

# **MINISTRY OF DEFENCE TOP LEVEL MESSAGES**

## **NOVEMBER 2011**

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## **MINISTRY OF DEFENCE TOP LEVEL MESSAGES**

### **SECTION 1 - OPERATIONS**

#### **AFGHANISTAN**

##### **Top Line:**

**British forces are in Afghanistan to prevent Afghan territory from again being used by terrorist organisations, including Al Qaeda (AQ) as a base from which to plan attacks on the UK and its allies. The presence of NATO forces is preventing AQ or the Taliban regime from returning while Afghanistan's security forces are trained to take over the tasks for themselves. We do not seek a perfect Afghanistan, but a stable Afghanistan, able to maintain its own security and prevent AQ from returning.**

##### **Context:**

British troops formally handed the lead responsibility for security in Lashkar Gah to Afghan Forces on 20 July 2011 – a significant milestone in a process of transition that will continue to 2014 and beyond.

##### **Supporting Lines:**

- Following his visit to Afghanistan at the start of July, the Prime Minister announced that the UK would withdraw 500 troops by the end of 2012, reducing the UK's enduring force level to 9,000. This decision took into account the conditions on the ground and military advice and was discussed at the National Security Council.
- It is vital to Britain's security that AQ is denied the ability to operate freely from within Pakistan or be allowed to return to Afghanistan. Pakistan is now robustly tackling the terrorist threat within its own borders particularly in the vital border regions. A more stable and secure Afghanistan and Pakistan will help ensure a safer Britain and world.
- The UK is part of a UN mandated NATO-led international mission in Afghanistan supported actively by 60 countries, of which 49 are providing troops. Several Islamic countries are part of the mission.
- UK and NATO allies and partners in Afghanistan are resolved to see the campaign through to a successful conclusion. The international community has a clear, realistic, and achievable strategy, and a properly resourced campaign plan to deliver it. At the heart of the strategy is a process of transition from the international community and International Security Assistance Force (ISAF) to the Afghan Government, with the continuing engagement and support of the international community.
- ISAF strategy, endorsed by NATO, involves protecting the civilian population from the insurgents, supporting more effective governance at every level, and building up the Afghan National Security Forces (ANSF). The ISAF coalition wants to transfer security responsibility for districts and provinces to Afghan control as soon as they are ready.
- The Prime Minister, during his visit to Afghanistan in early December 2010, set out the three priorities for 2011: maintaining the momentum that has been created through the military surge; beginning the process of transition to Afghan forces leading security operations; and accelerating the Afghan-led political process of reintegration and reconciliation.
- UK troops working alongside US, Danish, Estonian and Afghan forces continue to make progress by driving out the Taliban and extending the authority and influence of the Afghan Government in Central Helmand. This is allowing the ANSF, with ISAF support, to protect the

population, and the international community to help the Afghans extend governance. But we must be realistic: Helmand's security situation remains complex and there will be more tough fighting ahead as we consolidate gains.

- The Prime Minister is clear that there will not be British troops in a combat role or in the numbers they are now in Afghanistan by 2015. Of course, there could be some troops in a training role as part of a wider diplomatic relationship in the longer term, as we have with other countries. The bottom line is clear: we don't want to be fighting in Afghanistan a day longer than necessary, and we believe that we have the right strategy to achieve this.
- Since 2001 there have been 383 UK military fatalities in Afghanistan.<sup>1</sup> 264 personnel have been Very Seriously Injured or Wounded, and 276 have been Seriously Injured or Wounded.<sup>2</sup>

#### **Key Facts:**

- UK commitment: The enduring UK force level in Afghanistan is 9,500, out of a total ISAF force of around 130,000 personnel from 49 troop contributing nations.<sup>3</sup>
- Security: As of July 2011 ANA actual strength was 169,076, against a target of 171,600 by the end of October and ANP actual strength was 136,440 against an October target of 134,000.<sup>4</sup>

## **LIBYA**

#### **Top Line:**

**On 31 October NATO's Secretary General announced that following consultation with the new Libyan authorities, it has been agreed that there is no longer a need for NATO and its partners to conduct combat operations on a routine basis to protect Libyan civilians. Operation ELLAMY, the UK Armed Forces contribution to NATO's Operation UNIFIED PROTECTOR, has therefore concluded combat missions on 31 October. The operation to protect Libyan civilian lives began on 19 March with the unambiguous authority of United Nations Security Council Resolution (UNSCR) 1973. Since the start of military operations, and as part of an 18 nation coalition, Royal Navy, Royal Air Force and Army Air Corps strikes have played a significant role in the enforcement of the UNSCR, the destruction of former regime forces and in enabling the liberation of the Libyan people.**

#### **Supporting Lines:**

- Coalition actions have saved thousands of lives in Benghazi, Misratah and elsewhere in Libya, prevented Gaddafi from regaining power over Libya by force, and enabled the liberation of the Libyan people.
- At its height, approximately 4,000 UK personnel were deployed in the operation to enforce UNSCR 1973.
- At the request of the Libyan Authorities, NATO forces will retain surveillance patrols over Libya for a short time.
- RN ships played an active role both supporting the air campaign, particularly with their sophisticated surveillance suites, taking direct action against targets along the coast and enforcing the maritime embargo and delivering humanitarian aid.
- HMS *Triumph* and HMS *Turbulent* were on station during the campaign. *Triumph* fired Tomahawk Land Attack Missiles on a number of occasions, using the weapon's long range and

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<sup>1</sup> Correct on 15 October 2011

<sup>2</sup> Correct on 15 October 2011. Source: DASA

<sup>3</sup> 17 Aug 2011 <http://www.isaf.nato.int/troop-numbers-and-contributions/index.php>

<sup>4</sup> NTM-A July ANSF Progress Overview, 12 July 2011

precision accuracy to tackle some of the most difficult targets, such as surface to air missile systems and command bunkers.

- This operation has seen the most extensive use of naval gunfire by Royal Navy ships since the Falklands campaign in 1982. HM Ships *Liverpool*, *Iron Duke* and *Sutherland* have all fired barrages from their 4.5" guns; a total of some 240 shells.
- HM Ships *Cumberland* and *York* were involved in evacuating British citizens and delivering humanitarian supplies to Benghazi during the early days of the crisis
- The Royal Navy has helped provide reassurance to safe navigation in Libyan waters. In the mine hunting role, first HMS *Brocklesby* then *Bangor*, checked the harbours and their approaches for any legacy threats.
- HMS *Ocean* has provided a highly mobile base for Army Apache attack helicopters, adding a further layer of precision attack.
- *Ocean* was able to mount very effective and flexible operations, striking at targets the length and breadth of the Libyan coast, from Brega in the east, to Az Zawiyah, 460 miles to the west. These were very demanding Apache missions, and the Apaches often encountered heavy anti-aircraft and short range surface to air missile fire.
- Royal Navy Airborne Surveillance and Area Control Sea King helicopters from 857 Naval Air Squadron played an important supporting role until their returned home on 23 September.
- The Royal Fleet Auxiliary shipping, including *Fort Rosalie*, has provided the necessary afloat logistic support.
- Royal Navy vessels have played a key role in NATO's enforcement of the maritime embargo, which has seen over 2852 vessels being hailed, 293 boardings and 11 denials since the beginning of arms embargo operations.<sup>5</sup>
- RAF Tornado and Typhoon aircraft based at Gioia del Colle in southern Italy have been at the forefront of coalition strike operations.
- Tornados have flown in excess of 1,400 sorties, totalling some 8,000 hours in the air.
- The Typhoons have flown some 600 sorties, totalling 3,000 hours.
- Stormshadow, the long range precision guided cruise missile carried by RAF GR4s is a very sophisticated weapon and has proved invaluable. In the first days of the campaign it destroyed, with minimum risk, the dangers posed by former Regime's long range surface to air missile systems.
- The Brimstone precision guided missile provided NATO with a munition of outstanding accuracy. Its precision allowed its small warhead to be used with an extremely low risk of collateral damage. The accuracy of this weapon has exceeded 94%.
- The hit rate for RAF Paveway missiles was approximately 88%. Those that missed almost always did so by a matter of metres.
- The strike missions flown by the RAF and other allied fast jets were only made possible by the large fleet of combat support aircraft mustered by NATO, including Royal Air Force VC10 and Tristar tankers, plus Sentry, Sentinel and Fleet Air Arm Sea King surveillance platforms.
- RAF Sentry E-3Ds (along with American, French and NATO multi-national AWACS), have maintained a constant presence ever since the start of military operations, each taking its turn on station for typically eight hours or more.
- The RAF is looking forward to the new Voyager tanker, but in the meantime, VC10s and Tristars have rendered invaluable service, transferring some 30,700 tonnes of fuel.
- The Royal Navy, Royal Air Force and Army Air Corps have used some 1,470 guided weapons in their strike operations.

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<sup>5</sup> Correct up to 27 October 2011.

## **SECTION 2 - POLICY**

### **TRANSFORMING DEFENCE – IMPLEMENTATION OF SDSR AND DEFENCE REFORM**

#### **Top Line:**

**The reduction of the deficit is the Government's top priority and that means bearing down on public expenditure – including spending on Defence. As set out in the Strategic Defence and Security Review, supplemented by the Three Month Exercise, the Armed Forces and Ministry of Defence will see their budget and staffing reduced, although less than many other parts of the public sector. However the UK will retain highly effective Armed Forces and a robust set of military capabilities.**

#### **Supporting Line:**

- Implementation is being taken forward through the Defence Transformation Programme, which also includes the recommendations of Lord Levene's Defence Reform work and a major programme to deliver the required changes. Defence Transformation is the Department's highest priority after operations. For more information please see the [MOD website](#).

### **BUDGET**

#### **Top Line:**

**The Government has committed to bringing down the national deficit by reducing public expenditure. Defence is not immune from the UK's general financial situation. Despite this reduction in Defence spending, the UK expects to continue to be in the top four military spenders in the world and to meet the NATO target of spending 2% of UK GDP on Defence.**

#### **Supporting Line:**

- In July 2011, the Chancellor agreed that the MOD may plan on the basis of an uplift in equipment and equipment support expenditure of 1% above inflation in the years beyond the current Spending Review period. Together with the other changes announced, such as the Basing Review and the Reserves Review, the Department has brought the programme broadly into balance.

#### **Key Facts:**

- By 2014/15, the budget will reduce by around 8% in real terms compared to 2010/11.
- The cost of operations is additional to the Defence budget and is met from the Government's Special Reserve. In the last financial year, 2010/11, £3.9 billion was spent in support of operations in Afghanistan, Libya and Iraq.
- The cost of nine months of operations in Libya, through to December 2011, is estimated to be £160 million. The cost of replenishing munitions used in Libya is estimated to be £140 million.

### **FUTURE RESERVES 2020**

#### **Top Line:**

**The Future Reserves 2020 (FR20) independent commission, led by VCDS, General Sir Nicholas Houghton, published its report on 18 July 2011. The report contains a number of immediate and longer term recommendations about the future of the UK's Reserve Forces' roles and structures. The full report is available on the [MOD website](#).**

**Supporting Lines:**

- FR20 has made recommendations that include: the need to take urgent action to stabilise the TA; consideration of new roles for Reservists; adjustments to the balance between Regular and Reserves and recommendations on enablement, force generation and governance.
- A formal response to the Commission's report will be made in the autumn, however the Defence Secretary announced that a fresh package of investment for the Reserves has been confirmed –amounting to approximately £1.5bn over the next 10 years. This package has been designed to meet the Review's immediate recommendations, which focus on stabilising and revitalising the Reserve Forces in order to place them on a more healthy footing.

**SECTION 3 - EQUIPMENT AND LOGISTIC SUPPORT**

**Top Line:**

**Success in Afghanistan is the top priority for Defence and the Government is fully committed to ensuring that the campaign is properly resourced, funded and equipped.**

**Supporting Lines:**

- Significant improvements have been made in the equipment provided to UK Armed Forces on operations. Operational Commanders have a wide range of helicopters, protected vehicles, weapons, unmanned aircraft systems (UAS) and other key equipments at their disposal.

**Key Facts:**

Afghanistan Operations

- Over £4.9 billion has been approved through the Urgent Operational Requirement (UOR) process on equipment to meet emerging threats and requirements for Afghanistan since Operation HERRICK began.

Protected Vehicles

- On 25 October 2011, the Prime Minister was joined by the Defence Secretary Philip Hammond and the Head of the Army to announce that the Army's Warrior Infantry Fighting Vehicle will benefit from a £1 billion upgrade. The Warrior Capability Sustainment Programme (WCSP) will extend the vehicles' service life to beyond 2040, ensuring that Warrior will continue to play an essential role in the future conduct of land operations.
- In September 2011, MOD announced that the enhanced CVRT2 - Combat Vehicle Reconnaissance (Tracked) - fleet is now operational on the front line in Afghanistan.
- On 26 June 2011, it was announced that the new, upgraded Warrior Theatre Entry Standard (Herrick) – TES(H) – Infantry Fighting Vehicle is now operational. Under the Warrior TES (H) programme, 70 vehicles have been given around 30 new improvements worth a total of around £40 million.
- Deliveries of Protected Mobility Vehicles to Afghanistan continue. Over £2 billion for more than 2,000 new Protected Mobility Vehicles has been approved since 2006.
- On 30 November 2010, the Government announced a £180 million contract to buy the next generation Light Protected Patrol Vehicle (Foxhound). The first vehicles are scheduled to be delivered for training later in 2011 and deployment to Afghanistan should commence in 2012.

Counter-IED (C-IED)

- In June 2010, the Talisman Counter-IED system was unveiled. Bought as a UOR, worth more than £180 million, it comprises a combination of vehicles providing an effective route proving and clearance capability.

#### Personal protection

- In July 2011, deliveries of the third and final tier of the multi-tiered pelvic protection system for troops in Afghanistan began. The three-tiered system of clothing and armour helps mitigate the effects of IED blasts.

#### Helicopters

- The fleet in-theatre includes the Chinook, Merlin and upgraded Lynx Mk9A Support helicopters and the Apache Attack helicopter.
- On 22 August 2011, the Defence Secretary announced a contract award for 14 new Chinook helicopters. The contract with Boeing to supply the Chinook heavy lift helicopters will provide a capability and resilience for operations now and in the future. Already the largest fleet in Europe, this new contract will bring the UK's overall number of Chinooks to 60.

#### ISTAR

- The UK Reaper Remotely Piloted Air System (RPAS) programme has now provided over 26,500 hours of high quality, persistent armed Intelligence, Surveillance and Reconnaissance (ISR) support to UK and ISAF forces in Afghanistan.
- The Hermes 450 unmanned air system has provided over 50,000 hours of support to UK Forces since it entered service in 2007. 41,500 of those hours have been flown in Afghanistan.
- On 6 December 2010, the Prime Minister announced that funding will be made available to enable further increases in the UK Reaper RPAS capability. RAF Waddington in Lincolnshire has been selected as the preferred location for the basing of a key element of this additional capability, the Ground Control Stations. The decision to base the Ground Control Stations at RAF Waddington was informed by the fact that the Station is the RAF's ISTAR Hub with the required flying supervisory chain of command. Work has already commenced at RAF Waddington in preparation for the stand up of XIII Squadron, the arrival of the UK Reaper Ground Control Stations and associated equipment in 2012.
- At this stage there are no plans to base or fly UK Reaper aircraft in the UK as the aircraft are specifically required to be based in Afghanistan to support UK and Coalition Forces under Urgent Operational Requirement. However, in the future, as the Ground Control Stations will be based within the UK, RAF crews will be able to fly the UK Reaper aircraft remotely from the UK.
- The MOD intends to begin relocating 39 Squadron from Creech Air Force Base (AFB), Nevada to RAF Waddington once XIII Squadron is operational. The relocation of 39 Squadron will be phased to ensure there is no disruption to UK Reaper support to current operations. While there are a range of benefits of being collocated with the USAF at Creech AFB, the manpower requirements of 2 squadrons (39 and XIII Squadrons) will require qualified crews to be available for additional tours of duty on Reaper to reduce the training burden; in the long term, this requires both squadrons to be based in the UK.
- The Future Force 2020 will include strategic surveillance and intelligence platforms capable of providing wide area coverage as part of a broader ISTAR capability.
- The Government has taken the difficult decision to take Sentinel out of service post Op HERRICK. Once Sentinel is withdrawn from Service, the loss of this platform will be mitigated through a range of other capabilities.

#### Tornado GR4

- The Tornado is making a key contribution to operations in Afghanistan and Libya and has recently passed the one million flying hours mark. It provides a reactive, scalable, and precise range of effects that is currently unique to this aircraft.

#### Typhoon

- Typhoon is playing a vital Air Defence role in the UK and Falkland Islands and until very recently to operations in Libya. It is capable of being deployed in the full spectrum of air operations, from air policing, to peace support, through to high intensity conflict.

### RIVET JOINT/AIRSEEKER

- On 19 March 2010, the MOD signed a bilateral agreement with the US Government to procure three RIVET JOINT aircraft and associated training and ground systems, known collectively within the UK as AIRSEEKER, to replace the Nimrod R1 aircraft. AIRSEEKER is scheduled to enter service in 2014. Prior to AIRSEEKER entering service, the UK's airborne signals intelligence capability and core competencies are being sustained under the auspices of the AIRSEEKER Co-Manning agreement; under this agreement UK personnel commenced deployed operations on co-manned USAF Rivet Joint aircraft in June 2011.

### Strategic and Tactical Lift

- When the future strategic (transport) and tanker aircraft (FSTA) enters service with the RAF it will be known as Voyager.
- Preparations for the formal entry to service of Voyager are now well advanced. The first two Voyager aircraft, of 14, converted for these roles are undergoing flight testing.
- Voyager will replace the Air to Air Refuelling (AAR) capability and the passenger Air Transport (AT) work currently undertaken by the RAF's VC-10 and TriStar fleets.
- Voyager will provide enhanced levels of availability, reliability and comfort for passengers and will be considerably more capable and efficient than its predecessors.
- Voyager will be provided through a PFI service contract. Industry will own and manage the aircraft assets and provide the training services and approximately 25% of the manpower; however military missions will be flown by and under the control of the RAF.
- The RAF's Air Transport Force is being rationalised as quickly as possible to consist of only the most modern and capable aircraft types - with A400M joining the RAF's fleet of seven C17 aircraft and Voyager. The UK will gradually withdraw legacy fleets such as the C130 Hercules, Tristar, VC10 and existing Comms Fleet Aircraft as soon as new capabilities are introduced.

### Joint Combat Aircraft: Lightning 2

- The Government remains committed to the US led Joint Strike Fighter (JSF) programme. The UK plans to transition to a combined fast jet fleet of JSF, named the Lightning 2, and Typhoon aircraft in the medium to long term.
- The UK plans to deliver the Carrier Strike capability from around 2020.

### Equipment, Support and Technology for UK Defence and Security

- A future White Paper will set out the Government's approach to acquiring equipment, support and technology in the defence and security domains over the next five years.

### Independent Review of single source pricing regulations - the "Yellow Book"

- In October 2011, Lord David Currie's independent review of single source procurement was published. It is now out for public consultation, due to complete in early 2012.

### Type 45 Destroyers

- The first Type 45, HMS Daring, entered service on 31 July 2010. The second in class, HMS Dauntless, was formally commissioned into the Royal Navy on 3 June 2010 and has recently completed her Hot Weather Sea Trials. HMS Diamond (Ship 3) was declared In-Service on 12 July 2011. Dragon (Ship 4) has successfully completed sea trials and was accepted off contract on 31 August 2011. Defender (Ship 5) has successfully completed her Propulsion and Drive Motor Trials and is due to commence her first set of sea trials later this year. Duncan (Ship 6) launched on 11 October 2010 and is currently being fitted out on the Clyde. .

### Submarines

- The first in class of the new Astute Submarines, HMS Astute, was commissioned into the Royal Navy in August 2010 and is currently undergoing further sea trials before she is declared operational. Ambush was named on 16 December 2010 and launched in January 2011. Artful and Audacious are under construction at Barrow. On 14 September 2011, the MOD confirmed that Boat 5 of the Astute Class of seven submarines will be called HMS ANSON.



#### Ice Patrol Ship

- On 21 March 2011, HMS Protector was named as the temporary replacement for HMS Endurance, the Antarctic and South Atlantic ice patrol and survey vessel. She was commissioned in June 2011 and is now on her first deployment to the Antarctic later this year.

#### Air Defence

- RAF air defence assets including Typhoon aircraft, radars and command and control systems, are held at continuous readiness 24/7, 365 days of the year to guarantee the security of UK sovereign airspace and NATO-monitored airspace.

### **SECTION 4 – PERSONNEL AND MEDICAL**

#### **THE ARMED FORCES COVENANT**

##### **Top Line:**

**The Government recognises the need to ensure our Armed Forces, veterans and their families have the support they need, and are treated with the dignity they deserve. A new tri-Service Armed Forces Covenant was published in May 2011, setting out the key relationships between the Armed Forces, Government and the Nation.**

##### **Supporting Lines:**

- The Covenant defines the principles of removing disadvantage and allowing special provision in some circumstances in the access to public and commercial services. This has set a framework for policy making and delivery across Government and will improve the support available for the Armed Forces Community. For further information, please see the [MOD website](#).
- As the Prime Minister proposed in June 2010, the Armed Forces Bill will enshrine the principles of Armed Forces Covenant in law. This is the first time that the existence of the Covenant will have been recognised in statute and received Royal Assent on 3 November 2011.
- In August 2011 MOD launched the Community Covenant Grant scheme. The aim of the Community Covenant Grant Scheme is to support projects, at the local level, which strengthen the ties or the mutual understanding between members of the Armed Forces Community and the wider community in which they live.
- £30m has been allocated to the scheme over this and the following three financial years.

#### **MEDICAL SUPPORT**

##### **Top Line:**

**The support to personnel injured on operations is of an excellent standard. All Armed Forces personnel are supported by dedicated and comprehensive medical services, including mental health support.**

##### **Supporting Lines:**

##### **Seriously Injured personnel**

- Operational casualties whose injuries are serious enough to require further treatment back in the UK are aeromedically evacuated as a matter of priority. The Queen Elizabeth NHS Hospital in Birmingham, which opened in June 2010, is the primary reception hospital for military patients evacuated to the UK from overseas. The new facilities offer injured soldiers the best possible care in a Military Ward, subject to clinical need.

- Patients requiring further rehabilitation care (including prosthetics) can be referred to the Defence Medical Rehabilitation Centre (DMRC) at Headley Court in Surrey. DMRC has 96 established in-patient beds with a further 20 beds being made available as a sensible contingency in the short term. In order to ensure continuity of services out to the end of current operations, a plan is maturing to bring the in patient capacity at DMRC to 144 with appropriate therapy space and supporting infrastructure.
- Birmingham hospitals and Headley Court have the ability to manage increased casualty numbers, including mobilising additional military medical staff and providing extra bed spaces.

## **Prosthetics**

Recent Service leavers who have lost a limb while serving will, where clinically appropriate, be entitled to receive from the NHS equivalent standard prosthetic care to that provided by Defence Medical Services. Dr Andrew Murrison MP led a review to examine NHS prosthetics services for veterans now and for the future. The Prime Minister announced that the Government is investing up to £15 million to support Dr Murrison's key recommendations, including the introduction of national specialist prosthetic and rehabilitation centres for amputee veterans. The MOD will work closely with NHS specialists and the Department of Health (DH), service charities, the Devolved Administrations and others to ensure that prosthetic services are delivered in the most effective way for the benefit of the veterans population. This can be viewed on the DH website [www.dh.gov.uk](http://www.dh.gov.uk) under [A Better Deal for Military Amputees](#)

## **Mental Health**

### **Service Personnel**

- The MOD provides mental healthcare for those Armed Forces personnel who need it, primarily through our 15 military Departments of Community Mental Health across the UK (plus centres overseas), which provide out-patient treatment. In-patient care, when necessary, is provided in specialised psychiatric units under contract with the NHS
- In May 2010, the latest phase of a King's College study into the effects of deployment on the mental health of personnel confirmed the continuing low incidence rate of probable PTSD for the UK Armed Forces. Alcohol misuse and common mental disorders were the most prevalent mental health problems. Service personnel are generally no worse off as regards mental health disorders compared with available data for the civilian population. Deployment on operations was associated with a small increase in symptoms of PTSD in Reservists, and Regular personnel in combat roles were more likely than those in support roles to report probable PTSD. The number of times that a member of the Armed Forces deploys to theatre does not increase their risk of developing common mental health disorders.
- The Armed Forces Mental Health Strategy (AFMHS) provides a framework for the Chain of Command (CoC), DCDS(Personnel & Training) staffs and the Defence Medical Services (DMS) to coordinate policy and focus effort and resources to optimise levels of mental health in the Armed Forces. It applies primarily to serving personnel and Reserves, but it also covers our duty to ensure that Service families receive appropriate support and that ex-Service personnel, who are in need of help, are appropriately catered for through the NHS and in partnership with others. The mental health and the wider mental wellbeing of Service personnel have a direct impact on their morale, motivation and moral judgement which ultimately underpins capability. The overt and clear ownership of mental health by the Chain of Command (CoC) is an important factor in its management.

## **Veterans**

- The NHS is responsible for delivering veterans' healthcare, with priority treatment for Service-related conditions, subject to the clinical needs of all patients.
- MOD complements NHS services by providing a Medical Assessment Programme (with a similar service for Reservists) and by its £3m annual funding of treatment provided by the mental health charity Combat Stress for war pensioners with mental health conditions caused by service.
- In England, Armed Forces Champions in Strategic Health Authorities and regional Armed Forces Networks are bringing together the NHS, Service charities and others, to meet the needs of the Armed Forces community in their area.

### **Dr Andrew Murrison's report, 'Fighting Fit: a mental health plan for servicemen and veterans'**

- The MOD is working closely with the DH to take forward the recommendations in Dr Andrew Murrison's independent report, 'Fighting Fit', which was released in November 2010 and can be viewed on the [MOD website](#).

## **PAY AND ALLOWANCES**

### **Top Line:**

**The Government is determined that members of the Armed Forces should receive a remuneration package commensurate with the vital role they play. The outcomes of the SDSR and the Spending Review are having far-reaching consequences in reducing Defence expenditure, although the full impact on pay and allowances is not yet clear. It is critical that change in these areas does not impact on our ability to attract, recruit and retain high calibre individuals.**

### **Supporting Lines:**

- The tax-free Operational Allowance (OA) for Armed Forces personnel serving in qualifying operational theatres was doubled on 6 May 2010. Libyan land mass, air space and territorial waters were added to the areas for which OA is in payment, backdated to the date of the UN resolution.
- As part of measures to tackle the budget deficit, the Government's 2010 Emergency Budget announced a pay freeze for 2011/12 and 2012/13 for public sector workers, including the Armed Forces. The Government however, stated that all those earning £21,000 or less should receive a minimum increase of £250. It is in this context that, for those earning above £21,000 a year MOD will not submit evidence or seek recommendations for a 2012 pay award. MOD will, however, provide evidence to the AFPRB about recruitment, retention, any targeted measures proposed for particular groups and other aspects of the remuneration package such as food and accommodation charges. The 2012 AFPRB report is expected to be published in March 2012.
- Reductions in the Service Personnel allowances package (totalling £250 million of the £880 million spend) were announced on 20 January 2011. The announcement was a result of the requirement set out in the SDSR to reduce expenditure on Armed Forces and Civil Service allowances.

## **PENSIONS**

### **Top Line:**

**The Armed Forces Pension Schemes (AFPS) are widely recognised as good quality pension schemes which compare favourably with other public and private sector schemes. The AFPS are designed to reflect the special features of Service life, provide adequate retirement income and protection for dependants, and encourage retention as a key part of the overall remuneration package for Service Personnel.**

### **Supporting Lines:**

- In 2010 the Government invited Lord Hutton to conduct a fundamental structural review of public service pension provision.
- Lord Hutton's Independent Public Service Pensions Commission published its final report on 10 March 2011. The report recommended a number of significant changes to public service pension provision aimed at ensuring that public service employees will have continued access to good quality, sustainable and fairer defined benefit pension schemes. For further information, please see the [MOD website](#).

## **REDUNDANCY**

### **Top Line:**

**Following the SDSR, the shape and size of the Defence workforce (both military and civilian) is being addressed. The UK's Armed Forces are being restructured to meet current and emerging threats and so are undergoing some changes including a reduction in the combined size of the Royal Navy, the Army and the RAF by some 17,000 by 2015. Some of this reduction is being achieved through measures such as slowing down recruitment but the Department estimates that up to around 11,000 redundancies will be required. Planning is underway for Future Force 2020, which will see a further reduction in the size of the Army from 2015. The outcome of the SDSR will also result in a reduction of the number of civilian personnel by around 25,000 by 2015 and a further 7,000 by 2020.**

### **Supporting Lines:**

- The Armed Forces redundancy programme will reduce the number of Service personnel while maintaining a satisfactory balance of skills and experience throughout the Armed Forces to enable delivery of operational requirements.
- The Royal Navy, the Army and the RAF published comprehensive documents for their personnel, detailing the branches and trades from which they are seeking to make redundancies in this first tranche and have made selections from those who applied and from non-applicants. Individuals were informed in September 2011 if they were to be made redundant in this first tranche. All three Services will run up to four redundancy tranches; the released documents only cover the first tranche.
- Transition of those selected for redundancy will be managed through the appropriate resettlement package.
- All tranches will be complete by the end of March 2015.

For the civilian workforce, the Department is committed to achieving the necessary reductions without recourse to compulsory redundancy wherever possible although this eventuality cannot be ruled out. The reductions will be managed by a range of measures including natural wastage, restrictions on external recruitment which have been in place for some time, and a Voluntary Early Release Scheme (VERS) which was open for applications in spring 2011. Letters notifying individuals of the outcome of their VERS application were sent on 30 June 2011.

- The Trade Unions were consulted prior to the launch of the scheme.

- The compensation payable is determined in accordance with the rules of the Civil Service Compensation Scheme (and equivalent arrangements for members of other pension arrangements – such as Teachers, Burnham Lecturers and NHS grades).
- It is unlikely that these measures alone will be sufficient to achieve the full reductions required and further action is currently being considered which may include a further early release scheme(s) and/or more targeted schemes. A consultation document has been issued to the MOD Trades Unions on proposals for a new VERS, which on current planning will be in November and run for two years from 1 April 2012.

## RECRUITMENT

The Armed Forces depend on high-quality young people wanting to join the Services for rewarding and exciting careers. Despite the reduction in the overall numbers of Service personnel, the Armed Forces are still recruiting and training to replace those personnel who leave the Services at the end of their contracts.

## ARMED FORCES COMPENSATION SCHEME (AFCS)

### Top Line

**The AFCS provides compensation for injuries, illness and death arising from Service since 6 April 2005. War pensions are paid to veterans with injuries caused by their service prior to this date.**

### Supporting Lines:

- The AFCS covers all serving and ex-Service personnel and may provide a tax-free lump sum for pain and suffering, the size of which reflects the severity of injury or illness that has been sustained. Lump sum awards range from £1,200 to £570,000. The AFCS also provides benefits to eligible partners and children of Service personnel who die as a result of their service.
- For serious injuries and illness, the AFCS also provides an income stream known as the Guaranteed Income Payment (GIP). This is in addition to the lump sum and is a tax-free, index-linked monthly payment, paid from discharge until death. The GIP is an enhancement to an individual's ill-health pension, paid to recognise that the injury or illness was sustained as a result of service. The scale of the payment is based on the severity of the injury, and age and salary on discharge.
- An Independent Medical Expert Group (IMEG) was established during the Lord Boyce Review of the Scheme in 2010 to advise on the appropriate levels of compensation for several specific injuries and illnesses, including mental health. The Group's first report was published on 9 May 2011. The IMEG is now looking at how to best compensate for hearing loss, mental health problems and service-caused illnesses. Its findings will be published in the next year.

## HOUSING

### Top Line:

**The MOD recognises the importance of providing decent living standards in maintaining morale on the front line and, despite the current financial challenges, continues to invest and target efforts on the most pressing accommodation issues. Military accommodation arrangements continue to represent good value for money for members of the Armed Forces, with charges well below market rates. A three year SFA (Service Family Accommodation) upgrade pause has recently been announced, taking effect in 2013. However, elemental upgrades to bathrooms and kitchens are still programmed.**

## Supporting Lines:

- Significant progress has been made on accommodation and will continue, within the financial constraints which now exist.
- Establishing the new Defence Infrastructure Organisation shows the Government's commitment to improving the way estates and infrastructure services are delivered to give the Armed Forces the best possible facilities in which to live, work and train.
- Armed Forces Home Ownership Scheme (Pilot). An MOD £20 million, 4-year pilot shared equity scheme was launched in January 2010. The scheme is eligible to full-time permanent members of the Armed Forces who wish to remain in the Forces, and who have between 4 and 6 years' service, to buy a property in England. In FY 2010/11, the scheme attracted 1,300 applicants who were assessed as being eligible in principle. Of these, 105 had completed by 30 Sep 2011.
- Extended Eligibility for Priority Status to Affordable Housing Schemes. In June 2011, the Housing Minister, Grant Shapps MP, announced that the highest priority will be afforded to Service personnel for all types of social housing in England. Further details of this will be released in due course. Service personnel will also be placed in the highest priority for access to the new FirstBuy scheme, which is designed to assist first time buyers. The first Service person to purchase a property under the FirstBuy scheme recently completed his purchase, and this was highlighted in the media.
- Housing Adaptation Grants. Seriously injured personnel in receipt of AFCS or War Pension Scheme (WPS) payments can access substantial grants to adapt their home for their disability. AFCS and WPS lump sum payments are not considered to be income when means-testing for Housing Adaptation Grants.
- Disregard to compensation payments. AFCS lump sum payments are not considered to be income when assessing for affordable housing.
- Local Connection. Previously, Local Connection legislation meant that Service leavers received no recognition for having lived and worked in an area when applying for social housing. This has been amended in England, Scotland and Wales.
- Priority Housing for Injured Service Personnel. Ex-Servicemen and women who are seriously injured have priority for specially adapted social homes.
- Service Families Accommodation. The vast majority of UK Service homes are now at the top two standards (of four) for condition<sup>6</sup>, with families no longer required to live in properties at the lowest standard, although some still choose to do so.

## EDUCATION

- Free Further or Higher Education. Service leavers with six years' service, and who have previously been members of the Enhanced Learning Scheme, can apply for funding to cover tuition fee expenses for an additional qualification. This is up to and including degree level courses.
- School Place Allocation. The School Admissions Code is designed to recognise the needs of Service children.
- Special Educational Needs (SEN). Local authorities and schools have received guidance reminding them of their obligation to ensure continuity of support.
- Troops to Teachers. As part of the Schools White Paper, released in November 2010 by the Department for Education, the Government announced plans to develop a 'Troops to Teachers' programme which will sponsor Service leavers to train as teachers.

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<sup>6</sup> We refer here to Standard for Condition, not Grade for Charge.

## WELFARE

### Top Line:

**The welfare needs of Service personnel and their families remain a key priority. Any changes proposed to Terms and Conditions of Service will take into account the impact on welfare support. The Government remains committed to providing the best possible support to deployed personnel and their families through the Deployed Welfare Package.**

### Supporting Lines:

- Operational Welfare. The Deployed Welfare Package is kept under constant review to ensure it meets the needs of both the Service person and their dependants. Free phone calls are available for 30 minutes per week. Wi-Fi access has been extended in operational areas, texting and internet facilities have been improved in Forward Operating Bases and the Families Welfare Grant doubled.
- Post. MOD and the Royal Mail continue to operate the Enduring Families Free Mail Service (EFFMS) for friends and families to send packages of up to 2 kg to named personnel in Afghanistan as well as HM Ships in support.
- Improved access to welfare services. The Armed Forces Covenant sets out the Government's aspiration that the Armed Forces Community should face no disadvantage compared to other citizens in the provision of public and commercial services, as well as to make special provision for the injured and bereaved, as proper return for their sacrifice. A number of improvements have already been achieved for Service families under the Covenant, such as: retention of NHS waiting list place following a move, beneficial changes to the Schools' Admissions Code and the Armed Forces Bereavement Scholarship Scheme (see [MOD Website](#)).
- Work continues on further issues and it is important that personnel and their families understand the provisions made within the Covenant and remind service providers of their responsibilities where they perceive that they are not being correctly upheld. An interim Armed Forces Covenant Report will detail the progress so far and will be released shortly. The Armed Forces Community Covenant scheme encourages local authorities, the private sector and the voluntary and community sector to provide targeted support for their local Armed Forces community. This should provide a better level of access to the support provided by public service providers.
- Rest and Recuperation. On 22 July 2010, the Government announced steps to maximise Service personnel's rest and recuperation.

DMC Secretariat & New Media

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