

The Scenario:

“RAF High Wycombe is the home of the Royal Air Force’s HQ Air Command. It was formed on 1st April 2007, when the RAF’s Personnel and Training Command and Strike Command merged. The creation of a single Command equips the RAF to provide a coherent and coordinated single Air focus to the other Services and the MOD.”

There are four department that operate out of RAF High Wycombe:



Each department employs a number of employees with the total established strength of 28,000 service personnel and 5,800 civilian staff. Service employees are recruited in a department across a number of roles for example such as technical and engineering, logistics and air operations. One crucial aspect of the information recorded about an employee is where an employee provides details of one or more dependents. For each dependent a name, the relationship to employee, and contact telephone numbers (a maximum of three) are held.

For service personnel they may have worked in various departments and held a number of roles as they are employed on a fixed term contract, which is usually a maximum of 5 years in any one post. For civilian employees the term of employment is much shorter usually up to 6 weeks and on an ad hoc basis when called upon.

All employees have an employment history which details the department that the employee has worked for and in what capacity, the start date and finish date for each employment term.

“At RAF High Wycombe we value diversity and are committed to being an equal opportunities employer. We aim to develop all our staff to enable them to make a full contribution to meeting MOD objectives, and to fulfil their own potential on merit. We offer flexible working patterns to enable our employees to balance home and work responsibilities; and we treat people fairly irrespective of their working arrangements.”