

## White Paper in Brief

The Reserves are an essential component of our national security, our future forces and success on operations

The Reserves of 2020 are critical in providing the government with the options it needs to address the scale and range of future national security requirements in an uncertain world

We recognise the exceptional contribution from reservists, their families and employers

We encourage society to recognise the contribution of reservists who are an indispensable and cost effective part of the Whole Force

We seek an open relationship with employers based on predictable requirement and mutual benefit

We are aligning the Reserves more closely with the Regulars in all areas while continuing to recognise the specific demands reserve service makes

We are committed to building and maintaining enduring positive relationships between society, reservists and their families, employers and Defence

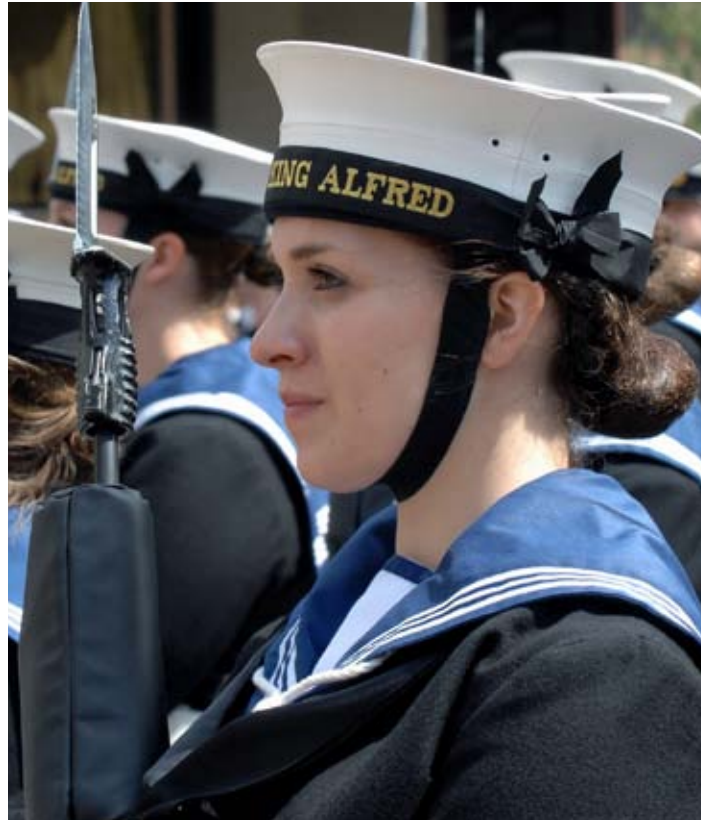
Reservists will have paid leave, a pension and improved welfare entitlement and will have access to the latest kit and high quality training

We will accredit more training delivered by the military and there will be additional financial support for small and medium sized enterprises

This is being achieved by investing an additional £1.8bn in the Reserves

The Territorial Army will be renamed the 'Army Reserve'

## Links



You can read the full White Paper, key facts and the results of the Green Paper consultation here:

[www.gov.uk/government/consultations/future-reserves-2020-consultation](http://www.gov.uk/government/consultations/future-reserves-2020-consultation)

For more information on employing reservists see:  
[www.sabre.mod.uk](http://www.sabre.mod.uk)

The Navy, Army and Air Force are all actively recruiting reservists. Employers, potential reservists and society as a whole can all play a part in supporting the Reserve Forces, by joining, employing or championing reserve service. To find out more about how to apply, visit [www.gov.uk/joining-the-reserve-forces](http://www.gov.uk/joining-the-reserve-forces)



## Reserves in the Future Force 2020: Valuable and Valued



## The Reservist Proposition

- You will now have access to the **latest kit** and will train alongside **regular units**, with increased opportunities to **train overseas**
- You will have the training and support to undertake the **full range** of military tasks including **overseas capacity building** and responding to **crises at home**
- You will now have a **paid leave entitlement** and access to the Future **Armed Forces Pension Scheme**
- You will continue to be paid a **tax-free annual bounty** restructured to reward your commitment and achievement more effectively
- You will have access to **Standard Learning Credits** to enhance your educational or vocational achievements
- You will now receive **better access to welfare support**
- You will have access to Occupational Health support **whether or not you are mobilised**
- You will be supported by the Defence Rehabilitation Service if you are injured during **training as well as mobilisation**
- You will get **improved notice** of when you will be expected to **train or mobilise**
- We will legislate to provide you with **right of access**, without a qualifying employment period, to the Employment Tribunal if you are unfairly dismissed on account of your **reserve service**
- We will gather evidence on reservists being **disadvantaged in, or when seeking, employment**, follow up individual cases and, if the evidence justifies it, we will consider additional measures, including whether to provide **additional protection** in the next Armed Forces Bill
- There will be incentives available for ex-regulars to join Reserves, including a **transfer bonus** in the Army



*“These changes amount to a paradigm shift in the role of reservists in delivery of the nation’s security”*

The Secretary of State for Defence



## The Employer Proposition

- We will provide new **financial awards** to micro, small and medium-sized enterprises when their reservists are mobilised
- We will revise the **financial assistance** regulations to ensure that the **levels** of financial assistance provided to employers are **appropriate and processes are streamlined**
- We will better explain the benefits of reserve service and extend **civilian accreditation** of skills, training and experience provided by the military
- We will introduce a new scheme to **recognise supportive employers** underpinned by the **Corporate Covenant**
- We will develop an open and predictable relationship by:
  - ensuring that reservists **notify** employers of their **reserve status**<sup>1</sup>
  - notifying employers of the **training programme** annually
  - providing **notice of mobilisations** and periods when a reservist is at high readiness for mobilisation
  - providing **relevant feedback** on what a reservist has achieved during a period of reserve service
- We will introduce a **new National Relationship Management scheme** to establish strategic personnel relationships with major employer organisations, relevant trade bodies and the largest employers
- We will work with employers and education organisations to develop opportunities for both the employer, the reservist and Defence in the transition **period between education and work**, including for those **not in education, employment or training**

<sup>1</sup> subject to security considerations