



### Redundancy Tranche 3 125 responses

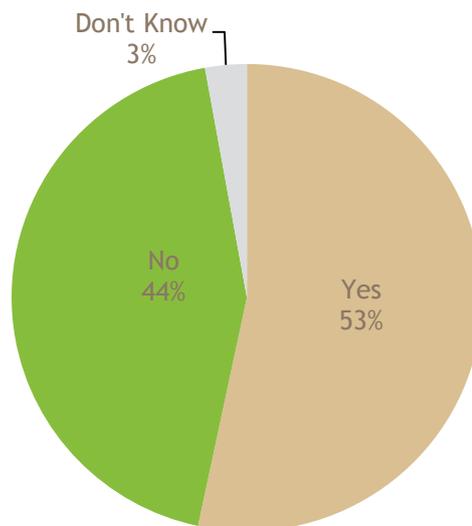
The third and largest tranche of redundancies were announced in June 2013. 4,480 personnel were made redundant with 84% of them having volunteered for redundancy.

53% of the families responding to the survey were applicants for redundancy and 44% of respondents were non-applicants.

The majority of respondents who applied for but were not selected for redundancy stated that they would not choose to leave the Army (65%) (either through Premature Voluntary Release or Notice To Terminate).

#### Q1. Did you or your spouse volunteer for redundancy?

105 responses



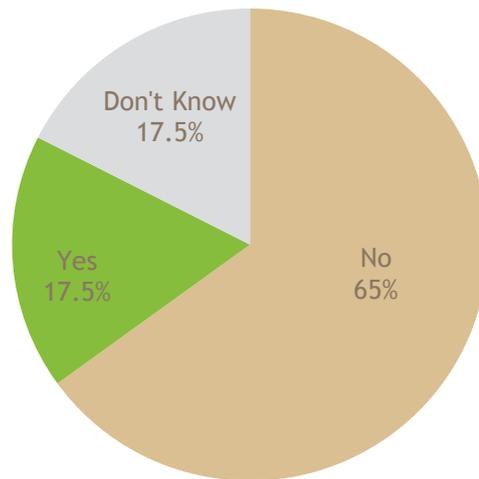
#### Q2. Have you or your spouse been made redundant?

120 responses

Yes	64 (53%)
No	56 (47%)

#### Q3. Will your soldier choose to leave the Army now that he/she has not been made redundant?

40 responses



Q4. Why did your soldier choose to volunteer or not volunteer for redundancy?

“It seemed inevitable so we took the plunge”

“Wanted a normal life”

“Due to the consistent lack of manpower at work and three years with little or no promotion prospects in my trade”

“Because Army life is not what it used to be and he is away from home least five months of every year”

“He loves his job and wants to carry on with his career”

Q5. How will this redundancy decision affect you and your family?

“It is a massive decision but hopefully a better life for my children”

“It’s a whole new chapter; he has gained some excellent skills and qualifications and is leaving with chartered engineer status, which greatly improves his employment prospects”

“We will be better off financially and all be together”

“We are at make or break in our relationship. I cannot continue living the way we are with the Army treating families and staff without lack of support and help”

“It would affect us in a tremendous way when as parents we do not have British citizenship and both our children are British citizens and with the high costs of living outside on civvy street with two infants, we would not be able to pay for childminders and rent costs and all the bills that comes with it”

Q6. Do you have any other comments to make about the Redundancy Announcement? This could include:

- How does it affect those living overseas?
- Do you feel that the Army provided better and more information for families in Tranche 3 and if not, where did they go wrong?

“We think it is two faced of the government to give out redundancies with one hand and then offer the TA as an alternative, they are hoping to get the same work for a bargain”

“The information provided is very detailed and I feel I would benefit from a simple step by step guide on what to do next and in what order. A lot of the info is duplicated in several documents, which can get confusing”

“As a fiancée and then wife, I received absolutely no information at all. My husband found that his seniors offered conflicting information and I gained most details from the AFF website”

“Think the Army has got better with their communication on redundancy - not necessarily to the families but certainly to the soldier”

“I think that the timescale between the application deadline and today has been far too long winded”

**AFF View:** AFF is pleased that families were provided with more redundancy information for Tranche 3. However, different Units may have provided different levels of information as some families are still seeking clarification on redundancy issues. AFF is keen that the Army continues to provide support to those being made redundant, ensuring that the transition to civilian life for both the Serving person and their family is supported as much as possible.

AFF is delighted with the work Support Command’s Brigade Transition Teams are doing in assisting families transitioning to civilian life through all regions of the UK. The Transition Teams focus on employment, education, health, housing and welfare issues.

AFF’s main concern with Tranche 3 is for those non-applicants, of junior ranks, who do not qualify for any removals allowance (such as Final Tour of Duty) when they have to move out of their SFA. Many are concerned about how they will afford removals when they leave their SFA or SSFA especially as they cannot access their redundancy payment until after termination date. Also, for those applicants who are being proactive about their transition to civilian life and wish to move their families before their discharge date, removals are proving to be a huge expense way ahead of their redundancy payment. AFF is working with the chain of command on both these issues.