



Ministry
of Defence

Air Command Secretariat
Spitfire Block
Headquarters Air Command
Royal Air Force
High Wycombe
Buckinghamshire
HP14 4UE

Ref: FOI 2021/02244

[REDACTED]

24 March 2021

Dear [REDACTED],

Thank you for your correspondence of 23 February 2021 requesting the following information:

"The policy and requirements that you mentioned are not published on the Royal Air Force rejoiners website nor are they on the Royal Air Force Recruitment website. I would be grateful if it (sic) you could arrange for the policy and current requirements to be sent to me. Please consider this to be a Freedom of Information Request."

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA). A search for the information has now been completed within the Ministry of Defence, and I can confirm that information in scope of your request is held.

This request for information was included within a longer letter which was a discussion around the policy on the length of service and age requirements for rejoiners. This is the context through which this FOIA request has been answered.

Under Section 21 (Information accessible to applicant by other means) information on the eligibility requirements for joining or rejoining the Royal Air Force (RAF) is available on the RAF Recruitment website. You should note that in most cases rejoiners must satisfy the minimum nationality, residency, academic, security, medical and fitness requirements that are outlined at the following link: <https://www.raf.mod.uk/recruitment/how-to-apply/eligibility-check?role=2032&time=regular>.

The RAF's policy detailing the length of service which may be offered to rejoining personnel has been extracted from Air Publication 3393, Edition 23. The extract reads as follows:

"Re-joiner Engagement Length. Re-joiners will normally be selected to either:

- a. Fill a specific post for a defined length of engagement up to a maximum of 5 years to meet a specific Service requirement. This enables the Service to fill workforce gaps with SQEP¹ re-joiners without an obligation to retain them in-Service beyond the requirements of a single post assignment, should that be in the best interests of

¹ Suitably Qualified and Experienced Person

the Service. Re-joiners who cannot/are not absorbed² into the strength of their branch due to workforce requirement levels, will not normally be eligible for Pre-Boarding or deployment against their adopted³ branch. They will normally be required to fulfil an 'Any' deployment when at the top of the DRT list⁴ for their original/adopted branch. A re-joiner may subsequently be offered further extensions/longer commissioned engagements, should the Service wish to retain them after their initial engagement period.

- b. Rejoin their branch, or following a branch transfer, where there is a clear enduring requirement at the outset for the individual to be absorbed by that branch. Engagements are able to be provided for up to 12 years in length, depending on age and previous Service history, and initial assignment will be into a position negotiated with the relevant Career Manager during the assessment process. Those absorbed into the branch will have the same eligibility for Pre-Boarding and deployment as the rest of the serving cohort."

Under Section 16 (Advice and Assistance) you may also find it useful to know that there is some discretion to the eligibility requirements listed at the RAF eligibility webpage. The discretion depends upon the Service's requirements and the skills, knowledge and experience that each rejoiner can offer. In some instances, if a rejoiner has met the eligibility criteria they may be able to rejoin certain branches and trades up to their 57th birthday.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you are not satisfied with this response or wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance Team, Ground Floor, MoD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MoD internal process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours Sincerely,

[Original signed]

Air Command Secretariat

² Absorbed in this context means they become part of the strength of their productive branch.

³ Adopted in this context means they sit under their productive branch/trade on paper but are not counted towards the strength.

⁴ The DRT list is used to determine which Service Personnel should be deployed next, based upon when they were last deployed.