

SDSR CONFERENCE
WHAT NEEDS TO BE DONE?

IMPLICATIONS FOR RECRUITING,
TRAINING AND RETENTION

VADM JOHN McANALLY

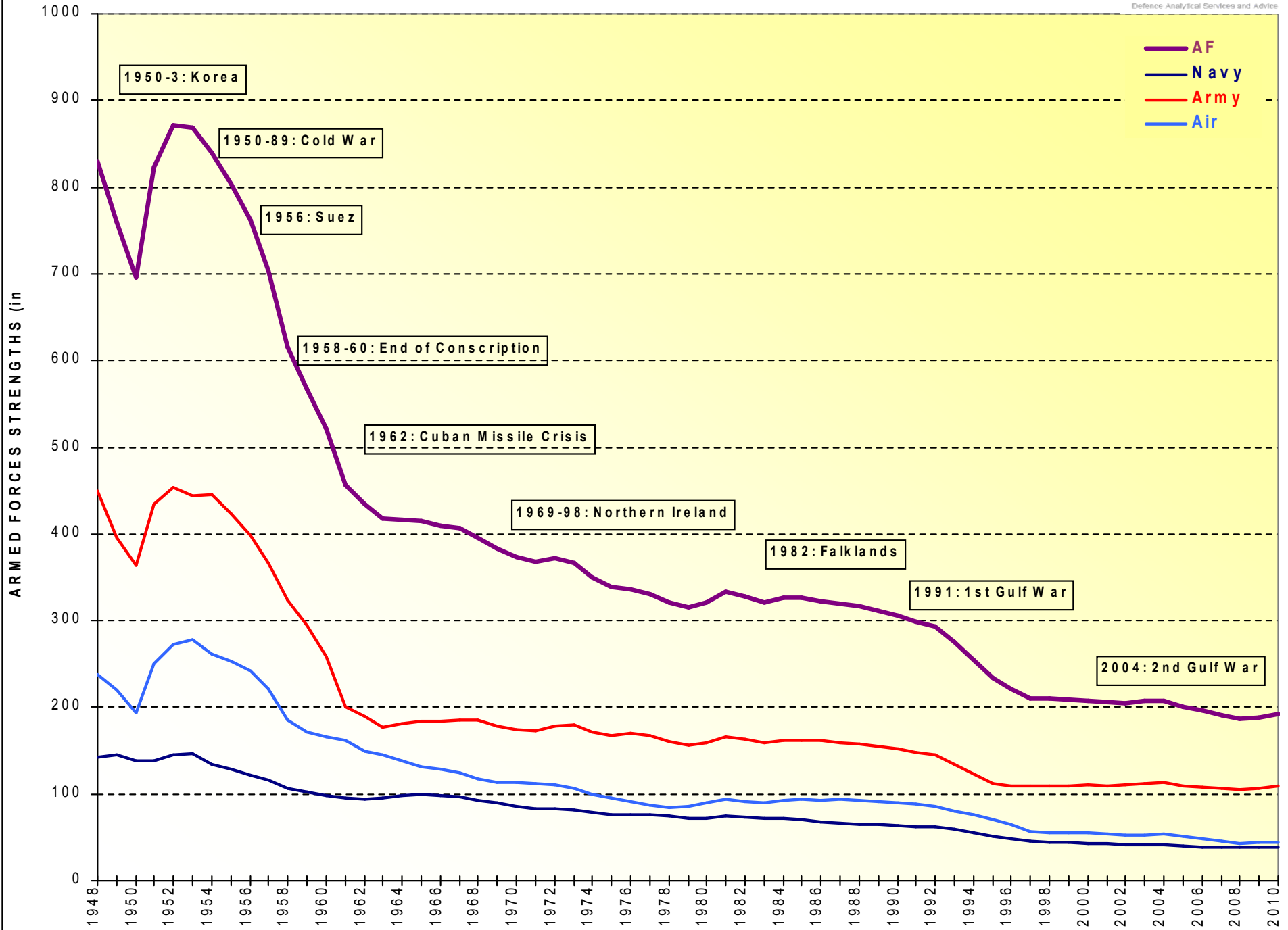
QUESTIONS

- WHAT MAKES SERVICE PERSONNEL JOIN?
- WHAT MAKES THEM STAY?
- WHAT ARE THEIR EXPECTATIONS?
- WHAT MAKES THEM EFFECTIVE IN WHAT THEY DO?

TOTAL STRENGTH OF THE ARMED FORCES SINCE W W II

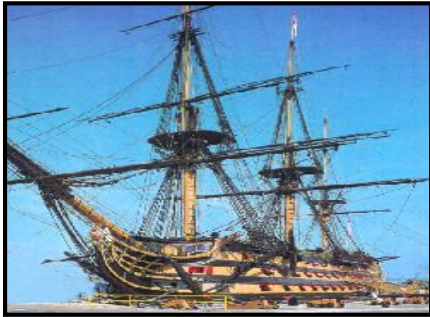


Defence Analytical Services and Advice



VICTORY to DARING

The impact of Technology



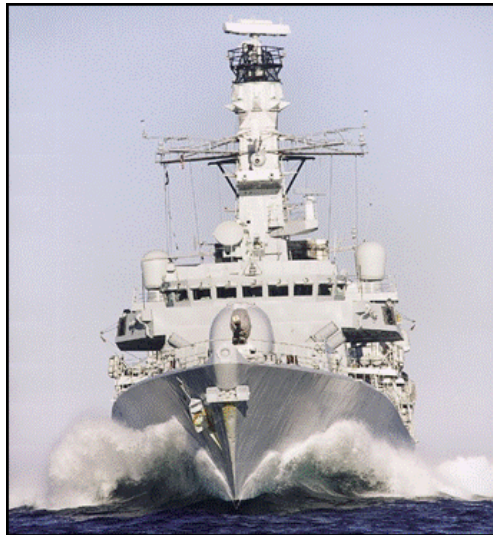
VICTORY
4 tons per person



COUNTY
11 tons per person



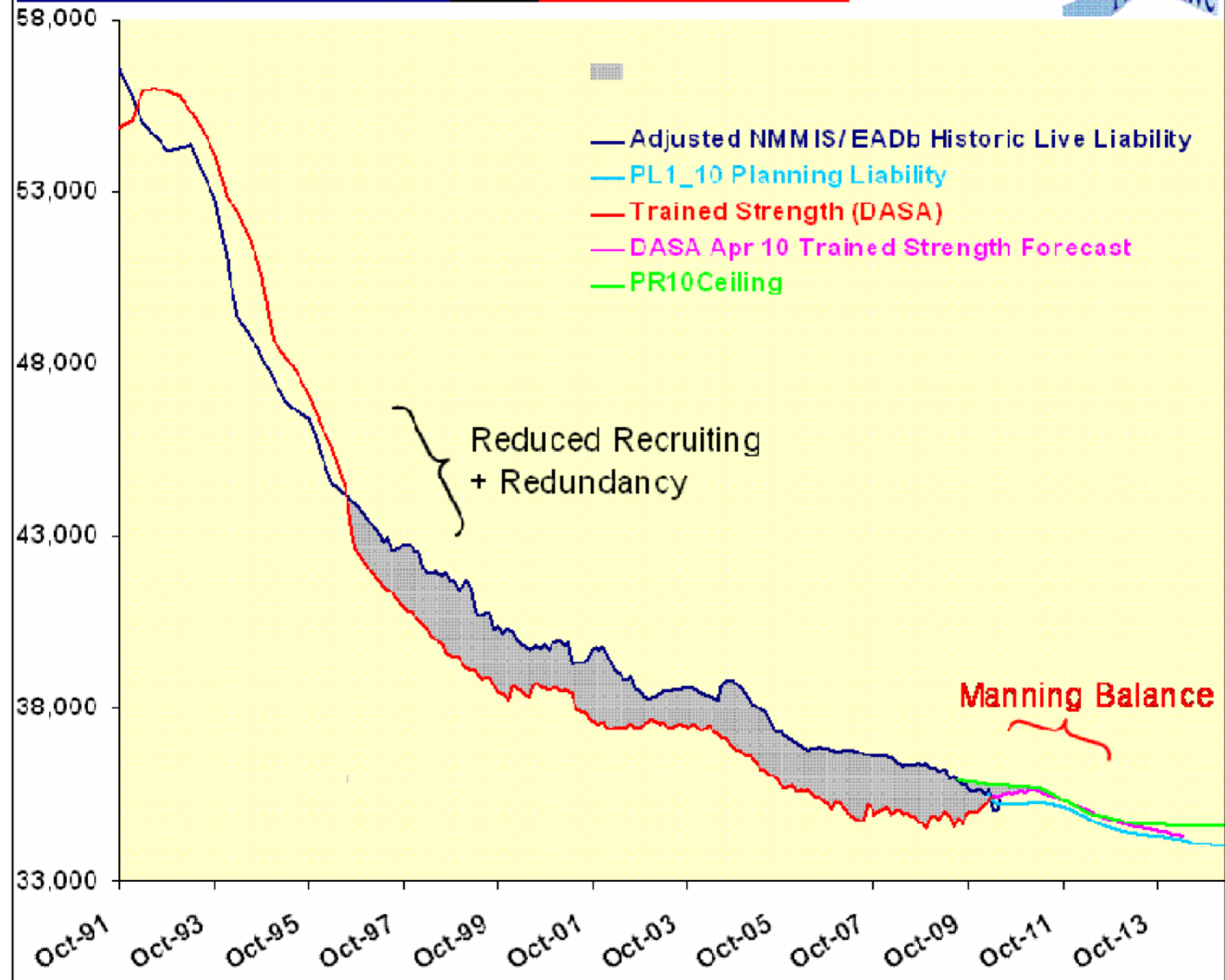
TYPE 42
13 tons per person



TYPE 23
23 tons per person

DARING
40 tons per person

Actual Liability + Margin and **Trained Strength**



What our people say

WHAT INFLUENCES THEM TO JOIN?

- THE INTERNET – 12%
- FRIENDS AND FAMILY – **54%**
- INFORMATION PROVIDED ABOUT LIFE IN THE SERVICES EG TV/CINEMA – 11%

WHERE DID YOU GET FURTHER INFO?

- WEBSITE - 93%
- AFCO - 33%
- RN/RM INFO - 25%

WHAT INFLUENCES **YOUR** DECISION TO JOIN?

- INTERNET - 55%
- VISIT TO AFCO/RN INFO - 39%
- **FAMILY/FRIEND - AT LEAST 27%** (currently serving, served in past)

WHAT DO THEY JOIN FOR?

CHALLENGING NATURE OF JOB	83%
TO TRAVEL	81%
TO SERVE COUNTRY	79%
PERSONAL DEVELOPMENT	79%
SPORT AND ADVENTURE	78%

TOMORROW'S SAILOR OR MARINE

- INTERNET GENERATION
- INFLUENCED BY FAMILY AND FRIENDS
- MOTIVATED BY INTRINSIC ASPECTS OF JOB
- WANTS PERSONAL DEVELOPMENT FROM CAREER IN RN/RM
- VIEWS RN/RM AS CAREER FOR LIFE

Retention - Regulars

Influences to stay

- Pension
- Health provision
- Personal development
- Excitement of job
- Promotion opportunities

Influences to go

- Impact on family and personal life
- Operational commitment and stretch
- Freq. of op. tours
- Extra duties
- Own morale

THE CHALLENGE FOR DEFENCE TRAINING

“In every aspect of defence, particularly in the support area, we will be looking to bear down on costs, to follow through on the commitment in the Coalition Agreement to reduce the MoD’s running costs by 25%”

“to reset the MoD’s relationship with the Defence Industry to reflect our changed economic circumstances”

“The operational tempo looks set to stay high and there is a real prospect of having to deal with additional contingencies”

RECENT EXAMPLES

- CURRENT RN/VT FLAGSHIP PARTNERING
- FLEET OUTSOURCING ACTIVITIES PROJECT
- DEFENCE TRAINING REVIEW (DTR PACKAGE 1)

RN PARTNERING WITH VTFlagship (Babcock)

- SUCCESSFUL PARTNERING
- GROWTH IN OUTSOURCING
- GENERATED SAVINGS
- THIRD PARTY INCOME GENERATION

FLEET OUTSOURCING ACTIVITIES PROJECT

FOAP in context:

- Naval Strategic Plan
- Defence Training Line of Development

FOAP Implied Objectives:

- Reducing cost of RN Training in short and medium term
- Bridging the gap- CSR- SDSR- RN Review of Training – DTR
- Coping with change

The Competition

DTR PACKAGE 1

- The Metrix Solution
- Vision and Politics
- Ongoing Problems have delayed signature:
 - Transformational Vision but.....substance?
 - Affordability and VFM
- Consortia Membership
- MoD Commitment

DTR PACKAGE 1

- Failure to Close
- Metrix Commitment?
- Fall Back – Is there an alternative?
- New Plan Dates
- Is the PFI Solution still relevant?

FUTURE DEFENCE TRAINING

- THE KEY FACTORS
- THE FUNDING GAP
- THE NEED FOR OUTSOURCING
- PROCUREMENT STRATEGIES
- KEY CRITERIA

KEY SUGGESTIONS

- ARMED FORCES APPROACHING CRITICAL MASS
- TECHNOLOGY REDUCES NUMBERS AND CHANGES RANK MIX
- STOPPING RECRUITING EXACERBATES BLACK HOLES
- WE ARE ALL RECRUITERS
- SDSR MIGHT ATTACK ALL RETENTION POSITIVES
- BREAKING THE PSYCHOLOGICAL CONTRACT
- INFLEXIBILITY OF PFI CONTRACTS
- WILL DTR HAPPEN?
- VOLUME, SCOPE AND COST OF TRAINING TO REDUCE
- NEED FOR GOOD PARTNERS