The Armed Forces use Reservists alongside Regulars for any task they need to do; this includes the Medical Reserves.

By being a member of the Reserve Forces as a healthcare professional your employees can have a rewarding and challenging extension to their professional role. Individuals use their clinical skills to make a difference in a range of uniquely challenging operational and training environments around the world. In doing so, they develop a variety of new medical and non-medical skills that they are unlikely to learn in their day-to-day job and which will benefit their civilian employer be they the NHS or a private healthcare provider.

What are the benefits to your organisation?

Reservists offer an increased contribution to your organisation and as such are an asset to your workforce. The Reserve Forces provide a rich variety of funded generic training courses and practical training experiences, many of which are recognised by civilian bodies, which develop a range of transferable skills for employers including:

- Planning
- Communication
- Leadership
- Team working

In addition, Medical Reservists have access to a wide range of Ministry of Defence (MOD) fully funded training and development courses in specific healthcare areas which extend their professional skills; many are recognised by civilian bodies and attract CPD points, examples are:

- Joint Medical Operational Planning Course.
- Surgical Training for Austere Environments.
- Life Saving Skills & Essential Obstetric Care.
- MA/MSc courses including:
  - Global Health.
  - Tropical & Infectious Diseases
  - Emergency Humanitarian Assistance.
  - Disaster Management.
- Development of Disease Control Programmes.
- MIMMS Course.
- Disaster relief.

The value of this development can be worth thousands of pounds to employers.
The Defence Employer Recognition scheme rewards and recognises UK employers for their support and commitment towards Defence. As a supportive employer of Reservists you are able to receive due recognition via the Employer Recognition Scheme. Gold Award winners in the summer of 2014 included: NHS Scotland, Nottingham University Hospitals NHS Trust and the Royal College of Nursing.

How much time does it take?

Medical Reservists have a variable part-time commitment which is manageable alongside their civilian life/career. This varies from a minimum commitment of 9 to 27 days per year, often in modular format in evenings and weekends (dependent on their role and Service). Many employers recognise the value of the training to their own organisation and provide additional paid or unpaid leave each year, with the balance made up from a Reservist’s spare time.

The MOD will provide good notice of a Reservist’s impending absence from the work place, both for training and mobilisation. Line managers will know the Reservist’s annual training commitment at least 3 months before the start of the next training year. We will give as much notice as possible of mobilisation.

For an ongoing operation, the Army will give at least 9 months notice and the Royal Navy and Royal Air Force will give up to 3 months notice. For a short-notice operation, the MOD will seek to give at least 28 days’ notice for all 3 Services. Employers may appeal against, or defer, an individual’s deployment where it would cause serious harm to the organisation.

Minimising the impact on you.

If your staff are deployed, you can take advantage of a package of financial and wider support including:

- Employers do not have to pay Reservist employees whilst they are mobilised, as they will be paid by the military. Employers can claim for additional salary costs (over and above what they were paying for the Reservist), including: overtime if other employees are used to cover the work of the Reservist and marginal salary costs of a temporary replacement. The maximum is set at £110 per day for every day the Reservist is mobilised.

- Employers can also claim for one-off costs, including agency fees if a recruitment or employment agency is used to find a temporary replacement or advertising costs to find a temporary replacement. There is no maximum amount for such non-recurring costs.

- Employers can claim for any re-training that Reservist employees need when they return if it is essential for them to carry out their duties properly. There is no cap on the amount employers can claim for this element.

- If a Reservist is entitled to remain a member of their occupational pension scheme and continues to pay their own contributions, the MOD will pay the employer contributions.

More Advice?

You can get more information, guidance and advice from the Reservist’s unit, the Reserve Forces and Cadets Association (RFCA) and Supporting Britain’s Reservists and Employers (SaBRE)

http://www.sabre.mod.uk/
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