

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.

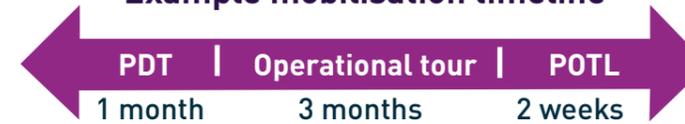
FACT: Reservists receive rigorous, world-class training in both military and medical areas and gain clinical knowledge outside their normal field of work.

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