



# Transition Individual Planning and Personal Development (IPPD) Newsletter



Transition is now high on the political agenda as a way of ensuring that Service personnel (SP) are properly supported through their careers and prepared for the challenges they will face when they return to civilian life. The MOD is scoping Tri-service Transition policy which ministers recognize is key to sustaining military capability and vital to ensuring Service leavers (SLs) success and well-being in the Veterans community. This is underpinned by the creation of the Ministerial Covenant and Veterans Board which is chaired by the Secretary of State for Defence and the continuing work to develop of the Armed Forces Covenant which seeks to ensure no disadvantage to the Armed Forces community but also places an equal responsibility on the MOD to ensure SP and SLs are well prepared for civilian life. Key to achieving this is soldiers' continued commitment to Transition IPPD. I also do not underestimate the very positive impact that Transition IPPD is having on the retention of soldiers and the protection of the Army's reputation which in turn promotes recruitment.

**Colonel Terry Southwood**  
ACOS Personnel and Welfare  
Headquarters Regional Command

## TRANSITION IPPD WEBPAGE : [www.army.mod.uk/transition](http://www.army.mod.uk/transition)

Transition IPPD core and regional information which was previously posted on the army website was removed in December 2017 whilst the system was upgraded. Transition information is now available again but:

- In a new location: <https://www.army.mod.uk/personnel-and-welfare/service-leavers-veterans/transition-to-civilian-life/>
- Without any Regional pages

HQ Regional Command will work with Army Media & Communications to position the Transition information more appropriately and ensure all links and historical information is available

## SELF INFLICTED HARDSHIP

Reports commissioned by Service charities often highlight the challenges faced by Service Leavers (SLs) as they transition into civilian life. Some SLs face significant challenges and require specialist support and assistance which is provided in the first instant by the State and supplemented when necessary by the Service charity sector. However, it is apparent that a large proportion of SLs in need may have contributed to their own problems which makes their re-integration into society more difficult than it should be. This is largely because SLs are hopelessly unprepared for the challenges that they will face.

**Notice to Terminate (NTT).** Some fifty percent of Service personnel (SP) will not fulfil their planned engagement resulting in their submission of a NTT. This is often a spontaneous decision based on sentiment rather than a reasoned judgement, based on fact supported by sound judgement planning. Many have an aspiration of what they would like to do but have no plan or resources available to achieve it. This is naïve to the point of being irresponsible, particularly when it involves families and amounts to individuals inflicting self-hardship on themselves and their families. In addition to the upset and misery experienced by this small minority of SLs, their irresponsible behaviour risks damaging the reputation of the Armed Forces and the Veterans community. Regular use of the Transition IPPD [HARDFACTS monitoring](#) tool will inform SP how effectively they are developing their Life Skills which are vital to a successful transition back into civilian life. Also the honest use of the Transition IPPD [HARDFACTS assessment](#) tool will identify whether a SL needs additional assistance which can be provided by the [Veterans Welfare Service](#) (VWS) which is a part of Veterans UK by using the Tri-Service Referral Protocol in [JSP 534](#).

**Medical Discharge.** The plight of ex-service persons who have been medically discharged is often highlighted in Service charity research and casework. SP are medically discharged because they are not able to meet the demanding standards of Service life. Although a major personal disappointment, the majority are fit enough to pursue a full and successful second career in civilian life. Medical discharges occur after a long and thorough process in which the individual is engaged throughout. As a consequence the medical board's decision should not come as a complete surprise. SP facing a medical board should acknowledge that they are potentially facing a medical discharge and should start contingency planning. Soldiers medically discharged are eligible for full Core Resettlement support regardless of their time served and, with the COs approval, this can be started in advance of the medical board's decision. Should a medical board determine that a soldier is fit to continue to serve any Resettlement undertaken will be 'written off' ([AGAI 99 - 99.404](#)). From the evidence presented by Service charity research, the challenges faced as a result of being medically discharged are only in part due to sickness, injury or disability. It is the challenge of managing the disappointment of losing their military career which impacts upon them. Therefore the realities of a military career being cut short on medical grounds need to be considered along with any treatment or rehabilitation being received. The philosophy of hoping for the best but planning for the worst has particular merit. It allows individuals a longer period of time to consider their futures and make contingency plans in advance of their medical board. So should the medical board decision go against them they will have made some provision for their future and be able to react more effectively. Misguided over-optimism or being in denial of the situation will probably make a poor situation much worse.



**Transition is the through-career offer of information and guidance that supports Individual Planning and Personal Development (IPPD) that promotes a successful military career and prepares Service Personnel (SP) for their inevitable return to civilian life.**

**Avoid self-inflicted hardship.** Top tips:

- Take personal responsibility for your long term future
- Continuously invest in your own Transition IPPD ensuring you are in the strongest position possible to transition into civilian life.
- Have reasonable aspirations for your future when leaving the service, make sound and responsible decisions and have a robust plan capable of delivering your transition.
- Know and understand the civilian organisations, policies and processes that you will need to deal with.

**HOUSING**

The Joint Service Housing Advice Office (JSHAO) is the MOD's tri-service focal point providing service personnel and their dependants with civilian housing information for those wishing to move to civilian accommodation at any time in their career, and for those during resettlement to assist with the transition to civilian life. More details on GOV.UK can be found through this link - JSHAO.

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**Understanding Civilian Housing Options** - DLE eLearning. In addition to the JSHAO housing briefs, the JSHAO has produced an eLearning product which informs Service personnel (SP) of their housing options – see [2017DIB/024](#) (Oct 17). The feedback from SP who have used it has been extremely positive. DLE eLearning is available through the [Defence Gateway](#) by accessing the DLE and course code JSHAO\_01. This eLearning tool makes housing information available to everyone at any time which may be particularly useful to those serving overseas.

**IMMIGRATION**

Important changes have been made to the Application for Entry to the UK process for Foreign & Commonwealth Armed Forces personnel and their families. A new on-line service for Foreign & Commonwealth Armed Forces personnel and their family members seeking entry to the UK has been launched by Visa4UK. This replaces the previous application process in paper form. Applicants will no longer have to pay the health surcharge and then submit a request for reimbursement. All new applicants should now submit their applications via [Visa4UK](#) using the following drop down menu :

**Reason for visit: Settlement****Visa type: HM Forces****Visa sub type: (choose the correct category)**

The new process applies to those applying for entry to the UK under the routes set out in [Immigration Rules - Armed Forces](#)

- A former member of HM Forces on discharge;
- A fiancé or proposed civil partner of a member of HM Forces;
  - The partner or child of a member of HM Forces applying under Appendix Armed Forces;
  - The partner or child of a foreign or Commonwealth member of HM Forces who is applying under Part 7 transitional arrangements;
  - The partner or child of a British citizen member of HM Forces who is applying under Part 8 transitional arrangements;
  - The bereaved partner or child of a member of HM forces applying under Appendix Armed Forces;
  - A former Gurkha soldier who was discharged before 1997;
  - The widow of a former Gurkha soldier who was discharged before 1997;
  - The partner or child of a former Gurkha soldier discharged before

1997

Guidance on all the above [immigration routes](#) can be found on Gov.

**THE CHILDREN'S EDUCATION ADVISORY SERVICE (CEAS: CONTACT DETAILS)**

The Children's Education Advisory Service (CEAS) is part of the Directorate Children & Young People (DCYP) the MoD's professional lead on all matters relating to Service Children & Young People.

The CEAS team have a wide remit; providing information, advice, guidance and support to parents and others regarding educational provision for Service children in the UK and around the world.

Currently, you can contact CEAS using the email [dcyp-ceas-enquiries@mod.uk](mailto:dcyp-ceas-enquiries@mod.uk), but with effect from 24 June 2018 CEAS are planned to migrate to MODNet. The new email will be [dcyp-ceas-enquiries@mod.gov.uk](mailto:dcyp-ceas-enquiries@mod.gov.uk). Although the 24 June 18 is the stated migration date, this could change slightly due to implementation delays. To ensure that your emails are received, it is recommended that over the period 24 June to 08 July 18, personnel send their enquiries to both email addresses. A reminder will also be issued nearer the time.

When contacting CEAS please include as much information as possible about your query such as the age of your child/children, an explanation of your situation and what assistance you are requesting to help the team identify the best team member to respond to you.

**11 INF BDE & HQ SE**

**ECONOMY:** The South East of England (Ox, Bucks, Berks, Hants, IoW, Surrey, E & W Sussex and Kent) is often referred to as the "engine room of the UK economy". An international gateway with huge transport infrastructure (airports, sea ports, rail and road networks) the SE economy is fast growing and is the second

largest regional economy in the UK after London. It has a more varied economy than many other regions, and industries such as ICT, pharmaceuticals, biotech, healthcare, high tech engineering and aerospace are thoroughly established within the region.

Construction is expected to see the fastest growth in the UK between now and 2024. The Thames Gateway Transformation in Kent will deliver 50,000 new homes and create 58,000 jobs in key sectors such as advanced manufacturing, port and logistics, construction, healthcare, retail and digital infrastructure. Specifically, North Kent opportunities will include a new Garden City at Ebbsfleet (planned around the high-speed railway station), renewable energy (particularly offshore wind) in the Medway-Swale Arc, creative and cultural industries in Medway and around the proposed London Paramount leisure resort at Swanscombe Peninsula, and life sciences at Kent Science Park. The expansion £150m expansion and redevelopment of Southampton port provides further significant opportunities in construction, transport and logistics.

The SE has the lowest unemployment rate within UK, and with an average weekly wage of £644, it is the second highest paid region.

**HOUSING:** The high quality of life is mirrored in high costs of living particularly in terms of housing costs. Most sales in SE during the last year were terraced properties, selling for an average price of £338,430. Flats sold for an average of £262,515, with semi-detached properties fetching £385,997.

Top-Tip: See [RightMove](#). Watch out for: Thamesway Group Housing development opportunity at 10-12 Camp Road, North Camp, Aldershot due for completion in October 2018. Will be available for Armed Forces Personnel, either discounted rent (c.80% of the market) or discounted sale depending on individual circumstances. More details to follow.

**EDUCATION & SKILLS:** The opportunities are undeniably here, however several challenges remain. Despite the SE population being educated, qualified and skilled to levels significantly higher than the national average, parts of the SE remain over-reliant on public sector employment, in particular Maidstone and the coastal towns of Hastings & Eastbourne. Companies are finding it hard to recruit due to skills shortages with 1 in 5 establishments reporting a skills gap. Top-tip: [National Careers Service](#) provides useful jobs profiles, a skills health check tool and guidance in further and higher education

Have you used your ELCs yet? **Quest Magazine** gives a comprehensive guide to ELCs to help you find out if you are eligible, how to use your funding and how to claim.

## Transition IPPD Forecast of Events 2018

Date	Event	Location	Formation	Contact	Remarks
5 Jun	Life Skills Fair	Life Skills Fair 1 Bn Irish Guards Hounslow	HQ London District	SO2 Transition 01772 260545	
13 Jun 18	RMAS Festival of Learning & Life Skills	RMAS Camberley	11 (Inf) Bde & HQ SE	SO2 Transition 01252 347775	Jodie.kennedy-smith940@mod.gov.uk
28 Jun 18	Transition Fair	Lisburn	38(Irish) Bde	Book via CTP	38X-Pers-RetentionTransition-SO2@mod.uk
TBC Jun	Lifeskills Briefings	39 Engr Regt	Kinloss	Book via CTP	
2 Oct	JSHAO Brief	39 Engr Regt 3 SCOTS	Kinloss Fort George	SO2 Transition 07768558918	a.m. Kinloss p.m. Fort George
3 Oct	JSHAO Brief	RAF	Lossiemouth	SO2 Transition 01874 613290	
4 Oct	JSHAO Brief	SCOTS DG 2 REME Bn 71 Engr Regt	Leuchars Station	SO2 Transition 07768558918	
11 Oct 18	CTP South Coast Employment Fair	Ageas Bowl Southampton	11X / CTP		
31 Jan 19	Transition Fair	Lisburn	38(Irish) Bde		38X-Pers-RetentionTransition-SO2@mod.uk
27 Jun 19	Transition Fair	Lisburn	38(Irish) Bde		38X-Pers-RetentionTransition-SO2@mod.uk

## SOURCES

<https://modgovuk.sharepoint.com/:b:/r/teams/1576/04-03/Transition/Plans/HARDFACTS%20Monitor.pdf?csf=1&e=m3cpdS>

<https://modgovuk.sharepoint.com/:b:/r/teams/1576/04-03/Transition/Plans/HARDFACTS%20ASSESSMENT.pdf?csf=1&e=mayoYA>

<http://www.gov.uk/government/publications/urgent-help-for-veterans-in-a-crisis/urgent-help-for-veterans-in-a-crisis#veterans-welfare-service>

[http://defenceintranet.diif.r.mil.uk/libraries/library1/DINSJSPS/20170203.1/JSP\\_534\\_ISSUE\\_17.pdf](http://defenceintranet.diif.r.mil.uk/libraries/library1/DINSJSPS/20170203.1/JSP_534_ISSUE_17.pdf)

[www.defencegateway.mod.uk](http://www.defencegateway.mod.uk)

<https://www.visa4uk.fco.gov.uk/Account/login>

[www.gov.uk/guidance/immigration-rules/immigration-rules-appendix-armed-forces](http://www.gov.uk/guidance/immigration-rules/immigration-rules-appendix-armed-forces)

<https://www.gov.uk/government/collections/armed-forces-modernised-guidance>

<http://www.rightmove.co.uk/house-prices-in-South-East.html>

<https://nationalcareersservice.direct.gov.uk/>