

Enhanced Career Management for Ground Trade Service Personnel

The aim of this leaflet is:

To provide detail of Enhanced Career Management for Ground Trade Personnel.

To set out what Enhanced Career Management means for you and your career.

The information contained within this document is applicable to all GT Service Personnel.

Enhanced Career Management aims to meet the People aspects of the RAF Strategy 2017:

- Build a Workforce fit for the Future.
- Empower our people by delegating supervision and decision making.
- Encourage innovation, sharpen our intellectual edge and promote good leadership.
- Increase flexibility to meet the needs of our people and their families.
- Enhance Talent and Career Management across all ranks.



TSCM I and II is replaced by a single approach, Enhanced Career Management, which applies a common set of principles from LAC to WO.

Enhanced Career Management is delivered centrally by career managers who fully understand the Trade Employment Strategy, current and upcoming challenges, and manpower constraints of the trade.

Enhanced Career Management offers all Ground Trade personnel full and direct access to a dedicated career manager, leading to greater levels of engagement.

The selection of Trade Specialist career managers has added a depth of specialist trade knowledge and service experience to career management decisions.

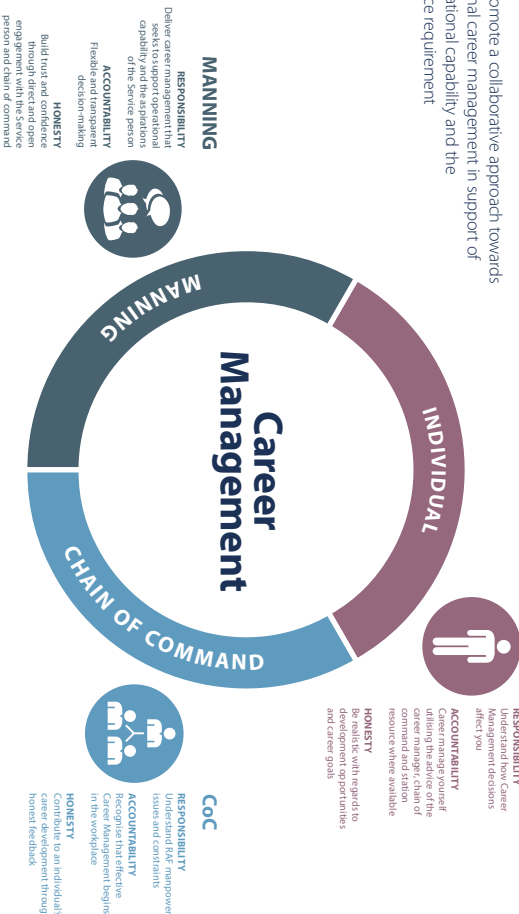
Enhanced Career Management is underpinned by a fully consultative process involving the career manager, the Service person and the chain of command.

Enhanced Career Management is supported by a redesigned RAF Manning Website which includes web pages that are specific to each trade cohort.

Manning Charter

Aim

To promote a collaborative approach towards optimal career management in support of operational capability and the Service requirement



The Manning Charter

The Manning Charter is an interactive document, the full version of which is accessed through the Manning website. The Charter is structured around the 3 actors vital to optimal and successful career management: Manning, the Chain of Command and the individual. The Charter seeks to clarify the relationships and obligations of each group of people.

Enhanced Career Management and what it means for you?

Enhanced Career Management

Enhanced Career Management (ECM) provides Ground Trade personnel of all ranks a consistent career management model that is open, personal and responsive and that includes direct access to a trained career manager.

ECM will:

Introduce a single model of career management for all Ground Trades, delivered centrally from HQ Air, helping individuals to manage their career more flexibly and collaboratively.

Offer all Ground Trade personnel direct access to a dedicated career manager with whom they can discuss their career preferences, opportunities and longer-term aspirations.

Enable all Service personnel to engage in career management conversations and play a greater role in developing their own career along with their career manager and chain of command.

Remove previous list-based approaches to assignment decisions in order to provide a more responsive career management service that is better able to balance the personal needs of the Service Person with those of the Service.

Provide greater flexibility in career management to meet the varying requirements across trades and trade groups.

Make better use of skills, competencies and experience and be more agile in fulfilling critical skillsets.

Provide a level of career management that is befitting of an engaged, diverse and innovative workforce.

What is ECM?

ECM applies a common set of principles in support of coherent and continuous career management from LAC to WO. Supported by each Trade Employment Strategy, ECM seeks to recognise the employment challenges of each Trade Group, and establish an appropriate tour length for Service personnel, while seeking to provide opportunity for Service personnel to specialise in certain employment while broadening in others.

What is ECM? (cont)

ECM is delivered by career managers from a broad employment background who understand practical manpower constraints, Trade Group challenges and the career aspirations of the Service personnel they represent.

Selection for assignment will be determined by who is “most suitable”, based on conversations around an individual’s career profile, SJAR, career aspirations and preferences, whilst also considering the levels of stability/mobility required. Domestic circumstances that may influence assignment decisions will also be factored-in. Of course, the requirements of the Service will continue to be part of that equation in terms of meeting operational capability, while levels of succession planning available to the career manager will also be a key consideration.

ECM is underpinned by a fully consultative process involving the Service person, career manager and the chain of command with a level of openness that includes the publishing of Ground Trade Promotion Selection Lists on the Manning Website.

ECM will improve access to career management information via a redesign of the Manning Website.

What does this mean for me?

You will be supported by a dedicated career manager who is a sole point of contact for advice and guidance on the following:

Assignment | Promotion | Deployment | Further Service

Upon assignment, and working within the recommended minimum and maximum tour lengths determined by your Trade Employment Strategy, you and your career manager will agree an initial tour length at which time your career profile will be annotated with a Future Availability Date (FAD).

While your career manager is available to discuss a wide range of career issues and opportunities with you at any time, a more formal tour review (FTR) will take place 6 months before your agreed FAD, at which point the career manager will engage with you and your chain of command. This consultative process seeks to consider all options in line with your future aspirations, including the potential for future assignment, an extension of your current tour or a re-setting of the FAD.

What responsibilities do I have with regards to my own career management?

The Manning Charter provides guidance on the responsibilities of Service personnel with regards to your career management. Furthermore, you have a significant role to play alongside your chain of command with regards to your annual appraisal in terms of content, accuracy and timeliness.

You should ensure your future goals and expectations are realistic and that your JPA Employee Preferences are accurate. If in doubt seek advice from your chain of command and/or career manager or utilise the ‘How to complete JPA preferences’ guide on the RAF Manning Website.

Your ability to influence your career will be enhanced by an understanding of your Trade Employment Strategy and by pro-actively using the Manning Website to identify future employment opportunities in line with your career aspirations.

You should familiarise yourself with the ECM Frequently Asked Questions and the guide to speaking with your career manager. Both are available on the Manning Website alongside a Manning visit schedule that details when career managers will be visiting your unit. Such visits are likely to offer the opportunity of a crew-room brief, which will cover current manning issues in your trade and/or a personal interview if requested.

Further information:

[IBN 44/17 - Launch of Enhanced Career Management Manning Charter Manning Website](#)

Acronyms

Enhanced Career Management (ECM) – a career management model for all Ground Trade personnel, introduced in Apr 18.

Future Availability Date (FAD) – the date that a Service Person is available for consideration for assignment.

Formal Tour Review (FTR) – the descriptor outlining the formal consultative process that takes place between the career manager, Service Person and chain of command.