# Jennifer – Interview 2 - 6 July 2017

## C

When did you start thinking about leaving?

## J

Em well I suppose I was always umming and arring about it as a a what if I have to leave. I guess the real decision to leave was when I got the phone call saying they hadn’t put me forward for promotion when they said they were. Which was, what was that April this year?

## C

And how did that feel …

## J

… Feburary Oh, I don’t know when it was

## C

Earlier this year.

## J

Earlier this year.

## C

And how did that make you feel because you were expecting them to .. get boarded.

## J

They had led me to believe they were boarding me, em I had come 4th equal on the board erm and because of the OOA falling through that job had fallen through erm and so I was actually fully expecting, looking at who was on the board to have come at least 2nd or third at a push, possibly first but and and they did actually promoting 4 or 5 so I really felt like I would have had I been put forward for the board I would have I would have gone forward. And I was fully expecting to continue in the Air Force as a Wg Cdr I had no desire to continue as a Sqn Ldr and I knew that if the board hadn’t gone well for me then I wouldn’t have been looking to continue but but I had been looking at ways I could give myself an excuse to continue it was like personal so like personal pride wouldn’t have wanted me to continue as a sqn ldr but if they offered me exactly the right job at Cranwell I could stay in my own house, the kids could stay in their own school erm if I could keep the status quo for life as it was I could get over myself for not being promoted to Wg Cdr so well actually I have still got the Air Force and I still like the Air Force erm but then when I wasn’t boarded for promotion, I could have handled, I could have handled coming seventh and gone well that’s a bit weird but fine you know I can live with that but to be told that having being led to believe I was being put on the board and then having not been put on the board I felt so let down and betrayed that I felt I didn’t want anything further to do with the Air Force actually that that was the point I decided that is it I have got to leave.

## C

And making that decision itself to actually leave, how did that feel?

## J

Gutting really gutting yeh after 20 years of working really hard in the Air Force and building a career erm it felt really gutting. That a couple of people who didn’t really know me could make such life changing decision on my behalf and that felt gutting that there was nobody there going hang on a minute lets have a look at this person do we really want to lose this person nobody’s ever actually phoned me and said ‘hey” you know “why are going ? we need” no one no one has rung me on my side of the fence and said “can we not convince you to stay, we need people like you” my only my only conclusion is the Air Force doesn’t give a shit so I am sure if I was working for a civilian employer for 20 years and I decided I was going to go I am sure I would have had the …. The MD or company chairman on the phone to me asking for an interview, so.

## C

????? ok. Em is there anything that worries you right now in terms of your future, how do you feel about today?

## J

How do I feel about today? erm I’m … that’s an interesting one how do I feel …. I actually feel quite em I think I am quite pleased that I have been forced in to the decision in a way because it has forced me to take a step back. I was really worried about how I’d know when the right time was to go. It was a bit like when I broke my arm, I was at a point in judo fighting internationally when it started to get injured and it started to be a point which is like whens the right time to go? You know. Do you go when you are at the top of your game when you really enjoy it or do you wait til you are obviously failing and struggling erm and then I trashed my arm so badly that I was forced into retirement and it almost feels like the Air Force has forced me into retirement. Erm when I was at a good place in the Air Force erm but I think I am going to miss the camaraderie definitely going to miss the people (mmm) I miss the lifestyle, erm I like the challenge of moving on every couple of years I like the challenge of new jobs erm I feel like my knowledge base is waste, I think I feel the most regret I’ll have leaving the Air Force now is cause I left so rapidly I don’t feel like I have handed on my experience onto the new generation coming through. I feel like if I knew I was going, for a couple of years I would probably start taking more time to pass that information on to the next generation but there is a lot of knowledge that has been lost and I feel that is wasted. So I think that is hugely wasted I find myself whenever I talk to youth and they say about the military and I’m like I find I am mentoring them and talking to them about how brilliant the military is and coaching them to how they can get into the military and improve themselves and I feel like what a waste that wasn’t offered up to our own youth in the military.

## C

Yeh

## J

Yeh, I think that is my biggest regret I feel like I think I would be successful at anything I choose to do so I have no concerns from that point of view erm fortuitously husband’s got a good paid job so I am not concerned financially erm being in the military had stopped about being about the finance erm I think that is where erm I do think I do think that the that manning the people who were dealing with my case I think they thought that I was stuck like most people with staying with the military because of finance and I think they thought they were saving themselves a sqn ldr a really high calibre sqn ldr and I don’t think for a minute they actually thought that I would say I’m going I think that might have been a shock to them. Em But that is because I am financially secure without the military. Yeh so the finance was not a concern either it was pure the love of the military versus the military doesn’t love me any more I think, I think that is fair to say.

## C

And that made you feel?

## J

Yeh, I could probably have taken anything if I knew that the Air Force still loved me. er Or valued what I did but because the Air Force did not show me that they valued me erm did not show me that they valued the experience that I had or anything that I could offer er where do you go with that if you are not in it for money and you are not in it for what you can get out of it you are in it for being appreciated and doing a good a good service. Erm and if you don’t feel that you are appreciated and you can’t offer a good service and no one seems to erm care about what you have to offer then where do you go? well its just divorce on a on a plate.

(laughter)

## C

Divorce on a plate

## J

It is.

## C

So if em ?? so if you have got a few weeks left before you are out of the service and you are not at work and you haven’t been at work for some time (yes) so how how do you feel about really leaving is it is it is it real I guess?

## J

I think I am in denial it has happened so fast. Now they weren’t giving me .. I asked right so when is the next option point for me so when I decided I was leaving and I decided that what would add insult to injury after all of this would also to be PVRing and I couldn’t bare the idea of PVRing. Erm because that just would be a final insult to everything that I have achieved so I did ask I am sure there must be an option point that that I can take and I had sailed past one while I was on career break so within the rules you can extend your option point by 14 months so they extended it by 14 months so that gave me 2 weeks of of duty and then annual leave, resettlement leave, terminal leave so I literally had two weeks to get my head around the fact that I was leaving and was thrown straight into resettlement but I couldn’t book onto a lot of resettlement courses because normally there is in lead in time so I was I was on a course last week which is one of the first courses that you do erm with only a few weeks left until I go and erm not much time to do any resettlement so I’ve actually that hasn’t worked in my favour to be fair. Erm but at least I am leaving at an option point and not as a pvr so that is important to me because then when people say to me why did you leave? I can say well I reached my option point to go I’ve done 20 years I don’t have to go into all the negative side of it erm but it does mean when I drive in through the gates when I am popping into do some resettlement ah I feel excited to be driving in like “oh I’m here” and the guards say hello and I think it makes me feel happy to be still recognised as part of a team they still recognise my face people say hello and that is nice. Erm and its just I think the day that I hand in my card and I walk away I will feel really sad but I think I am in total denial about it. I think and I haven’t really caught up with all my resettlement I think I’ gonna I am going to leave and they are just going to have to let me go with whatever I have done and achieved. Erm so yeh I don’t know I feel quite, just talking about it now I start to feel a little bit emotional about it. Cause I think even, I think even on the last day if they rang me up and said “we’ve made this huge mistake come back” I would have a hard time trying to decide whether to or not, I think I think I might be too far down the route route now to stay but I think it would stop me in my tracks and I’d think about it. Erm I I and I would like to think that the air force had thought about that, I didn’t have, there’s are probably loads of people that leave that would on a phone call would come back, you know, do you think?

## C

Possibly, possibly, people come back as reservists don’t they, people they do join back up full time, yeh

## J

Yeh, so maybe I don’t know. But yeh I think maybe probably I am happier leaving than staying because of the way I have been treated. I think I think there comes a point where you can’t recover, you can go to marriage counselling but but there comes a point where there is too much water under the bridge.

## C

We don’t need to go into that cause we ?????? So you are not financially you are fine, you are happy but what is it you know you talk about starting to get emotional so and also what comes next in terms of you are going of how you are going to spend your time and

## J

So I’m I am already doing, I’ve already got all my time sewn up. (laughter) so I am on a one year instructors course erm which takes up a lot of my time. Erm I am considering doing a masters in mentoring takes which is going to take up a lot of my time. Erm I’ve already set up a hobby business which erm is going to become more of a full-time business so erm I like the challenge of building teams, I am good at teams so erm essential oils will do that. ????

## C

So is there anything worrying you as you move forward?

## J

I don’t I don’t think so erm I think my only concern which is a an ego concern is that am I going to cut off my nose to spite my face in the sense that staying in as sqn ldr would have been money for old rope, good money for old rope and if I’d if I had decided that I was no longer doing a career push and wasn’t working all the ridiculous hours that I was doing but on a sqn ldr pay and doing an adequate number of hours an appropriate number of hours actually would have been quite nice but I’ve never done that I have always been that sqn ldr that works so stupidly hard and long hours that I I stopped enjoying the Air Force for a little while, so I don’t think so I don’t think anything is worrying me. Other than will I miss it? I think.

## C

So if you erm had to describe military life, in just a few words how would you do that?

## J

If you were to describe military life? Challenging, in a good way, positively challenging, exciting, erm erm rewarding erm you you make it what you want really, its quite flexible really, isn’t it really I mean you are tied into certain what you do and where you go but its quite flexible within that I think. erm it’s still a career that I would recommend to people.

## C

How do you think that differs from civilian life?

## J

Erm I think civilian employers are harder on each other that the military I think there’s a level of trust, erm I’ doing a network marketing group , networking group at the moment and people seem to think it takes 5 or 6 months to really meet up every week to get to know each other well enough to start trusting each other with our businesses and things but I went to a resettlement class and met a whole load of military people that I had never met before and we all swapped our details and we all felt that we would recommend each other and erm trust each other immediately after 2 hours of chatting with each other. So I think I think erm the level of trust and the rapport and the way of dealing with things and respect in the military is very different.

## C

and why do you think that exists within the military as..

## J

I think it is culture, I think it is probably the culture and your training right from the off. For example I was chatting to an ex-military guy the other day and he said that he erm had this this training event erm with this amazing person in this this type of marital arts, he had come over from a country to do this training and there is only 2 people stood on the matt ready to go at 5 minutes before ready to go and all the other were faffing around and this guy turned around and went are you both ex-military? And they were like er yeh how could you tell and he said because you are wearing the right kit, you’re not talking to each other you are stood on the matt waiting for me not letting me wait for you and you are ready to go in the right kit on time and everyone else is having a faff around and erm and these guys have been retired for a long time from the military so erm there is something in the military it’s a level of respect isn’t it for your own time and other people’s time and I think and I think I am noticing that in the civilian world its different people don’t turn up. I make appointments with people and then they’ll ring me the day before “are you still coming” er yeh why wouldn’t be coming or they don’t turn up and I would be like are you not coming then? and they would say well Oh I didn’t hear from you so I wasn’t sure it was still on. And I was like If you didn’t hear from me why didn’t you just turn up and assume it was on (yeh) I am finding it very different erm you’ve got to got got to keep really keep pestering people and they don’t see it as pestering they see it as normal.So.

## C

So there is a difference there.

## J

Yeh, definitely. A big difference. I don’t know if I’ve have answered that question or not?

## C

Yu have you have actually. They have they have actually it was how would you describe life in the military and how would you describe life in the civilian world.

## J

Yeh I think relationships in the military are simple erm I think If I need something doing in the military and I know the telephone number for the person that does that and is responsible for it I can ring them and introduce myself, no pleasantries required I am this person of this department I need this can you help me and they will immediately go yep and they crack on and help whereas you have really got to state your case and and find them you know I think I think its its you don’t really need, you don’t really to be fair you don’t really need relationships in the military they are kind of assumed wheras in the civilian world you need to build a relationship you have to be a farmer you have to plant the seed of the relationship, water it, look after it, nurture it and weed it keep ????????? it. Whereas in the military you can just assume that the relationship is in place and move on from assumed position and everyone excepts that is normal and I like that (laughter).

## C

That is brilliant So how how would you describe your life right now at this stage?

## J

Right now, what I am like in the transitional stage? (yeh) I think my only stress comes from thinking about leaving the air force as in not the actual act of leaving it not the actual emotional side of leaving the air force the physical what I need to do and the lack of information em and the lack of assistance with physically detaching myself from the air force. I had no idea and almost missed out on sorting out my pension in time because I hadn’t been told and didn’t know that you have to apply for your pension. Because when are you ever told you have to apply for your pension?

## J

And with 2 weeks of notice before leaving and being on notice then resettlement.

## C

It wasn’t until you went onto resettlement ..

## J

It wasn’t until I went to my resettlement and already being on my resettlement leave that I found out that I needed to apply for my pension and I was like ok erm right and then what else do I not know that I haven’t applied for that I don’t know about so I do think that erm I think the stress that I feel at the moment, I have been really stressed, I have been really stressed over the last erm and I have been referred to a psychologist at Cranwell because I was having mental memory lapses because I was so stressed with with whats happened (yes) I don’t want to pin it on the actual the way I have been made to feel in the military but but the way I have been made to feel has forced me into leaving very rapidly and leaving very rapidly has not been very good for my mental health I don’t think not in a bad psychology route just in a so much on my plate erm reading e-mails that I don’t remember writing, speaking to people that I don’t remember speaking to erm big chunks of time gone just because of the stress I think cause I’m knackered and stressed. so I think on the 28 July when I am finally done of the Air Force I think I will feel a lot better I think erm I bury my head in the sand about the Air force and about leaving the air force because it is just such a stress trying to sort it all out. And when I am not thinking about it I am at home really happy erm so I think when I am gone from the air force I think you know if everyday goes you know, does that make sense

## C

Yes, yes. So what does home represent then do you think?

## J

Home represents this wonderful little bubble with no air force in it. (laughter) Except for when they fly over Long Bendy town as all the baby pilots, yeh Long Bennington is, you get the the Vulcan and all the Battle of Britain aircraft and the Hercules and they will be doing low level come across this way because Long Bennington is known as long bendy town because it is sandwiched between the river and the A1 and its long and thin and bendy so with the river. So it is known as Long Bendy town by all the baby pilots and so all the every pilot in the whole history of the air force that learnt at Cranwell uses this as a land mark but in my bubble I get these wonderful little air displays. (laughter) I feel like they are coming to say hello, every time.

## C

So what what what has changed, what has changed between being here at home and being in the military?

## J

I don’t know what do you mean?

## C

So

## J

Back track the last question so I get some context.

## C

Yeh, I said how would you describe your life now.

## J

Now that I am out of the Air Force?

## C

In that you know that transition phase.

## J

In that transition phase. Erm let me see if there is another answer that pops up for that as well. Erm How do I describe my life now? Erm I think I was quite stressed whilst being in the air force with dropping the kids off at 8 o’clock in the morning to race to work to to like not being allowed to drop the kids off at a nursery earlier than 8 there was quite a bit of pressure from people that aren’t in the know about children that aren’t parents who say why can’t you drop your kids of at 7.30 at RAF Cranwell because you are based at RAF Cranwell and they start at 7.30 why do you have to wait 25 minutes away nursery and drop them off at 8 when you could be into work earlier but they don’t understand the logistics of erm when you have days when you are not at Cranwell you don’t want to be driving 25-30 minutes to work to drop your kids off at nursery to drive 25 minutes back home to have a day off erm you know so people don’t understand that your kids need to be in nursery close to home and also they need to be in a nursery where they build up relationships with their friends who are going to be at the schools with them because their local, yeh so I think I found that a bit, so the idea of dropping them off at 8 and still arriving in work at a perceived lateness for me and then leaving work early to be to get home in time to pick them up before 6 when the nursery closed erm and then to rush them through their tea to put them to bed late to wake them up in the morning because they are tired because they went to bed late to rush them through breakfast to get them to nursery again. Erm That was a big family sacrifice for the military and I think when the realisation that the military doesn’t respect that or or care about it then suddenly being at home and dropping them off at school 9 and they are happy they are fed and watered and its nice and relaxed and then you come home and you sort out the house you sort out things for them you pick them up at 3.30 you do sports and activities with them every night erm and get them into bed at a reasonable hour having played games with them and they are really relaxed and they are chilled and they are happy children and they are talking to you erm yeh that’s why would you work for somebody that had all those negative experiences and didn’t and all those negative things would then weren’t outweighed by this positive “we really appreciate you” so if you are not appreciated and you have all these negative things then yeh it’s a completely different life and it’s a much better life for the family. So.

## C

Yeh that is good. Ok. So em you have told me how it felt to leave, so that decision to take the option point. Erm what erm and you have talked a little bit about it but we will just go over it, erm what kind of support did you receive once you officially communicated your decision to go.

## J

Erm. No one actually rang me to discuss what I needed to do I had to find out what it was needed to do and then do it. I think the problem was because I was leaving from career break to leaving I wasn’t actually in work with anybody I didn’t have a boss that I referred to I didn’t have a boss who was checking with me ‘how is it going’ I had nobody assigned to me to be officially responsible for me I think I was officially on paper assigned to someone but that person didn’t ever think to ring me or contact me erm or ask how it was going. Which was a bit .. It did feel like I was completely cut off and probably has led to the stress that I am now under trying to sort out how to leave the Air Force erm whilst not really feeling like I am part of the Air Force anymore. Its kind of like feeling like I’m being it almost feels like you are kind of being put under a little bit of torture to leave the Air Force when you have actually kind of not been in the Air Force for a little while because you are on career break. And then suddenly you are going through this horrendous process of leaving erm with no no idea of what you are supposed to doing and nobody is sending you e-mails or prodding you saying why haven’t you done this yet, well I didn’t know, why haven’t you done this yet. I got a letter from the pensions society saying unless you apply for your pension you aren’t going to get one we are not going to process it in time I was like hooh. Oh thanks very much for letting me know that is great you now thanks Pensions Society or whoever it was for letting me know but it would have been nice to get a phone call from someone saying you need to do all these things but erm so

## C

Yeh it does So so is it the practicalities of in terms of what uniform you need to hand in you know, what to do with your ID card, is it the practical side???

## J

Em I think I think probably if I had got two years to leave you would just sit and read the go though it slowly find out what you need to do talk to other people on resettlement they would give you ideas on what you need to do and you would just slowly muddle through it I think what I am proving is the process is a little bit flawed erm because you really leave it up to people to find out what they need to do and if you you are not in a group of people who are weaving that route if you are being accelerated to the end point you really don’t have any support in that transition period. I think the universe had been very favourable to me because I just happened to be in the right place at the right time and someone said oh you should really do this course and there happens to be one place cause we are moving it from this place to that time and there is a space available you know I have done things by luck

## C

rather than judgement

## J

Yeh.

## C

So what erm what are you expecting to be the biggest change brought about by do you think

## J

People ????????? when I am doing my oil essential oil business and when I am doing a lot of study and research and I am talking to people. I actually spend a lot of time on my own in the house or people come and do a class and then leave again. Erm I think not having work colleagues, I have lots of acquaintances and I have lots of people who come, lots of customers but it’s not the same as having work colleagues . I think if I had a problem in the air force I could phone up somebody in the military that’s the same position, the same rank same event on their base and ask them how they achieved it or discuss or have a chat about how they did it. Erm or know someone who did it before or maybe speak to the person who was on my place previously but in the civilian world I’m their competitor and you can’t do that because it’s a different business erm or there is no one and that is kind of, when you enjoy being a team player I think it sit uddenly feels ery lonely and I do think some of the avenues I am steering myself into are to enforce erm enforce a for example I have put together a mastermind group of people that do what I do dotted all over the country so we are not really a threat to each other so that we are not really stepping on each other’s toes but we can all help each other, and it’s a bit like I have recruited I have used my knowledge of you know having my opposite number at Benson, having my opposite number at each of the different RAF bases I have kind of recruited a few people that do what I do in a few different locations around the country who I have met and I like erm so that we can feel like we can share ideas and talk to each other virtually and it feels like I’ve got, so like before you arrived to day I had 40 minutes with a colleague down on the south coast in kent who is doing exactly the same thing as me erm, and we were swapping ideas and discussing how we were ging to do things and how things would work in the future and it felt like it was a work colleague I felt like I had got a bit of a team back. But I have created that myself (mhhm) em cause it doesn’t really exist in the same way.

## C

Do you think that perhaps that is because of the field you are in? more than ??? civilian

## J

I think all civilians I think all civilians I think all civilians could probably do that if they if they kept they would have to be very careful about disclosure and but everybody could do it on a personal development levels and then where things where there is a cross over within business. So I do think I do think it is more unique to the military. I think maybe I have invented it and the civilians that have joined me think it is great but I have invented it to keep me feeling like I’ve that’s what that’s the team work environment that I feel safe in (yeh) but and I like, I think that is the greatest fear is losing that team, well you meet ex-military and they adopt you straight way don’t they. And so you don’t ever really loose the military do you, I don’ think. Erm yeh I think . ??????

## C

You always do you always do.

## J

That’s how my brain tangents therefore

## C

No. That’s actually because we have done part of the interview before that is pretty much the full thing of it so is really just now is there anything else, last time we spoke you said that erm the career break was a definite fork, if you like, in your path

## J

Yeh

## C

Would you say we would be sitting here today if you hadn’t taken that career break?

## J

No because if I hadn’t taken a career I would definitely gotten read on the second board because the sec reasons for not boarding me that second year was that em I was on career break although they weren’t allowed to do that. I think I would have been read and I think I would have been promoted.

And I wouldn’t have got used to the lifestyle I have got with the children, the children wont know any different and I think I think I would be a Wg Cdr now and I was never going to be one of these people that did 2 years and then leave because I lot of people do that to get their pensions and I didn’t need a Wg Cdr’s pension I didn’t need to do that I was quite happy with my sqn ldrs pension. With my finances and so I was never that person who was going to just 2 years to get a pension and I don’t think. I do think I feel that manning sometimes look at people and try to make a judgement call on whether people are going to do that and then try to weed them out and I think they thought I was in that cat I was take the career break and I honestly feel that they felt that way. Em so I think no if I’d if I’d I was I was at the top of my game in that last job em If I hadn’t taken a career break I’d of got promoted almost 100% feel that I would have got promoted, and erm mem I would have been a Wg Cdr somewhere and I would ?????? and about the career break I wouldn’t have had the .. I erm don’t want to trash and ruin career breaks for everyone cause they decide not to take but high flying go on career breaks in case they never come back but I probably I wouldn’t have had the career break to compare during the career break I think during the career break I wasn’t looking for something to see whether I would leave or not, I might of thought of that earlier but on reflection no I might have ?? I don’t know but on reflection now I don’t think I entered the career break looking for what I could do if I didn’t carry on in the Air Force. I took on my career break as lets get all the things done that I wanted to do but I can’t do when I am at work, and lets lets do a couple of days nutrition and try and work with health and nutrition and all these people who are dropping like flies I think I then found oils and I found something that I love so much that I realised that when I went back to the Air Force I would have to do what I love as a hobby in the evenings but that would take time away from my family which is the only family time that I had and actually by going back to the air force I was going to lose the possibility of the hobby the possibility of the time with the children the lifestyle what the children really needed and maybe loose this house loose the opportunity of the amazing schools erm the children were showing signs of stress, Child was showing signs of stress, with my husband being away an awful lot. When I was away a little bit child was showing signs of stress he has always been he gets quite stressed with that and he is always concerned about his safety mummy are you definitely going to pick me up mummy am I safe erm will you be here when I wake up in the morning. He is quite an anxious child from that point of view and I just thought that that erm that the career break gave me a time to see what I was missing out on with my life em and it gave me a chance to see where my family was struggling because of the life style and it also gave me the confidence to believe I would succeed in the civilian world because I had found something that I enjoyed and I seemed to be good at it. Em and I don’t think I would have believed that I would be happier out of the air force than I was happy in the air force but being on a career break I discovered I could be happy out of the air force. But I still love the air force but then when I got shat on twice one year after the other for the same thing but then worse the third year yeh that was like yeh it was like I was still clinging to the air force that I loved it was the final little thread that I could have used to …. everybody was telling me to leave. Everybody Everybody was saying its time to go its time to go even my boss said to me “I don’t think you will come back from this career break I don’t think you will come back” and I was like I was really angry with him for considering it because I was not on a career break to leave the air force I was on a career break because my husband was going off to another country for a year and I could not cope with the children for a year, I just thought a year of dropping them off at 8 o clock picking them up at 6 always being stressed and then always having to deal with them the entire weekend with no break, no respite. I thought I’d actually go bonkers. And so the career break was a safety, a safety decision to keep to safe guard the family and safe guard my own health em and then because of the way I was treated, I started I think if I’d been treated well by the Air Force if I had been read on the board that first year when I was on career break and I’d read as a Sqn Ldr and hadn’t got promoted I’d of just gone fair enough, there are a lot of people out there who have done very well while I have been on my career break em I’d of probably carried on I would not have looked for a reason to leave the Air Force. It was only when I was getting shat on and without no explanation and no nice phone call that, no no not even a nice phone call or an apology that I started to think there has to be something else better than this. I am not appreciated in the military, I am not tied to the military financially I am tied emotionally but when your emotional heart strings are being slashed at by the military then that if that’s your only tie, if you are tied financially your are tied financially. But if you are emotionally tied and they shit on you it .. Am I allowed to say that? (you are) then …

## C

Your idea .. you just touched on something there that got me thinking I’d .. your idea of the military your sort of perception of it do you think it really exists the actual idea that they are going to care and look after you?

## J

Erm, yeh it is a perception isn’t it. I not not care and look after you in a sense but show appreciation erm when someone’s worked and given everything for 20 years you kind of think that are’t you must be worth a phone call from someone at little further up the tree going shall we have a look at this this to try and sort it out because you don’t really want to leave.??? If I had someone say “you really don’t want to leave do you” Well not really then if I had somebody sort say well do you not see yourself continuing but as a Sqn Ldr I know it’s a bit of a ddhdhdhdhd If I had had somebody counselling me though that emotional well if you are going to treat me like that then I am going then ??????????????? if I had had somebody on my side sort of talking to me about that they might have been able to convince me to stay. Em maybe they don’t want …. Maybe they don’t

?????????

## C

You don’t know do you

## J

You don’t. Or maybe they can’t be bothered ??? em I don’t know I do think that the Air Force should show show a little bit more appreciation for people. I think we are really bad at that and I think people think oh you get paid a good salary and you get this and the other but if your hearts not in it for the pay you know if you are not in it for the money, you are in it for the lifestyle and the people and the appreciation of doing a good job we are all trained to be intrinsically motivated in the military ????? motivation pays I think that pay is what the family accept as the positive side of you being in the military I think the pay allows you to convince the family that what you are doing is a good idea. I think really every military person is intrinsically motivated to do a good job. We are trained, we are trained right from day one to really be pleased with a pat on the back, and when those pats on the back stop if you aren’t tied in financially to the military that’s where your relationship finishes with the military I think there comes a point where people are tied into the boarding school allowance we have a very young family at a much older time in life so we hadn’t got to that stage where we tied into boarding school allowance. If you are tied in with mortgages if you are tied in with finance and you can’t imagine trying to start again in a new career then once the military stops showing you pats on the back you are financially tied in anyway. If you are not financially tied in and you are a good egg and the emotional the complimentary appreciation stops that’s where the military loses all of its really good people because they are either financially tied in because they are scared they can’t get another job or they are not financially tied in because i.e. they don’t need the finance or they know they can get another job with the finance like that (clicks fingers). And that’s when the military loses all its best people in my opinion.

## C

Ok that is brilliant. Thank you is there anything else you would like to add.

## J

I don’t know did you want are there any questions in the second round?

## C

I’ll save it I think I will save that for the ……

## J

Well if you come back in 6 months time and on the 27 July the Air force have rung me and said they have made a terrible mistake then you will have to do 1 C. (laughter)

40 minutes