



Ministry of Defence

Reserves in the Future Force 2020: Valuable and Valued

Key Facts

Contents

ENABLING MEASURES	3
TRAINING MEASURES	5
REWARD AND RECOGNITION MEASURES FOR RESERVISTS AND THEIR EMPLOYERS	8
HEALTH, WELFARE AND FAMILY SUPPORT MEASURES	13
EMPLOYER SUPPORT MEASURES	15
MEASURES TO PROTECT RESERVISTS	18
VIGNETTES FOR INDICATIVE PAY, PENSION, LEAVE ENTITLEMENT AND TRAINING BOUNTY	19

Enabling measures

What are we doing? Making sure Reserve Forces can be mobilised for the full range of tasks undertaken by the Armed Forces

Why are we doing it?

In future, Reserve Forces will be an integral and integrated part of the Armed Forces and reservists will be required, at least in small numbers, for almost all future operations. At present, this is not possible as under the current powers in the Reserve Forces Act 1996, reservists can only be mobilised in certain circumstances, for example in response to imminent national danger, if warlike operations are in preparation or progress, or for the protection of life and property outside the UK.

The range of tasks Reserve Forces will be required to undertake in future are summarised in the table below.

Abroad:	At Home in the UK:
<ul style="list-style-type: none"> • Short term operations such as the evacuation of UK citizens from Lebanon in 2006 and the 2011 Libya operation. • Longer term stabilisation operations such as in the Balkans, UN missions, Iraq and Afghanistan. • Standing commitments abroad such as the Cyprus garrison and the defence of the Falkland Islands. • Deployments overseas aimed at Defence engagement, conflict prevention, security sector reform and capability building in priority countries, such as the British Peace Support mission in East Africa and the EU operation in Mali. 	<ul style="list-style-type: none"> • Playing a general role in homeland security, including activities such as support to the Olympics and Paralympics, or specialist roles such as cyber. • Delivering national resilience such as responding to the foot and mouth crisis, flood relief, and communications support to crisis management. • Standing national commitments, such as defence of the UK's airspace.

How are we doing it?

We are legislating to extend the powers in the Reserve Forces Act 1996, so that in future reservists may be called out for any purpose for which the regular Armed Forces may be used. This will enable Defence to offer reservists challenging roles, whilst also allowing regulars to be used for tasks where they are needed to be available at the shortest notice, or where more complex or greater levels of training are required.

In future, Army reservists may be mobilised for up to one year in every five. This would be typically be made up of additional pre-deployment training, a deployment of up to six months and a period of post deployment leave. However, this is based on the worst case scenario and it is likely that Army reservists will be mobilised considerably less than this.

Maritime and RAF reservists will continue to be mobilised on an individual basis or as small teams. They will be mobilised for both short and extended periods, depending on the operational requirement. They may also be mobilised for enduring operations, and in such cases the amount of warning time they receive will be increased.

When will it happen?

This is one of four early measures to be implemented through the Defence Reform Bill to strengthen and support the Reserve Forces.

What are we doing? Changing the name of the Territorial Army to the “Army Reserve,” to better reflect the major changes to their role and their integral place in the Whole Force

Why are we doing it?

In future, Reserve Forces will be needed for almost all military operations, both at home and abroad, and they will be called upon to undertake any tasks for which the Regular Forces may be used. The name Territorial Army does not reflect the role Reserves Forces will play as an integral and integrated part of the Army in future.

How are we doing it?

We are introducing legislation to rename the Territorial Army to the 'Army Reserve'. This new name provides a more accurate picture of a modern and professional organisation for the future, and will help to update the public image of the Army's Reserve elements. There was strong support for this proposal in the FR20 consultation among all stakeholder groups, including reservists and regulars. The most common reason for supporting it was the negative association some people have with the name Territorial Army.

The ex-regular reserve, which is currently known in law as the Army Reserve, will be renamed the 'Regular Reserve'.

When will it happen?

This is one of four early measures to be implemented through the Defence Reform Bill to strengthen and support the Reserve Forces.

Training measures

What are we doing? Providing the Reserve Forces with modern equipment and challenging, demanding and effective training to enable them to undertake the roles required of them

Why are we doing it?

We are committed to investing in reservists and to improving the overall reservist experience. The consultation exercise showed that reservists welcomed the focus on well resourced training, so we need to make sure that we deliver a high-quality, challenging and interesting training package. This is a vital part of attracting and retaining high quality reservists, and enabling them to deliver the operational capability we require.

How are we doing it?

We are investing an additional £240 million across the three Services to improve training for reservists. Reservists already have access to modern equipment and this will increase in future. This will include improved initial training, also taking into account the requirement for additional training days to reflect the planned increase to Reserve numbers.

The Army are also investing £200 million in equipment for the Army Reserve, which will include new vehicles and new-style uniforms.

When will it happen?

Changes are already being made, especially for the Army Reserve who have already received new vehicles and the same new uniforms as their Regular counterparts. In 2012, 22 additional Army Reserve overseas training exercises took place, with more planned for the future.

What are we doing? Integrating reserve training more closely with the regulars through pairing between regular and reserve units

Why are we doing it?

We want to enhance the experience that we offer our Reservists by providing high quality, challenging and interesting training. For the Army, this will include the pairing of reserve and regular units.

How are we doing it?

Army Reserve units will be paired with regular units in a similar role. This will allow the two units to work closely together through shared training, equipment and manpower and enable them to develop and share skills and qualities between regulars and reservists. The readiness cycles of both units will be aligned where appropriate to allow them to train together and deliver capability.

Some units will not be paired, such as hybrid units which are already composed of regular and reserve elements; units which do not have a regular or reserve equivalent; joint units which are drawn from the three Services, for example the Joint Cyber Reserves unit; and units which have unique capabilities.

When will it happen?

Some early pairing relationships, for example between 7 SCOTS (Army Reserve) and 3 SCOTS, will be developed in the immediate future. Pairing will be fully implemented by 2020.

What are we doing? Enhancing military skills and, through increased civilian accreditation and access to the Standard Learning Credit (SLC) scheme, improving civilian employability

Why are we doing it?

We want to better articulate the skills and experience of reservists, which can be of direct benefit to employers. We believe that reserve service can improve civilian employability, as it can provide accredited, industry standard and nationally recognised training and qualifications, alongside military skills such as positive work ethos, confidence, working under pressure, leadership and communication skills. The consultation exercise also showed that accreditation of training was also seen as a key driver to attracting the self-employed to the Reserves.

How are we doing it?

We are improving the level of accreditation available to reservists by working with trade bodies to map military training to recognised qualifications and standards. We will also provide guidance to help civilian employers to better recognise the benefits of reservist military service.

In future, reservists will also have access to the Standard Learning Credits (SLC) scheme. The SLC scheme provides financial support for multiple, small-scale learning activities throughout a Service person's career, for example external courses and qualifications or registration to professional bodies and institutes.

Eligible personnel may claim a refund of up to 80% of fees from public funds, to a maximum of £175 per financial year. Access to the SLC scheme will also help reservists to gain accredited training in situations where military training does not map directly to a civilian qualification.

We will also provide guidance to help civilian employers to better understand the benefits of reservist military service.

When will it happen?

We are currently carrying out a review of reservist training, including establishing current levels of accreditation and identifying where further accreditation to industry standards is possible. For example, reserve initial officer training has already been accredited, and we are working towards offering civilian-accredited development pathway for reservist recruits to follow throughout their military careers. The review will be complete by the end of 2013 and changes will be implemented in 2014.

All reservists will have access to the SLC scheme from April 2014.

What are we doing? Working with employers and education organisations to develop opportunities for the employer, the reservist and Defence in the transition period between education and work, including those not in education, employment or training

Why are we doing it?

We recognise that there are opportunities for undergraduates and students in Further Education colleges to complete reservist training while still in education. This approach would allow them to complete their initial training before entering full time employment. It would also give them an excellent opportunity for personal development and to gain additional skills and experience which would be of benefit to their future employers.

How are we doing it?

An example of how this could work is through the development of an accelerated Commissioning route into the Army Reserve. Those with the time available, for example during university recess, can undertake a fast track course (called TACC(+)) which will take them from being a civilian with an Army Officer Selection Board pass to a Commissioned Second Lieutenant in 8 weeks. Early feedback on this approach from large employers suggests that there may also be opportunities to align TACC(+) with graduate training schemes.

We will also work with employers to see how we can exploit military leadership training in support of apprenticeship schemes, alongside the employer's trade skill development.

Reserve Service offers individuals who not in education, employment or training an excellent opportunity to develop skills and experience that will be of benefit to potential employers. The Partnering for Talent Programme is running four pilots with 15 (North East) Brigade to help improve reservists' employability. We believe that in future we will be able to use all four pilots more widely. The pilots include:

- A vehicle maintenance course for unemployed reservists in partnership with Hull College
- A "veterans and reservist" Job Club in Hull in partnership with Job Centre Plus
- Technical engineering training for unemployed reservists in partnership with The Prince's Charities and Redcar Council
- A two-week residential course for unemployed 18-24 year olds to develop trust, attitude and maturity through team work, leadership development, problem solving and experiential learning

We are also piloting traineeships for reservists which contribute to accredited vocational awards.

When will it happen?

Both the TACC(+) and Partnering for Talent programme to improve reservists employability are being piloted throughout 2013.

Reward and recognition measures for reservists and their employers

What are we doing? **Substantially increasing reservists overall remuneration package as we better align pay and benefits with regulars through an allowance for paid annual leave and accrual of benefits under the Armed Forces Pension Scheme 2015**

Why are we doing it?

We want to make sure that we recognise the additional commitment reservists make to train and deploy routinely, by better aligning their pay and benefits with those of regulars. In particular, reservists who responded to the FR20 consultation exercise showed strong support for being provided access to pensions.

How are we doing it?

In the longer term, the overall package of pay and allowances for all service personnel, regular and reserve, will be developed by the New Employment Model (NEM) Programme. In the shorter term, we are implementing the following measures:

- The **annual leave policy** for reservists will be made consistent with that of regulars. In addition to the current annual leave awarded for time on deployment, reservists will also earn approximately one day's paid leave for every ten training days completed. This is worth:
 - Around an additional £200 (gross) per year for a Private or equivalent
 - Around an additional £400 (gross) per year for a Staff Sergeant or equivalent
 - Around an additional £420 (gross) per year for a Captain or equivalent
- To show recognition for the value we place on reserve service, reservists will also have access to the **Armed Forces Pension Scheme 2015 (AFPS15)**. This will provide a pension for reservists' paid service, both on training and deployments. Again, this is consistent with our policy for regulars. Over a 10 year period, dependent on mobilised service, this is worth:
 - Between c£635 and c£1,770 per year, payable at State Pension Age, for a Private or equivalent
 - Between c£1,120 and c£2,870 per year, payable at State Pension Age, for a Staff Sergeant or equivalent
 - Between c£910 and c£2,420 per year, payable at State Pension Age, for a Captain or equivalent

A more detailed indicative breakdown of pay, pension, leave entitlement and training bounty can be found at the end of this document.

When will it happen?

The annual leave entitlement will be backdated to 1 April 2013. Reservists will have access to an Armed Forces pension when AFPS 15 is introduced in 2015.

What are we doing? We will restructure the Training Bounty to incentive commitment and reward the delivery of capability

Why are we doing it?

We need to be sure that reservists are trained and available when they are needed. The Training Bounty is paid to encourage reservists to complete their annual training obligation and we are committed to maintaining it.

How are we doing it?

In addition to the substantially increased overall remuneration package for reservists, which will include a paid annual leave entitlement and pension benefits for training days, we will also maintain a Training Bounty. We will develop the Training Bounty more clearly to recognise commitment, encourage retention and reward the delivery of a prescribed level of capability both individual and, where appropriate, collective.

A more detailed indicative breakdown of pay, pension, leave entitlement and current training bounty can be found at the end of this document.

When will it happen?

Each of the three Services will revise their criteria for earning the Training Bounty in time for the start of the 2014/15 training year.

The independent Armed Forces Pay Review Body makes recommendations about reservists' Bounty. It will continue to do so, taking account, as now, of the overall reservists' remuneration package.

What are we doing? Restructuring the Reservist Award

Why are we doing it?

We value the commitment of reservists and need to make sure that they are not financially disadvantaged when they are mobilised.

How are we doing it?

The Reservist Award includes payments to make up any difference between the reservists civilian salary and their military salary during periods of mobilisation. It is a critical part of the success of the mobilisation process, however, the current system has led to a small number of highly-paid civilians to receive a very high Reservist Award, even when they are employed in non-specialist military roles. We recognise that this does not always provide the best value for money to the tax payer.

We will therefore restructure the Reservist Award to place a cap on the level of financial assistance paid to those in non-specialist roles. This approach will allow us to continue to pay higher Reservist Awards to those in specialist roles, such as surgeons, where it is important that we are able to attract the most talented individuals.

When will it happen?

The Reservist Award will be restructured in 2014.

What are we doing? Incentivising recruitment of Army Reserve officers and those leaving the Regular Army to join the Reserves through bonuses of up to £5,000

Why are we doing it?

We need to grow the Army Reserve to 30,000, the level recommended by the Independent Commission to Review the UK's Reserves. Recruiting Army Reserve officers is a high priority and the recruitment of young officers and those leaving the regular Army are essential to achieve these numbers.

How are we doing it?

To encourage the recruitment of young officers, an Early Commitment Bonus is available for direct entry officer entrants into the Army Reserve. They are eligible to receive an initial payment of £2,000 followed by three staged annual payments of £1,000 on completion of the annual training commitment.

The Army is also incentivising the transfer of service leavers and ex-regular soldiers and officers by offering a £5,000 taxable commitment bonus on top of their other pay and allowances, payable over a four year period of service in the Army Reserve.

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 <https://www.gov.uk/joining-the-reserve-forces>

When will it happen?

The Early Commitment Bonus has been available since April 2013.

What are we doing? Providing better defined career structures for reservists

Why are doing it?

To allow us to develop individual reservists, develop appropriate conditions of service for reservists, and ensure there are sufficient opportunities for transfer between Regular and Reserve Forces and vice-versa, we need to make sure that in future reservist career structures reflect the reservists' circumstances and the level of commitment they are able to make.

How are we doing it?

The future reservist career structure will recognise that individuals are able to give a relatively high level of commitment and flexibility in the early stages of their service, but that this availability is likely to reduce as the individual develops their civilian career and family. It will also recognise that we will need to draw future senior leaders and some specialists through to a third stage where their potential can be fully realised.

When will it happen?

Work is already well underway to ensure that appropriate and coherent career structures are developed for both Reserve and Regular Forces. This work is being taken forward in conjunction with the New Employment Model programme.

What are we doing? Ensuring that the levels of financial assistance provided to employers are appropriate and simplifying the administrative arrangements for making a claim

Why are we doing it?

We recognise the importance of the role played by the employers of reservists. We want to make sure that Reserve Service is predictable and based on mutual benefit.

The consultation showed that at present, many employers feel that the current levels of financial assistance offered to them do not offset the full cost of recruiting, employing and training a replacement, and potentially having to retrain the reservist on their return. They also feel that the arrangements for reclaiming costs are so complicated that many larger employers do not bother, whilst smaller employers have to invest significant effort to do so.

How are we doing it?

We will therefore revise the financial assistance regulations to simplify the administrative arrangements for making a claim. We will also make sure that the types of costs employers can claim, and the financial limits of these claims, are set at an appropriate level.

When will it happen?

The changes to the financial assistance regulations will need to take account of the new financial incentives for employers (see below) and are therefore dependent on the primary legislation timetable. We are aiming to revise the regulations by 2014.

What are we doing? Providing financial awards to small and medium-sized enterprises (SMEs) when their reservist employees are mobilised

Why are we doing it?

We recognise the importance of the role played by the employers of reservists. We want to make sure that the benefits of employing a reservist are seen to outweigh the costs. At present many employers, especially SMEs, feel that the business impact of losing of a key member of staff is more than the direct cost of finding a replacement.

How are we doing it?

We are introducing legislation to enable us to make an additional flat rate payment of £500 per month when a reservist employee is mobilised. This payment will be targeted at SMEs as they are most likely to be impacted by the absence of their reservists, and will provide them with a financial incentive to employ reservists.

When will it happen?

This is one of four early measures to be implemented through the Defence Reform Bill to strengthen and support the Reserve Forces.

What are we doing? Introducing a new scheme to recognise supportive employers of reservists

Why are we doing it?

We recognise the importance of the role played by the employers of reservists. We must make sure we give appropriate recognition to supportive employers and we are therefore introducing a new recognition scheme that will acknowledge the contribution they make in supporting their reservist employees. Large employers were particularly supportive of this during the consultation exercise.

How are we doing it?

The employer recognition scheme will sit under the newly established Corporate Covenant, which is a voluntary statement of support for both regular and reserve elements of the Armed Forces.

We will build on our current approach which has been established by SaBRE to provide appropriate recognition for employers at organisational level. This will include employer certificates and materials that can be used on company letterheads and websites. In addition to this there is already potential to recognise exceptional contributions to public service under the existing national honours and awards system.

During the consultation exercise, several employers highlighted that there will be circumstances where an employer is happy to support reserve service but does not wish to be publicly recognised. We will therefore only give public recognition to employers who have given us consent to do so.

When will it happen?

In future, the employer recognition scheme will be managed through the National Relationship Management Organisation. As this organisation is developed, we will look to identify ways to develop the employer recognition scheme further.

Health, Welfare and Family Support measures

What are we doing? Providing improved occupational healthcare, dental assessment, rehabilitation and improved mental health support through partners, including the NHS and the third sector

Why are we doing it?

We need to be certain that reservists are going to be medically fit to deploy when they are called upon, and that their health is protected during training and mobilisations. This approach will also bring greater parity between regulars and reservists with regards to the quality of occupational healthcare, dental assessments and rehabilitation, an issue which was mentioned frequently during the consultation by reservists.

How are we doing it?

All reservists will be given consistent access to Occupational Health services in future. This will include fitness for work medicals, hearing assessments and sight tests. The requirements of the three Services will be delivered by the Defence Primary Healthcare Service. Delivery will be tailored to the needs of reserves, where they are different to regulars.

Reservists who are preparing to deploy will also receive an assessment of occupational dental fitness. Any conditions identified will be managed through referral to the reservist's civilian dentist.

There are programmes in place to make sure mental health briefings and preparations for reservists are aligned with those for regular personnel. Reservists are also made aware of how and where they can get assistance for any mental health concerns during the immediate post deployment phase. We will continue to work with the Department of Health, the Devolved Administrations and Service Charities to develop this support. The enhanced occupational health provision for reservists will provide a way to identify and assess the implications of any mental health issues, and will provide the key link with mental health services and the reservist's GP.

The Defence Medical Rehabilitation Programme (DMRP) provides rehabilitation for injured or ill Service personnel, including reservists mobilised for operations, but not currently for reservists who are injured in training. To ensure greater parity between reservists and regulars and to restore the health and fitness of reservists with injuries, we are expanding rehabilitation provision to include rehabilitation for those injured during reserve training. This will be tailored to the individual's requirement and may include Defence Medical Services primary care rehabilitation or contracted services, supported by the more specialised facilities such as the Regional Rehabilitation Units.

When will it happen?

Implementation will start in April 2014.

What are we doing? Providing welfare officers in Army units to deliver direct welfare support to reservists and their families

Why are we doing it?

We must make sure reservists have appropriate access to welfare services. We also need to recognise the contribution and sacrifices that continue to be made by their families.

How will we be doing it?

The Army will provide welfare officers at unit level in order to make sure that they are able to deliver the required level of dedicated welfare support on an ongoing basis. Welfare support for reservists should be broadly equivalent to that for regulars. For example, around mobilisation when more is required of them and their commitment to reserve service is higher, they should expect greater welfare support. However, by providing more welfare officers we will also enable Army reservists to access help and support at times when they are not mobilised.

When will it happen?

The Army has already started a programme of recruiting unit-based welfare officers that will be complete by the end of 2013.

Royal Naval Service and RAF reservists will continue to have access to their existing welfare support structures.

What are we doing? Revising our policy and guidance to better reflect the welfare needs of reservists and their families

Why are we doing it?

We must make sure reservists have appropriate access to welfare services. We also need to recognise the contribution and sacrifices that continue to be made by their families.

How are we doing it?

We are revising our welfare policy to make sure that reservists and their families are able to access the whole range of support provided by welfare officers both when they are mobilised and at other times. The support they are offered will take into account whether their service life has created or aggravated the problem, and if it is impacting on the individual's ability to carry out their service responsibilities. This approach will provide parity with the service provided for regulars.

When will it happen?

The policy will be revised by mid-2014.

Employer Support measures

What are we doing? Developing open and predictable relationships with employers

Why are we doing it?

We need to develop stronger relationships with employers, which are underpinned by communication, clarity and commitment, as clear and enhanced communication was mentioned frequently by employers during the consultation.

We also recognise the importance of strengthening the relationship between the individual reservist and their employer. The consultation showed that providing improved predictability and good notice of a reservist's training and mobilisation will have a positive impact on these relationships, as well as improving employers' ability to manage the effect of the mobilisation.

How are we doing it?

We are introducing a number of measures to support this new relationship:

- We will make sure that reservists notify their employers of their reserve status, subject to any relevant security considerations.
- We will let employers know the dates of the key training events that their employees are expected to attend three months before the start of the training year. During the consultation several employers raised concerns about the management of training absence for shift workers, so the training calendar will include details of weekend training to help with this.
- For employers of Army reservists, we will usually be able to give at least 12 months, and in some cases up to 18 months notice, of when they are entering their minimum warning period and are therefore liable for mobilisation.
- We will give as much notice as possible of mobilisation. For enduring operations, this will range from nine months' notice for Army reservists to three months notice for Maritime and RAF reservists. For short notice operations we will aim to give at least 28 days' notice. However, for a major disaster or emerging crisis it is not possible to guarantee a minimum notice period. We will also let employers know their reservist employees return to work date after their periods of mobilisation.
- We will consider requests to defer mobilisations, for example if several reserve employees from a single employer are called up at the same time, using the existing appeals process. We will need to take into account the threat to national security and availability of reservists with the specific skills required when considering deferral requests and will seek to resolve any issues through constructive dialogue.
- We will provide employers with relevant feedback on what a reservist has achieved during a period of reserve service. This could include detail on any significant achievements or qualifications the reservist has gained, and will only be given with the reservist's consent.

When will it happen?

These changes will be introduced following the publication of the White Paper.

What are we doing? Introducing a new pan-Defence National Relationship Management scheme

Why are we doing it?

We know that many of the largest employers we engage with on Reserves are also engaged with other parts of MOD on a range of personnel issues. We therefore need to develop our approach to employers and employer organisations at the national level to make sure that our engagement with them is coherent and consistent. There was strong support for this proposal during the consultation exercise, particularly from very large employers.

How are we doing it?

To enable this, we will establish a National Relationship Management scheme. This will provide a single point of contact for Defence personnel issues and allow us to manage relationships effectively throughout MOD and the single Services. The organisation will be developed in consultation with employer bodies and employers, including through the Partnering for Talent programme and the National Employers Advisory Board.

When will it happen?

The National Relationship Management system will be established by April 2014.

What are we doing? Working with public sector employers to provide an exemplar of support for reserve service

Why are we doing it?

We want the public sector to be seen to be taking the lead with respect to employment of reservists. Central Government departments will play an important role in setting an example to encourage public sector employers to embrace the required changes.

How are we doing it?

Since October 2012, Central Government departments have granted 10 days additional paid leave to reservists to undertake their training. Central Government departments have also published a common reservist HR policy and guidance and identified 'Reserve Champions' in each department to act as a reservist focus.

When will it happen?

We are continuing to work with employers throughout the whole public sector to further extend their support and commitment to the Reserve Forces.

What are we doing? Providing improved information and material for employers on reserve service

Why are we doing it?

The consultation exercise showed that some employers felt the benefits of reserve service were not being sold to them by either the reservist or Defence. We want to make sure that employers understand the value of training undertaken by their reservist employees and the skills and experience they gain, some of which can be of direct benefit to the employer.

How are we doing it?

We are improving our advice and supporting material on employing reservists. This includes specific information about each Service that will allow employers to better understand the value of the training their reservist employees will complete.

We are also updating our existing employer support helpline and web pages, and have introduced an Online Toolkit, hosted on the SaBRE website (www.toolkit.sabre.mod.uk). The toolkit provides employers with information to enhance their understanding of the Reserve Forces and to enable them to promote reserve service in their organisations.

When will it happen?

The skills guides for the Army Reserve and RAF Reserves are already complete and can be found on the SaBRE website. The equivalent for the Maritime Reserve is due to be completed by the end of 2013.

What are we doing? Developing innovative solutions with industry, building on Sponsored Reserves, to deliver capability for the Armed Forces

Why are we doing it?

Under the Whole Force concept, contractors will have a greater role in delivering elements of capability, for example capabilities that are not cost-effective to maintain within the regular force or are too specialist to be considered within the volunteer reserve.

How are we doing it?

We are working with industry to identify, develop and deliver opportunities for Reserve Service in this area. Specifically, we are working with interested parties to develop a standard Defence policy approach to contracting for future sponsored reserve commercial arrangements.

When are we doing it?

The work to develop standard Defence policy approach for future sponsored reserve commercial arrangements is due to be complete by December 13.

Measures to protect reservists

What are we doing? Legislating to provide reservists with immediate right of access, without a qualifying employment period, to the Employment Tribunal for unfair dismissal if the dismissal relates to their reserve service

Why are we doing it?

There is already protection in place to make sure reservists are not dismissed as a result of their Reserve Service. However, it is not normally possible to raise a claim for unfair dismissal at an Employment Tribunal until an individual has completed two years of continuous service with their employer. As periods of mobilisation do not count towards continuous service, this means that it could potentially be longer than two years before a reservist is eligible for this protection.

How are we doing it?

We are introducing special protections for reservists in employment which will enable them to bring a claim for unfair dismissal before an Employment Tribunal regardless of his or her period of employment. This will only be for cases where it is claimed that the reason for dismissal is related to their Reserve Service. It will not apply if a reservist is dismissed for other reasons, such as poor conduct.

When will it happen?

This is one of four early measures to be implemented through the Defence Reform Bill to strengthen and support the Reserve Forces.

What are we doing? Gathering evidence on examples of reservists being disadvantaged in or seeking employment, to see whether additional measures need to be considered

Why are we doing it?

We recognise and value the contribution of reservists and need to be sure that their interests are properly protected. Part of this is making sure that their reserve service does not affect their employment prospects. The consultation showed that many reservists feel that they have been disadvantaged as a result of their reserve service. This is a significant issue which could undermine our relationships with both reservists and their employers.

How are we doing it?

At present, we do not have enough evidence to take any legislative action. We are currently working to develop stronger relationships with employers, including making reserve service more predictable and giving good notice of a reservist's training and mobilisation liability. We believe that by making these changes we can increase reservists' confidence in this area.

However, if evidence shows that the changes we are putting in place have not had the effect we are hoping for, we will need to consider whether further measures are required, including whether to provide additional protection in the next Armed Forces Bill.

When will it happen?

A web-based portal (<https://surveys.mod.uk/reserve-employer-issues>) has been established to enable us to gather evidence on reservists being disadvantaged in or when seeking employment. This form will allow us to understand the scale of the problem and assist reservists, where possible, within the bounds of current legislation.

Vignettes for indicative pay, pension, leave entitlement and training bounty

We have used the example of a Private soldier, Staff Sergeant and a Captain when considering the financial benefits of pay, enrolment in the Armed Forces Pension Scheme, a new entitlement to annual leave and current Training Bounty. These exemplar cases assume that the reservists have served in the Reserves for a 10-year period and attend 40 training days each year. They are indicative examples and whilst we have used Army ranks the benefits apply to equivalent ranks of the Maritime and RAF Reserves.

Private

Assuming that a Private soldier attends for training for 40 days each year, he/she would receive annual pay in the region of £1,800 to £2,600 dependent upon the exact pay scale. In addition, he/she would have been paid progressively increased tax-free Training Bounty throughout the 10 year period of between £428 and £1691 tax free per year. As well as being able to benefit from enrolment in the Armed Forces Pension Scheme, reservists will now be entitled to annual leave, and a private who attends 40 training days will accrue an annual leave entitlement of 4 days, which is worth in the region of an additional £200 (gross) per year.

A new entrant Private who has completed 10 years without mobilising could earn an annual taxable pension of c£635 per year (c£53 per month) which can be drawn at State Pension Age.

If this same Private mobilised for two 12 month periods during 10 years of reserve service, he/she could earn a full regular salary of c£17,000 to c£29,000 for each of those mobilised periods. This would increase his/her annual taxable pension to c£1,770 per year (c£150 per month) which can be drawn at State Pension Age.

So, over the 10 year period, a Private soldier could have received pay in the region of £18,000 to £26,000; plus two years regular salary totalling between c£34,000 and c£58,000 if he / she mobilises twice; plus about £1,600 for annual leave; and in the region of £14,000 Training Bounty (tax-free). In addition, and dependent upon their mobilised service, he/she would receive an annual taxable pension of between c£635 and c£1,770 (c£53 to c£150 per month), payable at the State Pension Age.

Staff Sergeant

Assuming that a Staff Sergeant leaves Regular service and joins the Reserves, attending for training for 40 days each year, he/she would receive annual pay in the region of £3,300 to £4,400 dependent upon the exact pay scale. In addition, he/she would have been paid progressively increased tax-free Training Bounty throughout the 10 year period of between £428 and £1691 tax free per year. As well as being able to benefit from enrolment in the Armed Forces Pension Scheme, reservists will now be entitled to annual leave, and a Staff Sergeant who attends 40 training days will accrue an annual leave entitlement of 4 days, which is worth in the region of an additional £400 (gross) per year.

An ex-Regular Staff Sergeant who has completed 10 years of reserve service without mobilising, in addition to their former Regular service, could earn an annual taxable pension of c£1,120 per year (c£95 per month) which can be drawn at State Pension Age. The rules on abatement which apply to the current Armed Forces Pension Schemes will not apply to any pension earned under AFPS 15 (although they will still apply to pension earned under the existing schemes).

If this same Staff Sergeant mobilised for two 12 month periods during 10 years of reserve service, he/she could earn a full regular salary of c£35,000 to c£44,000 for each of those mobilised periods. In addition to their Regular service pension, this would increase his/her annual taxable pension for

their Reserve service to c£2,870 per year (c£240 per month) which can be drawn at State Pension Age.

So, over the 10 year period, a Staff Sergeant could have received pay in the region of £33,000 to £44,000; plus two years regular salary totalling between c£70,000 and c£88,000 if they mobilise twice; plus about £3,200 for annual leave; because our Staff Sergeant had served in the Regular Army prior to Reserve service he was eligible to benefit from accelerated Training Bounty rates and would have earned in the region of £16,910 Training Bounty (tax-free). In addition, and dependent upon their mobilised service, he/she would receive an annual taxable pension of between c£1,120 and c£2,870 (c£95 to c£240 per month), payable at the State Pension Age, which is in addition to the pension they have earned from former regular service.

Captain

Assuming that a Captain started as a new entrant officer, a subaltern and then promoted to Captain after 5 years, whilst attending training for 40 days each year; he/she would eventually receive annual pay in the region of £3,800 to £4,600 dependent upon the exact pay scale. In addition, he/she would have been paid progressively increased tax-free Training Bounty throughout the 10 year period of between £428 and £1691 tax free per year. As well as being able to benefit from enrolment in the Armed Forces Pension Scheme, reservists will now be entitled to annual leave, and our Captain who attends 40 training days will accrue an annual leave entitlement of 4 days, which is worth in the region of an additional £420 (gross) per year.

A new entrant officer promoted to Captain after 5 years who has completed 10 years without mobilising could earn an annual taxable pension of c£910 per year (c£75 per month).

If this same Captain mobilised for 2 x 12 month periods during 10 years of reserve service, he/she could earn a full regular salary of c£30,000 to c£42,000 for each of those mobilised periods. This would increase his/her annual taxable pension to c£2,420 per year (c£200 per month) which can be drawn at State Pension Age.

So, over the 10 year period, a Captain could have received pay in the region of £38,000 to £46,000; plus two years regular salary totalling between c£60,000 and c£84,000 if he / she mobilises twice; plus about £3,360 for annual leave; and in the region of £14,000 Training Bounty (tax-free). In addition, and dependent upon their mobilised service, he/she would receive an annual taxable pension of between c£910 and c£2,420 (c£75 to c£200 per month), payable at the State Pension Age.