



Ministry
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Enterprise Approach

Collaborating and the Critical Skills challenge

Shaun Clowes

Project Manager for the Enterprise Approach

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ort #PwD2017

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Enterprise Approach

•SDSR 15 made a commitment to *make it easier to move between the different elements of the 'Whole Force' over their career.*

•Why?

- To aid the retention of critical skills within the Defence Sector.
- To respond to a Defence Board risk regarding critical skills.

• **How?**

- By working with the Key Maritime Industrial Primes to generate a shared solution and provide a platform to test a concept.
- If proven, we aim to widen the concept into other skill shortage professions.

•When?

- We aim to have an outline operating model later this year.
- Assess and demonstrate the concept from April 18.
- Implement from 2020





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A Renewed Placements Policy



- Will enable the transfer of individuals between partners informing the Enterprise Approach case studies.
- We judge Professional Placements are a beneficial way of conducting Defence.
- Flexible and improved policy encourages applicants and career managers to carefully consider the benefits to be gained by approving such requests.



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Major General Bob Bruce CBE DSO

Professional Placement - RBS

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Proudly Supporting Our Armed Forces – Bottom Line Up Front (BLUF)



RBS has been serving the military for 200 years – since the Battle of Waterloo

40K

Over 40,000 military customers bank with RBS PLC



Armed Forces network

Established in May 2015, now has over 140 members



RBS PLC banks c.35% of all Military Charities



Ross McEwan, CEO RBS, signed the Armed Forces Covenant on 15 September 2015 – the 75th Anniversary of Battle Britain



Over 50 Reservists, one currently on active deployment and RBS reservist Julian McElhinney CO 6 Scots



Flying the flag – 16 articles, read by 134,000 colleagues and 57 comments



Awarded Gold Employer Recognition award in 2016

RBS Remembers 1914-1918

Our RBS Remembers website commemorates the 1582 fallen from our constituent banks and explores life in banking during the First World War



Norman Poole MC, the first man to land in France during D-Day Landings joined NatWest Bank in Winchester, before becoming premises manager for the South West of England and South Wales



RBS has sponsored The Royal Edinburgh Tattoo for over 15 years.



Over 300 war memorials displayed in our branches commemorating 1,582 staff that lost their lives during the WW1



Consent to Let their home when posted abroad has been available to our military free of charge for at least 15 years



Over 8,000 branch staff involved in supporting their local community on Remembrance Day 2016.



Holt's has sponsored Armed Forces Day National Celebration for last 3 years.



Financial Capability Training provided to c.50,000 Phase 1 recruits since 2002.

Bespoke training provided to 650 Army Accountants and 500 Army Adjutants