

## ***Mobilisation - Employer Financial Assistance***

### Employers' Financial Assistance

Within this form of service provision exists for employers to receive financial assistance in order to make good unavoidable costs due to a member of staff serving on limited operations. Employment must be kept open for the employee as required by the Safeguard of Employment Act 1985.

An additional training award also reimburses the employer for certain training costs when the employee returns to his/her job.

### Mobilisation - Financial Assistance

The Regulations governing the payment of Employee Financial Assistance changed on 14 April 2005. Statutory Instrument 859, The Reserve Forces (Call-out and Recall) (Financial Assistance) Regulations 2005 was introduced to replace the existing regulations, Statutory Instrument 309. These Regulations give MoD authority to reimburse actual additional cost incurred. We have no authority to reimburse estimated loss of profit, productivity or income.

The assistance available is split into the following categories:

- Non-recurring costs of advertising or agency fees for recruiting a replacement. There is no limit on this.
- The extra cost over and above the reservist's salary for paying a temporary replacement while s/he is mobilised, up to £110 a day (this is around £40,000 a year)
- The cost of any retraining needed on demobilisation as a result of his/her absence. There is no limit on this.

This should ease the pressure on employers, and help reduce some concerns about mobilisation. There is more information at [www.sabre.mod.uk](http://www.sabre.mod.uk).

### **Self-employed Reservists**

If you are a self-employed Reservist, you can claim as a Reservist for loss of earnings from your business. You can also claim the same amounts as an employer to replace yourself while mobilised.

### **Appeals against decisions**

The decision on how much money is awarded is made by an Adjudication Officer. S/he will send you a letter give the reasons for their decision, and showing how the award is

worked out. If you are dissatisfied, as at present you will have the right to appeal to an independent Reserve Forces Appeal Tribunal (RFAT). You will be told how to do this in the letter from the Adjudication Officer.

Adjudication officers can also review decisions at any time for up to 6 years after the claim is made.

### **Making claims**

Claims can be made at any time after the start of mobilised service and up to four weeks after demobilisation. However, the earlier a claim is made the earlier it can be paid. An Adjudication Officer can make an interim award, so a claim can be submitted even if all the evidence required is not initially available.

There is one exception. Claims for the training award by an employer (or a self-employed Reservist) must be made within 8 weeks of the training being undertaken. Normally training must be undertaken within 6 months of the Reservist returning to work after demobilisation. However, if relevant training is not available within this period, then the training can be undertaken within 12 months of the reservist returning to work after demobilisation, but the employer (or a self-employed Reservist) must give written notice to the Adjudication Officer of his or her intention to do this within the first six months of the reservist