

The background of the cover features two soldiers in full combat gear, including helmets and face masks, holding rifles. They are positioned in a field with a sunset or sunrise sky. On the left, a large American flag is partially visible. The scene is overlaid with futuristic, glowing blue and white circular digital graphics, suggesting advanced technology and transformation. The main title is centered in a white box with blue text, and the edition information is in a smaller white box below it.

# ARMY RESERVE TRANSFORMATION NEWSLETTER

EDITION 3: JUN/JUL 2022

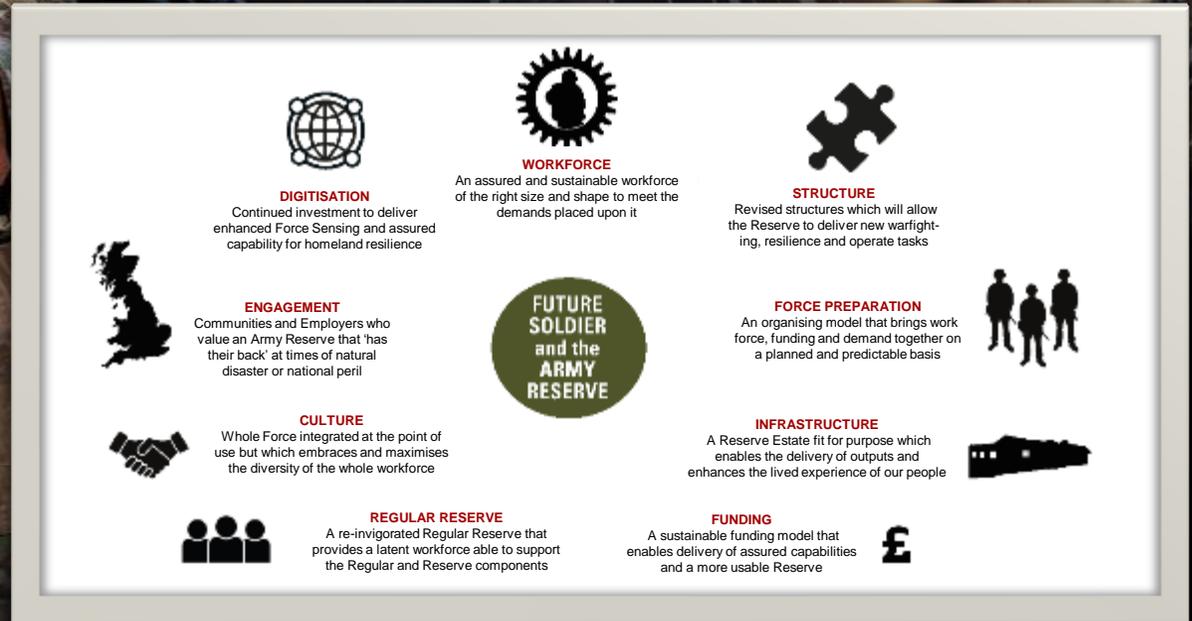
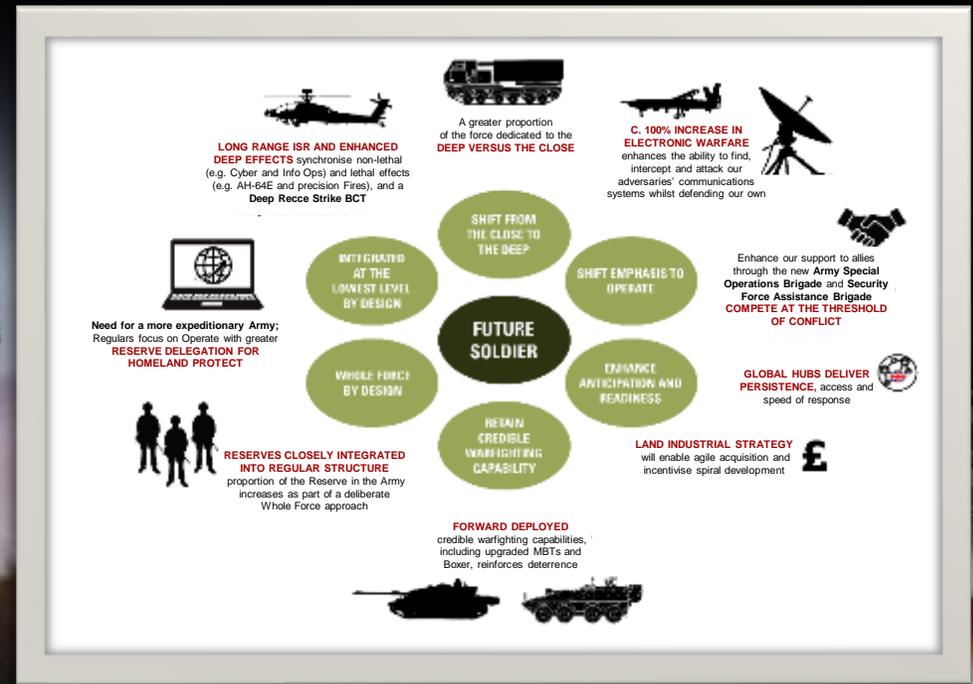
# OUR NATION IS INVESTING IN THE ARMY RESERVE

The Integrated Review set the British Army on a course for radical transformation. Under 'Future Soldier', we will become a modern Army; more agile, more integrated and more expeditionary. **Our nation's Reservists are central to this.** It requires a **more capable, more ready and more usable** Army Reserve; one that reservists are attracted to and wish to remain part of with a **Whole Force culture and renewed purpose**:

- Every part of the Army Reserve will have a **clear warfighting role** as part of the Whole Force.
- The Army Reserve will increasingly **take responsibility for Homeland Protect and Resilience operations**, supported by the Regular component.
- The Army Reserve will **continue to contribute to Operations below the threshold of war**, supporting the Regular component with individuals and formed elements.

**The transformation required is significant.** To succeed, the context and culture in which the Army Reserve operates must change with mutual trust and confidence across the Army a prerequisite. Existing **barriers and inhibitors to change will be removed**, be that policy, culture or resources.

To succeed, an assured and capable Reserve will require a **new approach to training, basing and force generation** in which **making much better use of Reservists' time will be essential.** This new Army Reserve is being **delivered through the Army Reserve Transformation Programme.**





## 4 MERCIAN on Ex IRON WOLF 22

Following their move to 12 Armoured Brigade Combat Team under Future Solider, 4 MERCIAN recently deployed a Company Group to take part in Ex IRON WOLF in Lithuania between 6<sup>th</sup> and 21<sup>st</sup> May. The exercise aim was to provide an opportunity for a light role infantry company to participate in a multi-national Field Training Exercise (FTX) as part of Op INTORT, supporting NATO's enhanced Forward Presence (eFP) with a key partner in a challenging environment.

The exercise gave exercising troops the opportunity to conduct valuable and demanding tactical training at the Company level, working with armour and aviation assets.

CO 4 MERCIAN, Lt Col Rob Spalton explained, "It allowed us to integrate with a Lithuanian Battlegroup in the Iron Wolf Brigade and train alongside several other nations in a NATO context; something that is all the more relevant given recent events. In the spirit of our Regimental motto, it showed that our Reservists are ready to *stand firm and strike hard* whenever and wherever we are needed."





## The Secret of Successful Pairing - 10 QOGLR / 151 Regt RLC.

A central aim of Future Solider is to build a Whole Force culture with unit pairing being a key enabler. The bonds of trust built up in recent years has been central to 10<sup>th</sup> Queen's Own Gurkha Logistics Regiment drawing on the support of 151<sup>st</sup> Regiment Royal Logistic Corps as they ready themselves to deploy to Cyprus on Op TOSCA in September 2022. CO 151 Regt, Lt Col Ed Lewis said, "We have been building the relationship for 9 years now and it has never been stronger. As we have prepared our soldiers to deploy, the excitement at deploying with our sister Regiment has been really noticeable." As they prepared to deploy, the Army Reservists were initially put through a demanding training programme run by 562 Sqn SPSI, WO2 Poole, with instructors drawn from across the Regiment.



LCpl Dion Arnold, a medic with 151 Regt, said, "Since mobilisation and joining 10 QOGLR, the pace has been high. We are now fully embedded and everyone is employed in their roles and learning new skills to enhance their chosen trade."

The Reservists have been enthusiastically welcomed by their paired Regt. Adjutant 10 QOGLR, Capt Robert Melhuish commented, "It has been brilliant having members of 151 Regiment with us during Pre-Deployment Training. They have brought their own unique style, skill sets and approaches to challenges which has been great to see. It is a fantastic to have them deploy with us and this will only strengthen the Regular-Reserve relationship we have worked hard to foster in recent years."





## Royal Wessex Yeomanry - Live Firing

Ex WESSEX TALAVERA (27 May – 12 Jun 22) was the culmination of RWxY's CR2 training in 2022.

**Aim.** Demonstrate the Regiment's warfighting capability and provide Reservists with the opportunity to hone their live firing skills.

Sgt Marc Slade (B Sqn) commented; 'CR2 live firing and completing the Annual Crew Tests is the culmination of our training; and what being part of the UK's only Armoured Reserve unit is all about.'

RWxY are the only armoured unit in the Army Reserve and part of 12<sup>th</sup> Armoured Brigade Combat Team in 3<sup>rd</sup> (UK) Division with a key role in reinforcing the Queen's Royal Hussars, King's Royal Hussars and Royal Tank Regiment. The Regiment recently made history with what is believed to be the first deployment, since the Second World War, of a fully formed Reserve tank crew with the RTR Battlegroup on Op CABRIT 9.





## 7 RIFLES on EXERCISE STRIKE 3 17 – 19 Jun 22

Consequent to Future Soldier, 7 RIFLES are paired with 5 RIFLES in 20<sup>th</sup> Armoured Brigade Combat Team in 3<sup>rd</sup> (UK) Division. With subunits across London, Oxfordshire, Buckinghamshire, Berkshire and Wiltshire, the Battalion is in the Armoured Infantry role.

**Aim.** Taking place on Salisbury Plain, the aim of Ex. STRIKE 3 was to develop Company level tactics in line with the Battlefield Craft Syllabus in order to prepare the Battalion for its Annual Training Period (ATP).



The Battalion gained some valuable lessons during their demanding two day exercise. CO 7 RIFLES, Lt Col James Baker explained, "Following the Battalion's deployment on Op TOSCA in 2020, we have continued to build our core infantry skills. The weekend was a great success with our Riflemen enjoying being put through their paces. It was also an opportunity to inspire our recruits through understanding the standards they need to attain."

In August, the Battalion heads West ready to deepen trans-Atlantic ties. LCpl Daniel McLaughlin commented, "It was great to be out on the ground, practicing low-level green skills in preparation for our forthcoming exercise with the US National Guard in Michigan."

## Digitising The Army Reserve (AR)

The Army is embarked on a significant digitisation drive and nowhere is it more important than the AR where it offers the opportunity to enable the Reserve to operate away from their AR Centre.

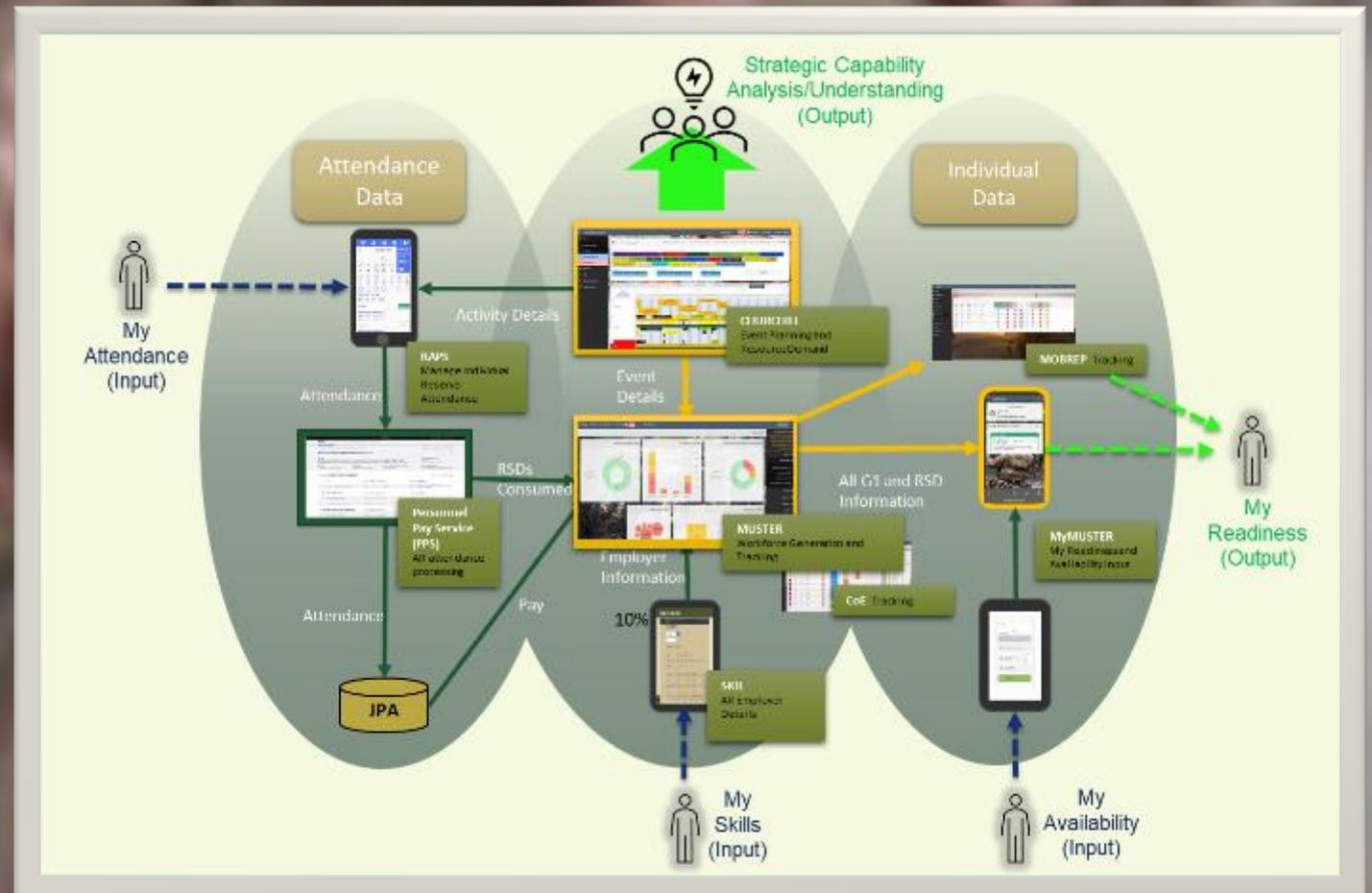
**Vision.** Build an integrated digital infrastructure that enables the AR and individual Reservist to manage their key administrative needs digitally... and provide Commanders with real time understanding of the training status and availability of individuals and units for deployment on operations.

The diagram on the right demonstrates the interconnected nature of what Field Army is trying to achieve.

A Reservist will input their attendance, skills and availability (for short duration Homeland Resilience or longer term mobilisation), thus saving hours of admin!

When combined with data on their unit's training, qualifications and Individual Training Requirements (ITRs - the new MATTs), Commanders will have a clear picture on the availability of their unit and the Army Reserve more widely.

Lt Col Martin Arkell from the Field Army programme team said, "This is an exciting time as we seek to improve transparency of the training pipeline, reduce the admin burden, improve ways of working and free up time for Reservists to do what they joined for: meaningful, challenging training with their friends."





## Focus on... Force Availability Sensing Tool (FAST)

As the Army Reserve gears up to lead the Army's contribution to UK Ops (Homeland Resilience Ops), Field Army's IT team - known as the Field Army IX Team - have been working rapidly to launch FAST so that individual Reservists can develop a habit of updating their availability to support UK Ops.

**Vision.** Build a tool within MyMuster that enables Reservists to define their availability to support operations and gives Commanders real time planning information.

FAST gives Reservists control over their commitment, deciding when they are available and at what notice. It is integrated into the MyMUSTER app hosted within the Defence Gateway. It allows Reservists to update their information quickly and easily and is mobile-friendly, so can be used on-the-go.

As FAST is an addition to MyMUSTER, data is shared with the Chain of Command automatically to inform Commanders about the deployability of their force. There is no requirement to inform employers - all deployments will be accompanied with formal Orders.

Lt Col Martin Arkell, Field Army IX Programme Manager said: "These capabilities, combined with the benefits delivered by the wider Field Army IX Programme, will enable a step-change in the way that the Army Reserve does its business, allowing reservists to be more ready, more of the time."

### Use MyMuster/FAST on any device



### Defence Connect Links



[Introductory video.](#)



[FAST Defence Connect Page.](#)



[DCFA on the Army Reserve's New Purpose.](#)



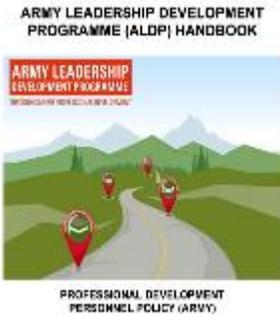
# Field Army Empowerment and Continuous Improvement (CI)

As the Army Reserve transforms, so we must seek to become more efficient and generate better results from the limited training time available. We know that Reservists want this since wasted time is frequently stated as a reason for poor morale and for leaving.

**Vision.** Embed a culture of continuous improvement that ensures training time is used effectively and efficiently to build capable units and retain motivated Reservists thus enabling them to serve along side their Regular counterparts in an integrated Whole Force in line with *Future Soldier*.

## History and Recent Developments

The programme has been gathering pace since its inception in 2017 with Phase Three launched in April 2022. The programme lead and Reservist Col Vince Connelly said, "I have been really impressed with how Fd Army units have embraced the programme. Additionally, it is now woven into ADLP, we have a formal accreditation system and the SYNCHRONISE App is a Unit Management System that has been developed within the programme to support units."



**Education.** Empowerment & CI is now included in NCO and WO ALDP. This will also be extended to JNCO ALDP soon.



**Accreditation.** A new system is being rolled out to visibly reward units and formations that drive Continuous Improvement. Those already certified will automatically be awarded Bronze.



The **SYNCHRONISE App** is a new unit management system.

## The PERIL Cycle

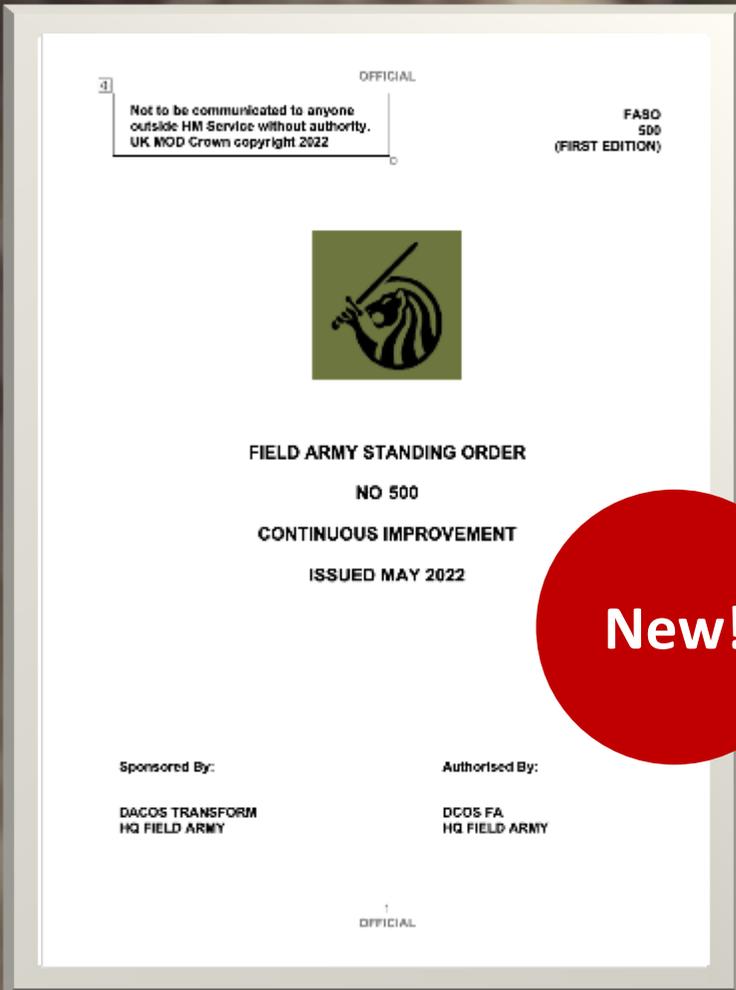


We train Unit Change Agents in the PERIL cycle who then assist with Command-led change in units.



## New Field Army Standing Order No. 500 “Continuous Improvement”

The publication of Field Army Standing Order (FASO) “Continuous Improvement (CI)” provides clear direction for units to adopt the PERIL Cycle and the Empowered Ways of Working. It will ensure they have trained personnel and are moving towards Continuous Improvement as business as usual. The order will be disseminated in June 2022.



Major General NB Thorpe CBE, Deputy Chief of Staff Field Army, said:

“I would urge you to read and absorb the contents of the order. It is a timely document designed to push the Field Army to further develop our learning culture where all personnel are able and

motivated to contribute to improving performance.”

“Our Field Army Empowerment programme is also evolving into Phase 3 to sustain and build on existing success, spread good practice and move us towards a culture of CI as being ‘Business as Usual’.

“The programme is adaptable and flexible for all and while help and assistance is available, it is fundamentally a command led programme of change. Please ensure your commanders are suitably engaged.”



## Spotlight on: 6 SCOTS Empowerment Project

Giving their soldiers a voice in training programme design, a 50% improvement in training output from Drill nights and even simple things such as naming convention have helped 6 SCOTS improve motivation and retention.



### 1. Giving Soldiers a Voice in Training Design.

Identifying that the limited variety of training was adversely affecting attendance, the XO and training team changed the process of planning future events. By giving all ranks a voice in what training was being planned, the Battalion saw a significant increase in attendance.

| Churchill Number | Date         | Event                             |
|------------------|--------------|-----------------------------------|
| 33A77C           | 06-10 JUL 22 | BN TRAINING WEEKEND (IC COY)      |
| 33A76Q           | 15-17 JUL 22 | CAMBRIAN PATROL TRAINING (IC COY) |
| 33A7F4           | 15-30 JUL 22 | BAND ADE                          |
|                  | 25 JUL 22    | 16X REFORMATION PARADE            |
| 33A7A6           | 8 AUG 22     | TRAINING DAY                      |
| 3376P2           | 4-8 AUG 22   | 1 CWT AND COPPY 14 (RES)          |
| 33A7R6           | 10-14 AUG 22 | LIBAN BRILL 5 (IC COY)            |
| 33A76A           | 28-30 AUG 22 | CAMBRIAN PATROL TRAINING (IC COY) |



### 2. Drill Night Training Increased by 50%.

During the diagnostic phase, it was highlighted that only one lesson was being conducted. Time was wasted at the start and end of the evening. A complete rethink resulted in two lessons being conducted. A3 SOP posters were produced so everyone could see the changes expected.



### 3. 'Issue Tracker' renamed 'Positive Change Tracker'.

The name 'issue tracker' was seen as overly negative. The 6 SCOTS CI team wanted to encourage their people to offer positive comments in key areas that the Battalion is doing well in order to reinforce good practice. Well-received, the Battalion has seen an uplift in overall feedback.

Lt Col Rob Stuart, CO 6 SCOTS, is delighted with progress, "Our approach to continual improvement and better communication has resulted in improved cross-battalion co-ordination and attendance."



# Key Contacts and Resources

**1XX**  
SO1: Lt Col John Lighten  
SM: WO2 Sean Howard

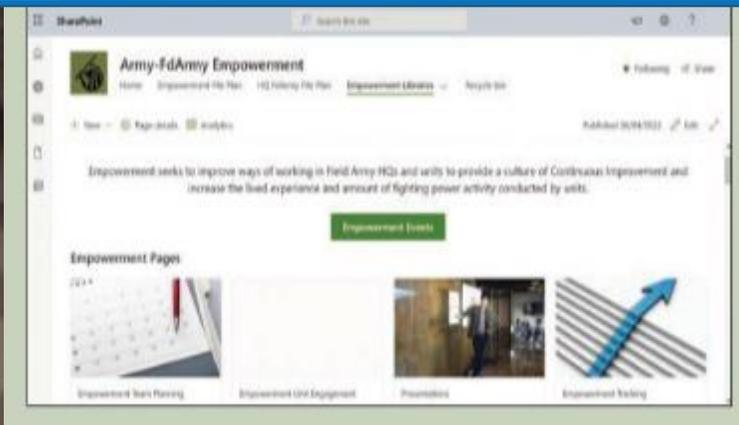
**3XX**  
SO1: Lt Col Guy Cooper  
SM: WO2 James Brown

**6XX**  
SO1: Lt Col Deborah Douglas  
SM: WO2 Barry Baldwin

**16X**  
SO1: Lt Col David Grindel

**LWC**  
SO1: Lt Col Andrew Wadland  
SM: WO2 Brian Wood

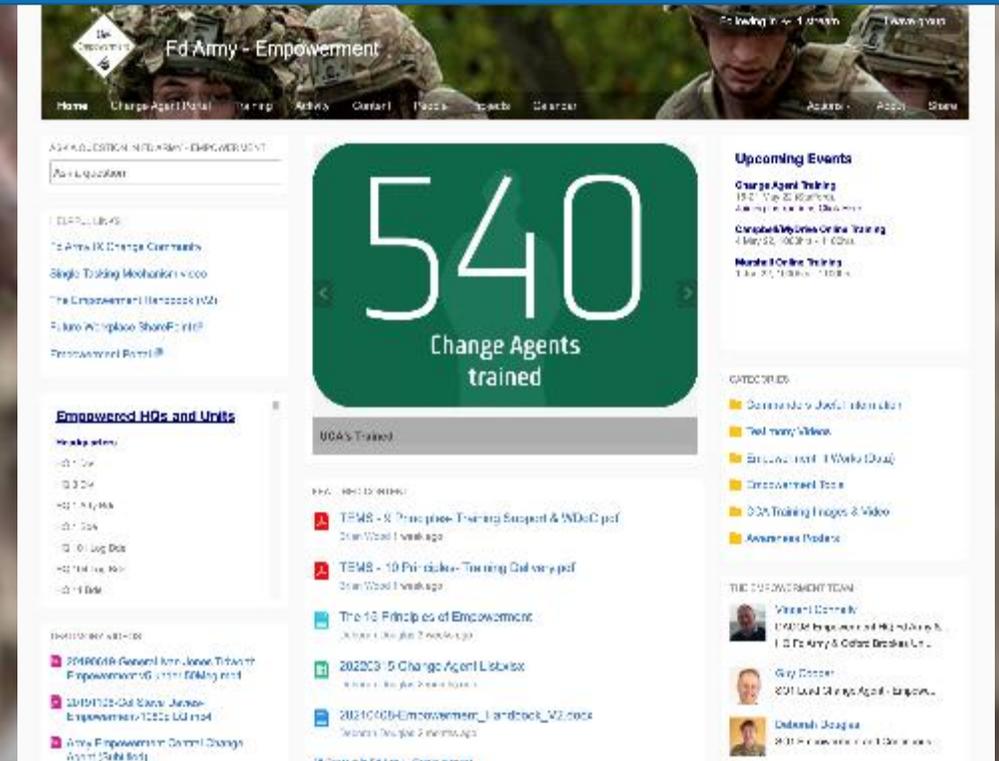
**SharePoint Site** ([here](#))



# Defence Connect



A range of resources, tools and a Change Agent list.  
You can also view the latest best practice. [Find it all here.](#)





## IC&E Contacts:

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**Want to celebrate your unit in this Newsletter,  
Soldier Magazine or Army News?**

We are always looking for stories that explain how the Army Reserve is embracing its new role.  
**Please ask your Regimental/Battalion Unit Comms Officer to get in touch.**