



Graduation of the Inaugural Human Resources Welfare Course at Defence School of Logistics and Administration (DLSLA) Worthy Down

Over the period 16-27 May 2022, the inaugural Human Resources Welfare Competency training course took place jointly facilitated by the Personnel Administration Training Wing (PATW), DLSLA Worthy Down (namely Flight Lieutenant Claire Wray and Sergeant Pat Taylor) and the Headquarters Air Welfare Development (ably supported by Warrant Officer 'Tommo' Thomson from Human Resources Centre 2, RAF Coningsby) and other key contributors namely SSAFA (led by Cathie Johnson) and Alison Arnold, Kathy Collinson, Jo Harper and Shani Stumke), SO1 Personal Support (Wing Commander Andrea Devlin), the Personnel Recovery Unit (Squadron Leader Rod Murray), Casualty and Bereavement (Flight Lieutenant Sarah Boulton) and the Deputy Chaplain-in-Chief (Personnel) (Reverend Group Captain Ruth Hake) who took part and provided inputs to the Personal Support Needs Analysis within the realistic scenario based sessions. Other informative briefs included Wellbeing and Resilience, Stress Management and Resilience Training, Charities Support, Community and Family Support, RAFA, Air Personnel Casework, Financial Resilience by Serve and Protect, The RAF Benevolent Fund, The RAF Families Federation, The Widows Association and SSAFA Welfare Supervision.

During the 2-week course, all 10 attendees who carried out the training remotely on Microsoft Teams, were placed into 2 syndicates in order for them to work and learn alongside each other with the key aims to improve their knowledge and understanding of the various policies and processes to enable them to provide the best coordinated response to the myriad of welfare issues that face our aviators and their families on a daily basis. Subject matters included all elements of welfare issues from Alleged Domestic Abuse to the required response to a Casualty incident and the various coordination that would need to be considered to 15 'real life' simulated scenarios. All 10 worked very well collectively throughout this first ever course and their excellent outputs alongside their constructive feedback will ensure the course will continue to develop moving forwards.

The final day was attended in his capacity as the Course Graduation Reviewing Officer by Air Commodore Alan Opie, ACOS Personnel Delivery (pictured above at DSLA) who said:

"I was delighted to meet the graduates of the inaugural HR Welfare course. The training represents a step change in the way that we prepare our HR professionals to provide the best possible personal support for our people when they need it the most. Delivered virtually, the course offers an ideal medium for sharing best practice and preparing our people to support the Next Generation Air Force."

Warrant Officer Dave Commander (Welfare Development (Lessons and Learning)) who also facilitated to the course said:

"To be a part of the behind-the-scenes development of the new HR professional welfare course and then see and be part of how it was delivered to my fellow professional colleagues, was a fantastic opportunity for me to be involved in future professional HR welfare provision for the most important asset of our future – the aviators. I am proud and humbled that the current and future aviators rely heavily on us in the profession, for support and guidance which will, I am sure be an understandably important asset of the next and future generation Air Force"

Warrant Officer Jon Sykes, (Welfare Development (Policy and Communications)) said:

"I have been proud to have been able to lead on this training project from its Strategic Concept from Wing Commander Mike Bowditch back in 2020, initial design phase during 2021, testing which culminated in April 2022 and then over the past 2 weeks, its actual delivery during a proof of concept 'Pilot' Course. The support I have been afforded from many other professionals such as, DCLPA (namely Warrant Officer Steve Pugh and Mr Daz Robinson), Central Training School (namely Flight Sergeant Charlotte Hopewell) wider SSAFA and my fellow HR Welfare (Wellbeing, Family / Community and Personal Support) professionals within the Headquarters (such as Flight Lieutenant Shaun Curry), the excellent 3rd Sector Support areas or those on the front line delivering to our aviators and their families will "set my colleagues up to succeed". I can see that this new modern training approach offers HR Professionals the right mix of online tools and professional training. I am delighted to be able to deliver this package to DSLA Worthy Down and look forward to seeing how this continues to evolve in terms of its future delivery by our People Operations Profession Training 'Centre of Excellence' at PATW.

