



# PROJECT FIREFLY

Transfer To The Maritime  
Reserves





# WELCOME

*Since the White Paper announcement of the Future Reserves 2020 programme (FR20) in July 2013, the FR20 programme has attracted considerable political, public and media interest. It is influencing the size and shape of the Reserve Forces which will grow to provide an integral component of the UK Defence capability, as part of the Whole Force Approach. For the Royal Navy this means almost doubling the Trained Strength population of its Maritime Reserve to 3100 in a 5 year period from 2013 to 2018.*

*Parallel lines of development are being pursued to achieve the growth profile required. One of these is the recruitment and talent management initiative called Project FIREFLY. It seeks to transfer highly skilled Service personnel directly to the Trained Strength of the Maritime Reserve.*

*There is a small Project Team that is responsible for delivering the Trained Entrant portion of the FR20 recruitment target. This means recruiting at least 850 service leavers into the Maritime Reserve over 5 years from 2013-2018. The Project aspires to offer a potential Trained Entrant a personal journey through the transfer process.*

*This booklet was designed to broaden your knowledge of opportunities in the Maritime Reserves. It aims to help you make an informed decision as to whether you wish to enjoy a challenging career in the Maritime Reserve beyond full-time Regular Service. You can look forward to making a valuable contribution to the Whole Force and explore a range of flexible ways of working that I believe can sit harmoniously with your life beyond Regular Service.*

*If you require further information email:*  
***navypers-resfftpa@mod.uk***. We look forward to hearing from you.

*Your journey can continue beyond regular service, an opportunity offered under the auspices of Project FIREFLY.*



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A woman with dark hair and a blue sweater is standing on a ship's deck. The background shows various ship structures and equipment. An orange banner is overlaid on the image, containing the title.

# THE PROJECT FIREFLY TRANSFER SCHEME

Some 1200 highly skilled and professional personnel leave the Royal Navy every year. However, the fact that you have reached the end of your full-time career does not mean that the Naval Service doesn't want – or need – your talents and expertise.

These Transfer Schemes have been put in place under the auspices of Project Firefly, an initiative to make the transition into the Maritime Reserves (MR) as painless as possible for Naval Service Leavers and ex-regulars who have left within 24 months of their TX date. Further details on the process can be found on page 20 of this booklet.

# WHAT IT MEANS TO BE A RESERVIST

The Maritime Reserves are a force of trained civilian volunteers, who provide the Royal Navy with the additional trained people it needs in times of tension, humanitarian crisis or conflict.

As a reservist you'll be required to meet the same fitness standards, do much the same training and wear the same uniform. You will also be well rewarded for any training and active service that you undertake.

Your time as a reservist will also give you the opportunity to continue to belong to the Naval Service family with its culture and traditions that make it such a unique and exciting career.

We understand that this may prove to be a juggling act alongside your civilian employment. However, as a trained transferee into the Maritime Reserves you will not be routinely mobilised for the first 2 years of your reserve service. This period should also give your employer time to understand the benefits of having staff serving in the Maritime Reserves along with the knowledge that you will not be an immediate loss to them.

Your employer can obtain more information on the benefits Maritime Reservists bring to them from "Supporting Britain's Reservist and employers" (SaBRE) website or their helpline on **0800 389 5459**.





# BENEFITS OF A CAREER IN THE MARITIME RESERVE

There are many reasons why a career in the Maritime Reserve could appeal, including:

- Additional Pension (earned for attendance, FTRS and mobilisation).
- Pay and expenses when training at Unit (more details later in this booklet).
- A respectable annual tax-free bounty on achievement of the Certificate of Efficiency currently up to £1742.
- Continued professional development and promotion.
- Further training and new skills.
- Remain part of the Naval community and its special camaraderie.
- Continuous use of RN sport and social facilities.

Please note - All benefits received in the MR do not affect any service pension accrued or any salary/benefits secured in civilian employment.

# MODES OF EMPLOYMENT

A large, modern naval ship, likely a destroyer or frigate, is shown from a low angle, sailing on a blue sea under a clear sky. The ship's hull number '034' is visible on the side. The ship's superstructure features various radar masts and antennas. The overall scene conveys a sense of maritime power and readiness.

As part of your Maritime Reserves service, you may wish to do more than the minimum number of training days? The MR can offer a variety of differing means of employment such as:

- Additional unit employment up to 90 days
- Mobilised Service (As required)
- Additional Duties Commitments (Part Time permanent Service)
- Full Time Reserve Service (Home Commitment)
- Full Time Reserve Service (Limited Commitment)
- Full Time Reserve Service (Full Commitment)





# **AREAS OF EMPLOYMENT**

**WARFARE BRANCH**

**RESERVE ENGINEERING BRANCH (ME, WE AND SM)**

**RNR INTELLIGENCE BRANCH**

**LOGISTICS RESERVE BRANCH**

**RNR AIR BRANCH**

**ROYAL NAVAL MEDICAL SERVICE (RESERVES)**

**CHAPLAIN RESERVE SERVICE**

**ROYAL MARINES RESERVE**

# AREAS OF EMPLOYMENT

## WARFARE BRANCH

### **Amphibious Warfare**

An officer only cadre set up to provide an assured delivery of Ship to Objective Manoeuvre (STOM) watch keepers in RN Amphibious ships and as the Senior Naval Officer's for Commercial Chartered Shipping.

### **Submarine Operations Specialisation**

As an all officer cadre the Royal Navy Reserve Submarine Operations Specialisation offers the opportunity to directly support UK and NATO submarine operations globally. Formed directly from recommendations made following Operation CORPORATE the SM OPS Spec. facilitates the safe operations of Submarines when conducting area operations or supporting surface task groups. Officers will be based either in the Submarine Operating Authority or embarked as part of the Battle-Staff as the Submarine Advisory Team.

### **Communications and Information Systems (Weapons Engineering Branch)**

As a member of the Communications and Information Systems (CIS) Branch you will continue to maintain your core engineering skills learnt in regular service. Using radio and satellite systems in conjunction with the frequency spectrum and cryptographic devices, also ensuring the equipment remains fully functional.

# AREAS OF EMPLOYMENT

## **Seaman (Reserves) Branch**

The Warfare Seaman Branch (WarSea) offers a flexible career that spans both across Force Protection and Seamanship disciplines. In doing so it provides a broad level of experience for the Branch members and the highest opportunity to both mobilise (at AB-PO level) and lead small teams of RN and RNR personnel. An all rating Branch, the management and training is undertaken by Branch members who rely on a strong cadre of senior ratings to lead and maintain the Branch's capability.

## **Minewarfare**

The RNR MW Specialisation is tasked to augment Bahrain based UKMCMFOR and MCM Squadrons during both Operations and force generation phases. You will be a pivotal member of the Tasking Authority tasking RN and Multi National MCMV's and other assets, briefing the MCM Commander and updating the MCM underwater and surface plot.

## **RNR Diving Specialisation**

The role of the RNR Diver Specialist is to support their Regular colleagues in the Royal Navy's Fleet Diving Squadron (FDS) missions by filling posts in the Homeland Defence underwater search capability and providing Underwater Force Protection (UWFP) divers to support harbour searches in strategic UK ports. As well as UK Explosive Ordnance Reconnaissance (EOR) operations, and backfilling the FDS area teams when deployed overseas in support of Fleet operations.



# AREAS OF EMPLOYMENT

## **Cyber**

The Joint Cyber Unit (Reserve) (JCU(R)) delivers the RN's cyber capability; achieved by providing specialist reservist support to the Joint Cyber Unit (Corsham), the Joint Cyber Unit (Cheltenham), and Information Assurance (IA) units across Defence. Those interested will require specific core skills and DV clearance.

## **Communication Technician**

Compiling and transferring highly sensitive intelligence data and signal information (SIGINT), in support of the wide ranging Naval operations and exercises.

## **Information Operations**

The RNR Information Operations Specialisation analyse, plan, and integrate activities focused on the Information Environment (IE) providing the Command with an IE assessment to assist in achieving the operational objectives. They are employed in the Maritime, Joint and Multinational Environments supporting Counter Insurgency operations in Iraq and Afghanistan, Counter Piracy and Counter Narcotics operations in the Indian Ocean, Anti Trafficking operations in the Mediterranean, as well as deployments to the Caribbean and exercises as far afield as Korea.

# AREAS OF EMPLOYMENT

## Media Operations Specialisation

In the Media Operations Specialisation they build relationships with journalists that enable them to influence the media coverage of the RN's operational activity in order to act as a force multiplier. This is becoming increasingly important due to the penetration of the internet, increased ownership of smartphones, the expansion of mobile data networks, and the diversification of the media. News travels fast.

## Maritime Trade Operations

Plotting the UK's commercial fleet from the Maritime Trade Information Centre (MTIC) in Portsmouth and advising safe passage such as in anti-piracy area.

## RESERVE ENGINEERING BRANCH (ME, WE AND SM)

Engineer Reservists of all ranks, rates, trades and experience deliver a very meaningful input to all waterfront support agencies, fulfilling roles across all spectrums, both as individuals and as part of wider teams. Support roles include hands-on-engineering, (both maintenance and defect rectification), mentoring and supervision roles, engineering management functions and all aspects of engineering training.

Warning  
stating equipment  
inside

# AREAS OF EMPLOYMENT

## RNR INTELLIGENCE BRANCH

Unlike other Maritime Reserve branch's all intelligence branch personnel come under HMS Ferret which gives greater flexibility to the branch's training and employment requirements. As a highly-trained Intelligence officer/rating you can specialise in one of three areas: Operational Intelligence (OPINT), focusing on the military capabilities and intentions of all key actors, enemies and adversaries globally and in the joint and maritime operations area. Imagery Intelligence (IMINT), studying imagery acquired by sensors whether ground based, sea borne or carried by air/space platforms. Human Intelligence (HUMINT) gathering information provided by, or collected on human sources or individuals of intelligence interest.

## LOGISTICS RESERVE BRANCH

Supply chain working from a land based Forward Logistic Site, dealing with the movement of Personnel, Mail and Cargo (PMC). Chefs catering support for the 17 Royal Naval Reserve units.



# AREAS OF EMPLOYMENT

## RNR AIR BRANCH

Provide suitably qualified, experienced pilots and aircrew who are able to deliver Air resources and capability in direct support to the Royal Navy's varied operational commitments.

## ROYAL NAVAL MEDICAL SERVICE (RESERVES)

The Royal Naval Reserve (RNR) is an integral part of the Royal Navy with a long history of supporting the regular force in major crisis and enduring operations. Medical Officer / Nursing Officer / Naval Nurse / Medical Technician reservists work in both 'reserve' capacity but also augment the enduring medical support requirements of the Royal Navy worldwide. Alongside your civilian job you'll also serve and be a team member of the Royal Naval Medical Service (Reserve) (RNMS(R))

## CHAPLAIN RESERVE SERVICE

To provide pastoral and spiritual care for the reserve Forces as well as duties such as KINFORMing.

ACOS (AV)  
FDO  
RFANSU

# AREAS OF EMPLOYMENT

## ROYAL MARINES RESERVE

Additional trained RM cadre to support the Corps in times of national crisis or as required on routine operations across all environments and terrains.



A soldier in a green beret and camouflage uniform is shown in profile, aiming a rifle in a dense forest. The background is filled with green foliage and trees. An orange banner is overlaid on the bottom half of the image.

# COMMITMENT

Your commitment to the Maritime Reserves, is in the main, as follows:

- The standard commitments are for RNR - 24 Man Training Days (MTD) and for RMR - 26 (MTD), per annum which is the minimum required to earn the annual tax-free bounty. However, other commitment levels are available on a case by case basis.
- Contracts are in line with the New Employment Model.



# PAY AND BOUNTIES



Maritime Reservists are paid for each Training Day (or partial day) completed. The scales are similar to those used in the regular Naval Service and calculated pro-rata. In the main, rank and step level will remain the same. However, the X-Factor is paid at 5% on Training Days and 14.5% if mobilised.

Additionally, on successful attainment of a "Certificate of Efficiency" achieved through the set number of training days, reservists become eligible for the annual tax-free bounty.

# ELIGIBILITY

Service personnel who are due to complete their Regular Service and wish to use the NPT(RES) Transfer scheme are required to:

- a. Be in date for RNFT or their respective single service fitness test; which needs to be in date beyond their Regular Service TX date and recorded on JPA.
- b. Be Medically Fit to Deploy (medical category MFD); however, other categories may be accepted and will be considered on a case by case basis.
- c. Recommended for further service service in their final report.

Further details can be found in 2015DIN 01-213.

Note: Ex-regulars who have left within 24 months of their TX date should make initial contact using the following email:

**[navypers-resfftpa@mod.uk](mailto:navypers-resfftpa@mod.uk)**.



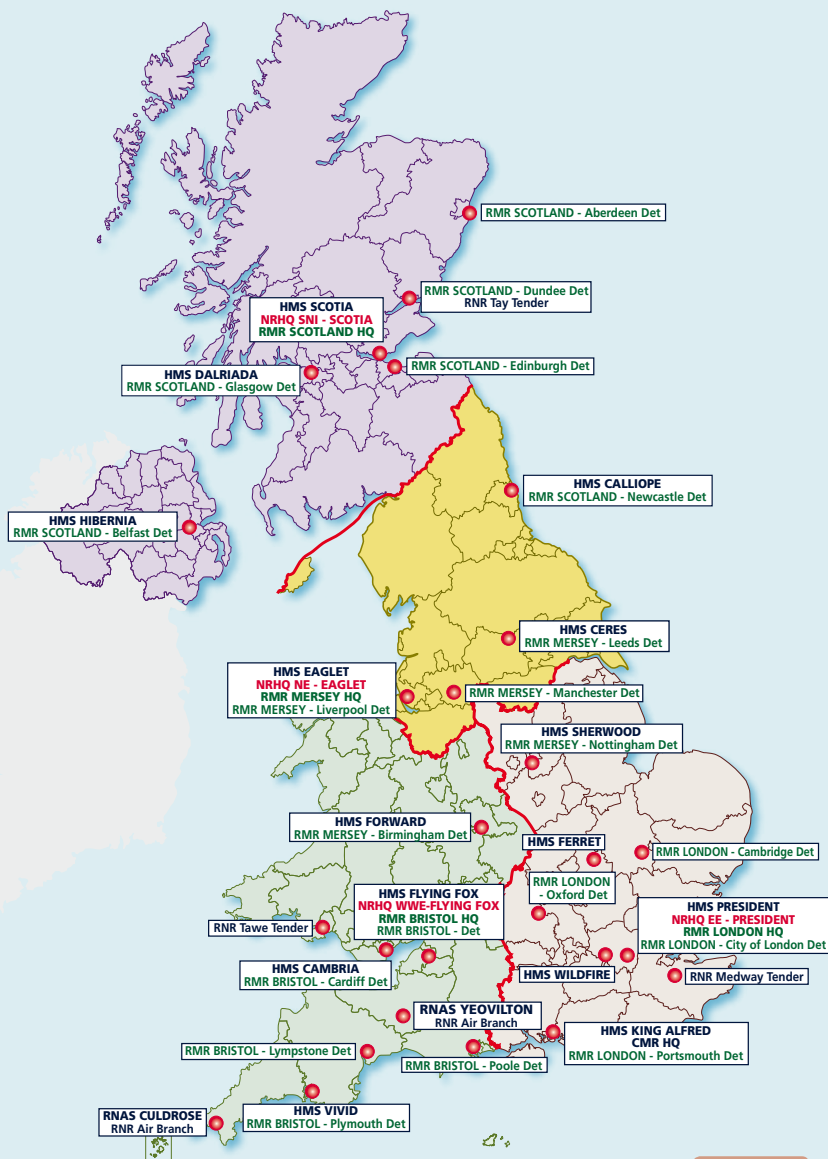
# OPPORTUNITIES IN THE MARITIME RESERVE

The opportunities are comparable to those in the Regular Service such as:

- Opportunities for promotion.
- Opportunities to transfer directly across to similar branch/spec further skill development in different specialisation.
- Opportunity to use your Core Maritime and career development skills to support Unit functions.
- Opportunity to work on either Part-Time (Additional Duties Commitment) or Full Time Reserve Service (FTRS) commitments.
- Opportunity to remain in the Naval environment and help make a difference.



# LOCATION OF UNITS





# THE NEXT STEPS

## SERVICE LEAVERS

### 1. GET IN TOUCH

E-mail [navypers-resfftpa@mod.uk](mailto:navypers-resfftpa@mod.uk) or alternatively apply direct using the application form in 2015DIN 01-213.

The team also regularly attend resettlement and employment events and would welcome the opportunity to speak to you.

### 2. FIT TO JOIN

The team will check your eligibility (medical category, fitness test date and OJAR/SJAR recommendation for further service).

### 3. YOUR WAY AHEAD

If eligible the staff will advise you on the application process and availability in chosen specialisation.

### 4. WELCOME ABOARD

If your application is successful the aim is to notify you a minimum of 1 month prior to your Regular Service terminal date.

## EX-REGULARS

Go to the following email address: [navypers-resfftpa@mod.uk](mailto:navypers-resfftpa@mod.uk)

# FREQUENTLY ASKED QUESTIONS

## Who is in the Project FIREFLY team?

The project is managed by Lt Cdr Tina Gray RN, WO1 Paul Jones is responsible for Engagement (Marketing, advertising and recruiting) and POWTR Buster Brown carries out the processes and pipeline management.

The team are happy to travel and conduct one to one interviews, give presentations or attend suitable events. If you would feel you or your department would benefit from a visit please contact WO1 Paul Jones at [navypers-resffengwo@mod.uk](mailto:navypers-resffengwo@mod.uk).

## What is my Commitment?

The commitment is 24 days RNR and 26 days RMR which is achieved through training evenings, weekends and spare time. The annual commitment is split into two parts - Specialist training (including 2 x 5 day or 1 x 10 day course )and unit support activities (i.e unit/national recruiting events).

## What will I do on a Training Evening?

Training evenings are designed to run over a 4 week cycle and cover – specialist training, fitness, MR Core competencies (there are 11 in all) and include an external visit/briefing.



# FREQUENTLY ASKED QUESTIONS

## **What happens if I am unable to attend every weekly Training Evening?**

Some absences from the weekly training evenings are accepted provided that the Unit is made aware of this beforehand. But, being a reservist is a big commitment and therefore before applying you must ask yourself if you are able to make the time to attend on a regular basis.

## **How long after joining the Maritime Reserves can I be expected to be called out on Mobilised Service?**

Unless you volunteer or there is a dramatic change in the political climate, as a transferee to the MR's there is currently a 2 year period before being routinely mobilised. This should enable you to get used to your civilian environment and give your new employer some stability.

## **What happens to my civilian work if I am Mobilised?**

Your job is legally protected during any mobilised service and your employer has the opportunity at the MOD's expense to be financially recompensed to fill the gap until your return.

## **How long is a tour of Mobilised Service in the Maritime Reserves?**

A tour including pre-deployment training and post operational leave is usually for a 12 month period.

# FREQUENTLY ASKED QUESTIONS

## **If I am Mobilised can I opt not to go?**

Occasionally a call-out notice could prove difficult due to work or domestic circumstances therefore you or your employer can appeal against it.

## **What opportunities are there in the MR's?**

There are many opportunities for those who chose to serve in the MR's such as:

- Continued personal development and promotion
- Full Time reserve Service (FTRS) posts
- Additional Duties Commitment (ADC) upto 180 days
- Man Training Days (MTD) upto 90 days
- Worldwide Mobilisation

## **What are the eligibility requirements?**

- In date for RNFT beyond TX date (ex-regulars will complete theirs within three months of joining)
- Medically fit for further Naval Service
- Recommended for further Service in final OJAR/SJAR

# FREQUENTLY ASKED QUESTIONS

## What is the maximum age?

For Regulars and those with former service the maximum ages are for RNR upto 56 and for RMR upto age 51.

## If I can no longer make the commitment how much notice do I have to give?

It is recognised that personal circumstances change and if you feel that you need to leave then a written three months notice is required.

## What are the benefits?

There are many benefits to be had such as:

- Good rates of Pay (Same as the equivalent regular Rank/Rate less X-Factor, unless undergoing training or mobilised)
- Accrue a further Pension
- Annual bonus upto £1742 as long as you complete the minimum commitment Continued personal development and promotion opportunities
- A 2 year period without being routinely mobilised, but it is still expected that you will meet your annual commitment days for those that transfer onto the trained strength
- Continue your association with the Naval Service with its unique camaraderie



# FREQUENTLY ASKED QUESTIONS

Note: Any benefits received should not have any impact on your accrued Service Pension and/or any civilian salary/package received. The annual bonus mentioned is tax free but salary is likely to be liable for tax. Further information can be sought from the relevant governing bodies: HRMC for pay and for pensions JPAC Enquiry Centre, Mail Point 465, Kentigern House, 65 Brown Street, Glasgow, G2 8EX or by phone on **0800 085 3600**.

## Why use the Project FIREFLY Transfer Schemes?

The “Project FIREFLY Transfer Schemes” are aimed at being as trouble-free and as quick as possible.

## Do I have to inform my employer that I am joining the Maritime reserves?

Yes, you have to inform your employer. However, you should not unnecessarily worry as the majority of companies are very supportive. If you or your employer still have concerns then “Supporting Britain’s Reservist and Employer” (SaBRE) can be contacted on **0800 389 5449** or go to **[www.sabre.mod.uk](http://www.sabre.mod.uk)**. SaBRE are a Government body who specialise in engaging with employers so that they better understand the benefits reservists bring to a company.

# FREQUENTLY ASKED QUESTIONS

## **What if my new civilian employer is concerned or wants to know more about Reserves?**

Most companies certainly the vast majority of the larger companies are aware and supportive towards having reserves in their workforce. However, should any employer be concerned or wants more information on the benefits that a reservist brings to them, they should be guided towards a government body called "Supporting Britain's Reservist and Employer" (SaBRE) who can be contacted on **0800 389 5449** or go to their website -**[www.sabre.mod.uk](http://www.sabre.mod.uk)**.

## **Is there an opportunity to visit a Reserve Unit before I commit?**

Yes, your local unit will encourage you to visit. There are units nationwide and a number of satellite sites. The locations can be found on page 19 or by going to the following link - **<http://www.royalnavy.mod.uk/our-organisation/maritime-reserves/royal-naval-reserve>**.

## **Can I transfer to another unit if I move to a different part of the country?**

Yes, and as there are Units Nationwide there is likely to be another Unit close to your new home of residence.



A Royal Navy Special Forces operator is seen in the foreground, wearing a tan helmet and sunglasses, looking towards the camera. They are positioned in a black inflatable boat (RHIB) on a body of water. The background shows the blue water with some whitecaps. An orange semi-transparent banner is overlaid on the right side of the image, containing the title. A dark blue semi-transparent box is overlaid on the bottom left, containing contact information. The page number '27' is in the bottom right corner.

# FREQUENTLY ASKED QUESTIONS

**Where can I find out more information or apply through Project FIREFLY?**

More information can be obtained in 2015DIN 01-213 or at [navypers-resfftpa@mod.uk](mailto:navypers-resfftpa@mod.uk).





# CONCLUSION

If you desire the challenges and the unique camaraderie of the Naval Service we are sure you will not be disappointed if you do decide to follow this spare time career path.

There has never been a better time to join the Maritime Reserves and in return for your commitment you're promised to be well rewarded.

Visit – [navypers-resfftpa@mod.uk](mailto:navypers-resfftpa@mod.uk)

The team look forward to hearing from you.





**THE JOURNEY DOES  
NOT HAVE TO END!**