



Ministry  
of Defence



# Flexible Engagements Strategy

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@DRM\_Support  
#PwD2017

# Flexible Engagements System

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Deliver a Flexible Engagement System that will reflect the **realities of modern life** by **enabling Regular Service personnel to vary their work commitment**, between full-time and part-time, and to alter their liability for operational deployments in order to support changing personnel circumstances, whilst also **providing Reservists with improved opportunities** to be employed in higher commitment jobs.

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## **Its needs updating**

The Armed Forces employment framework has not been reviewed holistically since the end of National Service. Other employers have much more modern models

## **Its insufficiently flexible**

There is currently very limited scope for Regular Service Personnel to be able to reduce their liability for service below a continuous (24/7/365) basis

## **Its insufficiently attractive**

We struggle to attract certain sectors of society, and high value personnel often leave to enable a better work / life balance

## **To improve diversity**

Inflexibility and lack of attractiveness is a constraint on developing a more inclusive culture, and on attracting and retaining a more diverse workforce

## **To improve efficiency**

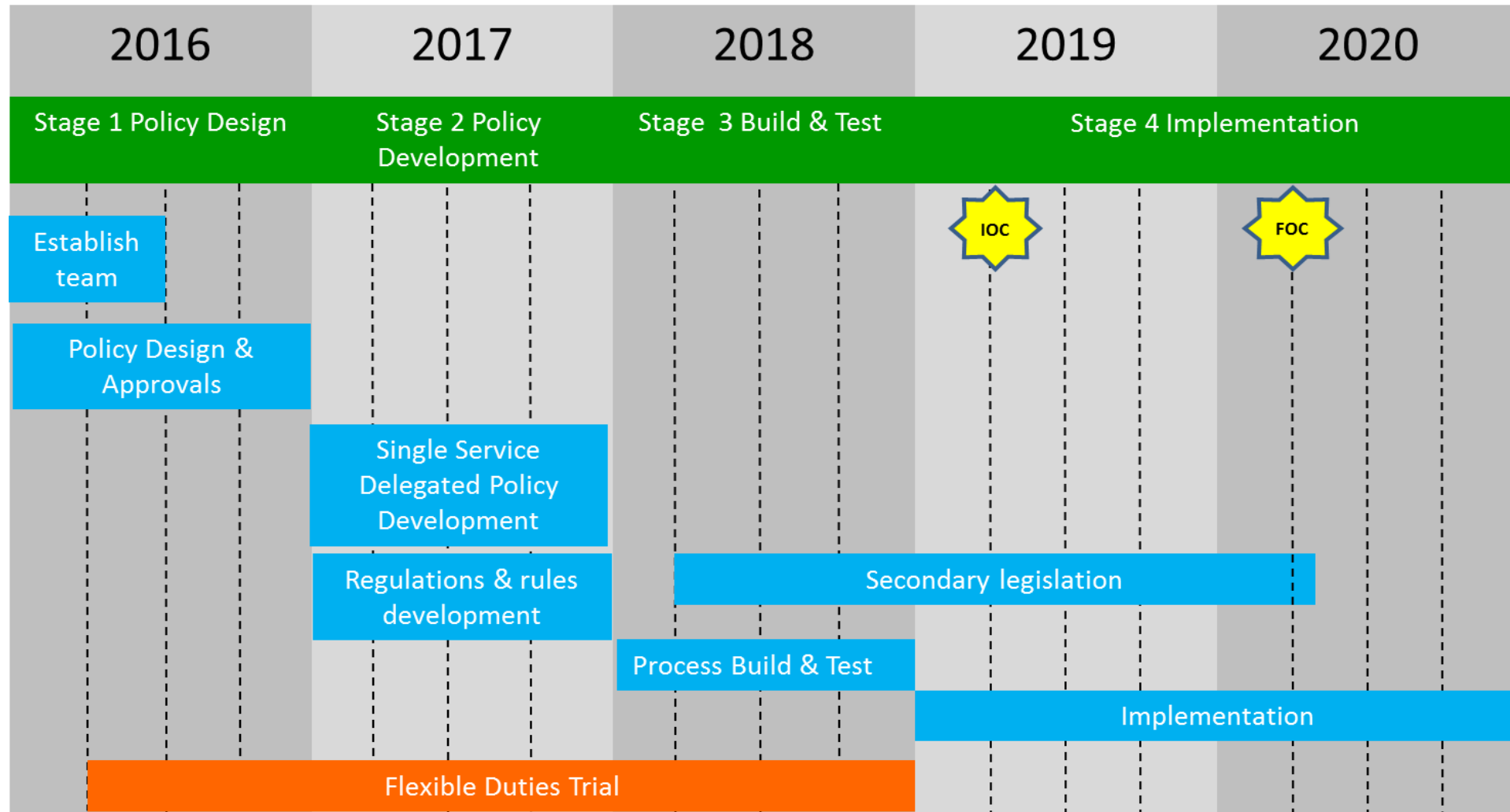
The capacity and agility provided by Regular personnel is employed unevenly

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# Flexible Engagements System

Design work streams	Enabling work streams
Design of Commitment Types, Terms of Service, Service Discipline	Ethos, Culture & Stakeholder Management
Conditions of Service	Barriers to Regular – Reserve transfer
Capability maintenance, Manpower Planning	Project Management, IT, Evidence and Benefits
Career management	

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# Flexible Engagements System – Current Position

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- FES has a long way to go before it is implemented in 2020.
- We expect FES will generate some opportunities and risks for employers in future concerning Regular Service Personnel with reduced commitments.
- We do not expect to make changes to the Reserves
- We will continue to engage you.
  - use the Regional Employer Engagement Directors as a direct channel for future communications with employers.
- Gov.uk will host communications content for FES