

RIFT Barracks talking

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RIFT renew their commitment to the Armed Forces Covenant



RIFT MD, Bradley Post, was delighted to take the opportunity during our Military Engagement Day to renew RIFT's commitment to the Armed Forces Covenant. The additional measures of support introduced in 2019 and confirmed in our updated pledge include:

- ✓ Ongoing communication to other businesses to raise awareness of military activities and engagement opportunities.
- ✓ Hosting annual engagement events to introduce businesses to the military.
- ✓ Illustrating the benefits of engagement to other businesses.
- ✓ Offering discounted fees to military customers making repeat claims with RIFT.
- ✓ Advertising RIFT jobs via Forces Family Jobs (FFJ) to support their employment.
- ✓ Encouraging RIFT employee engagement with the military, developing awareness of opportunities via induction and annual training.

Partnering with Defence

RIFT Military Engagement Day October 2019

As strong advocates of engagement with Defence, RIFT was delighted to host its latest Military Engagement Day in October, bringing together members of Kent based businesses, public organisations and serving personnel from Regular and Reserve units within the Armed Forces.

The theme for the event was to introduce the variety of ways in which civilian companies might engage with the military, and to discuss the potential benefits to be gained for businesses and employees.

An introduction was given by Mr Andrew Gibbs from the South East Reserve Forces and Cadets Association to the Armed Forces Covenant, via which businesses are invited to declare their commitment to support the military community.

Feedback was shared by members of RIFT on their participation in military events, and the personal benefits gained, before questions were answered in a lively Q&A session covering many topics including transferable skills, the training opportunities for reservists, and benefits for companies employing Armed Forces veterans and reservists.

"Many businesses are not aware of the variety and scale of additional training and personal development employees can gain by participating in Reserves or Adult Cadet Forces activity. This can deliver strong benefits in terms of employee motivation and retention."

Shaun Micallef-Green,
Head of Armed Forces Liaison, RIFT.



Sandhurst Leadership Challenge

The Sandhurst Leadership Challenge is a fantastic event and a unique opportunity for individuals to develop and assess a variety of skills including communication, problem solving, team work and leadership at the Royal Military Academy Sandhurst, which is internationally recognised as a centre of excellence and a world leading military training academy.

As a Silver Award holder of the Defence Employer Recognition scheme, RIFT was invited to submit a team of three members to attend the challenge. Pen Vaughan, Matt Solly and Vicky Townsend duly put themselves forward and attended the event in March, where they completed a series of team exercises organised by the Army Reserves, working with participants from other businesses.

At the end of the day, the trio were cold, wet and dirty, but smiling broadly with pride at their achievements, having successfully tackled a variety of tasks relating to simulated military situations, including medical incidents, police investigations, communications, reconnaissance and intelligence.

Matt: "What an awesome day! For me, one of the biggest lessons I took from this was that although I may have confidence in myself, I still have to put myself forward if I want to take the lead, rather than waiting for others to recognise my abilities."

Pen: "I had such an amazing time at Sandhurst. The exercises were great fun, and really brought out lessons on working together in totally different situations out of my comfort zone. It also highlighted the need to avoid getting caught up in detail when you lead a task, and to remember to stand back and assess the situation."

RIFT Military Engagement

RIFT's Military Engagement Programme reached new heights and many new destinations this year.

Building on the success of 2018, the RIFT Military Liaison Team were invited to attend a variety of events across the UK this year. We engaged with members of the military at both formal and informal events, including life skills fairs, study days, presentations at regular units and training

establishments, FSB events, RIFT Engagement Days, and supporting Military Open Days. These provide excellent opportunities for the team to share ideas with the community on how we might support them further, and to educate them on some of the key tax issues which might affect them. We even had time to enjoy the Kaiser Chiefs, who were headline at the National Armed Forces Day event.



Astra's Road to RIFT

Before RIFT I was in the Royal Army Medical Corps, which I had joined in 1999 as a Combat Medical Technician. I thoroughly enjoyed my time in the Army, leaving as a Warrant Officer.

Having worked in welfare roles towards the end of my military career, the chance to make a real contribution to the welfare of Armed Forces personnel working at RIFT was a massive draw to me. I am a people person, and this role enables me to get out and about and talk with people, and basically give them good news about how they can get some money back in tax refunds.

I also love that I can stay in touch with many people I knew from the Army, as well as meeting new people in the Forces.

To request a Tax Awareness Briefing, or find out more about RIFT's Engagement Programme, contact me as follows:

- ✓ **Astra Fraser:**
Call: **07508 898142**
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