aspirations of the individual by encouraging domestic stability and lifestyle choice whilst supporting mobility. The outcome will be:

- **Attractiveness** - Improved recruitment and retention.
- **Agility** - Greater responsiveness to change in the manpower requirement, Improved internal agility, enabling the Services to respond more quickly to changing requirements.
- **Affordability** - Improved Value for Money (VfM). The NEM is not a cost cutting exercise; it is about delivering better VfM within the same level of resources.

When Will These Changes Happen? New Employment Model Delivery Landscape



How does NEM fit to the Offer?



More Information:

NEM Programme

- For a general update on NEM: 2015DIB/08: New Employment Model: Programme Update.
- NEM Intranet Site.
- NEM page on Gov.uk.

NEM Consultation

2014DIB/46: New Employment Model – Results of the Consultation with Service personnel and their families.

Accommodation

- 2015DIB/17: Implementation of Combined Accommodation Assessment System for overseas Service.
- Family Accommodation 2015DIB/16: Tenancy Deposit Loan Scheme Launched.
- 2014DIB/09: Forces Help To Buy:

Detailed Scheme Rules Launched, including those for Tranche 4 Redundancy Scheme.

- Housing Staff's across all three Services.
- Joint Service Housing Advice Office DIO CAAS Intranet Site.

Pay

- 2015DIB/18: New Employment Model Cessation of Accelerated Incremental Progression.

Terms of Service

- 2015DIB/24: Adoption of Career Management Principles for Service Personnel.
- 2015DIB/24: Adoption of Career Management Principles for Service personnel.
- 2015DIB/27: New Employment Model, Flexible Working options available to Service Personnel.
- 2015DIB/32: New Employment Model,

Flexible Working Options – Flexible Duties Trial.

Training & Education

- See NEM programme update 2015DIB/08.

Naval Service:

- NEM Champions.
- Galaxies.
- NEM Intranet site.
- Personnel Support Briefs.

Army:

- RAOs.
- ABN (Army Briefing Notices).
- Project 21 Intranet site.

RAF

- NEM Champions.
- RAF Diaspora.
- Internal Briefing Notices IBN's.
- RAF NEM Snapshots.

- RAF NEM Intranet site.
- RAF Community Support Internet and Intranet page – that feeds unit Facebook pages.

JFC

- NEM Champions.
- Service briefing notes.
- JFC NEM Intranet site.
- NEM Snapshots.

Other Sources of Information:

- Families Federations – for each Service, communicating NEM within their respective magazines and internet sites.
- RAF News utilised for key announcements within the NEM Programme.
- NEM Single Service Roadshows.
- Command Warrant Officers and Senior Leadership Teams within single Services.

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800 of you took part in Focus Groups & Interviews !

14,000 of you attended briefings with Q&A Sessions !

12,000 online Questionnaire responses !

16,000 of you were sampled for our survey !

Accommodation

We asked you:

- How affordable is home ownership?
- What's important in Service accommodation?
- Should eligibility be broadened?

What you said:

85% Supported increase to home loan provision.
53% Said that condition of Service accommodation was most important.
83% Said SFA entitlement should be extended.

Value & Reward

We asked you:

- Views on current pay system
- Are allowances too complex?
- Should we make specific changes?

What you said:

35% Said that they were not content with the current pay model (not the amount of pay).
80% Supported the plan to simplify the allowances system.

Terms & Conditions of Service

We asked you:

- Should domestic stability be increased?
- Views on overseas postings
- Views on flexible working

What you said:

60% Supported NEM's aims to increase domestic stability and support partner employment.
39% Were not keen to do an Overseas assignment.
76% had not heard of Flexible Working arrangements.

Training & Education

We asked you:

- Views on learning credit schemes

What you said:

80% Supported plans to improve the value gained from voluntary training & education.
65% Were aware of Learning Credit Schemes but did not use them.

Consultation

Accommodation

- Forces Help To Buy (FHTB) - **3 yr trial** ✓
- The Combined Accommodation Assessment System (CAAS) - **Apr 16 for SFA & Apr 17 for SLA**
- Partner Employment Project (PEP) - Trial commenced **Oct 15** ✓
- Tenancy Loan Deposit Scheme (TLDS) - **Jul 15** ✓



Value & Reward

- The New Pay Model - **Apr 16**
- Job Evaluation to inform Supplement bandings for ORs ✓
- Simplification of Allowances - **Jan 14** ✓
- Enhancing the Overseas 'offer' - **Apr 15** ✓
- Cessation of Accelerated Incremental Progression - **Dec 15** ✓



Delivery

Terms & Conditions of Service

- Flexible Working - **Oct 15** ✓
- New Engagement Structures - **Apr 15** ✓
- Flexible Duties Trial - 1 year trail Involving Army, RAF and Defence Health Education commencing late 2015 ✓
- Career Management Principles including Longer Assignments ✓
- Manpower Control Measures - **Apr 16**
- Officers' Talent Management - **Apr 17**



Training & Education

- Enhanced Learning Credit review - **Ongoing**
- Distributed Training

