



Ministry
of Defence



Reserve Forces 2030 (RF30)

Adrian Dottridge

Director of People Transformation, MOD

RF30: What are we?

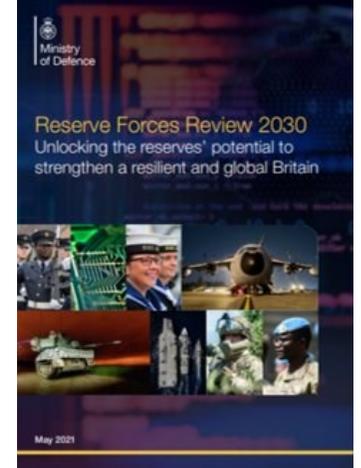
The **RF30 Review** was published in conjunction with UK Govt's **Integrated Review**. It recognised an imperative as part of Global Britain to improve national resilience, and optimise access to civil society's diversity, skills and networks.

International Defence & Security is more threatening and complex now than it has been since the end of the Cold War. Therefore it is vital that we understand:

- Reserves are not an add on to Regulars they are an essential part of the whole force workforce plan
- Defence needs to think differently about Reserves and how we best use them
- There is a wealth of hidden potential across the Reserve Force

RF30 Implementation is a *cohering and enabling programme* for our vision of:

“empowered reserve forces that are further integrated with their regular counterparts and the wider Defence enterprise, while at the same time providing greater utility and assurance across a broader range of military capabilities with access to civilian skills”.



RF30: What are we doing?

RF30 is working on 18 recommendations across 4 broad categories:

1. Redefining the Reserves' relationship with society.
2. Expanding the role of the reserves. A new conceptual framework, active and strategic, with current focus on enablement of the Active (Operational) Reserve.
3. Unlocking the potential of reservists.
4. Transforming support to the reserves.

We will be making changes to some of our policies, we'll be facilitating and joining up parts of the department to drive coherent pan-Defence change, and we'll be working in close collaboration with our key stakeholders.

RF30 is a supporting programme to the FLCs in their reserve transformation work - we are taking a strategic and tactical approach to progress early priorities which maximise collective progress. These include:

- a. Employer Engagement
- b. Mobilisation Funding
- c. Medical and Dental Support
- d. Strategic Framework
- e. Terms and Conditions of Service
- f. Digital Applications



RF30: Building on Future Reserves 2020

Transformation/optimisation of Reserves flows from **the Integrated Operating Concept** – we will retain and improve some of the capabilities we hold, and develop new ones in an era of direct threats to democracy, persistent grey zone conflict, and technological developments.

Future Reserves 2020 built the Reserves back up to strength. RF30 is about a whole-force approach for:



Mass – picking up specific short term defence tasks e.g. on Homeland Resilience



Particular warfighting capabilities as required



Workforce augmentation – responding to the need for short to medium term surge capacity



Individual niche skills – leveraging civilian skill sets and accrediting military skills in return

RF30: What does it mean for Employers?

This is the **beginning of the conversation** – RF30 is leading on a **Formal Consultation** to help Defence understand what support employers require to enable reservists to serve.

Initial consultation identified a number of key themes that need to be addressed including:

- Communication & support from the MOD
- Understanding the future role of the Reserves
- Reserve skills (and how they can be transferred)
- Employer Incentives
- Raising public & employer perception of Reserve Forces
- Predictability
- Homeland resilience - Military Aid to the Civilian Authorities (MACA)

You are our priority as key stakeholders in unlocking the potential of a modernised and assured UK Reserve Forces capability.

