QUESTIONS AND ANSWERS

BACKGROUND AND CONTEXT

Q 1. Why are we reducing Naval Service manpower?

A. The Strategic Defence and Security Review presented the security policy baseline against which the UK’s Armed Forces will be re-structured to meet current and emerging threats. The Armed Forces will undergo changes that will include a reduction in certain capabilities and associated manpower.

Q 2. By how much will the Naval Service reduce in size?

A. On 19 Oct 10, the Secretary of State for Defence announced that the Naval Service will reduce to around 30,000 by Apr 15. The Naval Service must reduce in size by up to 5000 posts.

Q 3. Is it just the Naval Service that is being reduced in size or are the other Services being cut too?

A. The RAF and Army will also see significant reductions in their manpower and the civilian element of the MOD will be similarly reduced in size.

Q 4. Why do we need a redundancy programme?

A. Normal manning regulators to increase outflow and restrict intakes will be applied, but these on their own will be insufficient, if we are to preserve a balanced force structure. The Naval Service is conducting a compulsory redundancy programme, which considers both applicants and non-applicants, as part of the Regular Armed Forces Redundancy Programme. The Naval Service programme will comprise up to 3 tranches.

Q 5. When will details of the Tranche 3 programme be announced?

A. There is no Tranche 3. Tranche 2 is not only relatively small it is the last full Tranche of redundancy for the Royal Navy. A very small number of further redundancies may be required but will be limited to OF5s and OF6s and senior medical staff as Defence Transformation is implemented.

Q 6. Will the Naval Service continue to recruit personnel during the Redundancy Programme?

A. Yes, recruitment will continue to ensure we maintain critical skills and a coherent mix of trained and experienced personnel for the future and to maintain the long-term balance and structure of the Service, but it will inevitably be at reduced levels.

Q 7. Why are Tranche 2 Numbers significantly less than Tranche 1 numbers?

A. Since planning for the redundancy programme started, a number of assumptions made about the effectiveness of ‘manning levers’ during the drawdown have changed and resulting in us being in a position to announce fewer redundancies than were originally expected. This is good news for all those who have been affected by the uncertainty of the redundancy programme. Nevertheless, redundancy is still necessary for cadres that are forecast to be in surplus in 2015.
Q 8. So what manning lever assumptions have changed?

A. The level of recruiting is set to reduce over the next few years. In terms of outflow, ratings who wished to leave during their Minimum Time to Serve have left the Service at a higher rate than was forecast. In the short term, the volume of Extended Careers (Rating) / EOS (Officers) has reduced and, for Officers, there has been a reduction in opportunities to Commission Transfer; both of these measures will result in an increase in outflow over time. Voluntary Outflow (VO) in some areas of the Naval Service is higher than was forecast in Oct 10. Finally, the throughput to the Naval Service Medical Employment Board has increased over the last two years which has resulted in higher numbers of personnel being medically discharged at the right point in their recovery. This combination of events has meant that we no longer require as many redundancies as were forecast in Oct 10.

Q 9. Numerically, why are there more Ratings than Officers required for Redundancy in Tranche 2?

A. As part of the SDSR drawdown, both the Officer and Rating Cadre will be reduced in size by 2015 by around 12% and 14% respectively to allow the Naval Service to meet its outputs. Reducing the strength of the Officer cadre can be achieved more efficiently, without the need for redundancy, by natural outflow (reducing extensions of service) and/or reducing the opportunity for Commission Transfers at the 12 and 16 year length of service point. There will be some need for redundancy in areas where these outflows cannot be achieved. For ratings, the 22 year length of engagement or long EC/2OE contracts does not offer the volume of natural wastage required to meet the reduction in strength. In particular, at AB and LH level redundancy is almost the only way that strength can be rebalanced to meet the smaller liability. Tranche 2 will be the last time that Ratings will be considered for redundancy, although there may be a requirement for a small number of further redundancies for Officers (OF5s and OF6s and senior medical staff) as Defence Transformation is implemented.

Q 10. Why are we continuing to recruit at a time when we are reducing numbers?

A. Despite the redundancies, the Armed Forces continue to need to recruit. As an organisation which recruits only at the bottom of the rank structure, recruiting remains a priority. The Armed Forces has learned its lessons from previous experience; it is very difficult to turn the recruiting tap back on having switched it off. Maintaining the inflow is the most cost effective way of manning the Armed Forces and, given the current operational demands, will remain so for the foreseeable future. Notwithstanding this, the reduced size of the Armed Forces inevitably means a reduction in the number of new recruits required.

Q 11. Will redundancies affect promotion flow?

A. Any reductions in shape of the Naval Service will be carefully implemented to safeguard promotion flows through the rank/rate structure as far as possible. In the long term, it is anticipated that promotion numbers will be proportionally reduced in line with the reduction in overall strength. This will be different across the various cadres and will be refined over the next year once the exact nature of capability reductions is known.

Q 12. Will fewer people mean increased operational commitments for those who remain?

A. The SDSR was designed to provide a future force structure to meet the demands of the current operations and future threats. The Naval Service will be manned appropriately to provide the required level of operational capability and to maintain harmony.
Q 13. Does this redundancy programme affect members of the Maritime Reserves (Royal Naval Reserve and Royal Marines Reserve)?

A. This redundancy programme is only for Regular Forces.

Q 14. I still have not read the DIN, where can I find it?

A. From the Defence Intranet home page, click on the Royal Navy link in the Service and Agency Intranets area on the right hand side, and then click on the Naval Service Redundancy Programme link in the bottom right quadrant of the box on the upper right hand side of the page. Then click on the Naval Service Redundancy Programme link in the bottom right quadrant of the enlarged box. You can also find the key information from the DIN in the member’s area of the community pages of the RN website.

GENERAL ELIGIBILITY CRITERIA

Q15. Is everyone eligible for redundancy?

A. No, redundancy will be targeted at specific ranks, branches and trades in order to achieve a balanced drawdown. Eligible personnel will be invited to apply for redundancy, but to achieve the desired long-term balance and structure of the Service, it may be necessary to reject some applicants and select some non-applicants who fall within the same redundancy fields.

Q 16. Are Officers included in the redundancy programme?

A. The redundancy process applies to all regular RN/RM trained and untrained personnel, both commissioned and non-commissioned, up to and including Commodore/Brigadier.

Q 17. How many 2* (Admirals) and above will be affected?

A. The redundancy programme will apply for all Armed Forces personnel of one-star rank (Commodore) and below. More senior officers (two-star rank – Rear Admiral and above) have different terms of service, being employed on an appointment-by-appointment basis and therefore will leave under different terms outside the redundancy programme, including termination of service without additional compensation. No-one above the rank of Commodore is being made redundant in Tranche 2.

Q 18. When will we know which Redundancy Fields will be in Tranche 2?

A. The Redundancy Fields for Tranche 2 will be released with the DIN on 17 Jan 12.

Q 19. I realise that I’m not in a Redundancy Field, but can I apply for redundancy anyway?

A. No.

Q 20. How do I find out if I am eligible for redundancy?

A. A Naval Service Redundancy Programme DIN will be published on 17 Jan 12 listing the Tranche 2 redundancy fields (by rank, branch and trade).
Q 21. If I don’t meet the eligibility criteria (by rank, branch or trade) as published in the Redundancy Programme DIN, can I still apply for redundancy?

A. No, only those personnel who are identified as eligible (by rank, branch or trade) in the Redundancy Programme DIN can apply for redundancy.

Q 22. I am eligible for redundancy, what happens next?

A. You must decide if you want to apply for redundancy.

Q 23. I am eligible for redundancy, but I don’t want to apply for redundancy, what happens next?

A. You need do nothing. If you fall within the eligibility criteria but you do not wish to apply for redundancy, you will be listed as a non-applicant and considered alongside all other applicants and non-applicants within the eligibility field by the Redundancy Selection Board.

Q 24. My particular rank/branch/trade has not been included for Tranche 2 – does this mean that my specialisation and rank is not going to be made redundant over the programme?

A. Yes. Tranche 2 is not only relatively small it is the last full Tranche of redundancy for the Royal Navy. A very small number of further redundancies may be required but will be limited to OF5s and OF6s and senior medical staff as Defence Transformation is implemented.

Q 25. I am holding an Acting rank/rate. Will I be considered in my Acting rank/rate or my substantive rank/rate?

A. Personnel are eligible to be selected for redundancy in the substantive rank they hold in JPA on 01 Jan 12. Those who are Acting Higher rank/rate (AHR) will be considered at the Substantive rank/rate.

Q 26. What happens if I have been selected for promotion?

A. Unless they are applicants, personnel who, on 01 Jan 12 have been selected for substantive promotion to the next rank/rate, but who have not yet been substantively promoted, will be excluded from consideration for redundancy at both the lower and higher rank.

Q 27. What happens if I have been selected for a Commission Transfer/New Extended Career?

A. Personnel who, on 01 Jan 12 have been selected for and have accepted a Commission Transfer or Extended Career, but who have not yet been transferred/extended will be excluded from consideration for redundancy at both the longer and shorter engagement.

Q 28. I have been selected for promotion/Commission Transfer/Extended Career. Can I still apply for redundancy?

A. Yes - Personnel who have been selected for promotion/Commission Transfer/Extended Career may apply for redundancy at their substantive rank, should that rank form part of a redundancy field.

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1 Those in the pool for OF5/6 will be considered in the lower rank.
Q 29. Why has my particular rank/branch/trade been excluded when there is an overbearing at this level?

A. It is highly likely that the Strength vs Liability of this rank/branch/trade can be controlled using 'normal' manning levers such as reducing Gains to Trained Strength (GTS), Extended Careers (EC), Extensions of Service (EOS) and the use of Full Time Reserve Service (FTRS).

Q 30. I have submitted my application for Early Termination (ET). Can I withdraw the application for ET?

A. Personnel who have submitted their ET application, and had it accepted in JPA by the Career Manager, will not be permitted to apply for redundancy. Applicants for redundancy who are not selected may still apply for Early Termination under normal procedures.

Q 31. How is Length of Service calculated?

A. Length Of Service will be calculated as the time elapsed between the date joined as an Officer or Rating/Other Rank and 01 Jan 12. For SUY/UY/SCC this will relate to the date they joined CTCRM or BRNC.

Q 32. Will personnel who are serving in Afghanistan be considered for redundancy?

A. It is the overriding intent that non-applicants engaged in land-based operations for which they are in receipt of Operational Allowance, or have been assigned to deploy on those operations, or who are recovering from those operations on the date of notification (12 Jun 12) will not be made redundant unless they are volunteers. Similarly, all those preparing for, or recovering from (on Post Operational Leave or entitled Rest and Recuperation) such an operation are exempt, unless they have volunteered. Those in support of operations but not in OA-earning locations are NOT exempt, nor all those who have previously served in OA-earning locations, as it would be impractical to exempt so many people, the 'line' must be drawn somewhere and this is considered the most appropriate policy.

Q 33. What about other operations?

A. It is not planned that other RN personnel in deployed Royal Naval units will be subject to any exclusion from redundancy for operational reasons. However, recent operations in support of the UN-sanctioned, and NATO-controlled, no-fly zone over Libya have highlighted the dynamic pace of conflict. In addition to the operational exclusions detailed above, there may be other Naval Service personnel who, on 12 Jun 12, when the redundancy notices are issued, should be excluded as they are engaged in conflict. Those identified will not be selected for redundancy unless they are applicants.

Q 34. How is “recovering from those operations” defined?

A. The definition used is those on Post-Operational Leave or entitled Rest and Recuperation (R&R) on the day when the redundancy notices (12 Jun 12) are issued.
Q 35. Why are we not protecting all those who have served in Afghanistan from Redundancy?

A. All members of the Armed Forces make an enormous contribution to this nation whether they have served in Afghanistan or not. Some 55% of the current British Army have served at some time or another in Afghanistan. To restrict our redundancy to the remaining 45% would result in incorrectly structured armed forces. We are determined to ensure those preparing for operations on operational or recovering from operations on the day we issue redundancy notices will not be made redundant unless they have volunteered. This is an appropriate exemption.

Q 36. What is the position with regard to those Service Personnel who have been injured?

A. Every case of wounded, injured or sick will be assessed individually. No one will leave the Armed Forces through redundancy or otherwise until they have reached a point in their recovery where leaving the Armed Forces is the right decision, however long it takes. Those personnel who are currently or subsequently assigned to HASLER Company\(^2\) as patients will be excluded from redundancy whether they are an applicant or not.

Q 37. Can you tell me the size of the Redundancy Field that I am in?

A. If you are in a Redundancy Field and wish to know its size, please contact the Fleet Redundancy Cell (details in the DIN). They will only inform you of the size of your Redundancy Field and remind you that this number will vary due to VOs rates, exclusions iaw the DIN, and other factors.

Q 38. I realise that I’m not in a Redundancy Field, but can I apply for redundancy anyway?

A. No.

REDUNDANCY TERMS AND PROCEDURES

Q 39. How do I apply for redundancy?

A. The application process will be outlined in the Naval Service Redundancy Programme DIN published on 12 Jan 12. Eligible personnel will have 6 weeks (from 17 Jan 12) to decide whether or not to apply for redundancy (deadline 1700Z 28 Feb 12).

Q 40. Where can I find out more about the redundancy process and other information I need to consider before submitting an application for redundancy?

A. The Naval Service Redundancy Programme DIN describes the redundancy process and highlights other sources of information.

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\(^2\) BR3 Chapter 33 Annex 33A. The Naval Service has experienced a significant increase in the number of personnel who have sustained serious injuries or wounds through current operations which have the potential to be ‘service limiting’ Recognising this and the need to ensure sufficient and appropriate specialist medical and welfare provision and support is available to those with such severe injuries, the Naval Service has developed and established HASLER Company in HMNB Devonport, which specifically manages and coordinates the needs of the seriously injured and prepares them for return to military duties or discharge from the service according the their circumstances.
Q 41. When will personnel selected for redundancy in Tranche 2 leave the Service?
A. Exit dates and additional information are outlined in the Naval Service Redundancy Programme DIN: applicants for Tranche 2 will leave by 11 Dec 12 and non-applicants will leave by 11 Jun 13.

Q 42. When will I know if I am to be made redundant?
A. On 12 Jun 12 all personnel selected for redundancy will be notified personally by their Chain of Command. The notification letter to each individual will contain all the information required to take the steps towards leaving the Service. Unsuccessful Applicants will receive a letter from the FRC which will be despatched on 12 Jun 12 to their preferred address as indicated on their application form.

Q 43. I am an Applicant, why would I not be selected for redundancy?
A. Some Applicants may not be selected because they possess a specific competence the Service needs to maintain capability. Other Applicants may not be selected because in their redundancy field there were more Applicants than the number required for redundancy.

Q 44. If I am selected for redundancy, when will I get back to the UK?
A. Applicants who are selected for redundancy will normally remain deployed for the majority of their notice period but will, wherever the interests of the Service allow, return to the UK to allow them to undertake resettlement training and Terminal Leave. Non-applicants who are selected for redundancy will be returned to the UK, wherever the interests of the Service allow, in sufficient time for them to serve at least their last 6 months service in the UK. Precise dates will be discussed between the parent Unit and the relevant Career Manager.

Q 45. Is the Redundancy financial package different for Tranche 1 and Tranche 2?
A. The financial package for each Tranche is exactly the same. Use the Armed Forces Redundancy Calculator to establish the size of your financial award.

Q 46. How will redundancy affect my pension?
A. Use the Armed Forces Redundancy Calculator to find out the full details of your whole financial award including your pension (immediate or preserved) if you are selected for redundancy. Further details are also available in JPS 764.

Q 47. I am on maternity leave, if I apply for redundancy when would I leave the Service?
A. See the DIN. All applicants who are selected for redundancy will have the same exit date as others in Tranche 2, irrespective of the date they were due to return to the Service.

SELECTION BOARDS AND GRADING CRITERIA

Q 48. What does the Redundancy Selection Board do?
A. The Redundancy Selection Board will convene to consider and decide on all applications for redundancy and to decide which non-applicants are to be selected. The composition of the Redundancy Selection Board is detailed in the Naval Service Redundancy DIN.
Q 49. **What criteria will be used by the Redundancy Selection Boards?**

A. Criteria such as performance and potential, competencies, physical fitness and discipline will all be taken into account. The full details of the selection criteria are outlined in the Naval Service Redundancy Programme DIN.

Q 50. **When will the results of Tranche 2 of the Redundancy Programme be announced?**

A. The results of Tranche 2 of the Redundancy Programme will be announced on 12 Jun 12. All personnel (applicants and non-applicants) selected for redundancy will be notified by individual letter through their chain of command. Applicants who have not been selected for redundancy will receive a letter direct from the Fleet Redundancy Cell.

Q 51. **Can I appeal against the decision of the Redundancy Selection Board?**

A. Yes, details of the redundancy appeals process are outlined in the DIN 2011DIN01-184 (Naval Service Redundancy Programme Appeals Procedure).

**COMPENSATION/ENTITLEMENTS**

Q 52. **If I am made compulsorily redundant will I have to pay back any outstanding allowances such as LSAP and if I am in receipt of a FRI would I have to pay that back?**

A. This information is all detailed in the Naval Service Redundancy DIN published 17 Jan 12.

Q 53. **If I am made redundant what will happen to my children's education if I am already in receipt of CEA?**

A. This information is all detailed in the Naval Service Redundancy DIN published 17 Jan 12.

Q 54. **Will any dispensation be given to applicants serving on operations or deployed if they are made redundant?**

A. Applicants who are selected for redundancy whilst deployed on operational combat operations will be required to fulfil their operational commitment. Their Notice Period will commence following their Post Operational Leave (POL).

Q 55. **Are there differences in compensation depending upon what pension scheme I am on?**

A. There are 2 redundancy schemes for personnel leaving the Service under this redundancy programme – The Armed Forces Redundancy Scheme 2006 (AFRS 06) for AFPS 05 members and the Armed Forces Redundancy Scheme 10 (AFRS 10) for AFPS 75 members. The Compensation terms for both schemes are summarised in the Naval Service Redundancy Programme DIN and personnel intending to submit an application for redundancy are strongly encouraged to seek an estimate of their pension and redundancy entitlements.

Q 56. **Why are there two schemes – AFRS 06 and AFRS 10?**

A. The two current schemes are broadly aligned to the two current Armed Forces Pension Schemes (AFPS), AFPS 75 and AFPS 05. AFRS 10 applies to those who joined before 6 Apr 05 and did not opt to transfer to AFPS 05. AFRS 06 applies to all other Service Personnel.
Q 57. Does the redundancy programme, and the same compensation, apply for both Officers and Other Ranks?

A. Yes, in this programme the schemes apply for all those of one-star rank (Army Brigadier and equivalent) and below. Officers of two-star and above serve on different terms, which provide no guarantee of further employment beyond the end of their current tour, at which point they may be retired without compensation. If their employment ceases mid-tour, they may receive compensation under the Directed Early Retirement scheme, broadly equivalent to AFRS10.

Q 58. How do I get information about how much I will receive if I am made redundant?

A. An estimate of pension and redundancy entitlements can be obtained via the Armed Forces Redundancy Calculator which can be accessed via the internet at www.mod-rc.co.uk. SPVA will provide a hard copy redundancy forecast for those personnel without access to the internet, which will be distributed by the Fleet Redundancy Cell Focal Point upon request. **On no account should personnel contact SPVA directly.** It should be noted that the information provided by both the Armed Forces Redundancy Calculator and the Armed Forces Pension Calculator is only indicative and does not constitute a formal statement of the payments that an individual will receive on exit from the Service on redundancy. Personnel considering applying for redundancy may wish to seek independent financial advice.

Q 59. How much compensation money will individuals selected for redundancy receive?

A. Compensation entitlement and calculation is set out in the documentation for the Armed Forces Redundancy Schemes, and differs according to your individual circumstances such as engagement, length of Service and pay. All compensation is tax-exempt. There is an online calculator available at mod-rc.co.uk. You can use the calculator to obtain an estimate of your compensation for any leaving date.

Q 60. What resettlement support will redundant Armed Forces personnel receive?

A. Appropriate support will be provided to those selected for their transition to civilian life. Personnel selected for redundancy will qualify for the Graduated Resettlement Time to which they would have been entitled had they completed the commission/engagement on which they were serving when they were made redundant. Personnel will receive full pay to attend training course or carry out individual resettlement preparation. All personnel are able to approach the Regular Forces Employment Association who will provide advice and support throughout their working life.

Q 61. Do the Redundancy Terms for those on AFPS75 change on 01 Apr 13? If so, does this mean that I am disadvantaged if I am selected to leave in Tranche 2 3?

A. Under the previous rules, the maximum of 9 months’ pay applied to those who left before 1 Apr 13. Following successful negotiations with the Treasury, MOD secured an extension of these terms for the purposes of the current redundancy programme. The maximum of 9 months’ pay will now apply up until 31 Dec 15. The change means that all the personnel in the affected category who are made redundant as part of the SDSR redundancy programme will be covered by the more generous compensation provisions regardless of when their redundancy takes effect.

Q 62. Will I be entitled to a full resettlement package if I am made redundant?

A. All personnel selected for redundancy will qualify for the full resettlement provision for which they would have been eligible had they completed the commission/engagement on which they are serving. Full details are contained within the DIN.
Q63. **Is the Redundancy financial package different for Tranche 1 and Tranche 2?**

A. The financial package for each Tranche is exactly the same. Use the Armed Forces Redundancy Calculator to establish the size of your financial award.

Q64. **How will redundancy affect my pension?**

A. Use the Armed Forces Redundancy Calculator to find out the full details of your whole financial award including your pension (immediate or preserved) if you are selected for redundancy. Further details are also available in JPS 764.

Q65. **Would the service leaver be entitled to travel expenses at crown cost travelling from overseas for resettlement courses?**

A. In accordance with 2011DIN01-100 Para 71, travel and subsistence may be authorised within the UK in most circumstances, but there is no entitlement to journeys at public expense from an overseas duty station to undertake specific resettlement activity in the UK.

Use of RAF operated charter flights between overseas base and UK could be used but this is not an entitlement. This can only be used when filling unused capacity on the aircraft and is done at no cost to the Crown. The same would apply for a return journey, if there is no spare capacity on the aircraft the SL the return journey cost will fall to the SL. Travel allowances are payable to SL returning to the UK from overseas to attend resettlement events from the point of entry to destination of the resettlement course and return to the point of exit. JSP 534 Chap 5 Para 0514.c refers

**RENDUNDANCY AND YOUR SERVICE FAMILY ACCOMMODATION**

Whether you’ve applied for redundancy or been made redundant, many Service personnel will automatically think about the future, including where they are going to live. If you are living in Service Family Accommodation (SFA) that thought becomes even more apparent as your accommodation is a condition of your continuing service.

Policies already exist to help Service personnel and their families in these instances so we’ve tried to answer some of the questions you might have below.

Q66. **If made redundant, will I be required to leave my Service accommodation?**

How much notice will I be given to vacate? What assistance will I be given to find accommodation on leaving the Armed Forces?

A. Service personnel will be issued with a notice to vacate their accommodation to coincide with the date of their discharge from the Naval Service. In addition to the housing support personnel receive throughout their Service careers, once in the resettlement process they receive advice from the Joint Service Housing Advice Office on how to obtain private or local authority housing in advance of leaving the Service.
Q67. Can I remain in my SFA, and for how long?

A. As you would expect you can remain in your SFA until at least your final day of service. However, for personnel compulsory discharged on redundancy grounds with six months or less notice - 93 days ‘continued use and occupancy’ of the SFA will be permitted after the date of discharge – importantly at entitled SFA charges.

After those 93 days, an extension of up to a further 93 days may be granted on compassionate grounds, following consultation between the Local Service Commander and Housing Information Centre (HIC). However, this will be at non-entitled SFA charges.

Q68. What happens if I get a new assignment before redundancy?

A. If you have at least six months to serve at the duty station, you should apply for SFA as normal. For personnel who have been selected for compulsory redundancy, and have been given 6 months or less notice, you will be entitled to SFA at the location where you have been assigned for your last six months or less. If there is no SFA available within a 10 mile radius of that location, DIO Ops Accommodation will offer SFA outside the 10 mile radius. However, you will not be entitled to Substitute SFA.

Q69. Can I apply for SFA at a different location to my final assignment?

A. Personnel being made redundant may apply for surplus SFA at a location away from their final assignment. This will be at entitled SFA rates but is reliant on the availability of stock.

Q70. Who do I need to do to make any of these arrangements?

A. The first thing you need to do is telephone your HIC to inform them about your circumstances, and discuss your individual needs and options. Call free on 0800 169 6322 or find email addresses for the HICs on the SFA Contacts page that can be found at www.mod.uk/ServiceFamilyAccommodation

Q71. What assistance can Service personnel in SFA get from Local Authorities?

A. The Minister for Housing and Local Government recently wrote to Local Authority Leaders and Chief Executives about assisting Service personnel who are no longer entitled to Service Family Accommodation. The Minister has reminded Local Authorities of the statutory Homelessness Code of Guidance – and that personnel should not be advised to remain in Service accommodation until they are legally evicted - and that the Certification of Cessation of Right to Occupy is sufficient for Local Authorities to provide advice and assistance. Therefore, if you are unable to arrange your own accommodation requirements and need assistance, you should contact the relevant local authority at the earliest opportunity.

If you would like contact details for your local authority they can be found on the Directgov Website at www.direct.gov.uk/en/DF1/Directories/Localcouncils/index.htm
Q72. Where can I found out more information?

A. Further information about Service Family Accommodation policy is available in JSP 464 Tri-Service Accommodation Regulations (TSARs) – specifically Part 1 for SFA in the United Kingdom. JSP 464 can be found in the Defence Intranet library and on the SFA Website at www.mod.uk/ServiceFamilyAccommodation.

Q73. I am unclear about my pension as I was a rating before becoming an Officer, can the FRC assist in working out how much I will receive and whether I am eligible for an immediate pension?

A. The FRC will not give specific pension advice, however, the references available cover all scenarios, they are:
   - The extensive accompanying notes to the Redundancy Calculator online
   - JSP 764 Part 5
   - 2011DIN01-056

Individuals may wish to seek Independent Financial advice for example from the White Ensign Association http://www.whiteensign.co.uk

Q74. How is my seniority date calculated and what should I do if I think it is incorrect?

A. Seniority is the date on which you were promoted to your current Substantive Rank. Your seniority date is taken from JPA, an extract of which was taken on 1st Jan 12 to determine eligibility in accordance with the Redundancy DIN. If you believe your seniority to be wrong you should report this to your Divisional Officer who will investigate further. It remains the individual’s responsibility to ensure JPA, including seniority, is always correct.

Q75. How is my seniority date calculated and what should I do if I think it is incorrect?

A. Seniority is the date on which you were promoted to your current Substantive Rank. Your seniority date is taken from JPA, an extract of which was taken on 1st Jan 12 to determine eligibility in accordance with the Redundancy DIN. If you believe your seniority to be wrong you should report this to your Divisional Officer who will investigate further. It remains the individual’s responsibility to ensure JPA, including seniority, is always correct.

Q76. I am an applicant in Tranche 2 who is not in the UK. If I am successfully selected for redundancy when can I expect to return to the UK?

A. It is intended to return successful Tranche 2 applicants to UK positions by 12 Sep 12.

Q77. I am a non-applicant in Tranche 2 serving outside the UK. If I am selected for redundancy when can I expect to return to the UK?

A. It is intended to return non-applicants selected for redundancy in Tranche 2 to UK positions by 12 Mar 13.