

newsletter

Welcome to the 22st Edition of The White Ensign Association's Newsletter

Chief Executive Officer's Welcome



Stuart Wright CEO

In my welcome to the Summer edition of this newsletter, I spoke about the exciting changes we are currently making in the White Ensign Association (WEA) as part of our bold new strategy to do more in support of the amazing people who make up the naval community – serving, veterans and families alike. My welcome to this Autumn edition of the newsletter continues that same theme.

In the summer I said I looked forward to introducing two new members of staff in this edition of the newsletter. I am delighted to be able to make good on that promise! We have now filled the new Employment Consultant and Employer Relationship Manager posts that will help to turbo charge our employment services offer – both in terms of assisting Royal Navy, Royal Marine and Royal Fleet Auxiliary service leavers and veterans to get jobs and helping employers to access this incredible pool of talent. Julie Daly and James Griffin, who have now been in post since mid-August and mid-September respectively, introduce themselves to you later in this newsletter, so I shan't steal their thunder here. What I will say, however, is that they both bring enormous credibility to their respective roles given their military background, relevant skill sets and, crucially, their lived experience as Service leavers themselves.



The newly expanded WEA employment services team at work onboard HMS BELFAST

The arrival of our newly established full-time regional manager for Scotland, Northern Ireland and Overseas is also very welcome. Andy Leaver, a former Royal Marine Warrant Officer, is now making his mark in Faslane, Arbroath and Rosyth and as I write this welcome, I am currently on a train heading North to meet with the senior chain of command on both the East and West coasts of Scotland. In terms of his Overseas portfolio, Andy will be making his first visit to Gibraltar later this month and in 2024 he will be heading out to the permanent Royal Navy facility in Bahrain – where he has previously served as the Executive Warrant Officer. We are very grateful to our partner charity, Greenwich Hospital, without whose funding we would be unable to offer this improved service to the expanding naval populations both in Scotland and abroad. Andy's arrival is also very timely as our newly expanded team of three full-time regional managers – Dave Scholey, Marty Small and Andy, all former RN and RM Warrant Officers – provide support to our beneficiaries as they seek to understand the implications for their armed forces pensions of the 2015 Pension Remedy (formerly known as the McCloud remedy) which was implemented by the Government on 1 October 2023. Over 650 people attended a pension webinar delivered by the WEA as part of the MoD's contribution to National Pension Awareness Week in mid-September. Coverage of the 2015 Pension Remedy was a cornerstone of that presentation.

As I write this piece, I am also reminded that our armed forces compensation support service achieved an important milestone on 1 Sep 23, having gone live twelve months earlier. In her first full year of operation, our Compensation Advocacy and Support Officer (CASO), Leigh Rhodes, has supported 92 serving and veteran Royal Navy personnel and over £500,000 of compensation has been paid out to individuals who she has supported in making claims. None of this would have been possible without a generous grant from the Royal Navy and Royal Marines Charity (RNRMC) to set up this important new post.



The Royal Marine Corps of Drums performing at the Trafalgar Night Dinner.

Once again, in partnership with our colleagues in the RNRMC, we recently held our joint biennial Trafalgar Night fundraiser in the magnificent Painted Hall at the Old Royal Naval College in Greenwich. In excess of £100,000 was raised for both charities and we are enormously grateful to those companies who sponsored the event and those companies, organisations and individuals who took tables for an evening

full of naval traditions, from a display by the Royal Marine Corps of Drums through to the singing of sea shanties. We were honoured to hold the dinner in the presence of Her Royal Highness The Princess Royal and our guest speaker was Dan Snow, the eminent maritime historian and TV presenter, who delivered a tour de force as he brought the events of the Battle of Trafalgar vividly to life.

I have already mentioned grants provided to us by Greenwich Hospital and the RNRMC. We are also incredibly grateful to our other principal charitable supporters – the Gosling Foundation, the C A Redfern Charitable Foundation and the Bernard Sunley Foundation. Without their generosity we would be unable to deliver our mission of providing informed guidance to the naval community on: personal financial matters; civilian employment, retraining and resettlement; and access to advice from professional services.

I wanted to end as I started, by referencing the exciting new strategy that is enabling us to do more on behalf of our beneficiaries. As part of its implementation, we have just been informed that we have secured funding

to establish a new Financial Wellbeing Manager post next year. At a time when there is a well reported and ongoing cost-of-living crisis, to which our beneficiaries are not immune, we are delighted that, through the generosity of a 3-year grant from Greenwich Hospital, we will be able to offer improved support to those in the naval community experiencing money worries. So, for further news on that front, watch this space!

STAY CONNECTED AND CURRENT

Stay connected with the latest updates from the White Ensign Association by following our LinkedIn page. Here are some highlights from the past six months:

1. **ARMED FORCES AND VETERANS ENGAGEMENT EVENT FOR SERVICE CHARITIES**
<https://www.linkedin.com/feed/update/urn:li:activity:7119652161797398528>
2. **THE CONFOUNDING LANGUAGE OF JOB SPECIFICATIONS & THE CV MENTAL BLOCK. JACKSPEAK EAT YOUR HEART OUT!**
<https://www.linkedin.com/feed/update/urn:li:activity:7115331976659644418>
3. **COME JOIN AWE - IT'S AN EXCITING PLACE TO BE!**
<https://www.linkedin.com/feed/update/urn:li:activity:7112423527470772225>
4. **THE AFPS PENSION CALCULATOR**
<https://www.linkedin.com/feed/update/urn:li:activity:7107283876766470145>
5. **PURPOSE AND IDENTITY – KEY FACTORS IN SUCCESSFUL TRANSITION**
[PURPOSE AND IDENTITY – KEY FACTORS IN SUCCESSFUL TRANSITION - Blog and updates - The White Ensign Association](#)

Follow us on LinkedIn to join the conversation and stay informed about industry trends, community initiatives, and more.

THE WHITE ENSIGN ASSOCIATION EXISTS TO SUPPORT THE NAVAL COMMUNITY BY PROVIDING SUPPORT AND GUIDANCE

Let us remind you how we can help.

Come and talk to us if you are:

- Wanting guidance about the armed forces compensation scheme, your armed forces pension or other personal financial matters. Is the cost-of-living crisis causing you problems?

Come and talk to us if you are:

- Considering leaving the service or are already on your resettlement journey. We have fantastic career counselling support and a huge network of employers looking to employ you!

Come and talk to us if you are:

- Looking for guidance on how to access professional financial or legal advice. If you are going through separation or divorce, looking for a mortgage or need other specialist advice, we have a network of professional service providers who give advice on personal, welfare and domestic matters.

CORPORATE MEMBERS

Calling all corporate members. We're in the process of revising our membership scheme. The White Ensign Association will be launching a new tiered corporate membership scheme in 2024. It will ensure greater value for our members and better levels of engagement and support and access to better employment opportunities for the naval community that we support. Watch this space for further details.

Best Wishes,
Stuart Wright

office@whiteensign.co.uk

[The White Ensign Association - Homepage](#)



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Leonardo has over 100 years of history at the leading edge of advanced design and manufacturing in the UK. Over 7,000 highly-skilled employees and a vast network of suppliers and partners design and develop industry-leading aircraft, electronics, space, defence and security systems for UK and export customers, worldwide.



ZURICH

How Zurich UK is supporting those leaving military service

It can be daunting leaving military life for the uncertainty of civvy street. However, the skills and behaviours people leave with are the type of skills that civilian employers are crying out for - high personal conduct, respect, strong interpersonal skills, self-disciplined and able to work independently or as part of a team, organised, leadership, the ability to react quickly to change, and remain cheerful and focussed in times of adversity.

At Zurich, we welcome applications from service leavers and can even support them with a placement to help ease them into a rewarding and satisfying civilian career. We were recently awarded the Silver Status under the Armed Forces Covenant (AFC), and not wishing to rest on our laurels, we're already focused on securing Gold status at the next available application round in 2024. As part of this work, we've been formalising our network and identified that current employees (including myself 7 years RN) have circa 1,000 years of collective service for the Armed Forces and active reservists!

Additional work is now underway to focus on key priorities such as developing a centralised approach to apprenticeship schemes and placements to support military personnel transitioning to civilian careers, increased presence at recruitment fairs and careers events, continued support to military charities, advocacy for the AFC and a constant effort to ensure policies and structures support the needs of current and future Zurich UK employees.

Rewarding second careers

Life at Zurich can offer roles in areas such as Sales, Risk, Underwriting and Claims. These include; Commercial market facing roles, facing off to customers and brokers in the London market, specific operational/strategic risk management (Cyber is a growing area in the latter), and Energy, Marine and Construction Underwriting, which is popular - specifically Marine Underwriting.

But it's not all we do. Our Engineering Team specialise in engineering Testing, Inspection and Certification (TIC) services and are one of the UK's largest inspection bodies. We're always on the lookout for experienced hands-on engineers, technicians and maintainers to join our Engineer Surveyor teams.

Engineer Surveyors are specialists in examinations of machinery, systems and plant to ensure suitability for continued service. They are also qualified in an engineering discipline to a minimum of level 4. However, qualifications are not the only consideration, when we are considering suitable candidates.

We understand that level 4 qualifications and above are most likely to be held by Officers, Artificers or Senior Rates and NCO's. However, we also understand that other, more junior military ranks –

Leading Rates, Corporals, and some Petty Officers with other qualifications also have a wealth of experience to offer.

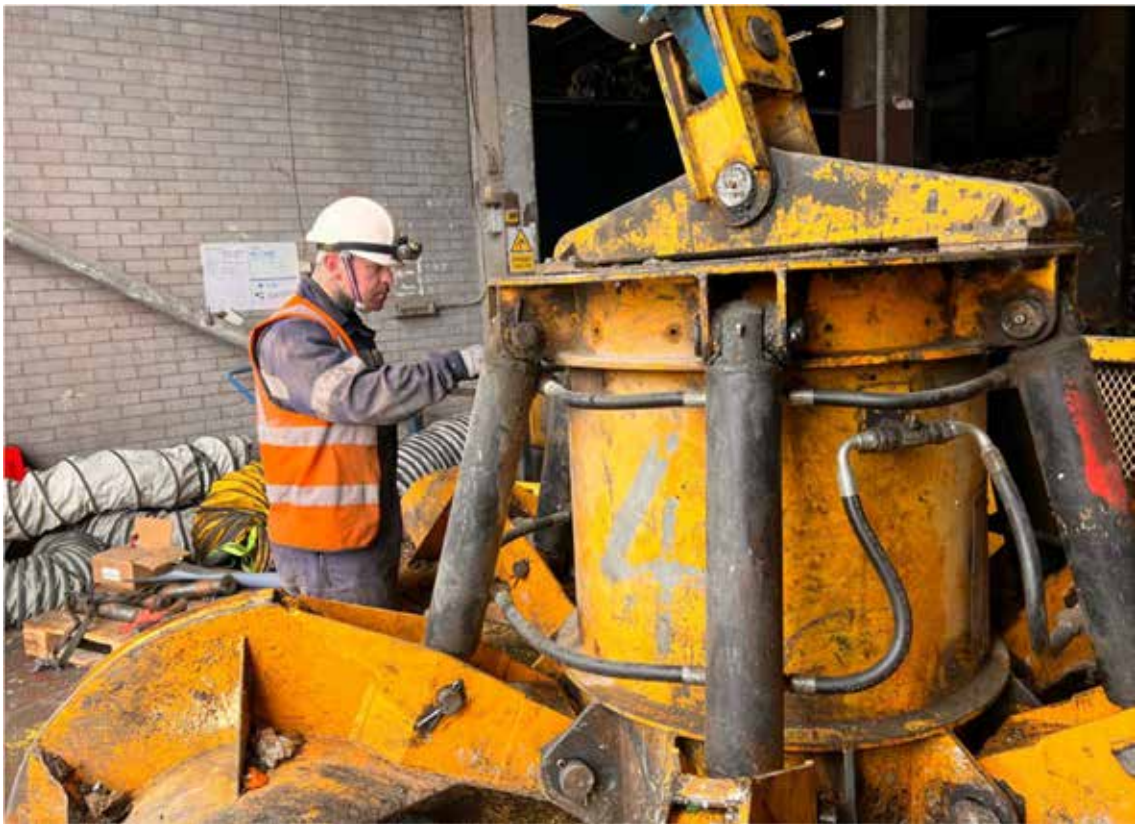
Zurich will consider those with lesser qualifications and invest in the right people to develop and support them to achieve the required educational level and we have a number of ways we do this. One such program is the level 4 Engineer Surveyor Apprenticeship, developed by our trade association SAFed. This initiative allows us to take level 3 qualified people and provide a mix of vocational and formal learning to achieve a recognised level 4 award.

One of our first students on this apprenticeship was Josh Doble. Josh joined us in 2021 after five years working within the Royal Electrical and Mechanical Engineers as an Aircraft Technician. Servicing and maintaining AH 64 Apache Helicopters. Based at a second line (in depth maintenance) unit, he was responsible for the disassembly and rebuild of major flight critical assemblies. These systems were stripped on a scheduled basis to inspect individual components intricately. Josh also worked with the British Army's fleet of Watchkeeper Unmanned Aerial Systems, both within the UK and abroad.



“I found that transitioning into working with Zurich Engineering was mixed - fairly easy in certain aspects whilst challenging in others. Coming from an aviation background, I had experience working within a stringent health and safety environment and experience working with statutory documentation and publications. The main challenges for me came in the form of customer relations and work scheduling. In a military environment you learn to do what you are told and where to be at what time. As an engineer surveyor, we work on the opposite basis. I’ve learned to always have a degree of flexibility with our customers and be fully understanding of their operational requirements.

“I’ve thoroughly enjoyed my time with Zurich Engineering and am very appreciative of the opportunity to work for one of the market leading organisations within the inspection industry. This apprenticeship scheme was exactly what I was looking for to build on my engineering foundations and overall industry knowledge.”



Throughout his transition, Josh has shown why those skills established in the services have served him well – often without him even realising he has them!

If you want to learn more about a rewarding career with Zurich – either in Engineering or one of their other areas, then [visit our careers page](#).

Dominic Dawson MSc CEng MIET MSOE MBES AMWES

Chief Engineer – Zurich Engineering

From the Royal Navy to British Gas

by Will Davis

centrica

British Gas



1. Name:

Will Davis

2. How long have you worked at BG and what is your job title?

Since April 2022 Project/Programme manager

3. Tell us about your military role

Throughout my military career, I served as a Marine Engineer in the Royal Navy. I joined in January 2012, undergoing basic training at HMS Raleigh, followed by phase 2 trade training at HMS Sultan. Afterward, I was assigned to HMS St Albans, a Type 23 Frigate, where I participated in deployments around the UK, safeguarding our waters. Following this, the ship underwent refit, and I then joined HMS Richmond for a challenging 7-month deployment to the Falkland Islands. I then attended promotion training at HMS Sultan. Subsequently, I was assigned to HMS Westminster during its refit period. Later, I served on HMS Iron Duke, participating in two Baltic deployments. As my journey continued, I had the privilege of working at London MOD Main as a Quarter Master/Building Protection Officer. Afterward, I moved to Hamworthy Barracks, where I successfully managed a team of engineers from both the Army and Royal Navy, responsible for maintaining and repairing specialist equipment. Ultimately, after nine fulfilling years of service, I made the decision to transition out of the military.

4. Which Centrica business do you work for and what do you do in your role?

Presently, I am a part of the Centrica team, specifically working in the Transformation Deployment Team as a Project/Programme Manager. In this capacity, I collaborate closely with deployment leads to plan end-to-end projects that directly impact our front-line colleagues. My role necessitates working across various functions, including training and communications teams, to ensure the seamless execution of projects.

5. What do you like about British Gas / Centrica?

What truly appeals to me about British Gas / Centrica is the level of autonomy I am granted, enabling me to make informed decisions in my role. Additionally, the organization provides a robust support network, especially for individuals with military backgrounds like myself.

6. What would you say, or what advice would you give someone from the Armed Forces community who is interested in working for us?

For fellow members of the Armed Forces community interested in pursuing a career at Centrica, my advice would be to leverage existing platforms such as recruitment fairs and LinkedIn to connect with individuals currently working in roles that align with your interests. Engaging with people already employed in the company will provide valuable insights into the organization's culture, work environment, and the types of roles available. Additionally, networking with these professionals can help you better understand how your military experience and skills can be effectively applied to the positions offered at Centrica. Building these connections will not only offer guidance but also create potential opportunities for a smoother and more successful transition into civilian employment with Centrica.

7. What support did you receive from WEA?

I am grateful for the exceptional support I received from the White Ensign Association. Their assistance extended from helping me craft an impressive CV to providing invaluable recruitment advice, which significantly contributed to my successful transition into civilian employment. Their support was instrumental in my professional journey beyond the military.

There has never been a more exciting time to join AWE



We have one clear mission: to keep everyone and everything around us safe and secure.

For more than 70 years, AWE has played a crucial role in the UK Government's nuclear defence strategy. Working to support the defence of our country, our role is to design, manufacture, develop and maintain the warheads for Trident, the UK's continuous at sea deterrent (CASD). With our specialist nuclear skills, we also provide unique technical assistance to arms control, nuclear security, and response to nuclear or radiological accidents and terrorism.

Whilst we're extremely proud of our heritage, we are entirely focused on ensuring that the company, our capabilities, and our people are fit to support the Ministry of Defence, the British Government, and our citizens for the next 70 years.

Alongside supporting the UK's nuclear deterrence programme, we are also managing one of the largest infrastructure programmes to deliver a cutting-edge, sustainable science and manufacturing environment, as well as maintaining an estate that spans over 1,000 acres with some very unique buildings.

AWE is an exciting place to be – come join us.

Our mission is clear: to keep everyone, and everything around us safe and secure. Forces personnel, regardless of service, rank, grade or employment field understand this, and due to their knowledge and experience, add great value to our organisation and community.

AWE is actively recruiting across all areas¹ and at all career stages. We offer many different opportunities across the whole production lifecycle, from development, through manufacturing and supporting our systems, to decommissioning. We're also recruiting people in our extensive capital build programme, and in our enabling and corporate service functions, which ensure our people have the facilities, tools, equipment and support they require for their roles.

We recognise that inclusive and diverse teams are integral to a successful business, and our employee-led networks help steer us to our inclusion goals. One such network is our Armed Forces, Veterans, Reservists and Cadet Volunteer Community, born out of AWE's membership of the Ministry of Defence Employee Recognition Scheme (ERS)². It recognises that Forces personnel are force multipliers, and enables cross-functional collaboration, knowledge sharing and the empowerment of operational brilliance. It also recognises that many military skills and behaviours are vital to our operations.

1 Engineering; Portfolio, Programme and Project Management; Operations (includes Logistics and Operational Planning); ESHQ&EE; Science; Human Resources; Finance, Supply Chain Management and Commercial; Security; Corporate Affairs and Business Management; and IS

2 AWE is a Silver member of the Armed Forces Covenant

Don't take just our word that we're a great place to work – here's what some of our ex-Forces personnel have to say:

Matt, Operational Readiness Manager within the Product Delivery Directorate



“Having been a Weapons Engineer in the Royal Navy, I wanted to work at AWE to continue my involvement in the delivery of the UK's Continuous At Sea Deterrence (CASD) and UK Defence and Security requirements. I could see how my skills and experiences could add value, and that the company was a Forces friendly employer.

At first, I was nervous to join without a deep understanding of the business and its unique outputs. That soon went away, as the company's clear culture, ethos and way of operating came through, and as multiple individuals, regardless of grade, background or time served, leaned in to help and guide me. I also noticed how important professional and personal development are to the company and despite only being here for a short time, I've been able to take part in several learning opportunities. These have not only helped me develop but also really helped me build a network within the company.

It's clear that there are exciting times ahead at AWE, and that there is something here for everyone. The company's values and behaviours are well aligned to those inherent in all Royal Navy personnel; commitment, integrity, loyalty, respect for others, and the ability to quickly learn and adopt to new situations. Some may think a background in Nuclear Weapons or Submarines is needed. It isn't and there are ex-Royal Navy, Army and RAF colleagues right across the business. The package is fair too. I especially like the 9-Day fortnight (alternate Fridays are non-working days), as it allows a three-day weekend and proper reset every fortnight. Something that's not offered widely elsewhere!”

Atlanta, Environment, Safety, Health and Quality (ESH&Q) Practitioner

Prior to AWE, I served for four years in the Royal Air Force, reaching the rank of Corporal; the equivalent of Leading Hand. During my service, I completed multiple administrative roles, including: organising and managing annual appraisal reviews; administrative support to multiple staff officers and personnel deployed on operations in the Middle East; direct support to the Assistant Chief of Staff UK and Overseas Operations (a 1); and finally direct support to the Assistant Chief of Staff Policy, Legal and Media Operations (again a 1*).*

I had some knowledge of AWE before leaving the Air Force due to a family connection. My resettlement investigations then showed me that there are lots of different opportunities within the company, and that AWE acknowledges and values its Forces community. As I already held DV clearance, my transition into the company was straightforward.

Although I have only been at AWE for a short while, I already enjoy a lot of responsibility and a very varied role. I am required to create and maintain online workspaces and information channels; maintain the regular drumbeat of ESH and Quality information sharing; and work collaboratively with Corporate Communications, the Change function and our wellbeing practitioners to ensure consistent messaging and ways of working. I am also involved in identifying, implementing and measuring the effectiveness of change activities in ESH, Quality and Business Operations.



I have found my military skills and experiences have eased me into my role at AWE, as the mindset and culture here are very similar. It is clear that the company appreciates our adaptability; the way we think on our feet; and that we are always looking for ways to learn and improve.

I already enjoy a great deal of trust and flexibility. I can work from home when I need; get every other Friday off; and know that I am allowed to get on with my job. I have a great team around me. Everyone has been really helpful since I joined. It's really clear, just like the military, that we are all working towards the same clear mission; that everyone takes pride in what they and the company do; and that we all want to succeed. I see myself working here for the long term, would love to progress further within my area, and get more involved in our ex-Forces community.

Spencer, Senior Manager Application Services, Information Services & Security

I left the Royal Navy in 2014 as an experienced Warrant Officer, and initially stepped completely out of my comfort zone into the construction industry; a company providing fabricated steel products to large projects in London. I quickly realised that this didn't have the structure or purpose I was looking for, and that I wasn't making best use of my skills, especially in leadership and management. That led to my move to AWE.

I started in Information and Knowledge Management. As a former Warfare Specialist in the Royal Navy, this was quite aligned to my service experience. I have since moved into a more technical position within Information Services, leading a team to deliver a centralised reporting and insight capability. Something that has never been done at AWE.

I enjoy working at here, as I meet many people from all backgrounds and skill sets: scientists, engineers, graduates, business support specialists, and more. All have unique requirements and experience but ultimately, we all work towards one goal: the AWE mission. Equality and diversity play a key role in our success. To do what we do, you cannot all be the same. We, and AWE are unique!



I also like that since Covid 19, the business and ways of working have changed for the better. We now enjoy the ability and flexibility to work from home if our work allows and when we need. So, you can easily dovetail your work and personal life.

There are lots of service leavers at AWE. The company acknowledges and welcomes our 'get the job done attitude'; our strong communications skills; and our mission-centric leadership and management. Since joining, I have been promoted twice and have been involved and led aspects of two significant transformational projects; one of which provided AWE with the ability to work remotely! I am very proud of what I have achieved here and intend to remain for the foreseeable future.

Come join us.

There really is something for everyone, whatever stage you are at in your career. It truly is an exciting time to be at AWE.

To find out more, search and apply for our current vacancies, or register for job alerts please visit:
www.awe.co.uk/careers

New pension legislation will make it simpler to move on to a new employer's pension scheme



By Barry Pearce DipPFS

Financial Adviser at Brighton Williams & Partners

One question that I'm often asked by ex-service personnel in my role as Financial Adviser is, "Should I join my new employer's pension scheme?"

Until recently, joining a new employer pension scheme might not have been straightforward because doing so could potentially cause the individual to exceed their pension Lifetime Allowance.

What is the pension Lifetime Allowance?

The Lifetime Allowance (LTA) has been around since April 2006 and is defined as the maximum value that can normally be held in pensions belonging to an individual. The LTA is currently set at £1,073,100, but that is going to change.

Important pension changes announced in March

The Chancellor announced some important pensions legislation amendments in his March Budget this year.

The first to mention is the proposed scrapping of the LTA, effective from 6 April 2024. In the run up to this, there will be no lifetime allowance charge in tax year 2023/24 (previously, any value above the £1,073,100 LTA threshold faced a tax charge of up to 55%).

Another positive pension-related change announced in the Budget is the increase to the maximum amount that can normally be paid into a pension each year (or Annual Allowance) from £40,000 to £60,000.

How can these changes benefit you?

The proposed changes to the pension rules will be of particular interest to members of any Final Salary Scheme (such as the Forces pension schemes), where their pension may be getting precariously close to the LTA limit.

In particular, the scrapping of the Lifetime Allowance rules will have a positive impact on many members who leave such a scheme and are thinking about joining a new employer's pension arrangement because they can go on to increase their pension value through the employer's scheme without consequence.

In effect, an individual can now save more each year towards their retirement due to the higher Annual Allowance and not have to worry about a tax penalty on their overall pension value.

There is one drawback however, there is a cap on the maximum tax-free lump sum (Pension Commencement Lump Sum) that an individual can take from their pension. Currently, you can take 25% of your pension value tax-free, up to the LTA limit of £1,073,100 which equates to £268,275. Despite the abolition of the LTA limit in April 2024, the maximum tax-free lump sum will remain capped at the current level.

Is there a case for caution?

The current government announced that they would make the LTA abolishment changes law from April 2024 through a future Finance Bill. In the meantime, pension rules are to be amended so that there will be no tax charge on breaches to the current Lifetime Allowance from 6 April 2023.

Following that announcement, the Opposition Labour Party immediately indicated that they would reverse such changes, which they see as handing a tax-break to wealthy people. However, their stance on this has now softened a little.

Personally, I find it difficult to believe that they could reverse the legislation, but nothing can be certain. So, should you be cautious about exceeding your LTA over the remaining tax year, 'just in case'?

Going back to the original question about joining an employer's scheme and potentially exceeding the LTA, I normally reply that, even if joining a new pension scheme incurs a tax charge, it is usually a better option to join and grow your pension funds. The new rules make the decision much easier, and even if we do see a new Government and the LTA legislation is revoked (albeit unlikely) it can still be beneficial to join a new scheme.

Talk it through with a professional

It must be remembered that Tax treatment depends on individual circumstances and all tax rules may change in the future. The minimum age you can normally access your pension savings is currently age 55 and this is due to rise to age 57 on 6 April 2028. Pension rules can be complex and is an ever-changing landscape so it may be a good idea to talk things over with a professional Financial Adviser before making any big decisions.



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Meet the new team memebtrs

James Griffin - Employer Relationship Manager

James Griffin joins the White Ensign Association having spent the last few years in the private sector in Regional Manager and Operations Manager roles. Most recently James was employed as the US Operations Manager for a British luxury sportscar brand. Since leaving the British Army in 2019, a career spanning 18 years covering roles from Reconnaissance Commander to Helicopter Pilot, James has developed himself in to an effective relationship manager. As Employer Relationship manager at the White Ensign Association, James shall be the primary contact for maintaining and developing connections within industry for the charity.



Julie Daly - Employment Consultant

I'm Julie Daly and I am the new Employment Consultant at The White Ensign Association. I joined the WRNS in 1984 and left the Royal Navy in 2006. My career, from Wren to Lt Cdr, was concentrated very much in the Instructor and Education & Resettlement spheres, as well as being the RN's Senior Personnel Selection Officer after appointments in New Entry training and at the Admiralty Interview Board. I was also lucky enough to serve at sea and I attained my Bridge Watchkeeping Certificate whilst serving on HMS Illustrious in the Adriatic Sea. I left the RN to bring our young son up in rural Kent and, for 15 years, my husband and I ran our own fire protection and training business. We sold the business recently and I was thrilled to see this exciting job opportunity working for the WEA. I have a genuine passion for mentoring and coaching and I have a strong desire to make a difference to people, especially when they need it, such as the transition

to civilian life. My role at the WEA is exactly that; I am tasked with providing a personal employment service to service leavers, veterans and their families, with particular emphasis on personnel who may need our help the most. I joined the WEA in mid-August 2023 and am thriving with every challenge and opportunity to be of service to our Naval Community.



YOUR WHITE ENSIGN ASSOCIATION



The White Ensign Association was founded in 1958 in a collaboration between senior figures in the City of London and the Board of the Admiralty. The makeup of its board 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 executive staff of the WEA, headquartered onboard HMS BELFAST in the Pool of London, with the performance of four key roles in support of serving and former members of the Royal Navy, Royal Marines and Royal Fleet Auxiliary, and their families:

- The provision of informed and unbiased guidance on matters of personal finance, including the armed forces pension scheme and the armed forces compensation scheme.
- Advice and assistance on all matters of civilian employment and retraining
- Advice on resettlement from a career and life in the Royal Navy to one out of uniform.
- Informed guidance on accessing the advice of professional services on welfare and personal matters.

We provide individual, bespoke and in-depth guidance and pride ourselves on the quality of our service as well as our highly personalised approach to all those who seek our support. Visit our website (www.whiteensign.co.uk) to see how we might be of assistance to you.

YOUR WEA TEAM

Chief Executive Officer -	<i>Cdre Stuart Wright Royal Navy</i>
Regional Manager East -	<i>Mr David Scholey</i>
Regional Manager West and London -	<i>Mr Martin Small</i>
Regional Manager Scotland, Northern Ireland and Overseas -	<i>Mr Andy Leaver MC</i>
Director Employment and Finance and Company Secretary-	<i>Mr Adam Marchant-Wincott</i>
Employment Consultant -	<i>Mrs Julie Daly</i>
Employer Relationship Manager -	<i>Mr James Griffin</i>
Compensation Advocacy and Support Officer (CASO) -	<i>Mrs Leigh Rhodes</i>
Administrative & Digital Support Manager –	<i>Miss Marina Maher</i>

Tel: 07384 575598 email: office@whiteensign.co.uk

THE WHITE ENSIGN ASSOCIATION RELIES ON PRIVATE DONATIONS TO ENABLE IT TO DO ITS WORK IN SUPPORT OF THE NAVAL COMMUNITY. IF YOU WOULD LIKE TO DONATE PLEASE CLICK ON THE LINK. THANK YOU - <https://checkout.justgiving.com/c/792050>

www.whiteensign.co.uk