



# newsletter

## *Welcome to Edition 5 of The White Ensign Association's Newsletter*

Welcome to the April 2018 edition of the White Ensign Association's Newsletter. Time flies and it feels like only yesterday that we were putting together and distributing the last edition at the turn of the year. Our Charity's small team has, as ever, been busy in the first quarter of the year and we have seen the familiar increase in requests for assistance from the Naval Service community that always follows a period of leave.



We would like to give our heartfelt thanks to Neil Williams, the CEO of Crucial Group, and his team, for all their hard work in putting together what was a fabulous evening. Huge thanks also to the CEO of Surge Group, Paul Careless, who made an incredibly generous donation to the charity during the evening. We are very grateful to all involved.



On the 12th Apr 18, WEA Industry Partner, Crucial Group, held a Black Tie charity fundraiser for the Association. The event was held in Brighton's Grand Hotel and we welcomed guests and supporters from Crucial's client base and from some of the WEA's employing Industry Partners.



The Crucial Group event was supported most generously by a number of WEA Industry Partners and supporters, and we would like to offer special thanks to FDM Group, Ex-Mil Recruitment, One Way Or Another (OWOA), DXC Technology, Brighton Williams and Crest Nicholson for their support. The evening was a huge success and £15,000 was raised for the White Ensign Association.

This edition features pieces from two of our valued employing Industry Partners, Manpower and Salute My Job.

Manpower are always on the lookout for high quality people to work in a number of roles providing IT and customer support to clients across a wide range of sectors, many of whom require high levels of UK Security Clearance and for which former Sailors and Marines are perfect. Manpower have included two case studies in their article and we thank them for their continued support to the WEA and the wider Service community.



Salute My Job is a Social Enterprise providing consultancy, recruitment and training services to employers and helping former members of the Armed Forces, and Reservists, into employment. They help employers plan and implement structured, sustainable and measurable 'veterans' programmes, aiming to inform and increase

demand 'pull' for ex-military people as employees, contractors or consultants. They, too, have included a case study and we thank them for their valuable contribution and support to the RN and RM communities.

We also have an interesting piece from our Chief Executive, John Lavery, about the Marriage Tax Allowance. This featured in our Blog recently and is a thought provoking article on how individuals in marriages or civil partnerships can, under certain circumstances, transfer some of their personal allowance to their other half – I would strongly recommend reading it as you may be able to save yourself up to £662!

The next edition of the Newsletter will be published just before the traditional summer leave period. If you would like to submit an article or advert, please contact the ASM, Miss Marina Maher at [marina.maher@whiteensign.co.uk](mailto:marina.maher@whiteensign.co.uk) We are happy to publish articles of interest from our Industry Partners or from those who have served, or are serving, in the Royal Navy or Royal Marines and the wider Naval Service community.



Crucial Academy has been developed by former military personnel who want to assist those moving into civilian life. Having all gone through the resettlement process they understand the worries associated with leaving the armed forces and carving out a new career path. They also understand the personal financial cost of this transition. For that reason they are delivering free accredited courses in cyber security to veterans and those undergoing resettlement and putting them in a job at the end. The courses are delivered in a state-of-the-art classroom in central Brighton. These are industry recognised and respected qualifications such as:

- Cyber Scheme Check Team Member
- CompTIA Cyber Security Analyst+
- ISO27001 Lead Implementor & Lead Auditor

Not only that, they offer a continuous professional development programme which will enable those successful to continue their training in one of three key areas for free:

- Offensive Security Certified Professionals (OSCP)
- CompTIA CASP (Certified Advanced Security Practitioner)
- CISSP (Certified Information Systems Security Professional)

If you are interested in attending our courses or perhaps you are looking to bolster your workforce please get in touch with us at [academy@crucialgroup.co.uk](mailto:academy@crucialgroup.co.uk) or alternatively check out our website <https://academy.crucialgroup.co.uk>





## TRANSITIONING EX-FORCES PERSONNEL TO CIVILIAN CAREERS IN IT AND BUSINESS

Over 180+ blue chip clients worldwide FDM delivers a soft landing to those leaving the forces

With over 320+ ex-forces personnel in the programme we:

- Train
- Offer pastoral support
- Provide jobs for all ranks and services

[fdmgroup.com](http://fdmgroup.com)



***FDM Group have been awarded the Gold standard in the Employers Recognition Scheme. To achieve this you must accomplish:***

- proactively advocate and support defense, communicating their commitment both internally to employees and externally to the wider community through established policies and examples of support.
- enable reservists to fulfil their annual training and mobilization commitments and demonstrate significant support for cadet instructors, armed forces veterans (including wounded, injured and sick) and military spouses/ partners.
- required to sign the Armed Forces Covenant and employ at least one individual from the covenant category that the nomination emphasizes.



**Manpower** is the global leader in contingent and permanent recruitment workforce solutions – dedicated to supporting ex-military candidates.

In 2017, the Ministry of Defence named ManpowerGroup, the world's workforce expert, as a Gold Award winner in its Employer Recognition Scheme.

The award is the highest badge of honour for organisations who have signed the Armed Forces Covenant and demonstrated outstanding support for those who serve and have served.

Manpower have a long standing partnership with the world leading independent end to end IT services company. We recruit for various levels of **IT roles** across the UK many of which support large scale projects and require SC/DV clearance.



To find out more about our vacancies throughout the UK, please get in touch with our dedicated recruitment team via [manpower.gsd.hr@hpe.com](mailto:manpower.gsd.hr@hpe.com) or scan our QR code!





**Manpower continue to benefit from the growing ex-military talent pool and with more and more employees being from ex-military backgrounds, we sat down with 2 of our current employees to find out more about their journey.**

### **Martin Gillman: Data Centre Engineer**

Since serving in the Royal Navy as an Aircraft Engineer for 14 years, Martin has worked in various positions across the country. Currently employed with Manpower as a **Data Centre Engineer**, Martin has been enjoying life on 'Civvy Street' since 2001.

During his time as an **Aircraft Engineer**, Martin was based on aircraft carriers or air bases where he serviced and maintained the mechanical systems of the Sea Harrier Jet. Upon leaving, Martin assessed the skills he had gained with the Royal Navy and how these could support his next big career move.

He also supplemented this with a number of training courses to expand his knowledge.

Martin has had several contracting positions over the years however found making the move to a permanent role with Manpower in 2016 an **'easy decision'**. He is currently responsible for ensuring the security and ongoing performance of the Data Centre and all equipment held within. Martin finds this role both challenging and rewarding and expresses that his experience with Manpower has been very positive.

At the time Martin made the move from the forces, the support available from organisations was more limited however Martin encourages others in a similar position to **'be open minded, make the most of their transferable skills and maximise the opportunities available in a different sector'**.

### **Jonathan Sanders: Migration Support**

Jonathan began serving in the Reserved Armed Forces in 2002 at the age of 17. As a Class 3 Vehicle Mechanic, he gained the 'best of both worlds' as he repaired SVR vehicles and learned computer skills at the same time.

Jonathan's time in the forces allowed him to stay on top of his technical knowledge and following this, he studied at University in order to further develop his skills and knowledge before joining Manpower in 2017.

Jonathan thoroughly enjoyed his time in the forces and recognises the valuable skills gained which are vital for his current role as a **Migration Support Engineer** with Manpower. As part of a dedicated team supporting the **largest migration project** in Europe, Jonathan's role involves providing 2nd line support to the End User in both the lead up to and post migration.

During Jonathan's time with Manpower, he has met and built good relationships with various ex-military employees. Jonathan believes that Manpower's **diverse workforce and supportive environment** provides ex-military personnel with an excellent opportunity to take that next step and move into a successful new career.



#### **Interested in a career with Manpower?**

At Manpower, we pride ourselves on our relationships with military organisations and understand how to support a smooth transition and make the process to 'Civvy Street' as easy as possible.

With continued expansion and a strong relationship with our client, we are always keen to hear from **SC/DV** cleared candidates who are looking to make the next step in their career. To find out more about our vacancies, please get in touch with our dedicated recruitment team via [manpower.gsd.hr@hpe.com](mailto:manpower.gsd.hr@hpe.com)

# IN THE MILITARY?



# YOU NEED US

## MILITARY MORTGAGE SPECIALISTS

"Yesterday I got the keys to my very own home. Thank you so much to Patrick James Solutions who has made the entire process stress free. I cannot recommend them enough. Patrick's knowledge of the Armed Forces Help to Buy was excellent and was a relief to be able to go through this process with his understanding of it. To all military personnel (or none military) if you're thinking of buying then please contact Patrick. I feel like I haven't lifted a finger, I didn't realise getting a mortgage was this easy. Thanks again"

A. Bentley

**Your home may be repossessed if you do not keep up repayments on your mortgage**

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07854673000



hello@patrickjamesolutions.co.uk



# Change your career, not your skills

Leadership. Discipline. Communication.

The skills you acquired to become an officer or NCO within the Royal Navy or Royal Marines are shared by many entrepreneurs.

Use your skills to build and manage your own successful wealth management business with one of the UK's leading and most prestigious wealth management firms.

The St. James's Place Academy provides an unrivalled development opportunity for outstanding military officers, or NCOs who have no previous experience of delivering personal financial advice or running their own business.

Visit [www.sjpacademy.co.uk](http://www.sjpacademy.co.uk) to find out how we can help you take control of your financial future.



ST. JAMES'S PLACE  
ACADEMY



EX HM FORCES  
CONSULTANCY

SPECIALISTS IN HELPING YOU FIND YOUR NEXT STEP

OWOA is a new force in business management consultancy, helping the world-class talent pools of ex-HM forces personnel take their next steps. We are committed to making your transition to the corporate world as smooth as possible with targeted training and qualifications, personal mentoring and ongoing career development.

Visit our website to start planning your next challenge

[WWW.OWOA.CO.UK](http://WWW.OWOA.CO.UK)



# *Marriage Tax Allowance – Don't see yourself off through inactivity or ignorance.*

During the WEA Financial Awareness lectures to newly joined members of the RN and RM we talk about making sure that individuals take advantage of the tax breaks that the Chancellor of the Exchequer gives them. Many service personnel feel uncomfortable about applying for tax benefits or believe that the mechanism is too complicated to make it worthwhile – if that is the case and you are married or in a civil partnership you may be throwing away up to £662 through a tax break called the marriage tax allowance.

The marriage tax allowance is a way for couples to transfer a proportion of their personal allowance (the amount you can earn tax-free each tax year) between them. Here is a quick guide to what this means.

## **Who is eligible to apply?**

- You must be married or in a civil partnership (just living together is not enough).
- One spouse or partner needs to be a non-taxpayer, i.e. earning less than the £11,500 personal allowance (£11,000 for 2016/17, £10,600 for 2015/16).
- The other needs to be a basic 20% rate taxpayer (higher or additional-rate taxpayers aren't eligible for this allowance). This means you'd normally need to earn less than £45,000 (£43,000 for 2016/17 or if you live in Scotland, £42,385 for 2015/16).
- You both must have been born on or after 6 April 1935.



## **How does it work?**

The partner who has an unused amount of personal allowance can transfer £1,150 of their allowance to the other (10% of the full allowance). It doesn't matter if they have £5,000 of allowance left or £500; they can only transfer £1,150.

For Example LET Michelson earns just over £31,000 per year and as such is a basic-rate taxpayer (higher-rate tax commences at annual earnings of £45,000 for 17/18). His wife has no income at present because she is looking after their two young children who are pre-school age. Her full personal allowance is £11,500 so she can transfer the full allowance to her husband. Thus means that LET Michelson's personal allowance goes up to £12,650 when his wife makes the transfer. This means he now has an extra £1,150 which he would have paid tax on at 20% but now doesn't! Which means he is £230 better off! (20% of £1,150)

## **So where does £662 come into it?**

The good news is that HRMC allow you to claim for up to 4 years in arrears if not claimed before, so as long as you were married or in a civil partnership before April 2015 you can backdate your claim! The marriage tax allowance started on 6 April 2015, and in year one was worth £212. For the following tax year, starting in April 2016, it was worth £220. For this tax year – beginning April 2017 – it's worth £230. Thus the cumulative plus could be £662.

## **How to apply**

Its simple, takes a few minutes and can be done online by going to the Government Web Page below:

<https://www.gov.uk/marriage-allowance>

All you need to have is both partners national insurance numbers but please remember that it must be the non-tax paying partner that makes the application.



**If you would like more information or greater explanation of the allowance and how it might effect you there are a number of very helpful websites offering guidance and advice that I have listed below:**

<https://www.moneysavingexpert.com/family/marriage-tax-allowance>

<https://www.which.co.uk/money/tax/income-tax/guides/tax-rates-and-allowances/marriage-allowance-explained>

<https://www.gov.uk/apply-marriage-allowance>

<https://www.citizensadvice.org.uk/debt-and-money/tax/income-tax-how-much-should-you-pay/income-tax-allowances-and-amounts/#h-marriage-allowance---if-you-re-married-or-in-a-civil-partnership>



The **Barclays Armed Forces, Transition, Employment & Resettlement (AFTER) Programme** helps to address the issues faced by service personnel and veterans as they transition into civilian life and aims to highlight the economic value these highly skilled individuals can bring to the corporate world.

In addition to employability support, through AFTER, Barclays offers a number of bespoke banking services which help to make banking easier for the wider Armed Forces and veterans' community.

- Launched in 2010, AFTER has assisted more than **5,500** service leavers and veterans with their transition to civilian employment.
- More than **490** veterans and Reservists, of all ranks, have been directly hired into Barclays roles, saving in excess of £5M in recruitment fees.
- In excess of £4M has been committed in the form of employability grants, to help wounded, injured, sick and vulnerable veterans develop long-term careers after the military.
- Innovative suite of banking products and services designed to meet the needs of those still serving and veterans.
- Recognising the benefits of Reserve Service both to the individual and the business, we are piloting innovative initiatives to promote the Reserves to colleagues and potential employees.



To find out more visit: [www.home.barclays/AFTERprogramme.html](http://www.home.barclays/AFTERprogramme.html) | [www.barclays.co.uk/armed-forces](http://www.barclays.co.uk/armed-forces)

Another initiative that Barclays is proud to be a part of is **Veterans Employment Transition Support (VETS)** which is a coalition of partners who have come together to support all veterans as they seek to find the right job. The coalition consists of corporates from all industries, military charities, the MOD and the Career Transition Partnership. Together through VETS they are providing a holistic approach that enhances existing activities in this space. VETS also offer a wide range of mentors that will help guide veterans on their journey through civilian employment and VETS believe this is a fundamental part of the process.



Please contact either John Chantry or Nadine Davis for all your VETS support.

To find out more visit: [www.veteranemployment.co.uk](http://www.veteranemployment.co.uk)

# Cybersecurity Training Course - SaluteMyJob

## Carl Rowley's story



ROYAL Navy veterans who are looking to break into the booming cybersecurity sector are being invited to apply for places on a series of free courses.

They could follow in the footsteps of former Royal Navy air traffic controller, Carl Rowley, who has found a successful career in cybersecurity after attending two of the courses.

The former Petty Officer initially found it a challenge to translate his transferable military skills and find the right job to complement his valuable skill-set. But with a strong interest in IT and ambitions to work as a SOC Analyst, Carl taught himself a number of cybersecurity skills and was the 100th veteran to pass through the doors of the Corsham Institute, completing SaluteMyJob's

IBM Cyber Security Training Course and IBM's i2 Analyst Training Course. More than 140 veterans have now gained an IBM Open Badge certification after completing one of the courses.

Service leavers can apply for a place on one of three courses covering different aspects of cybersecurity - IBM's QRadar interface for working within a support and operation environment, the Analyst Notebook tool for veterans looking to move into data analysis or a new course focussing on the functions of a Security Operations Centres (SOC) and the role of a SOC analyst and manager. It will also certify them as users of IBM's Resilient tool, the market-leading incident response platform for cyber response teams worldwide.

Carl is now working as an IT security consultant for Luton-based cyber-security company Satisnet after he completed a successful month-long placement at the company.

"It made such a difference, becoming qualified through the courses," said Carl. "My LinkedIn profile went from mediocre to getting hits left, right and centre."

Carl had an exemplary 18-year career, leaving the Royal Navy in 2010. He said some of the highlights of his military career included qualifying as an air traffic controller and becoming a training officer. Carl said: "I joined as a young seaman radar operator and becoming an air traffic controller was one of the main highlights of my career. Another achievement, later on in my career, was becoming a training officer, where I was responsible for putting together task books for new trainees and creating an online monitoring system for instructors and trainees to monitor their progress."

Carl was medically discharged in 2010 and said he struggled to identify the key skills and experience that he acquired during his Service that he believed were of value to civilian companies.

“I only had ten weeks resettlement so I wasn’t as prepared for it as others who get 24 months. Ten weeks to change your life, from something I had done since I was 17, was incredibly daunting. The military was all I knew, so I personally struggled to bring across the soft skills. But most certainly leadership is a big key skill and being a team player, as well as loyalty,” he said.

Carl said he would advise other service leavers to prepare as much as they could and look towards trying to get work placements during their resettlement period to help with the transition, as well as taking advantage of all the courses and help on offer.

Carl explained: “I was part of a study by a student at Sheffield Hallam University, who had a brother in the military and she recognised that service leavers could be well-suited to jobs in cybersecurity, so she came up with a Tech for Troops initiative.”

Through the project, Carl was introduced to SaluteMyJob and he went on to complete both the IBM Cyber Security Training Course and IBM’s i2 Analyst Training Course.

As well as his cybersecurity qualifications and experience, he believes the skills he acquired during his distinguished Naval career will help him become successful in a SOC analyst role. He explained: “The big problem at the moment is getting professionals into cybersecurity – and where they are struggling is loyalty. Our instructor here gave us a fine example of a company taking students from a university course on a placement – and then as soon as that placement is finished they are gone. Whereas an ex-military person will get their foot in the door and keep improving their personal development and will give that company much more loyalty.”

SaluteMyJob’s managing director Brigadier (Retd) Andrew Jackson said ex-forces personnel could be ideally suited to a career in cybersecurity.

“Military veterans are used to regularly adapting to different roles, new teams and different responsibilities. As a result, they are highly motivated, adaptable and quick to learn,” he said. “Furthermore, ex-military cyber experts are not only highly skilled in the industry, but what differentiates them from others is the extensive experience they have gained has been under huge amounts of pressure in hostile environments. Such breadth of experience is unrivalled and makes them highly employable in the commercial world.”

\* More information about the free courses on offer is available by visiting [www.salutemyjob.com/cyber-security-training](http://www.salutemyjob.com/cyber-security-training).



# *Fine-tune your business and employability skills with Higher Futures*

Higher Futures is part of the Swindon and Wiltshire Local Enterprise Partnership, providing free and impartial advice and support to local businesses on training, apprenticeships, resourcing and skills. Higher Futures also works with the military community.

If you are considering setting up your own business you may want to look at the free business support available in the area <https://growthhub.swlep.co.uk/topics/starting-up> and <https://www.popupbusinessschool.co.uk/wiltshire.html>



As a member of the military community you may be interested in completing some training, to help kick start your continuing professional development (CPD) please click [here](#)

We currently support the military community building relationships with local military charities including The Royal British Legion, White Ensign and Help for Heroes (H4H). We currently support H4H with their Employability Programme which to date has been very successful. If you are a veteran and you are interested in attending please contact H4H direct <https://www.helpforheroes.org.uk/get-support/recovery-programme/employability-workshop/>

If you are settling in and around Wiltshire you may be interested in attending the Tidworth Armed Forces and Life Skills and Employment Fair taking place at the Tidworth Garrison Theatre on the 20th June. Employers such as the Salisbury NHS Foundation Trust will be attending and are looking for the great skills the military community offers.

**Higher  
Futures**

## ***YOUR WHITE ENSIGN ASSOCIATION***

The White Ensign Association was created almost 60 years ago in a collaboration between senior figures in the City of London and the Board of the Admiralty, and the makeup of its council of trustees today still very much reflects its maritime and financial roots with a mix of influential figures from the City and distinguished retired senior officers. They charge the small staff of the WEA with the performance of four key roles in support of serving and former members of the Royal Navy and Royal Marines, and their families:

- Guidance and advice on the transition from a career and life in the Royal Navy to one out of uniform.
- The provision of unbiased and professional guidance on matters of personal finance including financial awareness training for all newly joined sailors and marines.
- Advice and assistance on all matters of civilian employment including job hunting techniques, CV guidance, mentoring, business start up and self-employment.
- Assistance and support on welfare and personal matters.

### **EMPLOYMENT SERVICES FROM THE WHITE ENSIGN ASSOCIATION**

If you are preparing for employment outside the Service, The White Ensign Association can help you with a number of issues, including:

- CV and Covering Letter Advice
- Interview Skills
- Networking
- Industry and Sector Advice
- Job Hunting and Career Planning
- Introduction to Industry Partners as appropriate
- The Association also has a number of Mentors and Network Advisers that can help you with various specific areas of your employment journey

We provide individual, bespoke and in-depth advice and pride ourselves on the quality of our advice as well as our highly personalised approach to our clients.

### **YOUR WEA TEAM**

Chief Executive and Area Representative  
for the South & South East -

***Captain John Lavery MVO Royal Navy***

Director Finance, Company Secretary & Area  
Representative for Central, North, Scotland & Overseas -

***Lieutenant Commander Mike Howell Royal Navy***

Regional Manager South East -

***Mr David Scholey***

Regional Manager South West -

***Mr Martin Small***

Director Employment Services -

***Mr Dom Hill***

Administrative & Digital Support Manager –

***Miss Marina Maher***

Tel: 0207 407 8658      email: [office@whiteensign.co.uk](mailto:office@whiteensign.co.uk)

## *From our Clients.....*

*“As I’ve previously told you, I am very grateful for the help and assistance I received from the WEA during my transition. You were by far the most engaged and personal of all the associations I dealt with”*

*“I just want to take this opportunity to thank you for all you have done for me. No one else has done as much or cared like you have”*

*“Thank you for all that you did in guiding me through the way. Your advice was spot on”*

*“Please know that it has been really useful beneficial having someone to use as a sounding board and seek advice from such as yourself (White Ensign). Many thanks for your time and assistance”*

*“I don’t think I would be where I am today without the help you gave me through this resettlement process”*

*“Thank you for your help through this process, especially your help with my CV, all your expert knowledge is priceless and I am glad I made contact with you”*

*“A large part of my success was the complete revision I did of my CV following your advice, so very many thanks for contributing to my eventual success!”*

