

Snapshot of NEM How Goes It?

Spring 15 edition

The New Employment Model (NEM) is the widest ranging review of the Terms and Conditions of Service for Service personnel both Regular and Reserve – in over 40 years. NEM is being designed around three headline benefits:

Attractiveness:

Improved recruitment and retention.

Agility:

Greater responsiveness to change in the manpower requirement and improved internal agility, enabling the Services to respond more quickly to changing requirements.

Affordability:

Delivering better value for money within the same level of resources.

Policy design of the NEM offer has advanced across four discrete work strands: Future Accommodation; Pay and Allowances; Training and Education; and Terms and Conditions of Service and has now entered the implementation phase.

For more information:

- DINs/IBNs
- NEM Champions at unit level
- RAF NEM Roadshows are expected to resume in Summer/Autumn 2015 in the UK; JFC will be responsible for briefing all overseas locations.
- NEM Intranet site – April/May launch



Accommodation

What?

- Combined Accommodation Assessment System (CAAS)
- Forces Help to Buy (FHtB)
- Partner Employment Project (PEP)



Update:

CAAS:

- Wide-ranging survey programme is being delivered by the DIO during 2015. Occupants in UK SFA will receive a letter in Jul 15 to explain how surveys are conducted and to provide an estimate of the CAAS Band charge for their SFA.
- Between Sep 15 - Feb 16, occupants will receive a further letter confirming the actual CAAS band and the transition plan.
- CAAS will also be introduced for personnel in UK Substitute SFA and overseas SFA in Apr 16 – occupants will receive bespoke communications in a similar timeframe to personnel living in UK SFA.
- Single Living Accommodation (SLA) is planned for April 2017.

FHtB (JSP 464, Chapter 1, Part 12):

- Offers Regular SP advances of up to 50% of salary, capped at £25,000, interest-free and repayable over a 10 year period. As at end of February 2015, FHtB has helped over 2,600 SP to buy a home, equating to £40.9M of expenditure, with a further 1400 approved applications awaiting purchase of a home.

PEP:

- Opportunities to provide employment readiness training for spouses through the new Career Transition Partnership contract to be implemented in October 2015. The RAF plan to run pilots from October 2015 – more information to follow.

NEM Myth Busters:

- CAAS for SFA will see the current 4 Tier Grading (4TG) system replaced in April 2016 with a fairer, more transparent assessment, which will set charges using modern, nationally recognised standards (the Decent Homes Standard). There remain **no plans to charge market rates for Service accommodation**. The Armed Forces Pay Review Body (AFPRB), the independent body with the responsibility for recommending charges, is alive to personnel concerns about the potential for charge increases.
- Service accommodation will continue to be subsidised in recognition of SP (and their families) mobile lifestyle, and to compensate them for the disadvantages of living in Service accommodation. Charges will continue to be subject to the recommendations of the AFPRB.

Value and Reward

What?

- New Pay Model
- Allowances Consolidation



Update:

New Pay Model:

- Work continues to complete the job evaluation and transition arrangements and the policy team at MOD is currently working with the Services and both the Cabinet Office and HM Treasury to finalise the design of the new Pay Model. This will then be subject to approval by the new Government, as early as possible after the General Election.
- The new pay model for all SP up to 1* is provisionally planned for implementation in April 2016.
- RAF NEM Roadshows are expected to resume in Summer/Autumn 2015 in the UK; JFC will be responsible for briefing all overseas locations.
- Incremental Progression will be retained and rank will still be the main factor in determining how much individuals are paid.
- The pay model will also provide a standardised approach to incremental pay progression for all personnel with greater pay predictability through career.

Allowances:

- The Allowances/Expenses structure will be broadly the same as it is today, providing a range of targeted allowances to recognise certain aspects of Service activity (such as separation or deployment on operations) and support a degree of lifestyle choice.
- Where appropriate, work will continue to simplify allowances, and SP will continue to be compensated for expenses incurred in the course of their duty.
- Enhancements to the overseas offer will take effect from 1 Apr 15. The first set of these changes are to be implemented on 1 April and have been summarised in DIB2015/05. They are:

- Increased Disturbance Expense (DE) for overseas moves.
- Subsistence for travel on assignment in North West Europe (NWE) (Belgium, Denmark, France, Germany and the Netherlands).
- DE and Personal Effects Rates for Certain Single and Married Unaccompanied Personnel.
- Double School Children's Visit (SCV) entitlement for SP assigned overseas.
- Duty Travel for Resettlement Training.
- Advance of Pay. SP who are permanently assigned overseas and are eligible to receive an advance of pay in accordance with JSP754 will be entitled to receive an advance of up to four months net pay.

NEM Myth Busters:

- Replace current High/Low pay band structure for ORs with 4 pay supplements based on the Job Evaluation score for a Whole Trade. Additional Commitment Incentives (ACI), such as Recruitment and Retention Pay, will continue in addition to core pay.
- Incremental Progression will continue to feature in recognition of the additional value of experience in rank.
- Provide a standardised approach to incremental pay progression for all personnel up to 1* and greater pay predictability through career.

Training & Education

What?

- The Personal Development Pathway (PDP)
- Distributed Training (DT)
- Continuous Professional Development (CPD)



Update:

PDP:

- The MOD are developing proposals for a consolidated PDP which will link life skills, through career training and resettlement training into a planned and coherent structure.
- Through-life training and education will be reviewed to ensure that they offer Service personnel the best opportunities for career development.
- The PDP aims to equip personnel early on and through their career (rather than through transition) with skills that can be used within Service and which have a career focus to help prepare for a successful second profession in civilian life.
- The focus is on voluntary, individual personal development, recognising that the Services control professional and career management training in order to deliver operational capability.
- The MOD are re-visiting our Enhanced Learning Credit and Standard Learning Credit policy to consider the support through life learning and encourage Service personnel to manage their current and future personal development.

DT:

- In order to provide more stability for SP the MOD will try, where possible, to reduce time spent away from home on courses by expanding the amount of career training that can be delivered at regional centres, home units, or via distance learning/e-learning. We are developing a mechanism to allow training establishments and course providers to examine current courses that are attendance-based to determine what, if any, elements can be delivered nearer to the SP's home; i.e. at regional centres or via distance/e-learning, reducing the impact on SP and their families.

CPD:

- Linked to work on Officers Career Development, work is underway to develop proposals for Officers professional development that will support the requirements of skills, abilities and experience in the new career fields.

Terms of Service & Career Management

What?

- Engagements Structures
- Career Management Principles
- Flexible Working
- Officer Career Development
- Manning Control Measures (MCM)
- Return on Service/Return on Investment



Update:

Engagement Structures:

- Phase 1 'offers' up to 12 yrs have been issued, with 10557 offers made.
- Phase 2 'offers' beyond 12 yrs are ongoing with approx 1900 Other Ranks and 2500 Officer 'offers' have already been dispatched. This is an ongoing process and will take up to 12 months to complete.
- For more detailed guidance on the Changes to TOS refer to IBN 13/15 for Officers, IBN 14/15 for Airmen and NCA; IBN 15/15 for offer of alignment engagements and commission lengths for RAF personnel. Additionally the overall policy can be found in AP 3376 Vol 1 Ed 5 (Airmen) and AP 3393 Vol 1 Ed 16 (Officers).

Revised Career Management (CM) Principles:

- The CM Principles and Practices have now been agreed by all three Services and work is underway to establish implementation timescales – more to follow from Manning, HQ Air Cmd.

Flexible Working:

- A number of additional flexible leave options have been developed and these will compliment the existing flexible working options, with the overall aim to provide Service Personnel with greater flexibility in achieving a work/life balance. The additional options are being finalised and further details will be communicated later in the year.

Officers' Career Development (OCD, previously Career Streaming):

- MOD are scoping the opportunity for focused specialist and professional development of officers from Sqn Ldr upwards.

Manning Control Measures (MCM):

- MCMs will provide the Services with tools which, when combined with other manpower levers, will deliver greater control over manpower. The ability to use MCMs will be in place from Jan 16, however, the RAF will decide when they should be deployed.

Return on Service/Return on Investment:

- The 'baseline' exercise undertaken by the Terms of Service team identified a number of inconsistencies with the existing Return of Service (RoS) policy, and single Service process, which will be addressed over the coming months. An update on policy expected in Summer 2015.

NEM Myth Busters:

- Don't feel alone when you receive an extension 'offer' under phase 2; all the details surrounding the offers including a comprehensive Q&A of a variance of possibilities are explained within the IBNs 13/15, 14/15 & 15/15. Check the Armed Forces Pension Calculator and also if required speak to your NEM Champion on Unit and finally the NEAT on 95221 Ext 7057.
- Those with the least time remaining in their current engagement will receive offers first.