

# News story: Flexible working for Armed Forces

The changes will deliver a career which is as flexible as possible by allowing service personnel to work part time for short periods, as long as the operational effectiveness of the military is maintained.

The measures, which are due to come into effect in 2019, are part of the Armed Forces (Flexible Working) Bill. They will also limit the amount of time that personnel will need to spend away from their home-base and their families.

Defence Secretary Sir Michael Fallon said:

To compete for the best people in society our Armed Forces must offer a career that better reflects the realities of modern life. Allowing greater flexibility over how long and where people work will help attract and keep the talent we need to keep Britain safe.

The Bill will amend parts of the Armed Forces Act 2006, and the new arrangements were developed after a consultation with the Royal Navy, Army and Royal Air Force. Personnel said they wanted more choice over the way they serve for when their circumstances change; such as starting a family, or undertaking caring commitments.

Applications for part time working will be assessed against the needs of the individual and the need of the Armed Forces to maintain operational effectiveness. Personnel would still be required to deploy on operations, at any time, should the need arise.

This will lead to more balanced lifestyles with opportunities for Service personnel to serve in a way that better suits their personal aspirations and family circumstances. Reserve personnel will benefit from these changes, as we continue to seek to increase opportunities for them to serve in a greater range of roles alongside Regular personnel.

These reforms are part of the modern offer to personnel and the government's commitment to strengthen the Armed Forces Covenant, which was enshrined in law in 2011 to ensure Service personnel are not disadvantaged through their work.

The government also reaffirmed its NATO commitment to spend at least 2% of GDP on defence in the Queen's speech.