

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

Table of Contents

1	Introduction	2
1.1	Foreword from the Chief of Defence People	2
1.2	Principles.....	3
1.3	Governance.....	3
2	Future Accommodation Model (FAM) Pilot Preserved Rights	5
2.1	United Kingdom.....	5
2.2	Overseas.....	6
2.3	Service personnel allocated to the PRS on a FAM Pilot.....	7
2.4	Service personnel allocated SFA on a FAM Pilot.....	18
2.5	Service personnel allocated SLA on a FAM Pilot	19
2.6	Service personnel allocated MOH on a FAM Pilot.....	20
3	WAE(LL) Preserved Rights.....	22
3.1	Application of PR.....	22
3.2	Retention at a pilot location	22
4	Accompanied Established Long-Term Relationship (LTR(E)) Overseas Pilot... 24	
4.1	Eligibility	24
4.2	Pilot Locations	25
4.3	Application Process.....	26
4.4	Allocations.....	27
4.5	Family Members.....	28
4.6	Dual Serving Couples.....	28
4.7	Casualty and Compassionate.....	29
4.8	Allowances	29
4.9	Change of Circumstances	29
4.10	Preserved Rights.....	29
5	Document Information.....	31
5.1	Document Information	31
5.2	Document Versions	31
6	Diversity and Inclusion.....	31

1 Introduction

1.1 Foreword from the Chief of Defence People

Defence must ensure Service personnel are in the right place at the right time to fulfil our purpose to protect the nation. Providing Service personnel with accommodation in the UK and overseas is essential to ensure the operational effectiveness and readiness of the Armed Forces.

The provision of accommodation is primarily in recognition of the inherently mobile Service lifestyle, and the often-remote places our people serve. However, it is also recognised as vital in shaping the overall quality of life for Service personnel and their families.

I entrust every individual involved in the creation and delivery of this policy to perform their duties in a fair and appropriate manner to support our Service personnel. Service personnel are likewise entrusted to demonstrate fair and appropriate behaviour when interacting with Defence staff, Industry Partners, and within their local communities when residing in Defence accommodation. It is a collective responsibility to deliver this policy as effectively as possible, providing value for money for Defence and the taxpayer.

Joint Service Publication 464 is the authoritative policy and guidance for the provision of Service Family Accommodation (SFA) and Substitute Service Family Accommodation (SSFA) both in the UK and Overseas.

Vice Admiral Phil Hally
Chief of Defence People
Defence Authority for People

JSP 464 Vol. 4 Pilots UK & Overseas

Tri-Service Accommodation Regulations

1.2 Principles

1. It is essential Service personnel have access to accommodation for the operational effectiveness of the Armed Forces. Accommodation is provided to recognise that Service life can be highly mobile, involve short notice moves, and sometimes requires Service personnel to work in remote locations.
2. Defence expects defence provided accommodation to meet a minimum standard for occupancy. For Service Families Accommodation and Substitute Service Families Accommodation that is the Decent Home Standard. For Single Living Accommodation and Substitute Single Service Accommodation that is the Defence Minimum Standard.
3. Accommodation should be provided in a way that promotes and delivers the best use of Defence and Public money.
4. On occasion individuals may have compelling circumstances not accounted for in policy. These circumstances will be reviewed to consider whether a deviation from policy is necessary and proportionate. All reviews will be based on a reasonable interpretation of the aim of the policy, the specific circumstances of the Service personnel concerned, the interests of Defence, and any other relevant factors.
5. Any deviation from policy for an individual Service person or cohort must be signed off by the Director of Armed Forces People Policy or their delegated authority and will not set a precedent for any future casework.
6. Notwithstanding Principle 1, Service personnel who exhibit unacceptable or antisocial behaviour when residing in Defence accommodation may be removed from their accommodation and may be considered to have forfeited any future entitlement to Defence accommodation.
7. Accommodation policy will change over time. Any changes to policy will be informed by evidence, the Public Sector Equality Duty, the Armed Forces Covenant and other relevant legislative requirements. Changes to these Tri-Service Accommodation Regulations will be considered through the relevant governance structures and communicated in a timely manner.

1.3 Governance

The Chief of Defence People (CDP) is responsible for the formulation of Defence living accommodation policy and delegates the lead to the Director of Armed Forces People Policy (D AFPPol), who delegates day to day responsibility to the Head of People Accommodation (Hd Accom). In discharging these responsibilities Hd Accom may consult with the single Service Accommodation Colonels.

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

The Tri Service Accommodation Regulations (TSARs) are the overarching and definitive policy source document for the provision of Defence living accommodation and takes primacy on all accommodation matters. Sponsorship and periodic review of the policy is vested in the People Accommodation team and any proposal for change should be submitted via the single Service Accommodation Colonel staff.

Any review or changes are considered through the Accommodation Policy Group (APG) and Accommodation Steering Group (ASG), which include representation from the single Services, UK Strategic Command, Defence Infrastructure Organisation and Defence Equipment and Support. The APG and ASG report to the People Leadership Team (PLT).

1.3.1 In-Theatre Accommodation Policy

While this JSP is the primary document for SFA allocation, differing conditions apply to operational areas and PJOBS. Accordingly, personnel assigned to these locations where SFA is available should obtain and read a copy of the in-Theatre accommodation policy prior to applying for SFA.

Separate single Service arrangements will apply for operational theatres and temporary accommodation at training areas.

1.3.2 Defence Infrastructure Organisation Accommodation (DIO Accommodation)

DIO Accommodation is responsible for the delivery of SFA and SSFA in the UK and this is conducted via the National Housing Prime and Substitute Accommodation contracts.

DIO Accommodation's Industry Partner Help Desk (IPHD) can be contacted by:

A. **Email:** hello@pinnacleservicefamilies.co.uk

B. **Telephone:** 0800 031 8628

2 Future Accommodation Model (FAM) Pilot Preserved Rights

2.1 United Kingdom

Following the end of the Future Accommodation Model (FAM) pilot 31 March 2023, or when SP are assigned away from a FAM pilot site if before that date, FAM eligibility to subsidised accommodation may continue. This retained entitlement is referred to as Preserved Rights (PR) and will apply up to three years from the pilot end date to 31 March 2026.

PR aims to provide continuity of support for SP that received a new accommodation entitlement based on the needs of the SP and their family during the pilot. PR also aims to provide continuity of support for SP that have undertaken a long-term lifestyle choice by purchasing a property at a FAM pilot site.

To retain PR entitlement, it must be applied continuously after the pilot has ended and when the SP is assigned away from a FAM pilot site.

2.1.1 SP remaining at a FAM pilot site

PR will be applied through the continuation of support experienced under the pilot and will last for up to a maximum of three years from 31 March 2023.

2.1.2 SP assigned away from a FAM pilot site

SP choosing not to exert their entitlement to PR at the non-FAM site are deemed to have opted out of PR and are not eligible to return to their PR rights later. For those retaining their entitlement, PR will be applied as follows:

2.1.2.1 *SP in SFA or Private Rental Sector (PRS)*

SP will be granted PR as long as they are able to re-affirm the evidence previously provided supports a continuing entitlement for SFA or PRS under the FAM pilot.

2.1.2.2 *SP in PRS and Maintain Own Home (MOH) when assigned to a site within 50 miles of the existing home*

SP assigned away from a pilot site to a non-FAM site located within 50 miles of their existing Residence at Work Address (RWA) or Selected Place of Residence (SPR), who were in receipt of a Rental Payment or MOH Core Payment during the pilot, are not required to relocate to a new property and may retain their PR in the same way as SP remaining at a FAM pilot site.

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

If the SP is currently in PRS and wishes to move closer to the new duty station, PR at the new, non-FAM, site will be delivered through the provision of SFA, or SSFA where insufficient SFA is available. Rental Payments will cease on the date of assignment away from the FAM pilot site.

2.1.2.3 SP in PRS and MOH when assigned to a site in excess of 50 miles of their home

SP can no longer receive the PRS Rental Payment to stay in the property. If the SP wishes to remain in the property and record it as a SPR, then PR is provided through a move onto the MOH package. Alternatively, if the SP is currently in PRS and wishes to move to the new duty station, PR at the new, non-FAM, site will be delivered through the provision of SFA, or SSFA where insufficient SFA is available. Rental Payments will cease on the date of assignment away from the FAM pilot site.

SP approved for home ownership during the pilot and who lived in this property will continue to be provided with the MOH Core Payment after leaving the pilot site. To continue to receive PR SP will be required to provide evidence that they continue to reside in the purchased property in the form of HDT, GYH, or other related documentation in accordance with JSP 752. PR will cease if the SP sells their home or no longer uses it as their SPR.

2.1.2.4 PR for SLA when maintaining an SPR over 50 miles from a non-FAM site

SP will receive the Core Payment to contribute to accommodation costs including SLA. In instances where the value of the Core Payment is less than an Dual Accommodation Waiver (DAW) to which the SP is entitled, the SLA waiver should be provided, and the Core Payment should be stopped. SP are not entitled to receive both a Core Payment and an SLA waiver at the same time.

2.2 Overseas

When SP are assigned to an overseas location their PR eligibility will be dependent on the type of accommodation they occupied at their FAM pilot site.

2.2.1 SFA and PRS

SP will be entitled to SLA at the overseas site and the LTR(E) partner may continue to reside in the SFA or the PRS property at the pilot site in which they cohabitated.

A move to SFA at an alternative location within the UK may be requested in exceptional circumstances, or where this allows pre-positioning of the family at the location to which the SP is assigned on return to the UK. This is subject to SFA availability and is at the discretion of the Commanding Officer and DIO.

2.2.2 New Homeowner

SP who have purchased a property and resided in it during the pilot as either their RWA or SPR are eligible to continue to receive PR in the form of the Core Payment when assigned overseas. For eligibility to continue the property must either continue to be lived in by the SP's spouse, Civil Partner or LTR(E) partner, or be retained unoccupied as a Privately Maintained Property in accordance with JSP 752. The purchased property must not be rented out.

2.3 Service personnel allocated to the PRS on a FAM Pilot

2.3.1 Rental Payments

Service personnel (SP) will receive the Core Payment plus any entitled Geographic Payment based upon their assigned location, relationship status and number of children. The combined amount of Core Payment plus Geographic Payment is known as the Rental Payment.

Rental Payments do not attract income tax and national insurance contributions.

2.3.2 Core Payment

The Core Payment is a fixed amount provided to SP to contribute towards accommodation costs. It is calculated as a daily rate and does not vary according to site location.

2.3.3 Geographic Payment

The value of the Geographic Payment varies by site location and the number of eligible children.

The Geographic Payment includes an adjustment based on the average Council Tax in the vicinity of each site.

2.3.4 Rental Payment bands

Rental Payments are segmented into Bands A to F. Band entitlement is defined by the relationship status and the number of eligible children.

2.3.5 Dual serving military SP

Rental Payments will be provided to dual serving military SP in a relationship in accordance with the following principles:

- A. Only one Rental Payment will be paid per couple.

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

- B. Dual serving military SP wishing to rent a property at the midway point between two sites must still comply with the distance and location policy.
- C. The SP with primary status will be entitled to the full Rental Payment at the applicable Rental Payment band. The PRS property must be recorded as their RWA on JPA.
- D. If the SP with secondary status is assigned to a FAM site further than 10 miles away from a PRS property rented by the SP with primary status, they are entitled to choose between continuing to live in the property, or receiving either a Core Payment, or a Rental Payment Band A contribution towards alternative weeknight accommodation.

2.3.6 Benchmark Cost

The Rental Payment provides a subsidy enabling SP to rent a property that is reasonably obtainable on the open market and is broadly comparable to that of an equivalent entitled SFA property.

In addition to the Rental Payment, it is expected that SP pay a contribution towards their accommodation of an amount broadly equivalent to the charge for a comparable SFA property, this is called the SP contribution.

The entitled Rental Payment band plus the SP contribution is referred to as the Entitled Benchmark Cost.

2.3.7 Renting above the Entitled Benchmark Cost

SP selecting to rent a property above the value of the Entitled Benchmark Cost are liable for meeting the additional cost as an SP contribution.

2.3.8 Renting below the Entitled Benchmark Cost

SP selecting to rent a property below the value of the Entitled Benchmark Cost will see a reduction in either or both their Rental Payment and their expected personal contribution; depending on the value of the rental agreement entered.

2.3.9 SP Responsibilities

When entering the PRS accommodation route, SP are expected to uphold certain responsibilities. These include but are not limited to:

- A. Responsibility for paying the total rent for the PRS property direct to the landlord or rental agent either solely or jointly with other named tenants.

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

- B. In England, SP should not enter into an initial tenancy agreement where the first opportunity to end the tenancy without financial penalty (commonly at the six-month point) is after their Future Availability Date.
- The MOD will not be responsible for any costs incurred by the SP through breaking a tenancy agreement early unless it is because of the SP being assigned to a different location ahead of their Future Availability Date or because of a notice to leave a property due to no fault of the SP.
 - SP should not enter into an initial tenancy agreement of longer than six months when first moving into a new PRS property. Where this is not possible, due to landlord or rental agency-imposed restrictions, the initial tenancy agreement is to be no longer than twelve months with a six-month break clause.
- C. In Scotland the Private Residential Tenancy introduced on 1 December 2017 is an indefinite tenancy that does not include any end dates or break clauses. Tenants on existing short assured or assured tenancies wishing to transfer to FAM are to ensure their tenancy agreement includes a break clause with no more than one month's notice required to be given by the SP.
- D. SP are not permitted to claim FAM payments for renting accommodation that they have previously owned, either solely, or jointly with an individual recognised by Defence as a spouse, civil partner or LTR(E).
- E. SP are not permitted to claim FAM payments to rent a room(s) in a property where the owner (landlord) is resident. SP must produce a Tenancy agreement bearing their name. Lodging tenancy agreements and lodging licences are excluded from FAM policy.
- F. SP considering renting in the PRS must ensure they fully understand the scope of their entitlement to Rental Payments and under what circumstances they or Defence will cover any change in circumstances or rental costs.
- G. SP who have chosen to rent a property below their entitled benchmark cost may be entitled to an increase in Rental Payment when they experience a rental cost increase. This will be capped at the upper limit of the entitled Rental Payment benchmark and may not cover the entire rental cost increase.
- H. SP choosing to rent above, or at the upper limit of, their entitled benchmark do so at their own risk and will be liable for any increase in rent imposed by the landlord until such time that the Rental Payment entitlement is reviewed as part of the annual process.

2.3.10 Sharing in the PRS

SP choosing to share in the PRS will be entitled to receive a Rental Payment in accordance with their sharing status. Adult dependent children must not be included on the tenancy agreement.

2.3.10.1 Tenancy agreements when sharing in the PRS

SP sharing a dwelling with another tenant/s in the PRS that is not their spouse, civil partner or LTR(E) partner are to ensure there is a valid tenancy agreement in existence for the property on which they pay rent. This tenancy agreement is to include the names of all tenants renting the residence and they should all have an equal responsibility for the payment of the rent.

Evidence of the tenancy agreement must be produced to the Unit HR in order for payment of the entitled Rental Payment to be authorised.

Where the tenancy agreement only stipulates the whole rent for the entire shared property then it is assumed that this rent is shared equally amongst all tenants named in the agreement. If this is not the case it remains the responsibility of the SP to provide documentary evidence that their share of the rent is less or greater than the other tenants.

All tenants should have an equal responsibility for the termination of a tenancy. In Scotland, the Private Residential Tenancy will only permit the termination of a tenancy if all joint tenants consent to this action being taken.

2.3.10.2 Early Surrender Relief when sharing in the PRS

SP moving out of a shared property will be responsible for the removal of their name from the tenancy agreement and for paying rent up until their termination date and any other termination fees. MOD will not provide Early Surrender Relief for personal choice moves. MOD has no Early Surrender Relief responsibility for civilians residing in the shared property.

Payment of Early Surrender Relief to SP sharing in the PRS will be applied as follows:

- A. MOD will meet the rental costs contractually incurred by the SP where Defence does not provide adequate notice of an assignment, or if the assignment date falls within the month and the landlord demands full payment for the final month.
- B. Prior to claiming Early Surrender Relief, SP are expected to use their best effort to find a replacement tenant for their accommodation and share of the tenancy agreement. SP successful in finding a replacement tenant are to provide evidence of this to their Unit HR.

- C. If the SP is within the first tenancy agreement period on the property, MOD will pay Early Surrender Relief up to the end of the initial tenancy agreement period or the six-month break clause, whichever is soonest.
- D. All tenancy agreements outside of the initial tenancy period are to contain a one-month break clause. Early Surrender Relief is therefore limited to one month and will be paid up to the earliest point at which the break clause can be invoked.
- E. Payment of Early Surrender Relief will be subject to the relocation cost limitations.
- F. Surrender Relief is limited to the rental cost payable under the tenancy agreement and does not cover any other costs incurred such as termination of utility contracts.

2.3.11 Relocation Support

Entitlement gained under the FAM pilot cannot increase after the pilot end date of 31 Mar 23 and therefore moves will only be supported in the exceptional circumstances listed in the paragraph below. SP whose entitlement has increased, through marriage for example, may wish to take up entitlement under standard accommodation policy.

2.3.12 Eligibility for relocation support

SP are eligible for PRS relocation support when the relocation meets one of the qualifying move criteria below:

- A. Where there are compelling welfare, medical or compassionate reasons.
- B. Non-fault evictions.
- C. Moves due to security concerns.

2.3.13 Cost limitations

Where costs are linked to the value of the rent, the department will cover costs up to 150% of the Entitled Benchmark Cost for the Rental Payment Band to which the SP is entitled.

2.3.14 Property Sourcing

SP and their immediate family are eligible to claim Travel and Subsistence (T&S), as detailed in JSP 752, to view and source PRS properties. SP who source a PRS property themselves are eligible for seven working days authorised absence, of which T&S can be claimed for a maximum of four days. SP who have a property sourced on their behalf are eligible for five working days authorised absence, of which T&S can be claimed for a

maximum of two days. Sourcing events can be split and taken either as consecutive or separate visits.

2.3.14.1 *Income Tax and National Insurance Contributions*

In accordance with Income Tax (Earnings and Pensions) Act 2003, Sections 271 to 287, elements of Property Sourcing are taxable. Where required, tax and National Insurance Contributions will be met by MOD and paid by Defence Business Services under a Pay As You Earn Service Agreement for:

- A. Mid-assignment moves for Service reasons within the UK.
- B. Final Tour of Duty moves within the UK.
- C. Any other UK move to a Residence at Work Address (RWA).

2.3.15 FAM deposit plus one month's rent

SP can request an advance of deposit plus one month's rent to cover the up-front costs of renting a property in the PRS. SP can apply using the i-expense system on JPA via self-service. SP will require an estimate of how much advance they require to secure a rental property. This advance is to provide a sum of money suitable to cover:

- A. A deposit required by the landlord/rental agency.
 - In England the Tenant Fees Act 2019 Schedule 1, Section 2, caps the deposit amount at five weeks rent where the annual rent is less than £50,000 or at six weeks rent where the annual rent is £50,000 or greater.
 - In Scotland the Rent (Scotland) Act 1984, Section 90(3) caps the deposit at no more than two month's rent.
- B. A single month's rent.

Once SP have secured a property and a tenancy agreement is in place, SP are to produce their tenancy agreement to their Unit HR in order for a reconciliation of the actual costs and advance paid. This must take place within 30 days of securing the tenancy. SP failing to reconcile and repay any unused advanced monies within 90 days of securing a tenancy will be subject to disciplinary procedures.

The advance is held on the SP's pay record as an outstanding debt and repayment is deferred to the end of the tenancy period. SP wishing to repay the debt in advance may elect to do so in whole or fixed instalments.

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

SP should inform their Unit HR when their tenancy will end. They can delay repaying the deposit and one month's rent for up to six weeks after the tenancy ends to allow time for the deposit to be returned from the landlord. If SP have not received their deposit back after six weeks, they can ask for more time. Unit HR will decide whether to allow more time on a case-by-case basis.

2.3.15.1 *Income Tax and National Insurance Contributions*

In accordance with Income Tax (Earnings and Pensions) Act 2003, Section 180, FAM Deposit plus one month's rent will attract an individual liability to tax as a beneficial loan. If the average amount outstanding on this and any other beneficial loans during a tax-year exceeds £10,000. The amount liable to tax equates to the notional interest that would have been paid by the recipient had they taken the loan from a commercial lender (a rate set by HM Treasury). Where applicable this tax will normally be collected by an adjustment to the SP's Pay As You Earn tax code.

2.3.16 Rental Advance

SP placed into the PRS accommodation route will be eligible for a Rental Advance when the commencement of their entitled Rental Payments cannot be aligned with the timescales required to make payment of rent to the landlord/agency.

SP unable to secure a tenancy agreement without a guarantor are eligible to request a Rental Advance in lieu of a guarantor, subject to this being accepted by their landlord/agency.

Rental Advances can be requested in multiples of whole month full rental costs payable to the landlord/rental agency. The Rental Advance is limited to a maximum of six months of rental payments. The Rental Advance is to be paid back over the same number of months as the number of months Rental Advance taken. Recovery of the advance will commence three months after SP submits the i-expense on JPA for the advance.

2.3.16.1 *Income Tax and National Insurance Contributions*

In accordance with Income Tax (Earnings and Pensions) Act 2003, Section 180, both the Rental Advance and/or Rental Advance in Lieu of Guarantor will attract an individual liability to tax as a beneficial loan. If the average amount outstanding on this and any other beneficial loans during a tax-year exceeds £10,000. The amount liable to tax equates to the notional interest that would have been paid by the recipient had they taken the loan from a commercial lender (a rate set by HM Treasury). Where applicable this tax will normally be collected by an adjustment to the SP's Pay As You Earn tax code.

2.3.17 Transaction Costs

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

In Scotland the only permissible charges are rent and a refundable deposit to not exceed two months' rent. All other charges are illegal and are not to be accepted.

In other parts of the UK, SP placed into the PRS accommodation route may be eligible to claim for FAM expenses to reimburse SP for reasonable transactional costs incurred during the arrangement and termination of their tenancy. Transaction Costs are expenses incurred by SP such as contract and administration fees payable to agents or landlords, normally defined as, but not limited to:

- A. Referencing checks
- B. Credit checks
- C. Shorthold Tenancy Agreement fees
- D. Amendment to contract fees

Non-refundable costs incurred by the SP for tenancy arrangement fees that do not proceed to occupation of the property can be claimed if the SP demonstrates that the tenancy could not proceed due to unforeseen service reasons.

SP can claim for reasonable Transaction Costs incurred, in arrears, by production of actual receipts to their Unit HR.

2.3.17.1 *Income Tax and National Insurance Contributions*

Transaction Costs are non-taxable. In accordance with Income Tax (Earnings and Pensions) Act 2003, Sections 271 to 287, elements of Disturbance Expense are taxable. Where required, tax and National Insurance Contributions will be met by MOD and paid by Defence Business Services under a Pay As You Earn Service Agreement for:

- A. Mid-assignment moves for Service reasons within the UK.
- B. Final Tour of Duty moves within the UK.
- C. Any other UK move to an RWA.

2.3.18 Early Surrender Relief

SP meeting the SP responsibilities at 1.3.9 are eligible to claim Early Surrender Relief if required. MOD will meet the rental costs contractually incurred by the SP where one of the following applies:

- A. SP are given an assignment order which does not enable the SP to inform the landlord/agency within the notice period required by the tenancy agreement.

- B. SP are given an assignment order which requires them to terminate a tenancy mid-month, and the landlord/agency demands full payment to the end of the final month of the tenancy.
- C. The personal safety of SP is compromised.

Council tax, utilities, and other services are not covered by Early Surrender Relief.

2.3.18.1 Income Tax and National Insurance Contributions

In accordance with Income Tax (Earnings and Pensions) Act 2003, Sections 271 to 287, refunds of expenses incurred in respect of the Early Surrender Relief break costs are non-taxable.

2.3.19 Accommodation Cost Overlap

Accommodation Cost Overlap is provided to enable SP to maintain two properties for a period of up to one month. Accommodation Cost Overlap is not provided when SP choose to move from the PRS into a home they have purchased.

For Accommodation Cost Overlap to be approved, SP must have Chain of Command approval and:

- A. Be in receipt of an assignment order requiring them to move and they are unable to align the termination of an existing tenancy agreement with the commencement of a follow-on tenancy agreement.
- OR
- B. Be in receipt of an assignment order requiring them to move and they are unable to align the move in date of SFA at the new location.

SP must also meet one of the following scenarios:

- C. Accommodation Cost Overlap is required in order to secure a property due to a high pressured private rental sector with rapid turnover and the ability to secure a property is necessary.
- D. Obtain an address in advance of assignment from which to apply for a school placement for their child/ren.
- E. Secure an address ahead of assignment allowing the family to move ahead of the SP to meet the start of a new school term.

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

- F. Retain an existing address following assignment allowing the family of the SP to remain in the existing property and location until the end of a school term.
- G. The SP is served with a notice to leave, vacate, or quit their rented property forcing them to move mid-assignment.
- H. Be expecting the birth of a child. SP meeting this policy criteria are entitled to Accommodation Cost Overlap of up to three months.

SP will be responsible for paying the rent or SFA charge on the new property from the date of commencement of the tenancy agreement (PRS) or the licence to occupy (SFA). Defence will pay the SP the amount to cover the cost of the outgoing accommodation.

2.3.19.1 *Income Tax and National Insurance Contributions*

In accordance with Income Tax (Earnings and Pensions) Act 2003, Sections 271 to 287, refunds of expenses incurred in respect of the Early Surrender Relief break costs are non-taxable.

2.3.20 Additional sourcing support and/or property adaptations

All SP in need of additional sourcing support due to operational reasons, and SP who require adaptations to be made to their property due to additional needs and disabilities, must contact the Accommodation Support Cell.

2.3.21 Change of Circumstances

Entitlement gained under the FAM pilot cannot increase after the pilot end date of 31 Mar 23. A change of circumstances which reduces the level of entitlement must be reported to Accommodation Support Cell (ASC) who will issue guidance.

2.3.22 Notice to leave/vacate/quit or eviction

In the event that SP are served with a notice to leave/vacate/quit, or eviction notice, SP are required to declare this immediately to the ASC and Unit HR.

2.3.22.1 *Non-fault*

SP served with a notice to leave/vacate/quit, or eviction notice through no fault of their own will not be financially disadvantaged and are entitled to a supported relocation.

2.3.22.2 *Fault*

Where it is established that the SP has been asked to leave/vacate or evicted from the property because of an action by the SP or a member of the household, entitlement to supporting payments will be decided on a case-by-case basis.

2.3.23 Decrease in number of eligible children

When the family size decreases mid-assignment due to a child exceeding the eligible age there is no expectation for SP to move mid-assignment.

2.3.23.1 *Death of a child*

Following the death of a child the full Rental Payment will be payable for the longer of either 24 months or until the next assignment.

2.3.24 Estrangement/Divorce/Separation

SP must notify the ASC and Unit HR of any relationship breakdown in accordance with JSP 752. Extant JSP 464 policy will apply.

2.3.25 Death of SP

A spouse/civil partner/LTR(E) partner will continue to receive support in rental accommodation for a period up to 2 years after the date of bereavement.

2.3.25.1 *Relocation support*

If during the period of entitlement, the bereaved spouse/civil partner/LTR(E) partner requests to move in order to be closer to the home of an immediate member of the family or their child's school, the bereaved spouse/civil partner/LTR(E) partner is entitled to one relocation at public expense to an alternate location within 12 months of the date of bereavement. Relocation will be supported through the provision of SFA, or SSFA where insufficient SFA is available.

2.3.26 Death of Spouse, Civil Partner or LTR(E) Partner

For SP with children there will be no change in entitlement to Rental Payment band on the death of a spouse/civil partner/LTR(E) partner. Where children are not present, which would otherwise result in a change of entitlement, the Rental Payment will not be altered and will be payable for the longer of either 24 months or until the next assignment.

2.3.27 PRS retention during SP absence

SP who are absent for a continuous period between 60 days and 12 months from the assigned site in order to attend a course, or on deployment, may choose to live in SLA or

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

other MOD provided accommodation whilst retaining the PRS property. SP opting to retain the PRS property will continue to receive the Rental Payment.

Where the SP is the sole occupant of the PRS property MOD will not take on any liability, responsibility, or risk for the property. SP must satisfy themselves that the duration of their absence from the property complies with the terms and conditions of their tenancy agreement and any covering insurance policies.

2.4 Service personnel allocated SFA on a FAM Pilot

2.4.1 Allocation

Service personnel (SP) who choose Service Families Accommodation (SFA) as their preferred option will have their application processed as outlined below:

- If SFA is available, the SP will be directed by the Accommodation Support Cell (ASC) to submit an SFA application form (E1132).
- If SFA is not available, the SP will be directed to self-source accommodation in the private rental sector (PRS).

All newly eligible SP under FAM policy will be allocated SFA of a type appropriate for their need, based upon entitlement and in accordance with JSP 464 Vol. 1 and Vol. 2.

2.4.2 Requesting SFA above entitlement

SP are eligible to request, as a matter of personal choice, SFA one level above their entitlement (1-up) at the point of SFA application. Any offer of SFA above entitlement is subject to availability and on the basis that the accommodation charge is for the Type and Band/Grade of SFA which they occupy.

2.4.3 Refusing an SFA offer

SP are able to refuse their first SFA offer and receive a second offer of SFA. SP refusing a second offer may escalate this through the Housing Colonel for a second offer review. Following review, SP refusing their second offer on grounds of personal choice will be re-allocated to the PRS route and are not eligible to re-apply for SFA within six months of the date of refusing the SFA offer, unless a legitimate change of personal circumstance has occurred triggering a change in entitlement.

SP must inform the ASC of their change route before applying for a Rental Payment under the PRS option.

2.4.4 Charging and allowances

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

SFA will be charged at the extant CAAS band rate for the type and grade of SFA the SP is allocated, accepts, and occupies.

When SFA is allocated above SP entitlement through SP personal choice, the SP will pay the accommodation charge appropriate to the type and band/grade of SFA occupied.

SP may be allocated a property above entitlement for estate management reasons. In order not to disadvantage SP, the SFA charge applied will be the lower of:

- A. Entitled SFA Band for Charge, CAAS Band A/B/C assessed against the location factor of the occupied SFA.

OR

- B. Occupied SFA Band for Charge, CAAS Band for the actual property allocated.

For SP allocated the SFA option, entitlement to associated supporting allowances will be in line with current remuneration policy detailed in JSP 752.

2.4.5 Changes of Circumstances

Entitlement gained under the FAM pilot cannot increase after the pilot end date of 31 March 2023. A change of circumstances which reduces the level of entitlement must be reported to Accommodation Support Cell (ASC) who will issue guidance based on extant JSP 464 policy.

2.5 **Service personnel allocated SLA on a FAM Pilot**

2.5.1 Charging and allowances

SLA will be charged at the extant SLA charging rate for the type and grade of SLA occupied. Entitlement to associated supporting allowances is detailed in JSP 752.

2.5.2 Core payment for SLA

The Core Payment is a fixed amount provided to SP to contribute towards accommodation costs. It does not vary according to site location and is also common to other accommodation options within the FAM pilot. SP should note that the payment is calculated as a daily rate, and it will differ from month to month. SP in SLA are entitled to the Core Payment when the one of following conditions are met:

- A. The SP maintains a private home elsewhere.

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

- The SLA must be recorded on JPA as the SP's RWA, and the SP has a designated SPR greater than 50 miles from their designated pilot site. The SP must ordinarily reside in SLA during the week and their SPR at weekends.

OR

B. The SP retains an SFA or PRS property elsewhere.

- SP retaining SFA or PRS at another location will not receive an SLA or CILOCT waiver but will receive a Core Payment.

2.6 Service personnel allocated MOH on a FAM Pilot

2.6.1 Maintain Own Home (MOH) Core Payment

Accommodation costs must be equal to or greater than the value of the Core Payment, the Core Payment will be decreased where costs are lower than the Core Payment. The Core Payment for MOH must be used towards accommodation costs and meet one of the following criteria:

- A. All SP owning, part owning or renting a property greater than 50 miles from the site.
 - SP must use the Core Payment to pay for accommodation costs at their SPR and/or SLA. Evidence of residency at the property is provided by a current council tax bill which includes the SP's name.
- B. SP who have purchased (including Shared Ownership schemes) a property within 50 miles of the pilot site during the pilot
 - SP must use the Core Payment to pay for accommodation costs at their RWA. Evidence of ownership and date of purchase completion is provided by the legal conveyancing completion statement, Known as the Date of Entry/Settlement date on the title sheet in Scotland.

2.6.2 Use of Forces Help to Buy (FHTB) or Long Service Advance of Pay (LSAP)

New FHTB applications may be used in conjunction with the FAM MOH option. SP purchasing, or who have already purchased, a home using either FHTB or LSAP must abide by the FHTB and LSAP policy.

2.6.3 Dual Serving Military SP

A single Core Payment under the maintain own home option applies where SP have recorded Dual Serving status in accordance with extant policy in JSP 752.

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

- A. Property greater than 50 miles from primary SP's assigned site.
- The SP with primary status is to record the property being maintained as their SPR on JPA.
 - The SP nominated primary status will be entitled to a Core Payment.
 - Both SP are entitled to request SLA at their assigned unit/s, even when they are assigned to the same duty station.
- B. Property within 50 miles of the assigned FAM site.
- The SP with primary status is to record the property as their RWA on JPA.
 - The SP nominated as primary status will be entitled to a Core Payment and must reside in the property.
 - Where the secondary SP is assigned to a unit 10 miles or less from the property this is deemed as accompanied service. The secondary SP is to record the property as their RWA on JPA.
 - Where the secondary SP is assigned to a non-FAM unit greater than 10 miles of the SPR they are entitled to an alternative RWA at their duty station and receive an SLA waiver if SLA is used.

2.6.4 Changes of Circumstances

Entitlement gained under the FAM pilot cannot increase after the pilot end date of 31 March 2023. A change of circumstances which reduces the level of entitlement must be reported to Accommodation Support Cell (ASC) who will issue guidance based on extant JSP 464 policy.

3 WAE(LL) Preserved Rights

Following the end of the Widening Accommodation Entitlement (Limited Locations) (WAE(LL)) policy on 11 March 2024, Service personnel (SP) who gained entitlement to subsidised accommodation will continue to hold this entitlement until 31 March 2025. This retained entitlement is referred to as WAE(LL) Preserved Rights (PR).

SP must have been accommodated under pilot policy at a WAE(LL) site for PR to apply. SP choosing not to use SFA at a newly assigned location will be deemed to have opted out of PR. From 01 April 2025, SP may remain in their property until the end of their current assignment unless moved for Service reasons.

3.1 Application of PR

3.1.1 SP remaining at a pilot site at the end of the pilot

PR will be applied through the continuation of entitlements under the pilot.

3.1.2 SP assigned away from WAE(LL) pilot site before 31 Mar 2025

PR will be applied through the continuation of entitlement to SFA, and associated allowances as directed within the pilot DIN. Upon assignment SP must note their continued entitlement to accommodation on the e-1132 application. Service personnel must have completed their move before 31 March 25 to benefit from WAE(LL) PR.

3.1.3 SP assigned away from WAE(LL) pilot site after 31 Mar 2025

LTR(E) personnel assigned after 31 March 2025 will have no entitlement at the new location to accommodation nor any associated allowances afforded under the pilot.

3.1.4 PR if assigned overseas

SP are eligible to receive PR if assigned overseas. If the partner of the SP is unable to accompany the SP overseas, PR will be delivered through continued entitlement to SFA in the UK for the LTR(E) partner to occupy. The SP will be entitled to SLA at the overseas site. The UK SFA should ordinarily be at the site where they cohabitated immediately prior to the overseas assignment, but a move to SFA at an alternative location within the UK may be requested in exceptional circumstances, or where this allows pre-positioning of the family at the location to which the SP is assigned on return to the UK. This is subject to SFA availability and is at the discretion of the Commanding Officer and DIO.

3.2 Retention at a pilot location



JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

Where SP would ordinarily have been entitled under extant accommodation policy to apply for SFA retention, whilst occupying SLA at a new location this entitlement will continue when SP are assigned away from a WAE(LL) pilot site. Lack of surplus accommodation at the next assignment location does not qualify as circumstances for retention.

4 Accompanied Established Long-Term Relationship (LTR(E)) Overseas Pilot

From January 2024 Sovereign Base Areas (SBA) & British Retained Sites (BRS) within Cyprus and The Falkland Islands were identified as locations to pilot accommodation entitlements for Service Personnel in Established Long Term Relationships (LTR(E)). This means that unmarried dual serving couples, or SP with unmarried civilian partners, will be treated the same as those with Personal Status Category (PStat Cat) 1.

Pilots have been extended to the end of March 2027. Additional pilot sites have launched in BATUS (Canada).

The Overseas Accommodation Policy team are exploring whether it will be possible to add further pilot sites to the list. Please contact the team with any queries:

People-AccomPol-FutureAndOvrseas@mod.gov.uk

4.1 Eligibility

UK Regular and FTRS(FC) SP meeting the conditions detailed below, who are assigned to a location where LTR(E) pilots have been approved, will be entitled to Service Families Accommodation (SFA) alongside a PStat Cat 1 allowances package. SP will remain entitled until the end of the pilot or their qualifying assignment, whichever is later.

Due to local policies, cultural differences, and religious differences in many of our overseas locations, several Host Nations will not accept married unaccompanied personnel, personnel with same-sex partners, and personnel with children from previous marriages with surnames that are different to that of the head of the family.

To be entitled Service personnel must:

- A. Be aged 18 or over, have completed Phase 1 training and be serving on a regular engagement with the UK Armed Forces, or be a Full Commitment (FC) Reservist as defined in the single Service instructions.
- B. The assignment, whether current or new, must be designated as accompanied.
- C. Have at least a 6-month expectation to reside in the property, at the qualifying assigned location. SP will not be considered for the pilot where they are in their last 6 months of their assignment.
- D. Service Personnel must be in a recognised LTR(E) in accordance with extant accommodation policy on Long Term Relationships as detailed within JSP 464. The LTR(E) status must be approved and recorded on the Service person's personnel record on JPA at the point of application to confer entitlement.

- E. Service personnel and accompanying family members must meet all supportability requirements.

SP in LTR(E) assigned overseas who join pilots in established or new locations will become eligible for movement and overseas allowances in line with married/civil partnered accompanied SP. This will require SP to change to PStat Cat 1 eligibility on JPA to allow payment, but this does not confer PStat Cat 1 status.

SP on reservist commitments should consult JSP 464 Vol. 5 for accommodation entitlements whilst overseas. Contractors and Civilian personnel should refer to personal contracts or Civ HR policy.

SP in need of further advice should contact the policy team directly (People-Accom-PolicyTeam@mod.gov.uk).

4.2 Pilot Locations

Locations currently include:

- A. Sovereign Base Areas (SBA) & British Retained Sites (BRS) Cyprus
- B. The Falkland Islands
- C. BATUS (Alberta Canada)
- D. Restricted Defence Section posts across the Integrated Global Defence Network (IGDN)

4.2.1 Overseas Status

Overseas locations will have different arrangements for visa applications. All information will be provided to the SP on confirmation of appointment to post. Local processes should be followed if working visas for LTR(E) partners are required. Please note that MOD cannot assist with working visas for civilian LTR(E) partners.

4.2.1.1 *SBA Cyprus*

‘On Island’ status will be provided by a Sovereign Base Area Administration (SBAA) status card for SP, their LTR(E) partner and any Service recognised children. This will negate local visa requirements and will grant status and access to Sovereign Based Area (SBA) delivered medical and health provisions.

4.2.1.2 *The Falkland Islands*

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

There are no visa requirements for SP or their family to reside on the Island. Entitled residency will grant status and access to Defence provided medical and health provisions.

4.2.1.3 *BATUS Canada*

The SP, LTR(E) partner and Service recognised children will require Visitor Record and Electronic Travel Authorisation (ETA) to enter Canada. All personnel must undergo full supportability assessment in accordance with Accompanied Assignments Overseas Policy. Any LTR(E) partners who do not hold British passports should check entry requirements for Canada well in advance of travel. Families with Service recognised children will have access to education provision in Alberta. In addition, personnel will be given full access to dental, health and medical provision for the duration of their assignment. LTR(E) personnel will be accommodated within Ralston Village only.

4.3 Application Process

Service Personnel should record their LTR(E) within current policy as soon as appropriate, using the 'Application for recognition of an established Relationship (LTR(E))' application form.

Once LTR(E) is established and SP has committed to serve overseas with their LTR(E) partner and any accompanying children, they should complete the Declaration Form and send to the relevant overseas J1 HQ by Unit HR.

The SP must retain confirmation by return. Overseas HQs will place the detail on a central register shared with the Joint Casualty and Compassionate Cell (JCCC). This will entitle those listed in the LTR(E) declaration for compassionate travel back to the UK as per JSP 760.

Should the situation change, SP must inform the relevant overseas HQ J1 Branch ASAP.

4.3.1 Preparation

Once confirmation has been received, SP may prepare for overseas assignment in line with the visa requirements as outlined to them. SP should review application and/or requirements with the Unit HR as their primary POC. Unit HR may contact Overseas J1 HQ POCs where any doubt exists.

When completing the 1132 accommodation application form, when asked to 'Select the option that reflects your correct entitlement or eligibility for this application' SP should select a new allocation to entitlement.

4.3.2 Arrivals

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

SP must be changed JPA to PStat Cat 1. This is an administrative measure to allow the payment of appropriate allowances whilst serving overseas and does not confer PStat Cat 1 status.

Expenses follow the normal process on JPA and SP can explain the circumstance in the justification box. To avoid confusion, a note should be placed on JPA in the nearest free text box that states they are part of the 'FAM pilot' and listed on JPA as PStat Cat 1 as a result. The remaining arrival process should process the LTR(E) as if married accompanied ensuring LTR(E) details are logged on JPA correctly.

J1 branch/Unit HR should time limit the PStatCat1 change to the duration of the assignment, ensuring it is rescinded at the end of the pilot, or at the end of the current assignment, whichever is later.

4.4 Allocations

Allocations for LTR(E) SP will be based on the entitlements as per the table at JSP 464 Vol. 2.

4.4.1 SFA

Should the housing staffs be unable to allocate SFA appropriate to the applicant's entitlement, alternative accommodation above or below the entitlement will, if available, be offered.

A rank based SFA allocation under the LTR(E) pilot does not confer any entitlement on return to the UK. Nor does it confer any entitlement at any overseas location not confirmed by the Accommodation policy team at time of enquiry.

4.4.2 Substitute SFA (SSFA)

SSFA is not used for overseas deployments in the way it is used in the UK. Instead, temporary accommodation, including the use of hotels is available, after the issuing of a Non-Availability Certificate (NAC).

4.4.3 Retention

Retention of SFA will only be permissible under the existing retention criteria covered in JSP 464 and overseas base specific policy.

Retention of SFA in overseas locations is not possible in most cases. In rare cases it may be admissible but subject to in country supportability or host nation restrictions. Please refer to the Local HQ for advice.

Where Service personnel are in SFA which is tied to or by virtue of an appointment, this could affect the ability to retain that specific property. The MOD has no authority to grant

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

retention of accommodation it has not provided, or where approval would go against Host Nation restrictions/Status of Force Agreement (SOFA).

4.5 Family Members

4.5.1 Children

Children identified on JPA as part of the LTR(E), who are anticipated to be living at the qualifying location on a full-time basis, will be recognised as 'Service Children' for the period of the pilot, and receive the appropriate access to health and education in each location.

SP in LTR(E)s should note the restrictions on certain stages of education within the Falkland Islands. Information on restrictions can be found on your Assignment Order or through your career manager.

Continuity of Education Allowance (CEA) may not be accessed – this pilot does not confer CEA eligibility.

4.5.2 Non-UK Family Members

The MOD definition of a long-term relationship differs to the Home Office definition and therefore, if your LTR(E) partner is not a UK passport holder, you must show that you have lived together for at least 2 years to be eligible for a visa as a partner of a serving person.

The Home Office will expect evidence of this cohabitation. If you are not married and you cannot evidence that you have lived together for 2 years, then under current rules you will not meet the definition of a partner and will consequently not be eligible for a visa under Armed Forces immigration rules. There is no discretion to overlook this requirement. You will not be eligible for SFA unless you have a visa under AF immigration rules.

4.5.3 Overseas Accompanied Service Assessments

Service personnel seeking accompanied overseas status for family members or an LTR(E) partner must complete any required assessments in accordance with **2026DIN01-017 MOD Overseas Accompanied Service Assessments Policy**. Accompaniment will only be authorised following confirmation that the relevant medical, educational and social care needs of accompanying family members can be appropriately met at the overseas location. For further information, refer to **2026DIN01-017 MOD Overseas Accompanied Service Assessments Policy**.

4.6 Dual Serving Couples

Where both partners of the LTR(E) are serving members of the Armed Forces, co located within the Falkland Islands or within Cyprus SBAs or BATUS, Canada and they intend to

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

reside together, one partner will be designated as PStat Cat 1s and the other partner PStat Cat 5s as defined in JSP 752.

Both parties must declare their intention to serve accompanied. The partner designated as PStat Cat 1s has the entitlement to SFA which they may exercise at their duty station, and if applicable, the allowances stated in JSP 752. The partner designated as PStat Cat 5s has no entitlement to SFA in their own right. Neither partner will be entitled to SLA.

When partners are co-located, but the SP designated as PStat Cat 1s is assigned away from the duty station before their partner, it is acceptable for the couple to amend their PStat Cat in order to retain an entitlement at that duty location. In these circumstances there is no expectation that a family must move on the assignment of the licensee due to a difference in the rank entitlement of a Service couple.

The new licensee of the existing SFA property will be liable for all accommodation charges and should expect to pay for the occupied grade and band for charge of the allocated SFA.

4.7 Casualty and Compassionate

Accompanying LTR(E) Partners and Children will be required to be registered by Joint Casualty and Compassionate Centre (JCCC) on a central register. SP should engage with the relevant HQ who will run a live register shared with JCCC. This mechanism will grant access to listed individuals for CasComp travel during the pilot period while assigned overseas.

SP within an LTR(E) who serve unaccompanied at these sites will sit outside this policy.

4.8 Allowances

JSP 752 will continue to define core eligibility to any allowances. SP will need to contact MOD Allowances Group Mailbox with any specific queries:

A. By **email**: People-AFRem-AllcesGroup@mod.gov.uk

4.9 Change of Circumstances

If the LTR(E) breaks down, SP are to inform their Unit HR and Chain of Command in writing within 14 days after it has happened or as soon as is reasonably practicable. Estrangement policy for cohabiting SP in an LTR(E) will be applied in accordance with extant policy on Marital/Civil Partnership breakdown/estrangement which can be found within JSP 464.

4.10 Preserved Rights



JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

In May 2025 it was agreed that Service Personnel and their LTRE partners returning from pilot sites Overseas would have Preserved Rights extended to them on their return to the UK. These rights will endure until 31st March 2026 in line with participants in the FAM pilots.

Allocation of SFA for the pilot is based on full entitlement equivalent to SP that are married or in a civil partnership, including allocation based on rank where applicable. On return to the UK, Preserved Rights do not extend to the overseas allowances granted to LTR(E) on pilot sites overseas.

JSP 464 Vol. 4 Pilots UK & Overseas Tri-Service Accommodation Regulations

5 Document Information

5.1 Document Information

Filename:	JSP 464 Volume 4 – UK and Overseas Accommodation Pilots
Document ID:	
Owning Function / Team:	Accommodation Policy Team
Service Owner (1*):	Hd Accommodation Policy
Approving Authority:	CDP

5.2 Document Versions

Version	Pub. Date	Revision History	Revised Pages
1	16/09/2025	Policy Simplification	N/A
2	12/02/2026	Corrective updates following policy simplification	N/A
3	31/3/2026	Corrective updates following policy simplification	N/A
4	10/7/2026	Corrective updates following policy simplification	4.5.3 Overseas Accompanied Service Assessments

6 Diversity and Inclusion

MOD respects and values people of all backgrounds. The Tri-Service Accommodation regulations are designed to ensure all employees are treated in a fair, transparent and consistent manner. All those involved in the management of MOD employees must abide by legislation and should adhere to MOD policy.

For more information on diversity and inclusion, please see the [MOD Diversity & Inclusion Pages](#) on MODnet.

This policy has been subject to an Equality Impact Assessment (EqIA).