

A belated welcome back — we hope you enjoyed a well-earned break over Christmas and that the New Year has started well for you. This briefing sets out three key developments that will affect us all over the coming months.

RFCA Non-Departmental Public Body (NDPB)

Royal Assent is expected by the end of 2026 with the RFCA NDPB likely to stand up in first half of 2027

Progress towards the 13 RFCAs and the CRFCA becoming a single RFCA NDPB is now well in-hand. The primary legislation that amends the Reserve Forces Act 1996 (RFA 96), embedded within the Armed Forces Bill 2026 (AFB 26), was placed in Parliament two weeks ago.

You will have seen a briefing note from Nov 25 laying out the structure of the RFCA NDPB, and what it means for you. Speak to your line manager if this is not the case. The key pieces of work that are now ongoing include Secondary Legislation, RFCA Regulations, RFCA NDPB constitution, the amendment of contracts to reflect the new organisation we work for (RFCA NDPB), and also the timelines and decision dates linked to this change.

What this means for you

In practice, there will be very little change for you and our volunteers. Employment contracts will reflect the language of our new legal status and the selection process for independent non-executive Board members will change. Our people will continue in the same roles, working for the same managers, in the same locations. As a single organisation, our unique selling point continues to be our regional expertise connecting Defence and Society.



Transition to MODNet

Over the next 12 to 18 months, we will transition from the PH2 IT system to MODNet. This change will enable closer collaboration with our Defence customers, allowing us to align processes, share information more seamlessly and work in a more integrated way. Amongst other things, we will have full access to Teams, full visibility of Defence Sharepoint sites, and the ability to search for military colleagues by name. Your RSAs were provided a full update at the last RSA Seminar held in York on 27 Jan 26.

What to expect. For those that have not seen MODNet, it is a Windows-based operating platform which is like PH2 on steroids. You will still have the security wrap provided by a Bitlocker password and then you will log into MODNet. Once in, you will have access to the full Office 365 suite. You will be able to move between a secure (OS) environment and open environment (e.g. Google) without an additional password. You will also have full visibility of MOD Sharepoint sites which will better allow you to understand how Defence operates while also keeping you up to date with news and application updates.

Current progress. The RFCA community and Defence Digital are mapping all hardware, connectivity nodes and applications from PH2 to MODNet to ensure business continuity. Defence Digital is currently recruiting a programme manager to lead this work. Once in place, which we expect to be Mar 26, detailed planning and transition activity will begin. RSAs will act as local points of contact for the Defence Digital transition teams.

What you can do now. All users are encouraged to carry out routine weeding of their folders to reduce the amount of data requiring transfer. The CRFCA CIS Team will issue guidance on pre-transition activities shortly. The programme will be managed to minimise disruption, with clear communication, training and support provided to ensure everyone is confident and prepared.



Ministry
of Defence

RFCA

Reserve Forces' and
Cadets' Associations

People Operations Manual

We are now in the final stages of developing a new People Operations Manual (POM). Our three-person People Team has drafted a significant number of new policies reflecting changes in HR law and corporate best practice. The COO initiated this task on 27 Jan with an individual that we have temporarily employed to collate, ratify and produce a single manual.

From a field of ten candidates - all veterans or serving Reservists - we selected Maj Mike Keighley, an Army Reserve officer and graduate of the Advanced Staff and Command College. He brings extensive experience from Brunel University, where he collaborated with HR to evaluate, update and standardise policies relating to recruitment, wellbeing and performance management.

The new POM will combine the CRFCA Staff Regulations, Staff Handbook, new and updated policies, and an explanatory guide to help you navigate the manual. This one-stop-shop resource will support all RFCA employees in managing, overseeing and delivering HR functions.

Key dates

- 11 Feb 26 - progress update to Executive Board (XB)
- 25 Feb 26 - POM delivered by Maj Keighley and signed-off
- 1 May 26 - Internal review complete
- 6 May 26 – Executive Board (XB) endorsement
- 12 May 26 – CRFCA Board endorsement

The People Team will provide line management training to orientate all RFCAs to the new manual.

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Next issue: April 2026