

KEY FACTS ON EMPLOYING RESERVISTS IN THE NHS



Medical reservists play an essential role in the Armed Forces and bring a wealth of skills and experience to NHS organisations. Here we bust some common myths around employing reservists, to increase your understanding and help you effectively support the reservists in your workforce.

MYTH "Reservists are part-time army people."

FACT Reservists are dedicated men and women who give up their time to train and serve in the Armed Forces, combining this with a civilian life and career.

Many of these people work in the NHS, at all levels and ages. Reservists, like full time members (regulars) of the Armed Forces, take part in the full range of military and civil relief operations.

They are committed individuals who volunteer in:



Currently, there are more than 26,000 volunteer reservists. The Ministry of Defence (MoD) aims to increase this to around 30,000 by 2018/19.

Around 4,000 of these reservists come from medical services in clinical roles such as consultant, surgeon, paramedic, GP, scientist, dentist, radiographer, nurse and medical technician.

MYTH "A reservist's training is all about military courses. That won't add value to my organisation."

FACT Reservists receive rigorous, world-class training and qualifications – both military and medical – including gaining clinical knowledge outside their normal field of work.



An employer would have to purchase over £8,000 of commercial civilian training to provide the same development that a reservist receives in just one year of military service.

The training includes transferable skills which directly benefit their role in the workplace: decision-making, communication skills, self-discipline, leadership, team building, practical skills, resourcefulness and perseverance.

MYTH "A reservist's training commitments will interfere with their work."

FACT Training commitments vary but are usually between 9 and 27 days a year, and typically include:

Weekly training – around 2.5 hours, one evening a week.

Weekend training – spread throughout the year.

Annual camp – a 15 day training course, normally in the UK, sometimes overseas.



In recognition of the value gained from training, many employers provide additional paid or unpaid leave, with the balance being made up from a reservist's spare time.

MYTH "It's unreasonable to replace my staff at short notice if they are called up."

FACT The MoD works with employers to manage mobilisation.

Mobilisation is when reservists are deployed to military operations. The employer will always receive advance notice of this, ranging from **28–90 days**.

Reservists can be deployed for periods lasting between 3–12 months, depending on their role and specialism.

This would include pre-deployment training (PDT), operational tour, and post-operational tour leave (POTL).

An example mobilisation timeline



When your reservist is called up for mobilisation you will receive:

- a copy of the call-out notice
- notification of the date and likely duration of mobilisation
- details of employers' and reservists' statutory rights and obligations
- information about exemption and deferral
- information on financial assistance.

MYTH "There is a lack of support for employers of reservists in the NHS."

FACT NHS Employers has a dedicated web section that provides information and resources to employers of reservists.

In addition, the MoD is committed to developing closer relationships with employers which are open, predictable and based on mutual benefit.

MYTH "My NHS organisation will suffer if I regularly lose key staff for military purposes."

FACT Reservists are unlikely to be mobilised for lengthy periods.

The MoD uses a process known as intelligent selection. This ensures that reservists are selected according to their individual skills and takes into account their personal and employment circumstances.

Key point for employers:

- You can appeal against or defer a reservist's mobilisation if the reservist's absence will seriously affect your organisation.

MYTH "Finding experienced cover for the reservist's role is going to cost a fortune."

FACT There is a package of financial and wider support available for employers when a reservist employee is mobilised.

Employers can claim for:

- a temporary replacement if it's more than the reservist's salary – a maximum of **£110 a day** for each reservist mobilised
- advertising costs and agency fees for finding a temporary replacement
- five days' handover before and after mobilisation
- 75 per cent of the cost of specialist clothing for the person providing cover (up to £300)
- up to £2,000 training costs for the person providing cover
- overtime, if other employees cover the reservist's work
- any training the reservist needs when they return to work.

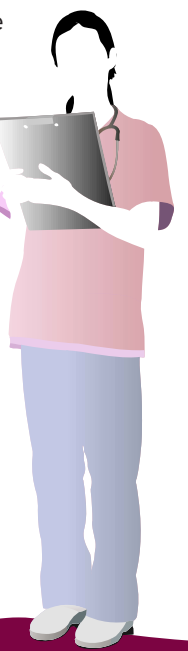
Key point for employers:

- You do not have to pay a reservist employee when they are mobilised as they are paid by the MoD.

MYTH "There are no guidelines that set out how we should manage reservists."

FACT There are sample HR policies that enable you to manage reservists consistently and effectively.

Over 1,000 employers have a reservist HR policy in place. If you would like to create one for your organisation you can use our [model policy](#), which details the support you can offer reservists.



Resources:

www.nhsemployers.org/reservists

www.gov.uk

TOP TIPS

- ✓ Know your reservists.
- ✓ Actively support your reservists.
- ✓ Recognise and utilise a reservist's skills.
- ✓ Know your legal responsibilities.
- ✓ Understand the financial assistance available to you.

You can pledge your organisation's support to the Armed Forces by:



- signing your organisation up to the Armed Force's Covenant – over 1,300 organisations have already pledged their support
- applying for an [Employer Recognition Scheme \(ERS\)](#) award, which publicly recognises and rewards UK employers for their support of and commitment to the Armed Forces community.