

# WHY HAVING RESERVISTS IS GOOD FOR YOUR BUSINESS



A GUIDE FOR EMPLOYERS



## THE ARMY RESERVE:

A core part of the British Army, contributing to protection of the nation, home and abroad

## WHAT A RESERVIST BRINGS TO YOUR BUSINESS

- Transferable training and confidence that lasts a lifetime
- Resilient and resourceful employees
- Reputation



## THE ARMY AND BUSINESS IN PARTNERSHIP

The Army has always relied on its Reservists to step forward when the nation needs them most. Recent events have shown just how valuable a resource they are, and how proud we should be of their achievements. The Army Reserve is ready to protect the UK against a wide range of threats, to fight and win wars on land but their training also enables the individual to contribute in a number of different ways; from providing emergency support in times of flooding, to supporting mass testing and vaccination programmes in support of Covid-19 or providing humanitarian support overseas. Army Reservists continually grow and learn, developing key skills and qualities which are valuable to both the Army and to businesses. Membership of the Army Reserve is something that benefits us all, and we hope this guide will give you a better understanding of what Reservists do; how employing Reservists and by working in partnership with us, could benefit your business. Through working together, we can continue to deliver a cutting edge Army Reserve.

## What a Reservist brings to your business:

- **Transferable training and confidence that lasts a lifetime**

The opportunity to learn how to build effective teams and develop individual leadership skills. Army Reservists gain qualifications which are transferable, nationally recognised and accredited which you can exploit in your organisation at zero cost to you.

- **Resilient and resourceful employees**

Our training provides an opportunity to encounter situations that require people to work under pressure, exercise sound judgement and communicate complex problems quickly and effectively. It develops and tests self-confidence and resourcefulness, building a team ethos which demands respect for others, loyalty, integrity and courage.

- **Reputation**

By building on the skills and niche capabilities of your Reservist, and by advocating Reserve service, your business's reputation could be enhanced within your sector.

## THE ARMY RESERVE

### KEEPING THE UK A SAFE PLACE TO DO BUSINESS

The British Army is modernising. At the heart of this modernisation is the role of the Army Reserve, preparing to support warfighting operations abroad in times of national peril and in response to national and local emergencies, such as floods and fires. A more active and engaged Reserve, both at home and abroad will be a more capable one which gives its people a real sense of purpose and belonging.

### THE ARMY RESERVE IS CENTRAL TO PROVIDING A CAPABLE BRITISH ARMY, READY TO PROTECT THE NATION

Every Reservist has a war-time role as part of the fully integrated 'Whole Force'. In peace-time, Reservists will routinely play a critical role in the UK's national resilience. By taking a more modern approach to training the Army will ensure





that it makes better use of Reservists' limited time to enable them to conduct these tasks. The modern Army Reserve will place your people at the heart of the effort to protect your communities.

## **CONTRIBUTION TO CIVIL SOCIETY**

Army Reservists have repeatedly contributed in times of national crisis, much of these contributions are within recent memory. The British Army remains grateful for the important contribution that our Reservists make to serve their own local communities and recognises and sacrifices that Reservists and Employers continue to make contributing to the security and safety of our nation.

## **YOUR PEOPLE ARE OUR PEOPLE**

Army Reservists feel valued, well supported, and are rewarded with opportunities for personal and professional development. The skills you provide your Reservist employee bring that additional capability that we rely on. We train leaders at every level and develop transferable specialist and leadership skills that you can exploit in your organisation. Reservist training does not only cover military instruction; we train for a wide range of skills and disciplines.







## HOW YOUR BUSINESS WILL BENEFIT

### RESERVISTS HAVE TRANSFERABLE SKILLS

Army Reservists feel valued, well supported, and have ample opportunities for personal and professional development. Apart from traditional military training, Reservists receive training in specialist skills, planning, leadership as well as continual development and mentoring. Examples of specialist skills include communications; IT; languages; engineering; handling hazardous substances; driving and HGV licences; first aid; catering; health; safety; cyber and more. Some of these will be transferrable, nationally recognised, and accredited skills which can be exploited in your organisation at **zero cost** to you.

### TRAINING AND CONFIDENCE THAT LASTS A LIFETIME

We train team leaders and players at every level, developing life skills that can improve their performance in the Army and in their civilian career.

Your Reservist employees develop planning, decision making, flexibility and communication and leadership skills which result in the ability to work effectively within diverse teams, operate under pressure and provide a high level of responsibility, independence, and self-discipline.

As some of our training is nationally recognised, it is possible to integrate these into your own staff development programmes. For more detailed information on what the Army can provide to you and your employees, look at the Army skills offer at:

<https://www.army.mod.uk/people/join-well/career-enhancing-qualifications/>





## RESERVISTS ARE FIT, FOCUSED AND RESOURCEFUL

You will notice an immediate difference when you have Reservists on your payroll. They will be trained to be physically sound, focused, and resourceful. Many are given opportunities to undertake adventurous training and sporting activities on behalf of the Army, which promotes self-confidence, resourcefulness and builds essential team ethos. Many operate in diverse locations and encounter situations that require sound judgement, respect for others, good communication skills, loyalty, integrity, working under pressure and courage. The Army invests in physical, mental and emotional fitness, offering training and instilling confidence that lasts a lifetime. These attributes will be reflected in your workplace.

## RESERVISTS BUILD EFFECTIVE TEAMS

Reservists are recruited from all walks of life; as such, your employees will have forged close-knit teams, friendships, connections and loyalties with a diverse group of people. This will help your business, giving you access to new ideas, other industry partners and networks you may not normally consider. Their selfless commitment, loyalty, and a strong empathy for others, will help shape and support their civilian teams, bringing a different perspective to all.

## RESERVISTS ENHANCE YOUR RECRUITMENT

Demonstrating support for Reservists and advocating for the Armed Forces can help attract talent by enhancing the reputation of your organisation, making it an attractive place to work for other Reservists or service leaders.

## RESERVISTS ENRICH YOUR ORGANISATION'S REPUTATION: CONTRIBUTE TO DEFENCE, CONTRIBUTE TO SOCIETY

Both employers and employees benefit from the recognition of Reserve service, not just financial rewards and compensation in the event of



mobilisation. Companies who support Reservists can demonstrate support by signing the [Armed Forces Covenant](#). There over 10,000 businesses and organisations who have now signed. In addition, you are able to gain national recognition via the [Defence Employer Recognition Scheme](#).

Joining the Armed Forces Covenant and the Defence Employer Recognition Scheme shows employees you care, attracts a wider pool of talent, and provides access to a wider network. It also provides unique 'money can't buy' opportunities to experience the Armed Forces globally recognised approach to training and nurturing people capability.



# WHAT ELSE SHOULD YOU KNOW

## DOING YOUR BIT FOR BRITAIN

By encouraging an employee's Reserve service, you are contributing to the Defence and Security of the UK.

## MOBILISATION

Mobilisation is the term used when a Reservist is called out for operational commitments; generally this will only be compulsory in times of national emergency, for example there is a direct threat to the UK and its Allies. For operational commitments, the Army plans to give up to 90 days' notice where possible, however this could be reduced when there is an urgent need for mobilisation. Most Reservists are given at least 28 days' notice.

A mobilisation pack is provided to you which will give you the date your Reservist employee is to report for training and advises on the length of mobilisation; your statutory rights and obligations; financial assistance; and contacts for further guidance on mobilisation. As the employer, you also have the right to appeal against the mobilisation if there would be a significant impact on your business.

**Support through legislation is in place to support Employers, Reservists and Self-Employed Reservists to minimise disruption and compensate you for mobilisation.**

These include:

- Salary costs paid for by the Army
- Pension contribution scheme paid for by the Army, if withdrawn by the employer and the Reservist wishes to remain in the scheme
- Additional salary costs to cover a temporary replacement, should the costs exceed your Reservist employee's salary (up to a maximum of £110 per day)
- Agency and Advertising Costs for finding a replacement
- Up to £2,000 of training costs for a replacement during the period of mobilisation
- Five days of takeover and handover costs when your employee leaves and returns to work for you
- Essential re-training costs for the Reservist employee upon return to work
- 75% of costs for replacing specialist clothing for a deployed Reservist up to the value of £300
- Up to £2,000 for expenses incurred by self-employed Reservists before, during and post mobilisation
- For Small Medium Enterprises an incentive payment of £500 each month that the employee is in military service per employee can also be claimed for, unless both of the following apply:
  - your annual turnover was more than £25.9 million in the 12 months before the Reservist was called up
  - you had more than 250 employees or partners on the date of mobilisation

## APPLICATION AGAINST A CALL OUT NOTICE

Employers will be formally notified of a call out of an employee for military operations. There is the right to appeal if there are grounds, including where the employee is a key worker or is critical to the business.



## AND FINALLY...

As an employer, you will receive early notification of training, exercises and potential deployments through continued engagement with your Reservists' Unit, issued via the Reserve Employer Notification letter which is sent to you annually. The aim is to develop and sustain the three-way relationship between you, your employee and the Army to deliver a better prepared Army Reservist and allow you, the employer, to plan for any long-term absence and seek a replacement where required.

[Defence Relationship Management](#) (DRM) is an organisation that offers support on employing members of the Armed Forces community and enables organisations to develop a mutually beneficial working relationship with the Ministry of Defence (MOD). By partnering with organisations throughout the UK, DRM assists in providing an understanding of the value of signing the Armed Forces Covenant, whilst also providing support on employing Reservists, Veterans, Cadet Force Adult Volunteers and military spouses and improving fairness for the armed forces community in your organisation. At a regional level support for you can be provided via your local [Regional Employer Engagement Directors](#) (REEDs) and the [Reserve Forces and Cadet Associations](#) (RFCAs).

## UNDERSTANDING ARMY RANKS

Every individual has the opportunity to demonstrate their worth and gain promotion which is evidence of enhanced skills and knowledge, potentially increasing their value within your business.





# TYPICAL SKILLS OF AN ARMY RESERVIST

## PRIVATE (PTE) - JUNIOR MEMBER OF STAFF



- Follows instructions and priorities
- Maintains high personal standards
- Can work within a small team
- Able to develop theoretical or practical skills
- Manages time and resources
- Accounts for and maintains stock
- Applies safe practices in the workplace
- Understands and embraces the organisation's values and standards

## CORPORAL (CPL) - SECTION SUPERVISOR



- Follows and gives instructions and prioritises
- Leads a small team
- Delivers theoretical or practical training
- Manages own time and resources and those of the team
- Accounts for and maintains stock
- Applies and monitors safe practices in the workplace
- Upholds and communicates the organisation's values and standards
- Delivers quality control
- Makes quick and logical decisions



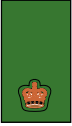
## SERGEANT (SGT) - SENIOR SUPERVISOR OR TEAM LEADER



- Gives and follows instructions and prioritises
- Leads a larger team
- Responsible for the team's welfare and personnel administration
- Delivers theoretical or practical training and mentoring
- Manages time and resources including those of the team
- Accounts and maintains stock requirements
- Liable for safe practices in the workplace
- Responsible for upholding the organisation's values & standards
- Delivers quality control
- Makes quick and logical decisions
- Accountable for achieving objectives
- Effective within a project management team

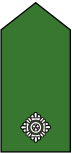


## WARRANT OFFICER (WO) - MANAGER AND EXPERIENCED LEADER



- Oversees and delivers efficient productivity
- Manages and mentors team leaders and supervisors
- Acts as advisor to senior management
- Accountable for achieving objectives
- Delivers and develops instructions and procedures
- Makes quick and logical decisions
- Leads a small, effective project management team
- Oversees the team's welfare and personnel administration
- Develops and manages training and mentoring
- Audits stock levels, quality control and health and safety
- Delivers and is responsible for the organisation's values and standards

## LIEUTENANT (LT) - JUNIOR MANAGER



- Leads effectively by personal example
- Responsible for staff welfare, career development
- Writes staff reports
- Manages time and resources to maximise outputs
- Leads a team during demanding tasks and environments
- Plans and conducts complex training
- Maintains health and safety and security procedures
- Audits stores, equipment and finances

## CAPTAIN (CAPT) - MIDDLE MANAGER



- Leads and coordinates management activities
- Manages time and resources to maximise outputs
- Responsible for staff mentoring and coaching
- Prepares and delivers detailed instructions and reports
- Reviews and plans administrative procedures and systems
- Oversees staff reporting and development processes
- Establishes and manages complex training programmes
- Communicates effectively using a range of presentation skills
- Oversees stores, equipment and finances







# ARMED FORCES COVENANT

We ask employers to show their support for the Army Reserve by signing the Corporate Covenant. This scheme offers employers a number of benefits through the wider Armed Forces Community and formal public recognition as an organisation supportive of the Armed Forces.

More information on this initiative can be found at: [www.gov.uk/government/policies/armed-forces-covenant](http://www.gov.uk/government/policies/armed-forces-covenant)

Defence Relationship Management (DRM) partners with organisations throughout the UK, helping them understand the value of signing the Armed Forces Covenant and building mutually beneficial partnerships with Defence. DRM builds on the successful SaBRE (Supporting Britain's Reservists and their employers) information campaign and continues Defence's work with Reservists, employers, and those organisations who want to partner with Defence.

## MAJOR (MAJ) - EXPERIENCED MANAGER



- Leads and coordinates activities for large departments at a senior management level
- Plans and delivers junior management training programmes
- Inspires and directs junior managers' performance and outputs
- Executes the organisation's strategic planning and goals
- Effectively manages large budgets and diverse resources
- Prepares and delivers reports and presentations on management topics up to Board level

## LIEUTENANT COLONEL (LT COL) - SENIOR MANAGER



- Leads individuals and groups at executive level
- Heads a senior multi-disciplined management team
- Responsible for continuous professional development, leadership and education
- Develops strategic activities across the whole organisation
- Effectively manages strategic-level budgets and resources across the organisation
- Reviews, analyses and solves complex issues
- Leads and inspires staff at all levels by personal example



# DEFENCE EMPLOYER RECOGNITION SCHEME

The Employer Recognition Scheme is designed in recognition of support for Reserves, Regular Families and Veterans by private sector employers and public sector organisations. It encourages employers to support and inspire others. Starting with a public pledge to support the Armed Forces Covenant, the scheme encompasses bronze, silver and gold for employers that pledge, demonstrate or advocate support to the Armed Forces community.

## Awards are given annually on three tiers:

Bronze, Silver and Gold, are valid for five years and affords employers bespoke niche key engagement opportunities that would not normally be available.



## REFERENCES

The Army Reserve: <https://www.army.mod.uk/who-we-are/the-army-reserve/>

Armed Forces Covenant: <https://www.gov.uk/government/groups/defence-relationship-management#the-armed-forces-covenant>

Defence Employer Recognition Scheme: <https://www.gov.uk/government/publications/defence-employer-recognition-scheme>

Defence Relationship Management: <https://www.gov.uk/government/groups/defence-relationship-management>

Reserves Employer Toolkit: <https://www.gov.uk/government/publications/reservist-employers-toolkit/reservist-employer-toolkit>

Reserve Forces and Cadets Associations: <https://www.gov.uk/government/organisations/reserve-forces-and-cadets-associations>

# CORE MESSAGE

## KEEPING THE UK A SAFE PLACE TO DO BUSINESS

The British Army is transforming under the Future Soldier programme. At its heart is the critical role of the Army Reserve, preparing to support warfighting in times of national crisis, and contributing to the assistance the Army provides during times of emergency, such as floods and fires. Through this, and by continuing to support the Regular Army on enduring tasks, we will have a more capable Army Reserve, supporting society at home and ready to defeat adversaries abroad; an Army Reserve that gives its people a sense of purpose and belonging; and their employers access to an amazing talent pool. Our integrated Army relies on the commitment of Reservists in persistent global engagement as well as their role in support of national resilience.

People	<b>KM1: Your people are our people.</b> The Army Reserve is drawn from your employees, compelled by a desire to serve their communities; truly twice the citizen. Through demanding training, we forge resilient individuals and collaborative, team-oriented leaders, determined to excel in any workplace. These attributes are of value to you, your workforce, the Army and society. Our people are the competitive edge, prepared to win in the digital age.
Skills	<b>KM2: Training and confidence that lasts a lifetime.</b> We train our Reservists at all levels and develop transferable, nationally recognised skills/qualifications that you can exploit in your organisation at zero cost to you. Your Reservist employees develop planning, decision making, flexibility, and communication and leadership skills; all of which result in the ability to work effectively within diverse teams, operate under pressure and provide a high level of responsibility, independence and self-discipline.
Modernisation	<b>KM3: The Army Reserve is transforming, modernising for the Army of the Future.</b> The world remains a turbulent place. Every Reservist has a war-time role, prepared to defend the UK and its interests. They also have the opportunity to support national resilience tasks and aid the communities they live within and exist to serve. A modernised approach to training utilising contemporary blended learning, ensures the Army makes best use of their (and your) time.
Recognition	<b>KM4: Contribute to Defence, Contribute to Society.</b> For companies who support Reservists, joining the Employer Recognition Scheme and the Armed Forces Covenant shows your employees you care. Being a signatory opens up a whole network of other like-minded supportive employers and offers unique opportunities to experience the Armed Forces globally recognised approach to training and people capability first hand.
Partnership	<p><b>KM5: Contribution to civil society.</b> The COVID pandemic illustrated the ability of Reservists in providing an agile workforce to support the civil authority. We recognise the vital contributions and sacrifices that Army Reservists and Employers continue to make and we value your support. Ensuring UK society is kept safe cannot be achieved without it.</p> <p><b>KM6: The Army and business in partnership.</b> Your support for the Army Reserve is critical to our capability. First class training, unique experiences and shared values allow your Employee-Reservist to learn, grow and develop key skills and qualities beneficial to all: your business, society, and the Army alike.</p>





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