

## Stephen Dudley

### **BA (Hons) History MA History**

Stephen spent 27 years in the Royal Navy (RN) as a Supply and Secretariat officer. Whilst operational roles saw him serving all over the world at sea (as well as in Afghanistan) shore appointments had a very strong emphasis on personnel policy and casework both within the RN and Joint Services.

He had three appointments on the staff of the Chief of Naval Personnel where he worked on complex casework on administrative discharge, and complaints to the Admiralty Board, as well as being responsible for Maternity policy and Women's Royal Naval Service (WRNS) at sea as female personnel became fully integrated into the RN. A trained Equal Opportunities adviser, he has also prepared casework for the Service Complaints Ombudsman about Officer promotions and discrimination.

As Ratings Career Management Officer, he was responsible for running the promotion boards for ratings in every branch, for every rating from Leading Hand to Warrant Officer, ensuring all qualified candidates were presented to boards who had been properly briefed and carefully prepared to select candidates on merit alone with scrupulous fairness. He was also responsible variously through his career for officers' appraisal, and for the career aspirations, appraisal and mentoring of service personnel from all three services under his command.

He worked in MoD Whitehall in various roles for over ten years. Two were specialist personnel policy postings which saw him responsible for pay and allowance policy for all three services, as well staffing Employment Tribunal casework, and for supporting the Armed Forces Pay Review Body as they gathered independent evidence for their annual recommendations.

His final appointment saw him responsible for policy on Veterans Affairs, liaising with nearly 2,000 specialist Service charities, briefing ministers and acting as Secretary to the influential joint MoD and third sector Service Charity Partnership Board during the launch of the Armed Forces Covenant.

Since retiring he has worked as a consultant to the Department for International Development. In addition to his work for HJS he has a part-time role with the DSMA Committee providing independent confidential advice on national security matters to government departments and UK media. He is also a director of the family farming business.



**HJS PERSONNEL SERVICES**  
**1 Sylvan Court, Farnborough, Banbury, Oxon, OX17 1EA**  
**Tel: 01295 690 990**  
**admin@hjspersonnel.com    www.hjspersonnel.co.uk**

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Registered Office: Penrose House, 67 Hightown Road, Banbury, OX16 9BE