



# NW RFCA

RESERVE FORCES' AND CADETS' ASSOCIATION FOR  
THE NORTH WEST OF ENGLAND AND THE ISLE OF MAN

## Cadet Force Adult Volunteer (CFAV)

A Guide to the  
MOD Armed Forces Covenant (AFC) &  
MOD Employer Recognition Scheme (ERS)

What's in it for you?



The Reserve Forces' & Cadets' Association for the North West of England & The Isle of Man (NW RFCA) has produced this handout in order for CFAVs to better understand the Armed Forces Covenant and Defence Employer Recognition Scheme.

Did you know over 9000 businesses/organisations across the UK have signed the AFC and are on the DERS pathway?

Many of these businesses/organisations have pledged to support CFAVs in their commitment to the Defence Community.

Ask your employer if they have signed the AFC or are on the DERS pathway. You may be missing out on additional time off (paid or unpaid) to attend the cadet activities which you volunteer to support.

### **What is the Armed Forces Covenant?**

The Armed Forces Covenant is an agreement between the Armed Forces community, the Nation and the Government. It encapsulates the moral obligation to those who serve, have served, their families and the bereaved. The covenant's twin underlying principles are that members of the Armed Forces community should face no disadvantage compared to other citizens in the provision of public and commercial services; and that special consideration is appropriate in some cases, especially for those who have given the most such as the injured or the bereaved.

### **What is an Armed Forces Friendly Employer?**

The covenant is a written and publicised voluntary pledge from businesses/organisations who wish to demonstrate their support for the Armed Forces community. The covenant can be signed by a business' /organisations of any size, and from any industry whether they are an employer of a member of the Armed Forces community or simply wish to acknowledge publically their support for the Armed Forces.

Thousands of companies/organisations have signed the covenant, these recognising the Armed Forces community unites the country and demonstrates the value of their contribution. You can see a list of companies and organisations that have written and signed their own covenant pledge at:

[www.armedforcescovenant.gov.uk/get-involved/who-has-signed-the-covenant/](http://www.armedforcescovenant.gov.uk/get-involved/who-has-signed-the-covenant/)

## What is the Employer Recognition Scheme?

The Employer Recognition Scheme (ERS) encourages employers to support Defence and inspire others to do the same. The scheme encompasses Bronze, Silver and Gold awards for employer organisations that pledge, demonstrate or advocate support to Defence and the Armed Forces community, and align their values with the Armed Forces Covenant.

The ERS is designed primarily to recognise private sector support although public sector organisations such as the emergency services, local authorities, NHS trusts and executive agencies are also eligible to be recognised.

You can find further information here:

[www.gov.uk/government/publications/defence-employer-recognition-scheme/defence-employer-recognition-scheme](http://www.gov.uk/government/publications/defence-employer-recognition-scheme/defence-employer-recognition-scheme)



## What can employer support mean to a CFAV?

- It 'may' include additional time off to attend cadet camps or training:- 5-10 days dependent upon what the employer has pledged
- It 'may' include your salary being paid whilst you undertake that training.

### Remember:

- A CFAV does not have an operational role, so an employer **CAN NOT** claim any financial support whilst the CFAV is attending camp or training.
- CFAVs **CAN NOT** be deployed, so you must not refer to *camps as deployment* – this may confuse your employer

## HOW CAN YOUR EMPLOYER GET INVOLVED...

Sign the Armed Forces Covenant and find out more about the business benefits of engaging with the armed forces community: [www.armedforcescovenant.gov.uk/get-involved](http://www.armedforcescovenant.gov.uk/get-involved)

- Find out if any of your employees volunteer for a local cadet group and talk to them about possible links
- Promote local volunteering opportunities to your staff – all of the Cadet Forces need more volunteers

For more information, please contact Liz or Chris on the below emails; [nw-eeao@rfca.mod.uk](mailto:nw-eeao@rfca.mod.uk) or [nw-eeao2@rfca.mod.uk](mailto:nw-eeao2@rfca.mod.uk)



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