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25 September 2014

Dear [REDACTED]

Release of Information

Thank you for your correspondence dated 1 September 2014 requesting information on Galaxy Brief 21-2014 Navy Command Future Organisation. Your enquiry has been considered to be a request for information in accordance with the Freedom of Information Act 2000.

I can confirm that the Department holds the information you requested and a copy of the relevant Galaxy Brief is attached to this correspondence.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 1st Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.gov.uk>.

Yours sincerely

[REDACTED]



ROYAL NAVY GALAXY

Serial: Galaxy 21-2014

Date: 30-07-2014



ISSUE: **Vice Admiral Sir Philip Jones KCB
Fleet Commander**

AUDIENCE: **All Royal Navy and Civilian Personnel.**

TIMING: **Routine**

ACTION: **Information**

NAVY COMMAND FUTURE ORGANISATION

1. I am delighted to announce the new organisation of Navy Command that has been approved by 1SL and to which we will start to transition immediately.

Why are we changing?

2. The changes are a necessary evolution. Under Defence Reform, Navy Command has been given far greater responsibility and authority for managing both our current affairs and our future. We have risen to these challenges and, in doing so, it has become increasingly clear that Navy Command is not best placed to adopt the modern and empowered model that Defence is pioneering. The solution is a suite of coherence changes to our organisational structure, our business processes, our governance and our capability management responsibilities.

Navy Command Future Organisation

3. The new organisation of Navy Command is at Enclosure 1. The main changes are:

- At 3* level, the Fleet Commander has responsibility for the daily business of force generation and current operations, and 2SL has responsibility for running the strategic Headquarters of the RN including all aspects of managing current and future capability.
- At 2* level, there are clear focal points for capability management of ships / submarines, and for aviation / littoral manoeuvre. These are supported by dedicated 2* enabling directorates.
- Command of the Flotillas transfers to COMOPS to recognise the synergy between force generation and operations.
- FOST will (from mid-2015) assume the duties of Flag Officer Scotland and Northern Ireland, but without responsibility for Regions or Reserves, which move elsewhere. This compensates for the new 2* ACNS(Ships and Submarines), keeping the star count neutral.
- At 1* level, the current ACOS(SSM) portfolio is split in two: a new ACOS(SSM) to focus on ship and submarine capability management, and a new ACOS(Engineering Support) to focus on cross-cutting matters and engineering branch transformation.

The benefits of change

4. The principal benefits of this change are:

Protecting Our Nation's Interests

- It simplifies our current matrix structure to give greater clarity over who does what.
- It aligns Command chains and responsibilities to better enable delegation and prioritisation.
- It creates clearer supporting / supported relationships at 3*, 2* and 1* level and better aligns accountability, responsibility and authority.
- It provides more dedicated 2* and 1* capability management of ships and submarines.
- It reinforces platform primacy by creating specialist, platform focussed, 2* areas that can act as 'Intelligent Customers'.

The timetable for change

5. To ease the transition, Navy Command will evolve into this new structure between now and Summer 2015 in accordance with the timetable at Enclosure 2. Some of the changes may happen earlier than indicated. As the changes focus on aligning responsibility at senior levels, many of you at OF5 / Grade B and below will notice little difference to your daily business.

Summary

6. This is a significant milestone. While we will never be fully 'at rest' in terms of organisational design (and some form of 'matrix management' will always be inevitable given our size), implementation of this model will complete the journey we started with the TLB merger and advanced through Transformation and Navy Command Review. In approving the plan, 1SL was acutely aware of, and most grateful for, the time and effort that many of you have devoted to this subject. He asked me to pass on his sincere thanks.

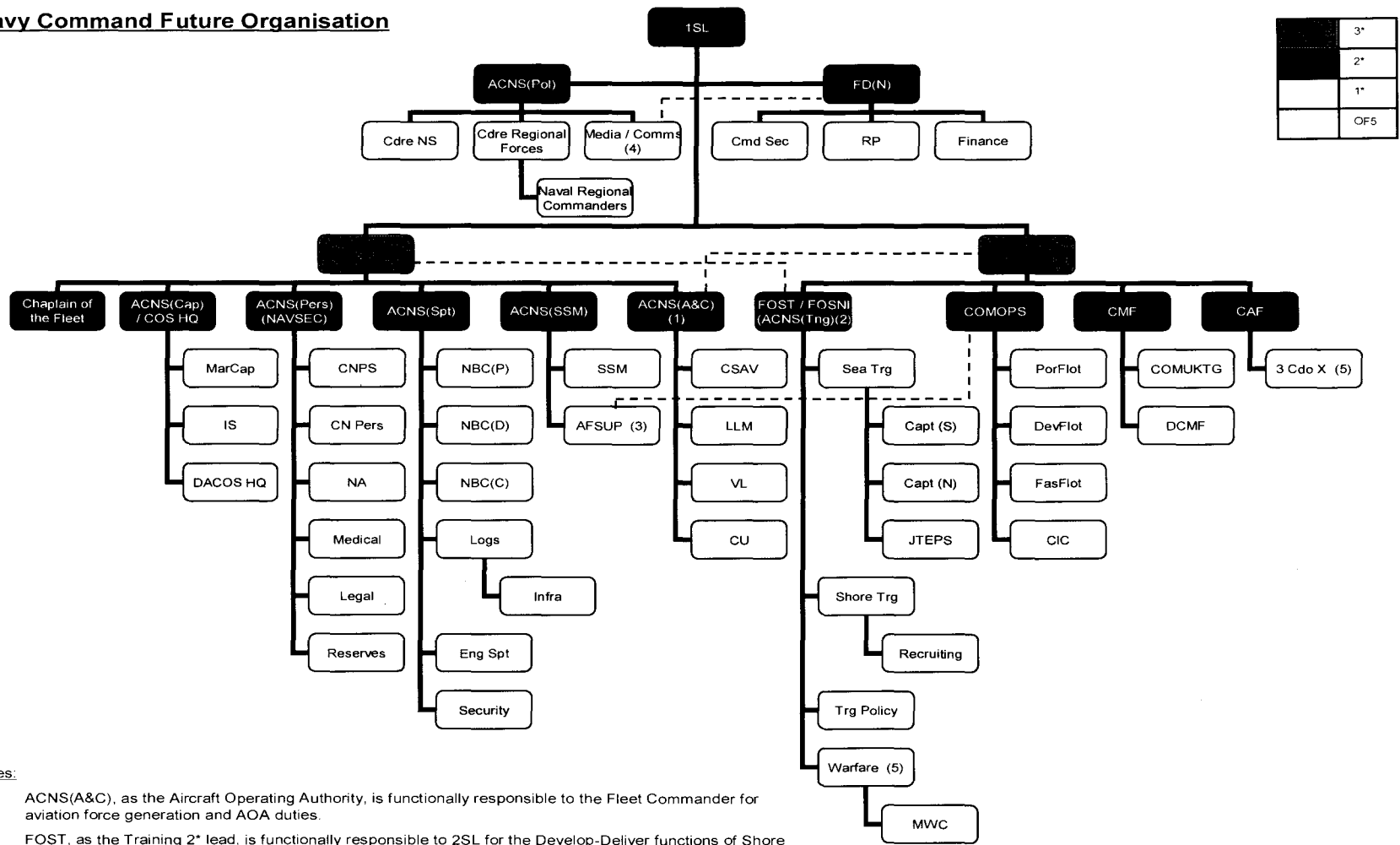
Fleet Commander



Enclosures:

1. Navy Command – new organisation.
2. Implementation Plan.

Navy Command Future Organisation



Notes:

1. ACNS(A&C), as the Aircraft Operating Authority, is functionally responsible to the Fleet Commander for aviation force generation and AOA duties.
2. FOST, as the Training 2* lead, is functionally responsible to 2SL for the Develop-Deliver functions of Shore Trg and Trg Policy.
3. ACOS(AFSUP), as the RFA Flot Comd, is functionally responsible to COMOPS for RFA force generation.
4. Hd Media/Comms is functionally responsible to FD(N) for RN Communications coherency with the Dept of State function.
5. The exact future position in the model of 3 Cdo Bde and ACOS(W) is still tbc.

IMPLEMENTATION PLAN

Date	Change
27 Aug 14	<ul style="list-style-type: none"> • FOSNNI supersession • ACNS(Pers) assumes line management of CMR and SRO of NC FR20 Prog Board
15 Sep 14	<ul style="list-style-type: none"> • ACNS(Cap) / COS HQ supersession
By 30 Sep 14	<ul style="list-style-type: none"> • Flotillas and Capability Integration Cell transfer line management from ACNS(Spt) to COMOPS • Hd Media/Comms transfers line management from Cmd Sec to ACNS(Pol). Hd Media/Comms assumes line management of RNPT and Regional PROs
By 31 Jan 15 <i>(based on proximity to 1* common reporting date)</i>	<ul style="list-style-type: none"> • Establish new ACOS(Engineering Support) post and ES team. • Establish new ACNS(SSM) post. ACOS(SSM) and ACOS(AFSUP) transfer line management from ACNS(Spt) to ACNS(SSM) • Establish new Cdre Regional Forces (CRF) post as RNR FTRS. FORF title and role disestablished. CRF assumes line management of existing FORF HQ cell, all NRCs and RMBS • Establish new 1* (SCS) Hd Finance • Security team transfers line management from FOSNNI to ACNS(Spt)
By 31 Mar 15 <i>(based on proximity to SORF reporting date)</i>	<ul style="list-style-type: none"> • New 3* - 2* structure established <i>(Date of change needs to remain coherent with Flag plot arrangements)</i>
By Summer 2015	<ul style="list-style-type: none"> • FOST and FOSNNI merge • ACOS(W) to transfer line management from ACNS(Cap) to FOST/FOSNI