

RFCA Non-Departmental Public Body (NDPB)

Progress towards the establishment of the RFCA as a single Non-Departmental Public Body continues. The Armed Forces Bill 2026 contains the primary legislation amending the Reserve Forces Act 1996. It is now with the House of Lords, with Royal Assent anticipated by the end of 2026, or possibly early 2027. The RFCA NDPB is expected to stand up in the first half of 2027.

Work is ongoing across a number of key workstreams including Secondary Legislation, RFCA Regulations, the NDPB constitution and the amendment of employment contracts to reflect the new organisation. In terms of process, the formal, standard TUPE process will be adhered to; you will be written to formally in the early autumn. In practice, there will be very little change for you and RFCA members. You will continue in the same roles, same grades, same pay, working for the same managers, in the same locations. Our unique selling point remains our regional expertise and our ability to connect Defence and Society. Really the only change will be that you will be employed by the RFCA NDPB, rather than an individual RFCA, for example EA RFCA or Hi RFCA. You will have the same line manager and countersigning officer for your appraisals.

More detailed communications, including briefings, FAQs and engagement opportunities, will be rolled out as the programme progresses. Watch this space.



Transition to MODNet

Since the February Bulletin, work on the transition from PH2 to MODNet has continued to move forward. The mapping of all hardware, connectivity nodes and applications is ongoing, with Defence Digital having now recruited a Programme Manager to lead the transition. Detailed planning and transition activity is now underway.

RSAs continue to act as local points of contact for the Defence Digital transition teams. All staff are encouraged to carry out routine weeding of their folders in the meantime, to reduce the volume of data requiring transfer. The CRFCA CIS Team will continue to issue guidance on pre-transition activities, and the programme will be managed to minimise disruption, with clear communication, training and support provided throughout.

Volunteer Estate

Work continues across the RFCA estate to ensure Reserves and Cadets have modern, fit-for-purpose facilities to train, equip, unite and mobilise from. Acting as an intelligent customer on behalf of the Armed Services, RFCAs manage the Future Defence Infrastructure Services contracts to maintain and improve the estate. While it had previously been announced that the FDIS contracts would not be extended beyond December 2028 and early 2030, DIO has since confirmed a two-year extension with Suppliers.

Recent highlights include the purchase of new assets to improve facilities for Cadets, including Kirkstyle Primary School by Lowland RFCA and the Walter Carlile Centre by Yorkshire and the Humber RFCA.

EST - The External Scrutiny Team annual report on the state of the UK Reserve Forces has now been submitted to the Secretary of State to lay before Parliament.

Cadets & Youth

Life in the MOD-sponsored Cadet Forces space remains as challenging and rewarding as it ever has. At the strategic level, the Defence Investment Plan (DIP) has now been published. There is no reduction in cadet funding, and additional investment is being made to modernise cadet forces and create the conditions for sustainable growth.

The ambition to grow cadet numbers by 30% remains, although the timeline has been extended from 2030 to 2035. The emphasis has shifted from growth by deadline to growth by conditions, meaning the right volunteer support, infrastructure and systems need to be in place first. In parallel, staff in MOD RF&C, supported by the single-Service CF 1* HQs, are developing a Cadet Strategy which it is planned to make public during National Cadets Week, commencing 5 October 2026.

Employer engagement in 2026

Supporting the Armed Forces Covenant and Employer Recognition Scheme, region by region.

Armed Forces Covenant

14,757

employers signed to the Covenant,
as of 31 May 2026

New this month

112

employers signed the
Covenant in May 2026

Sector reach

85%

of recent signings from
the private sector

Bronze awards

5,834

ERS Bronze awards held
across the network

Silver awards

1,753

ERS Silver awards held
across the network

Gold awards

1,191

ERS Gold awards held
across the network

Read the full story

**Armed Forces
Covenant and ERS**

Latest figures from
May and June 2026





Ministry
of Defence

RFCA

Reserve Forces' and
Cadets' Associations

Employer Engagement

The employer engagement landscape continues to demonstrate the strength of the relationship between Defence and the civilian employer community. Organisations continue to sign the Armed Forces Covenant, and the Defence Employer Recognition Scheme continues to grow, with further Silver and Gold announcements due this summer. See the latest figures below.

The biennial Employer Attitudes Monitor has shown strong employer awareness and positive attitudes towards support for the Armed Forces Community. DRM's annual Account Satisfaction Survey is currently live, with results to follow.

Quarter 1 events have been delivered at scale. Of particular note was the King's Birthday Parade, with over 225 attendees from across the RFCAs, more than half of whom were employers, providing an outstanding networking opportunity at one of Defence's premier events.

ERS Gold 2026

This month, 162 employers across the UK were recognised with the Defence Employer Recognition Scheme (ERS) Gold Award, the Ministry of Defence's highest honour for organisations demonstrating outstanding support for the Armed Forces community. Recipients span a wide range of sectors, from healthcare and finance to retail and local government, and are recognised for going above and beyond their Armed Forces Covenant commitments.

This includes providing additional paid leave for Reservists, embedding forces-friendly HR policies, and creating inclusive workplaces where veterans, Reservists, military families and Cadet Force Adult Volunteers can thrive.

Minister for Veterans and People, Calvin Bailey MBE MP, said: "These 162 organisations have gone out of their way to make veterans, Reservists and military families feel genuinely welcome and supported."