

KEY FACTS ABOUT EMPLOYING RESERVISTS IN THE NHS

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.

FACT: Reservists receive rigorous, world-class training in both military and medical areas and gain clinical knowledge outside their normal field of work.

Our [evidence base shows](#) reservists' training directly benefits their role in the workplace through transferable skills such as: decision-making, communication skills, self-discipline, leadership and team building.



FACT: Mobilisation is when reservists are deployed to military or humanitarian operations and can last between 3-12 months. Mobilisation includes pre-deployment training (PDT), the operational tour, and post-operational tour leave (POTL).

Example mobilisation timeline



FACT: The employer will always receive advance notice of mobilisation, ranging from 28-90 days. The MoD works with employers to manage mobilisation.

FACT: You do not have to pay a reservist employee when they are mobilised as they are paid by the MoD. You can also appeal against or defer a reservist's mobilisation if their absence will seriously affect your organisation.

FACT: 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.

More than **1,000 employers** have a reservist HR policy. You can create one for your organisation using our [model policy](#).

FACT: Training commitments vary but are usually between 9 and 27 days a year. Reservists typically train for 2.5 hours weekly, at weekends and attend an annual camp in the UK, sometimes overseas.



FACT: HR may not know who all the reservists in your organisation are. The MoD will inform managers about who is a reservist based on information that the reservist provides. Employers should encourage reservist colleagues to notify HR internally.



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

Pledge your organisation's support to the Armed Forces:

- ✓ Sign the Armed Forces Covenant. More than **4,000** organisations have already pledged their support.
- ✓ Apply for a Defence Employer Recognition Scheme award which acknowledges employers for their commitment to supporting the Armed Forces community.
- ✓ Join the Step into Health programme which supports employers to recruit from the Armed Forces community.

Contact Us

For more information on how to get involved in our work:

- ✉ armedforces@nhsemployers.org
- 🌐 www.nhsemployers.org/reservists
- 🐦 @NHSEArmedForces