

DEFENCE MINISTERIAL COMMITTEE MEETING

25th JUNE 2008

SUMMARY OF CONCLUSIONS

1. At the Defence Ministerial Committee meeting on 25 June 2008, the Committee discussed Armed Forces Recruitment and Retention, and the Department and how it operates.
2. On Recruitment and Retention, the Committee:
 - a. agreed that operational tempo, basic pay and pay progression, accommodation, allowances, career management and the views of families, remained key factors in the construction of the "overall package". The challenge was to find the right balance that effectively directed resources and had the most impact on Recruitment and Retention;
 - b. agreed that the continued independence of the Armed Forces Pay Review Body (AFPRB) was a fundamental pillar in the construction of the package;
 - c. directed that closer examination was required into the underlying reasons for the increase in the numbers of personnel who were failing to progress from training into the trained strength of the Armed Forces, particularly in the Army.
3. On the Department and how it operates, the Committee:
 - a. noted the importance of Streamlining and other programmes not just to deliver financial savings, but also improvements in the way the Department operated;
 - b. welcomed the work that was underway to achieve this, and emphasised the importance it attached to greater clarity over where responsibility for taking decisions lay, in order to empower people to use judgement and balance risks appropriately;
 - c. agreed on the importance of continuing to define and communicate what the Streamlining programme meant for

the Department and Head Office, and what changes and benefits could be expected on its implementation;

- d. agreed, as part of the new ways of working, that the Department should focus more on engaging senior leaders in significant issues earlier, explaining complex issues in simple terms, to enable them to give clearer direction and make better informed decisions.