



 **ROYAL
AIR FORCE
Families
Federation**

LIFE IN THE RAF 2018

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AFPRB
Armed Forces'
Pay Review
Body

Life in the RAF - a report for the AFPRB

EXECUTIVE SUMMARY

RAF Strategy

- **Focus on our people.**
- Deliver on operations.
- Grow our front-line.

BACKGROUND AND CONTEXT

In this, the Royal Air Force's Centenary year, the Service is being asked to deliver contingent operational effect across the world and across the spectrum of air power. As a service it's as busy now as at any time since WW II, and is doing so with the fewest number of personnel since it was founded in 1918. Notwithstanding being involved on operations at home and abroad, RAF Personnel to their credit have been able to **commemorate and celebrate** with the nation the 100th anniversary of the formation of the world's first independent air force. No one who witnessed the Anniversary Parade in London and the 100 aircraft flypast can doubt the pride and professionalism of the RAF's men and women. Their ability to deliver such a wonderful celebration on a national scale will no doubt **inspire** the next generation of airmen and airwomen. Delivering these commemorative events whilst meeting the challenges of front line global commitments and its attendant ongoing training requirement, has demonstrated the flexibility and determination of its personnel who are supported so magnificently by their families.



METHOD

Firstly our thanks go to the 1785 RAF Regular and Reserve personnel and their families, representing commissioned, non-commissioned, married, single and those in a relationship who responded to our request for support this year. In a break with a purely online survey we have attempted a blended use of mediums this year with a focus on face-to-face workshops as well as the online survey. Their responses have produced over 6k comments online, and many hours of workshop facilitation to ensure the veracity of the information provided. It is absolutely pivotal to us that we represent 'their voice', so to add to the flavour of the report we have also included some of those word-for-word comments verbatim.

- We conducted our surveys using various methods to suit the location. For a national and global reach we conducted an on-line survey which allowed respondents from all over the world to participate in the survey. The on-line survey was published to allow for people with different access platforms (PC/Laptops, tablets and smartphones) to complete it.
- At families days and other locations where access to wifi was limited, we used an off-line survey software on hand held tablets which allowed the respondent to complete the survey and us to load it up later.
- During Station visits, Leadership seminars and other similar events we were able to conduct the survey using specialist voting software, which allows for the quantitative evidence to be captured, whilst the qualitative evidence is recorded by a member of the team.
- The survey was advertised as part of our normal communications drive, through the use of our ebulletin, website and social media sites. We also promote our surveys via HQ Air, Community Support, Station Community Development Officers, Service Community Support Officers and HiVEs.

Our response evidence now presented has been sub-divided into those serving which represented 72% and non-serving 28%.

THEMES

Operational Commitments – personnel reported a pace and tempo of commitments and operations which they had thus far not experienced in the service. Many also shared their views regarding the lack of availability of manpower who were capable and equipped to support current operational delivery.

Manpower - The over-riding factor discussed were the gaps in sufficient and capable personnel to deliver operational output i.e. Suitably Qualified and Experienced Personnel (SQEP). Differing trades from across RAF engineering, logistics (catering), controllers and force protection have told us of the hard and soft gaps within their own establishment and effective strength figures – leading to a perception that personnel are working harder and longer.

Infrastructure – The issue of poor infrastructure was raised many times and its demoralizing concomitant effect on morale and quality of life. This included importantly the workplace areas and accommodation both Service Families Accommodation (SFA) and Single Living Accommodation (SLA).

Support to our families - It is recognised that each RAF family across a continuum will require differing levels of support and information from local Commanders and Community Support. However, with the increasing dispersed nature of families (whether in SFA or private) it is essential that this is recognised and our families feel engaged and supported. This is even more important when the serving member is deployed or away from the family home.

Short Notice Changes to Plans – It is unsurprising that given the nature and tempo of current RAF operations that commitments, training and deployment dates and requirements can change frequently. Subsequently our families have told us of the disheartening and disruptive effect on; family life, home plans, spouse employment, education and childcare requirements etc. adding to an overall unsettling feeling of doubt. Where possible it is essential that commanders and policies at all levels provide personnel with certainty.

Serving Personnel

FEELING VALUED AND SUPPORTED

- 54% feel they are provided appropriate support by the RAF
- 50% of personnel do not feel valued by the RAF
- Almost 1/3 of the service works more than 51 hours
- 66% are working harder than they did last year
- 45% of personnel find it difficult to take leave when they would wish

"I believe I am valued and have good support now due to the people and area I work at presently but previously I have felt the support non-existent and not valued at all."

"Manning shortages are steadily eroding morale and affecting retention. If resources are reduced then output should reduce in line, this has not happened."

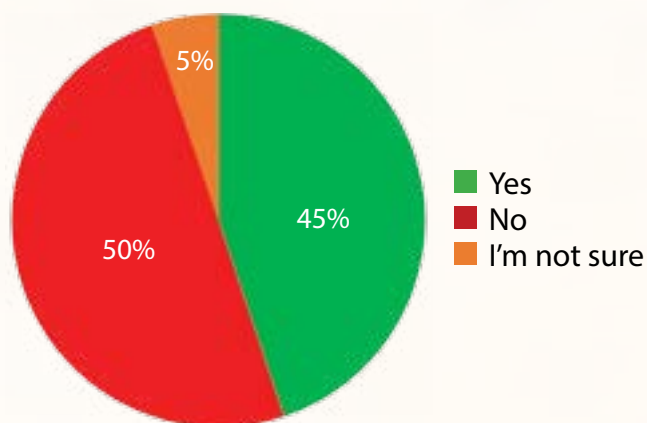
"Constantly having to deal with out of date IT that is barely adequate for the task it was designed for and barely supported by a contract that costs us thousands each year."

"Not enough trained personnel and no sign of this getting any better in the future."

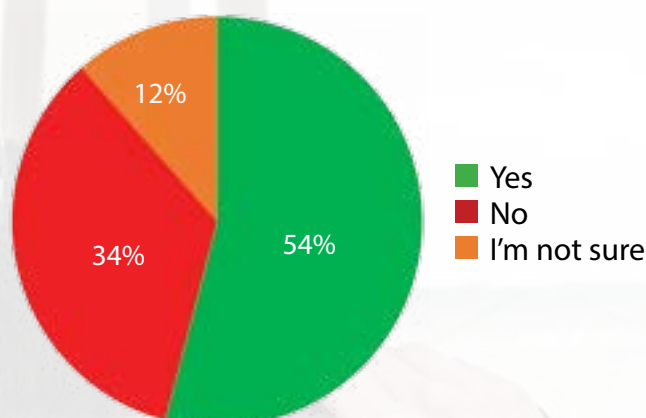
"As a whole the service offers great support but local line managers need to step up and support their immediate teams."

"Am I valued? Opportunities for personal development in the RAF are good but NEM pay scales suggest the work of other ground trades is more valued."

Do you feel valued by the RAF?



In general, do you think that the RAF offers you appropriate support?



Our people told us first and foremost the obvious correlation between Feeling Valued and Retention – the two were implicitly intertwined. Overwhelmingly it was expressed that 'get the feeling of value right' and importantly retention would follow.

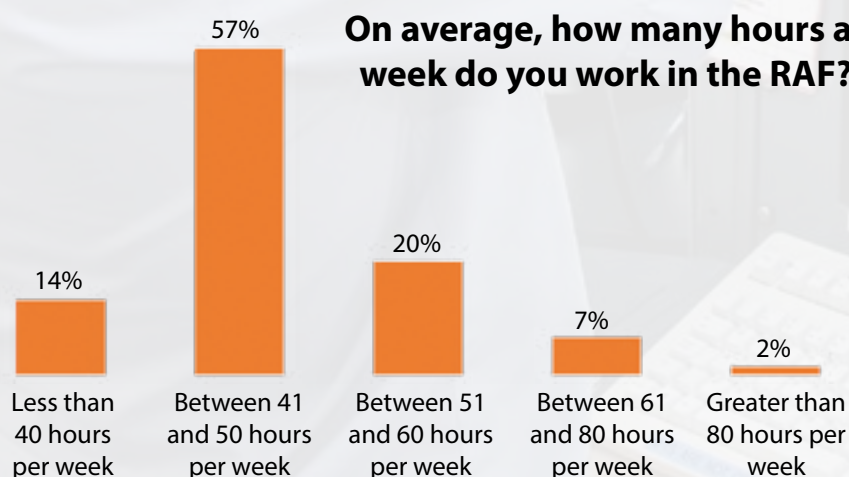
Operational tempo and workload

Personnel described their current work pace and tempo as that which they had previously only found on operations. They spoke passionately about the recent growth of operations and commitments together with front line capability – but felt strongly that manpower and support structures (infra and equipment) had not received the requisite investment. They understand the significant fiscal restraints placed upon the RAF but there remains an expectation that the service is constantly being asked to deliver more, with less. They also recognised that many of the current strategic decisions were outside the remit and control of the RAF Senior Leadership. But it remains that at least 50% say they do not feel valued by the service. Those who do feel valued and commented on this highlighted the support of their immediate line managers and colleagues as being of great importance.

Manpower

The over-riding factor discussed and described by all SNCOs, WOs and Officers were the gaps in SQEP to deliver operational output. Differing trades from across engineering, logistics (catering), controllers and force protection (police) spoke of the 'hard and soft gaps' within their own establishment and effective strength figures – leading to personnel working harder and longer.

On average, how many hours a week do you work in the RAF?

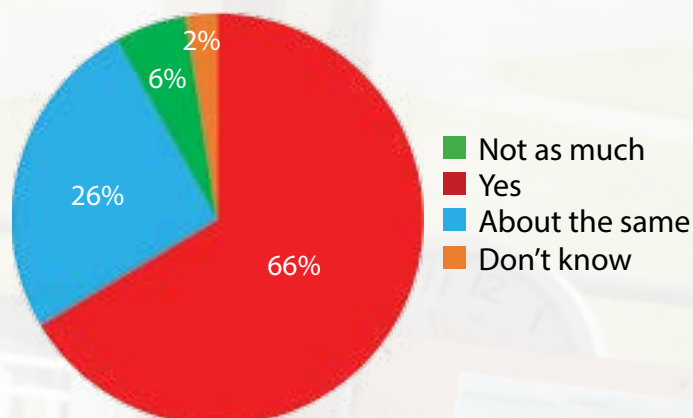


"We are less than 50% manned at our rank so we pick up everything and more, especially as a deployable unit. I go on every deployment because there isn't anyone else to go."

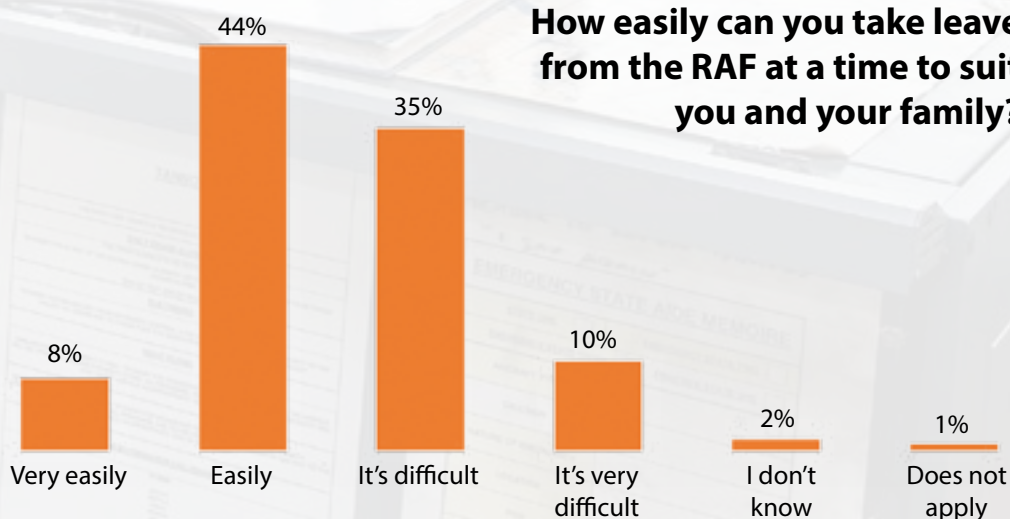
"My Sqn has reduced the aircrew manning from 30 crews to 18 crews but there has not been a reduction in tasking or duties."

"Due to the falling available manpower on my unit, and the constant operations we are expected to carry out, I feel very overworked and highly under-appreciated. I am due to deploy on my 6th 'Op Shader' and my 2nd this year alone. In my opinion I am being held back in my career because of my unit's SQEP levels."

Do you think you are having to work harder now than you were 12 months ago to get your job done?



How easily can you take leave from the RAF at a time to suit you and your family?



With 86% of respondents stating that they work between 41 and 80 hours per week, it is no surprise to see that once again 66% of personnel believe they are working harder now than they were this time last year. This is in stark comparison to the Office for National Statistics July 2018 report which states that the average number of hours worked in the UK by full time workers is 37 hours per week. Again, the lack of SQEP is by far the major reason that our personnel state they have to work harder than ever before. With an increase in the contingent operational tempo together with a sporadic IT infrastructure which forces many to work harder rather than smarter, many of our personnel expressed their concern as follows:

"Currently operating within a busy office which has been at 25 – 40% manning levels for the last 10 months. The same output is expected which has resulted in two personnel being signed off sick for stress, which then compounds the problem."

"I currently have at the moment an extreme lack of engineering manpower with constantly ambitious flying targets."

"Less manpower, gapped posts and a lack of funding for equipment that would allow better production or output of man-hours"

Infrastructure

Workplace infrastructure and the standard of equipment also came in for significant criticism. Poor infrastructure was heavily debated (both work place and accommodation areas) which for some Stations had led to a strong feeling of being undervalued. Personnel employed in sections such as Air Traffic Control, Aerospace Battle Management, Medical Centres and HR pointed to a lack of properly functioning, up-to-date IT equipment and software as something that greatly added to the workload associated with a shortfall in manpower. The poor writing and subsequent delivery of contracts was also high on the agenda of discussion and it was felt that much more needed to be done to ensure that the service was receiving good value for money. A number of examples were given including; Housing and Infra, Messing and various current contracted capability solutions.

"I quite often feel frustrated that when I'm trying to do the best job that I can that I am constantly hamstrung due to ineffectual IT, poor infrastructure or outdated work practices. These lead to a feeling of what's the point in bothering and is demoralising."

"we've been for weeks without hot water over the winter period. The demand for Junior Ranks accommodation outweighs what the station can offer, with one block currently quarantined the pressure is felt station wide."

"The standard of amenities and accommodation for Junior Ranks at my unit are appalling. Majority of personnel have been without water for several months and have to shower in the gymnasium (whose showers then broke due to demand)."

LIFE IN THE RAF

- 28% of personnel believe that the secure employment offered by the RAF is the best thing about RAF life.
- 10% of respondents stated that Sport and AT opportunities are what they enjoy most about RAF life. These figures were significantly higher with junior workshop/seminar audiences.
- 16% of personnel remain unhappy with the pay and pension.
- Alongside 'Lack of recognition of the effort you put into the job' (11%) and 'Poor career prospects in my Branch/Trade' (10%) a 'Distrust/dislike of the current appraisal system' (13%) has been a feature this year.
- 82% state that they are proud to serve with 70% still enjoying their life in the RAF.
- 28% of personnel would not recommend a career in the RAF.

What do you ENJOY MOST about RAF LIFE?



Secure Employment

As in the previous five years of reporting the results of these questions, Secure Employment is still by far the leading retention factor for a lot of personnel. It is also pleasing to see that the number is broadly similar to last year's 29%.

Sport and AT opportunities

It was particularly pleasing to hear that at least 1 in 10 of our serving respondents considered that the ability to take part in Sport and AT was highest on their list of things they most enjoy about RAF life. As one may expect this figure was greater amongst our younger and more junior audiences and respondents. Therefore, it is clear that maintaining these opportunities are essential in attracting, motivating and retaining personnel in the service.

"Although I have indicated sport and adventurous training, I must also stress that these opportunities are becoming fewer and fewer."

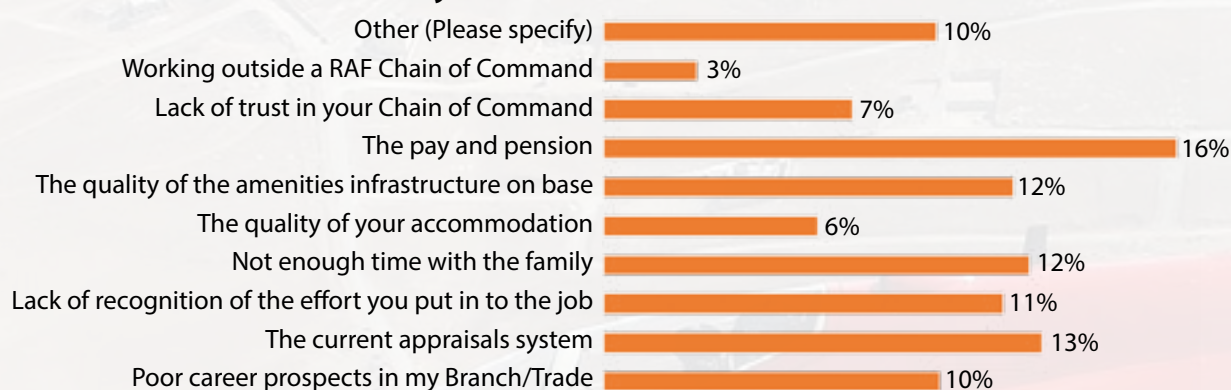
"Pay is rubbish, the pension has been whittled away, SFA is on the way out, manning levels are so low now, sport is all that is left to enjoy."

Serving Personnel

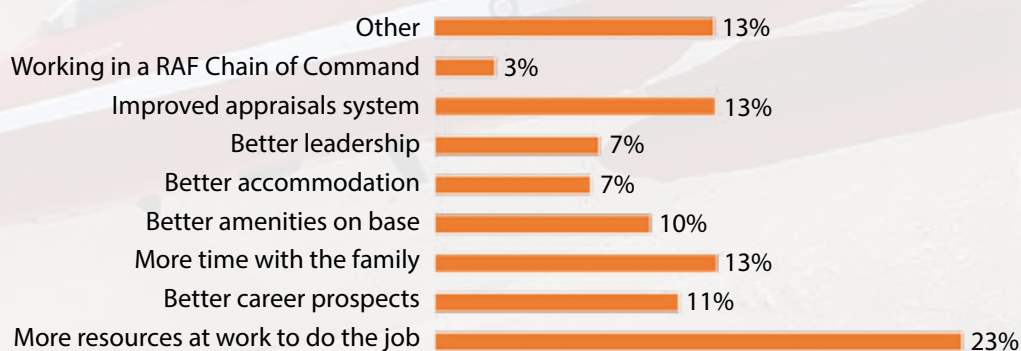
Enhanced Career Management (ECM)

During our seminars and workshops, it was acknowledged that a great deal of work had been undertaken by ACOS Manning and the Trade Advisors to attempt to develop a career management system which was equitable and fair and most importantly to which personnel had a justifiable say in. It was particularly pleasing that 17k Corporals and below now have an opportunity to engage directly with Career Managers (CMs) and the extra capacity and trade expertise which is now available to them.

What do you most dislike about life in the RAF?



Aside from Pay and Pension, if there was ONE thing you could change about life in the RAF to improve your quality of life, what would it be?



Pay Model

There are clearly some trades (particularly Engineers) who highlighted their disenchantment with the current pay banding. Technician delegates and respondents to surveys spoke of a 'flattening of a pay structure' which had led to a substantial amount of their personnel to ask 'why be an Aircraft Engineer?'

More generally and as last year, the public sector pay restraint continued to cause resentment and frustration amongst many of our personnel. Following the pay announcements this year, we will monitor the impact on this area in future years.

Serving Personnel

"I've never felt so undervalued in the 28 years I've served. The general erosion of pay pension and allowances has reached a tipping point."

"7 years of pay restraint and yet it's taking till September 2018 to publish any details. Parliament managed to sort out their own pay offer quickly enough. Not the way to making military personnel feel valued!"

"I enjoy my job but a lot of quality people leave due to the lack of parity in pay and qualifications with our civilian counterparts."

Appraisals and Promotion

Dissatisfaction with the current appraisal system was a theme expressed by more junior personnel throughout our seminars, workshops and survey this year. Of particular concern was that many believed that a number of their reporting officers were not adequately trained or experienced enough to write meaningful reports. There was a distinct level of scepticism in the equitability and fairness of the promotion selection system and the use of promotion boards. For some the appraisal system was seen as unfair (and centred too heavily on extra-curricular activities) and a number of alternatives were suggested including interviews, exams or a mix of all. The majority seemed to agree that every system had its flaws, but more needs to be done to ensure that those with a responsibility for report writing were mandated to undertake training.

"I feel that the current appraisal system is outdated and needs a full restructure. The fact that someone who has never met you has a matter of minutes to read a report that may or may not have been written in the style that they want does not seem fair."

"I also feel the appraisal system is outdated, if we want promotion, we should have to apply, qualify and interview for it. There are too many weak NCO/Officer cadre writing poor reports."

Life in a Joint Environment

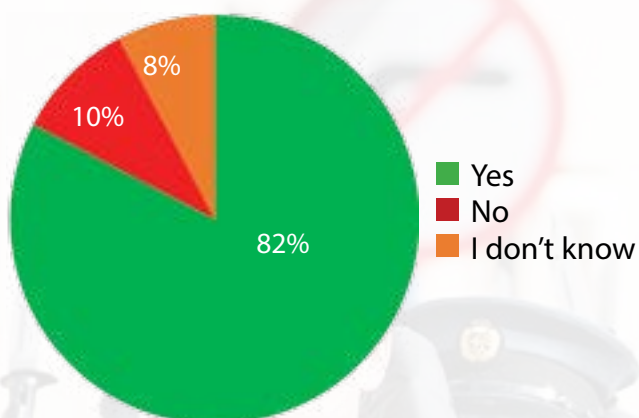
RAF personnel operating in the joint environment painted a stark picture of their own experiences. A lack of recognition of their skills, abilities and rank featured heavily - in an audience who described an Army dominated atmosphere and environment. There was also anecdotal evidence describing the zeroing of leave balances and a lack of recognition of 'RAF identity'.

"Although I feel valued by the RAF I do think that when working in a joint environment the same value is not shown by the other services."

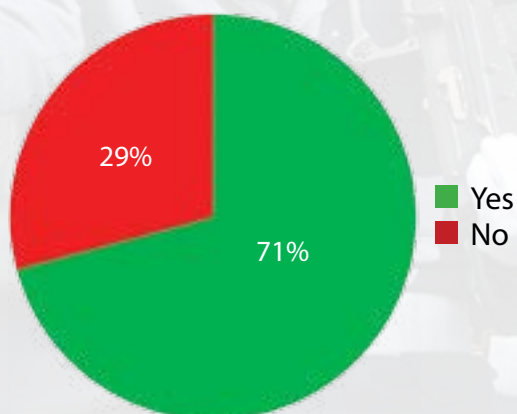
"I have worked for JFC for two tours and four years, it's like I'm dead to the RAF"

"I work on an Army garrison. I visited a local RAF unit for support and was informed I'm not part of their establishment."

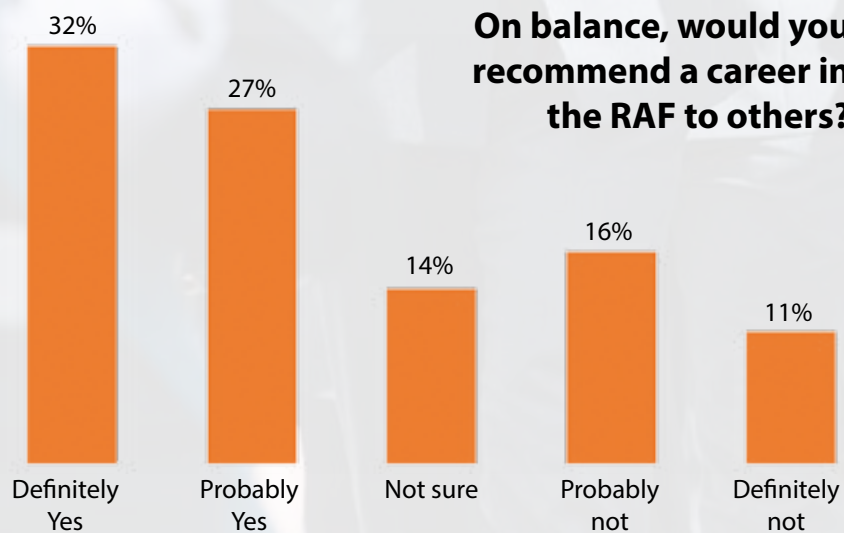
Are you proud to serve in the RAF?



Taking everything into consideration, are you enjoying life in the RAF?



On balance, would you recommend a career in the RAF to others?





Non-Serving Family Responses

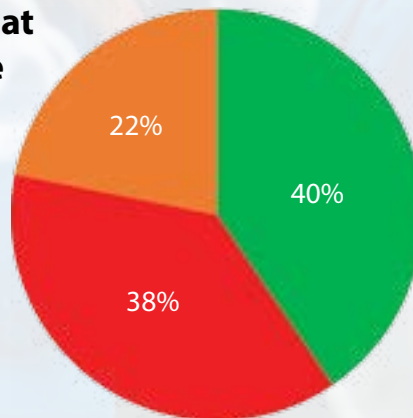
- 32% of spouse/partners feel that secure employment for the serving member is what they enjoy the most about RAF life.
- 40% believe the RAF provides appropriate support to families.
- Only 35% feel supported by the RAF during deployments.
- 24% stated managing their own career was the hardest aspect of RAF life.
- 59% reported that short notice changes, deployment and long hours was the biggest impact on families.
- 17% of spouses/partners want their serving family member to leave before their engagement is complete.
- 39% would recommend the RAF way of life to others, but 39% would not.

SUPPORT

"I don't feel the RAF offers effective engagement with families and truly involving the 'users' in any family policy development or changes. The communication could be improved for those who are not posted to RAF stations."

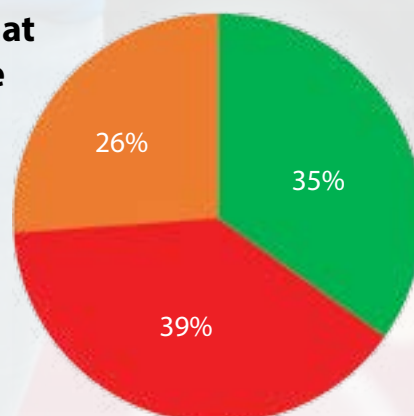
In general, do you think that the RAF offers appropriate support to families?

- Yes
- No
- I'm not sure



In general, do you think that the RAF offers appropriate support to families during deployments?

- Yes
- No
- Not sure



Non-Serving Family Responses

Day-to-Day Community Support

It is clear from our own findings that the support provision is very much subjective and personal to a particular RAF family - in short we have families who need none and others that would like to be fully engaged. However, it appears that despite the plethora of community support activities on a typical RAF station being currently available to families – for some little is known of its existence. There also appears on many occasions to be a failure by local commanders to recognise, engage and include family members whether the serving partner is at home, dispersed or most importantly during deployment periods.

Dispersed Family Support

38% of RAF families now live in their own home which can often mean substantial periods of separation. Add to this the ever increasing number of RAF families being allocated SFA away from the parent unit and this again can often lead to a sense of dislocation from the RAF community. It is important to note that separation often leads also to an increase in role-loading on the remaining partner, which in turn can contribute to poor mental health and impact on family relationships. For many the only current information flow is through the serving person, limiting the ability of stations and families to make meaningful contact. It would appear also rather unfairly that for some of our families living in SFA away from the serving person's duty unit that access to facilities is being denied on the station they are living at because they (or rather their serving partner) are not assigned there. We have also had issues raised to us that some units are also denying access to young dependents living on the base because they have reached the age of 18 years old.

"I don't live on camp but live in a military house on a civilian estate and find it very lonely with no support or help."

"I am a dispersed family, I don't have access to my local base. I used to attend the gym at my local base when partner was posted there and families' days/happy hours but I cannot do this now my dependents pass has been rescinded due to partner being posted away. I feel I have lost my support network and connection to the RAF."

Deployed Support

Also of concern to the Families Federation is the reported lack of support provided to some families when the serving person is deployed. This obviously has the potential to cause the most concern and distress and increases any feeling of isolation or wellbeing. Whether the family is living on an SFA patch or away from the duty unit in their own homes, they report that they have gone months without any form of contact. Some have gone entire deployments without any enquiry regarding their welfare. In some reported cases more worrying is the lack of support to families who have a known health issue.

"When suffering severe mental health issues whilst my husband was deployed, I had very little support and was told I knew what I was marrying into."

"Because we are not married (cohabiting and engaged) I got no support when my partner was deployed for 6.5 months."

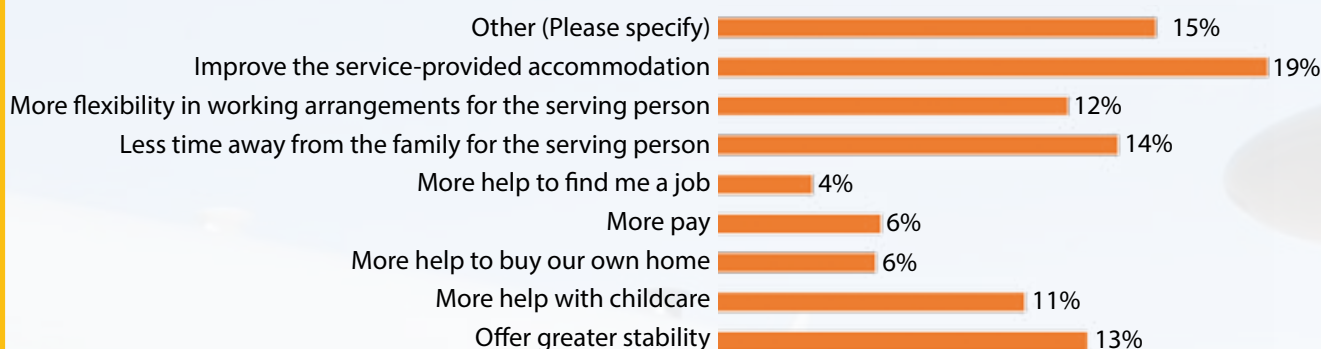
"More community support/events, improve/fix camp facilities that keep being taken away due to repairs needed."

"Secure employment for my partner and that I know he is doing something worthwhile and making a difference."

"The security of the patch is appreciated and having things in common with neighbours also helps."

RAF LIFE

If there was ONE thing the RAF could do to improve your quality of life, what would it be?



Accommodation

Once again, SFA maintenance, Move In standards etc. and engagement with the contractor received the highest number of complaints and that is reflected in the results. Despite reporting a slight drop in the number of accommodation issues being reported last year, this year the number of complaints to us is back up to over 50% of the overall issues we receive. Whilst all the indications from their own KPIs would suggest that levels of service from the contractor is improving, we would suggest that this should be expected after almost four years into a five year contract. What we have heard from our families and what we can see from the many issues raised to us is; whilst the contractor may be improving, when they get it wrong, they do so lamentably. We continue to work closely with DIO and the contractor and continue to provide them with our evidence and stress the need for the process to be empathetic, engaged and timely. But, most discouragingly it appears for some families it is too much and remains a significant consideration when deciding whether to stay in the RAF or leave.

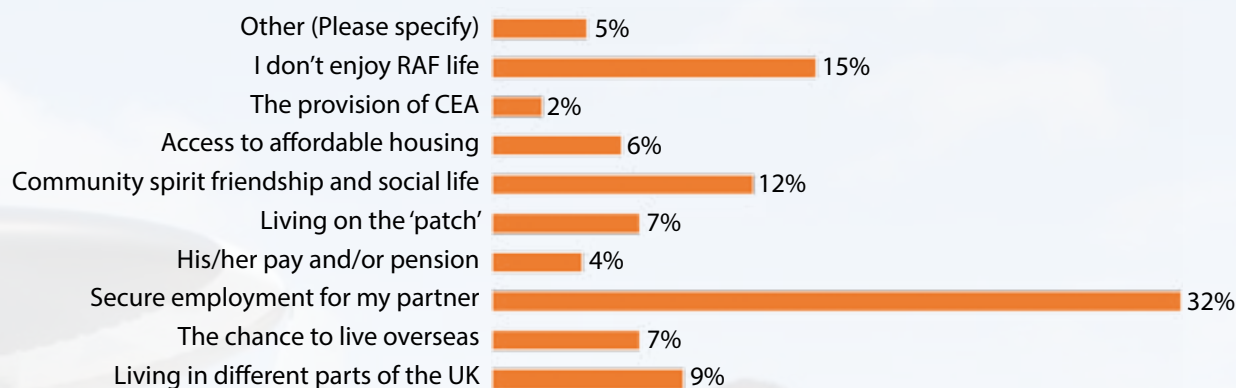
"Married quarters are outdated and our quarter was never a place I looked forward to going home to."

"Remember that not everyone is quartered within the immediate area of the base even when in SFA and ensuring information and where needed transport to base is provided. I feel like we've been given no choice in accommodation and then dumped and forgotten."

"Poor condition of service accommodation and being deployed every year are the main impacts on me and my family."

Non-Serving Family Responses

As the NON-SERVING family member, what do you ENJOY MOST about RAF life?



Secure Employment

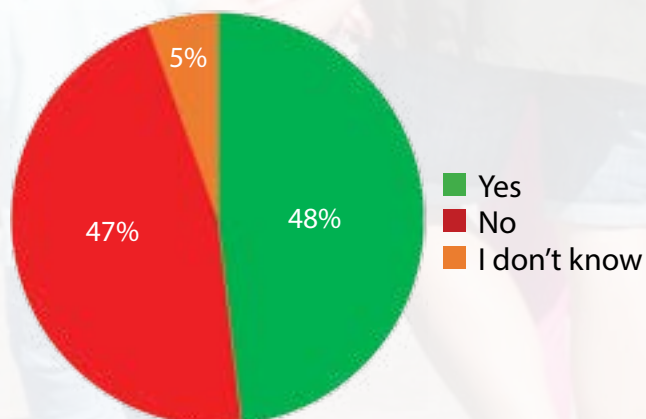
Almost mirroring the same results as those for serving personnel, non-serving family members value the secure employment for their partner above all else. Tied in with the security offered to those personnel who live on the patch with other likeminded families it is no surprise that community spirit, friendship and the social life also feature highly in the responses received.

"Secure employment for my partner. The support and social side that the bases offer."

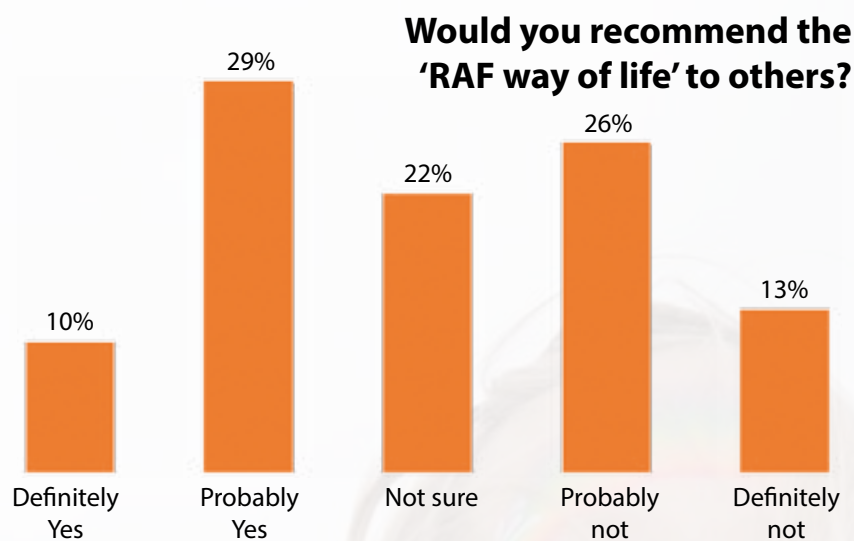
"Decent pension as he is long serving."

"I enjoy getting to know members of my husband's squadron who have become friends."

Do you think that you and your family have a reasonable work/life balance?



Non-Serving Family Responses



For the 39% who would not recommend the 'RAF way of life' to others we asked them to tell us why:

"My least favourite part is moving, having to find employment and the quality of life on 'the patch'. Our quality of housing is quite low and repairs take a long time and [are] poorly done and there are not a lot of ways to get to know people here."

"Previous pros have been eroded. Housing is short everywhere so not only is it stressful waiting for an address but it's often far from camp or attached to a different parent unit and so some of the social benefits of the patch are lost and the serving person spends longer commuting at the end of an already long day."

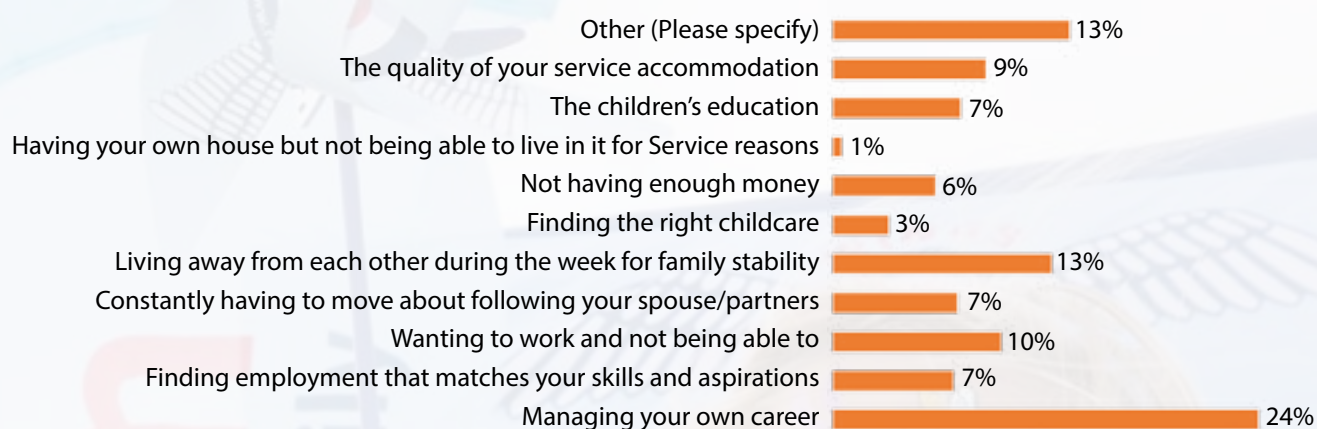
"Instability. Increase length deployments. Poor quality housing. Less people doing more work. Crumbling infrastructure."

"It's difficult to be alone away from other family members particularly during deployments. Although the accommodation is affordable and the people on camp are friendly, for some it will be enjoyable for others the sacrifices outweigh the benefits."

"Not enough stability for families."

Non-Serving Family Responses

As a spouse/partner, what's the hardest aspect of life with the RAF?

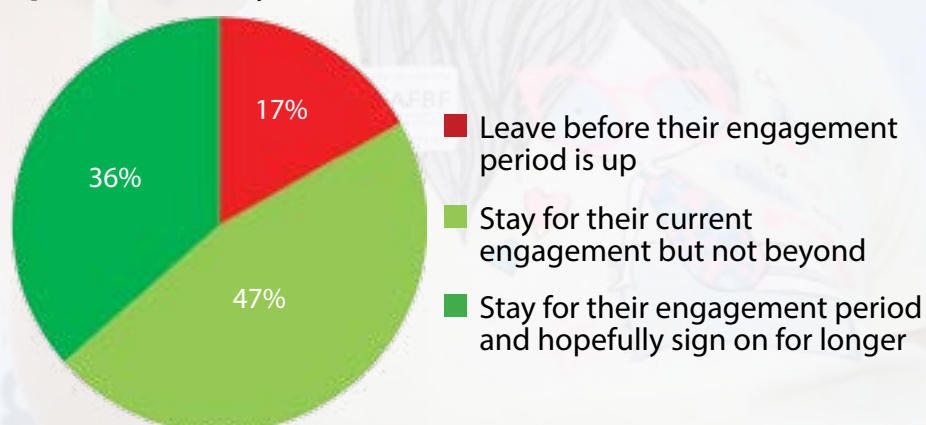


"The location and lack of childcare options means that despite having a degree I am unable to get a job in my chosen vocation."

"The loneliness. I have no children, and now have to work from home due to our transient life, I cannot get work in my industry when they discover I am a military spouse, so I spend 80% of my life alone."

"Trying to explain to our children why they never see their Dad because his shifts are so irregular and he works such ridiculous hours. 60+ a week is very standard."

Given the choice, would you prefer your serving spouse/partner to stay in or leave the RAF?



Non-Serving Family Responses

Retention

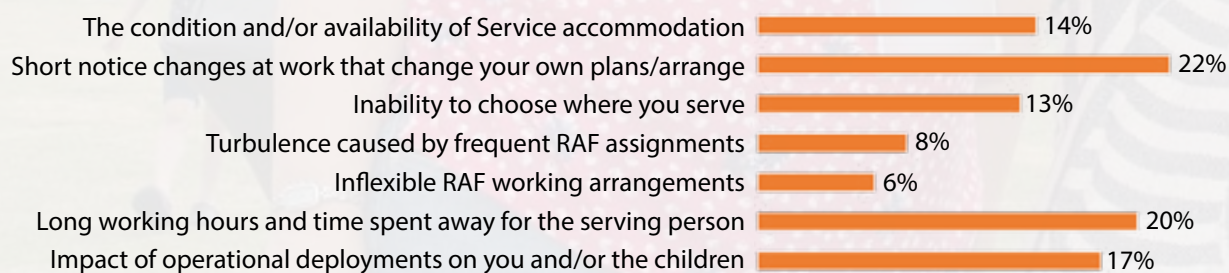
For the 17% who would prefer their spouse/partner to leave before their engagement period is up we asked them why:

"He currently lives 200 miles away and I would like to live with him while also not having to sacrifice my successful career. He is stressed and overworked and the benefits of RAF life aren't available to dispersed families or worth putting up with the separation for."

"My partner is fed up of trying to squeeze more and more out of less and less. Both he and his colleagues are tired, fed up and frustrated. Their many years of loyalty is no longer being acknowledged or rewarded. Currently the only thing keeping him in is CEA and the commitment to our son who loves his school. Thankfully we have less than two years to wait now."

"He's being actively recruited by business partners of the RAF. It's very attractive. The infrastructure on stations is utterly desperate. It's embarrassing and absolutely heart breaking. There is nil money or investment. Something is very very wrong."

What's the main impact of life with the RAF on you and your family?



Short Notice Changes to Plans

Of the many pages of comments we received on the above question alone, well over half of them mentioned the effect that short notice changes and the lack of being able to plan any sort of family life was having on families. Ever changing work plans alongside long working hours and time spent away from the family for some are having a significant detrimental effect on both children and relationships, again increasing the feeling of loneliness and isolation for the non-serving family members.

Non-Serving Family Responses

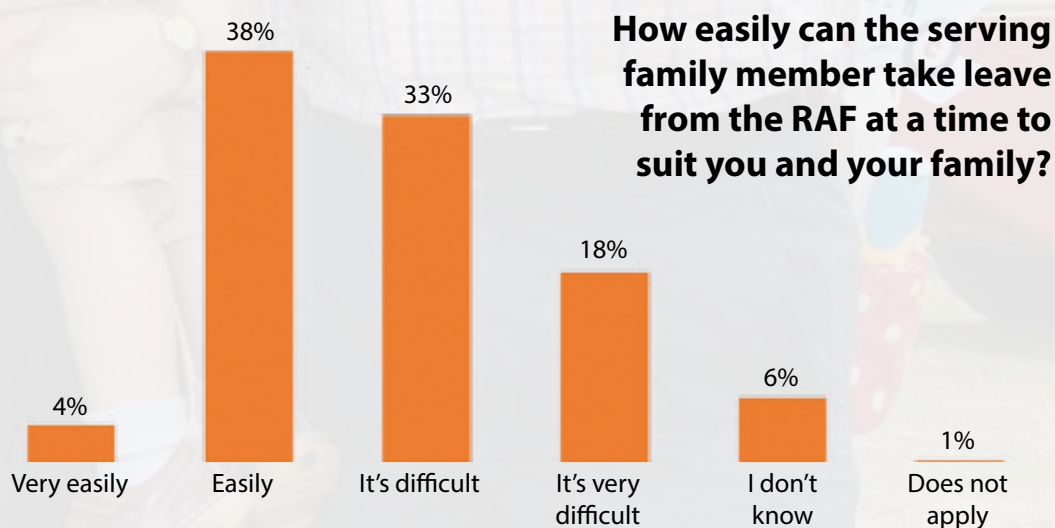
"Often plans are altered last minute and I don't drive yet I can't do things on my own and have cancelled and rescheduled appointments for hospitals and dentists etc to suit the work arrangements."

"Constant changes to roster and the working pattern means that my husband only has approximately one whole weekend off in every 12 weekends this means we can never do anything as a family because the children are at school and I am at work during the week when he might be on days off."

"We live our lives in a constant limbo, unable to plan for our future. I don't want to leave it too long and have our relationship fail as a result of his career."

"It used to be a positive thing and our children and I were quite proud and pleased to support the RAF, but a run of bad luck on the housing website (i.e. being allocated houses we couldn't fit into) coupled with increasingly long working days, overseas detachments and effectively a drop in disposable income, despite a promotion, means that the impact of RAF Service is now negative."

"My husband is in a command post. His phone 'pings' 24/7. I've learnt to sleep through it but it has affected our health, and not for the better. It's hard to plan family and social events as work emergencies are frequent due to poor condition of old aircraft and manning issues."



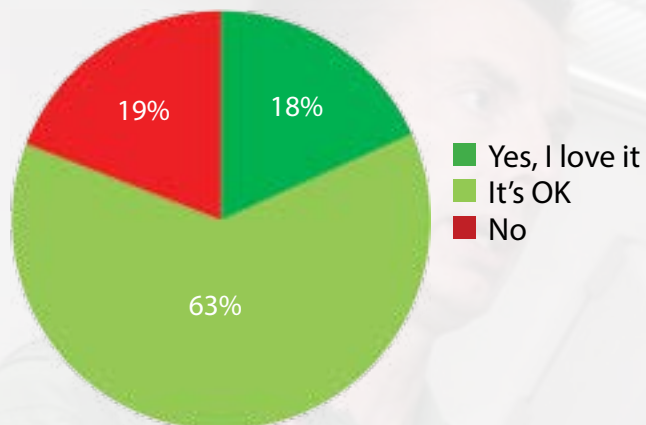
"Even on days off and leave he gets phone calls/text messages/emails from work. Ok if it was serious but it is always things that can wait. Calls/texts continue until he responds. It's now a running joke for myself. Not good when you are trying to enjoy family time and still work can't leave you alone."

"Two other people, a corporal and a sergeant have to be in for my husband to get leave in. Same goes for the other corporal and sergeant."

"Deployed so often never gets to use leave entitlement for the year."

Non-Serving Family Responses

In general, are you enjoying life with the RAF?



"Most of the time we enjoy living within an RAF camp and all the great opportunities the RAF provides. However, there seems to be vast differences from the services that are provided on each camp. On our current camp childcare is very limited, there is only one weekly playgroup for pre-school children and no facilities for families to socialise during the day, i.e. soft play or evening, i.e. a families' bar. If you don't drive."

"My quality of life is actually pretty good because I have divorced myself from the RAF, however my husband is struggling to maintain both his RAF career and our family life – his quality of life is poor. Living in the Mess during the week where the accommodation and food is poor is very detrimental to his morale."

SUMMARY

Many of the issues personnel and their families have raised to us should really come as no surprise to leaders at all levels. We sense from our people this year a real prevailing atmosphere of a service trying to 'do more with less' whilst set against a backdrop of real infrastructure and support challenges. At the forefront is the requirement to sustain (and in some areas grow) front line capabilities within a pressurised, affordable defence budget. There is no doubting that the personnel that the service recruit across the rank structure, are intelligent, experienced, academically capable and comfortable with challenge. However, once again the obvious cumulative operational tempo and manpower tensions for many respondents is having a arduous effect on our people and their families. The issues raised by them are self-evident and line up with many of the outcomes from AFCAS/FAMCAS/RESCAS, and from other work reported by AMP Briefing Team and others.

With the confluence of work underway in both the MOD and the RAF including; Future Accommodation Model, Combined Accommodation Assessment System, Flexible Service, Flexible Working, RAF Enhanced Career Management, Families Strategy and so on – it remains essential that all our people feel engaged and that they are instrumental in any policy development. Going forward the RAF Families Federation look forward to playing an active part in ensuring that our people's voice is heard.

OUR ROLE

The role of the RAF Families Federation is to provide an independent voice for all RAF Service personnel – Regular and Reserve, married, single or in a partnership – and their families. Our evidence is presented to RAF and MOD staffs, as well as ministers across government, in order to provide a snapshot of current issues and to help inform the delivery of future policies.

The Federation also provides a signposting service for those who need advice and guidance with a problem or query and we work closely with RAF HQ Air Community Support Staff, the MOD, organisations such as the RAF Association, RAF Benevolent Fund, SSAFA, other Government Departments, NHS, private companies and, especially, with local authorities in support of the Armed Forces Covenant.



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The RAF Families Federation's contract is held by the RAF Association registered Charity 2286686 (England & Wales), SC037673 (Scotland).



The RAF Benevolent Fund is a supporting partner of the Families Federation