**OVERSEAS LOCATION COMPATIBILITY CHECKLIST**

1. **Aim of Checklist**.To provide an initial and basic list of personal and domestic factors to be considered by Service Personnel, **pre- application for an overseas assignment** to determine the suitability of the overseas location for the service person, family and dependants. The Checklist is not a definitive list of questions, the heading, questions and subsequent lists are only a guide. Personal circumstances will dictate what further questions you need to ask.

**Guidance for the potential applicant and Career Managers**.

1. It does not replace the requirement, **upon notification of an assignment**, to complete a supportability assessment per [JSP 770](https://modgovuk.sharepoint.com/sites/defnet/HOCS/Pages/JSP770.aspx) Chap 2A.
2. Key actions to be taken by the applicant before applying for an overseas appointment;

* Check the Job Specification using JS Finder on MS Web; it will contain key features that will shape domestic considerations.
* Speak to the current incumbent of the post under consideration.
* Speak to the administration staff of the supporting unit.
* Understand personal issues relating to your family (review JSPs, AGAI, ACSO and location guides in relation to welfare, supportability and country specific issues).
* Using the information obtained, review personal suitability by use of this checklist.
* Use the checklist to guide discussion with your Chain of Command and Career Manager.

1. For appointments that are not centrally boarded, and do not require applications, the Career Manager and/ or Chain of Command can also use the checklist to determine a potential assignee’s suitability.
2. The Checklist is for personal use only, there is no requirement for submission to your Career Manager.
3. Service Personnel with family members who have Additional Needs and / or Disabilities **MUST** advise their CM using [Annex L](https://modgovuk.sharepoint.com/sites/defnet/Corp/Army/Publications/AGAI_081_Annexes_A_to_L.doc) to AGAI 81.
4. Service Personnel can advise their CM of other relevant domestic and welfare considerations via JPA by using the Employee Domestic and Welfare Considerations function[[1]](#footnote-1).
5. An Assignment Order (AO) may be cancelled if the SP family or dependants are deemed to be non-supportable in the overseas location. Similarly, an AO may be cancelled if you fail to meet the criteria for the position e.g. vetting
6. Any suggestions for improvement should be sent to [APC-CMPol-Improvements-Mailbox](mailto:APC-CMPol-Improvements-Mailbox@mod.gov.uk.) (MULTIUSER)

| **Factors for Consideration** | **SP Comment** | **Chain of Command & or CM Comment** |
| --- | --- | --- |
| **Military Considerations** | | |
| **Security** | | |
| Do I need to be vetted for the position?[[2]](#footnote-2) | | |
| * What level of vetting (SC/DV)?   + Check Job Spec   + Check your JPA record   + Speak to job owner |  |  |
| Countries to which Special Security Regulations Apply (CSSRA) | | |
| * Does CSSRA apply to the location?[[3]](#footnote-3) * Does the location place extra emphasis on CSSRA for SP with dual nationality?[[4]](#footnote-4) * Does the location place special emphasis on CSSRA for the family/dependants of SP?3 |  |  |
| Other Security issues | | |
| * Does your nationality preclude you from serving in certain countries, organisations or positions? |  |  |
| **Position** | | |
| What do I need to consider for the position? | | |
| * Do I have the correct KSE? * Do I have the required competences/ qualifications? * Do I need to complete a qualification course? * Is there a Return of Service? |  |  |
| * Will the position be vacant when I’m available for assignment? * What is the assignment length? |  |  |
| * Does the position have a Non-Standard Reporting Chain?[[5]](#footnote-5) * What part of the Chain is Non-Standard?   + Is it 1RO?   + Is it 2RO?   + Do they have a British Army Mentor? * What is the impact on my AR? * What do I need to ensure? * Contact RO(s) to establish understanding of my Reporting Chain. |  |  |
| **Medical[[6]](#footnote-6)** |  |  |
| * Is my **JMES** up to date? * What is the minimum **JMES** for the location / position? * Does my **JMES** prevent me from applying for certain locations or positions?   + My **JMES** is below **MFD**     - Can I still be assigned overseas?     - Do I need Occ Health / medical clearance? * Other medical considerations not covered by **JMES** ? * Immunisation requirements (country specific e.g. Yellow Fever)? |  |  |
| **COVID 19[[7]](#footnote-7)** |  |  |
| **Vaccinations**   * Do I need a vaccination to serve in location?   If yes   * What level of vaccination do I have ?   + First, second or booster * If first / second when will I receive my second and or booster? * Do I have proof? * If No can I get proof? |  |  |
| **Isolation**   * What are the isolation/ quarantine rules for the country? * Can I work remotely whilst in isolation/ quarantine? |  |  |
| * What is the COVID situation in the country and what effect will it have on me? |  |  |
| **Personal Considerations[[8]](#footnote-8)** |  |  |
| * Impact on career? * FTOD eligibility? * L6MUK eligibility? * Resettlement? * Accompanied or unaccompanied?   + INVOLSEP / VOLSEP * Impact on Settlement? |  |  |
| **Domestic Considerations** | | |
| **Social Welfare- what social opportunities and support networks do my family and I need? What is available?** | | |
| * Effects of isolation on family (geographical, cultural, linguistic)? * Residual, broader family care responsibilities ? * Joint custody of children from previous relationships? * Visits from children or elderly relatives, their method of travel? * Any additional support available for visits from children or elderly relatives? * Care responsibility for elderly or sick relatives? * Dependents aged 18 – 24 yrs, not in FT education / employment? * Access to a social network? * Maintaining relationships with family members back home? * Do I need an international driving licence? * Child Care? |  |  |
| **Nationality - Brexit** |  |  |
| * What impact will Brexit have on relocation to EU country? * Do I / we need to make special arrangements before travelling? * Do I or my spouse / dependants need a visa? * Will my move be delayed? * Will my removals be delayed? |  |  |
| **Nationality – Worldwide[[9]](#footnote-9)** | | |
| * Do I or my spouse/ dependants need a visa (to travel and or to reside)? * My spouse / dependants passport will/ may expire soon? * What type of visa does my spouse/ dependants need and who will pay for any associated costs? |  |  |
| **Medical/ Health– Can the needs of my family be met?** | | |
| * Dependant disabilities? * Dependant reliance on on-going or long-term treatment * Environmental impact on existing conditions / ailments (Climate / Weather)? * Immunisation requirements (country specific e.g. Yellow Fever)? * Availability and status of medicines? * Formal Medical Assessment (Family dental and medical checks)- Notingthatpre-assessment med forms are available and are part of the JSP 770 Ch 2A Annex A, supportability assessment? * Do we need medical reviews more frequently than six monthly? * Availability of special dietary requirements? |  |  |
| **Medical/ Health Supportability – Overseas location[[10]](#footnote-10)** | | |
| * Is there emergency medical (A & E) support in overseas location? * Are there GP facilities?   + Well woman health checks/scans? * Are there dental facilities?   + Can I start orthodontic or maintain ongoing orthodontic treatment in this location? * Hospitals * Assisted Conception Services and Fertility Preservation * Medical costs   + Responsibility for payment?   + Can I claim cost on JPA? |  |  |
| **COVID 19** |  |  |
| **Vaccinations**   * Are my dependants vaccinated?   If yes to what level?   * + First, second or booster * If first / second when will they receive their second / booster? * Do they have proof? * If not, are they able to get proof? * Are they able to access country without a vaccine? * Do dependants under 18 years need a vaccine? |  |  |
| **Isolation**   * What are the isolation/ quarantine rules for the country? * Can my dependants work / be taught remotely whilst in isolation / quarantine? |  |  |
| * What is the COVID situation in the country and what effect will it have on my dependants? |  |  |
| **Education – Can my families’ educational needs be met?[[11]](#footnote-11)** | | |
| * Schools   + Is the country conducting face to face teaching?   + Is the country considered an educationally supportable location? * Special Educational Needs Provision (CEAS registration) * Location and proximity of school to housing * International or SCE * Primary and Secondary provision (Subjects and qualifications on offer) * Early Years Provision * Home Schooling[[12]](#footnote-12) * Distance Learning Packages/ Open University. * Consider use of CEA, where appropriate.   + Guardianship of child(ren) in CEA |  |  |
| **Accommodation - Is the accommodation available likely to meet our needs? [[13]](#footnote-13)** | | |
| * Location / size / suitability * SFA or SFFA * Proximity to place of work * Proximity to amenities * Storage of furniture * Purchase of new items |  |  |
| **Pets / Animals - Will we be able to take our pets with us and is it safe there for them?** | | |
| * Health Check * Quarantine Regulations (Both directions) * Animal Passport * Costs for quarantine and transport can be significant * In-Country culture and risks * Location restrictions (e.g. only one pet) |  |  |
| **Amenities - What support structures and welfare suites are in place?** | | |
| * Internet and Wi-Fi (Cost, quality and availability) * Public transport * Cycle lanes * Walking * Car, do I need more than one? * Utilities (compatibility with UK) * Television and other entertainment * Unique travel opportunities (e.g. Falkland Islands to Chile) |  |  |
| **General Wellbeing - How will the move affect my family’s general well-being (positives and negatives)?** | | |
| * What exciting opportunities will be available to my family? * Does my family want to live here? * Will my family be happy? * Has my family lived overseas before? * Employment opportunities (or lack of) for dependants, Visas? Work permits?   + Professional qualification or registrations? * Impact of unaccompanied service on relationships * Family Security * Restriction on movement or travel |  |  |
| **Finances- What financial factors do we need to consider? [[14]](#footnote-14)** | | |
| * Financial agreements e.g. Bank Loans, Car finance. * Local Cost of Living * Get You started funds * Pay and Allowances * Loan Service Pay * Local Overseas Allowance, movement and storage of personal effects (MSPE), Disturbance Expense (DE), GYH(O) * Exchange Rates * Letting of own home – FHBS * Spousal employment[[15]](#footnote-15)   + Income Tax and benefits   + Status in-country for tax (VAT and income)   + Tax liability on UK based and foreign based income * Child Benefit eligibility or uplift * Eligibility for Job Seekers Allowance (NI credits in lieu)[[16]](#footnote-16) * Banking Arrangements |  |  |
| **Cultural Considerations – what local laws and customs do I need to consider[[17]](#footnote-17)** | | |
| * Local religion * Local law and customs   + Acceptable behaviour   + Dress   + Drink   + Protection for women * Relationships |  |  |

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| **Declaration of Suitability Assessment[[18]](#footnote-18)** |
| I, (Rank, Name) have fully researched the overseas appointment and conducted the above suitability assessment. I am aware of the requirements of the position and I am satisfied that the welfare provisions in place at the overseas appointment are sufficient to meet my needs and that of my family.  Signature: Name (in full): Date: |

**Useful links/ references**

* [Policy, Guidance, Instructions and Welfare links](https://modgovuk.sharepoint.com/:b:/r/teams/21879/CMHandbook/AssignmentsCMHBPart4/Overseas_Policy_Links.pdf?csf=1&web=1&e=pi6sS7)
* FTRS personnel -
  + [RLFR](https://modgovuk.sharepoint.com/sites/defnet/Corp/Army/Publications/AC_72030_Reserve_Land_Forces_Regulations_Amendment_6.pdf) – Pt3 Chap 3 paras
    - 03.03.213. MTMC Travel Documentation
    - 03.03.290. Allowances
    - 03.03.291. Relocation Expenses
    - 03.03.300. Single Living Accommodation (SLA)
    - 03.03.301. Service Families Accommodation (SFA)
    - 03.03.331. Medical and Dental Care
* British Army Germany
  + [SharePoint](https://modgovuk.sharepoint.com/teams/14571/SitePages/Home.aspx)
  + [BFG - Internet](https://bfgnet.de/)
* Healthcare Provision in British Forces DINs
  + [Cyprus (BFC)](https://modgovuk.sharepoint.com/:w:/r/sites/defnet/Corp/_layouts/15/Doc.aspx?sourcedoc=%7BE606CD38-5475-444F-8393-BE15CA81EA67%7D&file=2021DIN01-079.docx&action=default&mobileredirect=true&DefaultItemOpen=1)
  + [Nepal](https://modgovuk.sharepoint.com/:w:/r/sites/defnet/Corp/_layouts/15/Doc.aspx?sourcedoc=%7B53B900BD-78AA-4E25-B3A3-2F6DE2BC3B7D%7D&file=2021DIN01-080.docx&action=default&mobileredirect=true&DefaultItemOpen=1)
  + [Brunei](https://modgovuk.sharepoint.com/:w:/r/sites/defnet/Corp/_layouts/15/Doc.aspx?sourcedoc=%7B3C36D950-6A82-47E0-A03D-8F6EE8AA7F78%7D&file=2021DIN01-083.docx&action=default&mobileredirect=true&DefaultItemOpen=1)
  + [BF BIOT](https://modgovuk.sharepoint.com/:w:/r/sites/DINs/_layouts/15/Doc.aspx?sourcedoc=%7B47051EC4-BBF4-495E-BAB9-65063569B0FC%7D&file=2021DIN01-138-Instructions%20for%20Assignments%20to%20British%20Forces%20British%20Indian%20Ocean%20Territory%20(BF%20BIOT).docx&action=default&mobileredirect=true&DefaultItemOpen=1)
* Unit Guide to Supporting Non-UK Nationals (Defence Connect) [Pt2 Service Personnel](https://jive.defencegateway.mod.uk/docs/DOC-443724), [Part 3 Unit CoC](https://jive.defencegateway.mod.uk/docs/DOC-443723)
* [MOD Overseas Travel Guide](https://modgovuk.sharepoint.com/sites/defnet/JFC/Pages/DICounterIntelligence_TravelGuide.aspx?csf=1&e=mS34rK&cid=0947d1f6-bb9e-43bb-bfae-60f570d1d96c#Heading1)
* MS Web ([Location Directory](https://modgovuk.sharepoint.com/:x:/r/teams/21879/CMHandbook/AssignmentsCMHBPart4/Assignment_Location_Directory.xlsx?d=w0dca5a7c187943e98b418f056ccc48df&csf=1&web=1&e=Y9dRMa)) and [Career Management Handbook](https://modgovuk.sharepoint.com/teams/2678/SitePages/CM%20Policy/CM%20Handbook.aspx)
* [Career Manager](https://modgovuk.sharepoint.com/teams/2678/SitePages/Contact%20Us.aspx), [Career Field Manager](https://modgovuk.sharepoint.com/teams/2678/SitePages/Contact%20Us%20Pages/CM%20Ops/MS4,%20CFM%20and%20MS5.aspx) and [MS Operational Commitments](https://modgovuk.sharepoint.com/teams/2678/SitePages/Op%20Cts.aspx)
* [Global Admin Unit](https://modgovuk.sharepoint.com/:w:/r/sites/defnet/Corp/_layouts/15/Doc.aspx?sourcedoc=%7BF1145AD8-48F6-4DC4-90A0-72E2B5655020%7D&file=2019DIN01-118.docx&action=default&mobileredirect=true&DefaultItemOpen=1)
* [British Defence Staff United States](https://www.bdsus.info/)
* [Legal Position of LGBT and Women across the World[[19]](#footnote-19)](http://defenceintranet.diif.r.mil.uk/libraries/1/Docs7/20150925.1/Legal_Position_of_LGBT_and_Women_across_the%20World.pps)
* [Army Families Federation (AFF)](https://aff.org.uk/)
* [A2Z Homeschooling](https://a2zhomeschooling.com/regional/europe_homeschooling/)
* [Right to Education](https://www.right-to-education.org/page/there-right-be-homeschooled)
* [The Yellow Book](https://modgovuk.sharepoint.com/sites/defnet/HOCS/Pages/DE-STRAT-Overseas-Directory---The-Yellow-Book.aspx) - UK MOD MAs, DAs, Loan Service & Mil Special Advisors working in British Embassies/ High Commissions Overseas
* [Foreign, Commonwealth & Development Office](https://www.gov.uk/government/organisations/foreign-commonwealth-development-office)
* [HMRC - Living or working abroad or offshore: detailed information](https://www.gov.uk/topic/personal-tax/living-working-abroad-offshore)
* [.GOV](https://www.gov.uk/),
* [CIA World Factbook (Online)](https://www.cia.gov/the-world-factbook/)
* Current Job holder and admin unit (as per Job Specification)

1. BPG IN514022 [↑](#footnote-ref-1)
2. See [JSP440 Pt2 Leaflet 7](https://modgovuk.sharepoint.com/sites/defnet/DINSJSPS/DINSJSPS/20170203.1/JSP440_Leaflet7.pdf) for levels of Vetting, [2021DIN03-01(EJSU & NATO)](https://modgovuk.sharepoint.com/sites/defnet/Corp/_layouts/15/Doc.aspx?sourcedoc=%7BC936C2F5-CE7A-41D6-B9A9-54D6C1500435%7D&file=2021DIN003-001.docx&action=default&mobileredirect=true&DefaultItemOpen=1) [↑](#footnote-ref-2)
3. See [MOD Overseas Travel Guide](https://modgovuk.sharepoint.com/sites/defnet/JFC/Pages/DICounterIntelligence_TravelGuide.aspx?csf=1&e=mS34rK&cid=0947d1f6-bb9e-43bb-bfae-60f570d1d96c#Heading1) [↑](#footnote-ref-3)
4. See location specific Standing Orders, ACSOs etc [↑](#footnote-ref-4)
5. See [JSP 757](https://modgovuk.sharepoint.com/sites/defnet/HOCS/Pages/JSP757.aspx) Pt 1 [↑](#footnote-ref-5)
6. Overseas location ACSOs, Handbooks and DINs etc should be checked in relation to the minimum accepted JMES for the location, see links below [↑](#footnote-ref-6)
7. See [2021DIN06-016](https://modgovuk.sharepoint.com/:w:/r/sites/defnet/Corp/_layouts/15/Doc.aspx?sourcedoc=%7B03784655-511F-4338-BA8F-2FE211D3739C%7D&file=2021DIN06-016.docx&action=default&mobileredirect=true&DefaultItemOpen=1) COVID-19 Risk Mitigation for Personnel Deploying Overseas [↑](#footnote-ref-7)
8. [JSP 752](https://modgovuk.sharepoint.com/sites/defnet/HOCS/Pages/Armed-Forces-Allowances-and-Expenses.aspx), [AGAI 39](https://modgovuk.sharepoint.com/sites/defnet/Corp/Army/Publications/AGAI_039.pdf), [AGAI 50](https://modgovuk.sharepoint.com/sites/defnet/Corp/Army/Publications/AGAI_050.pdf), [AGAI 60](https://modgovuk.sharepoint.com/sites/defnet/Corp/Army/Publications/AGAI_060.pdf)  [↑](#footnote-ref-8)
9. [AGAI 50](https://modgovuk.sharepoint.com/sites/defnet/Corp/Army/Publications/AGAI_050.pdf) para 50.031 – 50.038. Unit Guide to Supporting Non-UK Nationals [↑](#footnote-ref-9)
10. [JSP 752](https://modgovuk.sharepoint.com/sites/defnet/HOCS/Pages/Armed-Forces-Allowances-and-Expenses.aspx), [2021DIN01-020,](https://modgovuk.sharepoint.com/sites/defnet/Corp/_layouts/15/Doc.aspx?sourcedoc=%7B9F4B77AE-A8F6-4AAA-8454-A45C81637450%7D&file=2021DIN01-020.docx&action=default&mobileredirect=true&DefaultItemOpen=1) [2021DIN01-050(EJSU & NATO),](https://modgovuk.sharepoint.com/sites/defnet/Corp/_layouts/15/Doc.aspx?sourcedoc=%7B9B6FBC5D-7756-481A-87BB-6E3D428B800F%7D&file=2021DIN01-050.docx&action=default&mobileredirect=true&DefaultItemOpen=1) Overseas location unit/ Medical Centre. [↑](#footnote-ref-10)
11. [JSP 342,](https://modgovuk.sharepoint.com/sites/defnet/HOCS/Pages/JSP342.aspx) [JSP 752](https://modgovuk.sharepoint.com/sites/defnet/HOCS/Pages/Armed-Forces-Allowances-and-Expenses.aspx), [JSP 770,](https://modgovuk.sharepoint.com/sites/defnet/HOCS/Pages/JSP770.aspx) [AGAI 81 Annex I,](https://modgovuk.sharepoint.com/sites/defnet/Corp/Army/Publications/AGAI_081.pdf) [2021DIN01-050(EJSU & NATO)](https://modgovuk.sharepoint.com/sites/defnet/Corp/_layouts/15/Doc.aspx?sourcedoc=%7B9B6FBC5D-7756-481A-87BB-6E3D428B800F%7D&file=2021DIN01-050.docx&action=default&mobileredirect=true&DefaultItemOpen=1) [↑](#footnote-ref-11)
12. [Right to Education](https://www.right-to-education.org/page/there-right-be-homeschooled), [A2Z Homeschooling](https://a2zhomeschooling.com/regional/europe_homeschooling/), [2021DIN01-134](https://modgovuk.sharepoint.com/sites/DINs/DINsLibrary/Official/2021DIN01-134-Elective%20Home%20Education%20Overseas.docx) [↑](#footnote-ref-12)
13. [JSP 464](https://modgovuk.sharepoint.com/sites/defnet/HOCS/Pages/JSP464.aspx), [JSP 468](https://modgovuk.sharepoint.com/sites/defnet/DINSJSPS/DINSJSPS/20140915.1/JSP468.doc) [↑](#footnote-ref-13)
14. [JSP 464](https://modgovuk.sharepoint.com/sites/defnet/HOCS/Pages/JSP464.aspx), [JSP 752](https://modgovuk.sharepoint.com/sites/defnet/HOCS/Pages/Armed-Forces-Allowances-and-Expenses.aspx), [.GOV](https://www.gov.uk/), [↑](#footnote-ref-14)
15. [HMRC - Living or working abroad or offshore: detailed information](https://www.gov.uk/topic/personal-tax/living-working-abroad-offshore) [↑](#footnote-ref-15)
16. [.GOV – Child Benefit Abroad](https://www.gov.uk/child-benefit-abroad) [↑](#footnote-ref-16)
17. The Location Directory and Legal Position of LGBT and Women Across the World link will assist [↑](#footnote-ref-17)
18. [JSP770 Pt1](https://modgovuk.sharepoint.com/sites/defnet/HOCS/Pages/JSP770.aspx) v13 Chap 2A. **Informing Service of Dependants’ Needs**. SP are fully responsible for their dependants and must recognise that, whilst MOD will try to provide the necessary support for families’ health, education and social welfare needs, this may not be possible in every overseas location. [↑](#footnote-ref-18)
19. Click on the country name [↑](#footnote-ref-19)