

THE RESERVE LAND FORCES REGULATIONS



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THE RESERVE LAND FORCES REGULATIONS 2016

AMENDMENT NO 3

In accordance with the provision of section 11 of the Auxiliary Forces Act the Territorial and Army Volunteer Reserve (No 3) Order 1978 brought into being the Regulations for the Territorial and Army Volunteer Reserve 1978. The provisions of the Reserve Forces Act 1982 formally amended the title of the Territorial and Army Volunteer Reserve (TAVR) to the Territorial Army (TA) and the regulations were re-titled the Territorial Army Regulations 1978. The provision of the Defence Reform Act 2014 formally amended the title of the Territorial Army (TA) to the Army Reserve and the former Army Reserve to the Regular Reserve. These provisions therefore brought into being the Army Reserve Regulations 1978.

The Army Board of the Defence Council, in exercise of the powers conferred upon them by section 4 of the Reserve Forces Act 1996 and all other powers enabling them on that behalf, brought into force The Regular Reserve Regulations 1997 and The Reserve Forces (Army) Regulations 1997.

In accordance with the Army Reserve and Regular Reserve Order 2016, with effect from 1 December 2016, the above named regulations were revoked and broadly replaced by The Reserve Land Forces Regulations 2016 and the schedule thereto. Henceforth all reference to the Territorial and Army Volunteer Reserve (TAVR) and the Territorial Army (TA) are to be construed as reference to the Army Reserve. All reference to the old Army Reserve are to be construed as reference to the Regular Reserve.

Army Reserve and the Regular Reserve are not to be abbreviated and should always be written in full.

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The Reserve Land Forces Regulations 2016 Amendment No 3

<i>Made</i>	-	-	<i>10 May 2019</i>
<i>Laid before Parliament</i>	-		<i>15 May 2019</i>
<i>Coming into force</i>	-		<i>17 May 2019</i>

The Army Board of the Defence Council(a) makes the following Regulations in exercise of the powers conferred by section 4(2) of the Reserve Forces Act 1996(b).

Citation and commencement

1. These Regulations may be cited as The Reserve Land Forces Regulations 2016, Amendment No 3, and come into force on 17 May 2019.

Amendment of The Reserve Land Forces Regulations 2016

2. The Reserve Land Forces Regulations 2016 are amended as set out in the synopsis Schedule to these Regulations.

On behalf of the Defence Council



DCGS

10 May 2019



D Pers

10 May 2019

Members of the Army Board

(a) Under section 1(5) of the Defence (Transfer of Functions) Act 1964 (1964 c. 15), the functions of the Defence Council under any enactment may, subject to any directions of the Defence Council, be discharged by the Admiralty Board, the Army Board or the Air Force Board. Accordingly, functions of the Defence Council under section 4(4) of the Reserve Forces Act 1996 may be discharged by the Army Board. The exercise of any function by the Army Board under section 1(5) of the 1964 Act has the same legal effect as if it had been made by the Defence Council.

(b) 1996 c. 14.

EXPLANATORY NOTE

(This note is not part of the Regulations)

This is the third amendment (Amdt 3) to these regulations that make provision with respect to the command and administration of the Army Reserve and the Regular Reserve. The Army Reserve is the Army's volunteer reserve force. The Regular Reserve is the Army's ex-regular reserve force.

This amendment is undertaken in accordance with section 4(4) of The Reserve Forces Act 1996. The effect of section 4(4) is that these Regulations may be amended by Her Majesty, by order signified under the hand of the Secretary of State (under section 4(1) and (4) of the 1996 Act), or by the Defence Council, by regulations (under section 4(2) and (4) of that Act).

THE RESERVE LAND FORCES REGULATIONS 2016 (Amendment No 3)

PREFACE

1. The Army is committed to the continuing development and use of service policies, practices and procedures which, within the framework of the law, do not discriminate on grounds of gender, marital status, race, ethnic origin, social background, sexual orientation or religious belief and, where practicable, age. Every possible step has been taken to provide genuine equality of opportunity within these regulations. The contents of The Reserve Land Forces Regulations 2016 refers equally to both male and female personnel unless specifically stated.
2. The Reserve Land Forces Regulations 2016 provide for the command and administration of Army Reserve units, details of the administration and call out and recall provisions for the Regular Reserve and instructions on the training of both the Army Reserve and Regular Reserve. Officers are expected to be acquainted with them and to observe them strictly in their spirit and intention, while interpreting them reasonably and intelligently, with due regard to the interests of the Service.
3. On matters of command, administration and mobilisation these regulations should be read in conjunction with relevant instructions contained in The Queen's Regulations for the Army 1975 or Army and Joint Service publications laying down policy for the matter under consideration, to which reference is made necessary.
4. Throughout, the term Army Reserve and Regular Reserve is used to mean both officers and soldiers.
5. In line with departmental policy, these regulations will only be available electronically on digital media with no central print run in order to avoid the expensive and time-consuming task of inserting new loose-leaf pages and destroying old pages.
6. An outline of the areas updated since the introduction of The Reserve Land Forces Regulations 2016, Amdt 3, are as follows:
 - a. **General** - Adjustments to linked pages due to broken links throughout.
 - b. **Part 1:**
 - (1) 01.02.021 - Clarification of Soldier re engagement policy.
 - (2) 01.02.257 - Clarification that leave is accrued for paid training only and that leave does not count towards the maximum 207 RSD's.
 - (3) 01.03.350 – New Paragraph to add clarity - Refusal to Release Functional Restrictions Related to JMES. If a SP does not consent to the CoC having access to their medical grading information (JMES and Appendix 9) then the MO will enter a JMES of A6L6M6E1. This grading cannot occur in any other circumstances and will notify the CoC that the SP has not consented for their information relating to the medical record to be released. In the first instance it should be made clear to the SP whom their medical information will be shared with and why access to it is required. Should the SP continue to withhold consent the CoC will have difficulty in meeting its obligations under the Health and Safety at Work Act 1974. In the absence of this information the executive are required

to manage the risk(s) relating to a condition and/or medical restriction for which they have no knowledge. In such circumstances it may be necessary to terminate the SP's Service on administrative grounds. Should termination of Service be the determined course of action then RLFR 01.05.616 should be followed. Noting that Pers Pol (A) is the competent military authority to approve such a termination.

(4) 01.04.313 - Rewording of Paragraph to add clarity. Officers will be considered for promotion to Capt after 2 years' reckonable service with 2 reports in substantive rank of Lt and a vacancy exists SSE officers are not covered by this regulation.

(5) 01.04.319 - Rewording of Paragraph to add clarity. Rank Ranged Posts. Occupation of a Rank Ranged post in the lower rank does not imply a vacancy at the higher rank. In line with Queens Regulations, Acting Higher Rank is only permitted in the lower rank of any Rank Ranged post. Personnel selected for promotion may be substantively promoted in a Rank Ranged post once appropriately qualified and assigned in their new substantive rank.

(6) 01.04.707 - Valedictory Letter. Officers (below the Rank of full Colonel) who are discharged after 6 or more years' unbroken voluntary service in the Army Reserve may be eligible for a valedictory letter signed by the Principal Personnel Officer (PPO). All Capts and below must receive a recommendation from their Commanding Officer. Form AFE 20036 should be completed by the CO and sent to the relevant CM Branch. Majors and above do not require a recommendation. Officers up to the rank of Lt Col who transfer to the RARO will receive a VL on transfer.

(7) Annex E – Insert New Chapter to clarify SSE.

(8) 01.05.301 - Rewording of Paragraph to add clarity. Promotion in the Army Reserve is regulated by vacancies. Having been selected as suitable for promotion, a soldier must be assigned into a post in the next substantive rank in order to promote. Personnel selected for promotion may be substantively promoted in a Rank Ranged post once appropriately qualified and assigned in their new substantive rank.

(9) 01.05.315 - Rewording of Paragraph to add clarity. Rank-Ranged Posts. Occupation of a Rank Ranged post in the lower rank does not imply a vacancy at the higher rank. In line with Queens Regulations, Acting Higher Rank is only permitted in the lower rank of any Rank Ranged post. Personnel selected for promotion may be substantively promoted in a Rank Ranged post once appropriately qualified and assigned in their new substantive rank.

(10) 01.05.333 - Acting Rank on Operations. Where a soldier is selected to fill an operational appointment in the higher rank, and is not moved from their parent unit into an operational PID, Acting rank authority must be sought through the relevant APC authority.

(11) 01.05.334 - Insert: Where a soldier is already holding Acting rank and they are selected to deploy on operations, Acting rank authority does not need to be reapplied for. The operational PID they are deploying into must be for the rank that Acting rank has been granted. If it is a lower rank, then Acting rank will be removed for the duration of the deployment.

(12) 01.05.335 - Insert: Soldiers or officers being considered for deployment on operations in Acting Rank, by either APC appointment boards or ADOC trawls, are to seek authority through the relevant APC authority prior to the final appointment taking place. For rank ranged posts para 01.04.319 and para 01.05.315 still applies.

(13) 01.10.101 – Adding clarity by removing the right for Ex regular SP to join ARRG 1. Ex Regulars must join ARRG 3 in the first instance and then find a Reserve appointment.

(14) 01.10.104 – Changing the length of timean SP can remain on ARRG 1 from 4 years to 2 years.

(15) 01.10.300 - Changing the length of timean SP can remain on ARRG 3 from 4 years to 2 years.

(16) Chapter 10 inclusion of ANNEX A & B to clarify ARRG short term Project procedures.

b. **Part 3 – FTRS**

(1) 03.03.372 - Changes to application process for FTRS commitment extensions.

These regulations supersede the Army Reserve Regulations 1978 and the regulations and information contained within the Compendium of Reservist Regulations and Administration Instruction for the Army 1997.

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PART 1 – THE ARMY RESERVE

CHAPTER 1

ORGANIZATION, COMMAND AND LIABILITY FOR CALL-OUT

SECTION 1 – ORGANIZATION

Designation

01.01.001. This part of the Reserve Land Forces Regulations 2016 supersedes the Army Reserve Regulations 1978.

- a. The title of the Army's volunteer reserve force is the Army Reserve which should not be confused with the Army's Regular Reserve. Army Reserve should always be written in full.
- b. With the implementation of the Army's Command and Control changes on 1 Nov 11; which stood down 2, 4 and 5 Divs and the creation of Support Command (SC), now called Regional Command (RC) on 1 Apr 11 the new designation is Army Headquarters (Army HQ) throughout these regulations. Subordinate formation designation is unchanged except that Independent and Specialist units are now called Regional and National units respectively.
- c. Career Management at the APC is delivered in a fully integrated environment across the Capability Directorate MS Branches. Readers are directed to the relevant MS Branch according to capbadge and in the first instance to the MS Web on the Defence Intranet where they will find the CM Handbook, Part 3 (Reserves). This document is to be used as the principle Reserve Career Management information source providing unambiguous direction from MS for Reserve officers and soldiers, their Career Managers in APC and the Chain of Command in a format consistent with the Regular element of the CM Handbook.

Composition of the Army Reserve

01.01.002. The force is raised under the Reserve Forces Act 1996. It consists of the following:

- a. **Group A.** Regional and National headquarters, units and pools required to provide a national reserve. This Group is available for employment on specific tasks at home and overseas.
- b. **Group B.** Officers Training Corps (OTC), Defence Technical Undergraduate Scheme (DTUS), OTC Special Officers Pool, Engineer and Logistic Staff Corps, General Service Corps (Reserves) and NRPS which have varying liabilities for call-out.
- c. **Group C.** The Sponsored Reserve consisting of personnel who have voluntarily joined the Army Reserve, or transferred from Groups A and B, because of their employers' obligations to MOD for the maintenance of agreed services in an operational theatre as laid down in Part V of the 1996 Act.
- d. **Group D.** Specialist Officers and ORs who are brought into the Army Reserve for their technical knowledge. They are usually exempt much of the selection and training process, and are not required to meet the normal physical and/or medical standards. Their employment is tightly controlled and they do not normally command troops.
- e. **The General List Army Reserve.** Unless appointed to a Group B unit, the NRPS officers will normally have Group A liabilities.

f. **Army Reserve Reinforcement Group (ARRG).** Officers transferred to the ARRG remain in the Army Reserve Group in which they were previously serving.

g. References in any enactment to service on the Active List of the Army Reserve are to be construed as meaning service in any elements of the Army Reserve mentioned in Paras 01.01.002a - 01.01.002e.

01.01.003. Units within the groups are recruited and administered in two ways:

a. **Regional units.** Organized on a local basis with its regular permanent staff and Army Reserve Centre(s).

b. **National units.** Recruited on a wide geographic basis with no local focus and trained and administered by an Army Reserve or Central Reserve Headquarters (Army Reserve/CRHQ) of their own arm or service.

01.01.004. Peacetime Service. In peacetime, Reservists are required to carry out such annual training as is laid down in Section 2 to Chapter 2 of these regulations. As members of a Reserve Force all Reservists are liable to be called out for permanent service. The mobilization obligation of Groups A, B and C in the Army Reserve are covered at Section 3 and Annex H/1 to this Chapter. In addition, individuals may volunteer to undertake other forms of service, additional duties or training as outlined below.

01.01.005. Other Forms of Service.

a. **High Readiness Reserve (HRR).** The purpose of the HRR for the Army is to provide Army Reserve and Regular Reservists, mobilized at short notice, to make good career employment group (CEG) shortfalls in the Regular Army for operational deployments. Additionally HRR can be utilized to generate military capability in support of the Regular Army, in key areas such as support to UK Ops. Members of Group A may apply to fill vacancies in the HRR which will be published periodically. Details of special terms and conditions of service are at Annex E/1. Members of Group C will not be eligible to volunteer for the HRR (see Para 16 of Appx 3 to Annex A/4).

b. **Full Time Reserve Service (FTRS).** The purpose of FTRS for the Army is to allow members of Army Reserve Groups A and B to voluntarily apply for full time service for an agreed period, without having to be discharged from the Army Reserve. FTRS is currently used in place of the Short Service Volunteer Commission (SSVC), (see Army Commissioning Regulations 2009, Part 39) and Special S Type engagement which, although currently obsolete, are retained for future use. Members of Group C may only volunteer for FTRS if the conditions at Para 5 of Annex J/1 are fulfilled. Members of the Regular Reserve may volunteer for FTRS. Updated administrative arrangements and manning constraints are published periodically in Defence Instructions and Notices (DINs). Conditions of Service are as laid down in the authoritative JSPs.

c. **Additional Duties Commitments.** The purpose of Additional Duties Commitments for the Army is to allow Army Reservists from Groups A and B and members of the Regular Reserve to voluntarily apply to fill short term vacancies in UK based Army Reserve units, or Regular Fmn HQs. Employment is for an agreed period on a part time basis. Details are at Part 3, Chapter 4. Sponsored Reservists may only enter such commitments if the provisions of Para 5 of Annex J/1 have been fulfilled.

d. **Voluntary Additional Training and/or Duties.** In addition to fulfilling their normal training obligations, all Reservist personnel and members of the Regular Reserve may with

the agreement of their unit Commanding Officer, undertake additional voluntary training, or perform additional voluntary duties, either at their own request or in response to a request made by or on behalf of their Commanding Officer. Such training and duties are to be categorized as shown at Annex B/2, and fall within the same rules for pay, procedures and bounty as are laid down for normal training. Sponsored Reserve personnel volunteering for such training or duties are first to seek the agreement of their employer in writing unless these duties are to be carried out in the employee's own free time. Detailed instructions are at Paras 01.02.250 - 01.02.262 of Section 5 to Chapter 2.

e. **Sponsored Reserves (SR).** Details of terms and conditions of service for the SR are at Annex J/1 and Annex K/5.

f. **Non Regular Permanent Staff.** The purpose of Non Regular Permanent Service is to allow members of the Army Reserve Group A and members of the Regular Reserve to voluntarily apply for full time service in Army Reserve units for an agreed period, without having to be discharged from the Army Reserve. Details are in Chapter 6.

01.01.006. The original transitional class.

a. Any person (including NRPS) who, on 31 March 1997, was a member of the TA and remains, on or after 1 April 1997, a member of that force is a member of a class of persons in relation to whom certain provisions in RFA 96 do not apply and in relation to whom provisions in RFA80 continue to apply, unless:

- (1) They elect to cease to be a member of that class using the forms prescribed in the Reserve Forces Regulations (Army) 1997 or on AFE 20015.
- (2) They leave the reserve forces and subsequently re-join, or
- (3) They are granted an extension of service beyond the normal maximum age for their rank and employment as defined in Annexes C/4 and C/5, or
- (4) They re-engage or become officers.

b. In relation to the period from 1 April 1997 to 30 September 2014, this class of persons is called "the transitional class". From 1 October 2014, this class is renamed "the original transitional class".

c. Members of this class may be granted permission to make certain transfers between Groups or units on condition that they elect to cease to be members of this class as described in Para 01.01.006a(1).

d. Members of this class are liable to be called out under the provisions of RFA 80. The provisions of RFA 96 listed in Part 2 of Schedule 9 to RFA 96 (which include all of Part 6 [call-out for permanent service] of RFA 96) do not apply to them. Full details are at Annex H/1.

Reserve Forces' and Cadets' Associations

01.01.007.

a. The Reserve Forces' and Cadets' Associations (RFCAs) are constituted under the Reserve Forces Act 1996, for the purposes of the organization and administration of Her Majesty's Army Reserve.

- b. RFCAs are established for regions of the United Kingdom (consisting of one or more metropolitan boroughs and counties) as determined by the Defence Council.
- c. It is the duty of each Association to ascertain the military resources and capabilities of the area for which it is established and to render advice to the Defence Council through the Council of RFCAs and to the appropriate chain of command Command/Functional Bde Commander as designated by Army HQ.
- d. The Associations are thus an essential link between the military authorities and the civilian community in their regions. A list of the Associations is given in Annex A to the RFCA Regulations 2009.
- e. The constitution, composition and appointments of the Associations are given in RFCA Regulations 2009, Paras 1.4 - 1.10.

01.01.008. Reserved.

Raising of New Units in Location of Existing Units

01.01.009. Proposals for establishing new units, building new Army Reserve centres and changing locations of existing units are to be forwarded, after discussions between units and Associations, to Army HQ.

01.01.010. Reserved.

01.01.011. The authority for raising new units, sanctioning the expenditure involved, and changing the location of a unit is ACGS, Army HQ.

Manpower Controls

01.01.012. Overbearing within Army Reserve units is not permitted except in support of Army HQ directed restructuring. Head of Manning (Army) will issue specific guidance when appropriate to support Army Reserve restructuring.

01.01.013 – 01.01.020. Reserved.

SECTION 2 - COMMAND OF THE ARMY RESERVE

General

01.01.021. The general principles of command and the responsibilities of commanders in the United Kingdom are laid down in QR(Army), Chapters 2 and 3. OPCOM of Army Reserve units is vested in:

- a. Deputy Chief of the General Staff.
- b. Commander Field Army.
- c. Commander Home Command.
- d. Commander Operations (FLEET).
- e. Air Officer Commanding No 1 Group.
- f. Commander Joint Force Command.

Command Responsibilities

01.01.022. All Army Reserve units have an OPCOM and OPCON Chain of Command (CoC). They are OPCOM to the formation to which the unit is assigned and OPCON for Firm Base and UK Resilience to the Bde with Regional Point of Command (RPOC) responsibility in whose AOR the unit or sub-unit resides. Army Reserve units in other TLBs are ADCON to the Bde with RPOC responsibility in whose AOR the unit/sub-unit resides. RPOCs are supported by local Reserve Forces' and Cadets' Associations (RFCAs) which provide functional support to Army Reserve units, eg property management and civil engagement.

01.01.023. Any changes to the principles outlined in Paras 01.01.022 - 01.01.025 to vary the command responsibilities for the Army Reserve are promulgated in CLF Directive.

01.01.024. The Commanding Officer of each Army Reserve unit has OPCOM responsibilities for all subordinate sub-units even if based in an area of another Bde with RPOC responsibility.

01.01.025. Reserved.

Special to Arm Advisers

01.01.026. Army Reserve units take their Special to Arm training direction from the respective Head of Capability. Functional command rests with their nominated Chain of Command.

01.01.027 – 01.01.031. Reserved.

Command, Rank and Precedence

01.01.032.

- a. The rules for command within the Army Reserve are the same as for the Regular Army and are laid down in QR(Army), Chapter 2, Part 2.
- b. The rules for relative precedence of the officers of the Regular Army and the Army Reserve are contained in QR(Army), Para 2.035.

- c. Army Reserve officers, with the exception of seconds in command, are to take rank and precedence among themselves in accordance with the date of their substantive or acting rank.

Seniority, Officers, Special Cases

01.01.033.

- a. An officer of the Army Reserve who transfers to another unit or from the General List to a regiment or corps retains their existing seniority.
- b. An officer of the RARO who has previously served in the TA or TAVR and who transfers to the Army Reserve may be given an antedate for seniority purposes. This is normally to be assessed in accordance with the seniority they held in their rank when last serving in the TA or TAVR.
- c. A Captain of the regular forces appointed adjutant of an Army Reserve unit is, for regimental purposes, to rank as senior Captain in the unit to which they are appointed. A regular adjutant of an Army Reserve unit is not to assume command of an Army Reserve unit except as a temporary measure when no Reservist field officer is available.

01.01.034 – 01.01.040. Reserved.

SECTION 3 - LIABILITIES AND PROCEDURE FOR CALL-OUT

Army Reserve Group A

01.01.041. All members of Group A other than transitional members may be called out for permanent service:

- a. If it appears to Her Majesty that national danger is imminent, or a great emergency has arisen, or in the event of actual or apprehended attack of the United Kingdom. (Section 52, Reserve Forces Act 1996).
- b. If it appears to the Secretary of State for Defence that warlike operations are in preparation or progress. (Section 54, Reserve Forces Act 1996).
- c. If it appears necessary or desirable to the Secretary of State for Defence to use Armed Forces on operations outside the United Kingdom for the protection of life and property, or on operations anywhere in the world for the alleviation of distress or the preservation of life or property in time of disaster or anticipated disaster. (Section 56, Reserve Forces Act 1996). The Secretary of State may make an order in accordance with instructions issued by the Defence Council under the **Defence (Armed Forces) Regulations 1939** authorizing the calling out of members of a reserve force for the purposes of carrying out work of urgent national importance. In addition, s56 (1b) enables Reservists to be mobilised for the full range of tasks which the Armed Forces may be asked to undertake.
- d. **Additional Periods of Mobilized Service.** The Armed Forces Act 2006 amends Part VI of the RFA 96 by adding three more sections, namely Sections 53A, 55A and 57A. These sections facilitate the call-out of a Reservist who has already completed a full period of permanent service as defined under Sections 52, 54 and 56. The Reservist gives a written undertaking to complete a further period of permanent service for up to 12 months. This is facilitated through an application (see Annexes F/1 and G/1) which is completed and submitted to CM Ops Mob APC at the time the Reservist is nominated for call-out. This additional period of mobilization should not be confused with the consent given by a Reservist to an extension of up to 12 or 6 months when in permanent service.

Army Reserve Group B (less Transitional Members)

01.01.042. Individual members may be called out for full time service as in Para 01.01.041a, providing that they can meet the mobilization criteria of a trained soldier and are over the age limit of 18 years.

01.01.043.

- a. Members of the Non Regular Permanent Staff (NRPS) may be called out for service as in Para 01.01.041a except that they may only be deployed within the United Kingdom and Channel Islands (see Paras 01.06.061 and 01.06.111) unless they elect to be liable for call-out under other Sections of the Act and to be liable for worldwide deployment.
- b. NRPS soldiers employed as R SIGNALS instructors may also be called out for service as in Para 01.01.041b.

Groups A and B Transitional Members

01.01.044. Call-out liabilities of Groups A and B Transitional Members are explained at Annex H/1.

Special Cases

01.01.045.

- a. **Cadet Force Officers.** Although these officers have a liability to call-out under the Reserve Forces Act 1996, or if they are Transitional Members, under the Reserve Forces Act 1980, they will not be called out by virtue of their appointment to the Army Reserve General List Section B and for service with the Cadet Forces. However, any such officers, who hold appointments in other Army Reserve Group A or B units or pools in addition to their Cadet Force duties may be called under that liability and which may take precedence over any ACF or CCF duties. Cadet Officers who have a Regular or Recall reserve liability can be called out or recalled for permanent service under that liability and in the relevant rank.
- b. **Officer Cadets.** Officer Cadets serving with Group A units are eligible to be mobilized, at the discretion of their Commanding Officers and bearing in mind all the facts relevant to the individual case, before recommending an Officer Cadet for selection for call-out. All Officer Cadets must meet the mobilization criteria of a Phase 2 trained soldier.
- c. **Age Limits for Mobilization.** Army Reserve officers and soldiers (and Regular Reservists) above the age of 55 and 50 respectively at the projected end of a period of mobilization will not normally be considered. Exceptions to this may be granted on the recommendation of LF ADOC and approval of SO1 Reserves Ops. Any restrictions will normally be listed in the Force Generation Order.

Administration of Reservists Called Out for Operations

01.01.046. A Reservist cannot be mobilized nor issued with a Call-Out Notice to report to a Mobilization Centre without an in-date call-out order being agreed and signed by the Minister AF for the relevant Section of RFA 96; which must include the operation name and country. JSP 753 provides the necessary guidance and understanding of how the Army's mobilization procedures and its regulations are to be measured and applied.

01.01.047 - 01.01.048. Reserved.

01.01.049. Administration. On reporting to the designated Mobilization Centre, the Reservist will go through a formal J1/J4 process which includes a medical assessment before being accepted into permanent service and commencement of mobilization training. On successful completion of the training the Reservist will be assigned to an operational unit to complete mission specific and any pre-deployment training before deploying into an operational theatre. In general a 9 or 12 month period of mobilized service will include a deployment of up to 6 months, followed by recovery; decompression, demobilization and release for post tour and annual leave. It is crucial that their time is managed carefully to include each of these events within the mobilized service period.

Transfer and Assignment on Call-Out

01.01.050. Officers. Under the Reserve Forces Acts 1980 and 1996 when in permanent service, officers and soldiers of the Army Reserve and Regular Reserve may, without their consent, be assigned, appointed or transferred to any military unit or Corps by order of an authorized officer.

- a. When officers or soldiers of the Army Reserve and Regular Reserve are no longer required they are to be released from permanent service with all convenient speed. Officers and soldiers of the Army Reserve will revert back to their Army Reserve assignment whilst members of the Regular Reserve will re-enter the reserve for the balance of their liability.

- b. The compulsory transfer, appointment or assignment of a member of the Sponsored Reserve to a new unit or Corps would not normally apply unless there is a provision for such action in the agreement made between the civilian contractor and the MOD.

01.01.051. Reserved.

Demobilization

01.01.052. Members of the Army Reserve and Regular Reserves are to be recovered from operations through a formal demobilization process at the Mobilization Centre. Once demobilization has been completed Reservists will be released on leave until they reach their last day of permanent service after which time they will revert back to their Army Reserve assignment or member of the Regular Reserve.

Retention in Permanent Service - Groups A and B (less Transitional Members)

01.01.053.

- a. A member of the Army Reserve or Regular Reserve in permanent service under Section 52 RFA 96 may be required to serve until their current period of permanent service aggregated with any other such service in the previous 6 years amounts to a total of 3 years. This total of 3 years' permanent service may be extended to 5 years by order of Her Majesty.
- b. A soldier is entitled to be released from permanent service sooner, if their current engagement expires and they have not re-engaged. However, this entitlement may be postponed for up to 12 months.

01.01.054.

- a. A member of the Army Reserve or Regular Reserve in permanent service under Section 54 RFA 96, (when warlike operations are in preparation or progress) may be required to serve until their current period of permanent service aggregated with any other such service in the previous 3 years amounts to 12 months. This total of 12 months may be extended to 2 years by order of Her Majesty.
- b. A soldier will be entitled to be released from permanent service sooner if their current engagement expires and they have not re-engaged. However, this entitlement may be postponed for up to 12 months.

01.01.055.

- a. A member of the Army Reserve or Regular Reserve in permanent service under Section 56 RFA 96 may be required to serve until their current period of permanent service aggregated with any other such service in the previous 27 months amounts to 9 months. This total of 9 months may not be extended.
- b. A soldier will be entitled to be released from permanent service sooner if their current engagement expires and they have not re-engaged. However, this entitlement may be postponed for up to 9 months.

01.01.056. Additional Periods of Mobilized Service. The Armed Forces Act 2006 amends Part VI of the RFA 96 by inserting three more sections, namely Sections 53A, 55A and 57A. Each of these sections allows reservists to enter into written agreements to undertake a further period of permanent service of up to 12 months if they are not in permanent service and cannot be accepted into service under a call-out order made under Section 52, 54 or 56 because their aggregated

period(s) of previous permanent service give an entitlement to immediate release from such service. It should be noted that back to back operational tours will not be permitted and that normal Army harmony guidelines will be applied.

01.01.057. Voluntary Extension to Period of Permanent Service. A Reservist when in permanent service (mobilized) may give their written agreement to consenting to an extension to the period of service for an additional period of up to 6 months. Any extension would be subject to the needs of the service and can only be requested at the appropriate time:

- a. On being accepted into service at a Mobilization Centre.
- b. On the completion of a relevant period of permanent service; defined in RFA 96, Sections 53 (7) (8), 55 (7) (8) and 57 (7) (8).

Retention in Permanent Service - Transitional Members of Groups A and B

01.01.058. The periods for which Transitional Members of Groups A and B called out under the provisions of RFA 96 (as amended) can be required to remain in permanent service are described at Annex H/1.

Mobilization Terms and Conditions of Service and Safeguards

01.01.059. Terms and Conditions of Service. Terms and Conditions of Service. Guidelines to the terms and conditions of service for personnel on permanent service are contained in:

- a. JSP 753 Tri Service Regulations for the Mobilization of Reserves.
- b. The Reserve Forces (Call-Out and Recall) (Financial Assistance) Regulations 2005 – Statutory Instrument No 859 of 2005.
- c. Call-Out Recall Exemption and Deferral Regulations - **Statutory Instrument No 307/97.**
- d. Reserve Forces (Safeguard of Employment) Act 1985.

Detailed instructions showing variations applicable to specific operations will be shown in the Operation Mounting Orders and Force Generation Orders issued by Army HQ and in the mobilization call-out notice and instructions.

01.01.060. Reserved.

Mobilization - General Definitions

01.01.061. Ordinary Member. An ordinary member of the Army Reserve is a Reservist in a Gp A unit who is not in Gp B, C or is Sponsored Reservist and who has not joined the Army Reserve solely for the purpose of becoming a member of the Sponsored Reserves.

01.01.062. Acceptance into Service. A reservist will be accepted into permanent service at the designated mobilization centre by an authorized officer who will assess suitability for permanent service, eg medical checks, pay and documentation. Reservists will be formally issued with a certificate of acceptance into service, confirming their requirements under Service Law. On successful entry into permanent service a reservist will be entitled to a call-out Gratuity Payment in accordance with JSP 754 Chapter 4, Section 6.

01.01.063. Permanent Service.

- a. The provisions of Section 26(4) of RFA 80 (Transitional Members call-out under all sections) state that the start of a period of permanent service is deemed to be the time specified for reporting as laid down in the Call-Out Notice.
- b. The provisions of Sections 28(3)(a) (HRR Call-Out), 45(3)(a) (Sponsored Reserves Call-Out), and 60(2) (Call-Out of ordinary members under Sections 52, 54 and 56 of RFA 96) stated that the start of a period of permanent service is deemed to start from the day and time an individual is accepted into service. However, Sections 34(4), 45(4) and 60(3) of RFA 96 authorise regulations made under Section 4 of the Act to provide for an individual to be treated as having been accepted into service on the day that the reservist reports to the mobilization centre which may be a day earlier.
- c. In order to avoid confusion, and for the purpose of calculating the length of permanent service, the day of acceptance is to be treated as being the same day as the day on which an individual reports for service in response to a Call-Out Notice. Individuals are to be informed of this when being accepted into permanent service, as required by Sections 34(4), 45(4) and 60(3) of the 1996 Act. The last day of permanent service is the day on which an individual is released from that service which is calculated forward from the demobilization date and includes any entitlement to leave etc.

Sponsored Reserves - Special Mobilization Conditions

01.01.064. Under the authority of Section 43 of the Reserve Forces Act 1996, a Sponsored Reservist may be called out at any time that the Secretary of State for Defence considers it appropriate, in the light of operational requirements and the terms of the arrangement between MOD and their employer, for that reservist to continue to undertake work of a direct or indirect benefit to the Armed Forces (Section 43, Reserve Forces Act 1996).

01.01.065. A Sponsored Reservist may not be called out for permanent service before the date specified in the Employer-Employee Agreement or prior to their enlistment into the Volunteer Reserve and only on the successful completion of Phase 1 training: trained soldier.

01.01.066. Employers are to be given as much notice as practically possible of the Secretary of State's intention to call-out Sponsored Reservists for permanent service. If time permits, agreement should be reached with the employer over call-out requirements and the rotation of personnel. In all cases, prior notice of intentions is to be given to the principal employer who entered into the agreement with the Secretary of State. The principal employer is responsible for informing any employers or employees under contract to them to provide Sponsored Reservists.

01.01.067. In accepting a Sponsored Reservist into permanent service, reference is to be made to the arrangement between the Secretary of State and their employer which contemplated their call-out. In the case of an individual who is self-employed, the arrangement to be referred to is that between the Secretary of State and the person to whom the individual is under contract to provide services as a Sponsored Reservist.

Sponsored Reserves - Employment after Call-Out**01.01.068.**

- a. While called out for permanent service, Sponsored Reserves will normally be employed on duties in continuation of their work in support of the Armed Forces, and if any, such additional duties listed in each individual's Employee Agreement. However, in addition to these duties they may also be required to perform other tasks which form part of the normal

routine duties associated with service life. On such occasions and where reservists can be released from their normal duties they may take part in other military duties which are in keeping with their rank and status.

b. A Sponsored Reservist will not normally be assigned to another unit or Corps under the provisions of Section 12(6) of RFA 96 unless the provisions of their employer's arrangement with MOD requires them to undertake work with another headquarters or unit.

01.01.069. In an emergency, Sponsored Reservists may be required to undertake any duty which will assist in protecting life, or in safeguarding the success of the operation they were called out to support.

Sponsored Reserves - Extension of Permanent Service

01.01.070. Retention in Service. A Sponsored Reservist called into permanent service for the reasons described in Section 43 of the 1996 Act (to continue to provide support to the Armed Forces under operational conditions) may only be compulsorily required to serve for a maximum period of 9 months or for as long as they are needed, whichever is the shorter period.

01.01.071. Before a Sponsored Reservist is approached to determine whether or not they are willing to voluntarily extend their period of permanent service, their employer is to be consulted and (if applicable) any other of their employees. Where the employer is under contract to the principle employer to provide Sponsored Reservists, consultation is to be made through the principle employer.

01.01.072. The employee's consent to extend their permanent service in accordance with Section 45(6) of the Reserve Forces Act 1996.

Sponsored Reserves - Demobilization

01.01.073. When continuation of the task for which they were called out is either no longer required or no longer possible, and no alternative arrangements have been made and agreed in writing with the employer, Sponsored Reservists are to be recovered and released from permanent service as soon as is reasonably practicable (see Para 01.01.052). Where the employer is under contract to the principal employer to provide Sponsored Reservists, any alternative arrangements are to be made through the principal employer.

01.01.074. A minimum period of 14 days' notice or longer period as may be agreed in writing is to be given to the employer of the date on which it is intended to release a Sponsored Reservist from permanent service. All or part of this period of notice may be taken up by post tour leave.

Sponsored Reserves - Subsequent Periods of Permanent Service

01.01.075.

a. The minimum period between a Sponsored Reservist's release from permanent service and any subsequent call-out reporting date should normally not be less than the period of permanent service just completed or 90 days, whichever is the shorter, unless the employer and the Sponsored Reservist both agree to a lesser period.

b. Post tour leave on completion of a period of permanent service is to be included in that period of permanent service, the demobilization date being the last day of any such leave. Subject to the written permission of their Commanding Officer, a Sponsored Reservist's civilian work may be resumed during post tour leave pending release from permanent service.

Sponsored Reserves - Non-eligibility for Voluntary Discharge/Transfer

01.01.076. If a Sponsored Reserve is served with a Call-Out Notice and accepted into service before the period of notice given in their application for voluntary resignation, retirement, discharge or transfer has expired, then under the authority of Section 41(4) of RFA 96, that notice shall cease to have effect and their application becomes null and void. Under the authority of this Section of the Act, notice may not be given by a Sponsored Reservist while in permanent service.

01.01.077 – 01.01.999. Reserved.

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ANNEX A TO CHAPTER 1

Reserved

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ANNEX B TO CHAPTER 1

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ANNEX C TO CHAPTER 1

MOBILIZATION - CLASSIFICATION AND ADMINISTRATION OF ARMY RESERVE PERSONNEL

(PARA [01.01.050](#) REFERS)

Aim

1. This Annex lays down the procedures for assessing the classification of Army Reservists for mobilization and defines the terms 'Fit for Appointment', 'Fit for Mobilization (Basic and Advanced)' and 'Fit for Deployment'.

Trained Soldier

2. An Army Reservist is classed as a trained soldier when they have completed formal initial training and they have attained their employment qualification at Class 3. In certain circumstances, due to the length of time it may take to attain technical qualifications, a volunteer may be classed as a trained soldier prior to attaining Class 3 qualifications. These exceptions are to be in accordance with guidelines laid down by Head of Manning (Army), in consultation with Army HQ and the relevant Head of Capability.

Fit For Role

3.

a. **Fit for Appointment (FFA).** Army Reserve Potential training or for soldiers, completion of Phase 1 training (CMSR(TA)), and Phase 2 Special To Arm (STA) training (Class 3 employment qualification) make an individual eligible for FFA.

b. **Fit for Mobilization (FFM).** To be FFM, individuals must attain enhanced skills to suit both Individual Reservist (IR) and Contingent Component (CC) needs. This is the standard at which individuals should report on mobilization. Providing readiness allows, elements of FFM competence may be left until a unit has been warned of impending mobilization. There are two levels of ability.

(1) **FFM (Basic).** An officer or soldier who is at the lower level of competence can be mobilized as an IR for basic or static tasks. This will generally consist of FFA competence, increased by completion of MATTs, and participation in low level training CTC1.

(2) **FFM (Advanced).** An officer or soldier who has completed all required elements of STA training, and has achieved a relevant employment qualification, and can be mobilized to fulfil a specific function as a CC or an IR. In addition to meeting the requirements of FFM (Basic), the soldier will have participated in training to CT2 or higher if their role demands it.

c. **Fit for Deployment (FFD).** Mobilized individuals will complete the Pre-Deployment Training package appropriate to their operational role. This will include MATT assessment, and may contain collective training tasks. They are then FFD.

Augmentation and Contingent Component

4. The CC in Regular units will be filled by Army Reserve personnel, the Regular unit C8005 will reflect where the CC will come from. Equally the Army Reserve C8005 will reflect where the CC is going to. Army HQ uses Army Reserve personnel records of service to match individual reservists

to Army Reserve positions likely to be vacant on mobilization. Units are to record the attainment of the classifications 'Trained Soldier' and 'Fit For' designation. This definition allows Commanding Officers a degree of flexibility but should not affect the assessment of pay bands or bounty.

Percentage Figures

5. Reserved.

Summary

6. Both in the case of classifying a soldier Fit for (A or M or D) and on judging their suitability for employment on mobilization the final decision lies with their Commanding Officer who is to make an assessment based on their personal knowledge of each soldier to realize the minimum figure required.

ANNEX D TO CHAPTER 1

Reserved

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ANNEX E TO CHAPTER 1**HIGH READINESS RESERVE (HRR)**
(PARA [01.01.005a](#) REFERS)**General**

1. **The HRR Concept.** The High Readiness Reserve (HRR) is a category of Reserve created under Part IV of the Reserve Forces Act 1996. In the Army it consists of a volunteer pool of trained Regular Reservists and Army Reserve personnel with specific skills which are in short supply in the Regular Army. The purpose of the Army HRR is to provide reinforcements to the Regular Army at short notice when it is necessary to respond to unforeseen operational contingencies. Volunteers joining the HRR are required to sign an HRR Agreement committing themselves to the HRR for a period of 1 year from the date on which the HRR Agreement is signed.

2. **Availability.** HRR members will normally be at 7 days' notice to move, ie they could receive a Call-Out Notice at any time, and would be required to report to a Temporary Mobilization Centre 7 days later, 9 days after the Call-Out Notice was despatched by first class mail. However, in order to meet operational commitments, personnel may be required to enter an HRR agreement specifying that they are at a shorter period of notice to move. It is therefore essential that all members of the HRR are aware of the contents of Mobilisation Terms and Conditions of Service and Safeguards (see Para 01.01.057) to these regulations and make appropriate arrangements, particularly in respect of the Reservist Award (RA) and the Allowable Expense Claim (AEC) if they will be making a claim if Called Out.

3. **Training Liability.** The training liability for HRR members from the Regular Reserve is laid down in Part 1, Section 2 of these regulations. Army Reserve HRR members will be expected to carry out their normal annual training liability. However, the actual training objectives may be modified to meet specific requirements related to their HRR employment, as laid down by their Head of Capability. Any additional training over and above their annual bounty earning requirement is to be funded from within the normal unit allocation.

4. **Call-Out Liability.** Under the provisions of Section 28 of the 1996 Act, a member of a Reserve Force who has entered into an HRR agreement is liable, while the agreement is in force:

- a. To be Called Out for permanent service anywhere in the world whenever the Secretary of State requires, and
- b. To fulfil any training obligations in the agreement.

Group B personnel will be ineligible to become members of the HRR unless they elect to be liable to world-wide service when called out under Section 32(1) RFA 96. If a member of the HRR is Called Out under this Section they are liable to serve on permanent service for a period not exceeding 12 months from the date they are confirmed as being mobilized (Section 28(3) RFA 96). (It should be noted that this liability does not end until the HRR agreement ends. A member who is called out in the last day of their period in the HRR is still liable to serve for up to 12 months' permanent service).

5. **Employer's Consent.** Before a volunteer can be accepted into the HRR they must first obtain their employer's consent if in qualifying employment (see Para 7). Subsequent commitments for HRR service may be undertaken provided their employer agrees and they are accepted by the APC.

6. **Change of Employment.** If at any time during their period of HRR liability a member should change qualifying employment(s) they are to inform their Commanding Officer within 7 days as laid down in Section 30 of the Act. The member's liabilities under Section 28 cease until:

- a. their new qualifying employer has completed a Consent Form agreeing to continuance of the previous HRR Agreement,
- b. their Commanding Officer has certified that they have seen the new Employer's Consent Form,

unless the HRR member was served with a Call-Out Notice before they submit their declaration of change of employment, or they are already in permanent service by virtue of their liabilities under Section 28, then their liabilities under Section 28 of the Act do not cease in the fashion described above.

7. **Definitions.** The following definitions reflect those used in Sections 29(4) and 37(1) of RFA 96:

- a. **Authorized Person.** This means a person authorized by or in accordance with directions of the Defence Council for the purpose of Sections 29 and 30 of RFA 96. Under the terms of Reserve Forces (Army) Regulations 1997 the Defence Council has directed that Commander Home Command and any officer on their staff, and the Commanding Officer of any Army Reserve unit and officer authorized by them, in writing for the purpose, shall be an authorized officer.
- b. **Call-Out Notice.** This means a notice under Section 32(1) RFA 96 calling out for permanent service a person who has entered into an HRR Agreement.
- c. **Service.** This means permanent service when called out under Part IV of the Act.
- d. **Qualifying Employment.** This means employment under a contract of service which normally involves employment for 14 or more hours in a week.
- e. **New Qualifying Employment.** This can arise when:
 - (1) An HRR begins a qualifying employment with a person who was not already their employer,or
 - (2) Where the hours for which they are employed by a person who has not previously been required to give consent to their current HRR Agreement, change so as to cause their employment by that person to become qualifying employment.
- f. **HRR Agreement.** In these regulations the term HRR Agreement is used for clarity in place of the term 'Special Agreement' as defined in Part IV RFA 96.

8. **Application of Regulations.** The obligations of a HRR outlined in this Annex are additional to their other obligations as a member of the Army Reserve (Section 28(5) RFA 96). They remain subject to these other obligations subject to any special provisions in this Annex.

9. Eligibility.

- a. All volunteers must be suitably qualified by rank, Career Employment Group, and Classification to fill the vacancies which are published from time to time, and should not be committed to other liabilities.
- b. Volunteers whose engagements are due to end within 12 months of their application to become a member of the HRR, will not be accepted unless they apply and receive approval for re-engagement. Volunteers whose service to age 55 or 60, is to be terminated within 12 months of their application will not be permitted to undertake an HRR agreement.
- c. All volunteers must be medically and dentally fit, minimum MES MLD and subject to AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY , Appendices 9 and 22.
- d. Volunteers who are responsible for the care of dependants must demonstrate that their domestic obligations will not affect the HRR commitment.
- e. A volunteer's civilian income should not normally exceed the RA ceiling for their rank, as defined in The Reserve Forces (Call-Out and Recall) (Financial Assistance) Regulations 2005 – Statutory Instrument No 859 of 2005 and JSP 753 or as may be published from time to time. Applications by personnel whose civilian income exceeds the appropriate RA ceiling will only be considered in exceptional circumstances.
- f. All volunteers must have their employer's consent to their joining the HRR before signing an HRR Agreement. If self-employed or a working member of a small family business, their absence on mobilized service for a period of up to 9 months should not create problems which would necessitate their premature demobilization. (The Employer's Consent Form is not required to accompany the initial HRR Application Form because volunteers could be rejected for other reasons).

In order to ensure that these parameters are met before an HRR Agreement is signed, all Army Reserve applicants for HRR service must first be screened and their application approved by the APC CM Ops. This screening is to be achieved through the completion of Army Form AFE 20004.

10. **Absence from Home.** Due to the short notice to move period, HRR members are to keep their unit informed of their movements, and warn the Commanding Officer if they are going to be absent from home for any period in excess of 3 days. They are to contact their unit again on return to their normal address. HRR members who travel abroad are to leave contact addresses and telephone numbers covering the whole period of absence from the UK with their unit, and are to ensure that they have sufficient funds and that their travel arrangements are such as to allow their immediate return to the United Kingdom if necessary.
11. **Pay.** Pay for training will be at normal Army Reserve rates. On mobilization pay will be at the appropriate Regular Army rate.
12. **High Readiness Reservist Bounty.** The HRR bounty is payable in addition to normal training bounty and any call-out gratuity, providing all qualifying criteria are met. It is paid in full on the anniversary of an individual joining the HRR or if the individual is called-out under the provisions of Section 38 of RFA 96 and accepted into permanent service on the following basis:
 - a. If the special agreement is terminated due to acceptance into permanent service in response to call-out under Part VI of RFA 96 then the bounty will be paid on a proportionate basis as described below.

b. Individuals in the HRR are members of the Reserve Forces who have accepted an increased liability for call-out under Part IV of RFA 96. Such individuals are normally ex-Regular personnel or experienced Volunteer Reservists who have and maintain the requisite skills for specific roles.

c. If the special agreement has been in force for more than 1 month but less than 12 months, except as provided in JSP 754, Chapter 3, Para 03.0536d, HRR bounty will be payable at a rate of one twelfth of the current rate for each complete month. Any period of 7 days or less for which liability is suspended because the individual has entered into a new qualifying employment will not cause a reduction in bounty under this provision; but any period in excess of 7 days will count for this purpose as if the special agreement was not in force.

d. Servicewomen who elect to terminate their HRR agreement because of pregnancy, and those who continue HRR service until no longer able to do so, are to be paid their full HRR Bounty whether or not they elect to terminate their agreement.

e. If the special agreement has been terminated because the individual has failed to comply with their training or other obligations, or the individual has been called-out under any power but they have not been accepted into service because they or their employer have applied for exemption from or deferral of call-out under Section 78 of RFA 96, no HRR bounty shall be payable.

13. Medical and Dental Treatment. HRR Reservists are at 7 days' Notice to Move (NTM) which places them on a shorter notice than R5 (30 days NTM). Members of the HRR are to take all reasonable steps to remain medically and dentally fit throughout the period of their HRR Agreement. Failure to meet the required level of fitness will normally lead to termination of the HRR Agreement. However, in maintaining dental health, HRR personnel are eligible to undergo dental assessment through the Defence Dental Services (DDS). See also 2016DIN01-069 and JSP 950.

Procedures for Joining the HRR

14. Applicants will be required to complete Army Form E 20004 as described below, and if in qualifying employment and approved for HRR service, to produce an Employer's Consent Form for each employer, as laid down in Section 29(1)(b) of the 1996 Act on Army Form E 20005.

15. The Application Form.

a. A person wishing to join the HRR is to complete Army Form E 20004 Part A of the application form. This requires them to show which vacancy in the HRR they seek to fill, declare whether or not they are in qualifying employment and provide evidence of their civilian income as defined for RA purposes in The Reserve Forces (Call-Out and Recall) (Financial Assistance) Regulations 2005 – Statutory Instrument No 859 of 2005. They are also to state whether they wish to transfer irrevocably to be liable to the provisions of the 1996 Act, or if in Gp B, if they are willing to elect to be liable for world-wide service if called out under Section 32(1) RFA 96.

b. If employed they are to declare the name(s) of their employer(s) and their employer(s) address(es).

c. In addition they are to certify that if they are responsible for dependants, their domestic obligations will not affect their HRR commitment, and undertake to inform their unit if they are to be absent from home for 3 or more days and give the unit details of their address(es) and contact telephone number(s).

- d. Finally they must declare that they fully understand the liabilities which they will be undertaking if accepted into the HRR and undertake to report any change of personal circumstances likely to alter their availability for call-out.
- e. Part B of the form is to certify that the applicant is medically and dentally fit and show the date of the last JMES grading and dental examinations.
- f. Part C of the form consists of a Certificate from their Commanding Officer declaring:
- (1) That the applicant is suitably qualified to assume the HRR position for which they have applied and that they meet the eligibility conditions laid down,
 - (2) The applicant's run out date, and confirmation that an application for re-engagement has been received and is recommended if applicable,
 - (3) If the applicant is a member of Gp B, that they have entered an agreement to be liable for world-wide service if they should be called out under Section 32(1) RFA 96,
- or
- (4) That they are not suitable for the reasons shown.
- g. Part D of the form consists of a Certificate from the APC:
- (1) Confirming that the applicant is suitable for the HRR employment they have applied for,
- or
- (2) That they are not suitable for the reasons shown.

On completion of Part D notification is to be sent to the applicant confirming whether or not they may become a member of the HRR.

16. Action to be taken once approval is received.

- a. On receipt of approval in principle from the APC, the applicant should be instructed to seek the agreement of their qualifying employer(s) on Army Form E 20005. The unit is to assist the applicant by providing them with such leaflets or other official HRR policy documents as are printed for this purpose, plus a draft copy of the Special Agreement applicable to them, and such leaflets or policy documents as are printed to explain the safeguards at Part VIII of RFA 96. (These documents should be accompanied by a letter of introduction from the unit Commanding Officer).
- b. On receipt of the Army Form E 20005 for each of their qualifying employments, the applicant is to return them to the unit with a declaration confirming details of their employment on Army Form E 20006. The authorizing officer is then to carry out the procedures for making an HRR Agreement shown below.

Making the HRR Agreement

17. It is important that all the steps shown below are completed on one occasion, and, in order to achieve this, the applicant and the authorized person are both required to be present.

18. In accordance with Sections 29(2) and 29(3) RFA 96, the authorized person is to review the Declaration required by Para 16b and any Employer's Consent Forms accompanying the declaration. If the authorizing officer concludes that:

- a. The individual is not in qualifying employment, or
- b. The consent of each employer with whom the applicant is in qualifying employment has been signified,

they are to sign a certificate to that effect, on Army Form E 20007. Where appropriate, the applicant is then to be invited to sign an election to cease to be a Transitional Member, or if a member of Group B, to sign an election to be liable to deployment worldwide if called out under Section 32(1) RFA 96.

19. If the authorizing officer is unable to reach the conclusions at Paras 18a or 18b above, they are to seek further information and the HRR Agreement is not to be signed.

20. When the authorizing officer has signed the Certificate on Army Form E 20007, the applicant is to sign the HRR Agreement on Army Form E 20008 in the authorizing officer's presence. The authorizing officer is then to sign the HRR Agreement as a witness. The HRR Agreement comes into effect as soon as it has been signed and the signature witnessed.

21. After completion and signature the HRR agreement is to be despatched to the APC for retention in the applicant's personal documents. One copy is to be retained by the applicant's parent unit, a copy is to be given to the HRR member. In addition, the HRR member is to be given a copy/copies (as appropriate) of Army Form E 20009 Change of Qualifying Employment Notification.

Action to be Taken on Entering New Qualifying Employment

22. If a person subject to an HRR Agreement enters into new qualifying employment, they are to declare the fact to their unit Commanding Officer, in writing, within 7 days (Section 30(1) RFA 96). The declaration is to be made on Army Form E 20009. Once this declaration has been made the person concerned cannot be called out or required to undertake any HRR training, unless and until their new employer has given their written consent to that person's continued HRR commitment on Army Form E 20005. If the new employer's consent is not forthcoming within 28 days of commencement of the new qualifying employment, the HRR Agreement will normally be terminated.

23. On receipt of the Change of Qualifying Employment Notification Form, the Commanding Officer is to immediately inform the APC and ensure that the HRR member's unit personal documents are annotated accordingly. On receipt of the new Employer's Consent Form, the Commanding Officer is to immediately inform the APC that the HRR liability has been resumed, and ensure that the HRR member's unit personal documents are annotated accordingly.

24. If an HRR member has either been served with a Call-Out Notice, or is already called out on permanent service, then the provisions of Paras 22 and 23 do not apply (Section 30(2) RFA 96).

Renewal of HRR Agreements

25. An individual may, with the agreement of CM Ops Mob APC, make a fresh HRR Agreement at any time. A fresh HRR Agreement would supersede any other HRR Agreement then in force (see Para 26 and Section 31(1)(e) RFA 96). The procedures outlined at Paras 14 - 21 of this Annex are to be followed in full.

Termination of Special Agreements

26.

a. An HRR Agreement will terminate:

- (1) 12 months after it was made, or on expiry of a period of HRR liability of less than 12 months as specified in the HRR agreement.
- (2) On the expiry of 3 months' notice to terminate the agreement given by the individual as laid down in Section 31(1)(b) RFA 96. An application is to be on Army Form E 20010. If the individual wishes to withdraw their notice to terminate the HRR Agreement they are to make their application to do so on Army Form E 20011.
- (3) If the Secretary of State directs that the HRR Agreement is to be terminated, with or without an application from the HRR member or their employer (Sections 31(1)(c) and 32 RFA 96).
- (4) If the HRR member enters into permanent service under Part VI of RFA 96 (see Section 31(1)(d) RFA 96) or under the provisions of RFA 80, or equivalent obligations for an officer (see Para 13, Schedule 9 to RFA 96).
- (5) If a new HRR Agreement is made (see Section 31(1)(e) RFA 96).
- (6) On the release of an individual from permanent service under Part IV RFA 96 (see Section 31(3) RFA 96).
- (7) On discharge or dismissal from the Army Reserve for administrative or disciplinary reasons.

b. If any of the following events prescribed under the terms of Section 31(f) RFA 96 and specified in the HRR Agreement should occur:

- (1) Failure to receive a new employer's consent within 28 days of commencing new qualifying employment.
- (2) Notification of change in personal circumstances of such nature that the HRR member is released from their liabilities for compassionate reasons.
- (3) Injury or illness giving rise to long term medical downgrading below the minimum standard required for an HRR member.
- (4) Notification of a change in personal business circumstances of such a nature that the HRR member is released so that they can take corrective action.

27. Once an HRR Agreement is terminated, the individual's obligations under it cease and they cannot be accepted into permanent service under Part IV of RFA 96 (see Section 31(4) RFA 96).

28. The power to terminate an HRR Agreement (see Para 26) will be invoked if an HRR member is accepted for service as a member of the Regular Forces. It will also be invoked if the individual is accepted to undertake a period of Full Time Reserve Service unless the FTRS agreement specifically states that the individual will be released from FTRS in the event of call-out under Part IV of RFA 96.

HRR Call-Out

29. Section 32(1) RFA 96 gives the Secretary of State the power to call-out any person who has entered into an HRR Agreement by serving a Call-Out Notice on them. This power of the Secretary of State for Defence may be delegated to the Defence Council, any individual officer or any officers with a description in the authorization, and the Defence Council may similarly delegate (see Section 35 RFA 96).

30. A Call-Out Notice for an HRR member is similar to that used for call-out under Part VI of RFA 96 except that it should specify that it is for call-out under Part IV of RFA 96, and mention the HRR Agreement (see Reserve Forces (Army) Regulations 1997). The period of notice given for call-out will normally be not less than 7 days but in order to meet operational commitments, personnel may be required to enter an HRR agreement specifying that they are at a shorter period of notice to move.

Safeguards under Part VIII RFA 96

31. The schemes for payments to the individual and their employer after call-out, and for either to seek exemption from or deferral of call-out, made under Part VIII of RFA 96 apply to the HRR. The RA scheme is, subject to such procedural amendments as may be approved by MOD from time to time. Details of compensation to employers, and provisions for seeking exemption from or deferral of call-out are in Reserve Forces (Call-Out and Recall) (Exemptions etc) Regulations 1997 (see also Para 01.01.057).

32. However, because an individual has volunteered to become an HRR and their employer has agreed to the member's enhanced call-out liability, applications for exemption or deferral should be minimal, and should only arise from circumstances which have arisen after an HRR Agreement was made. The individual or employer is expected to report any circumstances which would cause them to seek exemption from or deferral of call-out to the unit Commanding Officer as soon as they occur.

Other Safeguards

33. The provisions of the Reserve Forces (Safeguard of Employment) Act 1985 and the Reserve and Auxiliary Forces (Protection of Civil Interests) Act 1951 apply to HRR members on call-out.

Acceptance into Permanent Service

34. The procedure for acceptance into permanent service as laid down in Reserve Forces (Army) Regulations 1997 applies to HRR, with the following amendments:

- a. An individual served with a Call-Out Notice must be informed they are accepted into service under Section 33(1) RFA 96.
- b. An individual who presents themselves for permanent service but who has not been served with a Call-Out Notice is to be informed that they are accepted into service by virtue of Section 33(5) RFA 96.

Release from Permanent Service

35. By virtue of Section 34(2) RFA 96, a person in permanent service under Part IV RFA 96 is to be released from permanent service with all convenient speed, and in the manner prescribed, when:

- a. Their services are no longer required, or

b. They have completed the period of service specified in their HRR Agreement as the maximum period of permanent service they may be required to undertake, or

c. It has been determined that the individual is entitled to be released from permanent service following an application for exemption or release under Section 78 RFA 96.

36. The prescribed manner of release from permanent service is laid down in Reserve Forces (Army) Regulations 1997.

Proceedings for Offences Committed before Discharge

37. Under the provisions of Section 107 RFA 96, proceedings for trial by summary jurisdiction, Court-Martial or a Civil Court in respect of offences against Part X of the 1996 Act, alleged to have been committed while serving in a Reserve Force may be instituted, whether or not the individual has been discharged, at any time within 2 months after:

a. The time at which the offence becomes known to their Commanding Officer, or

b. The time at which the individual is apprehended.

See also Armed Forces Act 2011 (AFA 11) Sect 62 and for other offences Sects 55 - 61.

Date of Acceptance into Permanent Service

38. By virtue of Sections 34(4), 63(3) and 63(4) RFA 96, provisions are made in Reserve Forces (Army) Regulations 1997 to allow a person whose acceptance into service was delayed to be treated as if they had been accepted into service at an earlier date than that on which they were actually accepted. These provisions also apply to the HRR.

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ANNEX F TO CHAPTER 1

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ANNEX G TO CHAPTER 1

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ANNEX H TO CHAPTER 1**LIABILITIES OF THE TRANSITIONAL CLASSES OF THE ARMY RESERVE**
(PARA [01.01.006](#) REFERS)**General**

1. The Transitional Class of the Army Reserve exists under Schedule 9 to the Reserve Forces Act 1996. Its composition, and the circumstances under which an individual will cease to be a member of the Transitional Class, are described in Para 01.01.006.
2. This Annex describes the call-out and training liabilities of the Transitional Classes. They are defined in the Reserve Forces Act 1980, which was amended with effect from 1 April 1997 by regulations made under the authority of Section 130 of the Reserve Forces Act 1996 and the Defence Reform Act 2014.
3. By virtue of the regulations made under the authority of Section 130 of the 1996 Act, (The Reserve Forces Act (Transitional, Consequential and Savings Provisions) Regulations 1997) the Reserve Forces Act 1980 has been amended so that:
 - a. Personnel liable to call-out under Section 10(1) of the 1980 Act shall be liable to be called out when an Order of Her Majesty under Section 52(1)(a) of the 1996 Act is in force. This replaces the former requirement for a Queen's Order under Section 10 of the 1980 Act.
 - b. Personnel liable to call-out under Section 22 of the 1980 Act shall be liable to be called out when an Order of Her Majesty under Section 52(1)(b) of the 1996 Act is in force. Call-out under Section 22 of the 1980 Act had not previously required any sort of Order.
 - c. Personnel liable to call-out under Section 11(1) of the 1980 Act shall be liable to be called out when an Order of the Secretary of State under Section 54(1) of the 1996 Act is in force. This replaces the former requirement for a Queen's Order under Section 12 of the 1980 Act. Such an Order was in force continuously from 1992 to 31 March 1997.

These provisions in no way change the liabilities of Transitional Members but were made to simplify call-out procedures by removing the need to initiate Call-Out Notices and to make reports to Parliament.

Call-Out Liability of All Members of the Transitional Class

4. A Transitional Member of Groups A or B (including NRPS) may be called out:
 - a. For permanent service in any part of the world whenever an Order of Her Majesty made under Section 51(1)(a) of the Reserve Forces Act 1996 is in force, that is when it appears to Her Majesty that national danger is imminent or that a great emergency has arisen (see Section 10(1) of the Reserve Forces Act 1980).
 - b. For service in the United Kingdom whenever an Order under Section 52(1)(b) of the Reserve Forces Act 1996 is in force, that is in the event of an actual or apprehended attack on the United Kingdom, notwithstanding that the Territorial Army, or that part of it to which they belong, has not been called out for permanent service by virtue of Section 10 (1) or Section 11 (1) of the Reserve Forces Act 1980 (see Section 22 of the Reserve Forces Act 1980).
5. The United Kingdom for these purposes includes the Channel Islands and the Isle of Man.

6. All members of Groups A and B are liable to be called out under these provisions, but the OTC cannot be called out as units.

Retention in Permanent Service (Section 52(1)(a) and (b))

7. **Officers.** An officer called out under these powers may be obliged to serve until they are no longer required, ie there is no time bar on the length of permanent service expected of them.

8. **Soldiers.** A soldier called out under these powers may be required to serve until they are either no longer required or until they reach the end of their current engagement, whichever is the earlier (see Section 13(2) Reserve Forces Act 1980). However, by virtue of Sections 100 and 101(2) of the 1980 Act, they may be required to prolong their service for up to 12 months after they would otherwise have been entitled to be discharged.

Additional Call-Out Liability of Transitional Members of Group A

9. Transitional Members of Group A, and Transitional Members of the NRPS employed as R SIGNALS Instructors, are also liable to be called out for permanent service in any part of the world whenever there is in force an Order under Section 54(1) of the Reserve Forces Act 1996, that is when it appears to the Secretary of State that warlike operations are in preparation or progress (see Section 11(1) Reserve Forces Act 1980). Transitional Members of the Army Reserve will not be called out under this power without their consent until full use has been made of Section A of the Army Reserve, ie until all suitable members in the numbers and categories required have been called out.

Retention in Permanent Service (Section 54(1))

10. **Officers.** An officer called out under this power may be obliged to serve until they are no longer required, ie there is no time bar on the length of permanent service expected of them.

11. **Soldiers.** A soldier called out under these powers may be required to serve until they are either no longer required or until they reach the end of their current engagement, whichever is the earlier (see Section 13(2) Reserve Forces Act 1980). However, a soldier may not be required to be in permanent service under this power for more than 12 months in aggregate in their current engagement (see Section 13(3) Reserve Forces Act 1980), but they may be required to continue in permanent service beyond the end of their current engagement in order to complete that period of 12 months in aggregate (see Section 13(4) Reserve Forces Act 1980).

Training Liability

12. Transitional Members may be required to train in the United Kingdom or elsewhere in any 1 year for 1 period not exceeding 16 days, and such other periods as are prescribed in these regulations for their Group, Arm, Corps, unit or employment category, none of which shall exceed 36 hours without their consent (see Section 38 Reserve Forces Act 1980).

Application of Reserve Forces Act 1996 to Transitional Members

13. The provisions of the Reserve Forces Act 1996 apply to Transitional Members with the substitution of references to permanent service or training under the Reserve Forces Act 1980 where appropriate, with the following exceptions:

- a. Sections 17(2), (3) and (4) (postponement of discharge while in permanent service or while a call-out is in force under Sections 52 or 54 of the Reserve Forces Act 1996) because Sections 13, 100 and 101 of the Reserve Forces Act 1980 continue to apply.

b. Sections 22 (training obligations) because Section 38 of the Reserve Force Act 1980 continues to apply.

c. Part VI (Call-Out for permanent service) because the provisions of the Reserve Forces Act 1980 described above continue to apply. This also means that Transitional Members cannot be called out under the provisions of Section 56 of the Reserve Force Act 1996 (on operations is for the protection of life and property outside the United Kingdom; or on operations anywhere in the world for the alleviation of distress or preservation of life and property in time of disaster or apprehended disaster). If a Transitional Member wishes to be liable for call-out under Section 56, they must elect to cease to be a Transitional Member (see Para 01.01.006).

14. However, as explained in Para 3, the 1980 Act now incorporates references to various elements of the 1996 Act to simplify call-out procedures, eg Call-Out Orders and Call-Out Notices. The prescribed format of these notices, acceptance into permanent service and so on are laid down in Reserve Forces (Army) Regulations 1997.

Group B - NRPS Transitional Members

15. NRPS Transitional Members in permanent service, except for Royal Signals Instructors (see Para 9), may not be deployed outside the United Kingdom, Isle of Man or the Channel Islands without their consent. However, they may elect to be liable to serve worldwide whenever called out for permanent service under Section 52 and may elect to be liable for call-out and worldwide service whenever an Order under Section 54 or Section 56 is in force, or when a specific order is in force. Election for worldwide service is made on Army Form E 20014.

Group C

16. Transitional members who become Special Members, ie Sponsored Reservists in Group C, do not lose their status as Transitional Members due to this transfer. Furthermore, when they cease to be members of the Sponsored Reserve and return to Group A or B, they shall retain their Transitional Member status until the end of their current engagement, or until other prescribed circumstances occur (see Para 01.01.006).

17. Call-out and conditions governing permanent service for Group C differ from those of Ordinary and Transitional Members and are laid down in Paras 01.01.061 - 01.01.073. Special terms and conditions of service for officers and soldiers are covered in Annex J/1 and Annex K/5 (soldiers).

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ANNEX J TO CHAPTER 1

SPONSORED RESERVES - DEFINITIONS, RESTRICTIONS, AGREEMENTS AND CONSENT FORMS

(PARAS 01.01.005, 01.01.062, 01.01.068 AND 01.01.069,
AND ANNEX K/5 REFER)

Section 1 - General Terms and Conditions of Service

Definitions

1. **Sponsored Reservist.** A Sponsored Reservist is a person who has made an employee agreement as defined in Section 38(2) of the Reserve Forces Act 1996, and who is subject to the provisions of Part V of the 1996 Act by virtue of Sections 39(7) or 39(8) of that Act.
2. **An Employer.** An employer is the employer whose consent was required under Section 39(2) of the Reserve Forces Act 1996, to a person's entry in an employee agreement.
3. **An Authorized Person.** In accordance with the direction of the Defence Council under the authority of Section 39(4) RFA 96, as shown in Schedule 8 to Reserve Forces (Army) Regulations 1997, the following may be authorized persons:
 - a. Officers of the Army Reserve units nominated to command and administer Sponsored Reservists by Army HQ.
 - b. Persons or appointments nominated by Army HQ, when required.

Notes. These notes are for guidance and are not part of the regulations:

1. The employer who has entered into an arrangement with the Secretary of State for Defence, or an MOD Department on the Secretary of State for Defence' behalf, is referred to in these regulations as the principal employer (see Annexes A/4 and K/5). This is to distinguish between them and any sub-contractor with employees, or self-employed person who is sub-contracted to the principal employer to fulfil obligations laid down in the principal employer's arrangement with the Secretary of State. When a Sponsored Reservist is employed by such a sub-contractor, or is self-employed and sub-contracted, any reference to the employer in other paragraphs to these regulations or Annexes A/4 or K/5 is to the subcontractor or self-employed person, as appropriate. If the Sponsored Reservist is directly employed by the principal employer then the principal employer is their employer.
2. The arrangement between the principal employer and the Secretary of State is referred to in these regulations as the MOD arrangement, and the MOD department representing the Secretary of State is referred to as the MOD sponsor.

Restrictions

4. **Choice of Unit.** Under the authority of Section 38(3)(b) of the 1996 Act, Section 12(2)(a) of the Act is not applicable to the Sponsored Reserves. The parent unit for each arrangement will normally be the Army Reserve HQ most appropriate to the nature of the task detailed in the arrangement.
5. **FTRS and Additional Duties Commitments.** Under the authority of Section 38(3)(b) of the 1996 Act the provisions of Sections 24 and 25 of the Act which cover Full Time Reserve Service and Additional Duties Commitments shall only apply where specific arrangements have been agreed with a Sponsored Reservist's employer.
6. **High Readiness Reserve (HRR).** Under the authority of Section 40(5) RFA 96 the provision of Part IV of that Act (HRR) shall not apply to members of the Sponsored Reserve.

7. **Special Enlistments - Mobilization and Training.**

- a. Under the authority of Section 38(3) of the Reserve Forces Act 1996, a person may become an officer in, enlist into or transfer to Group C of the Army Reserve solely for the purpose of becoming a Sponsored Reservist. Having done so and prior to becoming a Sponsored Reservist, ie having signed an Employee Agreement, an individual may not be called out for permanent service under any Section of the Act and may not be required to undertake any training.
- b. However, with their consent they may undertake training provided it is relevant to their future liabilities as a member of the Sponsored Reserve, and their employer's consent has been obtained in writing if such training would require their absence from their normal place of civilian work at a time when they would normally be required to be there.
- c. Detailed procedures for provisional commissions (SR) and special enlistment are shown in Para 8 of Annex K/5.

Employer's Consent Form

8. Section 39(2) of the Reserve Forces Act 1996 requires that before an employee enters into an Employee Agreement, their employer's consent shall have been signified. The Employer's Consent Form is to be completed and signed by a personnel or line management representative of the employer as set out in Army Form E 20016.

Employee's Agreement

9. Under the terms of Section 39 of the Reserve Forces Act 1996 a potential Sponsored Reservist must, before becoming a Sponsored Reservist, sign an Employee Agreement as set out in Army Form E 20012. The contents of this agreement form part of the employee's terms and conditions of service. The employee's signature is to be witnessed by an authorized person, who is to certify as laid down in PART B of the agreement that the individual is fully aware of their terms and conditions of service, and that their employer's consent has been given to their becoming a Sponsored Reservist. Before witnessing the agreement, the authorized person is to satisfy themselves that adequate proof of identity has been produced by the potential Sponsored Reservist as is required by Basic Check procedures.

10. The agreement is to be made in quadruplicate. One copy is to be retained by the employee, one copy retained with their personal records held by APC CM Ops, and a copy is to be sent to their employer, or if self-employed to the person to whom they are under contract to provide services which require them to become a Sponsored Reservist. The fourth copy should be retained by the parent Army Reserve unit.

Transfers to, Enlistment and Commissioning into Group C - General

11. **Liaison with Employers.** Employers or for the self-employed, the person to whom they are under contract to perform Sponsored Reserve duties, are to be informed without delay by APC CM Ops of the date on which an applicant is granted a commission, enlisted or transferred to Group C. If for any reason commissioning or enlistment is delayed or is likely to be delayed until after the date specified in the Employee Agreement, the applicant's employer is to be informed by APC CM Ops.

12. Detailed procedures for officers and soldiers are defined Annex K/5.

13. **Transfers.** Under the authority of Section 19(2)(b) of the Reserve Forces Act 1996, a soldier transferring to Group C to become a Sponsored Reservist is to have their current engagement amended to a 4 year engagement effective from the date of transfer.
14. **Nationality.** As laid down in Paras 01.04.010 and 01.04.050.
15. **Age Limits.**
- a. **Minimum Age.** As laid down in Annex F4 and 01.05.101.
 - b. **Maximum Age.** 55 years for all ranks although this may be varied according to the nature of the MOD arrangement and the expected nature of operational deployments. Any variations are to be included in the Employee Agreement.
16. **Medical Standards.** The minimum medical standard is to be specified in the MOD Arrangement and may be varied according to the nature of the MOD Arrangement and the expected nature of operational deployments. The minimum medical standard is to be shown in the Employee Agreement.
17. **Residence and Absence Abroad.**
- a. **Residence Abroad.** Exceptionally, authority may be granted for a Sponsored Reservist to live overseas when this is dependent on their employment with, or under sub-contract to the principal employer appointed under Part V of the Reserve Forces Act 1996. If the requirement for overseas residence is known before the applicant becomes a member of the Sponsored Reserve it is to be included in the Employee Agreement.
 - b. **Absence Abroad.** Limitations on absence abroad at Para 01.03.031, when in pursuance of arrangements between their employer and MOD under Part V of the Reserve Forces Act 1996 are not applicable to members of the Sponsored Reserves. However, under such circumstances individuals are obliged to inform their Commanding Officers of any absences abroad before they occur, and they are to inform their Commanding Officers of the address at which they may be contacted.
18. **Rank on Appointment.**
- a. When an employee becomes a Sponsored Reservist, the rank granted on appointment is to take account of their position of authority in their civilian employment. However, this rank need not be made substantive until they have successfully completed the necessary military training.
 - b. This applies equally to individuals with former service or who transfer to Group C for the purpose of becoming a Sponsored Reservist. It may mean that individuals will be required to voluntarily revert in rank, although their former service is reckonable for seniority, pay banding; classification, bounty and eligibility for the TD, TEM or VRSM (as appropriate) in accordance with normal regulations.
19. **Promotion.** Members of the Sponsored Reserve will not normally be eligible for promotion except when appointed to take up a more senior Sponsored Reserve position due to changes in the workforce organization by their employer. The employer, or if the individual is self-employed the person to whom they are under contract to provide service as a Sponsored Reservist, is to be informed of any change in rank.

Pay for Training, Duties and Permanent Service

20. Training – General.

- a. The training obligations of a Sponsored Reservist will vary according to the nature of the task outlined in the MOD Agreement. Individual obligations are to be specified in the individual's Employee Agreement (see Para 01.02.034c).
- b. A Sponsored Reservist whilst training is eligible to receive pay and allowances appropriate to an individual's rank, pay banding and classification in the same way as an ordinary member of the Army Reserve.
- c. Training is to be classified as defined at Annex B/2 and will normally fall into Categories A or B except when an individual has volunteered to undertake Category C-1 or C-2 training or arrangements exist for Category E training.

21. Category E Training or Permanent Service. Exceptionally, under arrangements made between MOD and the employer, training, other duties, and/or permanent service, may be classified as Category E. Pay and allowances for Category E training, duties or permanent service are paid for by the employer, at a rate decided by the employer, or, if the Sponsored Reservist is self-employed, by the person to whom they are under contract to provide services which require them to be a Sponsored Reservist. Where training, duties or permanent service are to fall into Category E, the circumstances are to be described in the Employee Agreement as laid out in the MOD agreement.

22. Employer Consent. The consent of employers is to be obtained in writing before a Sponsored Reservist who is not in permanent service is required to participate in any training which would require them to be absent from their civilian place of work at a time when they would otherwise be required to be there (see Para 01.02.037).

23. Bounty. All Sponsored Reservist training, including Category E training but not Category C-2 training is eligible to count as bounty earning training (see also JSP 754, Chapter 4, Section 5).

24. Additional Duties Commitments and Voluntary Additional Training. All regulations in respect of additional duties commitments and voluntary additional duties, including those governing eligibility for pay, bounty, the TD, TEM or VRSM (as appropriate) are to apply equally to the Sponsored Reserve (see Para 5 of this Annex).

Pensions and Disability Allowance

25. Sponsored Reservists and their dependants are eligible to receive the same entitlements arising from death or disability attributable to Army Reserve duty as ordinary members.

26. Similarly, Sponsored Reservists except for those in receipt of Category E pay mobilized for permanent service are eligible to participate in the pensions options, as defined in the Army Pensions Warrant.

Mobilization and Demobilization

27. Regulations governing the special provisions for the mobilization of the Sponsored Reserve are laid down at Paras 01.01.061 – 01.01.073.

28. Notices and Forms covering call-out, acceptance and non-acceptance into permanent service, and confirmation of demobilization which are of the same common layout for all reservists are laid down in Reserve Force Regulations (Army) 1997.

Action on Cessation of Group C Liabilities

29. **Officers.** An officer is to relinquish their commission when their liabilities as a Sponsored Reservist for training and call-out cease unless:

- a. He applies for and is accepted for service as an ordinary member in Group A or B, or
- b. He has outstanding liabilities in Groups A or B or the Army Regular Reserve (RARO). On return to Groups A or B, or RARO, they are to be reinstated in the rank formerly held if service in Group C required voluntary reversion in rank and the terms and conditions of service applicable shall be those which would have applied had they not become a Sponsored Reservist (see Para 40d for voluntary reversion in rank and Para 44 for retention of Transitional Member status).
- c. Potential Sponsored Reserve officers who have been attested as soldiers prior to commissioning, but are found unsuitable for a commission, are to be discharged under Para 01.05.516b endorsed "Sponsored Reserve Contract ended".

30. **Soldiers.**

- a. A soldier is to be discharged when their liability as a Sponsored Reservist for training and call-out cease unless they apply for and are accepted as an ordinary member of Group A or B or has outstanding liabilities in Groups A or B. On return to Group A or B they are to be reinstated in the rank formerly held if service in Group C required voluntary reversion in rank. When it is necessary for an individual to re-qualify either due to the length of time spent in Group C in employment other than their former primary military employment, or because their former primary employment has been abolished or the qualifying requirements have been changed.
- b. If they have outstanding liabilities in the Army Reserve they are to be discharged under Para 01.05.521b and reinstated in their former rank if service in Group C required voluntary reversion in rank. Otherwise they are to be discharged under Para 01.05.516b endorsed "Sponsored Reserve Contract ended" unless the discharge is at their own request or for other reasons for which a specified discharge paragraph would be more appropriate.
- c. The terms and conditions of service applicable on return to Groups A or B, or the Army Reserve, shall be those which would have applied had they not become a Sponsored Reservist (see also Para 40d for voluntary reversion in rank and Para 44 for retention of Transitional Member status).

31. In the event that an individual's Sponsored Reserve liabilities cease for any reason, their duties and liabilities, unless they have transferred to Group A or B, are only to be those essential to effect their resignation, retirement or discharge, unless they are entering a new Sponsored Reservist employment and provided the provisions of Para 01.01.062 are complied with, or if self-employed the person to whom they are under contract, is to be informed if the performance of these duties will in any way affect their civilian work.

32. When an officer's resignation, retirement, termination of commission, or a soldier's discharge is effected, their employer or if self-employed the person to whom the officer or soldier is under contract as a Sponsored Reservist is to be informed in writing by APC CM Ops.

33. Detailed procedures for officers and soldiers are Annex K/5 respectively.

Voluntary Retirement, Resignation or Discharge - Notices

34. Notice given by a Sponsored Reservist in accordance with Section 41(1)(c) of the Reserve Forces Act 1996 to end their liabilities to be called out and to fulfil their training obligations as a Sponsored Reservist is to be made in writing to their unit Commanding Officer. Their notice is to state that they have informed their employer of their intention, or if self-employed, has informed the person to whom they are under contract to provide services as a Sponsored Reservist. Their employer is to be informed without delay.

35. A Sponsored Reservist may not give such notice if they have been called out for permanent service (see Para 01.01.073).

36. The period of notice to be given is to be included in the MOD Arrangement and shown in the Employee Agreement. It is not to exceed 3 months.

Compulsory Termination of Sponsored Reserve Liabilities - Notices

37. Notice of the Secretary of State's intention to terminate a Sponsored Reservist's call-out and training liabilities in accordance with Section 41(1)(d) of the Reserve Forces Act 1996 may be given up to 3 months, and not normally less than 1 month, before the date of termination. Such notices may be given in the name of the Secretary of State by DMCM.

38. A copy of the notice is to be given to the Sponsored Reservist's employer, or if self-employed to the person to whom they are under contract as a Sponsored Reservist, and to the unit Commanding Officer (see Paras 29 - 33).

Transfers

39. **Transfers within Group C.** Members of the Sponsored Reserves will only be eligible to transfer to another appointment within Group C on change from one employment authorized by an MOD Arrangement under Part V of the 1996 Act to another such employment. This could occur on change of civilian employment from one principal employer, or sub-contractor to that employer, to another, or on change of employment with the same employer, eg promotion. In any instance other than promotion in the same Sponsored Reserve work team, the transfer application must be accompanied by the documentation listed at Para 9 of Annex K/5, plus a written request for a transfer as laid down in Chapters 4 and 5.

40. Transfers to Group A or B.

a. Personnel will normally only be eligible for consideration of transfer from Group C to Groups A or B as laid down in Para 01.04.102 or Section 5 to Chapter 4 if they have the relevant qualifications for the Corps concerned. In cases where an individual has no suitable previous military experience, they may be required to revert in rank on transfer and attend such training applicable to their new appointment as is deemed necessary. On transfer they will be covered by the terms and conditions of service applicable to their new unit.

b. Personnel considering voluntary transfer from Group C before their liabilities in the Sponsored Reserves are due to cease are to inform their employer before submitting a transfer application. The application for transfer is to be submitted not more than 3 calendar months before the proposed date of transfer. It is to confirm that they have made their intentions known to their employer, and is to contain formal notice seeking to end Sponsored Reserve liabilities prior to transfer. (If notice of cessation of liabilities has been issued by DMCM, this provision is not applicable unless the individual wishes the transfer to occur before their liabilities are due to cease).

c. Soldiers considering transfer to Groups A or B before their liabilities in the Sponsored Reserve are due to cease are to be warned that such a transfer may have adverse implications on their civilian employment. They are to be advised to consider this carefully, and discuss the effects of leaving Group C with their civilian employer. The Transfer application is to be accompanied by a formal notice seeking to end Sponsored Reserve liabilities prior to the transfer. Action is only to be initiated by the unit after the soldier has confirmed in writing that they have discussed their transfer from Group C with their employer and they are fully aware of the consequences in respect of their civilian employment. (If notice of cessation of liabilities has been issued by DMCM, this provision is not applicable unless the soldier wishes the transfer to occur before their liabilities are due to cease).

d. Reversion in Rank. When a transfer requires a soldier to revert in rank, they are to sign a certificate which is to be countersigned by the Commanding Officer, stating that the reversion is voluntary as laid down in QR(Army), Para 9.176. Officers are to submit a letter to their Commanding Officer certifying that the reversion in rank is voluntary. In all instances the original letter or certificate is to be forwarded to APC CM Ops for retention with the man's personal file, and a copy is to be retained by the unit with the man's personal documents.

41. **Transfers to Group C.**

a. Individuals wishing to transfer from Groups A or B to Group C must support their applications with the documents listed at Para 9 of Annex K/5 as appropriate.

b. They are to be warned that transfers may require them to voluntarily revert in rank to that specified in the Employee's Agreement and that the transfer will be effective on the day the Employee Agreement is signed. Procedures at Para 40d are to be completed before the Employee Agreement is signed and the letter or certificate forwarded to APC CM Ops with the other documents.

c. On completion of their Sponsored Reserve liabilities, such personnel are to be transferred to their former Army Reserve Group unless:

(1) They are over age.

(2) They have applied for voluntary resignation, retirement, transfer to RARO or, if soldiers, applied for discharge for enlistment into Section D of the Army Regular Reserve, voluntary discharge, or have completed their former engagement. (If they have completed the period of Group A or other service outstanding at the time of their transfer to Group C by virtue of their service in Group C, soldiers may be discharged as at "on completion of engagement" (see Para 43).

d. They will normally be able to return to their former rank and employment subject to there being a vacancy or overbearing authority being granted (see Para 40). If no vacancy in their former rank or employment is available in their unit, and overbearing or a voluntary assignment or attachment to another unit or pool cannot be offered, they are to be given the option to voluntarily revert in rank, or seek voluntary discharge.

Reckonable Service

42. **Service prior to joining Group C.** All service prior to joining Group C is reckonable for pay and bounty earning purposes under the same rules as for ordinary members (see also Para 18b).

43. **Service in Group C.** Time spent as a Sponsored Reservist is to be reckonable for pay, promotion, seniority and bounty earning years, eg a Sponsored Reservist who has earned a fourth year bounty in Group C, will on transfer to Group A or B, start on their fifth bounty earning year.

Where Sponsored Reserve service does not qualify as service for the TD or TEM, it does not count as a break in service. Time spent as a Sponsored Reservist is also to count against any unexpired former engagement as an ordinary member or Regular Reservist (see also Para 41c(2)).

Transitional Members

44. A Reservist who was a member of the Transitional Class as defined in Section 129 and Schedule 9 to RFA 96 immediately before becoming a Sponsored Reservist, and who resumes their former service in accordance with Section 42(3) RFA 96 because their former term of service has not expired, shall, by request, as permitted by Section 62 RFA 96, be exempt from call-out under Section 56 RFA 96, and if they were not liable to call-out under Section 11 RFA 80 as a transitional member, they shall be exempt from call-out under Section 54 RFA 96, until that term of service has expired.

Army/Employer Liaison

45. The Sponsored Reserve concept will only succeed if there is close liaison between the Sponsored Reservist's unit, the employer or if self-employed the person to whom the reservist is under contract as a Sponsored Reservist, and the Army Personnel Centre. The employer cannot fulfil their obligations under the MOD Arrangement if they are not aware of any changes to their employee's military circumstances, and the Army will be unable to train and administer individual Sponsored Reservists without the assistance and co-operation of their employers.

46. A summary of the occasions on which the Army should inform the employer of actual or planned events affecting their Sponsored Reservist employees is shown below. Notifications are to be made without delay.

- a. Failure of an employee to sign an Employment Agreement by the date specified in the MOD Agreement, failure to enlist, transfer or be commissioned by the date specified in the Employee Agreement or foreseen likelihood of such a situation, eg Delay in SC or CTC clearance.
- b. The granting of a commission, enlistment or transfer of an employee into Group C, including the rank granted.
- c. Completion of Sponsored Reserve military training to the standard required to be judged fit for deployment on permanent service, ie FFR as a Sponsored Reservist.
- d. Promotion.
- e. Any proposed training which conflicts with times at which a Sponsored Reservist would be expected to be at their civilian place of work.
- f. Any application for Full Time Reserve Service, Additional Duties Commitments or Voluntary Additional Duties which conflict or might conflict with times at which a Sponsored Reservist would otherwise be expected to be at their civilian place of work.
- g. Any change in a Sponsored Reservist's personal circumstances which is unlikely to result in cessation of their liabilities as a Sponsored Reservist, eg Applications for voluntary transfer to Groups A or B, RARO or Section D of the Army Regular Reserve, compulsory resignation/retirement or discharge on disciplinary, medical or administrative grounds, applications for voluntary resignation/retirement or discharge.
- h. Prior warning of the intention to call-out a Sponsored Reserve work force (see Para 01.01.059). Because such call-out will not normally be preceded by a trawl for

volunteers, responsibility for warning employers must rest with the APC who in turn must be given adequate warning by PJHQ or Army HQ (G3 O&D), as appropriate. It is essential that the headquarters responsible for operational planning and roulement informs the APC so that employers can make plans to provide replacements.

- i. Prior warning of any proposals to invite Sponsored Reservists called out for permanent service to extend their period of permanent service (see Paras 01.01.064 and 01.01.065).
- j. Prior warning of a Sponsored Reservist's proposed demobilization date.
- k. Cessation of an individual's Sponsored Reserve liabilities for whatever reason.

Section 2 - Recovery of Military Fines, Forfeitures and Stoppages

(The regulations in Paras 48-55 are effective as from 1 Jan 99)

Personnel in receipt of Pay from MOD

47. Procedures are as laid down for ordinary members (see also Section 211 AA55 as amended by Schedule 10 RFA 96 and QR(Army), Para 6.156).

Personnel in receipt of Category E Pay

48. **Category E Pay.** Category E pay is deemed for the purpose of the recovery of fines, stoppages and forfeitures as being pay at the same rate as would have been issued to a Sponsored Reservist if they were an ordinary member of the Army Reserve (see Sections 71(5A)(b) and 76c(9) AA55).

49. Recovery of Fines and Stoppages - General

- a. Recovery of fines and stoppages may be effected through payment by cash or cheque or through deductions from Category E pay made by the civilian employer.
- b. It is essential that arrangements between employers and the Secretary of State to provide Sponsored Reserve services, contain a clause requiring the employer to recover fines, stoppages or forfeitures from an individual's pay. Sponsors of any Sponsored Reserve project are to include PersSvc Discipline in the staffing of the project from the outset.
- c. All Sponsored Reservists will have a record of service and a pay frame on the AFPAA(WD) computer. In consequence, everyone will have a Service pay account even though it will show a nil balance. The award of a fine or stoppages will therefore create a debit balance.
- d. Notification of the award of a fine or stoppage is to be made to the APC in the normal fashion as laid down for fines in QR(Army), Para 6.156, including notification of the agreed method of recovery. In addition, all instances are to be notified to both PPPA and APC CM Ops by signal, including the detailed method of recovery.
- e. Colonel PPPA is to review the award of fines as laid down in QR(Army), para 6.157.

50. Payment by Cash or Cheque.

- a. An individual will normally be expected to pay the fine or stoppages in full by cash or cheque within 14 days of the award being given.

b. If they are unable to pay the award in a single payment, PPPA is to calculate the rate of recovery as laid down in QR(Army), Para 6.156b(1) and (2) and notify the unit. The individual is to pay the first instalment of the full amount due within 14 days of the unit receiving notification from PPPA and thereafter at monthly intervals until the full amount has been recovered.

c. Repayments are to be paid through the imprest account and credited to the unit's General Suspense Account. Receipts are to be notified to the PPPA in writing for the adjustment of the individual's debit balance. (Exceptionally, it may be more appropriate for recoveries to be made direct from pay in which case the procedures outlined below are to apply).

51. **Deductions from Category E Pay**

a. On receipt of notification of a fine or stoppages and the creation of a debit balance in an individual's Service pay account, AFPAA(WD) will automatically raise a notification form for the APC. The APC is then to ascertain the elected method of recovery and if necessary raise a Defence Accounts Billing Form (DAB) showing the name of the employer to be charged, the name of the individual from whose pay the money is to be deducted, the sum to be recovered and the rate of recovery.

b. The DAB is to be forwarded to the Defence Accounts Agency which is to invoice the employer concerned with the details shown above. Repayments by the employer, which are to be accompanied by certification that the money has been recovered from the individual's pay, are to be credited to the APC General Suspense Account and the unit notified accordingly.

52. **Non-Payment of Fines and Stoppages**

a. In the event that repayment of fines and stoppages is not effected, the unit or Defence Accounts Agency, as appropriate, is to notify the APC without delay.

b. When payment is to be made through the unit imprest by cash or cheque, the Commanding Officer is to warn the offender that if full payment or incremental payments (as appropriate) is not made or resumed within 7 days, proceedings may be initiated for recovery through their employer. If payment is not made within 7 days, the Commanding Officer is to notify the APC.

c. The APC is to initiate action for recovery through the employer.

Forfeiture

53. Procedures for the recovery of forfeitures from pay are to follow the procedures laid down at Para 51.

Attachment of Earnings Orders

54. Personnel in receipt of Category E pay are not exempted from Attachment of Earnings Orders being made against such pay. Responsibility for making appropriate deductions rests with the civilian employer.

55. However, to ensure that PPPA is able to calculate the correct recovery rate for any subsequent fines or stoppages, individuals in receipt of Category E pay are to notify the unit RAO if such an order comes into effect. Similarly, potential officers or recruits who will be paid Category E pay after commissioning or attestation, are to inform their unit if they are subject to an Attachment

of Earnings Order. The unit is to include details of this Order with the normal potential officer or recruit documentation forwarded to the APC.

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CHAPTER 2**TRAINING****SECTION 1 - GENERAL****Introduction**

01.02.001. The role of the Army Reserve is to provide formed units, sub-units and individuals as an essential part of the Army's order of battle for operations across all military tasks in order to ensure that the Army is capable of mounting and sustaining operations at nominated states of readiness. It is also to provide the basis for regeneration, while at the same time maintaining links with the local community and society at large.

The Training Year**01.02.002.**

- a. The training year begins on 1 April and ends on 31 March of the following year with the exception of UOTCs, where the training is run from 1 October to 30 September.
- b. Each officer and soldier is to complete their training obligations within the training year, although in exceptional circumstances an extension may be authorized in accordance with Para 01.02.008 (see JSP 754, Chapter 4, Section 2 for definition of whole and part days training).

Annual Training

01.02.003. Annual training of the Army Reserve consists of the following:

- a. Additional Training (AT), or training courses that directly contribute to the role of the unit or to the individual's continued professional development as directed by the appropriate Head of Capability (see Paras 01.02.031 and 01.02.081a).
- b. Non-Continuous Training (NCT) days or, in the case of OTC personnel, $\frac{1}{4}$ training days.

Liability

01.02.004. There is a legal obligation under the Reserve Forces Acts 1980 and 1996, and regulations thereunder, to attend for certain training; failure to attend for such training when ordered to do so (see Para 01.02.084) may be treated as an offence under Section 97(2) of the 1996 Act.

Authorization

01.02.005. Details of AT and NCT are in Section 2 of this Chapter. Entitlement to pay and allowances during training depends on the category of training as shown in Annex B/2. The Commanding Officer of an Army Reserve Regional unit or commander CRHQ may authorize all training within the limits specified, except as laid down in Paras 01.02.006, 01.02.007, 01.02.014 and 01.02.092 - 01.02.094.

01.02.006. The authority of HQ Fd Army, Res Plans Cell, is required by units under their command for all training outside the United Kingdom.

01.02.007. The Commanding Officer of a Regional unit and commander CRHQ may authorize continuous training up to 28 days. The authority of the Div Commander is required for periods up to 56 days. Periods in excess of 56 days may only be authorized by HQ Fd Army, Res Plans Cell, and applications must reach Army HQ a minimum of 42 days before the training is due to commence. Periods of continuous training in excess of 16 days may only be carried out voluntarily. Continuous training by attachment to a Regular Army unit is dealt with under Para 01.02.091.

Extensions for and Exemptions from Training

01.02.008.

a. **Extension.** When it has not been possible for an officer or soldier to complete their AT or NCT training by 31 March because of illness or for valid business reasons or, in the case of a recruit, because there has been insufficient time allocated for training since their enlistment, the Commanding Officer or commander CRHQ may grant an extension up to 30 April for the training bounty. A further extension up to 30 June may be authorized by the Bde Commander. Orders granting these extensions are to be promulgated by 21 April and 21 May respectively. Exceptional extensions beyond these limits may be granted on the authority of HQ Fd Army, Res Plans Cell, to personnel who have been mobilized. Extension is not to be authorized for members of units who are required to complete less than 16 days. For UOTC members who are undergraduates (or the equivalent) an extension is automatically granted to 31 August.

b. **Extension for 2 Successive Years.** This is only to be granted on the authority of the 2*/3* Commander.

c. **Exemption.** A 2*/3* Commander may in exceptional circumstances authorize exemption from completion of the statutory training requirement for 1 year when extension has not been authorized or is inappropriate. Exemption from completion of the requirement does not imply qualification for training bounty. It does however excuse an individual from meeting the lawful training liabilities as defined in RFA 96.

d. **Attendance at Courses.** Attendance at courses may count in lieu of AT or ACT (providing the course length matches ACT) in a current year, or in a subsequent year (see Para 01.02.098).

e. An extended training year is to end on the day on which an individual completes their bounty earning training obligations, or on the last day of the authorized extended period, whichever is the earlier. All subsequent training attended is to count towards the next training year.

Officer Training

01.02.009.

a. On completion of the probationary period of service, as defined in Paras 01.04.063 - 01.04.066, every officer should be capable of commanding a platoon or troop.

b. Officers commissioned as Second Lieutenants or as Lieutenants (ex Regular or Army Reserve warrant officers), or as Captains (RAMC medical officers, RAVC veterinary officers and RADC dental officers and AGC(ALS) legal officers), are required to obtain a satisfactory report before their commission may be confirmed. If possible during this year the officer should attend both unit ACT and their special to arm or service young officers' course. Where this is not possible Commanding Officers are to seek guidance from the appropriate

Head of Capability (HOC) in order to decide which is to take priority. In order to make the required 'satisfactory report' Commanding Officers are to satisfy themselves that the probationary officer has:

(1) Attended the special to arm or service course and successfully commanded soldiers during weekend training.

or

(2) Satisfactorily attended ACT.

c. An officer with no previous military service or qualification as in Para 01.02.013, who is commissioned direct into the Army Reserve, is required to complete recruit training as laid down in Paras 01.02.011a and 01.02.032 - 01.02.034. Exemptions to be addressed to the 2*/3* CoC.

d. The training of officers holding General List B commissions for service with the cadet forces is laid down in the appropriate cadet force regulations.

e. The training of officers holding General List Group D commissions and other ranks is laid down in RLFR, Part 1, Chap 4, Annex D (Officers); and RLFR Part 1, Chap 5, Annex D (Soldiers).

01.02.009A. Potential Officers. Confirmed Applicants who are not enlisted into the Army Reserve may participate in Nurturing Activity training. Commanding Officers are to ensure that the provisions of Defence Logistic Framework are fulfilled and ARITC Nurturing Activity Guidance is met.

01.02.010. Commanding Officer's Responsibility. Commanding Officers are to ensure that officers under their command receive encouragement and instruction in preparation for career courses which may include e-learning and blended training solutions.

Initial Training

01.02.011. Initial Training.

a. Initial Training consists of Basic Training and Initial Trade Training. Any training delivered to an individual prior to commencing Basic Training is referred to as Nurturing Activity.

b. Basic Training consists of the following:

(1) **Basic Training Alpha.** The first period of formal recruit training at an authorized training establishment delivered in either a modular format over a series of weekends or as a consolidated period of training.

(2) **Basic Training Bravo.** The second period of formal recruit training at an authorized training establishment. This course is delivered as a consolidated period of training.

c. Recruits are to complete their initial training as soon as possible after enlistment. Ideally Basic Training Alpha should be completed in the first year of training and Basic Training Bravo in the second year of service.

- d. A Reservist is to be classed as a Basic Trained officer/ soldier after successful completion of Basic Training Bravo. A Reservist becomes trade qualified/Fit For Role when formal initial training has been completed and a first career employment qualification has been attained.
- e. A recruit may not be mobilised. A Basic trained Reservist remains a trainee until they have completed Initial Trade Training, however, such individuals may be mobilised in support of UK Operations. They may not be mobilised in support of UK Operations overseas.
- f. A recruit is eligible for bounty at the end of their first part training year on successful completion of all parts of Phase 1 CMS(R). Further information may be obtained from JSP 898.

01.02.012. Commanding Officers are to ensure that trainees complete Initial Trade Training as soon as possible after enlistment and preferably within 12 months from completing Basic Training.

Effect of Former Service

01.02.013. Recruits with former regular service of 12 months' or more in the Royal Navy, Army, Royal Marines or Royal Air Force, or former service of 2 years' or more in any of the reserve or auxiliary forces of these Services, may, at the discretion of Fd Army HQ, Res Plans Cell, be considered as trade qualified (see also Paras 01.05.151 - 01.05.151). Time bars apply, after which individuals must be re-assessed or retrain. LWC will issue appropriate instructions.

Training Attachments

01.02.014.

- a. An officer or soldier of the Army Reserve may carry out, with the agreement of both Commanding Officers, the whole or part of their annual training with a Regular Army unit or another Army Reserve unit of the same arm or service.
- b. Personnel of Group A units may be attached to Group B units or personnel of Group B units may be attached to Group A units with the agreement of the 2* or 1* Commander. Similarly Group A officers may be attached to the OTR/OTCs for instructional purposes. The unit to which the attachment is made need not be of the same arm or service.
- c. The unit to which any volunteer is attached is to send to the parent unit a record of all training completed.
- d. An officer or soldier of the Army Reserve who is resident abroad for a period of not more than 1 year may be attached for training to any British Regular Army unit stationed in that country, or, with their consent, to a Commonwealth force or the force of a NATO ally. The period of training is not to exceed the extent of their annual training requirement. Attachments (except for Army Reserve attachments to Regular Army exercises for which see sub-Para f) must be authorized by Fd Army HQ, Res Plans Cell and Army HQ Army International Branch who will issue the necessary instructions; applications must be made 42 days in advance. Where an officer or soldier intends to be abroad for more than 1 year action is to be taken in accordance with 01.03.031e and 01.04.620. Applications for attachment to a NATO or Commonwealth Army are to comply with the provisions of LFSO 1226. Regulations governing pay are at JSP 754, Chapter 4, Section 2.

e. An officer or soldier of the Army Reserve may, on the authority of Army HQ, be attached to a unit of the Regular Army for the purpose of taking part in exercises provided that:

- (1) If the attachment is in lieu of ACT the tasks to be performed should be similar to those carried out in the individual's own unit.
- (2) Movement must be within the air staff table authorized for the exercise and travel must be on exercise aircraft. No personnel should move by commercial means as a result of Army Reserve personnel taking up seats on exercise airlift.
- (3) Reserve Service Days must come from unit or Bde Resources pools.
- (4) The exercise estimate for local overseas allowance is not exceeded. Any proposal which does not conform to these requirements must be referred to Fd Army HQ, Res Plans Cell.

f. A member of the army of a Commonwealth or NATO country may be attached to a Group A unit or OTC contingent subject to the approval of Army International Branch, SO1 Reserves. No expense to the public is to be incurred. Applications for attachments by members of a NATO or Commonwealth Army are to comply with the provisions of LFSO 1227.

g. A member of RARO may voluntarily attend Army Reserve training for periods of 8 hours or more provided there is a vacancy for an officer of their rank and there is no Army Reserve officer available to fill it, or cadet camps under Para 01.02.057. Where necessary these officers may be of lower rank than the established post they are to fill. Restrictions on rank and vacancy are not applicable to reservist obligatory training such as annual reporting or authorized collective training exercises.

h. Army Reserve Colonels who have transferred to RARO may also volunteer to carry out duties with Army Reserve commissioning and selection boards and similar functions where there is a vacancy and no Army Reserve or regular officer is available to fill it. APC may delegate authority for such detachments to 2* Commanders.

Ceremonial Functions not Counting as Training

01.02.015. Attendance at church parades, funerals, guards of honour, or on street duty (route lining) is not to count as training without Ministry of Defence approval, except as allowed under Para 01.02.211 (see also Para 01.07.103). Army Reserve Chaplains may be eligible for pay for such ceremonial functions that fall outside of the regular pattern, if authority is first sought through their Bde HQ.

Unpaid Training

01.02.016.

a. Unpaid training is to be categorized as follows:

- (1) Category C-1 training is defined as normal training for which personnel are on duty, eligible to travel at public expense and receive normal allowances, as appropriate, but voluntarily forego to receive pay.

(2) Category C-2 training is defined as training of limited value for which personnel are on duty but for which there is no entitlement to pay, allowances or travel costs except where specifically stated elsewhere in these regulations.

- b. Details of all unpaid training or parades by units/sub-units are to be published in unit / sub-unit orders, as appropriate. Publications are to be made well in advance of the proposed dates and are to show the nature of the activities proposed.
- c. Individuals with responsibilities for the administration of Army Reserve units or sub-units, or for the reconnaissance and planning of unit/sub-unit activities may voluntarily elect for any of these functions to be categorized as C-1 training. Commanding Officers are to ensure that individual C-1 training activities comply with the instructions laid down by Army HQ.
- d. Units are to maintain attendance records for all unpaid training, category C-1 training will be counted towards qualification for bounty.

Military Annual Training Tests (MATTs)

01.02.017. Reserve MATTs. MATTs are to be carried out in accordance with direction issued by Army HQ, and Reservists on the strength of Reserve units will normally complete MATTs at Level 2. However, Reserve soldiers and officers are to complete MATTs at the level of the unit to which they are assigned. This means that if a Reservist is assigned to a non-deployable Level 3 unit they must complete MATTs at level 3; if they are on the strength of a deployable Level 1 unit (normally after mobilisation) they must complete MATTs at Level 1. This will qualify Reservists for their Annual Certificate of Efficiency. HRR personnel, Reserve personnel serving in Regular deployable units and Reserve personnel warned for operations will complete MATTs at Level 1. MATT 2 policy is set out in Army Fitness Policy and includes policy on those 50 years of age and over. Exceptions are:

- a. Reserve Bands are to complete MATT 2 at Level 3, 2 x PFA plus MATTs 6 and 7 at Level 3.
- b. FTRS(HC), FTRS(HC) RSG and FTRS(LC) are to complete MATTs at Level 3. FTRS(HC) RSG are not required to complete MATT 2.
- c. FTRS(FC) are to complete MATTs to the same standard expected of a Regular officer or soldier in their unit. Commanding Officers may determine if their Reserve personnel should complete MATTs to a higher level ahead of a period of training, an OTX or support to Defence Engagement.

In order to support Army Readiness requirements, a 12 month 'rolling' currency for MATTs has been introduced from 1 Apr 15 (see also 2017DIN07 – 056). This policy will be superseded following LWC review in late 2018.

01.02.018. Reserved.

Parachute Training

01.02.019.

- a. Officers and soldiers who have volunteered for parachute duties and have signed the appropriate certificate can be ordered to undertake parachute descents at any time (see Para 7 of Annex A/4).

b. Extra RSD are allocated to parachute role personnel to allow them to carry out initial training and thereafter stay in role (see Notes 1 and 3 to Para 01.02.034). However, the training requirement to qualify for training bounty is the same as that for members who are not in parachute units or filling a parachute role appointment.

01.02.020. Reserved.

Re-engagement, Training Eligibility

01.02.021. A soldier who has applied for re-engagement, but whose current period of service has expired before their re-engagement is finally approved are not permitted to continue training. They are not to be allowed to continue training after APC CM Ops has informed the Commanding Officer of the unit that their application has not been accepted.

End of Service

01.02.022. A soldier whose term of service will expire during ACT and who does not wish to re-engage may, at the discretion of the Commanding Officer, be excused from attending such training if they so wish.

Security Education and Training

01.02.023. All Army Reserve personnel are to receive education and training in all aspects relating to security in accordance with instructions issued by Army HQ (G2 Sy) (see also Paras 01.02.017 and 01.03.003).

Battlefield Study

01.02.024. Properly organized battlefield study cleared at 1*/2* level or above may be classed as Category A training.

Allocation of Reserve Service Days

01.02.025. The allocation of RSD is explained at Annex C/2.

Training Records

01.02.026.

a. **General.** Formal records are to be maintained for all attendance at training or other duties on Army Reserve Attendance Registers in accordance with instructions laid down by Army HQ. These documents form the start point of the audit trail and are to be retained in accordance with instructions laid down by MOD (see also Paras 01.02.061 - 01.02.066 and Appx 3-6 of Annex G/2).

b. **Test Results.** Some training activities such as MATTs are carried out during training but cannot be recorded on the Attendance Register. Units are to ensure that proper records are maintained to show all personnel attending such tests, individual upgrading tests or other activities which affect an individual's entitlement to bounty, pay banding or classification, and the results. MATT 2 (Fitness Tests) are to be recorded on FISS, as per Army Fitness Policy. MATTs results are also to be recorded on ODR or other systems as directed. Where an Army form is not printed specifically to record any of these tests, the unit or sub-unit is to record results against a nominal role maintained by the person conducting the tests. The nominal role is to be headed to identify the activity, date and place and is to be certified by the conducting officer, WO or NCO on completion of training. The records are to be retained by

the unit or sub-unit for audit purposes, and the results are to be transferred to individual training records and where appropriate pay or record of service documents. This instruction will be updated in late 2018 following the LWC MATTs review.

01.02.027 – 01.02.030. Reserved.

SECTION 2 - ANNUAL TRAINING

Definition of Training

01.02.031. Training consists of:

- a. A period of annual continuous training (ACT) that consists of up to 16 days training:
 - (1) In the field in UK or OTX or in a Training Camp.
 - (2) On an attachment or a course under the authority of (Section 22(1)) RFA 96.

Sixteen days will continue to be the maximum period of ACT required by the Army Reserve, however Commanding Officers may split ACT into 2 periods, with one period of not less than 8 days and the total overall not exceeding 16 days.

- b. Alternatively individuals may attend aggregated periods of ACT which may consist of:
 - (1) A reduced camp (see Paras 01.02.081b and c).
 - (2) A split ACT Period (see Para 01.02.081d).
 - (3) A short course or courses, attachment(s) or modular training in lieu.
 - (4) Attend a military activity which provides military output of which 4 days must be the minimum period (see Para 01.02.041).

The aggregated periods of alternative forms of continuous training must total 8 or more days as laid down in JSP 754 Chapter 4 if they are to count towards bounty. The outstanding balance to make good 16 days training must be achieved by attending extra Non-Continuous Training (NCT).

- c. ACT for Army Reserve recruits is full attendance on the residential element of the Army Reserve Common Military Syllabus course. Where the formal Course Folder requires this to be delivered in less than a 16 day period, the outstanding balance to make good 16 days must be achieved by attending extra NCT.
- d. NCT, normally consisting of weekends and training nights. No training period other than Camp may exceed 36 hours without an individual's consent (RFA 96, Section 22(1)(b)).

Assured Training

01.02.031A. In generating collective capability, developing specialist Reservist skills and delivering activities which enhance the output of the Army Reserve, certain activities in the training year are to be identified as Assured Training events. Assured Training will be an event designated by the Commanding Officer that could be a training evening, a day's training, a weekend or annual training exercise, or course in lieu. It is not applicable for applicants, recruits or trainees whose focus must be in achieving a Phase 2 qualification. Personnel listed in Paras 01.02.032 and 01.02.040.b.(1) to (9) are also exempt.

Scope of Assured Training

01.02.031B. Commanding Officers must specify 6 military training events for the Regional Reserve units and 4 military training events for the National Reserve units per year, as Assured Training. Undertaking these activities will count towards the annual training bounty requirement.

Qualifying Criteria for Bounty

01.02.031C. To qualify for Bounty in the Training Year, Reservists must attend:

- a. **Regional unit:** 4 out of 6 Assured Training events.
- b. **National unit:** 3 out of 4 Assured Training events.

Commanding Officers may authorise qualification for training bounty where an individual attends less than 4 events (Regional) or 3 (National) in exceptional circumstances, but not more often than 1 year in 5. Waivers can be sought from HQ Fd Army, Reserves Plans Cell.

Forecast of Assured Training

01.02.031D. It is desirable that the unit annual training programme, including specified Assured Training events is published 3 months prior to the beginning of the training year. Where this is not possible, it is essential that an assured training event is published 6 months in advance of the event occurring. An Assured Training event can include ACT and NCT (including a training weekend or an individual RSD or part thereof). The annual Assured Training requirement must not take the Reservist in excess the 27 or 19 day obligatory training requirement. Successful completion of the Annual Training requirement as set out in these regulations will qualify an individual for an annual training bounty.

Extent of Annual Continuous Training

01.02.032. Annual Continuous Training (ACT). All Army Reserve personnel are to complete up to 16 days continuous training or training in lieu as defined above, annually except for:

- a. Engineer and Logistic Staff Corps (Group B).
- b. Army Reserve Group C personnel.
- c. Officer Cadets of the Held Strength (Unpaid) Category.
- d. Those excused under the provisions of Paras 01.02.040 - 01.02.042, 01.02.044 - 01.02.045 and 01.02.052 - 01.02.054.
- e. Personnel authorized to carry out the lower training commitment (see Para 01.02.036). Recruits are to complete continuous recruit training as laid down by Army HQ, IDev (see Para 01.02.011a).

01.02.033. Military Annual Training Tests (MATTs). MATTs are to be completed by all members of the Army Reserve (in accordance with MATTs policy issued by Army HQ, IDev) except for:

- a. Engineer and Logistic Staff Corps RE (see Paras 01.02.034 and 01.02.043).
- b. RLC Staff (see Para 01.02.034).

- c. Chaplains (see Paras 01.02.034 and 01.02.049).
- d. Officer Cadets of the Held Strength (Unpaid) category (see Para 01.02.034).

01.02.034. Non-Continuous Training. All Army Reserve personnel are to complete the following training:

- a. Regional units 11 days. See Notes (1) and (2).
- b. National units 3 days. See Note (3).
- c. However, it is essential that all Sponsored Reserve personnel are sufficiently well trained in military skills to function in an operational environment without endangering or being a liability to other military personnel. Minimum training standards and training requirements applicable to each MOD Arrangement will be laid down by Army Trg Cap and will be published separately. If the MOD Arrangement provides for any peacetime military training or duties to be paid for by the employer, rather than the Army, such training is to be recorded as Category E training as defined in Annex B/2. Such training is covered for disability allowances and pensions.

Notes:

- 1. 11 days for Soldiers under Training (not parachute role) during first year of service.
- 2. 18 days for all members with a parachute role (see also Para 01.02.019b).
- 3. 10 days for all members with a parachute role (see also Para 01.02.019b).
- 4. Variations to these normal requirements are shown at Para- 01.02.056.

Additional Continuous Training

01.02.035.

- a. In certain individual cases Commanding Officers may permit a second period of training to be carried out in lieu of Non-Continuous Training days as laid down in Para 01.02.034.
- b. This additional continuous training may only consist of recognized courses in an ARITC/ LWC School or at a Defence Training Establishment (including Army Training Units (ATUs), an attachment authorized under Para 01.02.014, voluntary extra duties as defined in Section 5 of this chapter, a course authorized under Para 01.02.098d, or circumstances under which a camp or course lasts longer than the standard 16 training days training, eg recovery from an exercise is not feasible within 16 days from its commencement.

The Lower Training Commitment

01.02.036.

- a. In certain individual cases involving special business or domestic reasons, Commanding Officers may permit trade qualified personnel of Regional and National units to undertake the lower training liability (which attracts a lower training bounty) which consists of:
 - (1) 16 days training which 8 may be additional training (AT) with the balance made up of Non-Continuous Training (NCT).
 - (2) All personnel are to pass MATTs as laid down in Annex G/2 and be certified as efficient by the Commanding Officer (less attendance at specified training days unless an 8 day camp, or courses in lieu of an 8 day camp, are completed).

- b. Trade qualified personnel are defined as those who have obtained at least the first year bounty and are classed as trained soldiers as defined in Annex C/1.
- c. Authority to serve on a lower commitment is to be granted for only 1 year at a time. It is to be recorded on JPA which is to be published by 1 October in that training year.
- d. No Army Reserve member may be given authority to serve on the lower training commitment for more than 2 years in any 1 period of 5 years without the authority of the 2* Commander.
- e. Commanding Officers are not to allow more than 15 per cent of the strength of the unit to serve on the lower training commitment at any one time.

01.02.037. Sponsored Reserves. The programming of training for Sponsored Reserves should if possible be arranged in conjunction with the civilian contractor concerned. It is in both the individual's and their employer's best interests to ensure that all members of each Sponsored Reserves team are trained in their military skills and therefore suitable for mobilization. It is in the best interests of the unit responsible for a Sponsored Reserves team or teams, to carry out their individual and group training collectively. Efforts are to be made to obtain employers' agreement to release Sponsored Reserves during their first year of service for longer periods of continuous training where this is the most appropriate means of covering the initial military training syllabus.

Voluntary Additional Training in Group A Units

01.02.038. Voluntary Additional Training. All personnel may carry out additional voluntary training and/or extra voluntary duties to that at Paras 01.02.032 and 01.02.034 at the discretion of the Commanding Officer. Such duties are as authorized by the Reserve Forces Act 1996, Section 27 which is known as Voluntary Training Other Duties (VTOD) and are not to be confused with Full Time Reserve Service or Additional Duties Commitments authorized under Sections 24 and 25 respectively of the 1996 Act (see Paras 01.01.004b and 01.01.004c).

01.02.039. First (Recruit) Year Training. Officers and recruits who are required to complete a period of 16 days continuous officer or recruit training in their first year (see Paras 01.02.011 and 01.02.032) may also attend Annual Continuous Training (ACT) as additional training for not more than 16 days (see Para 01.02.085).

Army Reserve Colonels and Army Reserve Staff Officers (Group A)

01.02.040.

- a. All Army Reserve Colonels, JSLOs and Staff Officers (including BRT Staff Officers and BRT Staff Support personnel) are to complete the training requirements applicable to soldiers of Regional units (see Paras 01.02.032 and 01.02.034), except for D Comd 170 (Infra Sp) Engr Gp who is to complete the National unit requirement. The President AOSB or 1* Commanders and above may direct that Army Reserve Colonels and Army Reserve Staff Officers they employ should conduct military activity commensurate with their role in lieu of training, but all are required to conduct MATTs at the level described in Para 01.02.017. Army Trg Cap is the authority to authorise exemptions from MATTs.
- b. In order that they may use their full training obligations in a manner commensurate with their duties throughout the year, as required by the appropriate headquarters, the

obligation to complete camp or training in lieu, as shown in Para 01.02.031a, is waived for the following:

- (1) Army Reserve Colonels, other than those in command of units.
- (2) Staff Officers and Headquarters support staff.
- (3) Army Training Unit (ATU) personnel.
- (4) Army Reserve/CRHQ Recruit Specialist Training Teams.
- (5) UESOs.
- (6) CO 65 CRE (Works Gp).
- (7) Corps Army Reserve Regimental WOs responsible for Corps policy.
- (8) RMAS Gp.
- (9) ETS (Reserve) Officers.

Specialist Individual Reinforcement Pool

01.02.041.

a. RA Specialist Pool, AGC (ETS) Reserves, All Arms Watchkeepers and Liaison Officers Pool and its constituent units provide major headquarters and units with officer and soldier specialist reinforcements on mobilization. Members of these pools are to complete the annual training requirements for National unit personnel. Additional Training of 16 days may be completed in more than one continuous period in order to support headquarters and units during different activities throughout the year. The minimum exercise period must not be less than 4 days.

b. These regulations may also apply to members of other specialist officers and soldiers pools (Army Reserve), including chaplains, 167 (Cat Sp) Regt RLC, 165 (P&M) Regiment RLC, 162 (PC & MC) Regt RLC, who are nominated for exercise support duties to headquarters and units, Reservist ALS officers for Courts-Martial duties and to all other chaplains (see also Para 01.02.049).

Officers on the Army Reserve Reinforcement Group (ARRG) or Assigned in Excess of Establishment

01.02.042.

a. Personnel on the ARRG 1 are to fulfil the training liability applicable to that unit. Personnel on ARRG 3 and 4 have no training liability.

b. Officers assigned or attached in excess of establishment under Ministry of Defence authority in accordance with Para 01.04.330 have the training requirement of the unit to which they are assigned or, if employed in a staff appointment, as defined in Para 01.02.040.

Engineer and Logistic Staff Corps RE

01.02.043. Members of the Engineer and Logistic Staff Corps RE have no training requirement.

Specialist Officers (Group A)

01.02.044.

- a. Special conditions apply to members of the Pool of Technical Staff Officers and Technical Intelligence Staff Officers (see Annex D/2).
- b. Members of the Stabilisation and Assistance Gp (SAG), (Media Ops) who have the Regional units training requirement, may complete Additional Training (AT) in more than one continuous period in order to support headquarters and units as in Para 01.02.041a.

Officers and Soldiers of the Army Medical Services

01.02.045.

- a. Certain Army Medical Services officers and soldiers of Regional units are to complete a reduced training requirement of 16 days Additional Training (AT) and 3 days Non-Continuous Training. The appointments to which this reduced obligation may apply are to be shown in the establishment of the units concerned.
- b. Where two medical officers are allowed in accordance with Para 01.03.303 each will be required to complete the requirement in full to qualify for bounty (see also Para 01.07.024 and JSP 754, Chapter 4, Section 2).
- c. All personnel are to complete, annually, the personal weapon handling test, MATT 2 (AFT (Reserves) as directed in Army Fitness Policy issued by Army HQ, IDev and MATTs 6 and 7 to qualify for Bounty. There are no exceptions unless there are extenuating circumstances (ie no personal weapons available). Army Fitness Policy also sets out the policy for fitness training for those 50 years of age and over. (See also Para 01.02.040 for details for Staff Officers training requirement).

01.02.046 – 01.02.048. Reserved.

Chaplains (Group A)

01.02.049. Members of the Chaplains' Pool are normally required to complete 16 days continuous Additional Training (AT) (but see also Para 01.02.041b) and 3 days Non-Continuous Training (NCT). They are not to take the annual personal weapon test. Attendance at annual camp will be in accordance with the instructions of the Ministry of Defence Chaplains (Army). Fifty chaplains, who are to be nominated annually by the Ministry of Defence Chaplains (Army), may voluntarily complete an additional 8 days. These training days may be converted to training periods.

01.02.050. Reserved.

QARANC

01.02.051 There are no QARANC Regional units in the Army Reserve. QARANC members are fully integrated within unit establishments and fill certain annotated positions.

15 (UK) PSYOPS Gp

01.02.052. 15 (UK) PSYOPS Gp is a National unit with specialist training obligations. Additional Training (AT) may be carried out in aggregated periods of 4 or more days of continuous training to allow maximum flexibility in exercise support. This is additional to other alternative forms of training in lieu of Camp authorized by these regulations.

Cyber Reserves

01.02.052A. Joint Cyber Unit (Reserves) is a National unit with specialist training obligations. Additional Training (AT) may be carried out in aggregated periods of 4 or more days of continuous training to allow maximum flexibility in operational or exercise support. This is additional to other alternative forms of training in lieu of Camp authorized by these regulations. Reservists in Cyber may attempt MATTs only at Level 3 for which the Commanding Officer has overall discretion.

AAC Units

01.02.053. 6 Regt AAC is a Regional unit but recruits nationally, and has specialist training and commitments in order to provide aviation ground support direct to JHC. Additional Training (AT) may be carried out in aggregated periods of 4 or more days of continuous training or exercise support.

Army Reserve Bands (Group A)

01.02.054. Recruits and trained soldiers of Army Reserve bands (Group A) are to complete the following training annually:

- a. Up to 16 days continuous training annually which may be completed in more than one continuous period in order to allow for attendance on exercise, course or event. The minimum exercise, course or event period covered by the continuous training may be modularized into smaller segments must be not less than 4 days in total. All individual modules of that continuous training are to be completed to qualify as continuous training.
- b. Eleven days Non-Continuous Training each year except for recruits who are to comply with Para 01.02.034a, Note 1.

Officers' Training Corps (OTC)

01.02.055. The following training is to be carried out annually by members of the OTC:

- a. Up to 16 days Annual Continuous Training (ACT).
- b. Non-Continuous Training (NCT) 11 days for a minimum of 2 hours actual training per day.
- c. Training directed by Comdt RMAS Gp.

The OTC training year commences at the start of the Academic Year. Additional training may be carried out voluntarily. Regulations governing the payment of bounty for those who transfer from the OTC Group B to Group A units on completion of the OTC training year are at JSP 754, Chapter 4, Section 5. This paragraph does not apply to OTC officer cadets of the Held Strength (Unpaid) Category.

01.02.056. Reserved.

Attendance at ACF or CCF Camps

01.02.057. Officers and soldiers of Groups A and B, or members of RARO, may attend ACF or CCF camps for either training or administrative or medical duties. Such attendance must be subject to agreement by the Commanding Officer and requires the approval of the 1* Commander which must be satisfied that it is necessary and can be carried out without

detriment to the training or administration of the Army Reserve unit. Those officers and soldiers intending to join ACF and CCF training must conform to current cadet training regulations and G1 Pers requirements including Disclosure and Barring Service (DBS).

Certificate of Efficiency

01.02.058. At the end of each training year every member of the Army Reserve who fulfils a bounty earning obligation is to be granted a Certificate of Efficiency by the Commanding Officer. In all instances, other than a HRR bounty, a bounty will only be paid on receipt of a Certificate of Efficiency which will confirm that the appropriate attendance, training requirements and training performance standards have been met. Where necessary, the certificate is to specify alternative training/service authorized to count in lieu Annual Continuous Training. With effect from the start of the 2016/17 training year each member of the Army Reserve must meet the following conditions in order to qualify for a Certificate of Efficiency:

- a. Unless excused for medical reasons, pass the Military Annual Training Test (MATT) at the level specified by Army Trg Cap (see 2016DIN07-053).
- b. Attend Annual Continuous Training (ACT). Where training in lieu of ACT amounts to less than 16 days, an individual is to make good the difference by attending Additional Training or Non-continuous Training days.
- c. Attend the specified number of Non-Continuous Training days laid down at Para 01.02.034.
- d. Bounty earning requirements for the lower training commitment are laid down in Para 01.02.036.
- e. Attend assured training (see Para 01.02.031A).

01.02.059. Commanding Officer's Certificate of Efficiency. The details regarding the presentation of the Commanding Officer's Certificate of Efficiency appear in Annex G/2. Individuals who are granted an extended training year, or are authorized to allow FTRS, mobilized service or a course, courses or modular training to count in lieu of camp, or who have been granted authority to attend a reduced unit ACT, or any other variation authorized by these regulations, are to be given individual Certificates of Efficiency.

01.02.060. MATTs - Mobilization. All personnel mobilized undergo post-mobilization training to ensure they can achieve MATT Level 1 standards prior to deployment on operations. Personnel mobilized to carry out UK support activities will be required to attain MATT level 2 standards. MATTs achieved as part of mobilization will count for bounty within that training year.

Attendance Record Keeping

01.02.061. All Army Reserve training or duties under Sections 22 or 27 of RFA 96 is to be recorded electronically using the Reserve Attendance & Pay Service (RAPS) or Army Reserve Attendance Registers (ARs).

01.02.061A. Roles & Responsibilities. Key unit personnel have specific roles and those fulfilling the roles, must be published on Unit Routine Orders (UROs) for audit purposes. The roles and associated responsibilities are:

- a. **Training Manager (Event Manager):**
 - (1) Define event outcome.

- (2) Define resources required.
 - (3) Delegated responsibility to plan events.
 - (4) Authorise resource expenditure.
 - (5) Maintain, monitor and amend the departmental Forecast of Events.
 - (6) Co-ordinate departmental plan with higher formation.
 - (7) Report departmental resource consumption against plan to higher formation.
- b. **Training Deliverer (Activity Manager):**
- (1) Create activities to deliver event outcome.
 - (2) Invite and manage attendees (create nominal roll).
 - (3) Deliver activity.
 - (4) Record and report outcomes.
- c. **Mustering Person:**
- (1) Record attendance.
- d. **Assurer:**
- (1) Ensure process has been followed.
 - (2) Confirm authorised persons are entitled (on unit orders).
 - (3) Approve payment.
 - (4) The Assurer may not hold any other roles.

01.02.061B. RAPS. All Army units with reserve personnel are to use RAPS to record attendance¹. RAPS provides accountable and auditable electronic attendance record keeping service for the Army reserves, linked to the authorised Forecast of Events (FoE), on Churchill. All attendance is assigned a Unique Event Identifier (UEI), which is the Army authority to consume RSDs. RAPS electronically records all individual attendance detail, together with those authorising events and confirming attendance. The use of RAPS will ensure procedural and regulatory compliance.

01.02.061C. Attendance Registers (AR). ARs are accountable documents which form part of the Joint Personnel Administration (JPA) audit trail for the JS JPA E019/JS JPA E019A (Unit Night Register and Continuation Sheet), and individual's pay records. They are to be controlled and accounted for by a nominated member of the permanent staff of each Army Reserve sub-unit. Each AR is to be given a sequential serial number when it is issued and the issue recorded in the sub-unit master register:

¹ The only exceptions being where personnel are not yet available on JPA (new recruits) or where an individual's details cannot be found on RAPS.

a. ARs are to be issued to the mustering person before the start of every training night, training weekend or other period of training or duties. Any person (Regular, Reserve or Civilian) can be a mustering person, providing that they have been properly authorised by the Commanding Officer and their names have been published on Unit Routine Orders.

b. Where individuals are required to carry out training or duties outside normal scheduled training, they may be issued with an individual AR. This is to be given a serial number, sequential to the last AR issued.

01.02.062. Separate ARs are required for each day or part day of training or duties attended with the following exceptions:

a. Periods of continuous training that cover more than 1 day including weekend training and camp.

b. Individual ARs which may cover one or more periods of training within a week. Individual ARs are to be returned to the person nominated to account for ARs within 7 days of being issued.

01.02.063. On completion of a training period covered by an AR, the person responsible for the issue of ARs and the maintenance of the sub-unit master register is to check that:

a. Details at the top of the first page of the AR and of continuation sheets have been properly completed;

b. The certificate has been signed by the mustering person and a responsible officer and that their personal details are included and are legible;

c. The certificate carries the correct serial number and that it shows the correct number of pages for the AR.

Details from the AR are then to be transferred for pay, allowances and ration purposes, as appropriate, and the certificate counter-signed accordingly.

01.02.064. ARs are to be retained and checked in the same manner as supporting vouchers to the imprest account in accordance with instructions laid down in the Unit Administration Manual Part 3 Chapter 1.

01.02.065. On completion of an individual AR the person responsible for the issue of AR and the maintenance of the sub-unit master register is to check to ensure that:

a. Details at the top of the register have been completed and are legible;

b. The claimant's certificate has been signed and dated.

Details from the AR are not to be transferred for pay, allowances and ration purposes until the certificate has been endorsed by the claimant's employing officer.

01.02.066 – 01.02.080. Reserved.

SECTION 3 - ANNUAL CONTINUOUS TRAINING

General

01.02.081.

- a. Subject to the exceptions shown in Section 2, all Army Reserve personnel are required either to attend Annual Continuous Training (ACT) (formerly known as annual camp) for a period of up to 16 continuous days, or alternative training or service as specified at Paras 01.02.031, 01.02.085 and 01.02.098 unless authority has been granted for a lower training commitment as defined at Para 01.02.036 (see Para 01.02.004 for legal liabilities).
- b. Exceptionally for business or domestic reasons Army Reservists may be granted authority to attend unit camp for a reduced period of not less than 8 days. The balance to complete 16 days being made up by attending extra Non-Continuous Training (NCT). This is not to be confused with the lower training commitment shown in Para 01.02.036 which is a deliberate or planned period of lower commitment which attracts a lower Bounty.
- c. Authority to attend a reduced ACT, training or service in lieu of ACT is to be shown on the CO's Certificate of Efficiency and issued by the Commanding Officer by 30 April following a normal training year or 30 July following an extended training year (see Para 01.02.058).
- d. **Split ACT.** Where it is advantageous for the development of operational capability, units may hold split ACT. Such periods of ACT may be held for the professional development of specific employment groups or for the whole unit. If it is to count in lieu of ACT in its own right (see Para 01.02.031), it must be for a period of not less than 8 days, including the days of arrival and departure. If a split ACT lasts for less than 8 days, it must be aggregated with other Non-Continuous Training in lieu of ACT as defined at Para 01.02.031a in order to qualify for bounty.

01.02.082.

- a. An average of at least 6 hours work a day, including Saturdays and Sundays, is to be carried out during ACT training, or during an attachment to a Regular Army unit or to another Army Reserve unit or to the headquarters of an individual's own unit (see Paras 01.02.091 - 01.02.093).
- b. Days of arrival at and departure from ACT are to count as days of in camp training (see also JSP 754, Chapter 4, Section 5 in respect of pay).

Advance and Rear Parties

01.02.083. Commanding Officers may arrange for attendance of advance and rear parties for ACT where this is necessary. The size of advance and rear parties and the length of time they are required before and after the ACT period is to be left to the discretion of commanders.

Notices of Annual Continuous Training

01.02.084.

- a. Commanding Officers are responsible for issuing a notice to attend ACT to all personnel required to attend using the most appropriate means to maximise promulgation.
- b. Any Reservist who does not appear at the time and place for which notification has been made will be liable to be dealt with as an absentee.

c. If a Reservist finds that, for business reasons or on account of illness, they are unable to attend annual training for the period for which instructions have been promulgated the Commanding Officer is to be informed immediately. If in these circumstances the Reservist is excused attendance, arrangements should be made for other training in lieu of ACT.

01.02.084A. Notification of Employers. The Commanding Officer is to ensure that advance warnings of ACT is sent to the employers of all personnel in the unit in the annual Employer Notification letter written each January.

Attendance by Recruits and Trainees

01.02.085.

a. Attendance by Recruits and Trainees. Recruits and Trainees may not attend unit Annual Continuous Training (ACT). Their priority is to complete Phase 1 and Phase 2 Special to Arm Training. However, in exceptional circumstances trainees may attend ACT (eg if unable to attend a Phase 2 course) but only with 1* approval. If a Trainee attends ACT with 1* approval, COs must comply with JSP 898.

b. Attendance by Recruits and Trainees on Overseas Exercises. Recruits and Trainees may not attend an Exercise overseas unless the activity is sponsored by:

(1) RMAS for officers.

(2) ITG for soldiers.

However, in exceptional circumstances trainees may attend overseas Exercises but only with 1* approval. If a Trainee attends with 1* approval, COs must comply with JSP 898.

Attachments for ACT

01.02.086. Attachments of Officers to Undermanned Units. When the number of officers in a unit attending ACT is so much below the authorized establishment that the training of the unit will suffer, the CoC may authorize the voluntary attendance of officers of other Army Reserve units, or officers of the appropriate categories of the Regular Army Reserve of Officers, or officers of the same arm or service, to fill the vacancies. Where necessary these officers may be of a lower rank than that of the established positions they are to fill (see Para 01.02.014h).

01.02.087. Attachment of Regular Army Personnel. Commanding Officers of paired Regular and Reserve Units may, at their discretion, attach Regular or Reservist personnel as may be available and necessary for the training of the Army Reserve. This applies to both ACT and to NCT. Commanding Officers of non-paired units may apply to the CoC for such attachments to and from Regular and Reserve units.

Medical Assessments

01.02.088. Members who, on arrival for ACT, are found to be medically unfit for training are to be returned to their home. Arrangements are to be made for the training to be completed subsequently in accordance with Para 01.02.008.

01.02.089. Reserved.

Exemption from Annual Continuous Training (ACT)

01.02.090. Under exceptional circumstances a 2* or 1* Commander may exempt a unit from carrying out all or part of ACT. A full report of the circumstances is to be sent to Army Trg Cap without delay.

Attachments to Regular Army Units

01.02.091. In lieu of Annual Training. The voluntary attachment of officers and soldiers of the Army Reserve to Regular Army units in lieu of annual training may be authorized as follows:

- a. To Regular Army units or training centres of the same arm or service on authority of the Commanding Officer. The Commanding Officer of the Regular Army unit concerned is to confirm acceptance for suitable training in writing. The duration of the attachment is not normally to exceed the 16 days in camp training requirement unless the Reservist is content to serve beyond 16 days.
- b. Training by attachment to a unit for the purpose of taking part in exercises requires the authority of HQ Fd Army, Reserves Plans Cell, as at Para 01.02.014f.
- c. Training of an officer or soldier resident abroad with a Regular Army unit stationed in that country requires the authority of Army HQ, Army International Branch, as at Para 01.02.014e.

Extended Attachments - Officers

01.02.092. Longer attachments for officers, beyond the provisions of Para 01.02.091, may be authorized for periods between 1 and 6 months. Unit applications for such attachments are to be made on Army Form E 20021 and forwarded through the chain of command to HQ Fd Army at least 30 days before the proposed attachment commences.

01.02.093. Attachments made under the authority of Para 01.02.092 are to cover officer attachments for training purposes only. These regulations are not to be used as an authority for exceeding the maximum periods of duty permitted for Voluntary Training and Other Duties. If the number of RSD already attended, when aggregated with foreseen attendance during the attachment and subsequent unit training or duties, exceeds the limits laid down in Para 01.02.259, the attachment is to be carried out in an Additional Duties Commitment or FTRS, as appropriate.

Extended Attachments - Soldiers

01.02.094. Longer attachments for soldiers beyond the provisions of Para 01.02.091, may be authorized by 1* Commanders/ Bde Deputy Commanders for periods of between 28 and 56 days continuous duty. Unit applications for such attachments are to be made on Army Form E 20021 to this Chapter.

01.02.095. Attachments made under the authority of Para 01.02.094 are to cover attachments for training purposes or assistance on exercises only. Under exceptional circumstances authority may be granted for a soldier to attend a course in excess of 56 days duration. These regulations are not to be used as an authority for exceeding the maximum periods of duty permitted for Voluntary Training and Other Duties. If the number of RSD already attended, when aggregated with foreseen attendance during the attachment and subsequent unit training or duties, exceeds the limits laid down in Para 01.02.259, the attachment is to be carried out in an Additional Duties Commitment or FTRS, as appropriate.

Other Substitutions for Annual Continuous Training (ACT)

01.02.096. Training outside the United Kingdom. Where training in lieu of ACT is carried out outside the United Kingdom, a period of less than 16 days continuous training may count towards the completion of the ACT training period in the following circumstances:

- a. Where the shorter period is due solely to movement schedules outside the control of the unit or individual a period of 12 days continuous training is acceptable. The balance of days to complete 16 is to be made up by the equivalent number of Non-Continuous Training days.

01.02.097. Full Time Duties on Attachment to Army Reserve Units. An officer or soldier of the Army Reserve may, with the authority of the Commanding Officer, be attached to a headquarters, unit or sub-unit for full time duties (for example to replace permanent staff who are absent on leave or duty) either in lieu of, or voluntarily in addition to, ACT.

01.02.098. Attendance at Courses or Exercises/Attachments

- a. Attendance by officers and soldiers at approved courses may count in lieu of attendance at ACT or NCT for the training year in which the course is completed.
- b. Attendance by officers and soldiers at approved courses or exercises/attachments in the period 1 January to 31 March may, if authorized by the Bde Comd, count as attendance in lieu of the ACT or NCT commitment for the following training year.
- c. Commanding Officers of an Army Reserve unit may authorize attendance at whole time courses or modular courses at Div or Bde HQs Army schools/training regiments or Army Reserve/CRHQs, of not less than 4 weekends which are run for the purpose of gaining a recognized military qualification, providing they are satisfied that attendance on such courses is in the interests of the Service. The balance of NCT training days is to be made up through additional NCT.
- d. When a course has been completed, ACT may be carried out voluntarily in the same training year. The unit is to provide the necessary voluntary training time from its own allocation.
- e. At the end of a course the necessary JPA entries are to be made and the results are to be annotated in the individual's personal documents.
- f. During ACT, Army Reserve unit Regular Army Training Officers and PSIs are not normally to attend courses or carry out an attachment. In special circumstances a Commanding Officer may authorize such attendance or attachment, however attendance at such courses should only be admissible if it can be demonstrated that by being absent from the course, the officer or PSI will be disadvantaged in career progression. Army Reserve personnel who would normally be engaged in the delivery of training during ACT also fit into this category, however, Commanding Officers may authorize such an attachment or course if the unit thus gains trained personnel to the benefit of the unit.

01.02.099 – 01.02.200. Reserved.

SECTION 4 – NON-CONTINUOUS TRAINING AND CEREMONIAL DUTIES

Training Days

01.02.201. Attendance for not less than 8 hours in any 1 day, of which not less than 4 hours will be training, is to count as 1 training day. Attendance for a period of 2 but less than 4 hours, or 4 but less than 6 hours, or 6 but less than 8 hours are to count as quarter, half and three quarter days training respectively (see also JSP 754, Chapter 4, Section 2).

01.02.202 – 01.02.203. Reserved.

Authorized Participation in Sport Trials and Competitions

01.02.204. Participation by Army Reservists in approved sporting trials and competitions organized or sponsored by the Army is to qualify as training for the issue of pay and allowances. This training does not count towards the completion of the annual requirements as set out in Section 2 of this chapter.

- a. JSP 660 refers to the Status of Synopsis and Recognised sports that are eligible for public funding. Further details on Sport are available in AGAI Vol 1 Ch 5.
- b. Official representation and participation on UK Reserve Forces Association (UKRFA) competitions both in the UK and overseas does qualify as training for the issue of pay and allowances.

Training in Specialist Duties and Trades

01.02.205. It is essential that units are kept up to their authorized establishment of tradespersons and specialists. These individuals should be trained in their particular skills throughout the year in order to enable them to carry out their specialist trades during annual in camp training. Reservists are not to be trained in trades or specialisms until they have completed the period of recruit training specified in Section 2 of this Chapter.

Attendance at Further Education College, Institute or Adult Community Learning Centre

01.02.206.

- a. Within the limits of the funds allotted for the purpose, personnel of Group A units will be permitted to attend evening classes at a further education college or institute, or Adult Community Learning Centre, to undertake literacy, numeracy or trade training and to count such attendance as training for bounty purposes (for travel expenses see JSP 752, Chapter 4, Section 1).
- b. The above arrangements are subject to the following conditions and it is the responsibility of the Command/Functional Bde Commander to ensure that these conditions are satisfied:
 - (1) The literary, numeracy or trade training to be provided by evening classes must not be available more economically within the resources of the Command/Functional Bde.
 - (2) The syllabus of the course of evening classes must meet the requirements of the Army education or trade policy concerned.

(3) The officer commanding the Army Reserve unit or commander CRHQ must approve the attendance at evening classes of all personnel under their command who wish to count such attendance as training periods. In no case is attendance at an evening class to be counted as more than a quarter day training.

(4) The officer commanding the Army Reserve unit or commander CRHQ concerned is to obtain from the authorities of the further education college or institute a certificate showing the dates and duration of the attendance of each trainee tradesman. At the end of each course of evening classes, tradesmen who attend them are to take the appropriate literacy/numeracy qualification or Army trade test, the results of which will determine whether upgrading, reclassification or reassessment is necessary.

c. Command/Functional Bde HQs are to keep Army Reserve units informed of the further education colleges, institutes and Adult Community Learning Centres which are able to provide suitable training facilities.

Works Services as Part of Training

01.02.207. All authorized Works Services Military Construction carried out by Army Reserve units as part of their field training are to be:

- a. Identified by Defence Infrastructure Organisation (DIO).
- b. At temporary or permanent training camps, under DIO arrangements.
- c. Designed by Military Design Authority.
- d. Resourced and conducted by the Military Construction Force under which the Reserve unit would be tasked.

Ceremonial Parades and Functions

01.02.208. Detailed instructions concerning ceremonial parades and functions are set out in QR(Army), Chapter 8. Applications by Army Reserve units to participate in ceremonial occasions overseas are to be submitted to MOD (PS 12(A)). It should be noted that proposed ceremonial participation overseas at public expense is unlikely to be approved unless there are cogent reasons for units' participation. Such reason should include a firm invitation from the country, town or public authority who are arranging the event together with the strong support of the Foreign and Commonwealth Office. Applications should be submitted through Army HQ International Branch.

Ceremonial

01.02.209. Army Reserve units and Personnel are subject to the same policy for ceremonial duties which may be found in QR(Army), Chapter 8 and in the publication Ceremonial for the Army (AC 64332). This applies to Army Reserve units planning Guards of Honour, Salutes and ceremonial events overseas.

01.02.210. In all cases the officers and soldiers must be volunteers for the duty.

01.02.211. Attendance at one such ceremony each year, with the necessary preliminary rehearsals, may count as training of a maximum of 2 days for Army Reserve Group A, or up to 6 training periods for Army Reserve Group B. Any additional attendance that is to count as training requires authority from SO2 Reserves Pers Svcs, Army HQ.

01.02.212. Attendance at more than one such ceremony in any 1 training year requires the authority of SO2 Reserves Pers Svcs, Army HQ who may permit up to 2 days for Army Reserve Group B to count as training for each such ceremony.

01.02.213. Officers and soldiers employed are not to receive any emoluments, nor will any expenditure or public money be incurred in connection with the provision of any guard of honour or other ceremony, except as provided in Para 01.02.209 (see also Para 01.07.102).

01.02.214. Civil authorities applying for the use of Army Reserve troops for guards of honour, escorts, lining the streets or any similar purposes must be clearly informed that all expenses incurred, except where the charges are admissible under Para 01.02.209 are to be recovered from them.

01.02.215. Immediately it has been decided that an Army Reserve unit shall provide a guard of honour a report is to be made by the officer commanding the unit to the Command/Functional Bde HQ. In cases where regular troops are stationed in the town in which the guard of honour or escort is being provided, the officer commanding the Army Reserve unit is also to report the fact to the officer commanding the regular troops.

01.02.216. Reserved.

Military Funerals

01.02.217. Military funerals are covered in QR(Army), Chapter 8 and apply equally to the Army Reserves and Regular Army. Military funerals may be accorded to deceased serving members of the Army Reserve who are to be buried within the district in which the headquarters of the unit or sub-unit is situated. Attendance of troops is to be confined to Army Reservists. All necessary arrangements are to be made regimentally and no expense is to be borne by the public, except as provided in Para 01.03.764 and JSP 751 and JSP 752.

01.02.218 – 01.02.250. Reserved.

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SECTION 5 - VOLUNTARY TRAINING OR OTHER DUTIES

General

01.02.251. Under the authority of Section 27 RFA 96 Army Reserve personnel may with the agreement of their Commanding Officer, or officers designated by them, voluntarily undertake voluntary training or other duties that are additional to mandatory training required by Section 22 RFA 96. Such training or duties may be at an individual's own request or in response to a request made by or on behalf of the Commanding Officer. Such duties may be carried out in the UK or elsewhere. Employment under Section 27 RFA 96 does not change an individual's mobilization liabilities.

01.02.252. Commanding Officers may delegate authority to authorize voluntary training or other duties to officers of the rank of Captain or above. Such delegations are to be included in either unit standing orders by appointment or periodically published on Part One orders.

01.02.253. Requests for, or offers of voluntary training or other duties are normally to be made verbally and are not binding on either party both of whom may withdraw the request without penalty. However, once an individual is carrying out voluntary training or other duties they are on duty and is subject to Service law.

Terms and Conditions of Service

01.02.254. Pay and Allowances. Personnel carrying out voluntary training or other duties under Section 27 RFA 96 are entitled to receive exactly the same pay and allowance as if the duties were carried out under Section 22 RFA 96. Voluntary training or other duties is also to be categorized in the same way as normal training under the provisions of Annex B/2.

01.02.255. Injury or Illness. In the event of illness or the injury of an individual carrying out voluntary training or other duties, procedures to be adopted are identical to those when an individual is engaged in normal training. If an individual suffers an attributable illness or injury that leads to partial or total disability they are entitled to claim disability allowance and the procedures laid down in Chapter 8 are to be followed.

01.02.256. Pension.

- a. From 1 April 2015, members of the Part Time Volunteer Reserves became members of the Armed Forces Pension Scheme 2015 (AFPS 15). Paid service, including RSD, will count as pensionable pay and will contribute to the individual's Career Average Revalued Earnings (CARE) pension pot with the exception of those elements of pay which are not pensionable for Regulars, such as Recruitment and Retention Payments (RRP). Reserve Service Personnel (SP) will retain the right, on mobilisation, to opt out of AFPS 15 and instead have MOD pay the required employer contributions into their own, current, occupational pension scheme.

01.02.257. Leave. From 1 Apr 13 Reserve personnel serving on RSDs constituted under RFA 96 s22 and 27, and undertaking obligatory training or paid voluntary training and other duties with an expectation of future mobilised service will be entitled to attendance based paid leave proportionate to their service (see JSP 760). Leave is only accrued for paid training: there is no leave entitlement for unpaid training. Leave days do not count towards annual training requirements, medals, bounty or other qualifications. Leave is not deducted from the allocation of RSD's.

Duration and Recording

01.02.258.

a. The wide range of training and duties carried out by Army Reserve personnel under Sections 22 and 27 RFA 96 are entered on the Unit Night Training Register (JS Form JPA E109) and on the Training Attendance Register Spreadsheet. For VTOD Code H is to be used.

b. However, if an individual offers, or is requested to carry out voluntary training or other duties which have no relevance to their military training or role and are not beneficial to their military professional development, they are to be informed that such activities will not count towards their bounty earning obligations. Such activities are to be recorded on an individual Attendance Register annotated at the top of the first page 'Not Bounty Earning Training'. It is the responsibility of the permanent staff of their sub-unit to ensure that these training or other duties are recorded on the individual's training record and offset against the total number of training days attended. This is to ensure that there is no confusion over the total number of days attended during a training year and the total number of qualifying days accrued for bounty earning purposes.

01.02.259. Voluntary Training Other Duties (VTOD). Individual Reservists may undertake up to 180 days VTOD at the discretion of the Commanding Officer. However, all RSDs consumed must be recorded on CHURCHILL and may not exceed this limit.

01.02.260. Obligatory Training. The 180 day limit for VTOD does not include the 19 to 27 days required to acquire Bounty under RFA 96 Sect 22. CHURCHILL must also be used to record RSD consumed for activity conducted under RFA 96 Sect 22.

01.02.261 – 01.02.300. Reserved.

ANNEX A TO CHAPTER 2

Reserved

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ANNEX B TO CHAPTER 2**CATEGORIES OF TRAINING**
(PARAS 01.02.005 AND 01.02.016 REFER)

Serial (a)	Category (b)	Description (c)	Implications (d)
1	A	Normal training	Full costs. Personnel are on duty, travel at public expense and receive normal pay and allowances. Bounty earning.
2	C-1	Normal training authorized as unpaid training	Personnel are on duty, eligible to travel at public expense and receive normal allowances but have voluntarily foregone receipt of pay.
3	C-2	Training of restricted value authorized as unpaid training	Personnel are on duty but there is no entitlement to pay, allowances or travel costs (but see also Para 01.07.287).
4	E	Training paid for by employer	Sponsored Reserve military training or duties for which pay and allowances are paid for by the employer rather than the Army. Such training is bounty earning if it would otherwise be classed as Category A, B or C-1 training.
5	F	Additional Duties Commitment	Full costs. Personnel are on duty, travel at public expense and receive normal pay. Eligibility for allowances is laid down in Part 3, Chapter 4. This does not include Home to Duty Travel (HDT).
6	H	Voluntary Training or Other Duties Voluntary Engagement Regular Reserve (VeRR)	Full costs. Personnel are on duty, travel at public expense and receive normal pay and allowances. Non-bounty earning.
7	CT	Annual Continuous Training (ACT)	Full costs. Personnel are on duty, travel at public expense and receive normal pay and allowances.

Notes.

1. The categories of training are to comply with JPA.
2. Training formerly recorded as code B, Normal Training Overseas, is to be recorded as code A or CT as applicable.
3. Training formerly recorded as code G, Continuous Training in excess of 16 days, is to be recorded as code A or H as appropriate.
4. A more detailed explanation and guidance on what types activity are to be recorded under each code will be available in the Unit Administration Manual (UAM) with effect from 1 Aug 17.
5. See also JSP 754, Chapter 4, Section 1.

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ANNEX C TO CHAPTER 2**ALLOCATION OF RESERVE SERVICE DAYS (RSD)**
(PARA [01.02.025](#) REFERS)

1. **Unit Entitlement.** The allocation of RSD for each training year is determined by the activities needed by a given force element (unit, Bde HQ, etc) to deliver directed outputs. These activities will employ Army Reserve personnel and be planned in advance. Only activities planned on CHURCHILL system are authorised to consume RSDs. The system generates a Unique Event Identifier (UEI), which is the authority to attend and consume pay for all Army Reserves. Units not funded by the Army are to follow direction from the relevant Service lead.
2. **Planning Responsibilities.** Planning instructions and in-year management instructions are issued annually by HQ Fd Army. Formations are to plan their requirements on CHURCHILL in consultation with Fd Army, Reserves Plans Cell, who will confirm allocations before the start of the financial year. All levels are responsible for ensuring resource bids are realistic and within the bounds of affordability.
3. **Supplementary Allotments.** No resources are retained by Army HQ for supplementary allotments.
4. **Transfer of Training Time.** The transfer of RSDs between or among units is allowed with agreement from the next higher formation.
5. **Assurance.** At unit annual inspections unit training records are to be examined by the inspecting officer to ensure that RSDs are being properly controlled and authorised on Churchill and no-one is permitted to exceed directed limits of attendance.
6. **Financial Control.** All funding for Army Reserve pay is held centrally by HQ Fd Army. Army formations are allocated RSDs as part of the Annual Budget Cycle (ABC) process for onward transmission to unit level. It is for commanders at all levels to ensure suitable controls, underpinned by CHURCHILL, are in place to manage this resource. HQ Fd Army will hold quarterly review meetings to ensure control measures are in place and formations are living within their means.

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ANNEX D TO CHAPTER 2**POOL OF TECHNICAL STAFF OFFICERS/SPECIALIST GROUP MILITARY INTELLIGENCE
TRAINING REQUIREMENTS
(PARA [01.02.044A](#) REFERS)**

1. Members of the Pool of Technical Staff Officers/Specialist Group Military Intelligence (SGMI) are considered sufficiently expert in their own fields not to need to complete as much training as the remainder of the Army Reserve. The aim of this annex is to detail the special instructions applicable to these pools.

Annual Continuous Training (ACT)

2. Members will be required to complete either:

a. Up to 16 days ACT each year, or

b. Up to 32 days ACT in alternate years, which may be taken in 2 periods, each of up to 16 days' training.

3. The option to complete up to 32 days ACT in 1 year under Para 2 will be entirely voluntary and the liability under the Reserve Forces Act 1980, Section 38 or Reserve Forces Act 1996, Section 22 of members who choose this alternative is in no way changed or amended.

4. The form and type of training which is carried out will depend on the needs of the Service. It will be decided by Ministry of Defence (DIS(Plans)) for TSO and Comd 1 Intelligence, Surveillance and Reconnaissance Brigade (1 ISR Bde) for SGMI.

5. If it is considered that better use can be made of an officer's services by their employment for shorter periods during the training year, the requirement for training to be continuous may be waived at the discretion of Ministry of Defence (DIS(Plans)) for TSO and Comd 1 ISR Bde for SGMI. There is, however, to be no reduction in the total number of days training set out in Para 2.

Non-Continuous Training (NCT)

6. The Non-Continuous Training (NCT) requirement for members of both pools is 3 days. This will be considered as waived unless specifically invoked on the authority of Ministry of Defence sponsor branches)) for TSO and Comd 1 ISR Bde for SGMI.

7. Members of both pools may however carry out 3 days out of camp training voluntarily in any year in which out of camp training is waived if there should be a Service requirement (see Para 6).

Annual Weapon Training

8. Members of both pools are required to fire the Annual Personal Weapon Test in accordance with Para 01.02.033. Officers will only fire in the year in which they complete continuous training (see Para 2 of this Annex).

Bounties

9. When ACT and the Annual Personal Weapons Test (APWT) are completed, payment of the training bounty will follow the rules laid down JSP 754 Chapter 4 Sect 5.

10. When 30 days training is carried out in accordance with Para 2b of this Annex arrangements for the payment of bounties will be as follows:

- a. If the training is carried out in the first of the 2 years, training bounty for 2 years will be payable on completion of first training year; no training bounty will then be paid at the end of the second training year.
- b. If the training is carried out in the second year, 1 year's training bounty will be payable on completion of 16 days training (or 19 days, if the 3 days Non-Continuous Training (NCT) requirement is invoked) and 1 year's bounty at the end of that second year.

ANNEX E TO CHAPTER 2

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ANNEX F TO CHAPTER 2

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ANNEX G TO CHAPTER 2**CERTIFICATE OF EFFICIENCY AND ATTENDANCE REGISTERS**
(PARAS 01.02.058 – 01.02.059 REFER)

1. The layouts for the Commanding Officer's Certificates of Efficiency and Attendance Registers (ARs) for group and individual activities have been replaced by a series of Army Electronic Forms as explained in Paras 2 and 3 below:
2. The layouts for the Commanding Officer's Certificates of Efficiency are on Army Form E 20022 and Army Form E 20023 and are issued under the authority of Army HQ. The instructions shown on the certificates may be amended by Army HQ to take account of changes in training policy or MIS.
3. The layouts and certification for the Attendance Registers (AR), are issued under the authority of Army HQ at the request of MOD (Defence Internal Audit (DIA)). The ARS on JPA E019/JS JPA E109A (Unit Night Register and Continuation Sheet), are to be completed and accounted for as laid down at Paras 01.02.061 - 01.02.065.
4. Details of MATT requirements will be issued by HQ Fd Army each year as the system develops. DIN 2017DIN07-056 refers.
5. **Level 1** - Individuals deployed on enduring operations, Army Reserve units and individuals warned for operations and Army Reserve individuals serving full time with Regular Army units, staff in ARITC/ LWC defence training schools, individuals in a position with a deployable or shadow role, NATO RF and deployable NATO HQ staff including ARRC.
6. **Level 2** - Individuals in Army Reserve units and Army Reserve individuals (not warned for operations) - less those at L1/L3.
7. **Level 3** - Individuals in non-deployable HQ positions, eg MOD, DE&S, Army HQ, ARITC/ LWC and individuals in non-deployable units.
8. MATT policy is published and reviewed annually by Army HQ, Army Trg Cap and incorporates Reserves MATTS requirements. It is the reference document to determine the standards required and the frequency of testing. Details of MATTs to be passed in order to qualify for bounty are published periodically by Army HQ. Army Fitness Policy issued periodically by Army HQ, IDev sets out the standards and regulations for MATT 2 (Fitness).
Waivers. Commanding Officers may apply to the appropriate 1* commander for the granting of a waiver in specific cases for those individuals who have attempted but not passed all MATT tests provided they have qualified for bounty in all other respects. Such waivers can only be granted once the expectation is that the Reservist will pass in the next Training Year. Such waivers are not required for individuals who have been excused specific MATT tests for medical reasons or pregnancy.

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APPENDIX 1 TO ANNEX G TO CHAPTER 2 TO PART 1

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APPENDIX 2 TO ANNEX G TO CHAPTER 2

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APPENDIX 3 TO ANNEX G TO CHAPTER 2

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APPENDIX 4 TO ANNEX G TO CHAPTER 2

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APPENDIX 5 TO ANNEX G TO CHAPTER 2

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(Replaced by AFE 20026)

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APPENDIX 6 TO ANNEX G TO CHAPTER 2

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APPENDIX 7 TO ANNEX G TO CHAPTER 2

MOBILIZATION - PROPORTIONAL REDUCTIONS OF NON-CONTINUOUS TRAINING (NCT)

The purpose of this annex is to illustrate the proportional reduction in NCT RSDs arising from specific periods of mobilized service.

- a. The number of NCT RSDs that may be counted towards an individual's bounty earning obligations for periods of mobilized service is shown at Table 1.
- b. The number of NCT RSDs required to qualify for bounty after demobilization, if an individual had attended no NCT during the training year before being mobilized, is shown at Table 2.

Table 1 - Proportional Reductions in NCT

Days Mobilized Service	0-30	31-60	61-90	91-120	121-150	151-180
Regional - NCT RSDs Reduction after Demobilization	Nil	1	2	3	4	5
National – NCT RSDs Reduction after Demobilization	Nil	Nil	Nil	1	1	1
Days Mobilized Service	181-210	211-240	241-270	271-300	301-330	331-365
Regional – NCT RSDs Reduction after Demobilization	6	7	8	9	10	11
National – NCT RSDs Reduction after Demobilization	2	2	2	3	3	3

Table 2 – NCT Obligations after Demobilization

(Applicable for personnel who had attended no NCT before mobilization)

Days Mobilized Service	0-30	31-60	61-90	91-120	121-150	151-180
Regional – NCT Obligation after Demobilization	12	11	10	9	8	7
National – NCT Obligation after Demobilization	4	4	4	3	3	3
Days Mobilized Service	181-210	211-240	241-270	271-300	301-330	331-365
Regional – NCT Obligation after Demobilization	6	5	4	3	2	1
National – NCT Obligation after Demobilization	2	2	2	1	1	1

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APPENDIX 8 TO ANNEX G TO CHAPTER 2

MOBILIZATION AND BOUNTY - LAYOUT OF INFORMATION FOR COORDINATED LISTINGS

(Insert Unit Title and Training Year²)

Number	Rank	Name	Mobilized Service Dates		Days of Mobilized Service	Non-Continuous Training				Claim in lieu of Camp Yes or No	Authority
			From	To		Days Claimed in lieu	Normal Trg ³	Total (g)+(h)	Authority		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)

² This form must only cover a single training year. When a period of mobilized service counts in lieu of camp for the present and the next training year, the individuals concerned must be shown on a separate form for each training year.

³ Non-Continuous Training recorded on JS JPA E019/JS JPA E019A (Unit Night Register & Continuation Sheet) for normal training before and/or after mobilization.

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TRAINING

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Reserve Land Forces Regulations

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CHAPTER 3

ARMY RESERVE UNIT, COMMAND, CONTROL AND ADMINISTRATION

SECTION 1 – GENERAL

01.03.001. Introduction. This chapter is concerned with the functions of a unit commander. Its contents should be studied by all officers. Appropriate extracts from these regulations should be included in Unit Standing Orders.

01.03.002. Command. Regulations governing the exercise of command by an appointed Commanding Officer, second in command or senior officer are laid down in QR(Army), Paras 2.016 – 2.018. Powers of command of Warrant Officers, NCOs and soldiers are to be exercised according to rank and in special circumstances as detailed in QR(Army), Para 2.018.

01.03.003. Security. A Commanding Officer is responsible for the security of their command and for issuing their security instructions in accordance with the provisions of the Defence Manual of Security (JSP 440) and the advice of security staffs. To this end they are to:

- a. Appoint an officer as unit security officer to be responsible to them for planning, organization and maintenance of the security measures within the unit;
- b. Arrange for regular security training of all personnel, and to ensure that those holding posts with specific security responsibilities are properly trained (see also Para 01.02.024);
- c. Arrange for the annual security education of all personnel of the unit, including civilian employees;
- d. Apply Army Personnel Security Instructions as laid down in JSP 440, Defence Manual of Security, and, in particular, to report any change of circumstances relating to any officer, or soldier who is authorized to have access to classified information, in accordance with Part 5 of JSP 440.

01.03.004. Disclosure of Official Information and Public Relations. Commanding Officers are to observe the instructions contained in QR(Army), Chapter 12, and JSP 440, and are to ensure that these instructions are brought to the attention of all personnel joining the unit and periodically thereafter through publication in unit orders.

01.03.005. Service Inquiries. Reservist officers should, if practicable, be detailed to serve on service inquiries held in connection with the Army Reserve. If no qualified Reservist officer is willing to serve, an adjutant of an Army Reserve unit is to be detailed for duty (see JSP 832).

01.03.006. Leave - Reserve Personnel.

- a. Reserve personnel serving on RSDs constituted under RFA 96 s22 and 27, and undertaking obligatory training or paid voluntary training and other duties with an expectation of future mobilised service will be entitled to attendance based paid leave proportionate to their service (see JSP 760).
- b. **Maternity Leave.** Reserve personnel serving on RSDs constituted under RFA 96 s22 and 27, and undertaking obligatory training or paid voluntary training and other duties with an expectation of future mobilised service will be entitled to Maternity Leave (see JSP 760 and 2015DIN01-167).

c. **Unpaid Special Leave.** Reserve personnel serving on RSDs constituted under RFA 96 s22 and 27, and undertaking obligatory training or paid voluntary training and other duties may, with the permission of the Commanding Officer take in excess of 3 months special unpaid leave of absence to a maximum of 12 months. The reason(s) for the leave are to be entered on JPA in the free text section stating, Family, Work, Medical, or Other (see also Para 01.03.008A).

d. **Flexible Working (Non-Standard Working Hours).** Flexible working arrangements allow an individual to have a degree of freedom when attempting to balance their work and personal life. Being able to maintain a balance between personal life and Service commitments may be a contributory factor towards recruitment, retention and the overall effectiveness of the Armed Forces. Any individual on the trained strength of either the Regular or Reserve Forces may apply to their Commanding Officer to work flexibly. This includes Personnel engaged on FTRS and ADC commitments. For full details see 2016DIN01-125 and JSP 760.

Full Time Personnel.

e. **Mobilized Personnel.** Leave entitlements for mobilized Army Reserve and Regular Reserve personnel are laid down in JSP 760. The provisions for post operational tour leave are also applicable to personnel in FTRS.

f. **Invaliding Leave.** NRPS personnel who are medically discharged from the Army Reserve are entitled to be granted 20 days invaliding leave plus terminal leave as laid down in the AGAI 78 Army Medical Employment Policy, and JSP 760, Chapter 10. However, the terminal leave entitlement is restricted to a maximum of 10 working days as shown above.

01.03.007. Compassionate Leave - Army Reserve Personnel. A Commanding Officer may only grant leave with pay on urgent compassionate grounds, and in no other circumstances, to an officer or soldier who is present in camp during annual training, at the scales as follows:

- a. For Group A attending for a period of not less than 16 days - 48 hours.
- b. For Group B attending for a period of not less than 8 days - 24 hours.

Where leave for 24 hours is granted, absence is not to be permitted for more than the training and exercises on 1 complete day. Where leave is granted for 48 hours, absences from training or exercises for not more than 2 days will be allowed. Only in exceptional circumstances is leave for a period in excess of 48 hours to be granted by the unit commander to Army Reserve officers or soldiers who are present in camp for annual training. In such cases pay is not admissible for any part of the leave so granted but, in exceptional circumstances where financial hardship can be shown to exist, application for special treatment may be submitted to the PACCC for consideration for the grant of an ex gratia payment.

01.03.008. Long Term Absence. When a Reservist has been granted long term absence over 3 months by the Commanding Officer, it is to be entered on JPA as Special Unpaid Absence, giving the start date, the estimated future end date and the reason for the absence, using one of the following:

- a. Work Commitments (see also Para 01.03.031 if the work commitments require the Reservist to travel abroad).
- b. Family Commitments.
- c. Maternity.

d. Other Medical.

If during the period of absence the individual attends a training event, this should be recorded and the individual paid as normal. On completion of the period of absence, the end date should be amended to actual if there is a larger than 1 month discrepancy. Commanding Officers may not grant long term absence for more than 12 months, however, the absence may be extended for up to a further 12 months on the authority of the Functional Bde Comd. No more than 15% of the strength of the unit is to be on Long Term Absence at any one time. Army Reserve personnel who are engaged on ADC, FTRS, or are mobilized may apply for Special Unpaid Absence in accordance with JSP 760.

01.03.009. Administrative Procedure for Long Term Absence. Units should follow the JPA Business Process Guide Creating an Unpaid Absence Record.

01.03.010. Losses. Commanding Officers are to apply the powers and procedures in relation to losses as set out in Defence Logistic Framework. Instructions pertaining to the treatment of other losses, such as fixed assets and cash can be found in JSP 472 Chapter 12: Losses and Special Payments.

01.03.011. Orders. All orders of a unit are to be duly signed and assigned on recognized unit and sub-unit notice boards. These orders are to include orders and instructions received by Commanding Officers and which are for observance by officers and soldiers under their command. Guidance on unit standing orders is given in QR(Army), Para 5.122 and Annex D/5. It is the duty of all officers and soldiers to make themselves acquainted with orders so published.

01.03.012. Language Qualifications. Army Reserves personnel may take Service language examinations under the same conditions as Regular Army personnel and may qualify for language awards as shown in JSP 752. There are opportunities for Army Reserves personnel with language skills to volunteer for FTRS commitments, which will involve operational deployment as linguists and may also involve language training. Interested personnel should contact the Defence Cultural Specialist Unit (DCSU) at RAF Henlow on 95381 Ext 7344. Army Reserves personnel, who hold an Honours degree and have language skills, may also transfer to the ETS Pool of Linguists. Interested personnel should contact the Directorate of Educational Capability through ArmyEdCap-ETSRecruiting@mod.uk.

01.03.013. Sponsorship and Affiliation with Cadet Detachments. Sponsorship and Affiliation with Cadet Detachments. Units or sub-units of the ACF and CCF (Army Sections) will be sponsored by or affiliated to Army Reserve or Regular Army units as agreed between the Army and its Cadet Forces. Arrangements for sponsorship and affiliation are set out in the respective cadet force regulations. The aims and scope for fostering closer relationships between the Army Reserve and the cadet units, are given in Annex A/3.

01.03.014. Relationships with Business Organizations.

- a. Army Reservists must at all times guard against being placed in such a position as may leave them open to the suspicion of being influenced in the discharge of their duty by other than purely public considerations. They must be scrupulously careful in their relationships and in any private dealing with Government contractors and their agents and employees.
- b. If, in the course of their duty, a Reservist comes into contact with any matter concerning a business organization in which they have any interest, they are to disclose that interest to their superior officer and ask that some other person may deal with the case.

01.03.015. Observance of Religion. Commanding Officers are to provide opportunities for the attendance of officers and soldiers at public worship, including celebrations of Holy Communion, if possible in camp, otherwise in civilian churches (see QR(Army), Chapter 5, Part 7).

01.03.016. Liability for and Exemption from Jury Service. Detailed information regarding the liability of officers and soldiers of the Regular Army and Army Reserve for jury service is set out in JSP 760, Chapter 14. In general, full-time and Regular personnel will be excused or deferred if their Commanding Officer certifies that the Jury Service is prejudicial to the efficiency of the unit. Commanding Officers may also write in support of an application by part-time Reservists for deferral or excusal, where the service conflicts with Annual Continuous Training or a period of continuous training.

Uniform

01.03.017 – 01.03.020. Reserved.

01.03.021. Wearing of Uniform.

- a. Army Reservists are to wear uniform during training. The wearing of uniform while travelling to and from such training is to be at the discretion of the Commanding Officer.
- b. Uniform may also be worn at Service functions, eg as a spectator at a Service parade or when attending Service special functions, or when ordered by the Commanding Officer.
- c. Uniform is not to be worn at other times (see QR(Army), Para 7.025 (Court Appearances) and AGAI 65, Paras 65.101 - 65.102 and AGAI 59, Annex A (Wearing Uniform in Public)).

01.03.022. Uniform Scales and Allowances. Full details of entitlements, including scales for recruits, officers, soldiers, NRPS and Band personnel, are contained in Army Dress Regulations Part 6, TA and UOTC Dress Regulations. Army Reservists are not entitled to Uniform Allowance, as given in JSP 752, Chapter 8, Section 1, but are entitled to Uniform Upkeep Grant.

01.03.023. Investitures. The dress to be worn at investitures when attending as recipients of awards will be:

- a. Officers, No 1 or No 2 dress non-ceremonial with Sam Browne (or regimental equivalent).
- b. Soldiers, No 2 dress non-ceremonial with khaki belt and shoes.
- c. The insignia of orders, decorations, and medals are not to be worn unless specially ordered. However, ribbons, including that of the decoration being received, are to be worn.
- d. Swords are not to be worn.

Those attending as spectators may wear uniform as above or civilian clothes (morning dress or lounge suits).

01.03.024. The Aiguillette. The aiguillette is to be worn by those entitled, under the same rules as pertain to regular officers.

Change in Personal Circumstances

01.03.025. Reporting. In order to fulfil its primary role as a general reserve to the Regular Army, and in particular to be a source of individual reinforcements, it is essential that all Army Reserve personal records are up to date. This requirement is also in the best interests of individuals on mobilization as inaccurate records can cause them to receive incorrect rates of pay or be ineligible for some allowances. Army Reserve personnel are therefore to report any change of circumstances, including those listed below, to their sub-unit headquarters without delay:

- a. Change of Next of Kin details.
- b. Civil Offences, including alleged offences for which proceedings are pending.
- c. Any conviction arising from a civil offence.
- d. Divorce/Separation.
- e. Births.
- f. Marriages.
- g. Deaths.
- h. Change of Address.
- i. Change of Employment.
- j. Gaining of any educational or professional qualifications not previously declared.
- k. Any planned absence out of the United Kingdom.
- l. Assumption of sole responsibility for the care of a mentally or physically disabled person requiring such attention that the carer is no longer able to meet their call-out liabilities.
- m. Receipt of a DSS War Disability Pension or gratuity, or any other DSS disablement award, allowance or gratuity.
- n. Any change to medical condition which may affect the ability to train or will affect mobilisation, whether temporarily or otherwise. No clinical details are required, but Reservists must allow the unit to make a decision on whether referral for an occupational health assessment would be necessary if there is a possibility that training would exacerbate any condition and whether mobilisation would not be admissible for the period of the treatment.
- o. Any vaccinations given by NHS primary health provider (relevant vaccination certificate will be required as proof).

This entry is to be included in Unit Standing Orders and is to be repeated every 2 months in Unit and Sub-Unit Routine Orders.

01.03.026. Officers Addresses. In addition to the requirements above:

- a. CRHQ and units are to insert changes of officers' addresses on JPA. This is quite separate from the reporting of addresses of next of kin and nominees for casualty notification which, for officers, must be done on JPA N002 (see Para 01.03.327a).
- b. When an officer is transferred to RARO they are to report their permanent address and any subsequent changes while they remain in RARO to APC CM Ops RAR by letter.

01.03.027 - 01.03.030. Reserved.

01.03.031. Short Absences Abroad. Army Reserve SP travelling overseas for periods of less than 3 months are not required to obtain permission to leave Great Britain or Northern Ireland, but they must notify their CO of an address⁴ to which communications can be sent while they are abroad and of the likely duration of their absence. SP travelling overseas in a civilian capacity must also comply with the following conditions:

- a. SP must travel as private individuals and are forbidden to disclose their Army Reserve connection in planning the journey or whilst travelling abroad. This non-disclosure policy is to include:
 - (1) No wearing of uniform or mixed dress, nor the use or carriage of any equipment or item which could be described as military.
 - (2) No carriage of any identification documents or correspondence which could identify personnel as members of the Army Reserve.
 - (3) No use of service rank particularly in an attempt to gain prestige or pecuniary advantage other than in respect of concessions offered in the Forces Discount Brochure.
- b. SP must report to their CO if they plan to visit or pass through any country on the Countries to which Special Security Restrictions Apply (CSSRA) list⁵.
- c. SP must report to their CO if they plan to visit or pass through any country and/or region where conflict is on-going⁶ and there is a significant physical and/or reputational risk to UK Defence personnel whilst in country. Service personnel are not permitted to travel to or through these countries/regions unless explicitly authorised by their CO and only in the following circumstances:
 - (1) For the purposes of official MoD duty, or
 - (2) Compassionate travel (dependent on verification of immediate familial connection and compassionate circumstances), or
 - (3) Non-MoD related verified work or educational study reasons, and
 - (4) The personal security risks of the proposed visit are clearly explained to the SP and the briefing is recorded.

⁴ A physical address or an e-mail address.

⁵ JSP 440, Part 2, Leaflet 14.

⁶ ACSO 3363, Annex B.

- d. SP must not belong to or become involved in the conduct of operations of any Armed Force other than the United Kingdom Armed Forces without permission of the Army Board.
- e. SP travelling abroad should seek advice from the Foreign & Commonwealth Office (FCO) concerning the security of the location to be visited. The FCO publishes unclassified travel advice on the internet⁷. Having obtained FCO advice, any SP who remains unsure concerning their personal security should contact their unit Security Officer.

01.03.032. Residence Abroad. Army Reserve SP who chose to live, travel and/or work overseas for 3 months or more, and who wish to continue to serve in the Army Reserve in the UK, may do so subject to obtaining permission from their CO. If the SP is planning to be abroad for over 2 years, the CO is to consult the capbadge Manning Brick in Pers Policy (A). This regulation does not apply to SP attached to UK or other forces overseas⁸.

- a. **Authority.** In order to give permission the CO must be satisfied that:
 - (1) The country is not on the CSSRA list⁹, and:
 - (2) The country is not an area of military operation and/or conflict¹⁰, and:
 - (3) The SP's employment will not bring the Army into disrepute¹¹, and:
 - (4) The SP will continue to provide valuable service to the Unit, or will provide valuable service in the future.
- b. **SP Available for Training.** SP who remain available for training in the current training year may be assigned as follows:
 - (1) Retained in their unit PID if they can continue to perform their full duties within the unit, subject to any existing tenure or FAD¹².
 - (2) Assigned to ARRG 1 if they are available for some training, but their attendance may be intermittent and/or limited.
- c. **SP Not Available for Training.** SP who are not available for training in the current training year may be assigned as follows:
 - (1) Assigned to ARRG 1 if the CO sees merit in retaining close ties.
 - (2) Assigned to ARRG 4 if the SP is likely to be out of routine contact, but does intend to return to the Army Reserve, including to another unit.
- d. **Conditions.** SP resident and/or working overseas must comply with the following conditions unless written authority has been obtained from Pers Policy (A). SP who fail to fill these conditions may be have their engagement or commission terminated without notice.
 - (1) No wearing of uniform or mixed dress, nor the use or carriage of any equipment or item which could be described as military.

⁷ www.gov.uk/foreign-travel-advice

⁸ LFSO 1226.

⁹ JSP 440, Part 2, Leaflet 14.

¹⁰ ACSO 3363, Annex B.

¹¹ QR(Army), Para 5.077.

¹² Future Availability Date.

(2) Identification documents or correspondence which could identify personnel as members of the Army Reserve are not to be carried to or through countries where they would cause a risk to personal or national security.

(3) No use of service rank particularly in an attempt to gain prestige or pecuniary advantage other than in respect of concessions offered in the Forces Discount Brochure.

(4) The SP is not to undertake any duties or tasks that represent the British Army in any capacity whilst overseas.

(5) The SP is not to undertake direct employment for any foreign power, including in foreign Armed Forces.

(6) If required by MI, briefings are to be attended before and after the period spent overseas.

(7) Any other conditions that may be required as a result of the other country's relationship with the UK, the prevailing security situation or for any other reason.

e. **Communications.** The SP must supply a contact address¹³ to permit the unit to stay in touch whilst the SP is overseas. The SP is responsible for ensuring that the address remains suitable. If the unit is unable to get in touch with the SP, the unit may begin 'Out of Contact' procedures¹⁴.

f. **Unit Notification.** Once the CO has given permission for a SP to reside overseas, the unit must notify Army HQ, Pers Cap, Pers Svcs (SO2 Reserves). The information required is:

(1) Number, Rank and Name of the SP who is to be resident abroad.

(2) Location(s) at which the SP will be residing abroad, with planned dates.

(3) Unit contact details.

(4) Any changes to the information listed are to be passed to Army HQ as soon as the unit is aware.

01.03.033. Reserved.

01.03.034. Travel to and from UK. Journeys back to the UK for training or other duties are not to be paid for at public expense. Duty journeys within UK, including HDT, are subject to the regulations in JSP 752.

01.03.035 - 01.03.037. Reserved.

Insurance

01.03.038. General. All personnel on joining the Army Reserve are to be informed that there are a number of insurance products specifically tailored to service life that are available for them to purchase. Should they wish to investigate further they should approach an Independent Financial Advisor (IFA) who will be able to give them advice on what products best suit their needs.

¹³ A physical address or an e-mail address.

¹⁴ RLFR 01.05.541 (Soldiers) or RLFR 01.04.162 (Officers).

However, personal insurance is a personal decision and individual Service Personnel can choose whether or not to purchase cover. Reminders on this subject should be posted in unit and sub-unit orders every 3 months.

01.03.039. Personal Accident and Life Insurance.

- a. **Personal Accident Insurance.** Army Reservists are eligible to join RPAX, a personal accident insurance scheme devised specially to cover the needs of the Armed Forces Reserves, or any other personal accident insurance scheme. Personal accident insurance is an individual's responsibility and they are advised to consult an IFA who is a member of the Services Insurance & Investment Advisory Panel (SIIAP) who will have greater understanding of the needs of Service Personnel.
- b. **Life Insurance.** Army Reservists are eligible to join Service Life Insurance (SLI), a life insurance scheme devised specially to cover the needs of the Armed Forces, or any other life insurance scheme. Life insurance is an individual's responsibility and they should be advised to consult an IFA who is a member of SIIAP who will have a greater understanding of the needs of Service Personnel.
- c. **RFCA Look At Life Insurance.** Units and sub-units are to liaise with their local RFCA and obtain details of the RFCA 'Look at Life' insurance policy.
- d. **RFCA Off Duty Risks Insurance Policies.** The Council of RFCA, provide 2 Off Duty Risks policies for Army Reservists. The first is for formed units or sub-units and the second is explicitly for NRPS/FTRS(HC) personnel; full details can be obtained from either the Council of RFCA or regional RFCA Associations.

01.03.040. Army Dependants Trust (ADT). The ADT was formed on 1 January 2000 from a merger of the Army Officers' Dependants Fund and The Soldiers' Dependants Fund. The Trust is a charity and its aim is to make a discretionary grant for the immediate needs of dependants or next of kin of a member who dies in Service, irrespective of cause or place of death. Membership is open to all ranks of the Regular Army and Brigade of Gurkhas; Army Reserves and Reservists when called out for full-time service or when on Full-Time Reserve Service (FTRS); Non Regular Permanent Staff (NRPS), and Military Provost Guard Service (MPGS). From 1 Jan 15 all members of the Army Reserve will also be eligible to join the ADT. There is a small subscription charge per annum for all members, irrespective of rank or marital status. Discretionary grants are given up to £12,000, and are normally paid within a few working days of the death occurring. Full details and Rules of the Trust are contained within AGAI Vol 3 Ch 88 'Charitable Donation Funds'; the Trust's address is:

Secretary
The Army Dependants' Trust
Trenchard Lines
Upavon
Wiltshire
SN9 6BE
Telephone: Upavon Mil Ext 5734/5736 / 01980-615734/615736
Website: Defence Intranet (Army).

01.03.041. Service Arrangements for the Administration of Wills and Non Mobilised Reservists – Off Duty Deaths. All reservists, whether mobilised or not, may make use of the MOD Will Storage facility at the Document Handling Centre (DHC) (2014DIN01-174 refers) and DHC staff can only release the Wills of deceased personnel to the JCCC. Therefore, JCCC Deceased Estates staffs need to be informed of the death of non-mobilised reservists as soon as possible after the event. This allows them to check for and recall any Will and pass it to the

executor. To facilitate this; when unit/HQ staff learn that a non-mobilised reservist has died, or been killed, whilst off duty, the individuals name and service number are to be passed to JCCC Deceased Estates (Tel: 95471 6323, 6301, 8174 or 01452 712612 + 4 Digit Ext at prompt) during office hours. The following information is then to be confirmed by Fax (to 01452 510867) or email to: dbs-jcccgroupmailbox@mod.uk under the heading: Death of a Non Mobilised Reservist – Off Duty and marked for the attention of JCCC Deceased Estates staff.

- Service number.
- Rank.
- Full name.
- Unit.
- Date and location of Death.
- Name and Address of NOK (or other person) who informed MOD of death.
- Confirmation that the deceased was a Reservist who died off duty.
- POC on unit.

Units are NOT to use JPA to report the death off duty of a non-mobilised reserve (see also [Para 01.03.320](#), and [2014DIN01-174](#) Tri Service Arrangements for the Administration of Service).

01.03.042 - 01.03.043. Reserved.

Compliments, Subscriptions and Testimonials

01.03.044. Members of the permanent staff are not to allow themselves to be complimented, either directly or indirectly, by presents or collective expressions of opinion from persons who are serving or who have served in the unit to which they are or have been assigned or attached. They are not to collect public subscriptions for presents, prize meetings or other objects connected with their unit. The presentation of testimonials to members of the permanent staff, either directly or indirectly, is strictly prohibited.

01.03.045 – 01.03.047. Reserved.

Gambling

01.03.048. Any proposal to hold a lottery or sweepstake or to permit any other form of gambling is to be referred to the Commanding Officer. If they agree to the proposal, they are to issue such instructions as they consider necessary and are to ensure that the provisions of the Gaming Acts are followed.

01.03.049 – 01.03.056. Reserved.

Sports and Kit Insurance

01.03.057. Sport, Adventurous Training and Challenge Pursuits Insurance. Units are to ensure that all personnel playing sport or participating in adventurous training or challenge pursuits are reminded of the need to take out personal accident insurance cover.

01.03.058. Kit Insurance. All personnel on joining the Army Reserve are to be advised to consider taking out kit insurance to cover the value of clothing and equipment issued to them or temporarily in their charge. During training individuals may be issued with extra equipment such as binoculars or compasses. Loss of, or damage to such equipment can be expensive if the individual is found liable and is asked to make repayment to the Army (see also AGAI 90, Paras 90.101 - 90.107).

01.03.059. With effect from 1 April 2004, personnel who have not previously done so are required to inform their civilian employer that they are members of the Army Reserve within 4 weeks of engagement. The unit is then to contact the employer to explain the commitment the soldier has taken on, as well as the employers' obligations and rights in law. The following actions are to be taken:

(a) **Requirement.** Units to send out an annual letter, (no later than 31 Jan), to the Reservist's employer informing them that they:

- (1) Employ a Reservist, ensuring that they understand their rights and obligations (and where to find out more).
- (2) Provide the annual training plan for the coming 12 months.
- (3) Provide an update on skills and qualifications gained by the Reservist during training over the preceding year.

(b) **Assurance.** Prior to EN occurring, employer data must be assured, and any waiver applications submitted to and approved by the unit Commanding Officer under unit arrangements. Unit Employment Support Officers (UESOs) are to update data periodically during the year to keep individual Reservist details current and reduce the administrative burden as the EN deadline approaches each year.

(c) **EN Waivers.** In exceptional circumstances individuals may request an Employer Notification (EN) waiver for up to 12 months which must be applied for by the Reservist annually. However, the authority for granting a waiver is at the discretion of the unit Commanding Officer. Waivers may be granted for the following reasons:

- (a) To maintain a Reservist's security.
- (b) When EN could exacerbate a short-term employment issue.

(d) **Special Forces and Northern Ireland Residents.** Members of the Special Forces and Army Reserve personnel resident, serving or employed in Northern Ireland are excused compulsory Employer Notification; however, they are able to opt in to Employer Notification and are strongly encouraged to do so where appropriate. EN in Northern Ireland is administered by the RFCA rather than the unit Commanding Officer and CE RFCA Northern Ireland is responsible for the coordination of relationships between employers and Defence. Commanding Officers of units with Reservists based in Northern Ireland should liaise directly with the RFCA to ensure that the correct employer information is used, that the security of Reservists is maintained, and that there is no duplication of effort. Further guidance can be sought from the chain of command and JSP 766. These provisions do not apply to those personnel who are unemployed, self-employed or who are students in full time studies.

(e) **Centralised Notification (CN).** A number of key employers who have an account with the organisation Defence Relationship Management (DRM), may, request a consolidated list of the Reservists that businesses employ, other than those who have been granted a waiver. This is in addition to the routine EN letter, and provides nothing more than a list of names of those who have not been given a waiver. Whilst the service is not routinely offered or advertised, Reservists will need to be made aware that their details may be provided to their employer via CN subject to waiver status. To ensure it is successful, units must ensure that waivers which have been issued are recorded on JPA to ensure that Reservists are not compromised by DRM. DRM is to liaise with the Northern Ireland RFCA on a case-by-case basis to determine the appropriate course of action for CN involving organisations with

Reservists residing in Northern Ireland. The opt-in principle should continue to be observed, with renewed consent required for Northern Ireland-based Reservists to be included in CN.

01.03.060 – 01.03.100. Reserved.

SECTION 2 - FIREARMS AND AMMUNITION

Possession of Firearms

01.03.101.

- a. Members of the Army Reserve while on duty are exempt from the requirements of the Firearms Acts in respect of firearms and ammunition held by them in their capacity as members of the forces. The attention of personnel is to be drawn to the provisions of this act in regard to any privately owned firearms and ammunition (see also QR(Army), Para J5.151).
- b. An officer or soldier is forbidden to carry, hold or use a Service firearm except in connection with their duty as an officer or soldier.

Management of Ammunition

01.03.102 – 01.03.105. Reserved.

01.03.106. Ammunition is to be stored, managed and used in accordance with JSP 482, Volume 2 – MOD Explosives Regulations, Unit Storage Instructions. There are no exemptions for the Army Reserve, but Cadet units holding only Small Arms Ammunition (SAA) should note the regulations at Chapter 11, which have been tailored for their circumstances. Chapter 11 does not apply if other ammunition natures are being held by Cadet units, and is not applicable to other types of units holding only SAA. In these cases the regulations in the remainder of JSP 482, Volume 2 are applicable.

01.03.107. Ammunition may be issued on the authority of the Commanding Officer for operations, training, guards and, when necessary, to escorts provided for arms and ammunition. It may also be issued when specially authorized by the Div Commander. Live ammunition is not to be issued for training purposes if blank or drill ammunition or dummy rounds will meet the need. An officer or warrant officer is to be made responsible for the issue of ammunition. Before blank or drill ammunition is issued on parade the officer or instructor is to inspect all rifles, magazines, automatic weapons, pouches and bandoliers to ascertain that they contain no live ammunition (including tracer).

Safeguarding and Inspection

01.03.108. When an officer or soldier is in possession of Service firearms or ammunition they are personally to exercise special care over maintenance, the prevention of damage and security from theft. They are also responsible for preventing unauthorized discharge by ensuring that firearms and ammunition in their possession are at all times handled according to current instructions.

01.03.109. When a firearm has been issued for a duty it is to be inspected, together with any ammunition which has also been issued, by an officer, Warrant Officer or, at the Commanding Officer's discretion, an NCO, at the end of the duty or at least once every 24 hours in longer periods of continuous duty.

01.03.110.

- a. On every occasion that ammunition is issued the Commanding Officer will appoint an officer, Warrant Officer or NCO to be responsible for the inspection, and the safe withdrawal, of both the unexpended ammunition and the accountable components.
- b. An inspection is to be carried out to make certain that no ammunition remains in firearms, magazines, pouches or other containers, and in the case of fighting vehicles in

armaments, deflector chutes, receptacles and storage areas. A certificate to this effect will be rendered on AFB 159.

c. Before soldiers are dismissed, they are to be reminded that it is an offence to retain ammunition. Each soldier is to give a verbal declaration that they are retaining no live rounds or empty cases.

01.03.111. Commanding Officers are to ensure that firearms and ammunition on their charge are inspected at least once a month.

Safety Precautions

01.03.112.

a. Firearms are to be stored separately from ammunition. Drill ammunition is to be kept separate from live ammunition, including blank, both in storage and in use.

b. When live ammunition is to be issued after blank ammunition has been used, the following procedure is to take place before the issue of live ammunition:

(1) All blank ammunition is to be withdrawn together with adaptor appliances where applicable.

(2) Weapons are to be inspected and declarations are to be obtained as in Para 01.03.110c that soldiers have no blank or components in their possession.

c. The same procedure is to be followed when blank ammunition is issued after live.

01.03.113. When ammunition is found to be defective, the matter is to be reported in accordance with JSP 482 Volume 2 Chapter 8 – MOD Explosives Regulations, Explosives Incident Reporting.

Security of Weapons and Explosives

01.03.114. It is essential that the standards of security of Army Reserve arms, ammunition and explosives are maintained at the highest level. Details of these standards are to be found in LFSO 2007.

01.03.115 – 01.03.200. Reserved.

SECTION 3 - DISCIPLINE

General

01.03.201. Definitions. In this part the following terms shall have the meanings shown below:

- (a) '1980 Act' means the Reserve Forces Act 1980.
- (b) '1996 Act' means the Reserve Forces Act 1996.
- (c) '2006 Act' means the Armed Forces Act 2006.
- (d) 'civil court' has the same meaning as in the 1996 Act.
- (e) 'criminal offence' means doing an act punishable by the law of England and Wales.
- (f) 'Higher Authority' has the same meaning as in the 2006 Act.
- (g) 'man' includes 'woman', and covers all ranks from private to Warrant Officer.
- (h) 'member' includes officer, Warrant Officer, Non-Commissioned Officer and soldier irrespective of gender.
- (i) 'military authorities' means the Commanding Officer or the Higher Authority or the Court-Martial, as the case may be.
- (j) 'MSL' means the Manual of Service Law.
- (k) 'Permanent Service' means service after call-out under any provision of the 1980 Act or the 1996 Act.
- (l) 'Service offence' means an offence as defined by Section 50(2) of the 2006 Act.
- (m) 'soldier' includes both male and female of the ranks from a Warrant Officer, a Non Commissioned Officer to a Private.

Introduction

01.03.202 – 01.03.205. Reserved.

01.03.206. Discipline and Service Law. Discipline is a fundamental requirement of effective Armed Forces. Service Law is an additional body of law that applies to the Armed Services which is contained in the 2006 Act. Every member of the Army Reserve must be aware when they are subject to Service Law which is, as set out in Section 367 of the 2006 Act, which is reproduced below for ease of reference:

- a. **367 Persons subject to service law.** Regular and reserve forces:
 - (1) Every member of the regular forces is subject to service law at all times.
 - (2) Every member of the reserve forces is subject to service law while:
 - (a) In permanent service on call-out under any provision of the Reserve Forces Act 1980 (c 9) or the Reserve Forces Act 1996 (c 14) or under any other call-out obligation of an officer;

- (b) In home defence service on call-out under section 22 of the Reserve Forces Act 1980;
- (c) In full-time service under a commitment entered into under section 24 of the Reserve Forces Act 1996;
- (d) Undertaking any training or duty (whether or not in pursuance of an obligation); or
- (e) Serving on the permanent staff of a reserve force.

The 1980 and 1996 Acts are not Service Law, but create regulations which apply to Reservists. Service Law applies to Reservists in the circumstances outlined in s367 AFA 06. In matters of discipline AFA 06 has primacy. Indiscipline has no place in the Army and is to be addressed by either formal disciplinary action or administrative action under AGAI 67. No other types of disciplinary or sanctioning action is permitted.

01.03.207. Disciplinary and Administrative Action. The distinction between disciplinary and administrative action is important. As a general rule, disciplinary action should be used where there is evidence that an offence has been committed, where the application of Service Law is appropriate, and where an individual should, if convicted, be punished. Minor administrative action is intended to correct professional and personal shortcomings. It should not be used as a substitute for disciplinary action. When minor administrative action is taken, the sanction should fit the professional failing and be clearly designed to correct it, not to punish the individual. Major administrative action, which includes discharge from the Service, may be taken in conjunction with, or following, disciplinary action. Whilst Army Reserve personnel and officers of the Cadet Forces are not subject to Service Law at all times, they are subject to Army Values and Standards and Administrative Action at all times.

01.03.208. Explanation to Soldiers. The disciplinary provisions of the 1996 and 2006 Acts are to be explained to soldiers and officers during initial training. Any Army Reservist suspected of committing an offence are to be made aware of their legal rights as explained in Annex G to Chapter 6 of the Manual of Service Law (MSL) "Your rights if you are accused of an offence under the Service justice system".

Disciplinary Action

01.03.209 – 01.03.210. Reserved.

Jurisdiction in the United Kingdom

01.03.211. Jurisdiction is split between the civil courts and the Military Authorities. In certain circumstances one or other system has exclusive jurisdiction. Otherwise there is concurrent jurisdiction. The provisions of QR(Army), Paras J7.001 - J7.012 are to be followed.

01.03.212. Offences against Section 96 of the 1996 Act may be dealt with in the civil courts, by a Commanding Officer at a summary hearing, or by the Court Martial, but failure to comply with a Call-Out Notice served pursuant to the powers given in Sections 52 and 54 of the 1996 Act, is normally to be tried by the Court Martial.

01.03.213. The Military Authorities are to exercise jurisdiction where a serious offence which is severely prejudicial to the Army Reserve is committed by a soldier when not subject to Service Law, but which may still be an offence under Section 95 of the 1996 Act. Other conduct not

amounting to an offence may result in administrative discharge under Para 01.05.402b(2) as authorized by Section 15(1) of the 1996 Act.

Jurisdiction outside the United Kingdom

01.03.214. In respect of offences committed outside the United Kingdom jurisdiction is to be exercised in accordance with QR(Army), Paras J7.015-J7.016.

Civil Court Proceedings

01.03.215. Legal advice should always be sought in relation to civil court proceedings instituted against Army Reserve personnel.

Exercise of Military Jurisdiction

01.03.216 – 01.03.219. Reserved.

01.03.220. Guidance. When jurisdiction is exercised by the military authorities, the provisions of the **2006 Act** and all secondary legislation are to be followed, as contained and explained in the **MSL**.

01.03.221. Admissibility of Evidence – 1980 Act. Schedule 3 to the 1996 Act prescribes the documents which are admissible in evidence in proceedings under the 1980 Act.

01.03.222. Military Custody. Guidance on arrest and custody are given in the MSL Chapter 5.

01.03.223. Time Limits. Proceedings against a person for an offence, under the 1996 Act or under Service law, which is alleged to have been committed by them during their period of service in a reserve force may be instituted whether or not they have ceased to be a member of that reserve force, but must normally be commenced either within 6 months of the person ceasing to be subject to Service Law (AFA 06 Section 55) or in accordance with Section 107 of the 1996 Act, whichever is the later. Where time limits are an issue, legal advice should be taken as soon as possible after the discovery of an offence or the apprehension of a suspected offender.

01.03.224. Improper Enlistment. A person who has made a false answer on their attestation may be proceeded against under the 1996 Act, Schedule 1, Para 5.

01.03.225. Absence From Annual Continuous Training. On reporting for Annual Continuous Training soldiers become subject to Service Law and remain so for the period of the camp. Any member of the Army Reserve leaving without permission of the Commanding Officer before the termination of the annual training renders themselves liable to a charge under Section 9 of the 2006 Act for the offence of absence without leave. Leave can be granted by the Commanding Officer (see Paras 01.03.008 - 01.03.009).

01.03.226. Failure to Report on Call-Out. A member of the Army Reserve who, without authorized leave or other reasonable excuse, fails to appear at the time and place specified by a call-out notice served on them in pursuance of Sections 32, 43 or 58 of the 1996 Act, commits the offence of Desertion or Absence Without Leave, according to the circumstances, and is punishable as for an offence under Sections 8 or 9 of the 2006 Act. Detailed instructions as to absentee procedure for the Army Reserve are contained in ACSO 3200. The provisions of QR(Army), Paras 6.025 - 6.031 and 6.177 regarding desertion and absence without leave are also to apply (see also JSP 751 Joint Casualty and Compassionate Procedures Policy and Personnel Administration Manual/Unit Administration Manual) as far as Army Reserve conditions of service make these applicable.

01.03.227. Other RFA 96 Offences. RFA 96 is not part of Service Law and applies at all times to Army Reserve personnel. Under the authority of Section 4 of the 1996 Act, Her Majesty may make orders for the government, discipline, and all other matters relating to the Army Reserve. Under the terms of Section 95 of that Act, it is an offence for a member of the Army Reserve, whether subject to military law or not, to fail to comply with such regulations. Offences shown at Section 95 of the 1996 Act include:

- a. Failing without reasonable excuse to attend at any place as may be required in accordance with any order or regulation.
- b. The use of threatening or insulting language or insubordinate behavior towards a superior officer, WO or NCO in the execution of their Service duties in respect of Section 4 of the 1996 Act.
- c. Fraudulent behavior, or being an accessory to such behavior, for the purpose of obtaining pay or other sums contrary to orders and regulations.
- d. Knowingly or recklessly making a false statement in any material particular in giving information required by orders or regulations.
- e. Failing without reasonable excuse to comply with orders and regulations made under the provisions of Section 4 of the 1996 Act (Reserve Land Forces Regulations 2016 exist by virtue of this provision).

01.03.228. Inquiries. Army policy requires a Commanding Officer to conduct a Non-Statutory Inquiry (NSI) where soldiers have been absent for 21 days (see LFSO 3207, Para 8).

01.03.229. Liability for Additional Service.

- a. When a soldier is liable to additional service under the provisions of Section 98(6) of the 1996 Act, an entry is to be made in the last column of their record of service, on the third page of their attestation, as follows:

‘Deserted on being called out for service: liable to serve for an additional period of
.....’

- b. This does not refer to soldiers guilty only of absence without leave on being called out for service, or of absence from annual training.

01.03.230. Participation by Army Reserve Officers at the Court Martial. At least one qualified Army Reserve officer should, if practicable, be detailed to serve on the Court Martial of a member of the Army Reserve (see QR(Army), Para 6.107). See also JSP 754 Chapter 4 in respect of authority to receive pay.

01.03.231 – 01.03.234. Reserved.

Administrative Action

01.03.235. Misconduct. A high standard of conduct is expected of all ranks at all times, both on and off duty. The provisions of AGAI 67 apply equally to members of the Army Reserve and the Regular Army.

01.03.236. Values and Standards. The booklet “Values and Standards” (AC 63812) is to be issued to all members of the Army Reserve on enlistment. It is to be retained as a personal reference and a reminder of the message it carries. In addition, all officers and Warrant Officers

are to be issued with the Commanders' Edition (AC 63813). All units are to hold stocks of both these publications.

01.03.237. Reporting of Civil Proceedings Against an Officer or Soldier. An officer or soldier against whom proceedings by the civil authority are pending, for any offence, is to report the facts forthwith to their Commanding Officer. The Commanding Officer is to arrange for an officer to attend court in accordance with AGAI 65. This applies whether or not the alleged offence was committed while the individual was subject to Service Law. This paragraph does not apply to minor road traffic offences under the Road Traffic Act unless they result in disqualification.

01.03.238. Action Subsequent to a Conviction. When an Army Reservist is convicted by a court other than a Court-Martial, action is to be taken in accordance with AGAI 67 Annex A to Part 3, (Major Administrative Action) (see also Para 01.05.627).

01.03.239. Reserved.

01.03.240. Suspension from Training.

a. A Reservist may be suspended from training if the Commanding Officer deems that it is necessary when an investigation into Disciplinary or Administrative action warrants it. For the Reservist, this applies to all forms of training, paid or unpaid. Guidance on the matter of suspension appears in QR(Army), Para 6.105 and in AGAI Vol 2 Ch 67 Part 5.

b. In such cases, the Commanding Officer must be satisfied that suspension is the only option. This will, of course, be dependent on the severity of the case of indiscipline, but consideration must be given to the possibility of allowing Reservist to train under RFA 96 Sect 22(1) with either a sub-unit in a different locality or with another Reserve unit closer to the Reservist's home address (provided that both COs are in agreement).

c. **Bounty.** Where it is subsequently found that there was no breach of Service Law and, therefore, no sanction given, a Reservist who has been formerly suspended from training may receive the annual training bounty. However, in such cases, COs must take into consideration that there are reasonable grounds to conclude, on the balance of probabilities, that the Reservist would have received such a payment had suspension from training not been applied and had received training bounty on a regular basis in the past.

d. **Pay.** Membership of the Army Reserves is not considered to be a Reservist's primary employment. Loss of pay due to suspension from training should not be considered, however, exceptional issue of pay is covered in Chapter 7, Section 1, Para 01.07.009.

01.03.241 – 01.03.242. Reserved.

Misappropriation of Army Property

01.03.243. If any person wilfully makes away with, sells, pawns, or wrongfully destroys or damages or negligently loses anything issued to them as an Army Reservist or wrongfully refuses or neglects to deliver up on demand anything issued to them as such, the value thereof can be recovered from them on complaint to a small claims court (or in Scotland any competent court). Detailed procedures for the recovery of clothing and equipment issued to Army Reservists are laid down in LFSO 6102. Recovery of the value of clothing and equipment through the courts is only to be initiated by the Defence Bills Agency on the authority of the Civil Secretary after all other recovery procedures have been exhausted.

01.03.244 – 01.03.247. Reserved.

Civil Court Proceedings

01.03.248. Issue of Summons (England, Wales and Northern Ireland). Proceedings before a civil court in England, Wales and Northern Ireland under the 1996 Act should be either by summons or (where it is considered that the accused should be brought before court as quickly as possible) by warrant, except where the accused has been apprehended and brought before the court in military custody. A summons may issue upon an information to a justice stating the facts constituting the offence, but a warrant in the first instance, in lieu of a summons, is obtainable upon an information substantiated by oath; in Northern Ireland proceedings should always be by summons. The information is to be laid by the Commanding Officer of the unit to which the accused belongs or any other officer of that unit in either case on the direction and with the authority of the RFCA (or commanding CRHQ) and not otherwise.

01.03.249. Issue of Summons (Scotland). In Scotland, a statement of the full particulars of the offence committed, together with any statements or witnesses, is to be submitted as soon as possible by the RFCA (or commander CRHQ as appropriate) to the procurator fiscal for the district in which the offence was committed, with a request that a prosecution should be instituted if the evidence is deemed to be sufficient. If a prosecution is decided upon by the procurator fiscal, the RFCA (or commander CRHQ as appropriate) is to furnish them with any assistance they may desire.

01.03.250. Fines and Expenses. In the case of proceedings before a magistrates' court in England and Wales, every fine imposed under the 1996 Act on a soldier of the Army Reserve, or recovered on a prosecution under the Act, is to be paid to the exchequer. The expense of all prosecutions will be refunded to the RFCA (or commander CRHQ) in England and Wales on application to the district secretary. In Scotland, Northern Ireland, and the Isle of Man, every fine imposed under this Act on a soldier of the Army Reserve, and every fine recovered on a prosecution instituted under the Act, is to be paid to the appropriate RFCA (or commander CRHQ) administering the unit in which the soldier is serving, or if the unit administered by more than one RFCA, then to the RFCA administering the part thereof in which they are serving. Refund of the cost of prosecution is not admissible as a charge against the public.

01.03.251 – 01.03.252. Reserved.

Reduction in Rank of Warrant Officers and NCOs

01.03.253. Authorities for the discharge or reduction in rank of Warrant Officers and NCOs is the same as for Regular soldiers and is contained in AGAI 67, Annex F to Part 3.

01.03.254. Reserved.

Admissibility of Evidence

01.03.255.

a. Schedule 3 to the 1996 Act prescribes the documents which are admissible in evidence in proceedings under the 1980 Act. These provisions are similar to those which were contained in the 1955 Act Section 198(4) to (8) as applicable to proceedings under 1955 Act.

b. Schedule 3 to the 1996 Act provides authority to obtain proof of outcome of civil trial of any member of the Army Reserve who is subject to military law (whether or not they were subject to military law at the time of the trial). Procedure for obtaining the certificate of proof from the Clerk of the Court is as was prescribed in Section 199 of the 1955 Act.

01.03.256 – 01.03.300. Reserved.

SECTION 4 - MEDICAL SERVICES

Introduction

01.03.301. The Army has a legal obligation to ensure its personnel are occupationally fit for the role in which they are employed, irrespective of their TACOS. Thus all personnel are entitled to an Occupational Health Assessment. These are to be utilized in order to ensure the correct grading and thus the correct employment of personnel. This does not, however, constitute a change in the provision of primary healthcare (PH) to Reservists¹⁵, which remains extant. With the exception of mobilized Reservists, those on FTRS(FC) and the conditions set out at Para 01.03.308, Reservists have no entitlement to Defence Primary Healthcare.

Responsibilities of Commanding Officers

01.03.302. Commanding Officers are to ensure that:

- a. The officers and soldiers under their command are occupationally fit for their employment and that they are registered onto the Reserve Forces (Army) Practice on the Defence Medical Information Capability Programme (DMICP). This may require an Occupational Health Assessment to be conducted by Service approved doctors and the outcome recorded onto DMICP or its successor programmes (see also Para 01.03.025 which covers Change in Personal Circumstances including changes to medical condition).
- b. All unit personnel are trained to the appropriate level in MATT 3 and that there are properly trained Team Medic personnel in the unit.
- c. All Cbt Med Techs on their unit establishment receive training in BARTS/BATLS techniques in line with the Graduated Readiness Mechanism.
- d. Unit Health Committees (UHCs) are conducted in accordance with AGAI 57.
- e. The correct number of course trained personnel are trained to assist in unit environmental health promotion and protection within the Army Reserve Centre and in the field.

Provision of Medical Support

01.03.303. All Reserve units are to use LFSO 3215: Medical Planning for Land Forces Exercises and Training, when considering training. Advice on the provision of medical cover can be sought from the Competent Medical Authority (CMA) appropriate to the Command in which the Reserve unit resides.

01.03.304. Reserved.

01.03.305. Dental Officers.

- a. When at camp or other duty, Army Reservists may be given emergency dental treatment at public expense where there are Defence Dental Agency (DDA) facilities, or where a civilian dental surgeon is engaged at an inclusive rate of pay for attendance on the troops.

¹⁵ Primary Healthcare – the provision of integrated, accessible health care services by clinical personnel trained for comprehensive first contact and the continuing care of individuals experiencing signs and symptoms of ill health or having health concerns. It includes health promotion, disease prevention, patient education and counselling, the diagnosis and treatment of acute and chronic illness, as well as dental and veterinary functions. (JDP 4-03 2nd Edition)

- b. Where no DDA facilities or appointed civilian dental surgeon is available, an officer or soldier of the Army Reservists requiring dental treatment of an urgent nature for the relief of pain or acute infection when at camp or other duty should obtain it as emergency treatment under National Health Service arrangements.

Wounds, Injury and Sickness (see also Para 01.08.001)

01.03.306. Wounds, Injuries and Sickness. Wounds injuries and sickness occurring as follows are normally regarded as attributable to service, unless due to negligence or misconduct:

- a. Arising out of training.
- b. On Army Reserve premises during attendance for the purpose of training, whether or not arising directly from training, but not during attendance for amenity purposes.
- c. While going to and from training.

01.03.307. Treatment. (See also QR(Army), Paras 5.325 - 5.326):

- a. At camp or other duty all cases of injury or sickness are to be reported at once to the Medical Officer (or Medical Person on duty) who will decide how the case is to be disposed of (eg taken to hospital, sent home or treated in quarters). Should no Medical Officer be present (eg in the case of an injury received at weapon training), the senior officer or SNCO present may summon medical aid, if they are satisfied that the matter is sufficiently urgent, from a civilian medical practitioner who is in the National Health Service, under the arrangements approved for treatment of patients who are temporary residents. At the same time the Medical Officer or senior officer is, in all cases, to complete F MED 566, and where applicable Army Form 510, for despatch immediately to the Commanding Officer of the officer or soldier so dealt with. A diary is to be kept with details of all cases reported or treated. In case of serious injury assistance should be sought from the NHS emergency services by dialling 999.
- b. No charge is to fall on a patient when present at camp or training for treatment by regular RAMC Medical Officers, or by Medical Officers of the Army Reserve, or by appointed civilian medical practitioners, who have been contracted by HQ RC.
- c. In all cases, there must be an intent to provide the Reservist with parity of health care that Regular personnel receive, whilst employed on military duty. For members of the reserve component of the Armed Forces, undertaking officially sanctioned military activity be it sporting, adventurous training or military training, medical support is provided through service facilities at public expense up to the point where the individual is fit to be discharged home to the care of their own GP in the home base. However, long term health care is not provided by MOD to manage the long term consequences of injury or illness sustained by members of the Reserve component unless sustained whilst mobilized for operations; that responsibility lies with the NHS.
- d. AAC(V) aircrew are to be considered as being on duty for medical and dental purposes whenever they attend for flying duties.

01.03.308. When not on Duty. If medical, hospital or dental treatment is required for an Army Reservist when not at camp or duty for a disability which is attributable or is considered to be attributable to military service, treatment will normally be obtained under National Health Service arrangements, ie from a civilian medical or dental practitioner who is in the National Health Service or hospital treatment at a civil hospital under that service. National Health Service statutory charges in respect of this treatment, but not of appliances, will be refunded. Only in cases of

emergency where treatment is urgently required and it is not practicable to secure it from National Health Service sources are expenses for treatment under other arrangements to be accepted as a charge against Army funds.

01.03.309. Social Security Act 1975. Officers and soldiers of the Army Reserve while undergoing training or instruction are regarded as employed in the military service of the Crown and during such employment are excepted from the scope of the relevant sections of the above act concerned with industrial injuries, even though the duties performed are not specifically authorized or provided for by regulations, and irrespective of whether or not the officer or soldier is compelled to perform them or, receives payment in respect of them.

01.03.310. Disability.

- a. **Chapter 8** deals with disability allowances and awards.
- b. In cases of disability, whether of injury or sickness, officers and soldiers of the Army Reserve may be granted hospital treatment, and medical and dental treatment, under the conditions laid down in Paras 01.03.307 - 01.03.308.
- c. Personnel required to attend for treatment from or an assessment or examination by Service sources or to attend a medical board are on duty and are eligible to travel at public expense and receive pay.

Casualty Documentation

01.03.311 – 01.03.315. Reserved.

01.03.316. General.

a. Whenever any Army Reservist sustains a wound or injury while on duty, the matter is to be reported to the member's Commanding Officer, whether or not the member has been incapacitated as a result. Failure to report such an incident may lead to difficulties in the event of a subsequent claim to disablement allowance, pension or other award. In addition all accidents are to be reported to the Army Incident Notification Cell (AINC) in accordance with LFSO 3216, Annex H and 2011DIN06-028. AINC acts as the clearing house for the reporting of all incidents. Any injury or illness resulting in absence from civilian occupation requiring medical certification, or a reduction in functional capacity of the Army Reservist must be referred an Occupational Health assessment arranged through HQ Regional Command Medical Branch. This will inform the Joint Medical Employment Standard (JMES):

b.

(1) The circumstances under which wounds or injuries are regarded as due to service are set out in Para 01.03.306.

(2) The Commanding Officer is to arrange for the completion of Army Form 510, which should state clearly the exact circumstances in which the injury was sustained. Army Form 510, together with the proceedings of the board of inquiry, if held, are to be filed with the member's documents (F Med 4/digital health record on DMICP) unless a claim for disablement allowance has been received, when they are to be sent with the claim to the SO2/C2 Health in the Command/Functional Bde HQ for onward transmission to DBS Exception Team Mail Point 305, Kentigern House, 65 Brown Street, GLASGOW G2 8EX. In addition, the accident reporting processes are to be followed in Paras 01.03.330 - 01.03.335.

(3) Where an Army Reservist is injured in any way by or through the fault of a civilian and claims and receives compensation from such civilian, the fact is to be recorded in the proceedings of the board of inquiry (if held) or unless these documents have already been forwarded with a claim to disablement allowance or pension, when the fact is to be reported direct to DBS, Exception Team Mail Point 305, Kentigern House, 65 Brown Street, GLASGOW G2 8EX, (Telephone 0141-224-3201 or Mil 94561 3201).

01.03.317. Reserved.

01.03.318. Admission Reports. When an officer or soldier of the Army Reserve who is a member of the Non Regular Permanent Staff or FTRS is admitted to a military medical unit or civil hospital while on duty, the officer commanding is to adhere to the rules of AGAI 99.

01.03.319. Notifiable Casualties On Duty:

a. The following casualties to Army Reservists on duty (and members of the permanent staff at all times) are notifiable:

- (1) Incapacitating Illness or Injury (III).
- (2) Being on the 'Seriously Ill List'.
- (3) Being on the 'Very Seriously Ill List'.
- (4) Removal from either (2) or (3).
- (5) Progress reports while (2) or (3).
- (6) Death.

Responsibility for action to be taken is to conform with JSP 751.

b. When Reservists are admitted to hospital, the unit Commanding Officer is to adhere to the procedures set out in AGAI 99.

01.03.320. Off Duty Death of a Non mobilised Reservist. Off Duty deaths of non-mobilised Reservists, ie Part Time Reservists should be reported in accordance with JSP 751. However, it is recognised that in some cases it will not be an immediate response. This may be due to any number of factors, but examples are:

- a. A Reservist who qualifies for Bounty early in the Training Year and therefore has no requirement to attend for training and dies between the qualification date and the Start of the new Training Year.
- b. A Reservist has simply failed to attend for a period of time (it should not be more than 3 months).
- c. Families may not feel that it is necessary to inform the unit of the death.

01.03.321. Such instances are rare, however, units are to report the death of an off duty Reservist by the following methods as soon as the unit is made aware that a non-mobilised Reservist has died or has been killed whilst off duty:

- a. **Phone:** JCCC Deceased Estates (Tel: 95471 6323/6301/8174 or 01452 712 + 4 Digit Ext at prompt) during office hours.

- b. **Fax:** JCCC Deceased Estates (tel: 95471 8251 or 01452 510867).
- c. **Email:** Marked for the attention of JCCC Deceased Estates under subject heading: 'Death of a Non-Mobilised Reservist – Off Duty' to: dbs-jcccgroupmailbox@mod.uk.
- d. In each case the JCCC Deceased Estates team will need to know the following information regarding the death:
- (1) Service Number.
 - (2) Rank.
 - (3) Full Name.
 - (4) Unit.
 - (5) Date and location of death.
 - (6) Name and Address of Emergency Contact (EC) or other person who informed the unit of the death.
 - (7) Confirmation that the deceased was a Reservist who died off duty.
 - (8) Point of Contact (POC) in unit (Rank, Name, Appointment and Contact Number).
 - (9) Do not use JPA – 'JCCC User' action to report an off duty death of a Non-Mobilised Reservist.

01.03.322 – 01.03.326. Reserved.

01.03.327. Emergency Contact Addresses.

- a. **Officers.** Details of Emergency Contact (EC) and nominees of regular and Army Reserve officers for casualty notification purposes, and changes thereto, are to be recorded on JPA.
- b. **Soldiers.** Any changes in EC and Additional Emergency Contact (ADDEC) are to be recorded on JPA. It should be noted that there should only be exceptional reasons for not including the next of kin as one of the two nominees.

01.03.328. Reserved.

Injuries or Sickness when not on Duty

01.03.329. Procedures to be followed by an individual and their unit are laid down at [Annex H/3](#).

Reporting of Accidents

01.03.330. All accidents and incidents are to be notified to Army Incident Notification Cell (AINC). The information should be as detailed as possible and include a summary of the activity being undertaken. It should be specific enough to determine which part of the body is affected, ie Third finger of Left Hand, Right ankle etc. It is important that all accidents on and off duty are reported, AINC will decide the threshold for entry on the database and determine any subsequent action

such as RIDDOR. A summary of reportable incidents include but are not exclusive are shown below:

- a. **Injuries to Military Personnel.** Injuries including climatic and sporting injuries and injuries as a result of both on and off duty road traffic accidents (RTAs).
- b. **Injuries to Civilian Personnel.** Injuries including injuries as a result of on and off duty RTAs.
- c. **Injuries to Contractors and Non-MOD Civilians.** Injuries occurring on MOD property or as the result of Army activities.
- d. Serious damage to equipment and incidents of serious equipment failure.
- e. Illnesses, diseases and dangerous occurrences in accordance with RIDDOR reporting requirements. RIDDOR reporting will be undertaken by AINC staff.
- f. Environmental pollution incidents.
- g. **Unusual Radiation Events.** Radiation overexposure (RF or otherwise), the malfunction of medical, dental or industrial radiography equipment, and the loss, theft or spillage of any items containing Radioactive Material.

01.03.331. The details of AINC are contained in LFSO 3216, Annex H and 2011DIN06-028. Although JSP 375 Leaflet 14 refers to accident reporting, the advice contained in the documents shown in this paragraph are to be followed.

01.03.332. AINC operates on a 'call centre' principle (although all calls must be followed up with written notification) and acts as a 'clearing house' for processing information relating to accidents and incidents across the Army. It provides a single point of contact for reporting incidents world-wide, ensuring that units carry out, or are guided through, the necessary notification and reporting procedures in accordance with Service Instructions.

01.03.333. Accidents should be reported in as much detail as possible using the electronic version of the Army Form 510 which can be found at the following link:

<http://cui1-uk.diif.r.mil.uk/r/89/AINC/default.aspx>.

Electronic copies should be the normal method of submission as this allows automated updated to take place, however, if there is an urgent requirement or access to MODNet is limited, use the methods listed below:

- a. If serious, notification should take place as soon as possible, having regard to the information requirements above. Otherwise notify the AINC during working hours.
- b. By telephone to 94391-2055 (24 HOURS) or (+44) 01264 382055. Callers from operational areas should be aware of passing classified information over insecure lines.
- c. By fax on Army Form 510 to 94391-2059 or (+44) 01264 382059.
- d. By e-mail via the Services network to Army LF-CESO-AINC-mailbox (MULTIUSER)
- e. E-mails to AINC are to be sent on RESTRICTED or below systems.
- f. By e-mail via the World Wide Web to: ArmyLF-CESO-AINC-mailbox@mod.uk

01.03.334. The means of communication in [Para 01.03.327](#) is particularly relevant to Army Reserve units and Cadet organisations engaged in adventurous training expeditions overseas.

01.03.335. Reporting responsibilities. Anyone in the Army - or working for the Army may report an accident. It is preferable, however, that it should be done through the unit safety focal points who should keep copies of the Accident Report form (Army Form 510).

Postal Address: IDL 420, Floor 1, Zone 7 Ramillies Building, Army Headquarters,
Marlborough Lines, Andover, Hants SP11 8HT
<http://www2.armynet.mod.uk/armysafety>

AINC Contact Details

Contact Tel:

Mil Tel: 94391 2055 | Civ Tel: 01264 382055

Mil Fax: 94391 2059 | Civ Fax: 01264 382059

DII/F AINC Mailbox:

Mil: Army LF-CESO-AINC-mailbox

Civ: Army LF-CESO-AINC-mailbox@mod.uk

<http://www2.armynet.mod.uk/armysafety>

01.03.336. Treatment of Reservists who are unfit for work. The purpose of this section of the regulations is to give guidance to Reservist units, Chain of Command and Service Medical Officers (SMOs) or Service Civilian Medical Practitioner (CMP) in dealing with reservists who are unfit for their duties. It applies especially to those who are long-term sick, where there is doubt whether they will become fit for work, or where administrative action in a manner consistent with [AGAI 99 / AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY](#) might be appropriate.

01.03.337. The separate policy for the support of reservists injured during call-out for permanent service is covered in [JSP 753](#). Reservists are not entitled to receive Primary Health Care from Service sources. Entitled personnel, eg FTRS(FC) are to register with a Defence Primary Health Care (DPHC) Medical Treatment Facility (MTF). Non-entitled Reservists should register for routine health care with a GP under normal NHS arrangements. Note, however, that all Reservists will be required to attend a DPHC Occupational Health provider¹⁶ for Service PULHHEEMS and Medical Boarding in accordance with single Service arrangements, as described within [AGAI 99](#), [AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY](#) and The Reserve Land Forces Regulations 2016. Reservists are also to inform their Chain of Command of any change to medical condition which might have an effect on training and mobilisation in order to ensure that known medical conditions are not exacerbated by personnel undertaking work or duties inappropriate to their condition, Personnel, temporarily unfit for military duty, and who are seeking a return to Military duty must receive a Service PULHHEEMS review. It is the responsibility of the Chain of Command to ensure that a Service PULHHEEMS review has been conducted before a return to Military training. The DPHC OH provider will provide the Chain of Command with a JMES award and, through the Appendix 9, highlight relevant functional limitations which are to be considered for the safe employment of the Reservist. The Chain of Command may wish to conduct a further risk assessment in accordance with [JSP 375](#) Vol 2 to consider and determine fitness to undertake particular aspects of Military Training.

01.03.338. It may be necessary for the DPHC OH provider to seek information from a Reservist's NHS GP to inform OH decisions. Consent will be required using Appendix 14 and 15 to [AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY](#). Remuneration of NHS GP reports is via Surgeon General's Finance Department. If consent is withheld, the Chain of Command will be informed by

¹⁶ DPHC MTF or Independent Service Provider contracted by DPHC to provide OH to Reservists.

the DPHC OH provider; the JMES award may be overly protective inhibiting effective Military Employment.

01.03.339. There is a clear duty on the reservist to allow the free exchange of medically sensitive information between their GP and a Service MO or CMP where the reservist's work sickness record is a cause for concern through Occupational Health (OH) Referral.

01.03.340 – 01.03.345. Reserved.

Action to be Taken

01.03.346. General Principles. In dealing with cases of reservists unfit for work and the Service interest, the following general principles are to be applied:

- a. The case is to be dealt with in a manner consistent with submissions involving regular personnel or other areas of the public service.

The reservist is to be advised to consult their own GP and offered the support of other welfare agencies, in the interests of restoring them to health. Remuneration of NHS GP reports is via HR Form 328A: Claim for Fees in Respect of Medical Reports or the Reservist may claim the fees via JPA.

Action by Units

01.03.347. Where it is clear that action to maintain the Service duty of care/interest is necessary, and if an assessment by a Service MO or CMP cannot be obtained, the reservist's unit in consultation with the service OH is to ask the reservist to consent in writing to their GP being approached, and inform the reservist that they will have the right to see any report provided by their GP or a specialist. The unit should then send the written consent to the Service MO or CMP, indicating that discharge on medical grounds is being considered or alternatively that formal administrative action is being considered.

Action by the Service MO

01.03.348. On request from the Chain of Command, the DPHC OH provider is to undertake a Service PULHHEEMS to determine fitness to return to Military Training. The DPHC OH provider is to seek information from a Reservist's NHS GP to inform OH decisions. Consent will be required using Appendix 14 and 15 to AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY. Remuneration of NHS GP reports is via HR Form 328A: Claim for Fees In Respect of Medical Reports.

Failure to Co-operate

01.03.349. Should the reservist not consent to an approach to their GP, or if there are reasonable grounds for doubting the authenticity of a medical certificate, the case is to be dealt with as an administrative or disciplinary matter in accordance with existing procedures for such cases.

01.03.350. Refusal to Release Functional Restrictions Related to JMES. If a SP does not consent to the CoC having access to their medical grading information (JMES and Appendix 9) then the MO will enter a JMES of A6L6M6E1. This grading cannot occur in any other circumstances and will notify the CoC that the SP has not consented for their information relating to the medical record to be released. In the first instance it should be made clear to the SP whom their medical information will be shared with and why access to it is required. Should the SP continue to withhold consent the CoC will have difficulty in meeting its obligations under the Health and Safety at Work Act 1974. In the absence of this information the executive are required to manage the risk(s) relating to a condition and/or medical restriction for which they have no knowledge. In such circumstances it

may be necessary to terminate the SP's Service on administrative grounds. Should termination of Service be the determined course of action then RLFR 01.05.616 should be followed. Noting that Pers Pol (A) is the competent military authority to approve such a termination.

01.03.351 - 01.03.400. Reserved.

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SECTION 5 - DECORATIONS AND MEDALS

The Volunteer Reserves Service Medal

01.03.401. The Volunteer Reserves Service Medal (VRSM) and Clasps are awarded to personnel of all ranks in recognition of long and efficient service of proved capacity in the Volunteer Reserve Forces. The award of the VRSM and its Clasps is governed generally by the Royal Warrant dated 29 March 1999 and regulations made under the authority of that Royal Warrant.

01.03.402. The VRSM became effective from 1 Apr 99 and superseded all previous single Service Efficiency Awards immediately. The regulations and administrative instructions governing the conferring of the award are at Annex C/3. A ready reckoner showing the calendar periods of different forms of service and their relative value in terms of qualifying service is at Appendix 1 to Annex C/3.

Other Decorations and Medals

01.03.403. Other orders, decorations and medals including the Queen's Volunteer Reserve Service Medal and method of presentation are the subject of QR(Army), Ch 5, Pt 10 and Ch 10.

Loss and Replacement

01.03.404.

a. Every precaution is to be taken to ensure that the insignia of British orders, decorations and medals do not come into the possession of unauthorized persons. When the loss is incurred as a result of enemy action, during training or call-out service, or is due entirely to unavoidable circumstances arising out of the exigencies of the Service, lost decorations or medals may be replaced for serving personnel only. When a medal is lost or stolen after being discharged from service replacements will only be issued on receipt of documents to confirm that the medal was stolen or lost and was reported to the Police or Insurance Company at the time it happened. This evidence needs to be either a copy of a police report with crime number (made at the time of the loss) showing details of the medals that have been stolen or a successful Insurance Claim if the medals were lost. The decision in all cases will rest with the Ministry of Defence Medal Office who will assess the nature and circumstances of the loss and whether the loss was unavoidable or due to negligence.

b. Attention is drawn to the desirability of insuring decorations and medals against loss not arising out of the exigencies of the Service.

01.03.405. Replacement of Foreign Decorations or Medals. If replacement of a decoration or medal bestowed by a foreign power is desired, application for replacement should be made to the appropriate Embassy or Legation.

Forfeiture and Restoration

01.03.406. The forfeiture by an officer, Warrant Officer, NCO or soldier of the Army Reserve, of any order, decoration or medal of which they may be in possession, or to which they may be entitled, will be determined by the same conditions as those laid down for the Regular Army in QR(Army) and in JSP 761 Chapter 9.

Record of Despatch and Receipt

01.03.407.

- a. Medals are sent via Recorded Delivery and the receipting process is completed on JPA when a medal is received by a unit and when it is presented to the recipient.

Wearing of Medals and Decorations

01.03.408. Regulations governing the wearing of medals and decorations in different forms of dress are laid down in Army Dress Regulations. Attention is drawn to Para 13.023 which governs the wearing of medals when in combat clothing.

Post Nominals

01.03.409. Reserve Forces personnel who complete 10 years' continuous service are recognised by the use of post-nominal letters "VR" denoting "Volunteer Reserve". Members of the Volunteer Reserve Forces, regardless of rank or Service, will be eligible to use the post-nominal letters with the entitlement retrospective to 1 April 1999. Service in the TA prior to this date may be used towards eligibility of the post-nominal provided that service was not used to qualify for any other post-nominals.

01.03.410. Eligibility to use the post-nominal will be dependent upon an individual having served continuously for 10 years in the UK Volunteer Reserve Forces, following completion of their Phase 1 training. Volunteer Reserve Forces means the Royal Navy Reserve (RNR), Royal Marines Reserve (RMR), Army Reserve (formerly the Territorial Army) or the Royal Auxiliary Air Force (RAuxAF). Those serving on Full Time Reserve Service (FTRS) assignments, Additional Duties Commitments (ADC) and Non Regular Permanent Staff (NRPS) are also eligible to use the post-nominal provided they have completed 10 years' of continuous service in the Volunteer Reserve Forces.

01.03.411. On completion of 10 years' continuous service an individual is to confirm eligibility to use the post-nominal with their unit administration office. The post-nominal letters can be used on occasions where it is appropriate, for example as part of a titular address, but they are to follow after the post-nominal letters denoting the grant of any state Honour or decoration, or educational or professional qualification – eg Corporal M J Smith MBE BSc VR or Major M J Smith MBE TD DL JP VR etc.

01.03.412. As the post-nominal letters are formal recognition of a length of service, the entitlement to their use applies equally to serving and retired personnel on and from 1 April 1999 and will not be subject to consideration for forfeiture. It should be noted that the post nominal "VR" is not engraved on an individual's medals.

Queen's Volunteer Reserves Medal

01.03.413. Eligibility criteria and the process for recommendation of the award of the Queen's Volunteer Reserves Medal (QVRM) are contained in JSP 761, Paras 4.04 – 4.08.

01.03.414 – 01.03.500. Reserved.

SECTION 6 – APPRAISAL REPORTS, DOCUMENTATION, CORRESPONDENCE AND OFFICE SUPPLIES

Appraisal Reports

01.03.501. The principle information source for Reserve Career Management is The Career Management Handbook Part 3, Chapter 3 (Reserves) which can be found at the following link to the [MS Webpage](#) and [CM Handbook](#). Readers of this section are directed to this document. It provides clear and easy to understand information and unambiguous direction from MS for Reserve officers and soldiers, their Career Managers in APC and the Chain of Command in a format consistent with the Regular element of the [CM Handbook](#) and should be the first document consulted on all matters Reserve Career Management policy.

01.03.502 – 01.03.569. Reserved.

Documentation

01.03.570. Reserved.

01.03.571. Most documentation has been replaced by the Joint Personnel Administration (JPA) system and the associated JPA Business Process Guides and Operational Bulletins are now the primary instructions. These can be accessed via the JPA Portal.

Correspondence

01.03.572. General.

- a. Correspondence is to be conducted as laid down in [JSP 101](#) (Version 3-1) – Defence Writing Guide.
- b. Correspondence for RFCAs is to be addressed to the Chairperson or Secretary.

01.03.573. Use of Descriptors on Correspondence. Army Reserve units are to adhere to the Government Security Classification (GSC) System. Further information can be obtained from local security staff and [JSP 440](#) – The Defence Manual of Security.

01.03.574. Reserved.

Office Supplies

01.03.575. Army Forms. Army forms and publications can be accessed via the [Millie Online Portal](#) or from the [Creative Media and Design](#) department in Army HQ.

01.03.576. Reserved.

01.03.577. Stationery.

- a. Stationery and office requisites required by Army Reserve units and formations for the performance of their official duties are to be supplied at public expense. Instructions for ordering and links to the relevant DINs can be accessed via the Admin tab on the Defence Intranet Homepage.
- b. Stationery is to be used with the utmost economy and stocks are to be kept to the minimum.

01.03.578. Machinery. Computers/IT equipment and photocopiers for Army Reserve units and formations are to be supplied at public expense where issue is justified by the nature and volume of official work. Indents for computers/IT equipment and photocopiers are to be submitted in accordance with the Defence Logistic Framework.

01.03.579. Maps. Maps for instructional and training purposes are to be demanded utilising the MOD catalogue of Geographic Products (GSGS 5893) on MOD Form 88.

01.03.580 – 01.03.600. Reserved.

SECTION 7 - POLITICAL ACTIVITIES AND ELECTORAL REGISTRATION

General

01.03.601.

- a. Regular Army personnel serving with the Army Reserve are governed in their political activities by QR(Army), Ch 5, Paras J5.581 - J5.586. They are not to take any active part in the affairs of any political organization, party or movement. They are not to take part in political marches or demonstrations (see also Paras 01.03.606 - 01.03.607).
- b. NRPS, FTRS(HC), FTRS(LC) and ADC personnel may stand for elections for local councils in the same manner as part-time Reservists. Their military duties take precedence over local political responsibilities.
- c. Officers and soldiers of the Army Reserve may stand for election at local or national level providing that they are not in any form of full time service such as FTRS or when engaged on ADC. They have the normal rights and responsibilities of citizens of the United Kingdom. They may also release the fact that they are members of the Army Reserve in their campaign literature and on their web sites, however, the information released should be factual, eg time served in the Army Reserve, places served. Reservists are not to include photographs of themselves in uniform in their campaign literature.

Political Activities

01.03.602.

- a. During the period between the issue of the writ for an election in any electoral district and polling day, no parade is to be held which could be made to appear on any grounds as liable to subvert party interests, eg by preventing members of the Army Reserve from being present at an important political meeting. Camp and annual training (including weekend training) and, subject to the above considerations, normal out of camp training may take place as usual, but a parade or assembly of members of the Army Reserve for any other purpose will require the permission of the GOC RC.
- b. No out of camp training is to take place on polling day.

01.03.603. Prohibitions.

- a. Members of the Army Reserve are forbidden to institute meetings or take part in demonstrations for political party purposes in barracks, camps or in their vicinity.
- b. Members of the Army Reserve are not to refer to political questions in speeches at military functions of a social, sporting or cultural nature which are attended by the public.
- c. Army Reserve bands are not permitted to play at meetings, demonstrations, parades or entertainment of a political nature; nor will they play for organizations having controversial aims.
- d. Without prejudice to arrangements incidental to lettings in accordance with RFCA Regulations, Paras 4.10 - 4.19 no publicity is to be given in Service establishments or on Service vehicles to political party propaganda, or to advertisements for party meetings, fetes or similar activities by political parties or organizations.

- e. No service facilities including transport are to be used at or in connection with any function the purpose of which is to further the interests of a political party or an organization having controversial aims. See RFCA Regulations, Paras 4.10 - 4.19 with regard to lettings.
- f. Information about political parties, programmes or policies is not to be made available through Service journals or information rooms.

Electoral Registration

01.03.604. Voting Arrangements. Army Reservists are not eligible for registration as Service voters. A Reservist qualified to vote as a civilian may do so at an election during the period of Annual Continuous Training or other full time training as follows:

- a. When in the United Kingdom on the date of the poll.
 - (1) As an Absent Voter - by applying to the electoral registration officer of their constituency for Form RPF9, which will enable them to vote by post. This applies to both parliamentary and local government elections.
 - (2) In Person - by being granted leave for the purpose. Such leave may be reckoned as attendance at training, but travel will be at private expense. Members should be urged to vote by post as indicated in (1).
- b. When likely to be outside the United Kingdom on the date of the poll. By applying to the electoral registration officer of the constituency for Form RPF 10A, which will enable Reservists to appoint a proxy to vote on their behalf. This applies only to parliamentary elections; a person outside the United Kingdom cannot vote at a local government election.

01.03.605. Reserved.

01.03.606. Electoral Candidature – FTRS/ADC. No member of the Reserve Forces in FTRS or ADC may be an elected member of a national assembly, the House of Commons, the European Parliament or any other legislative assembly. They may, however, stand for election to local authorities (see QR(Army), Para J5.586).

01.03.607. Procedures. A member of the Reserves in FTRS or ADC who wishes to stand as a candidate for election to one of the bodies other than a local authority (see QR(Army), Para J5.586) must apply to Army HQ, Head of Manning (Army), through their Commanding Officer to terminate their FTRS or ADC commitment. Applications should be made as early as possible, preferably giving at least 3 months' notice to terminate an FTRS commitment and at least 1 months' notice to terminate ADC. Approval of an application will depend on the exigencies of the service. An unsuccessful candidate will have no right to reinstatement in FTRS or ADC duties.

01.03.608 – 01.03.700. Reserved.

SECTION 8 - PUBLIC AND SERVICE (NON PUBLIC) FUNDS

General

01.03.701. Commanding Officers are responsible for the control of public and non-public funds entrusted to their unit. Commanding Officers are to comply with the general procedures for control and accounting as laid down in the following paragraphs.

Public Funds

01.03.702. The Head of Unit/Establishment or Commanding Officer is designated as Account Holder for both the unit held Imprest Account and Debit and Credit Control Account. As Account Holder, he/she is responsible for ensuring that the account is managed in accordance with JSP 891 Ch 2 and QR(Army), Ch 5, Part 15. Further advice and guidance for Army units is available in the Unit Administration Manual Part 3 Ch 1.

- a. Commanding Officers are to appoint an imprest holder in accordance with the Personnel Administration Manual, Part 12, Para 12.01022. This officer is normally to be selected from the Regular or NRPS officers.
- b. An officer of the AGC(SPS)(V) may be imprest holder during periods of annual training at camp, under the authority of the Bde SO2 SPS.
- c. In exceptional circumstances the Bde SO2 SPS or Commander SPS at Div may give authority for a Reservist officer to be appointed imprest holder.

01.03.703 – 01.03.704. Reserved.

Service (Non Public) Funds

01.03.705. The Head of Unit/Establishment or Commanding Officer is designated as Managing Trustee (MT) for unit held Service (non public) funds (SNPF). The MT is responsible for the proper application of all SNPF of the unit and for the control and supervision of committees formed for the management of such Funds. In the case where Service (non public) funds are managed by committee or council who do not act on behalf of the Commanding Officer, then the chairperson of that body is to be the Commanding Officer for the purposes of the requirements in these regulations and Service Funds Regulations. The attention of all Commanding Officers is drawn to Ch 3 of Service Funds Regulations which clearly define the duties and responsibilities of the MT.

01.03.706 – 01.03.707. Reserved.

Funds from Reserve Forces and Cadets Associations

01.03.708.

- a. Reserve Forces and Cadets Associations (RFCAs) may delegate to Commanding Officers, as their agents, such powers of local administration as they deem desirable. Accounting instructions are to be issued by RFCAs as necessary in respect of any moneys that may be received from or for RFCAs.
- b. Commanders are to keep RFCAs fully informed of all investigations into losses of funds of RFCAs.

01.03.709 – 01.03.740. Reserved.

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SECTION 9 - STORES AND EQUIPMENT

General Responsibilities (see also QR(Army), Chapter 5, Part 16)

01.03.741. A Commanding Officer is responsible for the condition and security of all public stores and equipment on charge to their unit and for ensuring that they are only used for purposes for which they are issued. They are to ensure that all security items, attractive items and foodstuffs are kept in a secure store. Commanding Officers of units for which mobilization equipment is held on their behalf by RLC should arrange with their representatives to visit the depots concerned to familiarize themselves with the arrangements made, and all aspects of the action required to be taken by the unit on mobilization to obtain equipment held by RLC or other Service depots, to complete their unit war scales. Where a unit's PUE is held outside of the United Kingdom, such visits should coincide with annual training in that theatre.

Accounting

01.03.742. Accounting for stores and equipment is to be in accordance with the Defence Supply Chain Manual (Defence Logistic Framework).

Sales of Surplus Materiel

01.03.743. Government surplus materiel may be purchased by members of the Army Reserve at auctions or by competitive tender under the conditions laid down in QR(Army), Para J5.627.

01.03.744 – 01.03.760. Reserved.

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SECTION 10 - TRANSPORT AND MOVEMENT INSTRUCTIONS

Introduction

01.03.761. Given the Army Reserve have a number of different working practices to the Regular Army as well as different terms and conditions of service, matters of particular importance for road transport are highlighted in Section 1 (Transport) as they affect the Army Reserve. Section 2 (Movement) outlines the purpose and content of Joint Service Manual of Movements (JSP 800) with additional advice on Army HQ aide memoires for movement.

Sub-Section 1 - Transport

01.03.762. The Commanding Officer of an Army Reserve unit is responsible for the operation, control and use of Service transport as directed in Road Transport Regulations JSP 800 Vol 5, Edn 4.1, Part 2, Chapter 3, Para 2.3.6. JSP 800 Vol 5 has the force of Regulation. In particular the Commanding Officer is personally responsible for:

- a. Ensuring that all those within the unit, involved in the control, operation and use of Service transport, comply with the provisions of JSP 800 Vol 5.
- b. Appointing an individual within their unit to act as the Transport Manager and, where appropriate, a Transport Operator as described in JSP 800, Vol 5, Part 2, Chapter 3, Para 2.3.1. Those appointed are to attend an appropriate MT Managers course at DST in accordance with JSP 800, Vol 5, Part 2, Chapter 3, Para 2.3.5.
- c. Applying the regulations with regard to accident prevention and the control of drivers' hours contained in JSP 800 Vol 5, Part 2, Chapter 3, Para 2.3.6n and Part 3 Chapter 3 respectively. These regulations, which are to be rigorously enforced, apply equally to both the Regular and the Reserve Forces of the Crown (see also Para 01.03.767 below).

The Use of Transport

01.03.763. Types of Vehicles. Mechanical Transport (MT) held by Army Reserve units in peacetime is provided solely for training and transport services under the following conditions:

- a. Vehicles held on charge to Army Reserve units are intended primarily for their unit Collective Training Level 1 purposes but may be used for transport services in connection with the conveyance of Army Reserve personnel and stores within the conditions laid down in Para 01.03.767, when available, without prejudice to training requirements.
- b. Vehicles on charge to Army Reserve units may also be used by the Regular Army subject to the agreement and authorization of the Command/Functional Bde G3 Fleet Manager to whom the Army Reserve unit belongs.
- c. **Regular Army Units.** Vehicles on charge to Regular Army units may be allocated, when available, under Command/Function Bde G3 Fleet Management arrangements, for use in connection with Army Reserve operations, exercises and training. Such vehicles may also be provided for administrative use, subject to the approval of the Master Driver.
- d. **Vehicles Hired from Civilian Contractors.** Vehicles required from civilian contractors for Army Reserve purposes are only to be provided under the arrangements of LRTC or TCO RLC in response to transport requests submitted in accordance with JSP 800 Vol 5 Part 2 Chapter 2.

e. **Vehicles Loaned from the Army Uplift Training Pools.** All vehicle training uplifts must be planned and recorded on BLENHEIM and processed in accordance with ACSO 4532.

f. Vehicles on charge to Army Reserve units of the RLC are intended for the training of personnel of those units and will not be allocated for the use of other Army Reserve units to the detriment of RLC Reservist training.

01.03.764. Funerals. Gun carriages may be used subject to the conditions laid down in QR(Army), Paras 8.117 - 8.118 as follows:

a. For funerals of deceased officers and soldiers of the Army Reserve who, at the time of death, were on the active list of their units.

b. For funerals of deceased Regular Army officers or soldiers who were attached to the Army Reserve.

01.03.765. Recruiting. Army vehicles on charge to Army Reserve units may be used for recruiting in accordance with JSP 800 Vol 5.

01.03.766. Recreational and Repayment Services. Army Reservists may be conveyed for the purposes of recreational and repayment services in accordance with JSP 800 Vol 5, Chapters 2 - 5 but only when such journeys are embodied into Annual Continuous Training:

a. A vehicle may only be driven by a qualified Regular or Army Reservist driver when on duty and under the supervision of an officer or NCO.

b. Passengers are to proceed as an organized body under the command of the officer or NCO referred to in Para 01.03.766a above (see also JSP 800, Vol 5, Chapter 9, Para 9.101f).

Use of Army Reserve Drivers

01.03.767.

a. Regional or Functional HQs may authorize Army Reserve drivers (filling and established position as an MOD civilian employee) to drive unit vehicles on authorized transport services, other than during their normal Army Reserve training periods.

b. An Army Reserve driver so employed is entitled to payment as a MOD civilian employee at the appropriate local rate under the authority of the Divisional Commander, such payment being made from unit imprest accounts and chargeable to the normal Army vote. Under these conditions an Army Reserve driver is not subject to military law as would be the case if they were performing training duties as a member of the Army Reserve. The officer authorizing such duties is to satisfy themselves that the regulations for the control of drivers' hours are rigorously enforced (see Para 01.03.767d above) and adhered to by all personnel taking up this duty.

c. In all other circumstances the Army Reservist should be employed on:

(1) Voluntary training or other duties for random tasks that are not scheduled on a regular basis.

(2) Additional Duties Commitments for tasks that are scheduled on a regular basis if the soldier could enter a commitment requiring them to be always available on the days concerned. If they could not, then the first option would have to be followed.

d. **Drivers' Hours.** Application of Drivers' Hours regulations, as they affect the Reserve Forces, is outlined in JSP 800, Vol 5, Part 3, Chapter 3, Para 3.3.14 onwards.

Driving Licences

01.03.768. Provision of Driving Licences. The regulations on the provision of driving licences are contained within JSP 800 Vol 5 Part 4 Chapter 1 which also provides guidance on the law in the UK, the EC Second Directive on Driver Licensing and the description of driving licences.

01.03.769. Disqualification from Driving:

a. Generally, when a driver is disqualified from driving by a UK Civil Court, they lose entitlement to drive any motor vehicle on a public road. It does not matter what vehicle they were driving at the time of the offence. However, where the disqualification applies only to their Category C (LGV) entitlement, a driver will not necessarily be debarred from retaining their Category B (car) entitlement.

b. Application for reinstatement of a licence can be made after a certain period of time depending on the length of the disqualification. The reinstatement of Category C entitlement will be considered at the end of the period of disqualification. Reinstatement of a licence may be conditional on the driver passing the appropriate driving test.

Public Service Vehicles

01.03.770. Under Section 1 of the Public Passenger Vehicles Act 1981, motor vehicles carrying passengers for hire and reward, under a contract expressed or implied, must be licensed as Public Service Vehicles. This provision however is not binding on the Crown and vehicles used by the Army Reserve to carry entitled passengers are exempt from the regulations except where a payment has been made towards the cost of such a journey.

Road Fund Licences

01.03.771. Vehicles owned by individual officers and soldiers, and vehicles hired for use by the Army Reserve are not exempt from licence duty.

Third Party Insurance

01.03.772. Vehicles owned privately by Army Reserve units or individuals are not exempt from compulsory insurance under the Road Traffic Act and are required to carry a certificate of insurance in accordance with the Act.

Road Traffic Accidents

01.03.773. The regulations on road traffic accident reporting and the third party claims procedures arising therefrom are contained in JSP 800 Vol 5 Part 3 Chapter 6.

Sub-Section 2 - Movement

01.03.774. The subject of Movement is covered in JSP 800 which provides an authoritative document on MOD movements policy, principles and technical information. It is designed for all

those involved in the management and execution of movement. The manual has three primary roles:

- a. To set the policy, authority and entitlement for movement within the Armed Forces and its civilian components.
- b. To provide the force of regulation in conjunction with QR(Army) and Army Command or formation regulations which may be in force.
- c. To offer guidelines and advice to those closely involved with the provision of executive movement support at all levels.

01.03.775. The new JSP 800 has the following volumes:

- a. **Vol 1.** Movement & Transport Governance & Safety Assurance.
- b. **Vol 2.** Passenger Travel Instructions.
- c. **Vol 3.** Movement of Materiel.
- d. **Vol 4a.** Dangerous Goods By Air Regulations.
- e. **Vol 4b.** Replaces JSP 445. Dangerous Goods By Road, Rail & Sea Regulations.
- f. **Vol 5.** Road Transport (replaces JSP 341).
- g. **Vol 6.** Container Management Regulations
Part 1 – Regulations and Defence Codes of Practice
Part 2 – Policy.
- h. **Vol 7.** Load Safety Regulations & Tie Down Schemes.

In addition there is a new website with links to the relevant documents at www.transportsafety.dii.r.mil.uk.

01.03.776. Instructions for the movement of Army Reserve personnel, equipment and stores are also contained in the following documents:

- a. Army HQ Overseas Training Exercise and Operations Movement Directive.

<http://defenceintranet.dii.f.r.mil.uk/Organisations/Orgs/Army/Organisations/Orgs/cfdt/Organisations/Orgs/dglse/Organisations/Orgs/dloga/Orgs/ADLogSp/Organisations/LogSpOps/Pages/OverseasTrainingExerciseandOperationsMovementDirective.aspx>

- b. The TSC(L) Training Brochure.

01.03.777. Early advice should always be sought from local RC Mov Det.

01.03.778 – 01.03.800. Reserved.

SECTION 11 - MESSES, INSTITUTES AND MESSING

General

01.03.801. Messes and institutes in the Army Reserve are to be conducted generally in accordance with the instructions contained in QR(Army), Chapter 5, Part 18 and Annexes J5 and L5. The particular differences which apply to Army Reserve messes are set out below.

Officers' Messes

01.03.802. Mess Subscriptions. The subscription required to be paid by officers will be at a rate to be fixed by the Commanding Officer and is not in any circumstances to exceed, in 1 year, 5 days' pay of the rank held, chargeable from the date of appointment and payable in arrears.

01.03.803. Payment of Mess Bills. All moneys are due to be paid within 14 days from the submission of account. A report is to be made to higher authority if adequate reasons are not given for failure to pay and the account remains unsettled 7 days after a request for an explanation.

Commanding Officers' Public Fund (COPF) and Enhanced COPF (ECOPF)

01.03.804.

- a. Commanding Officers' Public Fund (COPF) (and the Enhanced Commanding Officers' Public Fund (ECOPF)) replaced the TA Establishment Grant (TAEG), TA Grant in Aid of Officers' Mess Expenses and TA Amenity and Welfare Grants for Soldiers.
- b. COPF and ECOPF allows Commanding Officers to undertake considered action to improve the quality of life of their soldiers and officers at unit level and to underpin unit retention initiatives, in order to make a swift and direct impact on the lives of these individuals.
- c. COPF provides Army Reserve unit Commanding Officers of both Regional and National units with a fixed sum per person per year, calculated on mean average annual strength. Commanding Officers of Army Reserve units or Regular units with an Army Reserve element may claim the same rate per head for both their Regular and Army Reserve soldiers.
- d. The rate at which COPF is payable is reviewed each year. Instructions for the use of COPF are contained within JSP 770 Chapter 7.

01.03.805. Non Regular Officers of the Permanent Staff. A grant of £2.50 in aid of mess expenses is payable in respect of each officer paid under Para 01.09.001 and of each regular officer who attends annual training in camp and uses an Army Reserve mess or a separate mess formed for divisional, group, staffs etc. The grant is paid to the mess concerned.

Sergeants' Messes

01.03.806. President of the Mess Committee. Whenever possible the president is to be a Reservist Warrant Officer or SNCO.

01.03.807. Rules. Rules on the conduct of sergeants' messes are contained in QR(Army), Chapter 5, Part 18.

01.03.808 - 01.03.812. Reserved.

Cessation of Grants

01.03.813. All allowances payable are to cease on call-out.

Sale of Intoxicating Liquor (see also AGAI 64)

01.03.814. Intoxicating liquor is in no circumstances to be sold to persons who are not mess members. Guests may be served with these liquors at the expense of a member of the Army Reserve.

Messing

01.03.815. All Reserve Forces personnel, who are in receipt of full time pay or over 8 hours day rate, are treated as full time Service Personnel and pay for their meals whilst in barracks. Reserve Forces personnel who are involved in a unit/formation exercise are entitled to be fed at Crown expense when the criteria detailed in JSP 456 Volume 2, Chapter 5 and Chapter 15 are met. Personnel who attend drill nights are not entitled to be fed at Crown Expense. In all cases units should seek advice from formation Food Services staff.

01.03.816. Sources of Supply for exercises, worldwide, and the detailed ration accounting procedures are laid down in JSP 456 Vol 12. Where there is no access to Service provided sources of supply, applications for Cash In Lieu of Rations are to be submitted in advance to the TLB via the chain of command; detailed instructions are contained in JSP 456 Vol 2 Chap 7.

01.03.817 – 01.03.820. Reserved.

01.03.821. For principles of organizing unit messing and standards, QR(Army), Paras 5.769 - 5.774, should be consulted.

01.03.822. For details of charges and allowances regarding messing see Paras 01.07.119 - 01.07.121 and JSP 754, Chapter 9, Sections 1 and 10.

01.03.823. Army Reserve Canteens. Under Section 173 of the Licensing Act 2003 premises which are permanently or temporarily occupied for the purposes of the armed forces of the Crown are exempt licensing provisions.

01.03.824 – 01.03.830. Reserved.

SECTION 12 - THIRD PARTY CLAIMS**Claims**

01.03.831. All incidents other than traffic accidents which may give rise to a claim, either against the Ministry of Defence or a member of the Army Reserve, or on behalf of the Ministry of Defence against a third party, are to be reported by the unit commander within 24 hours.

01.03.832. Army Reserve units are forbidden to enter into correspondence which is likely to give rise to a third party claim or to do anything which might be interpreted as an admission of liability.

01.03.833. All such correspondence is not to be formally acknowledged, but forwarded without delay in accordance with 2013DIN06-030, Para 15.

01.03.834. Further information may be found at Annex F/3.

01.03.835 – 01.03.850. Reserved.

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SECTION 13 – SELECTION AND REVIEW BOARDS

01.03.851. Career Management at the Army Personnel Centre is delivered in a fully integrated environment across the Capability Directorate MS Branches. Readers are directed to the relevant MS Branch according to capbadge and in the first instance to the MS Web on the Defence Intranet where they will find the CM Handbook, Part 3 (Reserves). This document is to be used as the principle Reserve Career Management information source providing unambiguous direction from MS for Reserve officers and soldiers, their Career Managers in APC and the Chain of Command in a format consistent with the Regular element of the CM Handbook.

01.03.852 – 01.03.900. Reserved.

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ANNEX A TO CHAPTER 3**RELATIONSHIP BETWEEN UNITS OF THE ARMY RESERVE
AND ACF AND CCF
(ARMY SECTIONS)**

1. The relationship between units of the Army Reserve and cadet units may take two forms, training sponsorship or affiliation. Every cadet unit or sub-unit is normally to be 'sponsored' by an Army Reserve unit for training and other assistance. To be fully effective the same Reserve unit should provide both sponsorship and affiliation, but this may not be practical in most cases.

Training Sponsorship

2. The aims of training sponsorship are to provide means of assistance to the cadet unit as regards:

- a. The provision of instructors and equipment for 3 Star, 4 Star and post 4 Star stages of the Army Proficiency Certificate (ACF) Syllabus and Army Proficiency (Advanced) CCF Syllabus.
- b. The use of accommodation including miniature and 30 yard ranges.
- c. Inviting cadets to attend films and demonstrations of Service interest, regimental functions and parades.

3. **Assistance.** The assistance rendered to the cadet unit is not to interfere with the efficiency of either unit and is to be limited by the following considerations:

- a. Special to arm or corps training is not to be introduced until the cadet has passed 3 Star Army Proficiency Certificate (ACF) or Army Proficiency Certificate (CCF).
- b. Military training is not to be over emphasized at the expense of Cadet Community training.

4. **Appointments.** Army Reserve units are to appoint cadet liaison officers who are to be responsible for conducting activities connected with the cadet unit.

5. **Responsibility.** The final responsibility for training cadets is that of the cadet force officer. Club activities of the Army Reserve and the cadets should be kept separate except on special occasions.

Affiliation

6. An affiliation is a permanent association between an Army Reserve unit and a County ACF Detachment or CCF (Army Section) contingent which each should endeavour to strengthen by all available means.

7. The aim of such an affiliation is to allow the cadet unit to build up an esprit de corps based on the traditions of the regiment or corps to which it is affiliated. An affiliation must be agreed by the regiment or corps concerned, in writing, before approval is sought. Any change to a current affiliation must be agreed by the currently affiliated regiment or corps as well as the regiment or corps with which a new affiliation is proposed. The affiliation is to be endorsed by the RFCA and approved by the Command/Functional Bde Commander who is to inform Army HQ.

8. ACF Detachments may adopt the cap badge, headdress and stable belt, and in No 2 dress, the collar badges and buttons of the regiment or corps to which they are affiliated. The adoption of any other forms of regimental or corps items of uniform, or insignia or accoutrements to be worn on uniform, are subject to the approval of the Army Dress Committee. ACF members are not permitted to wear any formation flashes of any operational formation, or the shoulder titles or tactical recognition flashes of their affiliated or sponsor unit.

ANNEX B TO CHAPTER 3

Reserved

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ANNEX C TO CHAPTER 3**REGULATIONS AND ADMINISTRATIVE INSTRUCTIONS
FOR THE VOLUNTEER RESERVES SERVICE MEDAL (VRSM)****Section 1 - VRSM Regulations****Introduction**

1. The Volunteer Reserves Service Medal (VRSM) and Clasps are awarded to personnel of all ranks in recognition of long and efficient service of proved capacity in the Volunteer Reserve Forces. The award of the VRSM and its Clasps is governed generally by the Royal Warrant dated 29 March 1999. It carries no rights to the use of post-nominal letters.

2. The medal is oval in form, in silver, and bears on the obverse the Crowned Effigy of the Sovereign and on the reverse the words "For service in the Volunteer Reserves" above a bunch of oak leaves. The name of the recipient is inscribed on the rim of the Medal. The Medal is to be worn on the left breast suspended on a ribbon 1¼ inches in width of dark green with narrow central stripes of dark blue, scarlet and light blue, the central stripes being separated from the green by narrow gold stripes. In the order in which Orders, Decorations and Medals should be worn, it is worn immediately after the Air Efficiency Award.

3. Clasps may be awarded and are in silver and engraved on the reverse with the date of the award of the Clasp and attached to the ribbon by which the Medal is suspended. Rose emblems denoting the award of each Clasp are attached to the ribbon when the ribbon only is worn. A maximum of three roses may be worn. To denote service beyond the award of three Clasps (three silver roses), the following shall be worn:

- | | | |
|----|--------------|------------------------------------|
| a. | Four Clasps | One gold rose |
| b. | Five Clasps | One gold rose and one silver rose |
| c. | Six Clasps | One gold rose and two silver roses |
| d. | Seven Clasps | Two gold roses |

4. The award of the Volunteer Reserves Service Medal and its Clasps is announced in the **London Gazette**.

Eligibility

5. To be eligible for the award of the VRSM an individual must fulfil the following conditions:

a. The individual must be serving as a volunteer in one of the following Reserve Forces:

- (1) Royal Naval Reserve (RNR);
- (2) Royal Marines Reserve (RMR);
- (3) Army Reserve;
- (4) Royal Air Force Reserve (RAFR);
- (5) Royal Auxiliary Air Force (RAuxAF);

and they must still be serving at the time that the qualifying service is completed.

- b. Army Reservists must have completed 10 years' continuous qualifying service reckoned in accordance with Paras 7, 8 and 9, but subject to the provisions of Para 10.
 - c. Army Reservists must have earned training bounty as required by their obligatory training commitment as defined in individual service regulations in 9 out of the 10 qualifying years and their service is thus deemed efficient.
 - d. Alternatively, when serving as a Reservist as defined at Paras 7d and 8a, an individual will be deemed to be efficient unless an annual report, or a special report, shows otherwise.
6. To be eligible for the award of a Clasp to the Medal, in addition to meeting the criteria detailed in Paras 5a and 5d, an individual must fulfil the following conditions:
- a. Completion of a further 5 years' continuous qualifying service (as reckoned in Paras 7 - 10) since the award of the VRSM or previous Clasp to that Medal.
 - b. Earned training bounty as required by their obligatory training commitment as defined in individual service regulations for a further 5 years and their service is thus deemed efficient.

Qualifying Service

7. The following will reckon as single qualifying service:
- a. Service after the age of 18 in the Reserve Forces listed at Para 5a, subject to the provisions of Paras 8 and 9, and except where such service is solely for duty with the Cadet Forces, in which case such service will reckon towards the Cadet Forces Medal.
 - b. Service in any of the authorized auxiliary forces of the Commonwealth that has not been counted towards the award of any other long service award.
 - c. Service on permanent service following call-out, Full Time Reserve Service (FTRS), Additional Duties Commitment or any combination of these forms of service up to a maximum of 5 years' aggregated service.
 - d. Service as a Reservist under the provisions of Sections 25 or 27 of the Reserve Forces Act 1996 (RFA 96) covering additional duties commitments and other voluntary training and duties.
8. The following will count as two-thirds qualifying service:
- a. Service in the Non Regular Permanent Staff (NRPS) of the Reserve Forces listed at Para 5a.
9. The following will count as half qualifying service:
- a. Service below the age of 18 years in the Reserve Forces listed at Para 5a, or authorized auxiliary forces of the Commonwealth that has not been counted towards the award of any other long service award.
 - b. Service after the age of 17 years on RNR List 7 at a University Royal Naval Unit (URNU), or as a cadet or commissioned officer serving solely in Group B of the Officers' Training Corps (OTC), or the Subalterns' Special Pool or the University Air Squadron (UAS).

- c. Service in an SSVC, STRC, SSE, STRE, FTRS or any combination of these forms of service for any period in excess of 5 years' aggregated service.
- d. Up to 5 years' full-time service in the Regular Forces, other than that covered by Para 9c, which has not been counted towards the award of any other long service award. Full-time service to a maximum of 5 years subsequent to the award of another long service award may be counted.

Continuity of Service

10. The following, though not counted as qualifying service for the VRSM or Clasps, will not be considered a break in the continuity of service required by Paras 5b and 6a:

- a. Periods not exceeding 3 years between service in one of the forces listed at Para 5a and another such Service.
- b. Periods not exceeding 3 years between service in authorized auxiliary forces of the Commonwealth and the forces listed in Para 5a. The period may be extended when the initial non-existence of an auxiliary force prevents the individual joining such a force. However, an extension shall in no cases be for more than 6 months after facilities for joining such a force become available.
- c. Service in the Regular Reserves of the Royal Navy, Royal Marines, Army or Royal Air Force immediately following discharge or transfer from one of the forces listed at Para 5a if such service is by virtue of a previous liability for reserve service.
- d. Service in the Regular Reserves of an Armed Service of the Commonwealth if it immediately follows discharge or transfer from one of the forces listed at Para 5a or an authorized auxiliary force of the Commonwealth, and is by virtue of a previous liability for reserve service.
- e. Any year to a maximum of 3 consecutive years in which an individual fails to complete their full obligatory training commitment as laid down in Paras 5c and 6b.
- f. A period not exceeding 3 years between leaving the Regular Forces and enlisting to join the Reserve Forces listed at Para 5a.
- g. Any service which has been counted towards another award for long service in either the Regular Forces, the Reserve Forces or the Cadet Forces.
- h. Any service which is given solely to the Cadet Forces. Such service may reckon instead towards the award of the Cadet Forces Medal.
- i. Any formally authorized break in service or leave of absence of up to 3 years taken for personal or business reasons.

Recommendation for Award

11. Claims for the award of the VRSM or Clasp are to be submitted on the form JPA S005. Claims must be personally endorsed with a recommendation for the award by the Commanding Officer of units and not a subordinate commander. Individual claims by unit Commanding Officers, officers in command of Regional units, or unattached senior officers are to be personally endorsed with a recommendation for the award by their immediate superior officer.

Approval of Award

12. The award of the Volunteer Reserves Service Medal and its Clasps shall be approved after verification by MOD Medal Office, Imjin Barracks, Innsworth, Gloucester, GL3 1HW.

Non-Eligibility and Forfeiture of Medal

13. Any individual claiming the award of the VRSM must be above reproach in respect of their conduct and performance throughout their service. Behaviour that brings the Services into disrepute, or that results in a conviction for serious criminal or civil offences, or military offences leading to an entry on a Certificate of Service JPA Disciplinary Record, may result in a period of qualifying service prior to the latest offence being deemed to be non-qualifying. The Certificate of Service JPA Disciplinary Record, along with a detailed statement of the offences committed, should accompany all recommendations for the award, when an offence has been committed and recorded on the document during the qualifying period. All such cases are to be examined by the Service Medal Board or other appropriate authority for a ruling.

14. Similarly, when the conduct of a holder of the VRSM is as described above, or they are subsequently convicted by a Civil Court or Court-Martial leading to imprisonment for 6 months or more or administrative or disciplinary discharge from the Services, the case is to be reported to the Service Medal Board via the MOD Medal Office or other appropriate authority for a decision as to whether or not they should be ordered to forfeit the Medal and any Clasps awarded in accordance with QR(Army), Para 5.400.

Restoration of Medals

15. Procedures for the restoration of forfeited awards are laid down in QR(Army), Para 5.401 and JSP 761 Chapter 9.

Section 2 - Administrative Instructions

Transitional Arrangements

16. VRSM Regulations precede regulations for the TD & TEM because they were superseded with effect from 1 Apr 99.

17. A qualifying ready reckoner for VRSM is shown at Appendix 1 to this Annex.

18. All reckonable service prior to 1 Apr 99 that met the qualifying conditions for the TD or TEM is to count as qualifying service for the VRSM. (The qualifying rules for these efficiency awards required claimants to have served for 12 reckonable years' of service and to have attended Camp in 10 of the 12 years and out of camp training in each of these years. Regional unit personnel were required to attend 6 out of camp training days each year while National unit personnel were required to attend 4 out of camp training days). Claims for such service to count as qualifying service for the VRSM may therefore contain up to 2 years in which Camp was not attended provided that the claimant attended the requisite out of camp training.

19. Under the transitional arrangements, service given after 1 Apr 99 is to count as qualifying service towards the VRSM.

VRSM - Qualifications

20. **Bounty.**

- a. Claims for service as a Volunteer Reservist which do not fall within the provisions outlined at Paras 1-3 of the instructions, require the claimant to have earned bounty in each of the qualifying years. (This requirement does not apply to service given as a member of the NRPS).
- b. The definition of bounty means the full training bounty for Groups A, B and C (Sponsored Reserves) as applicable.
- c. Receipt of the lower training commitment bounty authorized by 01.02.036 or the medical lower training commitment bounty means that the year for which that bounty was awarded does not count as a qualifying year for the VRSM.
- d. Obligatory training requirements for Group C personnel will be defined in their Employee Agreements. The obligatory training requirements for each member of the Sponsored Reserve may vary. Furthermore, the requirements for an individual member may be higher in their first year or 2 years' of service than for later service. Particular care must be taken when checking whether or not they have fulfilled their obligations and confirmation must be sought from their employer.
- e. Former Regular Service up to a maximum of 5 years counts towards the VRSM as half the qualifying service, provided it has not been counted towards any other form of efficiency or long service award (see also Serial 8 of Appendix 1 to Annex C/3).

21. **Breaks in Service.** Individual breaks in service of up to 3 years at a time will not be aggregated. This means that an individual may serve in the Army Reserve or other Volunteer Reserve Force, leave for up to 3 years and then return for a second period of service. They may subsequently take a further service break, return to the Army Reserve or another Volunteer Reserve Force and so on. As long as none of the breaks in service exceeds 3 years, their periods of service may be aggregated for the purpose of qualifying for the VRSM. (This regulation does not apply to qualifying service for the TD, TEM or Clasps described in Paras 1 - 3 of these instructions.

22. **Belated Claims.** Claimants who are non-serving members of the Army Reserve may initiate belated claims for the VRSM by submitting a Medal Application Form to the MOD Medal Office. This form can be found on the Veterans UK website. The MOD Medal Office is the sole authority for approving or rejecting claims and will inform the claimant whether or not they are eligible to receive the award.

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APPENDIX 1 TO ANNEX C TO CHAPTER 3

VRSM QUALIFYING PERIODS READY RECKONER

Section 1 - For Army Reservists

Ser	Types of Service	Value of 1 Calendar Years' Service	Remarks
(a)	(b)	(d)	(e)
1	Service over age 18 in TA or RNR, RMR, RAFR, RAuxAF incl Voluntary Training or Other Duties and Additional Duties Commitments	12 months	a. Service in Commonwealth Auxiliary Forces has equal value. b. Service claimed must not have been counted towards the award of any other long service award.
2	Service in UDR or R IRISH (HS)(PT)	12 months	Such service must not have counted towards the award of the UDR Medal or NI HS Medal
3	Mobilized service, SSVC, SSE, FTRS or any combination of these forms of service	12 months	Only the first 5 years' of such aggregated service may count at this value. For service over 5 years go to Serial 7.
4	Service in the NRPS	8 months	See also Part 2 to this Appendix
5	Service as at Serial 1 Columns (b) & (e) under age 18	6 months	
6	Service as OCdt in OTC, URNU or UAS	6 months	Applies to Medical & Dental students granted OCdt status - See <u>Para 01.04.050c</u> and <u>Annex A/4</u> of these regulations.
7	SSVC, SSE, mobilized service & FTRS or any combination	6 months	Applies to service defined at Serial 3 beyond the 5 years, aggregated, service point.
8	Former regular service in RN, Army, RAF	6 months	a. Only 5 years' such service may count. b. Such service must not have counted towards the award of another long service award.
9	Service as an officer in the ACF or CCF	0 months	May only count towards the Cadet Force Medal.

Section 1 - Notes

- The "Ready Reckoner" must be read in conjunction with the regulations at Section 1 of Annex C/3.
- To qualify, an applicant must earn bounty in 9 out of the 10 years for the Medal, or in each of the 5 years for the Clasp, except for service at Serials 3, 4 and 7 which will be reckonable, unless an individual receives a report to show that service to have been unsatisfactory.
- Serial 9. The service of officers who are members of both an Army Reserve unit and a Cadet Force must be accounted for separately. Service in an Army Reserve unit and associated bounty counts towards the VRSM. Service in the Cadet Force only counts towards the Cadet Force Medal.

Section 2 - VRSM Qualifying Periods Ready Reckoner for TA NRPS

NRPS, TA and Regular Service Calendar Values	Equivalent VRSM Qualifying Periods	NRPS Calendar Years' of Service Given	Equivalent VRSM Qualifying Service Accrued
3 months' NRPS Service ⁽¹⁾	= 2 months' service	1	8 months
6 months' NRPS Service	= 4 months' service	2	16 months
1 year's NRPS service	= 8 months' service	3	24 months (2 years)
1 year's normal TA Service	= 1 years' service	4	32 months
5 years' regular service ⁽²⁾	= 2½ years' service	5	40 months
		6	48 months (4 years)
		7	56 months
		8	64 months
		9	72 months (6 years)
		10	80 months
		11	88 months
		11 years 3 months	90 months (7½ years) ⁽²⁾
		12	96 months (8 years)
		13	104 months
		14	112 months
		15	120 months (10 years)

Section 2 Notes:

- NRPS services counts as two thirds qualifying service (see Para 8 of Part 1 to Annex C/3)
- To be eligible for the VRSM, NRPS must complete 10 years' qualifying service (see Paras 5b, 7, 8 and 9 of Annex C/3). This means that former service (Regular or TA), that has not been counted towards another long service award, is eligible to be aggregated with NRPS service when calculating qualifying time.

ANNEX D TO CHAPTER 3

Reserved

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ANNEX E TO CHAPTER 3**INVESTIGATION AND REPORTING OF INJURIES TO ARMY RESERVE PERSONNEL**

(To be read in conjunction with JSP 751 and LFSO 3216)

General

1. The instructions in this Annex are supplementary to the provisions of JSP 751. They do not supersede them except to lay down additional procedures designed to cater for circumstances which are unique to the Army Reserve.
2. All injuries, whether fatal or not, received by Reservists who are taking part in an Army Reserve organized or sponsored activity, are to be reported to the Army Incident Notification Cell in accordance with the instructions set out in Annex G to LFSO 3216 using Army Form 510. This includes all activities defined in Para 01.08.001 of these regulations and covers injuries from any cause or circumstances, including those where the injured party may have been negligent or is suspected of misconduct.
3.
 - a. The procedure for reporting injuries outlined in the following paragraphs, irrespective of whether a claim for Disablement Allowance is made, is to be complied with in every case, and is to be carried out at the earliest possible opportunity. This is essential in order that any officer or soldier can make a claim for Disability Allowance. Without such a report, a claim for Disablement Allowance at pay or pension rates, or subsequent attributable pension, may not be considered.
 - b. Furthermore, delay in reporting means that Reservists who witnessed the event may not be available to make statements for days or weeks after the incident. This in turn would make the collation of accurate, reliable evidence more difficult.
 - c. Finally, until the official report of the accident is available, authenticated particulars of the accident or fatality cannot be given to the Next of Kin/Emergency Contact by the notifying authority.

Initiation of Army Form 510

4.
 - a. Army Form 510 should be initiated as soon as possible following a reportable incident. Normally rests with the Medical Officer who first sees the injured person, or, when they are admitted to hospital, by the Medical Officer responsible for the day to day treatment of the patient. The unit is to ensure prompt submission of the form; in the absence of a Medical Officer the senior person present is to initiate the form.
 - b. In the Army Reserve, an injured person will often be taken to an NHS hospital or CMP for treatment rather than a Service hospital, MRS or Medical Centre. Under these circumstances, the unit must ensure that this information is recorded on the Army Form 510. A fit note or certification in support of the injury received including the amount of time taken off work will be required from the Hosp A&E assessing the individual. The certificate should be passed to the unit with a copy retained by the individual.

Instructions for Completing Army Form 510

5. Army Form 510 is to be completed, whenever possible by the reporting person, within 24 hours and in any case within 48 hours of the person being seen by medical personnel or doctor. The form should be submitted to AINC in electronic format where possible, or by fax/post where this is not possible.
6. Where several casualties occur as a result of a single incident, a separate Army Form 510 is to be completed in respect of each officer or soldier injured or killed. A copy of the set of statements from witnesses of the accident is to be attached to each form. A learning account supported by statements from injured individuals and witnesses should be submitted to AINC as soon as possible following investigation of the incident. The Learning Account should show as clearly and as concisely as possible what happened and what the individual was doing at the time.
7. Full statements are to be taken by an officer from the witnesses of the accident, or when there was no witness, from any persons to whom the injured person(s) may have mentioned the accident immediately after the event. These statements are to be signed by the persons making them and by the officer who takes them, and are to be attached to the Learning Account when completed. When it is intended to take disciplinary action, duplicates of these statements are to be retained by the unit for use in lieu of a summary of evidence. It is essential that these statements are taken as soon after the accident as possible, and before the Army Reserve activity ends and personnel return home. If no officer is present then the WO, SNCO or NCO in charge is to take statements in their place.
8. The officer, WO or SNCO in charge of the event at which the incident occurred is to provide a short statement to the Commanding Officer, which should also be contained in the Learning Account to clarify the following points:
 - a. Did the injury occur during official duty? ie during an activity defined in Para 01.08.001 of these regulations. If so, what was:
 - (1) The location of the activity?
 - (2) The name of the activity? (eg exercise name or title in the unit/sub-unit training programme).
 - (3) The nature of the activity?
 - b. Did the injury occur while travelling to or from the Army Reserve activity? If so, was the journey to or from the place at which the unit/sub-unit assembled at the start of their training period, or was the injured person travelling to or from their place of residence or civilian workplace?
 - c. If the activity was a sport, game, challenge pursuit or adventurous training:
 - (1) Was it organized as required in Para 01.08.001a(2) of these regulations?
 - (2) Who was responsible for supervising the injured person(s)?
 - (3) Was the supervisor/referee qualified to conduct the activity?

(4) Was the injured person part of a sub-unit or unit team, and if so, were they taking part in a formal match, a team practice or organized unit/sub-unit sport as part of unit/sub-unit fitness training?

(5) If it was a game, was it being played on a proper pitch? If not, did the nature of the ground contribute to the accident?

d. If the activity was a non-organized game, give details of any special circumstances to which the injury might be attributed.

e. Was the injury self-inflicted, or due to any cause which lay within the person's own control? State any relevant particulars.

f. Was anyone else involved? Give particulars if known.

g. If the accident occurred in an off duty period, give the time when the person(s) concerned were last on duty and when they would next have been required for duties.

9. **Disposal.** Units are to comply with the provisions of JSP 751 except that in all cases, the unit is to retain a copy of the report to support any claim for Disability Allowance until the injured person(s) have either submitted a claim for forwarding to the Army Pensions Office, or have clearly indicated that they have no intention of submitting a claim. In the event that the injured person is incapable of submitting a claim, the unit is to take action in accordance with the provisions of Para 01.08.008a of these regulations.

10. **Claims.** Claims are to be submitted on AFO 1699 within 1 month of the incident in accordance with Para 01.08.007 of these regulations. In the event that witness statements for the Army Form 510 were not taken by an officer, the AFO 1699 is to be accompanied by a short letter advising that no officer was present at the time of the accident but that the claim form is being submitted to avoid delays. The letter should indicate whether or not any further enquiry is in hand, or whether the unit considers that the evidence collected is sufficient to establish the facts.

11. **Service Inquiry.** Units are to comply with the provisions of JSP 751 (see Para 01.08.007 of these regulations - Non Statutory Inquiry proceedings also have to be forwarded with claims for Disability Allowance).

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ANNEX F TO CHAPTER 3**CLAIMS FOR COMPENSATION AGAINST THE MINISTRY OF DEFENCE****General**

1. Since the enactment of the Crown Proceedings (Armed Forces) Act 1987, serving and ex-Service Personnel have been able to make a claim in Common Law for compensation for personal injury or accident through negligence, against the Ministry of Defence. This Act was not retrospective and such claims can only be made for incidents occurring after 15 May 1987.
2. Claims may be taken to Court if individuals are not satisfied with the award made by the Ministry of Defence or if the claim has been rejected.
3. **Time Limits.** The time limit for submitting a personal injury claim to a third party (the Ministry of Defence in this case) is 3 years from the date of the incident, or from the date on which the person making the claim reasonably became aware of the injury. In practice however, it is necessary to issue a claim before the 3 year period expires if a claim has not been accepted in writing by the Ministry of Defence within this timeframe.

Assistance from The Royal British Legion

4. Service Personnel can obtain free advice in respect of claims against the MOD from the Claims Department of the Royal British Legion:

Claims Department
The Royal British Legion
Haig House
199 Borough High Street
London Email: claims@britishlegion.org.uk
SE1 1AA Telephone number: 020 3207 2163/2166

- 5 – 8. Reserved.

Other Information

9. Compensation is paid to a claimant when the Ministry of Defence makes an out-of-court award and pays other reasonable costs such as solicitor's fees, medical examinations *etc.*, incurred on behalf of a successful claimant.
10. It should be noted that an amount equivalent to Social Security benefits which may have been received for the condition for which compensation is payable, will be deducted from that compensation. This applies to all compensation payments, whether Ministry of Defence or civilian. Service attributable pension payments may also be abated.

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ANNEX G TO CHAPTER 3

Reserved

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ANNEX H TO CHAPTER 3

PROCEDURES TO BE FOLLOWED IN THE EVENT OF INJURIES, SICKNESS OR CHANGE OF MEDICAL CONDITION INCURRED WHILE NOT ON DUTY

General

1. Members of the Army Reserve regardless of commitment type are to notify their units of any change in their medical condition which might affect their ability to carry out military training or duties, or fulfil their lawful Service liabilities. Failure to do so may have the following consequences:
 - a. The unit, in ignorance of the member's medical condition, may require the member to carry out training or duties which could have an adverse effect on their medical condition. This in turn could lead to temporary or permanent disability.
 - b. Further damage arising from training or duties could be judged to be non-attributable. This is because the member, by failing to comply with the provisions of Para 01.08.019 and unit Standing Orders, could be regarded as having been either disobedient, negligent or both. This could result in an application for Disability Allowance being rejected under the provisions of Para 01.08.001.
 - c. Exacerbation of a medical condition under these circumstances could ultimately result in a medical discharge either as unfit for Army Reserve service under existing medical standards, or as unfit for any form of Army service.
 - d. In the worst case, the member could be ineligible to receive an attributable disability pension under the AFPS for the reasons given above.
2. In addition to the consequences outlined above, a volunteer responding to a mobilization trawl could be rejected at the Mobilization Centre as being medically unfit for duty.
3. It is equally important for the unit to be aware of the health of individual members and to ensure that when notified of any form of incapacity, the individual's medical status is monitored and the cause of the incapacity established. Personnel should have an Occupational Health (OH) Assessment following significant injury or a change in health status (whether service related or not), and also at the specific request of the CoC. OH is the term applied to the process of obtaining an evidence based assessment of a Reservist's physical and mental capacity. In addition, assessments are conducted routinely for pre-course, pre-mobilization and demobilization through Defence Medical Facilities or approved Service providers thus providing an appropriate standard of healthcare governance and assurance. Failure to do so could mean that an individual with an attributable injury or illness becoming apparent when they are not on duty, is improperly discharged and in consequence, is ineligible for a DSS War Disability Pension or a Disability Pension under the Armed Forces Pension Scheme or the Armed Forces Compensation Scheme for injuries incurred on or after 6 Apr 05.

Procedures

4. **Individual Responsibilities.**
 - a. Army Reservists who are admitted to hospital, or who suffer from injuries or illness while not on duty which will prevent them from being able to carry out their liabilities as members of the Army Reserve, are to inform their unit (see also Para 01.08.019). This

applies equally to female personnel who become pregnant, or personnel whose medical condition is believed to be attributable to a former injury or illness incurred while on duty.

b. If the injury or illness requires admission to hospital for treatment or an operation, or is likely to be of a prolonged nature, ie lasting for more than 28 days, individuals are to notify their unit as laid down at Para 01.08.019.

5. **Unit Responsibilities.**

a. If the individual has been admitted to hospital, is suffering from a prolonged illness or injuries, whenever possible, the unit is to consult the unit Medical Officer (MO) and seek advice. If the MO considers that further medical information is required, the unit is to seek the individual's consent to the disclosure of relevant medical information to Service medical authorities using the forms in AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY; specifically Appendix 17.

b. **Action by the Unit MO.** On receipt of the individual's consent, the unit MO is to seek further information from the doctor treating the individual:

(1) If the individual does not wish to see their doctor's report before it is forwarded to the unit, the form at Appx 2 to this Annex is to be used.

(2) If the individual wishes to see the doctor's report before it is forwarded to the unit, the form at Appx 13 of AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY is to be completed along with an explanation at Appx 14.

(3) On receipt of a report from the GP, the MO is to advise the unit Commanding Officer as to what further action should be taken. In the event that the injuries or illness are likely to effect the individual's PES, action is to be taken for them to have an OH Assessment organized through HQ RC. This will produce an Appendix 9 which will inform the Commanding Officer how the Reservist can be employed.

c. On receipt of the individual's consent, (Appendix 14 and Appendix 17A), a letter (format at Appendix 16) is to be sent to the GP or Consultant providing care or treatment to the Reservist. The Commanding Officer may wish to provide as much information to the doctor by accompanying the letter with an Appendix 18; thus informing the clinician how the Reservist is employed so that the Doctor can make an informed decision on the soldier's grade. This will also inform the Commanding Officer in their subsequent Medical Risk Assessment.

6. Failure to comply with these procedures may result in administrative problems in addition to those outlined at Para 1:

a. Management of the case becoming divorced from any degree of military supervision.

b. Failure to implement the necessary Medical Board and review procedures.

c. No record being made in Service documents of information which could later be relevant in cases involving claims for disability allowance, disability pensions or invaliding from the Service.

7. Units are to ensure that the provisions of this Annex are included in unit Standing Orders and that they are brought to the notice of all personnel on joining a unit and periodically thereafter.

CHAPTER 4**TERMS OF SERVICE OF OFFICERS****SECTION 1 - ARMY RESERVE COMMISSIONS****Reference**

01.04.001. Officers' Commissions (Army) Order 1967.

01.04.002. Army Commissioning Regulations (ACRs).

01.04.003 – 01.04.009. Reserved.

Commissions

01.04.010. Candidates selected for appointment as officers in the Army Reserve will be granted commissions in Her Majesty's Land Forces (LF) unless already in possession of such a commission and will be granted such rank and seniority as may be determined and notified in the London Gazette.

01.04.011. On being commissioned, officers are assigned to the appropriate Corps or Regiment, or to the General List. For appointments of officers to the Officers Training Corps, see Annex A/4 Paras 80 – 125.

01.04.012 – 01.04.019. Reserved.

Commissioning Routes

01.04.020. There are two routes to a commission in the Army Reserve:

- a. **Direct Entry (DE).** For candidates with no previous military service and candidates with previous service up to and including the rank of Cpl.
- b. **Senior Soldier Entry (SSE).** For candidates with previous Regular or Reserve service in the substantive rank of Sgt and above. Eligibility criteria and process are at Annex E/4.

01.04.021 – 01.04.029. Reserved.

Dual Army Reserve and Cadet Force Appointments

01.04.030. Officers may hold commissioned appointments in both the Army Reserve¹⁷ and either the CCF or the ACF¹⁸ at the same time. Army Reserve duties take precedence over Cadet Force duties.

01.04.031 – 01.04.039. Reserved.

Army Reserve Group C Officers

01.04.040. The instructions contained in these regulations apply equally to Army Reserve Group C officers except where such instructions are overruled by the instructions in Annex C/4.

¹⁷ A Land Forces Commission.

¹⁸ A Cadet Force Commission (CFC).

01.04.041 – 01.04.099. Reserved.

SECTION 2 - COMMISSIONING

Eligibility

01.04.100. Nationality. Candidates must hold either:

- a. United Kingdom or Irish Citizenship. A UK citizen includes a British dependant territories citizen, a British overseas citizen or a British subject under the British Nationality Act 1981, or:
- b. Commonwealth Citizenship and have Indefinite Leave to Remain (ILR) or Enter (ILE) (called "Settlement") in the UK at the time of application to join, or:
- c. A foreign nationality provided that they have had at least 4 years' reckonable service in the Regular Army and has ILR/ILE. Pers Policy (A) is the authority to waive this criteria in exceptional circumstances.

01.04.101. Age. See Annex F/4

01.04.102. Education. Educational standards for Commissioning are laid down in Army Commissioning Regulations Annex I. Certain Arms and Services require additional or specific qualifications as shown at Annex A/4. SSE officer requirements are at Annex E/4.

01.04.103. Medical. Candidates must meet the medical standards laid down in AGAI 78 Army Medical Employment Policy ¹⁹.

01.04.104. Limited Eligibility.

- a. **Civil Servants.** Members of the Foreign Service and Home Civil Service serving in the Foreign Office must produce a certificate showing the probable duration of their appointment in the United Kingdom, which should be at least 1 year.
- b. **Merchant Navy.** Members of the Merchant Navy may only be considered for a commission if the unit is satisfied that they can reasonably fulfil their training liabilities, and be available for mobilisation.

01.04.105 – 01.04.109. Reserved.

Transfers

01.04.110. Regular Army Officers. The application process for Regular Army officers wishing to transfer to the Army Reserve is at Annex H/4.

01.04.111. RN/RM/RAF Officers. Regular and Reserve RN/RM/RAF SP must provide a statement from their service giving permission to resign their commission in order to take up a LF commission in the Army Reserve. The applicant should also provide service documentation to enable the appropriate seniority to be awarded. ACB will determine the requirements to attend AOSB and RMAS.

01.04.112. Gp B to Gp A Commission. All Gp B officers must go through the full Army Reserve commissioning process.

¹⁹ AC13371.

01.04.113. ACF/CCF Officers. All ACF/CCF officers must go through the full Army Reserve commissioning process.

01.04.114. Regular Reserve Officers. Officers in the Regular Reserve may apply for a commissioned appointment in the Army Reserve in their substantive Rank. Officers who transfer from the Regular Reserves should serve in the Army Reserve for at least the residual period of their Regular Reserve liability. If they leave before their Regular Reserve liability is spent, they must transfer back to the Regular Reserve.

01.04.115 – 01.04.119. Reserved.

Ineligibility

01.04.120. Applicants who were discharged under QR(Army), Paras 9.396, 9.397, 9.404 or 9.405 are not eligible to join the Army Reserve.

01.04.121. Officers who are to leave or have left the Regular Army under Articles 190, 192, 193A, 194, 196 of the Promotions and Appointments Warrant 2009 (PAW 09) are not eligible to join the Army Reserve.

01.04.122 – 01.04.129. Reserved.

Recommendations

01.04.130. COs are responsible for recommending candidates for commissioning within or transfer to their own unit.

01.04.131 – 01.04.139. Reserved.

Officer Cadet Status

01.04.140. Officer cadet status is only granted under the following circumstances:

- a. Candidates who have passed an AOSB Selection Board.
- b. Candidates who hold an acceptable degree or other qualification appropriate to their future employment in a particular arm or service. Approved qualifications are at Annex A/4.
- c. AMS Army Reserve medical, dental and Allied Health Professionals²⁰ (AHPs) students in full time tertiary education in recognized courses that on successful completion would qualify them for a commission.
- d. Members of UOTCs.

01.04.141 – 01.04.149. Reserved.

Army Reserve Commissioning Course

01.04.150. Commissioning Course Reports. Reports are to be sent direct to units concerned by RMAS.

²⁰ Radiography, pharmacy, environmental health and physiotherapy.

01.04.151. Failure on the Course. Commandant RMAS may decline to recommend an officer cadet for a commission. In such cases the commandant may recommend outright rejection or a second attempt at the course after not less than 12 months.

01.04.152. Second Attempts. Officer cadets are eligible for a second attempt provided that they first undergo a further period of annual training and are recommended by their CO.

01.04.153. Appeals against Rejection. In the case of outright rejection of an officer under Para 01.04.061 their CO may submit an appeal to the 2* HQ for onward transmission, if approved, to Army HQ. Should the appeal be upheld the officer cadet is required to attend a further course after an interval of no less than 12 months.

01.04.154. Right of Discharge.

a. Reservists who enlisted with the express purpose of obtaining a commission and who are found unsuitable at any time while serving as an officer cadet have the right of discharge²¹. They are to be asked, if rejected for a commission, if they wish to exercise this right. If they do not wish to exercise this right they may continue in Army Reserve service as an OR, but not as an officer cadet.

b. All other candidates who are rejected for commissions may choose to continue serving on their current engagement or apply for discharge²².

01.04.155. Continuation of Service. SPs who do not commission should be encouraged to remain in service as ORs. Soldiers who previously held a post in the Army Reserve or Regular Army may return to their previous trade and rank²³. COs of Army Reserve units may classify OCdts as soldiers in the Army Reserve under the rules at RLFR 01.05.151.

01.04.156 – 01.04.159. Reserved.

Training on Commissioning

01.04.160. Newly Commissioned Officers. Officers who have passed the Reserve commissioning course at RMAS may re-join their units for training immediately.

01.04.161. Officers with Previous Commissioned Service. Officers transferring into the Army Reserve or with previous commissioned service may not train with their unit until ACB has confirmed the status of their commission. This paragraph does not apply to officers transferring from the Regular Reserve.

01.04.162. Regular Reserves. Officers transferring from the Regular Reserve may train as required by their CO.

01.04.163 – 01.04.169. Reserved.

Acceptance for Commissioning

01.04.170. Candidates are to be finally accepted for commissioning by RMAS. APC will arrange notification of appointments in the London Gazette.

01.04.171 – 01.04.189. Reserved.

²¹ RLFR 01.05.416.

²² RLFR 01.05.413.

²³ RLFR 01.05.152.

SAS(R)

01.04.190. SAS candidates, other than those eligible for direct appointment, must pass both an AOSB and the Army Reserve Commissioning Course at the RMAS before being granted a commission. The final approval for the granting of a commission remains with DSF. SAS (R) may conduct pre-RMAS training under unit arrangements.

01.04.191 – 01.04.200. Reserved.

SECTION 3 – APPOINTMENT, PROBATION AND REINSTATEMENT

First Appointment

01.04.201. Successful candidates are to be appointed to commissions on probation except where shown below:

- a. Officers who have previously served as officers in the Regular and/or Reserve forces of the Crown or the Commonwealth, or in the UDR or R IRISH (HS) (other than for service with the cadet forces²⁴) may be granted such rank and seniority as may be authorized by APC CM Ops. Honorary rank held by these officers is relinquished when appointed.
- b. SSE Officers, who are granted Lt rank²⁵.
- c. Officers serving with NAAFI²⁶.

01.04.202 – 01.04.209. Reserved.

Antedates

01.04.210. Antedates may be granted as laid down at Articles 53 – 64B in PAW.

01.04.211 – 01.04.219. Reserved.

Probation

01.04.220. Duration. The initial period of probation is 1 year. Officers who complete all requirements for confirmation of commission in under 12 months may have their commission confirmed earlier.

01.04.221. Limitations.

- a. **Promotion.** Officers on probation are not eligible for promotion.
- b. **Mobilisation.** Officers on probation are not normally eligible for mobilisation. If an officer on probation is considered for mobilisation, the CO must confirm the officer's commission before mobilisation.

01.04.222. Reports. Officers on probation are required to obtain a satisfactory appraisal report before their commissions may be confirmed²⁷.

01.04.223. Extension. Should an officer on probation be unable to complete their probation for reasons beyond their control, the CO of the officer concerned is to apply in writing to APC CM Branch for the probationary period to be extended by 1 year.

²⁴ RLFR 01.04.024.

²⁵ RLFR, Pt 1, Ch 4, Annex E.

²⁶ RLFR Annex B/4

²⁷ RLFR 01.02.009.b.

01.04.224. Unsatisfactory Performance.

a. Should an officer fail to obtain a satisfactory appraisal report at the end of their 12 months' probation²⁸ the CO is to forward a manuscript report to APC CM Ops (Off Sec). This report is to be initialled by the officer on probation and is to clearly recommend either:

- (1) A 6 month (exceptionally 1 year) extension of the probationary period.
- (2) Termination of commission. If termination of commission is recommended the case is to be referred to APC CM Ops for consideration by the Army Commissions Board.

b. If an officer on probation is so inefficient or unsuitable that it is considered essential to terminate their commission as soon as possible, their CO is to submit a special report to APC CM Ops without waiting for the conclusion of the probationary period. The officer concerned must see and initial the report. The decision that such a commission should be terminated is normally to be taken by:

- (1) The Defence Council under Para 01.04.630 if the officer has been guilty of misconduct.
- (2) The Army Commissions Board under this paragraph if misconduct has not been alleged.

01.04.225 – 01.04.229. Reserved.

Reinstatement

01.04.230. Re-instatement of Reserve Officers follows the same process as Regular Officers²⁹.

01.04.231 – 01.04.300. Reserved.

²⁸ RLFR 01.02.009.b.

²⁹ Army Commissioning Regulations.

SECTION 4 – PROMOTION

General

01.04.301. Promotion of officers in the Army Reserve is to be regulated by vacancies on the establishment of each unit or pool except as in Paras 01.04.310 and 01.04.311.

01.04.302. All Army Reserve Gp A officers commissioned from 1 Apr 07 will serve on Length of Service Terms of Service (LTOS) with progression based on experience (operational, regimental and at staff) and performance, whilst taking into account potential.

01.04.303. PQOs of the RACHD, RAMC³⁰, RAVC, RADC, QARANC and AGC (ALS) have non-standard promotion rules. See Annex A/4.

01.04.304. Differences in ToS for Gp B, C and D officers are detailed in Annexes B/4, C/4 and D/4.

01.04.305 – 01.04.309. Reserved.

Substantive Promotion³¹

01.04.310. Substantive 2Lt. Army Reserve officers become substantive 2Lt on successful completion of Module D of the Reserve Commissioning Course. This date will become the officer's 2Lt Increment Base Date (IBD) for pay and seniority.

01.04.311. Promotion to Lt.

- a. Officers appointed to commissions as 2Lt whose commissions have been confirmed³² may be promoted to Lieutenant on completion of 2 years' Service as a substantive 2Lt and 2 x Ars as a substantive 2Lt in an Army Reserve Group A PID.³³
- b. Officers require a grade of B- or higher and a positive recommendation for promotion in the current appraisal report.
- c. Officers may be given an antedate for seniority in the rank of Lt if they have previous paid service as an OR with the Regular forces³⁴. Half of such service will count for seniority up to a maximum of 1 year's seniority.

01.04.312. Reserved.

01.04.313. Promotion to Capt. Officers will be considered for promotion to Capt after 2 reports in substantive rank of Lt. SSE officers are not covered by this regulation ³⁵.

01.04.314. Promotion to Maj. Officers will be considered for promotion to Maj after 5 reports in the substantive rank of Capt. SSE officers who were formerly WOs may count up to 2 reports in the rank of Acting Capt.

³⁰ RAMC PQOs are Medical Officers, Physiotherapists, Radiographers, Physiotherapists and Environmental Health Officers. RAMC MSOs are covered in this chapter.

³¹ Officer Career Development Handbook (OCDH).

³² Commissions are confirmed on competition of module D at RAMS.

³³ A maximum of 1 x AR from UOTC 2Lt group A PID may be counted towards the 2 x AR requirement.

³⁴ JSP 754.

³⁵ RLFR Pt 1 Ch 4 Annex E.

01.04.315. Promotion to Lt Col. Officers will be considered for promotion to Lt Col after 5 reports in the substantive rank of Maj.

01.04.316. Promotion to Col. Officers will be considered for promotion to Col after 5 reports in the substantive rank of Lt Col.

01.04.317. Promotion to Brig. Officers will be considered for promotion to Brig after 3 reports in the substantive rank of Col.

01.04.318. Promotion to Maj Gen.

- a. **Eligibility.** Officers will be considered for promotion to Maj Gen after 2 reports in the substantive rank of Brig with a recommendation for promotion in the latest report. An officer will remain eligible for grading for promotion to Major General until Engagement Expiry Date (EED) minus 3 years, provided they continue to be recommended for promotion. Grading does not provide an assurance of promotion.
- b. **Grading.** No 2 Bd grade eligible offrs at a PSB in Mar each year and recommend which officers are graded by No 1 Bd, chaired by CGS.
- c. **Selection and Appointment.** No 1 Bd meets 4 times a year to consider candidates for appointments that are to become vacant within the next 18 months or so. No 1 Bd is responsible for the grading of eligible candidates and the subsequent selection and appointment of the successful candidate.

01.04.319. Rank Ranged Posts. Occupation of a Rank Ranged post in the lower rank does not imply a vacancy at the higher rank. In line with Queens Regulations, Acting Higher Rank is only permitted in the lower rank of any Rank Ranged post. Personnel selected for promotion may be substantively promoted in a Rank Ranged post once appropriately qualified and assigned in their new substantive rank.

01.04.320. Mobilisation³⁶. Army Reserves on permanent mobilised service may be promoted substantively if they are qualified, boarded, selected and appointed in absentia into a vacant higher ranked Army Reserve post and:

- a. they have been granted Acting Rank in their mobilised service, or,
- b. they are filling a higher ranked rank ranged post in their mobilised service, or,
- c. they are moved into a higher ranked post in their mobilised service.

The date of their substantive promotion will be date they are shown on JPA as occupying their higher ranked Army Reserve post. If none of the above criteria are met, the date of their substantive promotion will be date they take up their higher ranked Army Reserve appointment after demobilisation.

01.04.321. Long Deployments. Army Reserve SPs deploying to an operational theatre for 12 or more months in a post one rank higher than their current rank may promote substantively, subject to meeting all other requirements for promotion³⁷. SP deploying for less than 12 months are not eligible for substantive promotion. 'Deploying' refers to time spent in an operational theatre whilst occupying a PID in the higher rank. It does not refer to the full period of mobilised service and

³⁶ JSP 753, Pt 1, Ch 3.

³⁷ RLFR, Pt 1, Ch 4, Sect 5.

does not include PDT or POL. SP do not have to accept substantive promotion and may choose to undertake the tour in acting rank, reverting back to their current sub rank on return to UK.

01.04.322 – 01.04.329. Reserved.

Acting Rank

01.04.330. Eligibility.

- a. To Lieutenant. There is no eligibility for Acting Rank from 2Lt to Lt.
- b. To Captain. Substantive Lts may be appointed to a higher ranked vacancy in Acting Rank one rank up if they hold a minimum of one appraisal report in their substantive rank, are recommended for promotion in their current appraisal report and have completed all mandated education.
- c. To Major, Lieutenant Colonel and Colonel. Officers with a substantive rank of Capt to Lt Col may be appointed to a higher ranked vacancy in Acting Rank one rank up if they hold a minimum of three appraisal reports in their substantive rank, are recommended for promotion in their current appraisal report and meet all of the criteria in JSP 754 .
- d. To Brigadier. Colonels may be appointed to a higher ranked vacancy in Acting Rank one rank up if they hold a minimum of one appraisal report in their substantive rank, are recommended for promotion in their current appraisal report and meet all of the criteria in JSP 754.

01.04.331. Authority. Authority for all Acting Rank is to be sought from the appropriate secretariat in APC CM Branches/Gen Staff.

01.04.332. Withdrawal. Once granted, Acting rank is not to be withdrawn except:

- a. For inefficiency, including failure to qualify for substantive promotion within 2 years of the grant of acting rank.
- b. For misconduct.
- c. On voluntary transfer to a unit or pool where there is no vacancy for the officer in their acting rank, or on transfer to the Army Reserve Reinforcement Group (ARRG).
- d. On transfer to the Regular Reserve, other than for acting Lt Cols who are under 38 years of age on such transfer. These latter officers retain their acting rank in the Regular Reserve³⁸.

01.04.333. Rank-Ranged Posts. The grant of acting rank to a rank higher than the lowest rank in a rank-ranged post is not permissible except under the provisions of Annex A/4.

01.04.334. Mobilisation. When called out for permanent service, officers will lose any acting rank held in the Army Reserve. They are then subject to such rules regarding the grant and retention of acting rank or equivalent as may become applicable to the Army as a whole

01.04.335. Seniority. An officer promoted to substantive rank whilst holding the same acting rank, is to be granted seniority from the date of promotion to the acting rank. Relinquishment of acting

³⁸ RLFR Annex G/4.

rank for FTRS(FC) or permanent service is not to be deemed to be loss of that rank for seniority on promotion to substantive rank.

01.04.336 – 01.04.339. Reserved.

Substitution Pay (SUPA)

01.04.340. Where Acting Rank cannot be granted SUPA may be awarded, subject to the criteria in JSP 754³⁹.

01.04.341 – 01.04.349. Reserved.

Local Rank

01.04.350. Local rank carries no entitlement to pay, allowances or pensions benefits. Local Rank may not be granted to NRPS or FTRS Personnel. It may be granted subject to the criteria in AGAI 35⁴⁰.

01.04.351. For disciplinary purposes no account is to be taken of local rank unless it is deemed necessary to deal with an officer within the area in which they hold local rank.

01.04.352 – 01.04.359. Reserved.

Brevet Promotion

01.04.360 – 01.04.369. Reserved.

Qualifications for Promotion

01.04.370. All officers are required to obtain qualifications for promotion to substantive Captain, Major and Lieutenant Colonel⁴¹, except as shown below:

a. **Former Service Qualifications.** The following officers may be exempted from obtaining promotion qualifications:

- (1) Officers who have previously held the substantive rank concerned in the regular armed forces of the Crown or of the Commonwealth or in the Army Reserve, or TAVR.
- (2) Officers who have passed the appropriate Regular Army examination or are exempt from it but who may not have subsequently held the substantive rank concerned.
- (3) Officers who have previously held substantive WO rank in the Regular Army or Army Reserve (including TAVR), UDR or R IRISH(HS) are exempt any exams for promotion to Capt.

b. **Specialist Officers.** Promotion qualifications are not required for the following specialist officers except where noted in Annex A:

- (1) Military Works Force.

³⁹ JSP 754, Pt 2, Ch 2.

⁴⁰ AGAI 35, Paras 35.055 – 057.

⁴¹ See Officer Career Development Handbook (OCDH), Ch 23.

- (2) RACHD.
- (3) RAMC PQOs.
- (4) RADC.
- (5) General List less OTC and SAS.
- (6) QARANC.
- (7) AGC (ALS).
- (8) LIAG and 254(SGIS) Sig Sqn.
- (9) Directors of Music.

01.04.371. Attendance on Intermediate Command and Staff Course (Land Reserves) ICSC(LR):

- a. ICSC(LR) is an essential part of the development of Army Reserve officers. ICSC(LR) is a 2 week residential course held at the Defence Academy Shrivenham which aims to prepare and qualify Captains for promotion to Major. It is preceded by a mandatory pre-training weekend.
- b. To be eligible for selection to attend ICSC(LR) candidates must have completed MK(R) modules 4&5, eDW and have a minimum of 3 Appraisal Reports as a substantive Captain. The most recent Appraisal Report must contain a positive recommendation for promotion to Major. If officers have not completed these elements at the time of selection they must complete these pre-requisites prior to attendance on ICSC(LR). Failure to complete these pre-requisites will result in de-selection from the course.
- c. Officers already holding an OF3 appointment in Acting rank who have completed ICSC(LR) and subsequently score above the Promotion Line will be substantiated with effect of the date the BeL(R) results are published.
- d. Officers selected for promotion to Major on the BeL(R) who have already completed ICSC(LR) will be substantiated as a Major on the day they assume an OF3 appointment.
- e. Officers selected for promotion to Major on the BeL(R) and to fill an OF3 appointment before attending ICSC(LR) may be granted acting rank⁴², but may not gain substantive Major until they have successfully completed ICSC(LR). The substantive date will be the day the officer completes the ICSC(LR) course. The course must be completed within 2 years from publication of the BeL(R) results, allowing 4 opportunities for the SP to attend the course (there are 2 courses per year). An officer who fails to attend during this 2 year period will be required to run to the next BeL(R) to reaffirm their suitability for promotion. Officers who are not reaffirmed on the BeL(R) as suitable for promotion will relinquish their acting rank⁴³.
- f. Officers who wish to withdraw from the course must inform their unit, ICSC(LR) and MS5 at the earliest opportunity. MS5 are to be informed by email or letter.
- g. Officers not selected for an OF3 appointment will be required to run to the next BeL(R) to reaffirm their suitability for promotion, and to run to the subsequent year's Appointment Boards.

⁴² RLFR 01.04.330.

⁴³ RLFR 01.04.330.

01.04.372 – 01.04.400. Reserved.

SECTION 5 - ASSIGNMENT, TRANSFER, EXCHANGE AND SECONDMENT

General

01.04.401. No Army Reserve officer is to be transferred, assigned or seconded to another unit or arm without their written consent, except when it is considered essential by the Army Board to be in the interests of the Service or when in permanent service⁴⁴.

01.04.402. An officer may be assigned to another unit or pool, or transferred to another regiment or corps, only if a vacancy exists on the establishment for an officer of their rank or the unit has been authorized to overbear the officer concerned. Alternatively, an officer may be assigned to the ARR⁴⁵.

01.04.403. An officer who no longer fills a vacancy on a unit establishment, is to:

- a. Apply to transfer to another unit or pool, or the Army Reserve Reinforcement Group (ARRG), or
- b. Apply to transfer to RARO if their commission has been confirmed, or
- c. Apply to retire if they have more than 10 years' commissioned service, or
- d. Apply to resign.

Failure to produce a letter of application showing the chosen option within 28 days of completion of tenure of appointment will require the unit to start out of contact procedures; or to transfer the officer to ARRG if it is in the interests of the Army.

01.04.404. Army Reserve units may hold any AMS personnel against the gapped liability of another Reserve unit. AMS Global Liability Manager will manage the following cases:

- a. Reserve units that are overbearing AMS personnel.
- b. Reserve units that hold insufficient liability for the Career Employment Group (CEG) or cadre of AMS personnel that wish to be on their held strength.

01.04.405 – 01.04.409. Reserved.

Tenure of Appointment

01.04.410. General. COs must ensure that officers assuming sub-unit command or other key unit positions are aware of the length of tenure of the appointment. COs must ensure that such officers are informed of any changes to the officer plot which would alter the tenure of appointment.

01.04.411. Sub-Unit Commanders. Army Reserve sub-unit commanders are appointed for 2 to 3 years only. Units are to notify the APC CM Ops MS5 of the anticipated tenure of appointment for each position on assumption of appointment. When no other appropriately qualified officer is available, the incumbent may be extended in appointment for up to 1 year on the authority of the 1* Formation Commander. Extension beyond 1 year must be authorized by APC CM Ops MS5.

01.04.412. Other Appointments. Tenure of appointment in other positions is to be specified by the selection board. Tenure is normally between 2 and 3 years except that for staff appointments

⁴⁴ RLFR 01.01.050.

⁴⁵ RLFR, Pt 1, Ch 10.

the initial tenure of appointment is normally for 3 years. Guidance on selection, tenure of appointment and extensions for staff appointments are in OCDH.

01.04.413. Senior Appointments. See RLFR Pt 1, Ch 4, Sect 6.

01.04.414. Failure to Relinquish an Appointment. See RLFR Pt 1, Ch 4, Sect 5.

01.04.415 – 01.04.419. Reserved.

Transfer

01.04.420. Application. Applications for transfer are to be made on AFE 7547.

- a. Application for assignment between units and/or pools of the same arm for Jnr Capt and below are dealt with at unit level. All Snr Capt and above are managed by APC.
- b. Applications for assignment between units and/or pools of different arms are generated at unit level, and must be approved by both the losing and gaining APC CM desks.
- c. Applications for transfer to the ARRG are detailed in RLFR Pt1, Ch 10.

01.04.421. Change of Residence. An officer who moves to a new area and is no longer capable of fulfilling the full range of military duties with their present unit has four options:

- a. Transfer to a more suitable unit.
- b. Transfer to the ARRG⁴⁶.
- c. Transfer to the Regular Reserve.
- d. Retire or resign their commission⁴⁷.

01.04.422 – 01.04.429. Reserved.

Attachment and Secondment

01.04.430. Temporary Attachments. Where an officer's experience or specialized knowledge is of particular use to the Service, they may be temporarily attached to the Ministry of Defence, Army HQ, Div or Comd / Functional Bde HQs, or another unit. Attachments are initially for not more than 12 months. This regulation is not authority for exceeding the maximum permitted RSDs⁴⁸. If the RSD limits prevent the attachment, FTRS may be considered subject to the availability of funding.

01.04.431. Secondment to Regular Army. Army Reserve officers may be invited or volunteer to be seconded to the Regular Army on a full-time basis. In all such cases they will be required to enter an FTRS commitment⁴⁹. As an essential preliminary, responsibility for seeking temporary manning authority or short term establishment cover in the name of the officer concerned rests with the Regular Army unit or HQ concerned.

⁴⁶ RLFR Pt 1, Ch 10.

⁴⁷ RLFR 01.04.167.

⁴⁸ RLFR 01.02.259 & 260.

⁴⁹ RLFR Pt 1, Ch 10.

01.04.432. Attachment to Foreign Army Reserve Forces.

- a. **General.** ACSO 1226 contains the rules and process.
- b. **Canada and Australia.** Special arrangements are in place for the attachment of Army Reserves to the Canadian Reserve Forces⁵⁰ and Australian Reserve Forces⁵¹.

01.04.433. Attachment of Foreign SP to the Army Reserve.

- a. **General.** ACSO 1227 contains the rules and process.
- b. **Canada and Australia.** Special arrangements are in place for the attachment of Canadian⁵² and Australian⁵³ Reserves to the Army Reserve.

01.04.434 – 01.04.439. Reserved.

Officers Assigned in Excess of Establishment

01.04.440. ARRG 1. Units are to assign any officers held in excess of establishment to ARRG 1⁵⁴.

01.04.441 – 01.04.489. Reserved.

Transfer to the Special Air Service Reserve (SAS(R))

01.04.490. Introduction. 21 SAS Regiment and 23 SAS Regiment are located throughout Great Britain⁵⁵. Volunteers are required for SAS service and for service in support roles. Officers for SAS or support staff will be accepted for service in their current substantive rank subject to establishment vacancies.

01.04.491. SAS Selection Volunteers. Officers wishing to transfer to the SAS are required to complete a rigorous selection procedure lasting up to 12 months.

- a. **Application.** Volunteers for SAS selection are to apply through the chain of command. Parent units are to contact the PSAO of the chosen SAS unit.
- b. **Medical.** Volunteers for SAS selection must meet the minimum medical standards⁵⁶.

01.04.492. Support Staff Volunteers. High quality officers are also required for support staff roles. Although these positions are not subject to SAS selection, only high quality candidates will be considered. Information on support staff vacancies can be obtained from SAS Regimental Adjutants.

- a. **Application.** Officers volunteering to join SAS as Support Staff are to apply through the chain of command. Parent units are to contact the Adjutant of the chosen SAS unit. Appointments are limited to 3 years.

⁵⁰ 2015DIN01-176.

⁵¹ 2008DIN01-090.

⁵² 2015DIN01-176.

⁵³ 2008DIN01-090

⁵⁴ RLFR Pt 1, Ch 10.

⁵⁵ Contact details see RLFR Annex H/5.

⁵⁶ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .

b. **Medical.** Minimum medical classifications are required as appropriate for the intended position.

c. **Subsequent Employment.** On completion of the appointment officers will return to their original units; or voluntarily join another unit; or transfer to the ARRG.

01.04.493. Diversity and Inclusion. UKSF operates in accordance with Government policy on the employment of women in the Armed Forces.

01.04.494 – 01.04.500. Reserved.

SECTION 6 – ASSIGNMENT TO AND TENURE OF SENIOR POSITIONS

Army Reserve Commanding Officers

01.04.501. Authority. The authority for the appointment of Army Reserve COs rests with No4 Board. For E1 commands, decisions will be guided by the Command Plan developed and presented by the relevant capbadge representative. For E2 commands the Board will consider the entire field of eligible Regular and Army Reserve runners and make appropriate selections. The authority for command at OF5 rests with No2 Board.

01.04.502. Appointment Principles. The following principles apply to the appointment of COs to Army Reserve units:

- a. The chain of command will set out specific KSE and commitment requirement for units prior to a Command Board.
- b. All officers, both Regular and Army Reserve, can compete for any unit command appointment.
- c. The Command Quality Line (CQL) at the Command Board is set at an average of 6 points per board member. Regular and Army Reserve officers are graded to a common standard.
- d. Army Reserve officers will have primacy for command of Army Reserve units unless the unit is annotated for open competition with Regular officers by the chain of command. A Regular officer will command an Army Reserve unit if no Army Reserve officer is available or suitable.
- e. Ex-Regular Army officers will normally have to receive 2 OJARS with command earning recommendations after joining the Army Reserve before being appointed to a command appointment under the Reserve primacy rule; they may, however, compete for command in open competition.
- f. In exceptional circumstances the Command Board may choose to appoint against the Army Reserve primacy rule where it is judged that the benefits to the Army or unit are compelling.

01.04.503. Appointment Process. The details concerning the qualification requirements, application process and selection criteria for Army Reserve officers to command at unit level can be found in the Career Management Handbook owned by APC and updated annually.

01.04.504. Employment Types. The level of commitment required for unit command (ranging from part time to full time) will be determined by the Unit Commitment Requirement Letter (CRL) endorsed by the chain of command, processed by the APC and authorised by Army HQ. Army Reserve officers selected for unit command will normally be employed on Obligatory Training, VTOD and/or ADC up to a maximum of 207 RSDs. The normal commitment is 120 days. Officers required by the CRL to command full time may be employed on FTRS(HC) when filling an Army Reserve unit command appointment or FTRS(FC) when filling a Regular Army unit command appointment.

01.04.505. Tenure. COs are appointed for 30 months⁵⁷.

01.04.506 – 01.04.509. Reserved.

⁵⁷ AGAI 34, Para 34.055.e.

Senior Appointments

01.04.510. Appointments for Brigadiers, Colonels and Lieutenant Colonels RAMC whose appointments are not covered by the regulations for COs⁵⁸ or senior staff officers⁵⁹ are normally for 2 ½ or 3 years. Exceptions may be made on the authority of the officer's CM branch. In the case of Army Reserve Brigadier appointments, the names of willing candidates are forwarded to No 2 Board for selection. Officers completing the tenure of appointments are required to vacate the appointment to allow for the appointment of a replacement⁶⁰.

01.04.511 – 01.04.519. Reserved.

Senior Staff Appointments

01.04.520. Army Reserve officers may be assigned to staff appointments on the following terms:

- a. Employing HQs and APC Boards are responsible for the initial selection of officers for these staff appointments, after consultation with capability directors as required. Bde/Div recommendations must be forwarded to APC CM Ops for approval.
- b. The selected officer will be assigned to the employing HQ. If the HQ is unable to administer them, they may be attached to another unit for administration.
- c. Appointments held under the terms of this paragraph do not carry an automatic grant of substantive rank of the appointment. Normal promotion rules apply⁶¹.
- d. The tenure of appointment is to be for up to 3 years, after which the appropriate APC board must review the candidate before the incumbent is extended for a further period of 1 year. All extensions must be considered against all other available and willing volunteers and be authorised by the relevant APC Bd.
- e. Officers completing the tenure of appointments are required to vacate the appointment to allow for the appointment of a replacement⁶².

01.04.521 – 01.04.529. Reserved

Unit Employer Support Officer (UESO)

01.04.530. Eligibility. Candidates for UESO posts are to be experienced officers who have previously commanded a sub-unit and fulfil the requirements laid down in the MS Job Specification. Candidates are required to provide written consent to their employment as a UESO from their civilian employers with an acknowledgement that in the event of mobilization the role of UESO will take priority over their civilian employment.

01.04.531. Probation. Officers selected for the position of UESO are required to obtain a satisfactory report at the end of their first year as UESO before their appointment will be confirmed. Officers who fail to obtain confirmation of appointment are required to find alternative employment⁶³.

⁵⁸ RLFR 01.04.400 – 409.

⁵⁹ RLFR 01.04.420 – 429.

⁶⁰ RLFR 01.04.302.

⁶¹ RLFR Pt 1, Ch 4, Sect 5.

⁶² RLFR 01.04.302.

⁶³ RLFR 01.04.302.

01.04.532. Tenure. The normal tenure of appointment as a UESO is for 3 years, which is renewable for up to 3 years at a time with the agreement of the individual and their CO. Tenure is not to exceed the NRA.

01.04.533. Mobilization. UESOs have the same mobilization liabilities as other Group A personnel. However, due to the nature of their duties, UESOs remain part of their unit Rear Ops Gp on mobilisation and are not normally deployed Overseas.

01.04.534 – 01.04.539. Reserved

Army Reserve Major General Appointments

01.04.540. Appointment Process. Candidate(s) are selected by No 1 Selection Board. For Tri-Service appointments each service's nomination is forwarded to the Senior Appointments Committee. The successful candidate's CV is then submitted to Her Majesty the Queen for approval. On approval by Her Majesty the Queen, the appointment may be announced.

01.04.541. Tenure. Appointments are normally held for between 2 and 3 years. No 1 Selection Board or the Senior Appointments Committee may adjust tenure in the interests of the Service.

01.04.542. Completion of Tenure. On completion of tenure, Army Reserve officers of the rank of Major General or above will normally transfer to Regular Reserve. Officers above the maximum age for the Regular Reserve⁶⁴ will normally be required to retire⁶⁵.

01.04.543 – 01.04.600. Reserved.

⁶⁴ RLFR Pt 2, Ch 2.

⁶⁵ RLFR Pt 1, Ch 4, Sect 8.

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SECTION 7 - HONORARY APPOINTMENTS

Honorary Physicians and Honorary Surgeons to the Sovereign

01.04.601. The tenure of an officer's appointment as honorary physician, honorary surgeon or honorary dental surgeon to the Sovereign is to be 2 years irrespective of their continuing on the Active List. Such officers are normally to be selected from among those holding the rank of Colonel.

01.04.602 – 01.04.609. Reserved.

Honorary Chaplains to the Sovereign

01.04.610. A chaplain appointed honorary chaplain to the Sovereign is to relinquish the appointment on ceasing to serve on the Active List.

01.04.611 – 01.04.619. Reserved.

Honorary Colonels

01.04.620. Purpose. The role of an Honorary Colonel is to foster esprit-de-corps and show an interest in the unit to which he/she is appointed, without interfering with the daily running of the unit. They are to represent the unit to stakeholders in both the civilian and military communities, whilst also taking on the role of a figurehead within the unit.

01.04.621. Scope.

- a. Honorary Colonels may be appointed to units of the Army Reserve on the scale of one for each Colonel's or Lieutenant Colonel's command. Save in exceptional circumstances, no appointments may be made to sub-units, but an independent unit of a Major's command may have an Honorary Colonel appointed.
- b. Honorary Colonels may be appointed to a composite group of units on the basis of one Honorary Colonel per 450 volunteers.
- c. Each contingent of the OTC is entitled to the appointment of an Honorary Colonel.
- d. An officer may not normally be Honorary Colonel of more than one unit. However, they may be appointed Honorary Colonel of one contingent of the OTC in addition to their own unit.

01.04.622. Key Skills and Experience. Nominees for appointment as Honorary Colonels can be either prominent civilians with no prior military experience or senior serving or retired military officers. Regardless of whether civilian or military, nominees should:

- a. Have achieved eminence in a field, either connected with the business of the unit or in the region of the unit.
- b. Have empathy with, although not necessarily a background in, military matters in general and, where appropriate, the reservist concept in particular.
- c. Have links and influence in the local community.
- d. Be able to represent the unit at a senior level in the civilian and military arena, locally and nationally.

The decision to select either a military candidate or a civilian with no prior military candidate should be based on the circumstances and needs of the unit at that time. In deciding, wider civilian community influence should be given at least equal weighting to military connections and influence. It is acknowledged that given their role and regimental links, the scope for some combat arm units to select an Honorary Colonel with no previous military experience may be less than is the case for units from a more specialist technical role.

01.04.623. Military Rank. Military nominees should preferably have held the rank of Lieutenant Colonel (including brevet, war substantive, temporary or acting ranks) or above in the Regular Army, Army Reserve, AER, TA, TAVR, UDR or R IRISH(HS); or the equivalent ranks in the Royal Navy or Royal Air Force (or their reserves). The appointment of an officer below the rank of Lieutenant Colonel will only be considered if strongly recommended by the Div/Bde/OPCOM Commander with reasons for the recommendation.

01.04.624. Tenure. The tenure is 5 years, renewable on application to MS Hons by the Div/Bde/OPCOM Commander concerned for further periods not exceeding 5 years at a time, up to the age of 65 years. Annual extension beyond that age maybe granted by the Ministry of Defence, in exceptional circumstances, up to the maximum age of 70 years.

01.04.625 Selection. A field of at least two candidates should be sought where possible. This is to ensure that choice is not unnecessarily restricted and that all suitable people are considered for the position. The selection panel is to consist of the unit's CO and appropriate unit officers. The CO must have consulted with the relevant OPCOM and ADMINCON Bde Comd(s) and the RFCA before detailed staffing commences. Selection procedures are to comply with the Office of the Commissioners for Public Appointments (OCPA) principles.

01.04.626. Regional Units. Applications for the appointment or extension of appointments of Honorary Colonels are to be submitted by the CO of the unit⁶⁶. Applications are submitted to the OPCOM or ADMINCON Brigade responsible for the administration of the unit with a copy to the RFCA and OPCOM Brigade (if different to ADMINCON), accompanied by the following documents:

- a. A list of candidates who are considered for the appointment, with brief notes on their background and suitability.
- b. A letter from the nominee stating that they are willing to accept or continue in the appointment.
- c. The written support of the Colonel, Colonel Commandant or representative Commandant or, in the case of RAC Yeomanry regiments, the Colonel Commandant Yeomanry. The unit and OPCOM Brigade should also consult the Capability Directors unless this power has been delegated to them. The consent of a Colonel in Chief is not required.

If the OPCOM and ADCON Brigade Commanders approve and the RFCA support the application it is to be forwarded with all supporting documents, together with a recommendation certificate, to the 2* HQ concerned. The 2* HQ concerned is then to forward the application with an expression of commander's views, to MS Hons. If it is considered that a further decision is required, the submission is to be forwarded to DCFA, who in turn will express an opinion prior to despatch to MS Hons. The role of the RFCAs in advising the CO and OPCOM and ADCON Brigades will have an important part to play in the selection process.

⁶⁶ AFE 20031.

01.04.627. National Units. Applications⁶⁷ for the appointment or extension of appointments of Honorary Colonels are to be submitted by the commander of the appropriate CRHQ and/or Head of Capability (as appropriate by capbadge) to the Colonel, Colonel Commandant or representative Colonel Commandant accompanied by the following documents:

- a. A list of candidates who are considered for the appointment, with brief notes on their background and suitability.
- b. A letter from the nominee stating that they are willing to accept or continue in the appointment.
- c. A statement on the nominee's civilian activities showing how these are to be used in the interests of the unit.

If the Colonel or Colonel Commandant approves the application they are to forward it with all supporting documents, together with their own recommendation to the OPCOM 2* formation headquarters for onward transmission to MOD MS Hons.

01.04.628. The Royal Family. Paras 01.04.620 - 627 do not apply to members of the Royal Family or heads of foreign states, who hold their appointments as Honorary Colonels at the Sovereign's pleasure. Applications for members of the Royal Family or head of foreign states to be appointed Honorary Colonels are to be submitted through the channels given above to MS Hons stating the name of the person who it is desired should be appointed and full reasons in support of the application. The views of DCFA are also to be added. No approach is to be made direct to the members of the Royal Family or head of foreign state for whom the application is made.

01.04.629. Dress. Honorary Colonels who have retired from the Services or who have never served may wear appropriate uniform in the course of their duties. Civilians Honorary Colonels may be issued with the same scales of uniforms as other Army Reserve officers, but are not entitled to any uniform grants or upkeep allowances.

01.04.630. Rank. Honorary Colonels are permitted to use the honorary rank of Colonel in connection with that appointment and for the duration of it. The honorary rank is only to be used in the capacity of Honorary Colonel, when writing to, visiting, or in any way dealing with their unit. They may not use the rank when carrying out any other duties, whether military or civilian.

01.04.631. Travel. Honorary Colonels are to be permitted to travel at public expense in some limited circumstances⁶⁸.

01.04.632. Pay. Honorary Colonels are not paid.

01.04.633 – 01.04.639. Reserved.

Aides-de-Camp to the Sovereign

01.04.640. Officers holding the rank of Colonel or Brigadier in the Army Reserve may be selected to be ADC (Reserves) to The Sovereign.

01.04.641. The Military Secretary may, from time to time, recommend to Her Majesty that officers holding one of the following positions; ACOS (Res), Asst Comd HQ 1 Div and Asst Comd HQ 3

⁶⁷ AFE 20032.

⁶⁸ JSP 752.

Div (or as appointed by No 2 Board), may be considered for appointment as ADCs. It should be noted that:

- a. An officer will relinquish the appointment of ADC when they relinquish the position detailed above.
- b. An officer will not normally be appointed as an ADC with less than 12 months of a tour remaining.
- c. Aiguillettes and Royal Cypher badges are issued on loan for wear during an officer's tenure and the post nominal letters 'ADC' are used.
- d. Neither the accoutrements nor the post nominal letters may be used after an officer has relinquished the position.
- e. An officer may only hold the appointment once. Therefore in the event that an officer is appointed to an 'ADC post' and has previously held an ADC appointment, No2 Board will provide guidance.

01.04.642. Selected officers assume and relinquish their positions under direction from the MS Hons and positions are published in the London Gazette Defence Supplement. Positions are honorary and selected officers are unlikely to be required to fulfil any Royal duties during their tenure.

01.04.643 – 01.04.699. Reserved.

SECTION 8 - RETIREMENT, RESIGNATION AND REMOVAL

Completion of Service

01.04.700. (Formerly 01.04.161) **General.** Unless specified elsewhere in these regulations⁶⁹, on reaching the Normal Retirement Age (NRA); or on cessation of Group C liabilities, officers are required to resign or retire from the Army Reserve.

01.04.701. (Formerly 01.04.163) **Completion of Tenure.** Officers who have not reached retirement age and have not been selected for another appointment are to either:

- a. Transfer to the Army Reserve Reinforcement Group (ARRG), or
- b. Transfer to RARO or
- c. Resign or retire from the Army Reserve.

Failure to produce a letter of application showing the chosen option within 28 days of completion of tenure of appointment will require the officer to retire, or out of contact procedures to be started by the unit or the officer to be compulsorily transferred to ARRG.

01.04.702. (Formerly 01.04.165) **Retirement.** Officers with 10 or more years' commissioned service (including commissioned service in the Regular Army, TAVR, UDR and R IRISH(HS)) who wish to leave the Army Reserve voluntarily, or who reach the end of their service may apply to retire from the Service rather than to resign their commission. Officers who retire retain their rank and a recall liability⁷⁰.

01.04.703. (Formerly 01.04.167) **Resignation.** Officers with less than 10 years' commissioned service who wish to leave the Army Reserve voluntarily, or who reach the end of their service are required to resign their commissions. Officers who resign are ineligible to use their Army rank and have no recall liability.

01.04.704. Training Beyond EED. Under no circumstances is an officer to be allowed to attend any training after their Army Reserve EED.

01.04.705. Extension of Service. Extensions of service beyond NRA are only granted when there is a defined service need, and no other officer is available. Applications⁷¹ for extension of service beyond NRA must be submitted through the chain of command to APC CM Desks. Applications must reach Head of Manning (Army) not more than 12 months or less than 3 months before the EED. Extensions of service are for a maximum of 1 year at a time. Extensions are not granted for membership of ARRG. This SP is not to be mobilised or otherwise deployed to any operational theatre whilst serving on this OAE.

01.04.706. Effective Date.

- a. When an officer leaves the Active List on reaching the NRA, the effective date is to be the day preceding the relevant birthday.
- b. An officer who applies to retire, to resign their commission or to be transferred to the Regular Reserve⁷², or whose commission is to be terminated, is not released from their military obligations until the date notified in the London Gazette. Notification in the London

⁶⁹ RLFR, Pt 1, Ch 4, Annex C.

⁷⁰ RLFR Pt 4.

⁷¹ AFE 20038.

⁷² RLFR Pt 2, Ch 2.

Gazette will not, however, absolve such an officer from civil liability in regard to any public or regimental claims that may be made against them.

c. Officers are to be held as assigned in excess of establishment from the date on which AFE 20038 or AFE 613 is signed by the CO, until their retirement, resignation or transfer to RARO is notified in the London Gazette.

01.04.707. Valedictory Letter. Officers (below the Rank of full Colonel) who are discharged after 6 or more years' unbroken voluntary service in the Army Reserve may be eligible for a valedictory letter signed by the Principal Personnel Officer (PPO). All Capts and below must receive a recommendation from their Commanding Officer. Form AFE 20036 should be completed by the CO and sent to the relevant CM Branch. Majors and above do not require a recommendation. Officers up to the rank of Lt Col who transfer to the RARO will receive a VL on transfer.

01.04.708 – 01.04.709. Reserved.

Voluntary Retirement or Resignation.

01.04.710. An officer may apply to resign their commission or to retire at any time. Applications are not normally to be accepted when a Call-Out Order under Sections 52, 54 or 56 of RFA 96 is in force and the powers of Section 17(4) RFA 96 have been invoked, or when the officer is called out for service with the Regular Army.

01.04.711. Applications to resign, retire or transfer to the Regular Reserve are to be submitted by letter to the officer's CO at least 3 months before the due date.

01.04.712. Recommendations are to be forwarded by the CO through the chain of command to the appropriate Termination Officer together with the documents detailed below, at least 3 months before the due date:

- a. Letter of application by the officer if they are seeking voluntary retirement, resignation or transfer to the Regular Reserve.
- b. A completed AFE 613, if transferring to Regular Reserve.

01.04.713 – 01.04.719. Reserved

Transfer to the Regular Reserve⁷³.

01.04.720. When an officer applies to voluntarily resign their commission, every encouragement is to be given to them to apply to transfer to the Regular Reserve instead. Applications are to be made on AFE 613 which is to be submitted to APC CM Ops RAR MP 588.

01.04.721. Former Regular officers with outstanding liabilities in the Regular Reserve are to be transferred to the Regular Reserve on resignation or retirement from the Army Reserve.

01.04.722 – 01.04.729. Reserved.

Change of Personal Circumstances

01.04.730. (Formerly 01.04.168) **Taking up Residence Abroad.** Officers who take up residence abroad may choose to resign, retire or follow the instructions in RLFR 01.03.022.

⁷³ RLFR Pt 1 Ch 4 Annex G.

01.04.731. Change of Civilian Appointment. Officers who cease to hold the civilian employment or qualifications that were a prerequisite to their acceptance as an officer are to retire or resign their commission unless:

- a. Satisfactory evidence is furnished to the relevant Pers Policy (A) Manning Brick that the nature of their new employment still qualifies them to belong to the Army Reserves. Such evidence must be certified by the CO.
- b. Their retention is judged to be in the interests of the Service. This may be subject to a suitable vacancy existing within authorized establishments.
- c. If an officer changes their civilian employment to one of the categories listed in Paras 01.04.104 the facts are to be reported by the unit to APC CM Ops.

01.04.732. (Formerly 01.04.172) **Maternity.** An officer who becomes pregnant is entitled to unpaid maternity leave⁷⁴ or may elect to retire, resign or transfer to the ARRG or the Regular Reserve⁷⁵.

01.04.733. (Formerly 01.04.170) **Ill Health.** An officer who is not required to retire⁷⁶ but wishes to resign their commission on account of ill health may apply to be examined by a medical board. Such examination is to be voluntary, but if an officer does not undergo such an examination at the time of their resignation, no subsequent claim can be made for financial relief in respect of the disability which caused their resignation. Medical documents are to be forwarded with the application for resignation together with a copy of the medical board proceedings (where applicable) to the officer's APC CM Br.

01.04.734 – 01.04.739. Reserved.

Compulsory Termination of Service

01.04.740. (Formerly 01.04.173) An officer may at any time:

- a. Have their commission terminated or
- b. Be called upon to retire, or
- c. Be called upon by the Defence Council to resign their commission because of misconduct.

01.04.741. No military authority other than the Defence Council may call upon an officer to resign their commission or exert any pressure upon them to do so. This does not apply to officers who are required to retire or resign under RLFR.

01.04.742. (Formerly 01.04.175) An officer who fails to carry out their military obligations may have their commission terminated. Guidance on the procedure for termination is given in 01.04.748.

01.04.743. (Formerly 01.04.177) An officer appointed to a commission on probation who fails to fulfil the conditions of probation⁷⁷ may have their commission terminated⁷⁸.

⁷⁴ JSP 760.

⁷⁵ RLFR Pt 1, Ch 4, Sect 8.

⁷⁶ RLFR 01.04.740

⁷⁷ RLFR 01.04.206.

⁷⁸ RLFR Pt 1, Ch 4, Sect 3.

01.04.744. The process by which an officer may be called upon to retire or resign their commission is contained in AGAI 67.

01.04.745. (Formerly 01.04.176). An officer may at any time be called upon to retire or resign their commission for reasons other than misconduct, should the circumstances, in the opinion of the Defence Council, require it.

01.04.746. Officers called upon by the Defence Council to retire or resign are given 2 months' notice.

- a. If the officer is serving at home, the 2 months' notice will run from the date of the Defence Council letter calling upon the officer to retire or resign.
- b. If the officer is serving overseas and returning home, the 2 months' notice will run from the date on which the officer would arrive in the UK, provided that the officer proceeds at the first available opportunity.
- c. If the officer is serving overseas and remaining there, the 2 months will run from the date the officer is informed of the Defence Council decision.

In the event of an officer failing to retire or resign when called upon to do so by the Defence Council their commission shall be terminated on the date on which the officer would otherwise have retired or resigned.

01.04.747. (Formerly 01.04.179B). If the officer has been sentenced to a term of imprisonment by the civil power and who is removed from the Army, the date of removal shall be the date of conviction. If the officer is sentenced by Court Martial to be dismissed from the Service, the sentence shall have effect from the date of award.

01.04.748. (Formerly 01.04.162). If a unit has lost touch with an officer who is due to retire or resign, or for any other reason is unable to obtain the officer's written consent to retirement or resignation the unit may follow the Out of Contact process:

- a. A letter is to be sent by recorded delivery to the Officer's last known address ordering them to report for duty on the next training night, or to contact their unit giving good reasons for being unable to do so and arranging an alternative day.
- b. If they fail to attend or respond satisfactorily to that letter, a further two letters are to be sent by recorded delivery at 2 week intervals, formally warning them that continued failure to engage constructively with the unit will result in their compulsory resignation from the Army Reserve.
- c. If that fails to regain constructive communication with the officer, the CO is to submit AFE 20037 through the chain of command to APC CM Ops recommending that the officer be removed from the Active List having failed to carry out their military obligations. Copies of the letters and recorded delivery records are to be sent to APC CM Ops for retention.

01.04.749 – 01.04.759. Reserved.

Compulsory Retirement for Ill Health

01.04.760. (Formerly 01.04.180). An officer is, except as provided below, to be retired on grounds of ill health when they are placed permanently in a PULHHEEMS employment standard below that

in which a Regular officer of the same arm or service may remain on the Active List⁷⁹. The only exceptions to this rule are:

- a. Officers of the UOTC whose PULHHEEMS employment standard is not to fall below MLD.
- b. Non Regular Permanent Staff officers whose PULHHEEMS employment standard is not to fall below MND.
- c. Officers whose qualifications are considered by Head of Manning (Army) to merit their retention.
- d. Officers whose new medical category makes them eligible for retention in another Corps who wish to be so transferred and are recommended for appointment to a vacancy in a unit or pool of that Corps.
- e. Officers in receipt of disablement allowance for total incapacity while held on the ARRG. Such officers are to be automatically retired after 26 weeks from the date of the injury or incapacity if they are at that time still unable to return to duty on account of their injury or incapacity.

01.04.761 – 01.04.769. Reserved.

Rank on Retirement

01.04.770. On retirement officers may be granted the privilege of retaining their substantive rank or may be granted honorary rank. The conditions for the grant of honorary rank are laid down in Annex H/4.

01.04.771. Substantive Rank. The following may be permitted to retain their substantive ranks:

- a. Officers who retire from the Army Reserve after completing 10 or more years' commissioned service.
- b. Officers who transfer to the Regular Reserve after completing 10 or more years' commissioned service in the Army Reserve and subsequently cease to belong to the Regular Reserve either by removal at their own request or on reaching the prescribed age limit.

Full time commissioned service with the Regular Army will count towards the qualifying period of 10 years. Commissioned service with other Services and armed forces of the Crown which is comparable to Regular Army or Army Reserve service may be considered for aggregation towards the qualifying period of 10 years. Each such case is to be considered on its merits.

01.04.772. Honorary Rank. An officer who is entitled to retain their substantive rank is, provided that they have rendered satisfactory service throughout, eligible for the grant of honorary rank on leaving the Active List of the Army Reserve as follows:

- a. Honorary rank may be granted equivalent to the highest acting rank which has been held for an aggregate period of 6 months, or for less period if the officer's service in the rank was terminated by wounds or sickness which involved absence from duty and subsequent retirement or transfer to the Regular Reserve. Local rank does not qualify an officer for the grant of honorary rank, but in very special circumstances the Defence Council may allow such rank to qualify.

⁷⁹ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .

- b. Any period during which acting rank is held by an officer while seconded or attached to another Department or Service (or any period during which equivalent rank in that Department or Service is held) may count under sub-Para a.
- c. Honorary rank is to be suspended automatically if an officer is re-appointed to the Army Reserve or joins the Active List of the Regular Army or on enlistment. At the end of such service, honorary rank is to be restored, unless the officer is granted a higher rank.
- d. Commissioned service with other Services and armed forces of the Crown which is comparable to Regular Army or Army Reserve service may be considered for aggregation towards honorary rank. Each such case is to be considered on its merits.
- e. The grant of honorary rank is to be notified in the London Gazette, but an officer who receives from the Ministry of Defence an official intimation in writing of the grant of honorary rank may assume the rank, pending and subject to confirmation in the London Gazette.

01.04.773 – 01.04.779. Reserved.

Wearing of Uniform

01.04.780. After retirement officers may wear their prescribed uniform on appropriate occasions⁸⁰.

01.04.781 – 01.04.999. Reserved.

⁸⁰ Army Dress Regulations, Pt 7.

ANNEX A TO CHAPTER 4**SPECIAL TERMS OF SERVICE APPLICABLE TO OFFICERS OF CERTAIN ARMS****Royal Armoured Corps.**

1 – 9. Reserved.

Royal Artillery.

10 – 19. Reserved.

Royal Engineers.

20. Candidates for first appointment should have either:

- a. Previous full time service as an officer in the same branch of RE (Mainstream RE Officer; Infrastructure officer (Professionally Qualified Engineer or Garrison Engineer) or Geographic Officer). Or:
- b. Obtained a pass grade at 'O' level, GCE/GCSE or equivalent⁸¹ in five subjects including mathematics and English language.

21. **Specialists.**

- a. **Infrastructure.** Those seeking appointment as Infrastructure specialists should demonstrate appropriate technical engineer qualifications and experience.
- b. **Geographic.** Those seeking appointment as Geographic specialists should demonstrate suitable experience or qualifications in geographical, imagery, data management, surveying or other related disciplines.

22. Regimental Headquarters Royal Engineers will provide further advice. All applicants must be approved by the designated RE representative.

23 – 29. Reserved.

Royal Signals.

30. Candidates for first appointment should have the following qualifications:

- a. Officers, other than SSE:
 - (1) Previous full time service as an officer in the R SIGNALS; or
 - (2) Service as a soldier in R SIGNALS (AER, Army Reserve or TAVR) with qualifications in an appropriate R SIGNALS trade; or
 - (3) GCE/GCSE at 'O' level with pass grades in five subjects including mathematics and physics; or an equivalent examination⁸².

⁸¹ RLFR Pt 1, Ch 4, Annex D.

⁸² RLFR Pt 1, Ch 4, Annex D.

b. SSE officers should meet the qualifications contained within the job specification for the appointment to which they are being assigned. This may include the need to have held appointments in the relevant area of expertise within R SIGNALS in the Regular Army, AER, Army Reserve or TAVR.

31 – 39. Reserved.

Infantry.

40. **Parachute Regiment.** The upper age limit for civilian recruitment into the Parachute Regiment is the day before the candidate's 38th birthday.

41 – 49. Reserved.

Parachute Regiment, Parachute Roled Units and Appointments.

50. Officers joining the Parachute Regiment, other parachute roled units or appointments are to agree to accept parachute liabilities. When an officer volunteers for parachute duties, they are to sign the following certificate:

"I understand that, once having qualified as a parachutist and while serving in an Army Reserve airborne unit or parachute roled appointment, I can be ordered to make a parachute descent at any time or place as part of my normal military training in the Army Reserve subject to medical fitness at the time."

One copy of this certificate will be sent to APC CM Ops and a copy retained in the officer's unit. Every officer volunteering for parachute duties is required to sign the certificate whether or not they have signed a similar certificate in respect of their previous service. An applicant for a commission is to sign at the time of application for the commission.

51. An officer who has qualified as a parachutist may be ordered to make a parachute descent at any time or place as part of their military training in the Army Reserve whilst in receipt of parachute pay, subject to being medically fit at the time⁸³.

52. An officer who has qualified as a parachutist may have their parachute tour continued for as long as they remain in an Army Reserve airborne unit or fills a parachute roled appointment.

53. An officer who is undergoing parachute training, or is a qualified parachutist and is serving in an airborne unit or filling a parachute roled appointment, is entitled to parachute pay subject to remaining in role.

54 - 59. Reserved

Army Air Corps.

60. **Aircrew.** SP applying for aircrew posts must previously have qualified as military pilots. HQ AAC is responsible for ensuring that candidates for reservist aircrew positions are suitably qualified, experienced and medically fit prior to referring the applicant to APC Cbt Sp AAC Offrs/Sldrs.

61 - 69. Reserved.

⁸³ RLFR 01.02.019.

Royal Army Chaplains Department.

70. **Organisation.** The RACHD (R) is organised in two sections:

- a. **Group A.** Chaplains authorised in the relevant Reserve Army Liability Plan (ResALP) serving in peace time for duty within the Army Reserve and having a limited call-out liability. Each chaplain is to be noted for attachment to a specific Army Reserve unit and may also be detailed to minister to other units as necessary. When called out, Group A chaplains may be attached as required to any unit or formation, Regular or Army Reserve, not necessarily that to which they are attached in peace time.
- b. **Cadet Force Commission.** All chaplains serving with the Army Cadet Force (ACF) holding a Cadet Force Commission. These chaplains are to be governed by the provisions of ACF regulations and will have no call-out liability.

71. **Commission and Engagement Length.** Chaplains who join the RACHD Reserve will serve on a specific Chaplain General's RACHD Commission. RACHD Reserve chaplains are commissioned from their first day of service which will normally be served by attendance at the Armed Forces Chaplaincy Centre. Following completion of a mandatory probationary period of three years all Chaplains will have an engagement length which extends to NRA (60 years).

72. **Extensions.** Exceptionally, in the interests of the service and where a vacancy exists individuals may be extended on an annual basis up to a maximum age of 65 years on the authority of Head of Manning (Army)⁸⁴.

73. **Qualifications on Appointment.** Candidates for commissioned appointments in the RACHD are to be ordained or accredited clergy of a recognized Sending Church or Endorsing Authority and are to have the permission of their respective authorities to undertake the liability for service involved. Applications for commissioned appointments are to be handled in accordance with the selection procedure laid down in RLFR Pt 1, Ch 4, Sect 2.

74. **Rank on first appointment**

- a. First appointment as Unit Chaplain is to be made in the rank of Chaplain to the Forces Class 4 (CF4). This rank is equivalent to OF2.
- b. A Chaplain with previous Regular service who cannot be accepted in their substantive rank may be accepted in a lower rank.

75. **Promotion.** Promotions within the RACHD up to Chaplain to the Forces Class 2 (CF2) rank are considered and authorised by the RACHD Career Review Board (CRB) chaired by the Deputy Chaplain General. Chaplains are eligible for promotion as follows:

- a. To Chaplain to the Forces Class 3 (CF3), which is equivalent to OF3 if they have;
 - (1) Successfully completed their initial 3 year probationary period, and;
 - (2) Accumulated 5 years' service as a CF4, and;
 - (3) Graded above the quality line for promotion, and;
 - (4) A recommendation for promotion in the current appraisal report, and;

⁸⁴ RLFR 01.04.605.

(5) There is a vacancy within the establishment (note most unit chaplain posts are rank ranged CF4 - 3).

b. To Chaplain to the Forces Class 2 (CF2), which is equivalent to OF4, if they have:

(1) Accumulated 5 years' service as CF3, and:

(2) Graded above the quality line for promotion, and:

(3) A recommendation for promotion in the most recent annual report, and:

(4) There is a vacancy within the establishment, and:

(5) More than 2 years to serve to EED, on assumption of the appointment.

76. **Attachment to ARRG.** Chaplains may apply for transfer to the ARRG under the conditions applicable to other Army Reserve officers.

77 – 79. Reserved.

The Royal Logistic Corps.

80 – 89. Reserved.

Army Medical Services (AMS) Reserve.

90. **Enlistment.**

a. Candidates who are already professionally qualified may be selected for appointment as a Direct Entrant (DE) and be granted a commission in the AMS Reserve where liability for that specialty exists.

b. If all appropriate positions within an AMS Reserve unit are filled or liability exists elsewhere to the selected unit, the AMS Global Liability Manager⁸⁵ is to be approached to identify unallocated positions within the overall AMS Reserve establishment against which potential PQOs may be enlisted. This will permit the potential service person to select the most geographically suitable unit while meeting the needs of the Army Reserve.

c. Potential PQOs should where possible be enlisted into a unit with workforce requirement (WR) for the specialty in which they will qualify. They will be held in the appropriate training PID until qualified and eligible to take up a WR PID. If no vacancies exist in the unit, the AMS Global Liability Manager will identify suitable PIDs as per Para 090.d above.

d. All applications for a commission as a PQO in the AMS Reserve will be assessed for employment suitability at a Curriculum Vitae (CV) Assurance Board prior to acceptance of application.

e. Students undergoing training in medicine, dentistry, veterinary, nursing or an Allied Health Profession, the successful completion of which training would eventually qualify them for PQO status within the AMS Reserve, may be enlisted in UOTCs as OCdts .

⁸⁵ 2017DIN01-075 Army Medical Services (AMS) reserves Global Manning Process Guide. 2017DIN01-075 - Global Manning

f. Enlistment as a potential PQO for medical, dental and veterinary students may precede their selection for and appointment to a commission during their last 2 years of study as an undergraduate (year 4 and 5) .

91. Commissioning Procedures - Potential PQOs.

a. AMS Reserve Commissioning Boards (CB)⁸⁶ are convened by the Army Officer Selection Board (AOSB) and are the sole authority for assessing the suitability or otherwise of potential AMS Reserve PQOs for an Army Reserve commission. Only such properly constituted boards may recommend to MS that Army Reserve commissions should be granted to professionally qualified medical, nursing, dental or AHP⁸⁷ personnel.

b. Boards are to be constituted as follows:

President	Nominated by AMS
Vice President (one per group)	Nominated by AMS
Deputy President (one per group)	Nominated by AOSB
Board Member (one per group)	Nominated by AMS
Board Secretary	Nominated by AMS

c. AMS PQOs attend the Commissioning Course (Short) at Royal Military Academy Sandhurst (RMAS)⁸⁸.

92. **Registration and Revalidation.** All PQO personnel must maintain their regulatory body professional registration and comply with revalidation requirements⁸⁹. Retention of commission is based on continued professional registration with regulatory body and clinical currency to ensure maintenance of clinical capability and deployability. Evidence of registration and revalidation must be maintained at unit level and reviewed annually. JPA DMS Speciality and associated fields must be completed⁹⁰ and maintained as part of the process in ensuring all personnel remain registered and clinically current. Officers who cease to be registered with their professional body are required to resign or retire their commission or transfer to a non-professional role.

93. **Enlistment Rank.** All DE personnel will be enlisted as an OCdt until completion of Phase 1 training at RMAS. Personnel will then be commissioned on probation in a rank with appropriate antedate seniority awarded where applicable.

95. **Engagement Length.** On completion of a probationary year all PQOs will have an engagement to Normal Retirement Age (NRA)⁹¹.

95. **Antedated Seniority**⁹². Civilian experience following full registration and practice as an independent practitioner will count towards seniority. AMS HQ Reserves is responsible for calculation of antedate seniority. Antedate Seniority is calculated once on initial enlistment and is calculated against full time working hours for all AMS PQO's. For the purposes of part time

⁸⁶ All AMS Commissioning Boards are combined Regular and Reserve. Only those who are **already** professionally qualified are eligible to attend AMS CB.

⁸⁷ AHP personnel are radiographers, pharmacists, physiotherapists and environmental health officers.

⁸⁸ The PQO CC consists of two 2-week modules (Module A and Module B). Module A may be carried out at an OTC over 7 weekends. Module B is always at RMAS.

⁸⁹ JSP950 Medical Policy Part 10 Personnel Chapter 2, Appraisals and Revalidation policy

⁹⁰ See 2017DIN01-097 Career Information for Professional Health Care staff (CIPHS) – DMS Specialty fields.

⁹¹ See para 01.02.009.

⁹² Antedated seniority is a mechanism that allows the granting of a seniority date in a rank which is prior to the date of assumption of the rank on completion of basic military training.

working this should be expressed as a percentage using 37.5 hours as a baseline for whole time working (e.g. if an applicant worked part time at 24 hours/week for x 12 months, this would equate to 64% of 12 months = 7.68 months).

Topic	Doctors (pre-trg)	Doctors (in trg + CCT)	Dentists	Nurses	AHPs ⁹³	Vets	Non-PQO
Antedate seniority for previous civilian employment	None	100% post CCT; 75% within specialist trg; 50% other medical trg. Rank = maximum 13 years. Pay = no limit.	100% as IP; 75% within trg; 50% other dental trg. Rank = up to 3 years. Pay = no limit.	Pay and seniority 100% first 2 years then 50% for next 6 years (maximum 5 years).	Pay and seniority = 100% post-reg, up to max 5yrs	No seniority for rank. Pay only. 100% post-reg, up to maximum 4 years.	Pay and seniority = up to 2 years for soldier service.

96. **Acting Rank.** See RLFR Pt 1, Ch 4, Sect 4.

97. **Previous Service.** Professionally Qualified Officers who have served as officers on full pay whilst holding regular⁹⁴, special regular or short service commissions in the Royal Navy, Royal Marines, Army, Royal Air Force or regular forces of a Commonwealth country may be appointed in the rank for which they are qualified by length of service.

- a. No officer is to be appointed without appropriate checks being made with the relevant personnel branch.
- b. An officer with previous service, who cannot be accepted in their substantive rank, may be accepted in a lower rank.
- c. On joining the Army Reserve, Regular Reserve officers require at least one OF4 Appraisal Reports (AR) within Reserve service to count as one of their 5 required ARs for promotion to OF5 (Command and Staff).

98. **Tenure.** See RLFR Pt 1, Ch 4 Sects 5 and 6.

99. **Appointments and Promotion.**

- a. All personnel must submit a Assignment Preference Proforma (APP) for appointments whether for promotion or not. This must be accompanied with an in date military CV and include evidence of clinical currency.
- b. The responsibility for CM for all junior Captains and below lies with the CO of the employing unit. All senior Captains⁹⁵ and above are career managed at APC⁹⁶.

⁹³ AHPs are physiotherapists, radiographers, environmental health officer and pharmacists. There is no officer liability for biomedical scientists or operating department practitioners in the AMS Reserve.

⁹⁴ All regular type commissions (e.g. Short service, Intermediate regular, Medium etc).

⁹⁵ Senior Captains are defined as those SP with 5 ARs in substantive rank.

⁹⁶ CM Handbook, Part 3, 03.13. v1.4.

- c. All officers who are seeking promotion must complete the requisite education and training requirements as detailed in the CM Handbook and/or OCDH. See also para 01.04.370- 01.04.372.
- d. Less those on time promotion, all PQOs will promote into establishment vacancy only and will be selected and appointed on an appropriate board.
- e. To be eligible for promotion, all personnel require a recommendation in their current appraisal report (AR) and an in date criminal records check from the appropriate region⁹⁷. RAVC officers do not require a DBS check⁹⁸.

Royal Army Medical Corps (RAMC) Medical Officers.

100. **Commission and Engagement Length.** Medical Officers who join the AMS Reserve will serve on a Medical and Dental Officer Commission (MDOC) to NRA. This should be recorded under Contract Start Reason on JPA⁹⁹.

101. **Qualifications and Appointments.**

- a. Candidates for first appointment as Medical Officers are to be fully registered medical practitioners with the General Medical Council (GMC) under the Medical Acts in force in the United Kingdom at the time of appointment.
- b. Qualified doctors who are not fully registered¹⁰⁰ under the Medical Acts in force, and senior medical students in their last 2 years at medical school, may be commissioned into the RAMC. Following completion of Phase 1 training these officers should be held in Phase 2 training PID until fully registered.
- (1) Senior medical students (year 4 and 5) selected for appointment to such commissions are to be appointed in the rank of Second Lieutenant (non-medical) (on probation) on completion of Phase 1 training. On provisional registration with the GMC these officers are to be promoted to Lieutenant from the date of their provisional registration.
 - (2) Provisionally registered medical practitioners (PRMP) selected for appointment to such commissions are to be appointed in the rank of Lieutenant (PRMP). When these PRMP become fully registered they are to be transferred to a medical commission (MDOC) with effect from the date of full registration with the General Medical Council (GMC) and be promoted to Captain. These officers are to be held in Phase 3 training PIDs until they CCT. Applications for such transfer are to be submitted on AFE 535 through the appropriate chain of command to APC AMS CM Br.
 - (3) PRMP and senior medical students are only to be commissioned into AMS Reserve units. Until such time as they become fully registered as medical practitioners they are not to be employed in medical units on duties which may in any way contravene the Medical Acts currently in force.
 - (4) Where there are no vacancies for Medical Officers in the establishment of Army Reserve medical units, PRMP and senior medical students may be granted non-

⁹⁷ A criminal records check is required from the country that an officer is working in. These are Disclosure and Barring Service in England and Wales; Disclosure Scotland in Scotland and AccessNI in Northern Ireland.

⁹⁸ Unless an RAVC officer fills a specific post at E2 which requires DBS check.

⁹⁹ The Army Engagement Calculator will provide the necessary information for correct JPA completion.

¹⁰⁰ Medical officers are provisionally registered on qualification until completion of Foundation Year 1.

medical commissions supernumerary to the establishment of Medical Officers, provided the overall AMS Reserve establishment of Medical Officers is under implemented by the number of such supernumerary officers.

(5) No antedate for seniority for service as a PRMP and non-Medical Officer can be granted to fully registered doctors granted Medical Officer commissions under this regulation.

102. **Accreditation.**

- a. Reserve Medical Officers who qualify in or are already qualified in a Secondary Health Care (SHC) specialty required by the AMS Reserve and are on the GMC specialist register should apply for Accreditation as a Reserve Consultant when all eligibility criteria are met¹⁰¹. This will ensure they are afforded the rank and pay commensurate with their professional status and in line with regular colleagues.
- b. Officers who are on the GMC Specialist register through their civilian employment can be employed in their consultant role in accordance with their scope of practice whether they are accredited as a Reserve Consultant or not.
- c. Medical Officers entering General Practice gain General Medical Practitioner (GMP) Accreditation on receipt of a Certificate of Completion of Training (CCT).

103. **Rank on First Appointment.**

- a. First appointment as a Medical Officer is to be made in the rank of Capt (OF2) on the date of successful completion of Foundation Year One and full registration with the GMC.
- b. The maximum substantive rank on commission for DE Medical Officers who are fully qualified independent practitioners without previous military service is Maj (OF3)¹⁰².

104. **Promotion¹⁰³.**

- a. **Major (OF2 to OF3).** Promotion to substantive Maj (OF3) will be dependent on:
 - (1) Grading above the quality line for promotion.
 - (2) Recommendation in the current AR.
 - (3) For those who commissioned prior to 1 Sep 15, 5 years seniority in rank of OF2 (acting and substantive).
 - (4) For those who commissioned after 1 Sept 15, successful completion of ST3/GPSTr3 in a speciality with workforce requirement in the AMS Reserve or achievement of Certificate of Completion of Training (CCT) as a General Practitioner (GP) is required.
 - (5) Selection for promotion on an appropriate board.
- b. **Lt Col (OF3 to OF4) (General Medical Practitioner).** Promotion to substantive Lieutenant Colonel (OF4) will be dependent on:

¹⁰¹ 2017DIN01-130 Application for Appointment as a Consultant in the Army Medical Services (AMS) Reserve.

¹⁰² Dependent on antedate seniority.

¹⁰³ For further information please refer to [CM Handbook](#).

- (1) Grading above the quality line for promotion.
- (2) Recommendation in the the current AR
- (3) Minimum 5 ARs as substantive OF3.
- (4) More than 3 years to serve to NRA on assumption of the appointment.
- (5) Selection for promotion on an appropriate board

c. **Lt Col (OF3 to OF 4) SHC Consultants**¹⁰⁴. Promotion to substantive Lt Col will be dependent on:

- (1) Completion of Annex A Application for Consultant Accreditation (see 2017DIN01-130)¹⁰⁵.
- (2) Recommendation in the current AR.
- (3) Minimum 5 ARs as substantive OF3.
- (4) Selection and promotion at SHC Consultant Accreditation Board¹⁰⁶.

d. **Col (OF4 to OF5)**. Medical Officers eligible for promotion to Col (Command and Staff) will be graded along with all other eligible officers and will follow the promotion rules covered by the main body of these regulations¹⁰⁷. All eligible officers must have a minimum of 1 annual report from a command or staff appointment as a Lt Col that includes a recommendation for promotion to Col¹⁰⁸.

e. Col (OF4-5) Medical Officers are eligible to apply for promotion to clinical OF 5 positions.

Promotion to substantive Col will be dependent on:

- (1) Grading above the quality line for promotion.
- (2) Recommendation in the current AR.
- (3) 5 ARs as a substantive Lieutenant Colonel¹⁰⁹.
- (4) More than 3 years to serve to NRA on assumption of the appointment
- (5) Selection for promotion on an appropriate board.

105 - 109. Reserved.

¹⁰⁴ SHC Consultants include Occupational Medicine and Public Health consultants.

¹⁰⁵ 2017DIN01-130 Application for Appointment as a Consultant in the Army Medical Services (AMS) Reserve.

¹⁰⁶ Qualified consultants who are selected to fill an OF4 consultant appointment OF4-OF5 liability at board but who do not have 5 ARs at OF3 will be awarded acting Lt Col subject to Pers Pol (A) approval. A minimum of 2 ARs is required at substantive OF3.

¹⁰⁷ Requirements for OF5 command or staff appointments is found at Pt 1, Ch 4, Sect 6 paras 01.04.501 – 01.04.520.

¹⁰⁸ AGAI 35.

¹⁰⁹ See para 01.04.502e.

RAMC Allied Health Professionals (AHP) Officers

110. **Commission and Engagement Length.** AHP officers will serve on an Army Reserve Gp A commission.

111. **First appointment.** Suitable applicants as radiographers, pharmacists, physiotherapists or environmental health officers are normally to be appointed in the rank of 2Lt plus antedated seniority as per para 95).

112. **Promotion.**

- a. **Lt (OF1).** Promotion to substantive Lt will be dependent on:
 - (1) 1 AR as a substantive 2Lt.
 - (2) Recommendation in the current AR.
- b. **Capt (OF2).** Promotion to substantive Captain will be dependent on:
 - (1) 2 ARs as a substantive Lt.
 - (2) Recommendation in the current AR.
- c. **Maj (OF3).** Promotion to substantive Major will be dependent on:
 - (1) Grading above the quality line for promotion.
 - (2) Recommendation in the current AR.
 - (3) Minimum 5 ARs as a substantive Capt.
 - (4) More than 3 years to serve to NRA on assumption of the appointment.
 - (5) Selection for promotion on an appropriate board.
- d. **Lt Col (OF4).** Promotion to substantive Lt Col (OF4) will be dependent on:
 - (1) Grading above the quality line for promotion.
 - (2) Recommendation in the current AR.
 - (3) Minimum 5 AR's as substantive OF3.
 - (4) More than 3 years to serve to NRA on assumption of the appointment.
 - (5) Selection for promotion on an appropriate board
- e. **Col (OF5).** AHP Officers eligible for promotion to Col (Command and Staff) will be graded along with all other eligible officers and will follow the promotion rules covered by the main body of these regulations (see also para 104d). All eligible officers must have a minimum of 1 report from a command or staff appointment as a Lt Col that includes a recommendation for promotion to Col.

113 - 118. Reserved.

RAMC Medical Support Officers.

119. MSOs are covered by the main body of these regulations.

Royal Army Veterinary Corps.

120. **Commission and Engagement Length.** RAVC officers will serve on an Army Reserve Group A commission to NRA.

121. **Qualifications.** To commission as a Veterinary Officer in the Army Reserve, a candidate must be a fully registered members of the Royal College of Veterinary Surgeons.

122. **Rank on First Appointment.** Veterinary Officers will commission in the rank of Captain for pay purposes, but must complete a probationary period as a Lt (1 year or in accordance with Regular Veterinary Officer ToS). Within this period the Professional Development Phase must be completed if not done so prior to commissioning.

123. **Promotion.** All RAVC officers in rank of Capt, Maj and Lt Col are required to complete the necessary promotion qualifications as per para 01.04.370 – 01.04.372 from Capt to Lt Col in addition to the requirements listed below.

a. **Maj (OF3).** Promotion to substantive Major will be dependent on:

- (1) Grading above the quality line.
- (2) Recommendation in the current AR.
- (3) Minimum of 5 ARs as a substantive Captain.
- (4) More than 3 years to serve to NRA on assumption of the appointment.
- (5) Selection for promotion on an appropriate board.

b. **Lt Col (OF4).** Promotion to substantive Lt Col will be dependent on:

- (1) Grading above the quality line
- (2) Recommendation in the current AR.
- (3) Minimum of 5 ARs as a substantive Major.
- (3) More than 3 years to serve to NRA on assumption of the appointment.
- (4) Selection for promotion on an appropriate board.

c. **Col (OF5).** Veterinary Officers eligible for promotion to Col (Command and Staff) will be graded along with all other eligible officers and will follow the promotion rules covered by the main body of these regulations (see also para 104d). All eligible officers must have a minimum of 1 report from a command or staff appointment as a Lt Col that includes a recommendation for promotion to Col.

124 - 129. Reserved.

Royal Army Dental Corps.

130. **Commission and Engagement Length.** Qualified Dental Officers who join the AMS Reserve will serve on a Medical and Dental Officer Commission (MDOC) to NRA. This should be recorded under Contract Start Reason on JPA¹¹⁰.

131. **Accreditation.** Dental Officers will receive Accreditation as a General Dental Practitioner (GDP) when fully registered with the General Dental Council and confirmation they have successfully completed Dental Foundation Training.

132. **Qualifications.** Candidates for first appointment as Dental Officers are to be fully registered¹¹¹ under the in Dentists' Act in force in the United Kingdom at the time of application.

133. **Probation.** Senior dental students in their last 2 years' of training may be commissioned into the RADC on probation. They are only to be commissioned into AMS Reserve units with Dental Officer liability workforce requirement. Until such time as they become fully registered as dentists they are not to be employed on duties which in any way contravene the Dentists' Act and its associated Orders in force at the time.

134. Rank on First Appointment.

a. First appointment as a Dental Officer after commissioning is to be made in the rank of substantive Capt on completion of dental foundation training and registration with the General Dental Council (GDC).

b. Senior dental students are to be commissioned in the rank of 2Lt (non-dental¹¹²) on probation. On qualification as a dentist and while they are still Foundation dental trainees, these officers are eligible, subject to recommendation by the officer commanding the unit, for promotion to Lt from the date of their qualification and their probationary period will then end. Further advancement after full registration will be as in sub-Para a above.

135. Promotion.

a. **Maj (OF3).** Promotion to substantive Maj will be dependent on:

- (1) Grading above the quality.¹¹³
- (2) Recommendation in the current AR.
- (3) Minimum 5 ARs as substantive OF2.
- (4) More than 3 years to serve to NRA on assumption of the appointment
- (5) Selection for promotion on an appropriate board.

b. **Lt Col (OF4).** Promotion to substantive Lt Col (OF4) will be dependent on:

- (1) Grading above the quality.
- (2) Recommendation in the current AR.

¹¹⁰ The Army Engagement Calculator will provide the necessary information for correct JPA completion.

¹¹¹ Dental Officers are registered with the General Dental Council.

¹¹² Dental trainees are not eligible for the MDOC pay spine until fully registered with the GDC.

¹¹³ Dental Officers, selected to fill Majors' appointments before they have completed the necessary service may be granted acting rank.

- (3) Minimum 5 ARs as substantive OF3.
- (4) More than 3 years to serve to NRA on assumption of the appointment.
- (5) Selection for promotion on an appropriate board.

c. **Col (OF5).** Dental Officers eligible for promotion to Col (Command and Staff) will be graded along with all other eligible officers and will follow the promotion rules covered by the main body of these regulations (see also para 104d). All eligible officers must have a minimum of 1 report from a command or staff appointment as a Lt Col that includes a recommendation for promotion to Col.

136. Dental Officers that subsequently qualify as a consultant in Oral and Maxillofacial Surgery (OMFS) are required to transfer to the RAMC.

137 – 139. Reserved.

Queen Alexandra's Royal Army Nursing Corps.

140. **Commission and Engagement Length.** Nursing Officers who join the AMS Reserve will serve on an Army Reserve Nursing Officer Commission (NOC – Army Reserve) to NRA. This should be recorded under Contract Start reason on JPA¹¹⁴.

141. **Qualifications and Appointment.** A candidate for first appointment should be a nurse registered with the Nursing and Midwifery Council (NMC) for a minimum of 2 years. On commissioning from RMAS, all nursing officers will be given appropriate rank reflecting their professional seniority as per para 095. Any antedated seniority for the purpose of qualifying for increments in pay will count from the date of joining. Maximum rank will be OF 2 with 2 years seniority in accordance with para 095.

142. **Rank on First Appointment.** Candidates with 2 or more years' post qualification experience may be appointed in the minimum rank of Lieutenant. Candidates with previous service as Nursing Officers on full pay, who are appointed in appropriate vacancies, may be appointed in their substantive rank, or in a substantive rank one lower than the highest temporary rank below Lt Col which they have held.

143. **Promotion**¹¹⁵. Nursing officers need to be clinically qualified and clinically current to take up or promote into a PID. An in date Defence Operational Nursing Competency (DONC) minimum Level 2 completion must be recorded on JPA prior to a Nursing Officer being considered for promotion to a nursing PID.

- a. **Capt (OF2).** Promotion to the rank of substantive Capt will be dependent on:
 - (1) Minimum 4 years seniority as a Lt including antedated seniority.
 - (2) Recommendation in the current AR.
- b. **Maj (OF3).** Promotion to substantive Major will be dependent on:
 - (1) Grading above the quality line for promotion at board.

¹¹⁴ The Army Engagement Calculator will provide the necessary information for correct JPA completion.

¹¹⁵ For further information please refer to [CM Handbook](#)

- (2) Recommendation in the current AR.
 - (3) Minimum 5 ARs as substantive Capt.
 - (4) More than 3 years to serve to NRA on assumption of the appointment.
 - (5) Selection for promotion on an appropriate board.
- c. **Lt Col (OF4).** Promotion to substantive Lt Col¹¹⁶ will be dependent on:
- (1) Grading above the quality line for promotion¹¹⁷.
 - (2) Recommendation in the current AR.
 - (3) Minimum 5 ARs as substantive OF3.
 - (4) More than 3 years to serve to NRA on assumption of the appointment.
 - (5) Selection for promotion on an appropriate board.
- d. **Col (OF5).** Nursing Officers eligible for promotion to Col (Command and Staff) will be graded along with all other eligible officers and will follow the promotion rules covered by the main body of these regulations (see para 104d). All eligible officers must have a minimum of 1 report from a command or staff appointment as a Lt Col that includes a recommendation for promotion to Col.
- e. Promotion to Col (Clinical) will be dependent on:
- (1) Grading above the quality line for promotion.
 - (2) Recommendation in the current AR.
 - (3) Minimum 5 ARs as a substantive Lt Col.
 - (4) More than 3 years to serve to NRA on assumption of the appointment.
 - (5) Selection for promotion on an appropriate board.

144 - 149. Reserved.

Corps of Royal Electrical and Mechanical Engineers (REME).

150. **Qualifications.** Candidates for first appointment should have one of the following qualifications:

- a. Previous full time commissioned service in the REME.
- b. A degree in engineering or related discipline.
- c. Corporate membership of an engineering institution or society.

¹¹⁶ Selection of QARANC Reserve Lt Col is carried out by AMS No 1 Board.

¹¹⁷ Pink List (Reserve).

- d. Undertaking a course of study or practical experience leading to the achievement of b. and c. above to the satisfaction of the senior REME officer of the Div concerned.
- e. Have held:
 - (1) The substantive rank of Warrant Officer in REME in the Regular Army or Army Reserve and be unconditionally recommended for a commission in their last SJAR.
 - (2) The substantive rank of Warrant Officer in REME and obtained a commission in another Arm or Service.
- f. Such qualities, qualifications or experience as are deemed by Col REME Army Reserve to be acceptable for commissioned service in the REME Reserve. These will normally be in an engineering or scientific discipline or be of a technical management nature but could include allied subjects if the intellectual and leadership qualities of the candidate were strong.

151 - 159. Reserved.

Adjutant General's Corps (Staff and Personnel Support).

160. Candidates for first appointment are to be approved by AH Pers Admin Cap or nominated representative. They should have one of the following qualifications:

- a. Previous full time service as an officer in the AGC(SPS).
- b. Associateship of the Institute of Chartered Accountants, the Chartered Institute of Management Accountants, the Chartered Institute of Personnel Development, the Society of Incorporated Accountants and Auditors or the Association of Certified and Corporate Accountants.
- c. A degree in commerce, economics, human resources practice or accountancy.
- d. Human resources, accountancy or other similar qualifications which will be considered on their merits on the basis of the examinations passed.

161 – 169. Reserved.

Adjutant General's Corps (Provost).

170. Special Investigation Branch.

- a. Candidates are only to be considered who:
 - (1) Have had previous service within RMP SIB or formers of the RNP, RMP or RAFP who have completed the Serious Crime Investigators Course (SCIC).
 - (2) Are career Home Office Police Force (HOPF) Investigators with specialist investigational skills.
 - (3) Individuals from other investigative employments who can demonstrate specialist criminal investigation continual professional development and experience.
- b. The first appointment is to be normally made in the rank of Capt.

171 – 179. Reserved.

Adjutant General's Corps (Military Provost Staff).

180. The first appointment is to be normally made in the rank of Capt. Candidates are only to be considered who:

- a. Have had previous service within the MPS or RMP.
- b. Can demonstrate current occupational competence as a Prison/Detention or Custody Officer or possess previous experience in civil or military custodial/detention role.

181 – 189. Reserved.

Adjutant General's Corps (Educational and Training Services).

190. Eligibility.

- a. Applications for officer appointments in AGC (ETS) Reserve are considered from graduates with current or former commissioned service.
- b. Applications for officer appointments in AGC (ETS) Reserve are also considered from graduates with current or former non-commissioned service. Such applicants must also have been recommended for a commission in their latest SJAR.
- c. Applications from Direct-Entrants (DE) for officer appointments in AGC (ETS) Reserve will be considered assuming they complete the Reserve Officer Selection process with the National Recruiting Centre (NRC).
- d. Applications for Warrant Officer (WO) appointments in AGC (ETS) Reserve are considered from WOs with a background in Training Evaluation.
- e. Final acceptance authority for all applications sits with the ETS Head of Profession (HoP) or a nominated OF5.

191. Qualifications.

- a. Officer applicants must have a Hons level degree.
- b. Officer applicants should have a PGCE or be in the final year of completing their PGCE. Primary school PGCEs will only be accepted if the individual has experience of teaching adults. QTS or QTLS is desirable. A Level 5 Certificate in Education will also be considered.
- c. Applications from former officers without a PGCE will be considered if the individual has a background in training/coaching. They will be required to complete a Level 5 Certificate in Education in their first year in post.
- d. Applications at Maj rank should hold a relevant Masters level qualification in order to be employed as a Learning Development Advisor (LDA) or Senior Instructor (SI).
- e. Applications from individuals teaching in the private sector without a PGCE will also be considered. They will be required to complete a Level 5 Certificate in Education in their first year in post.

- f. Applications from WOs should have a background in Training Evaluation. A qualification in Defence Train the Trainer (DTTT) is desirable.

192. Selection Procedures.

- a. Serving Regular ETS officers leaving the branch and former Regular ETS officers within 6 years of leaving will be interviewed by the HoP or a nominated OF5. Officers who have been out of the Army longer than 1 year will be required to apply through the NRC for medical clearance/security checks. Officers who have left within 1 year will be required to complete the application paperwork which will be sent directly to APC AGC CM Br.
- b. Candidates with current or former non-commissioned service (Sgt and above) must have a recommendation for commissioning in their latest SJAR. They will be required to visit an Army Education Centre (AEC) for an observation and interview with the OC. They will subsequently be interviewed by Commander (Comd) ETS North/South for a recommendation prior to being interviewed by the HoP or nominated OF5. Once selected, the candidate's paperwork will be sent to AOSB to be loaded onto the Senior Soldier Entry (SSE) Officer Selection Board.
- c. Reserve officers requesting to transfer to the ETS will be required to visit an AEC for an observation and interview with the OC. They will subsequently be interviewed by CO ETS North/South for a recommendation prior to being interviewed by the HoP or nominated OF5.
- d. Ex-serving officers who have been out longer than 6 years should apply to join the Army Reserve through the NRC. Concurrently they will be required to visit an AEC for an observation and interview with the OC. They will subsequently be interviewed by CO ETS North/South for a recommendation prior to being interviewed by the HoP or nominated OF5. Their application will then go to the AOSB Transfer board before being appointed by APC.
- e. DE candidates will apply through the NRC. They will follow the Army Reserve Officer Selection process. Once they have passed Army Officer Briefing they will be required to visit an AEC for an observation and interview with the OC. On passing AOSB Main Board they will be interviewed by Comd ETS North/South for a recommendation. They will then be interviewed by the HoP or nominated OF5 after MOD B of the Reserve Commissioning Course. Candidates with previous service in the rank of LCpl and below will also follow this process.
- f. WO candidates will have an interview with an appointed ETS OF4.
- g. The HoP or nominated OF5 may offer a candidate a place in the branch on a probationary period. The individual will have one year on probation and if they do not fulfil the requirements they will have to find an alternative cap-badge.
- h. The HoP or nominated OF5 can offer a place in the branch at a lower rank. This is due to limited posts at Maj and above and also links to requisite qualifications.
- i. All ETS Reserve queries should be emailed to AGCRHQ-Pers-ETS-Reserves-SO3@mod.uk.

193 – 199. Reserved.

Adjutant General's Corps (Army Legal Services).

200. **Qualifications.** Candidates for first appointment must be qualified and hold a current practicing certificate as:

- a. Barristers or solicitors of England and Wales, or of Northern Ireland, or
- b. Advocates or solicitors of Scotland.

201. **Selection.** Candidates will be considered by an AGC (ALS) selection board convened by the senior AGC(ALS) officer at Army HQ, and consisting of an AGC(ALS) officer of the rank of Colonel or above as president, and two other officers.

202. Rank on First Appointment.

- a. First appointment as AGC(ALS) officers is to be made in the rank of Captain.
- b. Candidates who have served as legally qualified officers on full pay whilst holding a Regular, Special Regular or Short Service Commission in the Army Legal Corps or AGC(ALS) may be appointed in the rank (not above Major), and granted the seniority for which they are qualified by such previous service.
- c. Former Regular ALS Lieutenant Colonels may be considered by exception.

203. **Initial Training.** On first appointment, candidates with no previous commissioned service in the Regular or Reserve Forces are to attend an AGC Young Officers course at AGC CRHQ and obtain a satisfactory report during their first year.

204 – 209. Reserved.

Small Arms School Corps.**210. Eligibility.**

- a. Candidates for first appointment to the Army HQ SASC(R) Pool should normally have had previous full time service as an officer in the SASC. Exceptionally, a former SASC WO1 may be considered for an SASC(R) commission providing they have gained the necessary recommendations for a commission during their service.
- b. All candidates for an SASC(R) commission are to be initially screened and recommended for an appointment by HQ SASC. Ex-Regular WO1s seeking an SASC(R) commission are to be considered and recommended by an SASC board before any further action is taken.
- c. In the event that an SASC(R) officer's professional competence or abilities in weapons training and/or range management instruction and supervision are in doubt, their technical abilities and competence are to be reviewed by HQ SASC, notwithstanding any other disciplinary or administrative action which might be considered necessary. In the event that an officer is found to be unsuitable to exercise their functions as an SASC officer, they may apply to transfer to another Arm or Service or voluntarily retire or resign.

211 - 219. Reserved.

Intelligence Corps.

220. Officers joining the Intelligence Corps Reserves must do so via a Reserve Military Intelligence (MI) unit¹¹⁸. Unless explicit authority is granted by the Corps Colonel Intelligence Corps, non-MI units are not permitted to appoint officers to the Intelligence Corps. Prior to their first appointment, Intelligence Corps Reserve officers must have passed Special to Arm (StA) selection for the relevant MI unit, be capable of securing Developed Vetting (DV) as a minimum and be qualified in one of the following ways:

- a. Have previous full time service as an Intelligence Corps officer and have completed StA training appropriate to the officer's rank.
- c. Successfully completed the Regular or Reserve Officer Military Intelligence (OfMI) course (appropriate to employment and TCoS) within 24 months of the later of joining the Intelligence Corps Reserves or completing the appropriate Commissioning Course.
- c. Officers who do not complete the appropriate OfMI training within the timeframe set and/or cannot secure DV, will be required to transfer out of the Intelligence Corps or retire/resign from the Army Reserves.

221 – 229. Reserved.

Specialist Group Military Intelligence.

230. The Specialist Group Military Intelligence (SGM) is a National unit under command of 1 Intelligence, Surveillance and Reconnaissance Brigade (1 ISR Bde) which provide a pool of E2 and E1 Intelligence Corps staff-trained and vetted Reserve officers and Warrant Officers (a mix of Group A and Specialist Reserve Officers (SRO) & WOs (SRWO)) who are subject matter experts in scientific, technical, human domain and regional and thematic areas of high value to Defence Intelligence. Specialist Terms and Conditions of Service apply in accordance with Chapter 2, Annex D.

231. **Eligibility.** SGMI recruits personnel primarily for their academic, scientific and/or professional skills gained from fulltime civilian (or occasionally military) employment or academic immersion in their specialist fields. Candidates will ordinarily be expected to have progressed beyond Masters Degrees (ie to PhD) and/or have secured national prominence professionally, and be Members/Fellows of the academic or professional bodies relevant to their specialisation.

232 - 239. Reserved.

Land Information Assurance Group

240. The Land Information Assurance Group (LIAG) is a National unit consisting of experts in the field of Information Technology and information systems engineering as defined in Para 261.

241. **Eligibility.** Candidates should be practicing professionals in this field and have obtained one of the following professional qualifications or be able to demonstrate full practicing experience and capability in the relevant field:

- a. Member of BCS, IEE or other professional body that entitles a member to be designated 'C Eng'.

¹¹⁸ 3 MI Bn, 5 MI Bn, 6 MI Bn, 7 MI Bn, JSSU(V) or SGMI.

- b. Master's degree in a relevant subject, eg information systems, information security, information warfare, or an equivalent military qualification, eg 'ais' or 'dis'.
- c. First degree in a relevant subject as shown above, plus experience of system administration/management.

242 - 249. Reserved.

254 (Specialist Group Information Systems) Signal Squadron.

250. 254(SGIS) Sig Sqn is a National unit consisting of experts in Field Communications, associated encryption, engineering management and network and project planning; with an understanding of the Information Technology components used, as defined in Para 152.

251. **Eligibility.** Candidates should be practicing professionals in the fields outlined in Para 151. The group is split into two distinct proficiencies, Communications and IT; as such individuals must have obtained the following professional qualifications, or be able to demonstrate full practicing experience and capability, in the relevant field:

- a. Communications.
 - (1) Be a qualified F of S (IS) Regular.
 - (2) Honours Degree biased towards engineering and mathematics.
- b. Information Technology.
 - (1) Be a qualified IS Sup, Regular or Army Reserve.
 - (2) Honours Degree biased towards IT, engineering and mathematics.

252 - 259. Reserved.

LIAG and 254(SGIS) Sig Sqn

260. Selection Boards.

- a. All officer candidates for 254(SGIS) Sig Sqn, regardless of whether or not they have former service in the ranks or as a commissioned officer or already hold a commission in another Army Reserve unit, are to attend an initial selection board convened by Comd CRHQ R SIGNALS.
- b. All officer candidates for LIAG regardless of whether or not they have former service in the ranks or as a commissioned officer or already hold a commission in another Army Reserve unit, are to attend the Joint Cyber Reserve Selection Board (JCRSB) convened by Joint Forces Cyber Group (JFCyG).
- c. Each board will recommend selected commissioned officers for appointment in their relevant unit and potential officer candidates for Specialist Officer AOSB.

261. All officers commissioned and appointed to LIAG and 254(SGIS) Sig Sqn will be appointed in the rank of Captain in the R SIGNALS. Officers transferring from another part of the Army retain their substantive rank.

262 – 269. Reserved.

The General List Army Reserve

270. The General List Army Reserve is the officer component of the General Service Corps (GSC). Unless granted permission to wear another capbadge, officers wear the GSC capbadge. It comprises:

a. **Section A.**

- (1) Officers in extra-regimental employment (such as Honorary Colonels). These officers are to report themselves in writing annually on 1 April each year to the appropriate CM Br.
- (2) Officers serving with the Army Reserve SAS who do not have another cap badge.
- (3) Specialist Reserve Officers who do not have another cap badge.
- (4) Probationary officers commissioned in UOTCs who have not yet joined another cap badge.
- (5) This section does not apply to CCF or ACF officers, who are dealt with under Cadet Force regulations.

b. **Section B.** This is now an obsolete. No new General List Army Reserve Section B Commissions will be issued. Officers are employed solely on duty with the CCF or ACF. These officers are administered and paid under CCF or ACF regulations.

271 – 279. Reserved.

University Officer Training Corps.

280. **Commissions in the UOTC.** Officer Cadets granted a commission while serving in the UOTC, or who are granted a commission for service in the Special Subaltern's Pool, will normally be appointed to the General List. Such officers will commission as Gp A Army Reserve officers.

281. **Transfers.** An officer who joins another university may:

- a. Be assigned to the new contingent provided there is a vacancy and with the consent of the CO.
- b. Be attached temporarily to the new contingent.
- c. Transfer to an Army Reserve unit other than a UOTC contingent subject to the normal rules.
- d. Transfer to RARO or retire or resign as appropriate.

The appropriate application is to be made in accordance with Paras 01.04.102 or 01.04.103.

282 - 289. Reserved.

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ANNEX B TO CHAPTER 4**GROUP B OFFICERS
SPECIAL TERMS AND CONDITIONS OF SERVICE****University Officer Training Corps.**

1. **Officer Cadets.** UOTC Officer Cadets are not Commissioned Officers. They serve on modified soldier Terms of Service¹¹⁹.

2. **Officers Commissioned into OTC units.** Officers newly commissioned into OTC units will commission on Gp A Terms of Service¹²⁰. Army Reserve Officers on the strength of OTC units remain on their existing Commission.

3 – 9. Reserved.

¹¹⁹ RLFR Pt 1, Ch 5, Annex B.

¹²⁰ RLFR Pt 1, Ch 4, Annex A.

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ANNEX C TO CHAPTER 4**GROUP C - SPONSORED RESERVE OFFICERS
SPECIAL TERMS AND CONDITIONS OF SERVICE****Reference**

1. RLFR Annex J/1.

General

2. The instructions contained elsewhere in these regulations for Group A officers apply equally to Group C officers except where they are over-ruled by specific instructions¹²¹, or special terms and conditions of service specified in the Employee's Agreement due to conditions laid down in the MOD Arrangement and the Employer's Consent Form. Officers will normally be administered by CRHQs.
3. **Age Limits.** See Para 15 of Annex J/1.
4. **Medical Standards.** See Para 16 of Annex J/1.
5. **Educational Standards.** All applicants must be suitably qualified and experienced for the role they are required to fulfil. The MOD sponsor may specify minimum qualifications for particular roles in the arrangement with the principal employer. Any special qualifications are to be included in the Employee Agreement.
6. **Residence.** See Para 17 of Annex J/1.
7. **Appointment.**
 - a. Sponsored Reserve potential officers are eligible for direct appointment subject to obtaining SC clearance. Regulations governing rank on appointment are in Para 18 of Annex J/1. The APC CM Ops (Offr Sec) is to inform the employer in writing when an officer candidate has been granted a commission.
 - b. The recruiting unit is to inform the APC CM Ops (Offr Sec) if a candidate is rejected for any reason or fails to be commissioned or attested as a potential officer by the date shown in the Employee Agreement. APC CM Ops (Offr Sec) is to inform the employer in writing if any of these events occur.
 - c. If a potential Sponsored Reserve officer has been attested as a soldier prior to commissioning, and is found unsuitable for a commission, they may be employed as a Gp C soldier or are to be discharged¹²².
8. **Provisional Commission (Sponsored Reserves (SR)).**
 - a. Exceptionally, a potential Sponsored Reservist will seek a commission before their Employee Agreement has been finalized. Such instances will occur before detailed negotiations between the principal employer and the MOD sponsor have been completed, but an Employer's Consent Form has been issued¹²³.

¹²¹ RLFR 01.01.057 – 073; Annex J/1; Annex A/4.

¹²² RLFR Annex J/1 Para 29.c

¹²³ RLFR Annex J/1 Para 7

b. Provided an Employer's Consent Form has been issued and authorization has been received from the MOD sponsor, the applicant may be processed as an officer and appointed as a Provisional 2Lt (SR) in Group C. Such provisional officers may voluntarily carry out SR training, but until an Employee Agreement has been signed and witnessed, and the date specified on the agreement has been reached, may not have their commission confirmed and are not liable for mobilization¹²⁴.

c. If the commission is confirmed, seniority for pay and rank will be backdated to the day of provisional appointment. Any training carried out during this period may count towards bounty.

9. **Training.** See Para 20 of Annex J/1, and Paras 01.02.034c and 01.02.037.

10. **Promotion.** See Para 19 of Annex J/1.

11. **Transfers.**

a. Within Group C. See Para 39 of Annex J/1.

b. To Group A or B. See Para 40 of Annex J/1.

c. To Group C from Groups A or B. See Paras 18b and 41 of Annex J/1.

12. **Absence Abroad.** See Para 17b of Annex J/1.

13. **Resignation or Retirement.**

a. **Compulsory Resignation or Retirement.** If an officer ceases to be employed by an employer with a Sponsored Reserve commitment, moves to another employment in that firm which does not require a Sponsored Reservist, or receives notice of cessation of liabilities from DMCM, they are to resign or retire¹²⁵. Officers with outstanding liabilities in the Regular Reserve may not resign until those liabilities have been completed. Officers who are suitably qualified may apply to transfer to another part of the Army Reserve.

b. **Voluntary Resignation or Retirement.** An officer seeking to resign or retire before their obligations as a Sponsored Reserve have ceased is to inform their employer of their intentions before submitting their application to resign or retire. If they are self-employed and under contract to provide services as a Sponsored Reserve, they are to inform the person to whom they are under contract. Their letter of application to their Commanding Officer is not required to be submitted more than 3 calendar months before their proposed date of resignation or retirement and is to confirm that they have made their intentions known to their employer, or the person to whom they are under contract. Their employer is to be notified as soon as an application is received.

c. **Action on Resignation or Retirement.** In the event that an officer ceases to have any Sponsored Reserve liabilities for any reason:

(1) Their duties and liabilities, unless they have transferred to Group A or B, shall only be those essential to effect their resignation, retirement or transfer to RARO.

(2) Their employer is to be informed of any such duties associated with the processing of their resignation or retirement which will require them to be absent from

¹²⁴ RLFR 01.01.058

¹²⁵ RLFR Pt 1, Ch 4, Sect 8

their civilian place of work, and of the date on which the officer formally retires, resigns or is transferred from the Sponsored Reserve (see Para 32 of Annex J/1).

(3) Procedures and documentation are to be carried out as laid down in Part 1 Chap 8. Section 8. Additionally, this is to include the return of arms, clothing or equipment which is public property in good order, or the payment for missing items or those items for which damage is not accountable due to fair wear and tear.

(4) In all instances, the APC CM Ops (Offr Sec) is to inform the employer in writing when an officer's resignation, retirement or transfer to RARO is confirmed, or their commission is terminated.

14. **Reckonable Service.** See Paras 42 and 43 of Annex J/1.

15. **Transitional Members.** See Para 44 of Annex J/1.

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APPENDIX 1 TO ANNEX C TO CHAPTER 4**TERMS OF EMPLOYMENT WITH THE NAVY,
ARMY AND AIR FORCE INSTITUTES****General**

1. The instructions contained in RLFR apply equally to all officers employed with NAAFI, except where stated in this Annex.
2. **Liabilities for Call-Out on Permanent Service.** Officers are to have the same call-out liabilities as other officers in the same Army Reserve Group, but are to be called out on permanent service only when required for service with NAAFI.
3. **Residence and Travel Overseas.** Officers who are employees of NAAFI and who proceed overseas as such, may retain their commissions in the Army Reserve irrespective of the period spent overseas provided they remain in the employment of NAAFI.
- 4 – 10. Reserved.

Commissioning**11. Eligibility.**

- a. **Age.** Candidates must be between the ages of 21 and 55 years.
- b. **Medical.** The minimum medical standard is MLD.
- c. **Previous Officer Service.** Candidates are to be eligible for consideration for the grant of direct commissions in RLC if they have previously served as an Officer:
 - (1) On full pay in the armed forces of the Crown (including the Naval, Military and Air Forces of the Commonwealth); or
 - (2) In the Regular Army Reserve of Officers; or
 - (3) In the Army Reserve, TAVR, UDR or R IRISH(HS) (other than for service with the Combined Cadet Force or Army Cadet Force); or
- d. **Previous Soldier Service.** Soldier in RLC who have been recommended by NAAFI for commissioning, are eligible for consideration by attending a RLC Commissioning Interview Board.

12. **Commitment.** Candidates are to be required to give a written undertaking to serve in a military capacity with NAAFI when required at a time of emergency, when not called out under an Army Reserve liability.

13. **Type of Commission.** Officers are to be appointed to Land Forces commissions for service in the specialist RLC.

14. **Application.** Applications are to be made on AFCCO Form 4, accompanied by F/Sy 904, (completed in duplicate) and submitted by NAAFI to HQ RLC.

15 – 19. Reserved

Rank and Promotion

20. Successful candidates are to be appointed in the rank of 2 Lt. They are eligible for substantive promotion to Lt on completion of 2 years' reckonable service in the Army Reserve when not called out, or full paid service¹²⁶.

21. The highest rank for officers is to be Lt.

22. There is to be no substantive promotion above the rank of Lt, but officers called out on a permanent service may be granted acting rank appropriate to the appointment they are required to fill under such rules as may become applicable to the Army as a whole.

23 – 29. Reserved.

Training

30. RLC officers, including those employed overseas, are required to complete MATTs annually. Additional training may be undertaken on a voluntary basis, under arrangements agreed between the Ministry of Defence and NAAFI.

Pay, Allowances and Bounties

31. Officers are to receive no pay, allowances or bounties from Army funds but are to be remunerated by NAAFI in accordance with the terms of employment of that organization.

Removal and Resignation

32. Officers may apply to resign their commissions at any time except during an emergency. Officers are normally to cease to serve in the Army Reserve at 55 years' of age, but in exceptional service circumstances the age limit may be raised.

¹²⁶ JSP 754.

ANNEX D TO CHAPTER 4**GROUP D SPECIALIST RESERVE OFFICERS – SPECIAL TERMS OF SERVICE****Introduction**

1. Group D (Gp D) Terms of Service (ToS) are designed for specialist SPs who do not meet the normal recruiting, employment or retention standards of Gp A SPs. Gp D SPs have a valuable contribution to make to Defence, but it does not require them to complete main-stream military training, fitness standards or training for promotion. They are employed in niche roles and career managed within their professional peer group. Gp D SP remain the command and control responsibility of their 1* commander throughout their service.
2. This Annex details the special ToS which apply to Gp D officers. Where no special ToS exist, Gp A rules apply.

3 – 9. Reserved

Liability

10. All posts must sit on a unit AFC 8005. Gp D posts count towards the overall trained strength of the Army Reserve, unless specifically excluded. Unpaid PIDs will require slightly different establishment action, in order to ensure pay cannot be drawn.

11 – 19. Reserved.

Enlistment

20. Soldier ToS are at RLFR Part 1, Chapter 5, Annex D. 1* commanders may choose to enlist Potential Officers as soldiers pending selection for commissioning and/or security clearance.

21 – 29. Reserved.

Commissioning

30. **Entry Age.** Applicants must be between the ages of 18 and 55.

31. **Waivers.** It is expected Gp D personnel will routinely require waivers of the normal recruiting standards in one or more areas. If there is a requirement to waive any current requirements an AFB 203 is to be raised, detailing the waiver(s) required. The AFB 203 is to be clearly annotated 'GROUP D' in the Job Description box in Section 1; and 'Group D Employment Only' in the text paragraph(s) for each type of waiver sought. The purpose of the AFB 203 is to provide a permanent record of any enlistment that does not meet the usual standards. Such waivers should be processed as rapidly as possible, subject to employers acknowledging and accepting any risk carried.

32. **Medical.** A medical is to be conducted to establish the SP's MES. MLD or MND is no bar to enlistment as Gp D, but AFB 203 (Med) and Appx 9 are to be completed prior to enlistment where the candidate falls below the normal entry and/or employment standard(s).

33. **Security Clearance.** If required, security clearance should be requested after candidates have passed their respective ASBs but before commencing initial training. Where Developed Vetting (DV) is a requirement for the candidate's role, the recruitment and training process and subsequent probationary employment should continue in tandem with the DV assessment which may take several months. Potential officers should not be commissioned when awaiting DV

clearance. If DV is not granted, the probationary engagement is to be terminated¹²⁷ or the SP returned to their previous employment.

34. **Selection.** Candidates for Gp D commissioning may be serving soldiers of any sort, or civilians. 1* formations will select suitable candidates who should be recognised specialists in their field, and sponsor them to the Army Officer Selection Board (AOSB). All candidates must attend the Specialist Selection Board (SSB) at AOSB and be selected as suitable for commissioning.

35. **Transfer In.** Officers who transfer into Gp D from any other part of the Army retain their substantive rank, and should be appointed to a vacancy in that rank. Subsequent career progression is under Gp D rules.

36. **Officer Training.**

a. **Foundation.** On successful selection, commissioning training will be an induction course sanctioned by the employing 1* HQ or Hd of Arm and sanctioned by ARITC.

b. **Special to Arm.** The requirement to conduct post-commissioning Special to Arm training is set by 1* commands, in consultation with the owning capability directorate.

37. **Tenure.** Officers are commissioned for service up to the NRA, subject to appropriate employment being available.

38 – 49. Reserved.

Capbadge

50. The default capbadge for Gp D officers is General Service Corps (GSC) as General List Officers. The sponsoring capabilities and units retain responsibility for the management of their personnel. The sponsoring Capability is to be added after the letters GSC e.g. GSC(INT).

51. Sponsoring capabilities may choose to allow Gp D officers to wear the capability capbadge(s).

52. Officers transferring to Gp D from another part of the Army may retain their existing capbadge with the agreement of the losing and gaining capabilities.

53 – 59. Reserved.

Assignment

60. Gp D officers may only occupy PIDs tagged as Gp D. Gp A personnel may be employed in PIDs tagged Gp D where they are selected on their KSE. As an example, the structure of a Gp D PID would be:

1999999|GP D ARCHAEOLOGIST

61 – 69. Reserved.

Training

70. **Annual Training.** The minimum Annual Training requirement is the completion of MATTs 6 and 7. Workplace Induction Programme (WIP) must be conducted on enlistment and at the

¹²⁷ RLFR 01.05.191.

frequency laid down in unit standing orders. 1* Commands will set the requirement for any other periodic compulsory training and/or assessment requirements linked to the SP's role.

71. **Medical**¹²⁸. All MLD and MND personnel are to have a current Appx 9. In addition, an Appx 26 is to be completed for any activity beyond sedentary office employment or in the event of any doubt.

72 – 79. Reserved.

Pay & Allowances

80. **Pay**¹²⁹. Gp D officers may be in paid or unpaid roles. Job specs must clearly state whether the role is paid or unpaid, the entitlement to allowances, and any RSD limits.

81. **Bounty**. Bounty may be earned by Gp D SP subject to the same rules as Gp A Reserves. Certificate(s) of Efficiency are issued subject to the same rules as Gp A Reserves. Medical exemptions must be recorded in the SP's Appx 9.

82. **Allowances**¹³⁰. Allowances are paid at the same rates and under the same conditions as all other SP. If the role is unpaid, C1 and C2 training must be recorded to ensure correct entitlement to Travel and Subsistence allowances, and to inform Management Information.

83 – 89. Reserved.

Honours and Awards

90. Eligibility for any Honour or Award (including VRSM) follows the rules in JSP 761.

91 – 99. Reserved.

Promotion and Seniority

100. **Seniority**. Gp D rank and seniority is not automatically transferrable to any other part of the Army.

101. **Officer Promotion**. Officers will be commissioned as Lt and promoted using Acting Paid Rank or Local Unpaid Rank only. Officers transferring to Gp D with another substantive rank will retain that rank, but may only progress further in Gp D using Acting Paid Rank or Local Unpaid Rank.

a. **Acting Paid Rank**. Promotion to Acting Paid Rank is regulated by vacancies within each organisation. Officers require a minimum of one report in rank with a recommendation for promotion, to be selected for Acting Paid Rank. Promotion in Rank-Ranged posts is permitted, without reference to Pers Policy (A). For Maj and above, Acting Paid Rank will be ratified by the appropriate promotion board.

b. **Local Unpaid Rank**. Local Unpaid Rank may be granted by the 1* employing HQ as individual tasks dictate. For Maj and above, Local Unpaid Rank will be ratified by the appropriate promotion board.

¹²⁸ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY

¹²⁹ JSP 754.

¹³⁰ JSP 752.

102. **Boarding.** Appointment and promotion boards for Gp D SP will be conducted at 1* formation level.

103 – 109. Reserved.

MS

110. SP in receipt of pay will receive an appraisal report in line with Gp A Reserves. Unpaid SP do not normally receive an appraisal report, but may do so where required for CM purposes.

111 – 119. Reserved.

Mobilisation

120. All Gp D SPs are liable for call-out under RFA 96, Section 52. Gp D SP may volunteer to be liable for call-out under sections 54 and/or 56; and/or under the Defence (Armed Forces) Regulations 1939. Additional call-out liabilities will be approved at the employing 1* HQ when in the interests of the service.

121. On mobilisation, the training requirement is to be determined between the home 1* employing HQ and theatre commander, and delivered at MTMC(I). If MLD or MND, a new Appx 26 is to be raised to cover Pre-Deployment Training (PDT) and deployment.

122 – 129. Reserved.

FTRS

130. Gp D SPs are not normally eligible for FTRS. However, Gp D SPs may be brought into service on FTRS where liability has been specifically created for the purpose or the employing organisation requests a Gp D candidate. As with other Army Reservists, SPs on FTRS will have their Volunteer Reserve Record moved to ARRG 5.

131 – 139. Reserved.

Transfer

140. Gp D SP who transfer to other parts of the Army (Regular or Reserve) must conform to the prevailing entry standards, and must complete training to bring them to the employment standard required. Gaining capability directorates will confirm the individual requirements for phase 1 and 2 training for the new role. Rank and seniority on transfer will be determined by the receiving capability directorate. There is no automatic entitlement to transfer any rank or seniority held as a Gp D Reserve.

141. Gp D SP may transfer to other Gp D employment, subject to acceptance by the receiving 1* formation. Rank and seniority on transfer will form part of the offer from the receiving 1* formation.

142. Gp D SP may transfer to ARRG 1 or 2, sponsored by the employing unit. Gp D SPs are not permitted to transfer to ARRG 3 or 4. Gp D SPs who have no sponsoring unit are to be discharged or retired.

143 – 149. Reserved.

Retirement and Resignation

150. **Procedures.** Retirement and resignation processes, including the non-attendance process, are as Gp A. Discharge paperwork to be clearly annotated 'Army Reserve Group D', to prevent any future Defect in Enlistment Procedure.

151. **Disestablishment.** If a specialism is no longer required, or a post is disestablished, where possible and if in the interests of the Service, the specialist will be assigned to another unit in the same specialist role. If this is not possible, the individual may be assigned into the ARRG until a suitable position is identified.

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ANNEX E TO CHAPTER 4

SENIOR SOLDIER ENTRY

Background.

1. There are no Late Entry (LE) commissions in the Army Reserve. Army Reserve Senior Soldier Entry (SSE) commissioning is Army Reserve Direct Entry (DE) commissioning by a different route that takes account of previous service. Successful candidates could be considered for the full range of officer appointments within their rank, experience and qualifications in competition with their DE peers.
2. There are two endorsed SSE routes open to those eligible Army Reserve soldiers ranked Sgt - WO1; the SSE commissioning route via AOSB, and the SSE (Devolved) (SSE(D)) commissioning route via devolved SSE selection aligned with the Regular LE CAB.
- 3 – 9. Reserved.

Senior Soldier Entry Commission via AOSB:.

Eligibility SSE.

10. **Demand.** There is no restriction on numbers presenting to AOSB for SSE.
11. **Rank.** Army Reserve soldiers ranked Sgt – WO1 may apply for SSE commissioning, subject to other limitations below.
12. **Annual Reports.**
 - a. **Standard Applicants.** Army Reserve SNCOs and WOs may apply for an Army Reserve SSE commission if they have:
 - (1) **Sgts.** A minimum of three annual reports¹³¹ as a substantive Sgt, with a positive recommendation for commissioning in the current appraisal¹³². SP who do not have three annual reports in rank but who have a current recommendation for commissioning may follow the DE route¹³³.
 - (2) **SSgts and WOs.** A positive recommendation for commissioning in the latest current annual report¹³⁴ in the substantive rank of SSgt or WO.
 - b. **Ex-Regular Sgts.** Ex-Regular Sgts who transfer to the Army Reserve directly from the Regular Army may apply if:
 - (1) They have held the substantive Sgt rank in the Regular Army for the two years immediately prior to transfer; and:
 - (2) They are recommended for a commission in the latest current annual report.
 - c. **Guidance for Reporting Officers (ROs).** There are no specific SSE roles in the Army Reserve. ROs making recommendations for commissioning are to comment on the full

¹³¹ Regular Army and/or Army Reserve Reports.

¹³² The definition of a 'current' report is in the CM Handbook.

¹³³ RLFR Pt 1, Ch 4, Sects 1 - 3.

¹³⁴ Regular Army or Army Reserve Report.

breadth of the subject's employability and must include comment on the subject's command potential.

13. **Special Forces Soldiers.** Any badged member of the Special Forces Reserve with nine years' service¹³⁵ and a minimum of two as a substantive SNCO may be directly recommended for commissioning by DSF.
14. **Education.** All candidates are required to have 5 GCSEs at grade C or above (or equivalent), including English language and maths. Those failing to meet the standard can receive advice on how to achieve this from their local Army Education Centre (AEC). Ex-Regular SNCOs or WOs who have successfully completed Education for Promotion 2 (EFP 2) or SNCO Command, Leadership and Management (CLM) are exempt this requirement.
15. **Certificate of Efficiency.** Applicants must have been certified efficient in the last full training year prior to their application¹³⁶. Ex-Regulars who transfer to the Army Reserve directly from the Regular Army are exempt this requirement in the first twelve months of Army Reserve service.
16. **Medical Fitness.** The minimum medical standard for commissioning is normally medically fully deployable (MFD), however, SP who are Below Normal Medical Standards (BNMS) will be considered by the Army Employment Board ¹³⁷(AEB) post selection and their commissioning is subject to AEB approval.
17. **Age.** The maximum age for attendance at AOSB is the day before an applicant's 50th birthday, serving to a maximum NRA for Army Reserve Group A Officer of 60.
- 18 – 19. Reserved.

Application.

20. Applications are generated at unit level and forwarded to 1* Formation for approval. Once approved, the 1* Formation will then forward the pack with a covering letter to AOSB for action. AOSB will issue further guidance to the Candidate, unit and formation.
21. The application pack consists of:
 - a. **AFB 08333.** Initiated by the candidate.
 - b. **AFB 08334.** Initiated by the candidate's CO. Reporting officers should note that the text boxes have a fixed size and cannot be expanded.
 - c. **AOSB CV.** Completed by the candidate.
 - d. **Education Certificates.** Photocopies of all relevant qualifications are to be included. For those with EFP or CLM qualifications, a legible JPA screenshot is to be included.

All sections of the pack must be dated no more than 12 months prior to the date of attendance at AOSB.

- 22 – 29. Reserved.

¹³⁵ Regular and/or Reserve service.

¹³⁶ Applicants who were not certified efficient in their last full training year due to extenuating circumstances may apply for a waiver through their Army Reserve unit CO and 1* Formation HQ to WF Pol, Pers Pol (A).

¹³⁷ Formerly known as the Army Commissions Board.

Army Officer Selection Board (AOSB).

30. **Selection.** All candidates will attend an SSE Selection Board at AOSB. SSE selection boards are for SSE candidates only, as the selection criteria are slightly different to DE officers, taking into account the significant military experience and maturity that SSE candidates possess.

31. **AOSB Waivers.**

a. Ex-Regular soldiers may be considered for SSE commissioning without attendance at AOSB if:

(1) They were selected for a Regular LE Commission at an Arms Selection Board (ASB) within the last twenty-four months before application and:

(2) They received a recommended for a commission in their latest current annual report and:

(3) They are seeking a commission in the Army Reserve within the same Arm for which they were previously selected.

Applications will be raised as normal and passed from unit COs to the relevant APC CM desk. CM desk will scrutinise the application and, if appropriate, confirm the Commission.

b. For SF badged SP, DSF will convene and hold a commissioning board which will follow the same practice as the Regular SF LE board; except for the participation of a 1ISR Brigade member. External assurance and advice on this process will be provided by Pers Policy (A) who will nominate a Policy SO2 to attend each board.

32 – 39. Reserved.

Commissioning and Appointment

40. **Publication of Results.** AOSB will inform the candidate and their unit of the result. Units are to inform APC of the result. The published commissioning date used for seniority purposes will be the date of appointment to an officer's post, or the date of passing AOSB if the SP is in post prior to commissioning.

41. **Appointment.** AOSB will forward results to the candidate's unit. Selection for initial appointment and assignment is to be undertaken in accordance with the MS Career Management Handbook, Part 3, Chapter 3 (Reserves) and the MS Boarding Manual. Should the candidate be unable to assume an officer's post immediately, the grade awarded by AOSB will remain valid for 5 years or up to 50 years of age (whichever is sooner). The successful candidate must continue to be recommended for commissioning, remain MFD and be certified efficient in the last full training year before appointment.

42. **Rank on Appointment.** Successful candidates will assume the following ranks:

a. **Former Sgts/SSgts.** Successful candidates will be commissioned in the rank of substantive Lt. They become substantive Capt on completing the Soldier Conversion Officer's Course (SCOC), with seniority from the completion of SCOC.

b. **Former WOs.** Successful candidates will be commissioned as substantive Lt, A/Capt. **Acting Capt can only be awarded if the SP is filling the WF Requirement (PID) that**

enables AHR to be awarded¹³⁸. They become substantive Capt on completing SCOC, with seniority backdated to the date of commissioning. WOs have 2 years to attend the SCOC if this is not achieved acting rank is withdrawn and seniority will be applied upon successfully completing the SCOC under the proviso individuals are in a Capt post.

43. **Training.** Officers must complete the SCOC at RMAS within 2 years of commissioning and prior to transfer to the ARRG¹³⁹.

44. **Employment.** Once commissioned in an Army Reserve Gp A unit, SSE officers may undertake any Army Reserve commissioned officer's appointment commensurate with their rank. There are no specific SSE roles or appointments in the Army Reserve.

45. **Pay.** SSE are commissioned as Army Reserve Group A DE Officers as such will be paid from the DE pay rates. OCFR pay rates are not applicable¹⁴⁰.

46 – 49. Reserved.

Senior Soldier Entry (Devolved) (SSE(D)) Commission via LE CAB:

50. The SSE(D) Boarding process must be run in conjunction with the extant Regular LE CAB. To ensure fair grading and selection parity, trained DS currently used to select at LE CAB should be utilised for SSE(D) candidates. SSE(D) candidates can only be commissioned into the cap badge of the LE CAB / ASB of which they are selected. Considering the likely roles of employment for SSE(D) officers, the scoring criteria should also mirror that used in the LE CAB. This will provide the framework for applications and enable formations to consolidate and coordinate on the same timeline. Governance and assurance must be delivered by the APC.

Eligibility SSE(D).

51. **Demand.** D Pers, through WF Plans, remain the authority on setting the annual demand plan for SSE(D) vacancies. This will be produced by WF Plans. Cap Badge specific nuances can be discussed through the bi-lateral process with WF plans and Corps Colonels/RHQs.

52. **Rank.** Army Reserve soldiers ranked Sgt – WO1 may apply for SSE(D) commissioning, within their parent cap badge only subject to other limitations below.

53. Annual Reports.

a. **Standard Applicants.** Army Reserve SNCOs and WOs may apply for an Army Reserve SSE(D) commission through the LE CAB route if they have:

(1) **Sgts.** A minimum of three annual reports as a substantive Sgt, with a positive recommendation for commissioning in the current appraisal¹⁴¹.

(2) **SSgts and WOs.** A positive recommendation for commissioning in the latest current annual report¹⁴² in the substantive rank of SSgt or WO.

¹³⁸ JSP 754 refers. AHR can not be awarded to a SP who is filling the higher rank of a rank ranged PID. AHR of Capt can only be awarded if the SP is filling an appropriate Capt PID.

¹³⁹ Exceptional cases to transfer to the ARRG to SO2 Res Pol, WF Pol, Pers Pol (A), AHQ.

¹⁴⁰ As per JSP 754.

¹⁴¹ The definition of a 'current' report is in the CM Handbook.

¹⁴² Regular Army or Army Reserve Report.

b. **Ex-Regular Sgts.** Ex-Regular Sgts who transfer to the Army Reserve directly from the Regular Army may apply if:

(1) They have held the substantive Sgt rank in the Regular Army for the two years immediately prior to transfer; and:

(2) They are recommended for a commission in the latest current annual report.

c. **Guidance for Reporting Officers (ROs).** There are no specific SSE(D) roles in the Army Reserve. ROs making recommendations for commissioning are to comment on the full breadth of the subject's employability and must include comment on the subject's command potential.

54. **Education.** All candidates require a minimum of 5 GCSE at grade C or equivalent. Ex-Regular soldiers who have completed Education for Promotion 2 (EFP 2) or SNCO Command Leadership and Management (SNCO CLM) are exempt this requirement¹⁴³.

55. **Certificate of Efficiency.** Applicants must have been certified efficient in the last full training year prior to their application¹⁴⁴. Ex-Regulars who transfer to the Army Reserve directly from the Regular Army are exempt this requirement in the first twelve months of Army Reserve service.

56. **Medical Fitness.** The minimum medical standard for commissioning is normally medically fully deployable (MFD), however, SP who are Below Normal Medical Standards (BNMS) will be considered by the Army Employment Board¹⁴⁵ (AEB) post selection and their commissioning is subject to AEB approval.

57. **Age.** The maximum age for attendance at an SSE(D) selection event is the day before an applicant's 50th birthday. Those commissioned via the SSE(D) route will be awarded an initial commission of 2 years with an opportunity to extend to a maximum of 6 years.

58 – 59. Reserved.

Application.

60. Applications are generated at unit level and forwarded to 1* Formation for approval. Once approved, the 1* Formation will then forward the pack with a covering letter to APC for action. APC will issue further guidance to the Candidate, unit and formation.

61. The application pack consists of:

a. **AFB 08333.** Initiated by the candidate.

b. **AFB 08334.** Initiated by the candidate's CO. Reporting officers should note that the text boxes have a fixed size and cannot be expanded.

c. **Education Certificates.** Photocopies of all relevant qualifications are to be included. For those with EFP or CLM qualifications, a legible JPA screenshot is to be included.

d. **Appraisal Reports.** Last 3 SJARs are to be included with the application sent to APC to enable appropriate initial filtering to take place.

¹⁴³ See RLFR Pt 1, Ch 4, Annex E, Para 013.

¹⁴⁴ Applicants who were not certified efficient in their last full training year due to extenuating circumstances may apply for a waiver through their Army Reserve unit CO and 1* Formation HQ to WF Pol, Pers Pol (A).

¹⁴⁵ Formerly known as the Army Commissions Board.

- e. **Career Management Plan.** A career management plan containing at least the SP's proposed first two posts, covering at least 4 years at E1 Army Reserve Regimental Duty, is to be included.

62 – 69. Reserved.

Devolved Selection Process via LE CAB

70. **Filtering.** APC are to conduct filter boards to determine eligibility for SSE(D) applicants. There may be an additional requirement to manage the size of the field in conjunction with the demand set by D Pers.

71. **LE CAB Selection Event.** The SSE (D) selection event must be run in conjunction with the extant Regular LE CAB. This will provide the framework for applications and enable formations to consolidate and coordinate on the same timeline. To ensure fair grading and selection parity, trained DS currently used to select at LE CAB should be utilised for SSE (D). Considering the likely roles of employment for SSE officers, the scoring criteria report produced should also mirror that of the LE CAB.

72. **Arms Selection Boards (ASB).** APC own the process of grading the quality presented through a report from the LE CAB, accompanied with the application pack (para 61 refers) and must include the last 3 SJARs. The ASB is a formally convened board as per the Career Management Handbook and Boarding Manual. The quality line is drawn and those selected for SSE(D) commission are identified based on the quota allocated by D Pers through WF Plans.

73. **Army Employment Board (AEB)¹⁴⁶.** The minimum medical standard for commissioning is normally medically fully deployable (MFD), however, SP who are Below Normal Medical Standards (BNMS) will be considered by the Army Employment Board¹⁴⁷ (AEB) post selection and their commissioning is subject to AEB approval.

74 – 79. Reserved.

Commissioning and Appointment

80. **Publication of Results.** Once authorised by WF Pol (A), CM Branches will provide lists of successful applicants to the Officers Secretariat within CM Ops, APC. The Offrs Sec will publish the results stating that successful applicants are provisionally selected for an Army Reserve Group A DE Commission, subject to continued recommendations. Additionally, BNMS applicants will be subject to AEB approval.

81. **Appointment.** Commissions will be offered for a two-year period initially on appointment to an Army Reserve E1 RD WF Requirement (PID) and is to be within 12 months of selection, otherwise they will be required to return to a selection event. If a successful candidate declines a commission, the capbadge may offer a commission to another candidate providing the alternative candidate graded above the quality line at the Arms Selection Board. Alternative candidates must be appointed to a commission within 12 months of the original selection. Candidates are ineligible to apply for FTRS appointments until they have gained the rank of substantive Capt.

82. **Rank on Appointment.** Successful candidates will assume the following ranks:

¹⁴⁶Formerly know as the Army Commissions Board (ACB).

¹⁴⁷ *ibid.*

a. **Former Sgt/SSgt.** Successful candidates will be commissioned in the rank of substantive Lt. They become substantive Capt on completion of the Soldier Conversion Officer's Course (SCOC), with seniority granted at date of completion of SCOC.

b. **Former WOs.** Successful candidates will be commissioned as substantive Lt, A/Capt. **Acting Capt can only be awarded if the SP is filling the WF Requirement (PID) that enables AHR to be awarded¹⁴⁸.** They become substantive Capt on completing SCOC, with seniority backdated to the date of commissioning. WOs have 2 years to attend the SCOC; if this is not achieved acting rank is withdrawn and seniority will be applied upon successful completion of the SCOC under the proviso individuals are in a Capt post.

83. **Training.** Officers must complete the SCOC within 2 years of commissioning and prior to transfer to the ARRG¹⁴⁹.

84. **Employment.** In order to meet the initial demand requirement, SSE(D) officers must be directed to E1 appointments initially and for their first 24 months. Following completion of their first appointment and mandatory training courses, they should be eligible to seek employment at E1 and E2, including FTRS appointments. SSE(D) commissions will be offered for a two-year period initially, with extensions available up to a maximum of 6 years.

85. **Pay.** SSE(D) are commissioned as Army Reserve Group A DE Officers as such will be paid from the DE pay rates. OCFR pay rates are not applicable¹⁵⁰.

86 – 89. Reserved.

Points of Contact

90. Applicants should contact their unit administrators or Chain of Command. Other technical Points of Contact:

- a. AOSB Administrators: 94381 8467.
- b. WF Policy: SO2 Res ToS Policy, WF Pol, Pers Policy (A). 94393 6724.
- c. WF Plans: SO1 WF Plans Res, WF Plans, Pers Strat (A). 94393 7162.
- d. Pay and JPA Issues: SPS Functional Chain.

¹⁴⁸ JSP 754 refers. AHR can not be awarded to a SP who is filling the higher rank of a rank ranged PID. AHR of Capt can only be awarded if the SP is filling an appropriate Capt PID.

¹⁴⁹ Exceptional cases to transfer to the ARRG to SO2 Res Pol, WK Pers Pol, AHQ.

¹⁵⁰ As per JSP 754.

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ANNEX F TO CHAPTER 4**AGE LIMITS OF OFFICERS****Entry Ages****1. Maximum Age.**

- a. The upper age limit for appointment to DE commissions on entry to RMAS on Module C of CC(S)¹⁵¹ is the day before the candidate's 50th birthday.
- b. Candidates who have previously held a commission in the Regular or Reserve Forces of the Crown or the Commonwealth may be considered on a case-by-case basis by the relevant A&SD and authorised by Head Manning (Army) up to the day before their 57th birthday in order for a 3 year assignment to be completed.
- c. The upper age limit for Specialist Commissioning is the day before the candidate's 55th birthday.
- d. The upper age limit for a soldier commissioning through the Senior Soldier Entry (SSE) process is 54 years. Attendance at AOSB must occur before the soldier's 55th birthday.

2. Minimum Age. The minimum age for commission is 18 years (21 years for QARANC).

3 – 9. Reserved.

Normal Retirement Age (NRA)

10. **General.** The NRA for Army Reserve officers is age 60 years. Applications¹⁵² for service beyond NRA are made through APC to Pers Policy (A).

11. **FTRS(HC)(RSG).** The NRA for officers employed on FTRS (HC)(RSG) is 65¹⁵³.

12 – 19. Reserved.

Special to Arm Instructions

20. **AMS - Promotion.** There are no upper age limits for consideration for promotion to the next rank provided that an individual can be assigned on promotion into a position for 3 years (or in the case of MO/DO/NOs, 2 years). This effectively makes the upper age limit for promotion at all levels 57 years, or 58 years for MO/DO/NOs.

¹⁵¹ Commissioning Course (Short).

¹⁵² AFE 20038.

¹⁵³ See RLFR Pt 3, Ch 3.

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ANNEX G TO CHAPTER 4
TRANSFER TO THE REGULAR RESERVE

Reference.

1. RLFR Part 2.
- 2 – 9. Reserved.

General

10. Officers who wish to retain their commissions and remain liable for call-out after ceasing to serve on the Active List of the Army Reserve may transfer to the Regular Reserve. This includes officers temporarily resident abroad or otherwise temporarily unable to undertake an Army Reserve commitment who have not transferred to ARR¹⁵⁴. Such officers may transfer back to the Active List at any time, if eligible and acceptable.
11. Officers transferred to the RARO will retain their existing commissions.
12. The terms of service for Officers in the Regular Reserve are in RLFR¹⁵⁵.
13. An Army Reserve officer who has transferred to RARO is liable after call-out to be assigned or transferred to any unit of any corps or to be attached to any part of HM Forces.
- 14 – 19. Reserved.

Eligibility

20. Officers who hold or have held commissioned appointments in the Army Reserve are eligible for transfer or appointment to the Regular Reserve, except those appointed on probation whose commissions have not been confirmed. An officer on probation who has obtained satisfactory reports after annual camp may be held in excess of the establishment of their unit or pool until the date on which their commission is confirmed and then transferred to the Regular Reserve.
- 21 – 29. Reserved.

Application

30. Applications for Transfer to the Regular Reserve are made on AFE 613 noting which category they wish to be placed in. This is normally to be:
 - a. Officers of Group A into RARO Class 2.
 - b. Officers of Group B into RARO Class 3.
 - c. Officers with an uncompleted compulsory Regular Reserve liability automatically revert to RARO Class 1 and resume their compulsory liability.
- 31 – 39. Reserved.

¹⁵⁴ RLFR Pt 1, Ch 10.

¹⁵⁵ RLFR Pt 2.

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ANNEX H TO CHAPTER 4
TRANSFER FROM THE REGULAR ARMY

General

1. The Army actively encourages the transfer of officers who are leaving the Regular Army into the Army Reserve, immediately on their departure from the Regular Army.

2 – 9. Reserved

Eligibility

10. **Age.** Serving Regular Officers can transfer to the Army Reserve up to their 57th birthday.

11. **JMES.** Some Army Reserve units may require JMES higher than the minimum where there is an operational requirement. The minimum acceptable medical grade is:

a. **Capt and below:** MLD(P).

b. **Maj and above:** MND(P).

12 – 19. Reserved.

Ineligibility

20. Officers who are to leave the Regular Army under paragraphs 190, 192, 193, 193A, 194 or 196 of the PAW 09 are not eligible to join the Army Reserve.

21 – 29. Reserved.

Process

30. Individuals are responsible for ensuring they understand the changes which joining the Army Reserve will have on their financial conditions of service, in particular, but not limited to, any pensions in payment.

31. The first port of call for any officer considering joining the Army Reserve is the RCMO. The transfer process is initiated by the officer and then driven by their RCMO. Once communication has been established with the relevant Army Reserve unit, the gaining Army Reserve unit will drive the application, supported by the Regular unit's RCMO. Given the requirement to accommodate JPA workflows, it is recommended all applications are made a minimum of 10 weeks before discharge.

32. **Lossing Unit Actions.** The following action is required:

a. The RCMO will assist the officer in confirming their eligibility to join the Army Reserve (specifically the intended discharge paragraph) and to complete the application form, 'Application to Join the Army Reserve'¹⁵⁶. The RCMO is to advise the officer that his TACOS will change on transferring to the Army Reserve.

b. The CO must make a recommendation in the application form on the officer's suitability to serve in the Army Reserve. If the officer is not deemed suitable for future Army Reserve

¹⁵⁶ RLFR Pt 1, Ch 4, Annex H, Appendix 1.

service, the application form should be annotated as such and the process ends. The application should be retained with the officer's documents.

c. Having completed the application form, the RCMO will support the officer in selecting an Army Reserve unit. The RCMO will liaise with the proposed Army Reserve unit and/or the future Arm/Corps Senior Personnel Selection Officer (SPSO) to confirm an individual's suitability for a role in their chosen Army Reserve unit. A copy of the application form, with any supporting documentation, should be sent to the Army Reserve unit. An interview with the receiving Army Reserve unit may be appropriate, but only if required (e.g. if there is a change of capbadge).

d. Officers who have been accepted into an Army Reserve unit are not to be fully de-kitted on departure from the Regular Army¹⁵⁷.

33. **Gaining Unit Actions.** Once informed of a Regular officer's application to join their unit, the Army Reserve unit will:

a. Liaise with their Regular unit to review the officer's eligibility to join. If the officer is found to be ineligible, the officer will be informed, and the process will end.

b. The CO will interview the officer to determine their employability within the unit. If the officer is found suitable, but the particular Army Reserve unit does not have a suitable vacancy, then the Army Reserve unit is to support the officer and Regular unit in identifying an alternative Army Reserve unit. If the officer is not suitable, the process ends.

c. The Army Reserve unit is to determine what (if any) training requirements the officer will need to complete on joining the Army Reserve. The officer is to be informed of these requirements before moving on to the next stage of the application process.

d. The officer must then be boarded for their chosen role in line with the CMH and CM BM. Selection Boards are held as follows:

(1) **Capt and below (One candidate).** CO can make the decision without the requirement for a formal board.

(2) **Captain and below (More than one candidate).** CO is to conduct a Selection Board.

(3) **Maj and Lt Col.** Regardless of the number of candidates, the relevant APC CM will board for appointment.

(4) **Col and above.** APC General Staff will run the post to No 2 Bd.

e. There will be two possible outcomes:

(1) **Successful Candidates.** The Army Reserve Unit RCMO/Formation Headquarters MS will check the official records for the successful individual. If the SL is found to be suitable, upon request by the RCMO/MS, the APC CM will calculate individual seniority and inform the Army Reserve Unit RCMO/Employing Officer by email. Seniority is normally retained if the SL enters a like for like role. A change of capbadge will need to refer to the relevant SPSO/CD to determine training requirements, seniority only being granted once the required training is completed. The Army Reserve unit is to write to the officer giving confirmation of the board result and

¹⁵⁷ DLF.

specifying the position, rank and pay offered. For Maj and above, results are normally published on board proceedings.

(2) **Unsuccessful Candidates.** Unsuccessful Candidates should be encouraged to apply for other Army Reserve posts. If possible, the board should make suggestions and put the officer in touch with other potential employers. If no units are available, but the Pers Policy (A) manning brick supports the application, the candidate may be transferred to ARRG 3¹⁵⁸.

f. The Army Reserve unit is to inform the losing Regular unit to request all personnel documentation, ID disks and MOD F90. The Army Reserve unit should transfer the officer to Volunteer Reserve (VR) by following the process in the Transfer to VR from Regular Business Process Guide (BPG). The submission of JPA Form L005 is time critical, and must be received by JPAC pay & processing (SPVA-Rehire-Pay-Details) no later than 10 days before the officer's Final Processing date.

34 – 39. Reserved.

Supporting Actions

40. **Regular Army COs.** COs are to direct unit staff, especially RCMOs; to signpost opportunities in the Army Reserve to their Service leavers (SLs); support those showing interest in joining the Army Reserve and to process applications expeditiously. COs are also to support Regular Service Leavers visits to Army Reserve units.

41. **Army Reserve COs.** Army reserve COs are responsible for the manning of their unit, including seeking out officers leaving Regular service. They are also responsible for monitoring the transfer process and supporting the officer throughout the process.

42. **Regimental Career Management Officers (RCMOs).** RCMOs of Regular and Army Reserve units are jointly responsible for driving the process from either end and retaining oversight throughout. In order to empower the decision making process, unit level access to data (JPA, P Files) is granted with suitable employment training for those charged with data ownership.

43 – 49. Reserved

Points of Contact

50. Useful Points of Contact during this process are:

- a. For Pers Policy (A) policy issues: SO2 Pol Res: 94393 7620
- b. JPA-related issues: Respective Bde Pers Admin functional chain.

¹⁵⁸ RLFR, Pt 1, Ch 10.

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CHAPTER 5
TERMS OF SERVICE OF SOLDIERS
SECTION 1 – RECRUITING

Reference

01.05.001. AGAI 40.

01.05.002 – 01.05.009. Reserved.

General

01.05.010. Direction for recruiting activity for the Army Reserve will be provided by Headquarters Recruiting Group (HQ RG) in accordance with the Pers Policy (A) demand plan. Recruiting activity will be conducted by a combination of HQ RG and Army Reserve unit personnel in line with the RG Annual Recruiting Plan which will be coordinated by each RG Regional Operations Manager (ROM). Detailed instructions for Army Reserve recruiting roles and responsibilities are laid down in Recruiting Group Guidelines (RGG). Army Reserve units will support the delivery of recruiting effect through the following activity:

- a. Raising awareness and understanding of the Army Reserve in the local area through attraction activities and Civil Engagement (CE).
- b. Supporting RG marketing activity and outreach under direction from the RG ROM.
- c. Supporting the nurturing of candidates throughout the recruitment process including the endorsement of candidates nominated by the National Recruiting Centre (NRC) and attestation of successful candidates.

01.05.011 – 01.05.019. Reserved.

Recruiting Areas

01.05.020. Accounting for Army Reserve Unit Recruiting Activity. All Army Reserve recruiting activity, including that planned at unit level, must be authorized by the relevant ROM or SO2 Recruiting Operations (SO2 Rec Ops) in order to attract an allocation of Reserve Service Days. Army Reserve unit recruiting activities must then be accounted for on CHURCHILL using activity codes as directed by Army HQ.

01.05.021. National Marketing. HQ RG will lead and direct all recruit marketing for the Army Reserve. Marketing support from Army Reserve units will be coordinated by HQ RG and the ROMs.

01.05.022 – 01.05.029. Reserved.

Regular Reserve Liability

01.05.030. Members of the Regular Reserve on enlistment into the Army Reserve cease to be members of the Regular Reserve. If a soldier so enlisted ceases to be a member of the Army Reserve before the date on which the term of service in the Regular Reserve would have otherwise expired, the soldier will return to being a member of the Regular Reserve for the residue of that term.

01.05.031. Army pensioners who have a statutory liability under Section 31 of the Reserve Forces Act 1980 are to resume this liability on the expiry of their Army Reserve engagement. During service with the Army Reserve they are to continue to draw their pension and in the event of call-out are to be treated for pension purposes in the same manner as pensioners recalled for service under the provisions of Section 31 of the Reserve Forces Act 1980.

01.05.032. Long term reservists who have a recall liability under Section 34 of the Reserve Forces Act 1980 or Part VII of the 1996 Act are to resume their liability on the expiry of their Army Reserve engagement.

01.05.033. SP with unexpired Regular Reserve liability are to be discharged under RLFR Para 01.05.621.

01.05.034 – 01.05.039. Reserved.

Sponsored Reserves

01.05.040. Regulations unique to soldiers in the Sponsored Reserve (Group C) are laid down at Annex C/5.

01.05.041 – 01.05.100.

SECTION 2 - ENLISTMENT

Eligibility

01.05.101. Age.

- a. **Minimum Age.** Potential recruits must be at least 17 years and 9 months to initiate the recruiting process.
- b. **Maximum Age.**
 - (1) The upper age limit for civilian enlistment is the day before the candidate's 43rd birthday.
 - (2) The upper age limit for serving and ex-Regular/Reserve¹⁵⁹ soldiers is the day before the candidate's 52nd birthday.
 - (3) The upper age limit for civilian candidates seeking a specialist entry into the Army Reserve is the day before the candidate's 50th birthday.

01.05.102. Nationality¹⁶⁰. A candidate will normally be eligible if:

- a. They hold United Kingdom or Irish Citizenship. A UK citizen includes a British dependant territories citizen, a British overseas citizen or a British subject under the British Nationality Act 1981. Or:
- b. They hold Commonwealth Citizenship and have Indefinite Leave to Remain (ILR) or Enter (ILE) (called "Settlement") in the UK at the time of application to join. Or:
- c. They hold a foreign nationality provided that they have had at least 4 years' reckonable service in the Regular Army and have ILR/ILE.

01.05.103 – 01.05.109. Reserved.

Limited Eligibility¹⁶¹.

01.05.110. Residence.

Applicants who are resident outside of the UK may enlist into the Army Reserve only in the following cases:

- a. UK, Commonwealth and Republic of Ireland citizens resident in Germany (including a BFPO addresses) may enlist into 412 Troop RE Army Reserve.
- b. UK, Commonwealth and Republic of Ireland citizens resident in the Channel Islands may enlist into the Jersey Field Squadron RE (M).

01.05.111. Reserve Service.

Persons serving in the reserve of the Royal Navy, Royal Marines, Royal Air Force or the Police Service of Northern Ireland (PSNI) may not enlist unless approval has been given by the appropriate department of the Ministry of Defence to the officer in charge of the authority administering the reservist. Approval is to be obtained by the unit by a submission in the form of the memorandum shown in AFE 20034.

¹⁵⁹ A trained ex-Regular or ex-Reserve OR is an individual who has passed Phase 2 training within 6 years of discharge.

¹⁶⁰ RLFR Pt 1 Annex F/5.

¹⁶¹ Special Enlistments see RLFR 01.05.140.

01.05.112. Merchant Navy. Members of the Merchant Navy may enlist only if the unit is satisfied that the candidate can reasonably be expected to fulfil their training liabilities and be available for mobilisation.

01.05.113. Criminal Record. All candidates are required to declare unspent convictions on enlistment. Any unspent convictions declared, or subsequently discovered as part of the Pre Employment Checks will be reviewed by the NRC. The candidate and their Reserve unit will be advised by the NRC if the candidate is eligible to join. Details of any unspent convictions remain confidential and will not be disclosed by the NRC to the Reserve unit.

01.05.114 – 01.05.119. Reserved.

Ineligibility

01.05.120. General Exclusions. The following may not be accepted for enlistment or re-enlistment:

- a. Persons serving in the Royal Navy, Royal Marines, Regular Army, Royal Air Force or the Regular Forces of any Commonwealth country.
- b. Persons who have been discharged from any of Her Majesty's Forces or PSNI for misconduct of any sort or who have been discharged from the Army under QR(Army), Para 9.404, or with a character assessment of less than 'Satisfactory' (or 'Good' if prior to 1 October 1984) except where the assessment was lower solely on account of insufficient service.
- c. Persons in receipt of a disability pension.
- d. Foreign Nationals, but see RLFR 01.05.101.

01.05.121. Regular or RARO Officers. Applicants from Regular or RARO officers who wish to enlist into the Army Reserve as Other Ranks will not normally be accepted. If an officer wishes to enlist as an OR, they will be required to resign their commission before applying.

01.05.122. Applicants who were discharged under QR(Army), Paras 9.396, 9.397, 9.404 or 9.405 will not be eligible to apply (see also references to the Pay and Appointments Warrant (PAW)).

01.05.123 – 01.05.129. Reserved.

Medical Standards

01.05.130. Medical Standards. Medical standards are laid out in AGAI 78 Army Medical Employment Policy as follows:

a. **Group A soldiers.**

- (1) All Direct Entry applicants will be medically examined as part of the National Recruiting Centre recruiting process.
- (2) For those wishing to join the Army Reserve with previous Regular Army service the following medical requirement will be applied:
 - (a) **Serving Soldiers and Candidates who left Regular Service less than 12 months prior to application.** Current or discharge grading of Medically Fully

Deployable (MFD) or Medically Limited Deployable (Permanent) (MLD(P)) is acceptable. Candidates will not need to undertake a medical.

(b) **Candidates who left Regular Service more than 12 months and less than 6 years prior to application.** Discharge grading MFD or MLD(P) is acceptable. The candidate will complete the National Recruiting Centre (NRC) online medical questionnaire¹⁶² which seek to identify whether the candidate meets the Army medical eligibility criteria¹⁶³. The NRC will arrange a physical medical examination for the candidate at one of the Assessment Centres around the country¹⁶⁴. Cost for travel by public transport will be met by the NRC.

(c) **Candidates who left Regular Service more than 6 years prior to application.** Apply as a new Direct Entry applicant, Para 01.05.130.a.(1) above.

- b. **Group B soldiers.** As laid down separately for the units specified in the group.
- c. **Group C soldiers.** See Annex C/5.
- d. **Group D soldiers.** Reserved.

01.05.131. Height and Weight. Tables of height/weight equivalents are in JSP 950.

a. Clinical judgement is required when assessing frame size and correlating it with height and weight. For example being overweight from muscular over-development in body builders who are lean is not in itself a reason for rejection, downgrading or termination of service. Applicants who, in the clinical judgement of the examining Medical Officer, are 25% above the average weight for their frame size due to obesity are to be rejected. Others who fall outside the standards may be referred to the Comd Med at Div HQ for consideration.

b. Aircrew entry weight standards, which should be observed for all entrants from the Regular Army not coming directly from flying appointments, are given in JSP 950. The weights given do not take precedence over any weight restrictions imposed on aircrew candidates because of anthropometric considerations. AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY at Table 3 should also be consulted.

c. Applicants who fail to meet these standards are to be referred to the Senior Medical Administrative Officer at Div HQ for a ruling (see also Para 01.05.135).

01.05.132. Food Handlers. Persons enlisting into all categories who are to be employed in the handling of food are to be examined in accordance with AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY Table 2, Note 12.

01.05.133. Medical Boards. A full medical board, conducted under the terms of AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY, Appendix 4, and requested through a Regional Occupational Health Team within Defence Primary Health Care, is to be held on all applicants who are in receipt of a disability pension of 20 per cent or more, from whatever source, or who were discharged from former service on medical grounds.

a. All previous medical documents are to be made available to the board who, after completion, are to record their finding on F Med 23 and complete App 9 to AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY.

¹⁶² OCED – on-line candidate eligibility declaration; OCMD on-line candidate medical declaration.

¹⁶³ JSP 950.

¹⁶⁴ Medicals are conducted at Assessment Centres at Belfast, Glencorse, Lichfield, Pirbright and AOSB.

- b. On completion of the medical board, all medical documents and AFB 203 are to be passed to the Comd Med at Div HQ for a ruling. If an applicant is accepted for service, the unit is then to submit the documents, with the other enlistment documents, to the relevant recruiter for further action.

01.05.134. Below Medical Standard.

- a. **Medical Procedures.** Candidates who declare medical histories during the recruiting process which require special consideration on medical grounds (eg a need for specialist opinion and/or Service occupational medicine assessment) will be identified in the application process and managed appropriately by the National Recruiting Centre. All ranks can attend Arms Selection Boards without having undertaken a medical examination, but a medical examination is required before undertaking physical selection tests.
- b. **Professionally Qualified Applicants (Soldier entry).** Application for Special Enlistment Authority for professionally qualified individuals who are below normal entry criteria must be made using the Army Form (AFB203) procedure. The Chain of Command is to submit documentation via the respective Head of Capability to Pers Policy (A) for consideration. Applicants are not to be attested until Pers Policy (A) has given authority.

01.05.135 – 01.05.139. Reserved.

Special Enlistment

01.05.140. Applications from candidates who are below normal entry standards must be supported by a Special Enlistment Authority¹⁶⁵. The CO is to submit documentation via the respective Head of Capability to Pers Policy (A) for consideration. Applicants are not to be attested until Pers Policy (A) has given authority.

01.05.141 – 01.05.144. Reserved.

Terms of Enlistment

01.05.145. The initial term of enlistment is for 12 years or to the NRA, whichever is earlier. In peace time successful applicants are to be enlisted into the corps of their choice and are to be assigned to whichever unit in that corps they may select provided that:

- a. A vacancy exists or overbearing authority has been granted.
- b. The CO agrees.

01.05.146 – 01.05.149. Reserved.

Classification of Soldiers

01.05.150. Soldiers with no Previous Military Service¹⁶⁶. A soldier without former service is required to take an employment test and/or additional training before they may be classified in their new military employment. Exceptions from employment tests may be given based on a certificate of proficiency from the soldier's employer¹⁶⁷; possession of a certificate or diploma of civil trade proficiency issued by a recognized civil authority; or evidence of completion of a satisfactory period

¹⁶⁵ AFB203.

¹⁶⁶ AGAI 51.

¹⁶⁷ AFB 2529

of apprenticeship in a trade or profession similar to the Army employment in which the soldier wishes to be classified, together with proof of regular employment in that trade within the previous 6 months.

01.05.151. Soldiers with Previous Military Service¹⁶⁸. A CO may classify a soldier of the Army Reserve with previous military service without a test if:

- a. The SP has had 6 months or more reckonable service in the Regular Army or regular land forces of a Commonwealth country; or 12 months or more reckonable service in the Army Reserve or authorized auxiliary forces of a Commonwealth country. And:
- b. The SP has passed a recruit's course. And:
- c. The SP re-enlists within 6 years of their discharge from former service. And:
- d. The SP was classified in the same employment when released from previous military service. And:
- e. The employment is appropriate to the arm in which they are serving. And:
- f. The test standards have not undergone substantial change since they were released from their former service.

A SP who is provisionally classified on enlistment under the terms of this para who enlists in an employment to which their previous standards are not applicable, may keep this classification for up to 2 years from re-enlistment. On completion of 2 years' service the SP will be reclassified and granted the classification appropriate to their qualifications. Alternatively, if they hold a suitable civilian qualification they may be classified in accordance with para 01.05.150.

01.05.152. – 01.05.159. Reserved.

Rank

01.05.160. Soldiers who transfer directly from the Regular Army to the Army Reserve, will retain their Regular substantive rank and seniority provided:

- a. They are appointed to a position in that rank in the Army Reserve. And:
- b. There has not been a break in service of more than 3 years.

01.05.161 – 01.05.169. Reserved.

Enlistment Procedure

01.05.170. Recruits with prior Service. Prior to attestation the documents of recruits with prior service in either the Regular or Volunteer Reserve Forces are to be checked to ensure suitability for service. However, recruits with prior service in the Regular Army or Army Reserve who were discharged or transferred to the Reserve with a military conduct assessment of exemplary or very good may be attested prior to their documents being made available and checked, unless such discharge or transfer was effected under:

¹⁶⁸ See Para 01.02.013.

Serial	Cause of Discharge	QR(Army) Para	Reserve Regs Para
a.	Not finally approved for service.	9.380	<u>01.05.610</u>
b.	Defect in enlistment procedure.	9.381	<u>01.05.633</u>
c.	Having made a false answer to a question on the attestation paper.	9.382	<u>01.05.619</u>
d.	Unsuitable for Army service.	9.383	
e.	Not likely to become an efficient soldier.		<u>01.05.615</u>
f.	Ceasing to fulfil Army medical requirements	9.385	
g.	Ceasing to fulfil Army medical requirements, that is temporarily unfit for any form of Army service.	9.386	<u>01.05.624</u>
h.	Having been sentenced by a court-martial (or, for Army Reserve, the Commanding Officer) to dismissal (including with disgrace).	9.396, 9.397	<u>01.05.626</u>
i.	Having been convicted during their service by a civil court of an offence committed before enlistment.	9.403	
j.	Disobedience, neglect, misconduct or similar grounds.	9.404	<u>01.05.627</u>
k.	Retention undesirable in the interests of the Service.	9.405	
l.	Unsuitable for further Army service.	9.406	
m.	Failing to fulfil training obligation.		<u>01.05.614</u>
n.	Services no longer required.	9.414	<u>01.05.616</u>
o.	Unsuitable for the Army Reserve.		<u>01.05.617</u>
p.	Medically unfit under existing Army Reserve medical standards.		<u>01.05.623</u>
q.	Having been convicted by a civil court or court-martial.		<u>01.05.627</u>

Final approval of such enlistment is not to be given until the documents have been checked.

01.05.171. Regular Transferees. Prior to enlistment, Regular transferred must be interviewed by the receiving unit RCMO. The RCMO must ensure the SP understands the prospects for training and/or progression in the Army Reserve particularly when these differ from Regular service.

01.05.172. Attestation of Recruits. Applications for enlistment, other than cases falling under Annex E are to be approved by the CO of the unit concerned who is to make the necessary arrangements for attestation as follows:

- a. **Regional units.** The Commanding Officer is to arrange for the attestation to be carried out by an officer authorized to do so (see Para 01.05.183).
- b. **National units.** The CRHQ is to arrange for a suitable unit to act on their behalf.
- c. **Special Enlistments.** Any applicant whose application falls under the provisions of Annex E/5 must not be attested without prior approval of the appropriate higher authority.

01.05.173. Attestation Officers. Potential recruits are to be attested by one of the following officers:

- a. An officer of the Regular Army.
- b. An officer of the Army Reserve not below the rank of Capt who is on the posted strength of the Army Reserve unit.
- c. A Lord Lieutenant or Deputy Lord Lieutenant of any county of the United Kingdom.

01.05.174. Attestation paper. Attestation is to be carried out on AFE 7545 (Attestation paper) of which only one copy will be prepared. Before attestation all applicants are to be given a copy of the Statutory Notice paper, AFE 7545A, prescribed in Annex G/5 for ordinary members, which sets out the terms and conditions of service. They are to retain this paper.

01.05.175. Age on Attestation. The age of applicants is to be assessed and their dates of birth recorded as follows:

- a. For those with previous service in the armed forces their age is to be that recorded on their original attestation paper.
- b. Those without previous service are to produce their birth certificate or passport. If neither of these documents is obtainable, a statutory declaration is to be made by a responsible person, paid for at public expense.

01.05.176. Security Questionnaire.

- a. **Application.** All applicants requiring CTC or SC are required to complete the security questionnaire¹⁶⁹.
- b. **Special Procedures – Northern Ireland units.** Applicants for Army Reserve units in Northern Ireland may be attested once local checks have been completed and provisional security clearance has been issued by HQ 38 (Irish) Brigade. Local clearance procedures and the training to be conducted prior to the issue of full CTC clearance are to be carried out in accordance with instructions issued by HQ 38 (Irish) Brigade. If CTC full clearance is not granted, the recruit is to be discharged under Para 01.05.610.

01.05.177. Documentation. This is to be carried out in accordance with the Joint Process Administration (JPA) Business Process Guides (BPGs) and mailed to the Document Handling Centre (DHC)¹⁷⁰.

01.05.178. Employer Notification¹⁷¹. All SPs are to inform their civilian employer that they are members of the Army Reserve within 4 weeks of enlistment.

01.05.179 – 01.05.184. Reserved.

Causes of Discharge

01.05.185 – 01.05.210. These paras are now numbered 01.05.610 – 639. These para numbers are not to be used for other regulations.

01.05.211 – 01.05.300. Reserved.

¹⁶⁹ MOD F 1109.

¹⁷⁰ MP 490, Kentigern House, 65 Brown St, Glasgow, G2 8EX.

¹⁷¹ RLFR 01.03.049.

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SECTION 3 - PROMOTION

General

01.05.301. Vacancy Promotion. Promotion in the Army Reserve is regulated by vacancies. Having been selected as suitable for promotion, a soldier must be assigned into a post in the next substantive rank in order to promote. Personnel selected for promotion may be substantively promoted in a Rank Ranged post once appropriately qualified and assigned in their new substantive rank.

01.05.302. Authority. Promotion to warrant and non-commissioned rank, to fill a vacancy within an authorized establishment of the unit, is to be made by the CO on the written recommendation of the battery, squadron or company commander following a selection board. Promotions are ratified by the appropriate APC CM Br.

01.05.303. Promotion Selection Boards. All units and CRHQs are to convene an annual selection board to grade all eligible SPs for promotion. Detailed instructions are contained in the Military Secretary's Boarding Manual.

01.05.304. Military Qualifications. Details of military qualifications required to enable a SP to be graded for substantive promotion are to be published in arms or corps instructions and the CMH¹⁷².

01.05.305. Precedence. WOs and NCOs of the Army Reserve are to take precedence as junior of their rank when serving or parading with any element of the Regular Army.

01.05.306. Residual Service. In order to promote into a vacancy at the next rank, soldiers must have at least 12 months' residual service remaining at the date of promotion. Overage extensions do not count towards residual service.

01.05.307. – 01.05.309. Reserved.

Substantive Rank

01.05.310. Former Service. SPs who have served as WOs and NCOs in the Regular Army or Army Reserve may be appointed without further examination to the warrant or non-commissioned rank for which they have already qualified, provided that a period of not more than 6 years has elapsed since they last held or qualified for such rank and that a suitable vacancy exists. For former members of the Royal Marines or the Royal Air Force Regiment see [AGAI 51](#).

01.05.311. Clerical Appointments. The rank allowed in any clerical appointment is to be in accordance with the vacancy provided in the establishment except where time promotion applies.

01.05.312. FTRS. The policy for substantive promotion of FTRS SPs is covered within RLFR Part 3, Chapter 3.

01.05.313. Warrants. When promotion to the rank of WO has been approved, the relevant APC CM Branch is to apply to SPVA (Parchments) for the issue of a warrant.

01.05.314. Seniority. Seniority in the Army Reserve is to reckon from the date of promotion to that rank. SPs who promote substantively whilst holding the same acting rank will be granted seniority from the date of the grant of acting rank.

¹⁷² Career Management Handbook.

01.05.315. Rank-Ranged Posts. Occupation of a Rank Ranged post in the lower rank does not imply a vacancy at the higher rank. In line with Queens Regulations, Acting Higher Rank is only permitted in the lower rank of any Rank Ranged post. Personnel selected for promotion may be substantively promoted in a Rank Ranged post once appropriately qualified and assigned in their new substantive rank

01.05.316. Final Approval. All promotions and appointments are conditional on final approval by the relevant promotion board at APC.

01.05.317. Pay. Regulations governing pay and promotion are at JSP 754, Chapter 3, Section 7.

01.05.318 – 01.05.330. Reserved.

Acting Paid Rank

01.05.331. Acting rank may be granted when a soldier fills an OR position established for a rank higher than their substantive rank¹⁷³. Acting rank may not be granted more than one rank above the SP's substantive rank.

01.05.332. Acting rank may not be granted for ORs filling OF posts.

01.05.333. Acting rank on Operations. Where a soldier is selected to fill an operational appointment in the higher rank, and is not moved from their parent unit into an operational PID, Acting rank authority must be sought through the relevant APC authority.

01.05.334. Where a soldier is already holding Acting rank and they are selected to deploy on operations, Acting rank authority does not need to be reapplied for. The operational PID they are deploying into must be for the rank that Acting rank has been granted. If it is a lower rank, then Acting rank will be removed for the duration of the deployment.

01.05.335. Soldiers or officers being considered for deployment on operations in Acting Rank, by either APC appointment boards or ADOC trawls, are to seek authority through the relevant APC authority prior to the final appointment taking place. For rank ranged posts para 01.04.319 and para 01.05.315 still applies.

01.05.336– 01.05.338. Reserved.

Local Unpaid Rank

01.05.339. General. Local rank may be granted when it is desirable to temporarily exceed the number of ranks authorised in an establishment or to provide a higher rank than allowed for purposes of training or prestige. Local rank carries no entitlement to pay, allowances or pension rights and is to be sparingly granted. Local rank may not be granted for employment in FTRS posts.

01.05.340. Authority. Authority to grant local rank is vested in Div and Bde Comds or CRHQ Comds, advised where necessary by Pers Policy (A).

01.05.341. Application.

- a. Application for the grant of local rank is to contain, in addition to the details of the SP for whom such rank is requested, statements giving the reasons for the request and the length of time for which the grant of local rank is required. The approving officer referred to

¹⁷³ JSP 754.

above may vary the period for which local rank is granted if, in their opinion, any variation is required.

b. Application for the grant of local rank is normally to be confined to one rank higher than the substantive rank which the soldier is actually holding. Where the application is made for the grant of higher local rank than the one above the soldier's substantive rank the authorising officer should seek guidance from Pers Policy (A).

01.05.342. Publication. The grant, withdrawal or cessation of local rank is to be published in unit Routine Orders.

01.05.343. Discipline. For disciplinary purposes no account is to be taken of local rank. If a soldier holding such a rank is to be dealt with by their CO it is a matter for their discretion whether or not the soldier should be administratively deprived of that rank before the case is decided.

01.05.344. Relinquishment. Local rank is to be relinquished on the date that the holder ceases to fulfil the function for which local rank was granted, and also on call-out either as an individual or with the unit in which the soldier has been granted the local rank.

01.05.345 – 01.05.349. Reserved.

Substitution Pay

01.05.350. Substitution Pay (SUPA) is not an entitlement, but may be paid to a soldier who is required temporarily to undertake the full range of duties and responsibilities of a post established for an officer, soldier or civil servant of a rank/grade higher than their own¹⁷⁴.

01.05.351 – 01.05.359. Reserved.

Mobilization

01.05.360. Promotion¹⁷⁵. An Army Reserve on permanent mobilised service may be promoted substantively if they are boarded, selected and appointed in absentia into a vacant higher ranked Army Reserve post and:

- a. They are qualified for substantive promotion and:
- b. They have been granted Acting Rank in their mobilised service, or,
- c. They are filling a higher ranked rank ranged post in their mobilised service, or,
- d. They are moved into a higher ranked post in their mobilised service.

If all of the above criteria are met, the date of substantive promotion will be date shown on JPA as occupying the higher ranked Army Reserve post. If none of the above criteria are met, the date of substantive promotion will be the date they take up their higher ranked Army Reserve appointment after they have demobilised.

01.05.361. Long Deployments. Army Reserve SPs deploying to an operational theatre for 12 or more months in a post ranked above their substantive rank may promote substantively, subject to meeting all other requirements for promotion¹⁷⁶. SP deploying for less than 12 months are not

¹⁷⁴ JSP 754.

¹⁷⁵ JSP 753.

¹⁷⁶ RLFR Pt 1, Ch 5, Sect 3.

eligible for substantive promotion. 'Deploying' refers to time spent in an operational theatre whilst occupying a PID in the higher rank. It does not refer to the full period of mobilised service and does not include PDT or POL. SP do not have to accept substantive promotion and may choose to undertake the tour in acting rank, reverting back to their current substantive rank on return to UK.

01.05.362 – 01.05.369. Reserved.

Tenure of Appointment

01.05.370. WOs and NCOs tenure of appointment is normally 3 years. Where a WO or NCO is assigned to another unit or HQ or transfers, the tenure of appointment will normally be shown in the assignment order. When this is not the case, the provisions of these paragraphs are to apply.

01.05.371. COs are to ensure that WOs and NCOs assuming appointments are aware of the planned length of tenure of appointment. They are to ensure that such WOs and NCOs are informed of any change to the employment plot that would alter the tenure of appointment.

01.05.372. Extension of tenure is only possible when the current incumbent is re-assessed at a selection board against other applicants and is selected.

01.05.373 – 01.05.379. Reserved.

Relinquishment of Rank

01.05.380. Voluntary Reversion in Rank. WOs or NCOs may, with their CO's consent, voluntarily revert to a lower rank. They are not allowed to do so as an alternative to disciplinary action without the sanction of an officer not below the rank of Brigadier¹⁷⁷.

01.05.381. Reduction in Rank. The provisions of AGAI 67 (Administrative Sanction) and QR(Army), Paras 9.176 (voluntary reversion) and 9.178 (unsuitability after a 3 month warning order) are to apply. Regulations in respect of pay are at JSP 754, Chapter 3, Section 7 & 9.

01.05.382 – 01.05.399. Reserved.

¹⁷⁷ QR(Army), Para 9.176.

SECTION 4 - RE-ENGAGEMENT

Application

01.05.400. General. Soldiers of the Army Reserve may re-engage for further periods of up to 12 years, up to NRA. Applications are made on AFE 20038 and must be made no more than 12 months and no less than 3 months before the expiry of their current term of service.

01.05.401. Requirements. The requirements for re-engagement are:

- a. A grade of C or better on the most recent SJAR.
- b. Meeting the current medical standard for retention¹⁷⁸.
- c. Not exceeding the NRA.
- d. The application is supported by the CO.
- e. A vacancy in the SPs substantive rank is available.

01.05.402. Alternative Employment. If a SP meets the requirements for re-enlistment, but no suitable vacancy is available in their unit, the soldier is to be offered the opportunity to transfer to another unit or the ARRG. If they reject the option to transfer to another unit and/or the ARRG, they are to be discharged on completion of their engagement under Para 01.05.610.

01.05.403. Overage Extension. SPs who are above the NRA may re-engage if their retention is considered to be in the interests of the Service. Units are to submit AFE 20038 through Chain of Command with a supporting case to the relevant CM Branch, APC not more than 12 months or less than 3 months before the SP's EED. If APC support the application it will be forwarded to Pers Policy (A) for approval. The SP must be occupying an Active List appointment in the SP's current substantive rank as the sole occupant and have an in date Medical. SP on the ARRG will not be granted an overage extension. This SP is not to be mobilised or otherwise deployed to any operational theatre whilst serving on this OAE.

01.05.404. Medical Waiver. Units wishing to re-engage SPs who are below the minimum medical retention standards¹⁷⁹ are to ensure the Appendix 8 process has been completed and authorised prior to applying for re-engagement and that an in date medical (within 12 months of NRA) is provided.

01.05.405. Disability Award. A soldier who is in receipt of a disability award and for whom the original engagement or previous re-engagement was approved by the Ministry of Defence may have a further application approved by unit COs provided that:

- a. The PULHHEEMS assessment has not been changed.
- b. The disability award has not been altered or revised in any way.
- c. The applicant's previous engagement had not expired on the date of application.

01.05.406. Effective Date. The re-engagement is completed as soon as it has been finally approved by the unit CO, or Pers Policy (A) in the case of Overage Extensions. The date of re-engagement is the date immediately after the completion of the existing engagement.

¹⁷⁸ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .

¹⁷⁹ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .

01.05.407 – 01.05.409. Reserved.

Non-Recommendation

01.05.410. Procedures for discharging SP who are not recommended to re-enlist are at Chapter 5, Sect 6.

01.05.411 – 01.05.499. Reserved.

SECTION 5 – TRANSFER AND ATTACHMENT

Voluntary Transfer

01.05.500. Conditions. SP in the Army Reserve may be permitted to transfer voluntarily to another corps or between the units of the same corps to complete the unexpired period of their current engagement. Voluntary transfer is only permitted when it is in the interest of the Service. In all cases transfers are subject to:

- a. Existence of a vacancy.
- b. Consent of the Commanding Officers of both units.

01.05.501. Procedures. Application is made on AFE 7547, which is completed by both COs. Once the transfer is approved the losing unit is to ensure that all personal documents held by the unit, and an updated record of all training attended, including MATTs attended and the results, is forwarded to the receiving unit without delay. The gaining unit is responsible for the issue of the CO's Certificate of Efficiency at the end of the current training year.

01.05.502. Pay Classification. Soldiers who transfer to another Corps or to another employment in the interests of the Service may retain their pre-transfer rate of pay¹⁸⁰.

01.05.503. ARRG. Transfers to the ARRG are covered in RLFR Ch 10.

01.05.504. Unit Action. All Army Reserve transfers and assignments are to be carried out at unit level for all soldiers. APC CM Ops will only action transfers and/or assignments when the unit do not have the required JPA access to complete the required action, and the timeframe for assignment occurs before the necessary JPA permissions can be granted.

01.05.505 – 01.05.509. Reserved.

Transfer to Regular Army

01.05.510. Conditions. Army Reserve SPs may apply to transfer to the Regular Army in the following circumstances:

- a. To make good Regular Army shortfalls.
- b. To fill Regular Army positions which are additional or supernumerary to establishment, because of their specialist knowledge.

01.05.511. Process. SPs transferring to the Regular Army are required to apply for discharge¹⁸¹ from the Army Reserve and be enlisted in the Regular Army. Application is made as if joining the Regular Army for the first time.

01.05.512. Establishment Action. If a new PID is required, responsibility for seeking temporary manning authority or short term establishment cover in the name of the individual concerned rests with the Regular Army unit or headquarters concerned. Until this has been obtained, no action should be taken to discharge the soldier from the Army Reserve.

01.05.513. Medical Re-examination after Medical Rejection for Regular Army. When a soldier of the Army Reserve seeking to enlist into the Regular Army is rejected on medical grounds the

¹⁸⁰ JSP 754, Ch 3.

¹⁸¹ Discharge under RLFR 01.05.410.

recruiting officer is to inform the CO of the Army Reserve unit, who is to have the soldier medically examined at the first available opportunity in order that their fitness for retention in the Army Reserve may be decided.

01.05.514. FTRS. FTRS agreements do not require SP to transfer to Regular service¹⁸².

01.05.515. – 01.05.519. Reserved.

Transfer to Other Services.

01.05.520. Army Reserve soldiers may apply to enlist in the Royal Navy, Royal Marines, or Royal Air Force. Application is made as if joining the service for the first time. On final approval of any such enlistment the relevant DBS form is to be submitted to DBS by the gaining single Service admin.

01.05.521. Army Reserve soldiers may also apply to enlist into an auxiliary or reserve force of another Service, but will be approved only when supported by strong reasons, and is to be subject to the approval of the Reserve unit CO.

01.05.522. SP transferring to another service are to be discharged under Para 01.05.629.

01.05.523 – 01.05.529. Reserved.

Attachments

01.05.530. Temporary Attachments. A soldier with KSE of particular interest to Defence may be temporarily attached to the Ministry of Defence (Army), Army HQ, a Div or Command/Functional Bde HQ or a unit (not necessarily of the individual soldier's own parent arm or service). Subject to funding, such attachments may be authorised as ADC or FTRS.

01.05.531. Attachment to Foreign Army Reserve Forces.

- a. **General.** ACSO 1226 contains the rules and process.
- b. **Canada and Australia.** Special arrangements are in place for the attachment of Army Reserves to the Canadian Reserve Forces¹⁸³ and Australian Reserve Forces¹⁸⁴.

01.05.532. Attachment of Foreign SP to the Army Reserve.

- a. **General.** ACSO 1227 contains the rules and process.
- b. **Canada and Australia.** Special arrangements are in place for the attachment of Canadian¹⁸⁵ and Australian¹⁸⁶ Reserves to the Army Reserve.

01.05.533 – 01.05.539. Reserved.

Transfer to the Regular Reserve

01.05.540. SP may transfer to the Regular Reserve on completion of their Army Reserve engagement. Former Army Reserves accepted as members of the Regular Reserve have a

¹⁸² RLFR Pt 3, Ch3.

¹⁸³ 2015DIN01-176.

¹⁸⁴ 2008DIN01-090.

¹⁸⁵ 2015DIN01-176.

¹⁸⁶ 2008DIN01-090.

liability for call-out for up to 4 years. Army Reserves who apply to join the Regular Reserve will be informed of their liability and responsibilities as well as any other implications. Membership of the Regular Reserve becomes effective from the date of termination from the Army Reserve. Application to transfer is not to delay discharge from the Army Reserve.

01.05.541. Applications are made on AFE 7547:

- a. Part A is completed as normal.
- b. Part B is to be completed to read as follows:

‘I wish to be transferred to Regular Reserve for service in Section D.’

‘I understand that if my transfer is approved my liability will change.’
- c. Part C is to be completed as normal.

The completed form is to be submitted to the relevant APC CM Br.

01.05.542. On receipt of formal acceptance from CM Ops APC, the unit is to enlist the SP into Section D of the Regular Reserve using form AFD 459A. The SP is to be discharged from the Army Reserve under RLFR para 01.05.621.b. The words ‘for enlistment in Section D’ are to be added to the cause of discharge.

01.05.543 – 01.05.549. Reserved.

Compulsory Transfer on Call-Out

01.05.550. See RLFR Para 01.01.050.

01.05.551 – 01.05.589. Reserved.

Transfer to SAS(R)

01.05.590. Introduction. SAS(R) Regiments are located throughout Great Britain. Unit contact details are given at Annex H/5. Soldiers wishing to transfer to the SAS(R) are required to undertake and pass a rigorous selection procedure lasting up to 12 months. Employment opportunities also exist for support staff in various Corps and trades. Volunteers for these positions are not subject to SAS(R) selection. A list of the Corps and trade groups is given at Annex H/5.

01.05.591. Selection Volunteers. Volunteers for SAS(R) must be Phase 1 and Phase 2 trained soldiers. Potential volunteers are to apply through the chain of command. Parent units are to contact the PSAO of the designated SAS(R).

- a. **Medical.** Volunteers for SAS(R) selection must meet the medical standards laid down in AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .
- b. **Military Conduct.** Soldiers must normally have a minimum military conduct assessment of Very Good¹⁸⁷. Soldiers with an assessment of “Satisfactory”, may be considered in some cases. The final decision in such cases rests with SAS Regt COs.

¹⁸⁷ QR(Army) Para 9.457.

c. **Administration.** During the selection process, the costs of training fall to the SAS unit. Once a SP is accepted on SAS(R) selection the following action is to be taken:

- (1) After a candidate has successfully completed their Student Induction weekend, the losing unit and receiving unit are to agree a date on which the SP is to be taken on strength by the receiving unit.
- (2) The receiving unit is to inform APC CM Ops and request that an assignment order is issued, assigning the SP to the receiving unit on the date agreed.
- (3) On receipt of the assignment order, the losing unit is to strike the SP off strength to the receiving unit, retaining their documents, less F Med 4, which is to be sent to the receiving unit without delay.
- (4) The losing unit is to complete AFE 7547 to Part C and despatch it to the receiving unit.

d. **Withdrawal from Selection.** Candidates may be RTU or withdraw voluntarily from selection. In such cases the following action will occur:

- (1) The SAS unit will notify the losing unit that the SP has been withdrawn from SAS(R) selection and agree a date on which the SP is to return to their unit.
- (2) The SAS unit is to inform APC CM Ops and request that an assignment order is issued, returning the SP to their unit on the date agreed.
- (3) On receipt of the assignment order, both units are to take the appropriate JPA Action.
- (4) The SAS unit is to complete AFE 7547 and despatch it to the donor unit.

e. **Successful Completion of Selection.** Following the successful completion of the SAS(R) selection process the following action will occur:

- (1) The receiving unit is to inform the losing unit and APC CM Ops.
- (2) The receiving unit will complete AFE 7547, Part D submitting it to APC CM Ops to affect the individual's transfer to the SAS(R).

f. **Rank.** On successful completion of the SAS(R) selection procedure, ORs will revert to the rank of Trooper regardless of the SP's substantive or acting rank.

01.05.592. Support Staff Volunteers. SPs volunteering to join SAS(R) as Support Staff are to apply through the chain of command. Parent units are to contact the Adjutant of the designated SAS(R) unit as shown at Annex H/5. Appointments will be limited to 3 years, after which SPs are expected to return to their original units; voluntarily join another unit; or transfer to the ARRG.

a. **Medical - Support Staff Volunteers.** Volunteers for Support Staff roles selection must meet the medical standards laid down in the Job Specification and AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .

b. **Military Conduct.** Soldiers must normally have a minimum military conduct assessment of Very Good¹⁸⁸. Soldiers with an assessment of Satisfactory, may be considered in some cases. The final decision in such cases rests with SAS Regt COs.

c. **Administration.** Applications for transfer of volunteers for employment in Support Staff roles are to follow the normal procedures for voluntary transfer.

d. **Rank.** Support staff will be accepted for service in their current rank subject to establishment vacancies.

01.05.593. Equality and Diversity. UKSF operates in accordance with Government policy on the employment of women in the Armed Forces.

01.05.594 - 01.05.599. Reserved.

¹⁸⁸ QR(Army), Para 9.457.

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SECTION 6 – DISCHARGE

General

01.05.600. General. Instructions on the procedures to be adopted for the discharge of all soldiers are given in Paras 01.05.610 – 633. Soldiers are to be discharged under the authority of the paragraph which covers the cause of their discharge.

01.05.601. Authority. The competent military authority for each cause of discharge is the officer stated in each paragraph, and all officers superior in command to that officer. Pers Policy (A) may authorise discharge under any paragraph and may exceptionally do so even if the terms applicable to any particular paragraph concerned have not been fully complied with.

01.05.602. Discharge Date. The date on which a discharge is to be completed is the date on which discharge is authorized by the competent officer, except for paras 01.05.611, 01.05.612, 01.05.628 and 01.05.629. Completion dates for these paras is stated in each para.

01.05.603. Cause of Discharge. The words in bold text at the beginning of each paragraph are to be used for recording the cause of discharge and are not to be varied except as given in Paras 01.05.615 and 01.05.616.

01.05.604. Normal Retirement Age (NRA). The NRA for Army Reserve soldiers is 55, except for Professionally Qualified Soldiers (PQS) who have an NRA of 60.

01.05.605. Unusual Cases. Cases of discharge in circumstances not specified in this section are to be submitted to the Div HQ concerned for guidance on the paragraph under which the discharge is to be carried out. If in doubt Div HQ is to refer the case to Pers Policy (A).

01.05.606 – 01.05.609. Reserved.

Causes of Discharge

01.05.610. (Formerly 01.05.185.)

- a. Cause of Discharge: **Having been Attested and not Finally Approved.**
- b. The competent authority to authorize discharge is the Commanding Officer.
- c. Applies to:
 - (1) Soldiers who have proved themselves unsuitable for the duties in their category/corps or inefficient in their rank. Discharge is to be authorized on AFB 130.
 - (2) Soldiers who fail special to arm or service training required for their rank or appointment. Where this is the case, discharge documents are to be annotated accordingly.

01.05.611. (Formerly 01.05.186.)

- a. Cause of Discharge: **Termination of Engagement.**
- b. The competent military authority to authorize discharge is the Commanding Officer.

c. Discharge is to be confirmed from the date on which the soldier completes their engagement. It should be noted that discharge dates may be postponed under various provisions in RFA 80 and RFA 96.

d. This paragraph is also to be used for soldiers who have completed the maximum authorized period on the ARRG for whom discharge under another paragraph is not more appropriate.

01.05.612. (Formerly 01.05.187.)

- a. Cause of Discharge: **Having Reached the Age for Discharge.**
- b. Applies to soldiers who have reached the NRA¹⁸⁹.
- c. The competent military authority to authorize discharge is the CO.
- d. Discharge takes effect from the day preceding the soldier's birthday.

01.05.613. (Formerly 01.05.188.)

- a. Cause of Discharge: **At Own Request.**
- b. Applies to those who take their discharge¹⁹⁰ before completing this period of engagement and cannot be discharged under any other heading. This is subject to the soldier giving 3 months' notice in writing to the CO, unless the CO dispenses with this requirement¹⁹¹.
- c. The competent military authority to authorize discharge is the CO.
- d. While a Call-Out Order under Sections 52 or 54 of the Reserve Forces Act 1996 is in force if the powers of Section 17(4) RFA 96 have been invoked, soldiers are not entitled to discharge under this paragraph and applications may be rejected.
- e. A serving soldier who has given notice to terminate, may only withdraw this notice with the approval of the CO.

01.05.614. (Formerly 01.05.189.)

- a. Cause of Discharge: **Failing to Fulfil Training Obligation.**
- b. Applies to soldiers who fail to fulfil their training obligations¹⁹² without good reason and whose discharge has been recommended by the CO.
- c. The competent military authority to authorize discharge is the CO. Discharge is to be authorized on AFB 130.
- d. Discharges are not to be effected until procedures laid down in Paras 01.05.640 or 641 have been completed.
- e. Soldiers who are to be discharged under this paragraph are to be reminded of their right to appeal against discharge.

¹⁸⁹ RLFR 01.05.403.

¹⁹⁰ AFE 20037

¹⁹¹ RFA 96, Sect 16(4)

¹⁹² RLFR 01.02.002 – 004.

01.05.615. (Formerly 01.05.190.)

- a. Cause of Discharge: **Not Likely to Become an Efficient Soldier.**
- b. Applies only to recruits who are not likely to become efficient soldiers of the Army Reserve and cannot be discharged under any other paragraph. Discharge is to be authorized on AFB 130A(D).
- c. The competent military authority to authorize discharge under this paragraph is:
 - (1) For Regional units – Div, Comd or Functional Bde Commander.
 - (2) For National units – CO. If the CO is below the rank of Lt Col, discharge is to be authorised by an officer not below the rank of Col of the Corps concerned.
- d. The cause of discharge under this paragraph is to be amplified in cases where it will benefit the individual concerned.

01.05.616. (Formerly 01.05.191.)

- a. Cause of Discharge: **Services No Longer Required.**
- b. Applies to:
 - (1) Soldiers who cannot be discharged under any other paragraph, or
 - (2) Soldiers who enlist for the purpose of obtaining a commission and are found unsuitable while serving as an officer cadet, or
 - (3) Soldiers who are to be administratively discharged and whose circumstances are covered by the provisions of QR(Army), Para 9.414. Applications for such discharges are to be made on AFB 130(D) and the case submitted through the chain of command as laid down in QR(Army), Para 9.414.
- c. The competent military authority to authorise discharges under sub-Para b.(1) and b.(2) is:
 - (1) For Regional units: Div, Comd, or Bde Commander.
 - (2) For National units: CO. If the CO is below the rank of Lt Col, discharge is to be authorised by an officer not below the rank of Col of the Corps concerned.
- d. The competent military authority to authorize discharge under sub-Para b.(3) is Pers Policy (A).

01.05.617. (Formerly 01.05.192.)

- a. Cause of Discharge: **Unsuitable for the Army Reserve.**
- b. Applies to:
 - (1) Soldiers who have proved themselves unsuitable for the duties in their category/corps or inefficient in their rank. Discharge is to be authorized on AFB 130.

(2) Soldiers who fail special to arm or service training required for their rank or appointment. Where this is the case, discharge documents are to be annotated accordingly.

- c. The competent authority to authorize discharge is the CO.
- d. Discharges are not to be effected until procedures laid down at Para 01.05.600 have been completed. The soldier is also to be reminded of their right to appeal against discharge under this paragraph.

01.05.618. (Formerly 01.05.193.)

- a. Cause of Discharge: **Services as a Volunteer being No Longer Required.**
- b. Applies to soldiers who do not consent to reallocation to another unit or corps.
- c. The competent military to authorize discharge is the CO.

01.05.619. (Formerly 01.05.194.)

- a. Cause of Discharge: **Having made a False Answer at Attestation.**
- b. When a soldier has made a false answer the CO is to decide whether they are to be retained or not.
- c. The competent military authority to authorize discharge is the CO. Discharge is to be authorized on AFB 130.

01.05.620. (Formerly 01.05.195.)

- a. Cause of Discharge: **Having been Irregularly Enlisted.**
- b. Discharges under this paragraph are provided for in Para 4 of Schedule 1 of RFA 96.
- c. The competent military authority to authorize the discharge is DM (A). Discharge is to be authorized on AFB 130 (D).

01.05.621. (Formerly 01.05.196.)

- a. Cause of Discharge: **For Service with the Regular Reserve on Completion of an Army Reserve Engagement.**
- b. Applies to Army Reserve soldiers who:
 - (1) Have unspent Regular Reserve liability from previous Regular service, or
 - (2) Volunteer to enlist in Section D of the Regular Reserve, and are accepted by CM Ops APC.
- c. The competent military authority to authorize discharge is the CO.
- d. Discharge for the purpose of enlisting in Section D of the Regular Reserve is not to be authorized until the application for enlistment into Section D has been approved by CM Ops

APC. In the case of soldiers discharged to join Section D of the Regular Reserve, the words: 'for enlistment in Section D' are to be added to the cause of discharge.

01.05.622. (Formerly 01.05.197.)

- a. Cause of Discharge: **Having made a Misstatement as to Age on Enlistment.**
- b. Applies to a soldier who, on enlistment, stated their age as not less than the appropriate minimum and for whom free discharge application is made by their parents on the grounds that they were less than the appropriate minimum age at the date of application.
- c. The competent military authority to authorize the discharge is the CO. Discharge is to be authorized on AFB 130 (D).

01.05.623. (Formerly 01.05.198.)

- a. Cause of Discharge: **Medically Unfit under Existing Army Reserve Medical Standards.**
- b. Applies to a soldier who is below the retention standard for their arm but may be fit for some form of military service in time of national emergency¹⁹³.
- c. F Med 23 is to be completed by the Medical Officer in all cases under this paragraph.
- d. Dependent upon the nature of the medical condition, the medical report from the civilian doctor will usually be acceptable and is to form the basis of F Med 23. Where doubt exists as to the fitness for further service the soldier is to be examined by a Medical Officer and finally, if necessary, by a Full Medical Board.
- e. Where unfitness for further service may be attributed to service a Full Medical Board is to be held.
- f. The competent military authority to authorize discharge is the CO. Discharge is to be authorised on an AFB 130.

01.05.624. (Formerly 01.05.199.)

- a. Cause of Discharge: **Medically Unfit for any Form of Army Service.**
- b. Applies to a soldier who is considered to be permanently unfit for any form of military service.
- c. F Med 23 is to be completed by the Medical Officer in all cases. Dependent upon the nature of the medical condition, the medical report from the civilian doctor may be acceptable and is to form the basis of F Med 23. Where doubt exists as to the fitness for further service the soldier is to be examined by a Medical Officer and finally, by a Full Medical Board.
- d. Where unfitness for any form of military service may be attributed to service a full board is to be held.
- e. The competent military authority to authorize discharge is the CO. Discharge is to be authorised on an AFB 130.

¹⁹³ [AGAI 49](#), Paras 49.085 - 49.093 and 49.121 - 49.137.

01.05.625. (Formerly 01.05.200). Reserved.

01.05.626. (Formerly 01.05.201).

- a. Cause of Discharge: **Dismissal by Court-Martial or Commanding Officer.**
- b. Applies to a soldier dismissed from the Service by a sentence of a Court Martial under the Army Act 1955, the Naval Discipline Act 1957 or the Air Force Act 1955 (applies also to soldiers deemed to have been so sentenced under Section 7(c) of the Army Act 1955) or the Armed Forces Act 2006.
- c. Termination is to be authorised on AFB 130.

01.05.627. (Formerly 01.05.202.)

- a. Cause of Discharge: **Misconduct or Inefficiency.**
- b. Applies to Army Reserve soldiers who:
 - (1) Have been convicted by a court (civil court, court martial or summary hearing) of any of the following offences (to include attempts and aiding and abetting); Homicide, serious assault (excluding common assault, battery and ABH), racially aggravated offences, serious sexual offences, firearms and explosive offences, serious offences of dishonesty, road traffic offences involving death, arson and other instances of serious criminal damage, public order offences (riot, violent disorder), cultivation, importation, possession and supply of drugs.
 - (2) Receive sentence of imprisonment or any other sentence such that the soldier is no longer freely available for employment.
- c. The competent military authority to authorise discharge is the Bde Comd.
- d. Soldiers being discharged under this paragraph should normally have their service terminated using the AGAI 67 process.
- e. If a CO is of the opinion that exceptional circumstances do exist and that termination of service is not merited, AGAI 67 action is still to be taken and a lesser sanction considered. Before awarding another sanction the CO must take legal advice and consult with their Higher Authority.
- f. Other misconduct or inefficiency which does not result in disciplinary action in accordance with AFA 06 may still be dealt with by the process contained in AGAI 67 and discharge may result.
- g. Soldiers who are to be discharged under this paragraph are to be reminded of their right to appeal against discharge.

01.05.628. (Formerly 01.05.203.)

- a. Cause of Discharge: **For the Purpose of being appointed to a Commission.**
- b. Applies to SP who are granted commissions in the Royal Navy, Royal Marines, Regular Army, Royal Air Force and their respective Reserves.

- c. The competent military authority to authorise discharge is the CO.
- d. The date of discharge is to be the date immediately prior to commissioning.

01.05.629. (Formerly 01.05.204).

- a. Cause of Discharge: **Having enlisted into the Royal Navy, Royal Marines, Regular Army, Royal Air Force, or respective Reserves of those forces.**
- b. The competent military authority to authorise discharge is the CO.
- c. On enlistment being notified discharge will be confirmed for the day before such enlistment.
- d. For SP enlisting in the Regular Army the Regiment or Corps is to be stated.

01.05.630. (Formerly 01.05.205).

- a. Cause of Discharge: **Having Enlisted into the Army on a Special S Type Engagement.**
- b. The competent military authority to authorize discharge is the CO.
- c. On enlistment being notified, discharge will be confirmed for the day before such enlistment.
- d. The cause of Discharge is to state which Regiment or Corps the SP is joining.

01.05.631. (Formerly 01.05.206).

- a. Cause of Discharge: **Change in Strength Composition or Function of their Corps on Reduction in the Establishment of their Corps.**
- b. Applies to a soldier who is redundant through a reduction of establishment.
- c. The competent military authority to authorize discharge is the The Military Secretary.
- d. This paragraph is only to be invoked on the direction of Pers Policy (A).

01.05.632. (Formerly 01.05.207).

- a. Cause of Discharge: **Change in their Corps' Requirements.**
- b. This paragraph applies only to a soldier who is surplus to requirements of their Corps, for reasons other than redundancy, arising from reduction in establishment.
- c. The competent military authority to authorize discharge is:
 - (1) For Regional units – Div, Comd or Bde Commander.
 - (2) For National units - CO.
- d. Discharge under this authority is only to be effected on the direction of Pers Policy (A).

01.05.633. (Formerly 01.05.208).

- a. Cause of Discharge: **Defect in Enlistment Procedure.**
- b. Applies to a soldier who:
 - (1) The current regulations for enlistment have been improperly or incorrectly applied to.
 - (2) After enlistment or attestation is found to have been medically unfit for acceptance on account of a condition that was overlooked, inappropriately assessed or not declared by the soldier as part of their former medical history.
- c. The competent military authority to authorize discharge is the CO on an AFB130A once the Appendix 21 or Appendix 22 process has been completed.
- d. Should the Defect in Enlistment be found at the Initial Medical Assessment then the AF B204 process should be used as described in AGAI78 para 78.827(b). The competent military authority to authorize discharge is the CO and the AF B204 is the authorising form.
 - (1) If the DiE is discovered at IMA, Initial Medical Assessment then an AFB204 should be completed in line with AGAI78 78.827(b) refers.
 - (2) If the DiE is discovered at any other time then discharge is to be approved on an AF B130.
- e. **Mental Health Act 1983.** A soldier of the Army Reserve dealt with before enlistment by an order under the Mental Health Act 1983 and still subject to its provisions is not to be permitted to remain in the Army Reserve. If it is brought to notice that a soldier of the Army Reserve has been subject to action under the Act referred to, a report is to be forwarded to Hd Pers Pol (A) in order that the question of their discharge may be considered.

01.05.634 – 01.05.639. Reserved.

Special Procedures**01.05.640. AGAI 67 - Formal Warning.**

- a. Before a soldier is discharged for failure to fulfil their training obligations without good cause, unsuitability or inefficiency, or failure of special to arm training, or persistent misconduct or inefficiency while subject to military law or other misconduct detrimental to the Army Reserve, they are to be informed of their shortcomings by the CO and in accordance with the provisions of AGAI 67 given a formal warning. In some circumstances this warning need not be given.
- b. A copy of the signed warning and any subsequent consecutive warning is to be sent to the relevant APC CM Br. These copies are to be retained unless the soldier is notified that the unit does not intend to proceed with discharge action under Paras 01.05.614 or 01.05.617 or to initiate action under Para 01.05.627.
- c. Three months in an Army Reserve unit may well be insufficient time to allow a soldier to show that they have overcome their failings. A CO may therefore impose further consecutive formal warning periods.

d. If a soldier fails to achieve a satisfactory improvement within the warning period and a further formal warning is not imposed, the CO is to ensure that discharge action under Paras 01.05.614 or 01.05.617 (if appropriate) is completed or, if discharge is to be effected under para 01.05.627, procedures laid down under Para 01.05.627 are initiated without delay. In all cases the relevant CM Branch, APC is to be notified within 7 days of the end of the warning period of the CO's intentions. If notification of intention to discharge or to impose a further formal warning is not despatched to the relevant CM Branch, APC within 7 days of the end of the warning period, the warning period is deemed to have lapsed and no discharge action under Paras 01.05.614 or 01.05.617 or action under Para 01.05.627 is permissible.

01.05.641. Non-Attendance.

a. A non-attender is defined as:

'An Army Reserve who has not attended training in each quarterly period of the Training Year; has not gained a written leave of absence; or has not been granted a Lower Training Commitment by their Commanding Officer'.

b. When a non-attender cannot be contacted in person, the following process may be followed:

- (1) A letter is to be sent by special delivery to their last known address ordering them to report for duty on the next training night, or to contact their unit giving good reasons for being unable to do so and arranging an alternative day.
- (2) If they fail to attend or respond satisfactorily to that letter, a further two letters are to be sent by recorded delivery at 2 week intervals, from the CO formally warning them that continued non-attendance for training will result in their discharge from the Army Reserve.
- (3) The unit is to ensure proof of delivery of all recorded letters is retained on the SP's P File.
- (4) If no response is received, the soldier is to be discharged under Para 01.05.614.

01.05.642. Compulsory Premature Discharge and Non-Recommendation for Re-Engagement.

a. **General.** Although in the interests of the Service, compulsory premature discharge or refusal to recommend re-engagement can have serious consequences for the individual concerned. In addition, it can deprive a SP of employment and pension prospects. It may result in premature discharge without prior warning or at minimal notice, without the time to cushion the transfer to civilian life and seek alternative employment. This instruction sets out the principles and procedures to be followed to ensure that all compulsory premature discharges, or refusals to recommend re-engagement, are carried out with scrupulous fairness.

b. **Principles.** The following principles must be applied in all cases, unless they are impossible to achieve:

- (1) Discharge proceedings, or non-recommendation for re-engagement, should never be initiated without the soldier being informed, told the reasons for it, and given an opportunity to plead their case. This may be done by means of a formal interview with the CO, a record of which should be maintained. Only in exceptional circumstances should the interview be carried out by another officer, and they should

not be below field rank. In circumstances where the soldier is under sentence in a civil prison or institution they should be visited by a unit officer for the purpose of conducting the interview.

(2) In cases where there is a realistic possibility of the SP remedying the situation, they should first be given a formal warning¹⁹⁴ to allow them to show the necessary improvement. Prior formal warning is a mandatory requirement in cases where discharge is subsequently sought under the provisions of Paras 01.05.614 Failing to Fulfil Training Obligations, 01.05.617 Unsuitable for the Army Reserve and 01.05.627, Misconduct of Inefficiency or when a CO subsequently refuses to recommend re-engagement.

c. **Application.** All applications are to be instigated by the unit. In the case of an AFB130A(D) and MAA casework the initial process is started by an initiating Officer or Originating officer, this should be someone of Officer rank in the immediate CoC of the SP. AGAI 49 should be referred to for how to effectively complete each discharge application form. In the extremis should additional advice be required then SO2 Discharges should be approached.

d. **Soldier's Statement.** The soldier must see the statement at Part 2 to enable them to decide whether they wish to submit a representation in Part 3. If a soldier recognises that premature discharge or non-recommendation for re-engagement would be in their own best

e. **Additional Evidence.** Applications should always be accompanied by any relevant documentary evidence which will assist the appropriate authority in deciding the case, or in dealing with any subsequent appeal. In particular:

(1) If formal warning action has taken place, copies of the relevant warning certificates must be submitted. Evidence and/or reports in respect of any formal warnings, court proceedings or recorded misconduct. Copies of SIB reports or reports by officers attending the civil trial of a soldier may be appropriate supporting evidence in cases where application for discharge is made under Para 01.05.627.

(2) In respect of CDT failure, the ASPG CDT Failure letter, initial interview using Annex E to AGAI 64, Annex E Part B if completed and any other supporting CDT Failure documentation such as toxicologist report, legal advice and witness statements.

(3) Soldiers Statement (if provided) and JPA Conduct Sheets/ JPA Discipline Record.

f. **Discharge Letter.** All SP should be issued a discharge or directed letter upon discharge. A copy of this must be sent to APC ESL desk: APC-CMPOL-CI-ToS-Mailbox. Letters must as a minimum contain the following information:

- (1) Discharge category (RLFR and/or QR(Army) code if relevant)
- (2) Date of last day of Service and when discharge is effective from
- (3) If any leave is permissible
- (4) If any resettlement is permissible
- (5) How an appeal may be made.
- (6) Who the competent military authority was who approved the discharge.

¹⁹⁴ AGAI 67.

(7) Notification that all documentation will be sent to APC for archiving.

01.05.643. Discharge of Soldiers in Permanent Service. SP on FTRS or mobilized service are still members of the Army Reserve and can only be discharged under the appropriate paragraphs in these regulations. FTRS agreements to be drawn up to ensure that the individual has returned to their parent Army Reserve unit at or before their EED. When discharge is for reasons other than completion of engagement or having reached the NRA, action should be initiated by the regular unit with which the soldier is serving. When on an operational tour or otherwise overseas, the soldier will be returned to UK for the completion of discharge procedures. Soldiers not returning to Army Reserve service are eligible to receive discharge certificates as laid down in 01.05.452.

01.05.644. Completion of Tenure. SP who have completed the tenure of their post but have not been selected for another appointment and have not reached their NRA may seek a transfer to: another unit¹⁹⁵; or the ARRG¹⁹⁶; or the Regular Reserve¹⁹⁷. Failure to submit an application for transfer within 28 days of completion of tenure of appointment will cause the soldier to be transferred to the ARRG or discharged. If an application to transfer to another unit is unsuccessful, the soldier may be transferred to the ARRG or discharged.

01.05.645. Move of Residence. When a soldier moves their permanent residence outside the recruiting area of their unit, they must elect either to transfer to another unit in their new area¹⁹⁸; or transfer to ARRG¹⁹⁹; or to be discharged²⁰⁰.

01.05.646 – 01.05.649. Reserved.

Administration.

01.05.650. Efficiency Medal. Before a soldier of the Army Reserve is finally discharged their CO is to check if they are eligible for the Volunteer Reserves Service Medal²⁰¹. If so, and the CO is prepared to recommend the soldier for the award, they are to inform the soldier and submit an application on F Hons 1009. If the soldier is otherwise eligible but is not recommended by their CO for the award, a certificate to that effect is to be placed on the SP's p-file for retention with the original attestation. The CO must inform the SP if they are not recommended for such an award.

01.05.651. Valedictory Letter. Soldiers who are discharged after 6 or more years' unbroken voluntary service in the Army Reserve may be eligible for a valedictory letter signed by the Principal Personnel Officer (PPO). Before a soldier is finally discharged from the Army Reserve, their CO is to check if they are eligible for a valedictory letter. If so, and if the CO is prepared to recommend the soldier for a valedictory letter, they are to inform the soldier, complete AFE 20036 and forward it to the relevant CM Branch, APC. If the soldier is otherwise eligible but is not recommended by their CO, the AFE 20036 is to be endorsed accordingly and despatched to the relevant CM Branch, APC for retention with the soldier's original attestation.

01.05.652. Return of Public Property. Before discharge, SPs are to hand over in good order, fair wear and tear excepted, at such time and place as may be ordered by their CO all arms, clothing and equipment issued to them, being public property. Where this is not done they are to pay the full value of any item which is not handed over²⁰². In addition, their CO is to ascertain from the RAO whether there is a requirement to recover any payments and arrange recovery if required. (see also LFSO 6102).

¹⁹⁵ RLFR Pt 1, Ch 5, Sect 5.

¹⁹⁶ RLFR Pt 1, Ch 10.

¹⁹⁷ RLFR 01.05.330 – 332.

¹⁹⁸ RLFR Pt 1, Ch 5, Sect 5.

¹⁹⁹ RLFR Pt 1, Ch 10.

²⁰⁰ RLFR 01.05.413.

²⁰¹ RLFR 01.03.241. & Annex C/3.

²⁰² RLFR 01.03.113. & LFSO 6102.

01.05.653. Discharge Certificate. Each soldier on discharge is to be furnished with a discharge certificate by the Army Reserve unit. In the case of a soldier who has not handed over their arms, clothing and equipment, the unit may retain the certificate pending their return, for a period not exceeding 14 days, but this procedure is not to affect the date of discharge. No discharge certificate is issued when an Army Reserve soldier is commissioned in the Army Reserve. For soldiers in permanent service see Para 01.05.443.

01.05.654. Complaints. The soldier's right to submit a representation against discharge in no way subsequently diminishes their right to make a Service Complaint or an appeal²⁰³ if the decision is taken to discharge them or not recommend their re-engagement. SP are not to be retained in service beyond EED pending a Service Complaint or appeal.

01.05.655. Retention of Rank and Wearing of Uniform. Warrant Officers and SNCOs with 10 years' service or more may be permitted to retain their rank and wear the uniform of their corps on the written authority of the officer who authorises their discharge. They are to provide the uniform at their own expense and wear the letter 'R' in white metal or bronze over the badges of rank. Service on call-out may be counted as double for the purpose of assessing service under this paragraph.

01.05.656 – 01.05.700. Reserved.

²⁰³ RFA 96 Sect 15(2).

ANNEX A TO CHAPTER 5
SPECIAL TO ARM INSTRUCTIONS

Royal Armoured Corps

1 – 9. Reserved.

Royal Artillery

10 – 19. Reserved.

Royal Engineers

20 – 29. Reserved.

Royal Corps of Signals

30. Promotion of Supervisors is controlled by Col APC CM Ops into vacancies against the quotas laid down by Pers Policy (A)..

31 – 39. Reserved

Infantry

40. **Parachute Regiment.** The upper age limit for civilian recruitment into the Parachute Regiment is the day before the candidate's 38th birthday.

41 – 49. Reserved.

Parachutists

50. Volunteers for parachute duties, are if accepted, normally to be required to serve as parachutists for the period of their Army Reserve engagement. COs may accept volunteers who are not to be required to parachute, in non-jumping vacancies.

51. A volunteer, once having qualified as a parachutist and whilst serving on a current parachute tour, can be ordered to make a parachute descent at any time or place as part of normal military training in the Army Reserve, subject to medical fitness at that time.

52. On volunteering for parachute duties the soldier is to sign the following certificate:

'I understand that, once having qualified as a parachutist and while serving in an Army Reserve airborne unit or parachute roled appointment on a current parachute tour, I can be ordered to make a parachute descent at any time, day or night, as part of my Army Reserve training in the United Kingdom or overseas, subject to medical fitness at the time.'

One copy of this certificate is to be sent to Army Reserve CM Cbt APC and the duplicate is to be retained with the soldier's unit documents.

53. A parachute tour is to last from the date on which the soldier becomes eligible for parachute pay to the end of their current engagement unless they are assigned or transferred to a unit or position which is not parachute roled.

54. A soldier who is undergoing parachute training, or who is parachute qualified and who is serving with an airborne unit or filling a parachute roled appointment is entitled to receive parachute pay subject to remaining in role.

a. On re-engagement an Army Reserve soldier is to sign the certificate given in Para 052 with the following addition:

'On re-engagement I wish to extend my parachute tour to the end of my new engagement.'

b. Exceptionally, in special circumstances, the local Div Commander may, on the recommendation of the CO, authorise re-engagement of an Army Reserve soldier without their signing these certificates.

55 – 59. Reserved.

Special Forces

60 – 69. Reserved.

Army Air Corps

70. **Aircrew.** Personnel applying for aircrew posts must previously have qualified as military pilots. HQ AAC is responsible for ensuring that candidates for Army Reserve aircrew positions are suitably qualified, experienced and medically fit prior to referring the applicant to APC Cbt Sp AAC Sldrs.

71 – 79. Reserved.

Royal Logistic Corps

80 – 89. Reserved.

Army Medical Services

90 – 99. Reserved.

Royal Electrical and Mechanical Engineers

100 – 109. Reserved.

Adjutant General's Corps (Staff and Personnel Support)

110 – 119. Reserved.

Adjutant General's Corps (Royal Military Police)

120. **SIB SROR.** SIB SRORs complete the Initial Military Police Course (Reserve) (IMP(R)) and are then appointed to substantive Sgt rank. These soldiers are exempt Provost JNCO Course (PJC) and Provost SNCO Course (PSC), and the associated CLM requirements.

121 – 129. Reserved.

Adjutant General's Corps (Military Provost Staff)

130. **Entry Qualifications.** All applicants must have held the rank of Corporal or equivalent rank or above with present or former service in the:

- a. Regular Army MPS or RMP, or RN and RAF equivalent service, or
- b. RMP with custodial experience from service in the civil police or private custodial sector, or
- c. Regimental Police of other Corps with custodial experience as defined above.
- d. Exceptionally, civilian entrants with substantial custodial experience, may be enlisted.

131. Rank on Appointment.**a. Previous Military Service.**

(1) Applicants who have previously held the rank of Sgt or above will be granted their previously held rank provided they satisfactorily complete training and there is a vacancy for that rank within the ORBAT.

(2) Applicants who have previously held the rank of Cpl will be taken on strength as Cpl, and on successful completion of training will be promoted to Acting Sgt.

(3) Applicants who have previously held the rank of LCpl or Pte will be taken on strength as LCpls and on successful completion of training will be promoted to substantive Cpl.

b. **Direct Entrants.** On successful completion of CMS(R) such SP are to be promoted to substantive LCpl and on successful completion of Phase 2 Training are to be promoted to substantive Cpl. On mobilisation such SP will be promoted to Acting Sergeant.

132 – 139. Reserved.

Small Arms School Corps

140 – 149. Reserved.

Intelligence Corps.

150. Soldiers joining the Intelligence Corps Reserves must do so via a Reserve Military Intelligence (MI) unit. Unless explicit authority is granted by the Corps Colonel Intelligence Corps, non-MI units are not permitted to appoint soldiers to the Intelligence Corps. Prior to their first appointment, Intelligence Corps Reserve soldiers must have passed Special to Arm (StA) selection for the relevant MI unit [OPMI 3(R) for those taking up Operator Military Intelligence appointments in Reserve MI Battalions], be capable of securing Developed Vetting (DV) as a minimum and be qualified in one of the following ways:

- a. Have previous full time service as an Intelligence Corps soldier and have completed StA and Command Leadership Management (CLM) training appropriate to the soldier's rank.
- b. Within 24 months (36 months for those transferring as SNCOs or WOs) of transferring to the Intelligence Corps Reserves or completing the appropriate Phase 1 training, have

successfully completed the Regular or Reserve Operator Military Intelligence (OPMI) course and associated CLM appropriate to their employed rank.

c. Unless granted dispensation by the Corps Colonel Intelligence Corps, soldiers who do not complete the appropriate OPMI and CLM training within the timeframes set and/or cannot secure DV, will be required to transfer out of the Intelligence Corps or retire/resign from the Army Reserves.

151 – 159. Reserved.

Royal Army Physical Training Corps

160 – 169. Reserved.

Musicians

170. Soldiers joining Army Reserve Bands belong to the respective Arm or Service for that band. There are no pre-requisite written musical qualifications.

a. Other than those who are transferring from regular CAMUS service without a break in service, applicants will be assessed at an Audition Board convened or authorized by The Royal Military School of Music at which they will be required to perform three contrasting unaccompanied pieces to a minimum standard equivalent to Grade 6 Associated Board of the Royal Schools of Music.

b. Selected pieces are to be agreed in advance with the Personnel Selecting Officer CAMUS. Alternatively, candidates may choose a repertoire from the Trinity Guildhall Grade 6 Syllabus.

c. Medical standards are the same as for Regular Army Musicians in CAMUS and are common to all Army Reserve Musicians regardless of Arm or Service.

171 – 179. Reserved.

MAB

180. **Normal Retirement Age (NRA).** The NRA for Army Reserve MAB-badged ORs employed in the MAB group is the day before the soldier's 60th birthday.

181 – 189. Reserved.

ANNEX B TO CHAPTER 5
GROUP B SPECIAL TERMS OF SERVICE

Officers Training Corps

1. **Enlistment.** Applicants for the OTCs are to be recruited, selected and then attested into the Army Reserve by the OTC in the rank of OCdt.
2. **Promotion.** They retain the rank of OCdt for the duration of their engagement in the OTC. They may be promoted to the rank of Junior and Senior Under Officer in accordance with special instructions issued by Army HQ. Contingent commanders may, during training, appoint cadet NCOs and Warrant Officers. Appointment to Under Officer, Warrant Officer or NCO rank does not confer any entitlement to extra pay or allowances.
3. **Early Termination.** UOTC OCdts normally serve with their OTC unit until graduation or departure from their degree course. They may leave early in the following circumstances:
 - a. UOTC OCdts may apply for discharge at any stage as a right. These SP are to be discharged under RLFR 01.05.613.
 - b. Disciplinary or administrative discharges are to be treated in the same way as Gp A Soldiers.
 - c. OCdts who are being commissioned are to be discharged under RLFR 01.05.628.
4. **Completion of Service.** On normal completion of service, UOTC OCdts may:
 - a. Transfer to an Army Reserve unit as a soldier, with or without a future prospect of commissioning.
 - b. Discharge on graduation under RLFR 01.05.611.
 - c. Enlist in the Regular Army as a soldier. Discharge from the OTC is under RLFR 01.05.629 or 630.
- 5 – 9. Reserved.

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ANNEX C TO CHAPTER 5
GROUP C SPECIAL TERMS OF SERVICE

Reference

1. Reserve Forces Act 1996, Part V.
- 2 – 9. Reserved.

General

10. The instructions contained elsewhere in these regulations for ordinary members apply equally to soldiers of the Sponsored Reserves except where they are overruled by specific instructions in this Annex, or special terms and conditions of service are specified in the Employee's Agreement due to conditions laid down in the MOD Arrangement and the Employer's Consent Form. Sponsored Reserves are administered by a nominated unit.

11. Further details for Gp C Reserves are in Annex J/1.

12 – 19. Reserved.

Enlistment

20. **Age Limits.** See Annex J/1.

21. **Medical Standards.** See Annex J/1.

22. **Classification and Pay Banding.** Soldiers may be classified and banded for pay purposes in accordance with their civilian qualifications as laid down in paras 01.05.150 and 01.05.151.

23. **Residence.** See Annex J/1.

24. **Process.** Sponsored Reserve soldiers are eligible for attestation subject to obtaining CTC or SC where required by the MOD Arrangement, and normal enlistment procedures, except where modified by the instructions in this Annex or the Employee Agreement. The recruiting unit is to inform the employer, in writing, in all instances when a potential recruit is rejected by the unit, refused confirmation of enlistment or when attestation is delayed beyond the date shown in the Employee Agreement. Where an individual is self-employed, the unit is to inform the person to whom they are under contract to provide services as a Sponsored Reservist.

25. **Special Enlistment (Sponsored Reserves(SR)).**

a. A potential Sponsored Reserve recruit may seek to enlist before their Employee Agreement has been finalized. Such instances will occur before detailed negotiations between the principal employer and the MOD sponsor have been completed, but an Employer's Consent Form has been issued.

b. Provided an Employer's Consent Form has been issued and authorization has been received from the MOD sponsor (either directly or through Army HQ (G3 Reserves)), the applicant may be processed as a recruit and attested as a Special Enlistment (SR) into Group C. Such recruits may carry out SR training, but until an Employee Agreement has

been signed and witnessed, and the date specified on the agreement has been reached, enlistment may not be confirmed and the recruit will not be liable for mobilisation²⁰⁴.

c. If enlistment is confirmed, for the purposes of pay and seniority confirmation in the rank given is to be backdated to the day of provisional appointment. Any training carried out during this period may count towards SR bounty.

26. **Enlistment Documentation.** In addition to normal enlistment documentation, the following forms are required²⁰⁵:

a. Instructions from the MOD sponsor specifying the ranks and numbers of personnel to be employed as Sponsored Reserves by the principal employer (either as direct employees or as employees of a sub-contractor, or as self-employed persons under sub-contract) for the specified arrangement. For Special Enlistment (SR) cases these instructions will not be complete.

b. The Employer's Consent Form²⁰⁶.

c. The Employee Agreement²⁰⁷. (Except in cases of special enlistment).

27. **Rank on Appointment and Promotion.** See Annex J/1.

28 – 29. Reserved.

Training

30. Soldiers of the Sponsored Reserves are required to undergo the military training required to meet the minimum standards laid down by ARITC and attend the number of days annual training laid down in the MOD Arrangement and specified in the Employee Agreement (see Annex J/1 and Paras 01.02.033, 01.02.034, 01.02.037 and Annex B/2).

31 – 39.

Transfer

40. **Within Group C.** See Annex J/1.

41. **From Group C to Group A or B.** See Annex J/1.

42. **From Groups A or B to Group C.** See Annex J/1.

43. **Reckonable Service.** See Paras 42 and 43 of Annex J/1.

44. **Transitional Members.** See Para 44 of Annex J/1.

45 - 49. Reserved.

Mobilisation

50. See 01.01.061.

²⁰⁴ RLFR 01.01.062

²⁰⁵ AFE 20037.

²⁰⁶ AFE 20016.

²⁰⁷ AFE 20012.

51 – 59. Reserved.

Re-Engagement

60. Soldiers of the Sponsored Reserve may re-engage in Group C as laid down in Section 4 of Chapter 5 provided that their civilian employment contract still requires them to be a Sponsored Reservist as laid down in Part V of the 1996 Act.

61 – 69. Reserved.

Discharge

70. **End of Commitment.** Soldiers, other than those on Special Engagements(SR), may only be members of Group C while they are filling Sponsored Reserve appointments. If they cease to be employed by an employer with a Sponsored Reserve commitment, or move to another employment in the same firm which does not require a Sponsored Reservist, or receive notice of cessation of liabilities from DMCM, they are normally to be discharged from the Army Reserve. SP may also apply for transfer to another part of the Army Reserve. Discharge paperwork is to be endorsed "Sponsored Reserve Contract ended". However, if they have an outstanding Regular Reserve liability they are to be transferred to the Regular Reserve. In all instances the unit is to inform the employer in writing when a soldier's discharge or transfer is affected.

71. **Voluntary Discharge.** A soldier considering voluntary discharge before their obligations as a Sponsored Reservist have ceased is to be warned that such action could have adverse implications on their civilian employment. They are to be instructed to inform their employer of their intentions before they submit an application for voluntary discharge. If they are self-employed and under contract to provide services as a Sponsored Reservist, they are to inform the person to whom they are under contract. Their application, is not required to be submitted more than 3 calendar months before the proposed date of discharge, and is to be accompanied by a letter confirming that they have warned their employer, or if self-employed the person to whom they are under contract, of their intentions. Their employer is to be notified by the unit as soon as an application is received.

72. **Duties on Discharge.** In the event that a soldier ceases to have any Sponsored Reserve liabilities for any reason, their duties and liabilities, shall only be those essential to effect their discharge unless they have applied to transfer to Group A or B. Their employer is to be informed of any duties associated with the processing of their discharge, including return of clothing and equipment issued to them, which will require them to be absent from their civilian place of work.

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APPENDIX 1 TO ANNEX C TO CHAPTER 5**TERMS OF EMPLOYMENT WITH THE NAVY, ARMY AND AIR FORCE INSTITUTE**

1. **General.** This Annex deals with ToS for soldiers employed by NAAFI, where they are different from other Gp C Army Reserves.
2. **Liability for Call-Out on Permanent Service.** Soldiers are to have the same call-out liabilities as other members Gp C but are only to be called out for permanent service when required for service with NAAFI.
3. **Enlistment.** Enlistment will be in a Gp C National unit and is to be restricted to those individuals who are recommended by Headquarters NAAFI to DCOS G1/G4 HQ RLC Army Reserve for enlistment into RLC.
4. **Age Limits.** Applicants must be between 19 and 45 years old.
5. **Medical Standards.** The JMES standard required is to be the minimum standard permissible in the theatre to which the soldier is to be deployed. A JMES standard below MLD must be referred to the National Recruiting Centre.
6. **Training.** Soldiers employed by NAAFI, including those employed overseas, are required to complete MATTs annually. Additional training may be undertaken on a voluntary basis, under arrangements agreed between the MOD and NAAFI.
7. **Pay, Allowances and Bounties.**
 - a. Soldiers are to receive no pay, allowances or bounties from Army funds except as provided in Army Order 8 of 1970. They are remunerated by NAAFI in accordance with the terms of their employment with NAAFI.
 - b. Rates of bounty and the conditions under which they are payable by NAAFI are the same as those applicable to other members of Gp C.
8. **Rank and Promotion.** Enlistment is in the rank of Pte, and promotion is limited to WO2. Criteria for promotion are in accordance with RLC Instructions.
9. **Discharge.** Discharge processes are the same as all other Army Reserves²⁰⁸.

²⁰⁸ RLFR Pt 1, Ch 5, Sect 6.

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ANNEX D TO CHAPTER 5

GROUP D SPECIALIST RESERVE OTHER RANKS – SPECIAL TERMS OF SERVICE

Introduction

1. Group D (Gp D) Terms of Service (ToS) are designed for specialist SPs who do not meet the normal recruiting, employment or retention standards of Gp A SPs. Gp D SPs have a valuable contribution to make to Defence, but it does not require them to complete main-stream military training, fitness standards or training for promotion. They are employed in niche roles and career managed within their professional peer group. Gp D SP remain the command and control responsibility of their 1* commander throughout their service.

2. This Annex details the special ToS which apply to Gp D soldiers. Where no special ToS exist, Gp A rules apply.

3 – 9. Reserved

Liability

10. All posts must sit on a unit AFC 8005. Gp D posts count towards the overall trained strength of the Army Reserve, unless specifically excluded. Unpaid PIDs will require slightly different establishment action, in order to ensure pay cannot be drawn.

11 – 19. Reserved.

Enlistment

20. **Entry Age.** Applicants must be between the ages of 18 and 50, this will enable initial training and first assignment of 3 years before NRA of 55 is reached.

21. **Selection.** Candidates are initially assessed by the employing organisation at an Arms and Services Board (ASB) to ascertain their specialist expertise, and suitability for employment within the 1* formation.

22. **Enlistment Waivers.** It is expected Gp D personnel will routinely require enlistment waivers in one or more areas. If there is a requirement to waive any enlistment requirements an AFB 203 is to be raised, detailing the waiver(s) required. The AFB 203 is to be clearly annotated 'GROUP D' in the Job Description box in Section 1; and 'Group D Employment Only' in the text paragraph(s) for each type of waiver sought. The purpose of the AFB 203 is to provide a permanent record of any enlistment that does not meet the usual standards. Such waivers should be processed as rapidly as possible, subject to employers acknowledging and accepting any risk carried.

23. **Medical.** A medical is to be conducted to establish the SP's MES. MLD or MND is no bar to enlistment as Gp D, but AFB 203 (Med) and Appx 9 are to be completed prior to enlistment where the candidate falls below the normal entry and/or employment standard(s).

24. **Security Clearance.** If required, security clearance should be requested after candidates have passed their respective ASBs but before commencing initial training. Where Developed Vetting (DV) is a requirement for the candidate's role, the recruitment and training process and subsequent probationary employment should continue in tandem with the DV assessment which may take several months. If DV is not granted, the probationary engagement is to be terminated²⁰⁹ or the SP returned to their previous employment.

²⁰⁹ RLFR 01.05.191.

25. **Transfer In.** SP who transfer into Gp D from any other part of the Army retain their substantive rank, and should be appointed to a vacancy in that rank. Subsequent career progression is under Gp D rules.

26. **Tenure.** Soldiers will enlist for 3 years with the first year being on probation. Probation will be completed on receipt of a satisfactory Annual Report. Where the post does not attract Annual Reports, the CO is to record the completion of probation in writing. SP who do not successfully complete probation are to be discharged²¹⁰.

27. **Re-engagement.** After the initial engagement of 3 years, subsequent extensions of up to 3 years may be granted by the 1* formation, up to the Normal Retirement Age (NRA)²¹¹.

28 – 39. Reserved.

Capbadge

40. The default capbadge for Gp D personnel is General Service Corps (GSC). The sponsoring capabilities and units retain responsibility for the management of their personnel. The sponsoring Capability is to be added after the letters GSC e.g. GSC(INT).

41. Sponsoring capabilities may choose to allow Gp D personnel to wear the capability capbadge(s).

42. SP transferring to Gp D from another part of the Army may retain their existing capbadge with the agreement of the losing and gaining capabilities.

43 – 49. Reserved.

Assignment

50. Gp D personnel may only occupy PIDs tagged Army Reserve Gp D. Army Reserve Gp A personnel may be employed in PIDs tagged Army Reserve Gp D where they are selected on their KSE. As an example, the structure of a Gp D PID would be:

1999999|GP D ARCHAEOLOGIST

51 – 59. Reserved.

Training

60. **Initial Training.** Once the candidate has passed their Arms and Services Board (ASB) and their pre-employment checks have cleared, they may be enlisted and either loaded to their foundation training or commence employment. 1* employing HQs are responsible for setting the requirements to qualify as a trained Gp D SP. There is no absolute requirement for Foundation or Special to Arm Training; there may be no initial training requirement.

61. **Annual Training.** The minimum Annual Training requirement is the completion of MATTs 6 and 7. Workplace Induction Programme (WIP) must be conducted on enlistment and at the frequency laid down in unit standing orders. 1* Commands will set the requirement for any other periodic compulsory training and/or assessment requirements linked to the SP's role.

²¹⁰ RLFR 01.05.192.

²¹¹ Extensions are applied for on AFE 20038.

62. **Medical**²¹². All MLD and MND personnel are to have a current Appx 9. In addition, an Appx 26 is to be completed for any activity beyond sedentary office employment or in the event of any doubt.

63 – 69. Reserved.

Pay & Allowances

70. **Pay**²¹³. Gp D SPs may be in paid or unpaid roles. Job specs must clearly state whether the role is paid or unpaid, the entitlement to allowances, and any RSD limits.

71. **Bounty**. Bounty may be earned by Gp D SP subject to the same rules as Gp A Reserves. Certificate(s) of Efficiency are issued subject to the same rules as Gp A Reserves. Medical exemptions must be recorded in the SP's Appx 9.

72. **Allowances**²¹⁴. Allowances are paid at the same rates and under the same conditions as all other SP. If the role is unpaid, C1 and C2 training must be recorded to ensure correct entitlement to Travel and Subsistence allowances, and to inform Management Information.

73 – 79. Reserved.

Honours and Awards

80. Eligibility for any Honour or Award (including VRSM) follows the rules in JSP 761.

81 – 89. Reserved.

Promotion and Seniority

90. **Seniority**. Gp D rank and seniority is not automatically transferrable to any other part of the Army.

91. **Promotion**. Soldiers will promote substantively under rules specific to their trade and employing capability. Lateral entry to Sgt is permitted where the trade and capability require it. To be selected for promotion to the next substantive rank, all soldiers require a minimum of one report in their substantive rank with a recommendation for promotion. Promotion is regulated by vacancies within each organisation. Promotion in Rank-Ranged posts is permitted, without reference to Pers Policy (A).

92. **Local Unpaid Rank**. Local Unpaid Rank may be granted by the 1* employing HQ as individual tasks dictate. Soldiers must not be granted Local Unpaid Officer Rank.

93. **Boarding**. Appointment and promotion boards for Gp D SP will be conducted at 1* formation level.

94 – 99. Reserved.

²¹² AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY.

²¹³ See JSP 754.

²¹⁴ See JSP 752.

MS

100. SP in receipt of pay will receive an appraisal report in line with Gp A Reserves. Unpaid SP do not normally receive an appraisal report, but may do so where required for CM purposes.

101 – 109. Reserved.

Mobilisation

110. All Gp D SPs are liable for call-out under RFA 96, Section 52. Gp D SP may volunteer to be liable for call-out under sections 54 and/or 56; and/or under the Defence (Armed Forces) Regulations 1939. Additional call-out liabilities will be approved at the employing 1* HQ when in the interests of the service.

111. On mobilisation, the training requirement is to be determined between the home 1* employing HQ and theatre commander, and delivered at MTMC(I). If MLD or MND, a new Appx 26 is to be raised to cover Pre-Deployment Training (PDT) and deployment.

112 – 119. Reserved.

FTRS

120. Gp D SPs are not normally eligible for FTRS. However, Gp D SPs may be brought into service on FTRS where liability has been specifically created for the purpose or the employing organisation requests a Gp D candidate. As with other Army Reservists, SPs on FTRS will have their Volunteer Reserve Record moved to ARRG 5.

121 – 129. Reserved.

Transfer

130. Gp D SP who transfer to other parts of the Army (Regular or Reserve) must conform to the prevailing entry standards, and must complete training to bring them to the employment standard required. Gaining capability directorates will confirm the individual requirements for phase 1 and 2 training for the new role. Rank and seniority on transfer will be determined by the receiving capability directorate. There is no automatic entitlement to transfer any rank or seniority held as a Gp D Reserve.

131. Gp D SP may transfer to other Gp D employment, subject to acceptance by the receiving 1* formation. Rank and seniority on transfer will form part of the offer from the receiving 1* formation.

132. Gp D SP may transfer to ARRG 1 or 2, sponsored by the employing unit. Gp D SPs are not permitted to transfer to ARRG 3 or 4. Gp D SPs who have no sponsoring unit are to be discharged or retired.

133 – 139. Reserved.

Discharge

140. **Procedures.** Discharge processes, including the non-attendance process, are as Gp A. Discharge paperwork to be clearly annotated 'Army Reserve Group D', to prevent any future Defect in Enlistment Procedure.

141. **Disestablishment.** If a specialism is no longer required, or a post is disestablished, where possible and if in the interests of the Service, the specialist will be assigned to another unit in the

same specialist role. If this is not possible, the individual may be assigned into the ARRГ until a suitable position is identified.

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ANNEX E TO CHAPTER 5
SPECIAL ENLISTMENT AUTHORITIES

Special Enlistments

1. In the cases detailed below enlistment requires special authority. The authorities concerned are listed in this table. The recruit is not to be attested until after the date of approval. Applications for such approval are to be submitted via the National Recruiting Centre on-line process.

Type of recruit	Higher authority approval required	Comment
a. Ex-officers	APC (CM branch of the corps in which they were commissioned)	See Para 01.05.121
b. Ex-Service Personnel discharged from the armed forces with a character assessment of 'Good' or better.	HQ RG	
c. Ex-Service Personnel discharged from the armed forces with a character assessment less than 'Good' except where assessment was lower solely on account of insufficient service.	HQ RG	See Para 01.05.122 .
d. Personnel dismissed from the Armed Forces or PSNI for misconduct, or discharged from the Army under QR(Army) , Para 9.404.	HQ RG	
e. Ex-Service Personnel discharged from the Regular Army under QR(Army) , Para 9.414.	Hd Pers Pol (Army)	Excluding CDT
f. Persons with alien connections.	Hd Pers Pol (Army)	See Para 01.05.101 . Complete personal summary required.
g. Applicants who do not conform to medical standards as set out in AGAI 78 Army Medical Employment Policy (Army Code No 13371) because they are:	Hd Pers Pol(Army)	See Para 01.05.130 .
(1) Discharged from the armed forces on medical grounds, or,	Before the re-enlistment of a candidate is considered, those who have previously been medically discharged but still meet with the rejoin/re-enlistment criteria laid down in the relevant DINs will be reviewed by the Chief Medical Officer (CMO) in the NRC following review of Discharge Medical Data on DMiCP.	Obtain F Med 4 from Directorate Personnel Administration Instruction Issue 4/14.
(2) In receipt of disability pension, or,		
(3) Discharged with a medical category lower than that laid down for that of the arm in which they wish to serve, or,		
(4) 25 per cent above or 10 per cent below desirable weight for height.		Enlistment of recruits in this category will not be finally approved until they have been reviewed by the Chief Medical Officer (CMO) within the NRC, following a review of the

Type of recruit	Higher authority approval required	Comment
		Discharge Medical data on DMiCP.
h. Exceptional applicants falling under <u>Para 01.05.120.</u>	a. Head of Manning (Army)	
i. Applicants for the SASC	HQ SASC	
j. Applicants over 50 years or the age limits laid down by their Head of Capability	Head of Manning (Army)	Such applicants will not normally be approved unless there is an overriding Service requirement

ANNEX F TO CHAPTER 5

BRITISH NATIONALITY

British Citizen

1. A British citizen is a person who has a right of abode in the United Kingdom. A person who is not a British citizen may become such a person by registration or naturalization.

British Dependent Territories Citizen

2. A British Dependent Territories citizen is a person who is a citizen of one of the British Dependent Territories listed below:

Anguilla.

Bermuda.

British Antarctic Territory.

British Indian Ocean Territory.

British Virgin Islands.

Cayman Islands.

Cyprus (Sovereign Base Areas only).

Falkland Islands and Dependencies.

Gibraltar.

Montserrat.

Pitcairn.

St Helena and Dependencies (Ascension Island; Gough Island; Inaccessible Island; Nightingale Island; Tristan da Cunha).

Turks and Caicos Islands.

British Overseas Citizen

3. A British Overseas citizen is a person who was a citizen of the United Kingdom and Colonies immediately before commencement of the British Nationality Act 1981 and who did not at commencement become either a British citizen or a British Dependent Territories citizen.

British Subject

4. A British subject is a person of similar status to a British Overseas Citizen.

British Protected Person

5. A British protected person is a person who was born, or whose father was born in a protectorate or who is the subject of a protected state. A British protected person has no right of abode in the United Kingdom and to obtain such a right they must apply for naturalization as a British citizen.

Citizen of the Republic of Ireland

6. Citizens of the Republic of Ireland who were born on or before 31 December 1948 are deemed to have remained British subjects. Under the British Nationality Act 1948 those born on or after 1 January 1949 were able to be specially registered as British subjects after 5 years residence in the United Kingdom. This period may be reduced in certain circumstances. The British Nationality Act 1981 provides that these persons may now obtain British citizenship by

naturalisation only after qualification of 5 years' residence in the United Kingdom or, alternatively, by being in Crown service overseas at the date of application.

Citizen of an Independent Commonwealth Country

7. A Citizen of an Independent Commonwealth country is a citizen of one of the independent Commonwealth countries listed below:

The United Kingdom (incl Channel Isles and Isle of Man).
Australia (incl Christmas Island (Indian Ocean); Cocos (Keeling Island, Norfolk Island)).
Antigua.
Bahamas.
Bangladesh.
Barbados.
Belize.
Botswana.
Brunei.
Canada.
Cameroons.
Cyprus.
Dominica.
Fiji.
Ghana.
Grenada.
Guyana.
India.
Jamaica.
Kenya.
Kiribati.
Lesotho.
Malawi.
Malaysia.
Malta.
Mauritius.
Mozambique.
Namibia.
Nauru.
New Hebrides (Vanuatu).
New Zealand (incl Cook Islands, Niue Island and Tokela Islands).
Nigeria.
Pakistan²¹⁵.
Papua New Guinea.
St Kitts & Nevis.
St Lucia.
St Vincent and The Grenadines.
Seychelles.
Sierra Leone.
Singapore.
Solomon Islands.
South Africa.
Sri Lanka.
Swaziland.
Tanzania.

²¹⁵ Note 1. As amended by the British Nationality (Pakistan) Order 1989, effective 1 October 1989.

Tonga.
Trinidad and Tobago.
Tuvalu (formerly Ellice Islands)
Uganda.
Western Samoa.
Zambia.

Commonwealth Citizen

8. A person having the status of Commonwealth citizen is one who, under the provisions of the British Nationality Act 1981, is a British citizen, a British Dependent Territories citizen, a British Overseas citizen, a British subject or a citizen of an independent Commonwealth country.

Further Guidance

9. Current policy on nationality of recruits is contained in a DIN.

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ANNEX G TO CHAPTER 5**NOTICE AND ATTESTATION PAPERS**

1. These regulations govern enlistment into the Army Reserve and came into operation on the first day of April 1997.
2. The notice to be given to a person offering to enlist in the Army Reserve Groups A or B, and the questions to be put to a recruit on attestation into the Army Reserve in Group A or B, shall be as set out in AFE 7545A The Notice paper (Groups A and B) - to these regulations in accordance with Para 1(2) of Schedule 1 to the Reserve Forces Act 1996. The declaration to be made by persons offering to re-engage for a further term of service in the Army Reserve is at AFE 20035.
3. The notice to be given to a person offering to enlist in the Army Reserve Group C, and the questions to be put to a recruit on attestation into the Army Reserve in Group C, shall be as set out in AFE 7545B - The Notice paper (Group C) - to these regulations in accordance with Para 1(2) of Schedule 1 to the Reserve Forces Act 1996. The declaration to be made by persons offering to re-engage for a further term of service in the Army Reserve is at AFE 20035.
4. In compliance with the provisions of Para 1(2) of Schedule 1 to the Reserve Forces Act 1996, AFE 20035 and AFE 7545B are to set out the general conditions of the engagement to be entered into and such other matters as may be prescribed. AFE 20035 and AFE 7545B are therefore to be amended as necessary to take account of any changes in terms and conditions of service as may be authorized from time to time.
5. In compliance with normal Army custom and practice, the term Attesting Officer as defined at Paras 01.05.172 and 01.05.173 is used in AFE 20035 and form 3. For the purpose of these regulations it has the same meaning as Enlistment Officer as defined in Section 9(2) of the Reserve Forces Act 1996 as modified by Para 01.05.173.

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ANNEX H TO CHAPTER 5**SUPPLEMENTARY INFORMATION FOR SAS(R)****Support Staff Employment Opportunities in the SAS(R)**

Corps	CEG	Rank Range
R SIGNALS	Comms Sys Ops	LCpl-WO2
RLC	Chef Dvr	Pte-WO2 Pte-SSgt
RAMC	Cbt Med Tech	LCpl-WO2
AGC (SPS)	Mil Clk	Pte-WO2

SAS Army Reserve Centre Locations and Telephone Numbers

Location	Telephone Number
23 SAS RHQ Birmingham	Civil: 0121 386 8224 Military: 94421 8224
21 SAS Bramley	Civil: 01256 880113 Military: 94475 2002
21 SAS Cambridge	Civil: 01223 246634 Military: 94658 5123
23 SAS Dundee	Civil: 01382 562458 Military: 94747 4780
23 SAS Hamilton	Civil: 01698 285927 Military: 94481 2000/1
23 SAS Leeds	Civil: 01904 668612 Military: 94771 8612
21 SAS RHQ Central London	Civil: 0207 756 2362 Military: 94630 2362
23 SAS Manchester	Civil: 0161 862 9237 Military: 94546 2000/1
23 SAS Newcastle	Civil: 0191 428 6337 Military: 94728 2000/1
21 SAS Newport	Civil: 01633 214061 Military: 94355 3059
21 SAS Exeter	Civil: 01392 452659 Military: 94348 2659

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CHAPTER 6

THE PERMANENT STAFF OF ARMY RESERVE FORMATIONS AND UNITS SPECIAL CONDITIONS AND TERMS OF SERVICE

SECTION 1 - APPOINTMENTS TO THE PERMANENT STAFF

General

01.06.001. The permanent staff of the Army Reserve consists of:

- a. Regular Army officers assigned to Army Reserve units on normal duties, mainly as Commanders, Staff Officers, Commanding Officers, Training Majors, Adjutants or Quartermasters.
- b. Regular Army Warrant Officers, NCOs and soldiers are assigned to Army Reserve units to assist with the training, administrative and special duties in the Army Reserve, within the scales laid down in the unit establishment.
- c. Non-regular permanent staff officers and soldiers at Army Reserve units with terms of service set out in Section 3 (Officers) and Section 4 (Soldiers) of this Chapter and at the rates of pay laid down in Para 01.09.001 and JSP 754. Non Regular Permanent Staff (NRPS) is now a closed form of Service, however, FTRS(HC) may be used where the post endures. Further details on FTRS(HC) can be found within Chapter 10.

01.06.002. Non Regular Permanent Staff.

- a. NRPS fall into two main categories:
 - (1) NRPS personnel who were serving in or were selected for NRPS service before 1 Oct 05. This category is referred to as NRPS (75).
 - (2) Personnel selected for their first NRPS appointment on or after 1 Oct 05. This second category is referred to as NRPS (05) and includes personnel who are selected on or after 1 Oct 05 to directly join or rejoin the NRPS having previously retired, resigned or been discharged from NRPS service.
- b. NRPS soldiers are all in NRPS Group A excepting those enlisted primarily for security duties with Army Reserve units based in Northern Ireland who are in NRPS Group B.
- c. All NRPS (05) officers & Group A soldiers are initially to be commissioned or enlisted, as appropriate, for a period of 5 years only unless exceptionally, they exceed the entrance upper age limit (see Paras 01.06.045a and 01.06.106a). On completion of the 5 years or shorter period they are required to resign or be discharged. Regulations governing NRPS Group B soldiers are at Para 01.06.101.
- d. In accordance with Army Liability Staffing Instructions, NRPS positions are not to be rank-ranged. Rank Ranging is to be removed when the NRPS post is vacated and establishment action completed. NRPS Promotion may not be granted on the basis of occupying a Rank Ranged appointment.

01.06.003. Soldiers of the permanent staff have been appointed from two sources as follows:

- a. From the Regular Army's Warrant Officers and NCOs assigned to the Army Reserve units for a tour of duty. They are employed in established positions in regimental headquarters and in sub-units.
- b. From civil life (including the Army Reserve) to fill appointments as instructors, administrative NCOs or for any other special duty as laid down in the unit establishment. They are to be known as the Non Regular Permanent Staff.

Adjutants

01.06.004. Regular Army Officers. When the establishment authorizes the appointment of a Regular Army officer as adjutant, such appointments are governed by the normal assignment policy of the Ministry of Defence. The tenure of such appointments is to be in accordance with current practice of the Regular Army.

01.06.005. Army Reserve Officers.

- a. Where the establishment does not allow for the appointment of a Regular officer as adjutant an officer of the Army Reserve is to be appointed. Such appointments are made by CM APC on the recommendation of an Army Reserve selection board.
- b. The tenure of appointment of an Army Reserve officer as adjutant is to be for 2 or 3 years as ordered by CM Ops APC.
- c. To be eligible for an appointment of adjutant, an Army Reserve officer must hold the rank of Captain.

01.06.006. Acting Adjutants. When there is a temporary vacancy in a unit for an adjutant or when the adjutant is on sick leave or in hospital, an officer of the unit may be appointed acting adjutant under the general terms of Para 01.06.005. The appointment is to be made by the Div Commander and reported to APC CM Ops.

Instructors and Administrative Staff

01.06.007. Positions for Regular Army personnel and NRPS staff are shown on unit/HQ establishment tables. Regular personnel were assigned to, and NRPS personnel were recruited for, specific positions. Change of personnel between positions is not permitted. Any proposed changes in distribution which are likely to involve capital expenditure on the provision of accommodation require the prior sanction of Army HQ. If the proposed changes involve the vacation of quarters, either public or Association, the authority of the Div Commander is to be obtained for the redistribution.

01.06.008. The positions of instructors and administrative staff are to be filled by Warrant Officers, NCOs and soldiers either from the Regular Army on tours of duty or FTRS(HC). Historically Non Regular Permanent Staff were appointed under the terms of Section 4 of this Chapter, on the authority of APC CM Ops.

01.06.009. Ex Regular Warrant Officers and NCOs may be recruited under the terms of service given in Section 4 of this Chapter and on the rates of pay laid down in JSP 754.

Assignments and Appointments of Soldiers to the Permanent Staff

01.06.010. Col APC CM Ops is to be satisfied that all reasonable efforts to fill positions (which are not based in Army Reserve units) are exhausted before initiating Reserve recruitment. Current NRPS personnel are not permitted to be posted between NRPS posts.

Changes in Establishment of the Permanent Staff

01.06.011. NRPS engagements are for use in direct support to the Army Reserve only. Applications for changes in authorized establishment of the permanent staff of a unit are to be submitted by the Commanding Officer to the Establishment Advisor at the A&SD for submission, if approved, through the LAT to DGS.

Recruitment and Selection of NRPS Personnel

01.06.012. There was no further NRPS recruitment with effect from 16 August 2010.

Accommodation

01.06.013. Appointment to an NRPS position carries no entitlement to the provision of Service accommodation. However, NRPS personnel temporarily assigned from their normal unit location while on duty, on an attachment, course, training or other service duty, are eligible to such accommodation as is appropriate for the duration of that duty in the same way as regular personnel. Under exceptional circumstances authority to temporarily occupy SLA or SFA may be granted for no more than 6 months accumulated in accordance with JSP 464.

Medical and Dental Treatment

01.06.014. NRPS personnel are entitled to receive the same medical and dental treatment from Service sources as Regular Army personnel, including a release medical, see Para 01.03.308c and QR(Army), Paras 5.325, 5.326 and 9.342 and AGAI 66. Personnel completing NRPS service and immediately taking up an FTRS post are entitled to have an FTRS Acceptance Medical conducted at their affiliated Service Medical Centre prior to the termination of NRPS Service.

Training

01.06.015. NRPS personnel are required to comply with the same mandatory annual training tests laid down in Military Annual Training Tests (MATTs) as all other Army Reserve personnel. They are to attend training nights, training weekends and camp (whether at home or abroad) if required to do so by the Commanding Officer.

01.06.016. NRPS officers who volunteer to be deployed on an operational tour are to submit their application to the Commanding Officer who is to justify to the Command/Functional 1* chain of command the value to the Army Reserve unit in releasing the officer from a NRPS engagement to undertake an operational tour. NRPS officers will only be authorized absence from the Army Reserve unit for up to 9 months including POTL if a suitable temporary replacement has been identified and the liability for the post confirmed. As a temporary replacement will be required and NRPS recruitment/posting has ceased, the current incumbent must be made aware that their post may be converted to FTRS, with no guarantee of re-employment in the post.

01.06.017. NRPS personnel are recruited in a specific role, appointment and location. The purpose is to deliver training and administrative continuity support to Army Reserve units. NRPS personnel may not volunteer for any trawls or OTX and should not be deployed in a role that provides a training opportunity for Army Reserve Gp A personnel (ie in a unit with an NRPS QM and an Army Reserve Gp A QM, the latter should be deployed), nor may they backfill Regular units

deploying overseas. NRPS personnel may deploy overseas with their unit to support and attend Annual Continuous Training for up to 16 days maximum. As financial conditions of service differ between Army Reserve Gp A and NRPS personnel, the employing unit is to take appropriate steps during the planning process to gain exceptional authority and ensure that the NRPS officer or soldier is not disadvantaged.

Resettlement

01.06.018. NRPS personnel are not eligible for resettlement training; however, they will be entitled to the same resettlement package as Regular Service Personnel if medically discharged from the service.

01.06.019 – 01.06.020. Reserved.

SECTION 2 - DUTIES OF THE PERMANENT STAFF

General

01.06.021. As part of the military permanent staff, the status of NRPS personnel is akin to that of regular personnel in that they serve on a full time basis and are subject to military law at all times. Their workload and level of duties should be commensurate with their Army Reserve rank irrespective of their former rank. An applicant is to be informed of the range of duties specific to their position on the unit establishment during the selection interview. Nevertheless, individuals may be tasked to stand in for another NRPS member during their absence on sickness or duty. Nominations for unit tasks that are not specific to appointment, such as Unit Fire Officer, may change from time to time.

Adjutants

01.06.022. The adjutant is to assist the Commanding Officer in the running of the unit.

Instructors

01.06.023. The duties of Warrant Officers and NCOs of the permanent staff are identical with the duties of Warrant Officers and NCOs in units of the Regular Army. Authority to receive or disburse monies, whether public or regimental, may be delegated to them in accordance with Unit Administration Manual, JSP 891 and Service Funds Regulations (Army Code No 60450).

01.06.024. Commanding Officers, Training Majors and regimental officers are responsible for public, regimental and Association property. They retain this responsibility even though that property is in the custody of a member of the unit's training or administrative staff. The responsibility of that member is limited to loss or damage due to negligence or wrongful act.

Non Regular Permanent Staff

01.06.025. NRPS personnel are to be employed in Army Reserve units or posts that are directly and wholly responsible for Army Reserve in order to maintain the NRPS status. The NRPS scheme is now closed to new entrants and those currently employed in NRPS appointments will continue under the same Terms of Service. NRPS commitments will not be extended but re-engagements may occur. NRPS personnel are to be employed in a similar fashion to their regular counterparts and do not have conditioned hours of work, eg RAOWO, military clerk, storeman, and may be detailed for routine duties, eg Duty Officer/WO/SNCO by their parent Army Reserve unit or higher formation HQ. (During periods of collective training or duties such as camp, routine duties at the training location are to be carried out by Army Reserve volunteers). A soldier of the NRPS is not to be called upon to perform any duties which are specifically those of a volunteer Warrant Officer or NCO if that WO or NCO is present. Exceptionally, when a volunteer WO or NCO is unable to attend for duty, and no suitable volunteer is available, an NRPS soldier may be nominated to carry out these duties to ensure that unit or sub-unit training may be carried out satisfactorily. They are required to undertake those duties with which their appointment is concerned and, if an NCO, give instruction on related military subjects and to assist with unit and sub-unit training.

Seniority of the Permanent Staff

01.06.026. Warrant Officers and NCOs of the permanent staff are, on parade, to rank as senior to all Army Reserve personnel of the same rank.

Wearing of Uniform

01.06.027. Members of the permanent staff are always to wear uniform when on duty.

Recruiting Responsibility

01.06.028. All members of the permanent staff should use every endeavour to obtain recruits for the Army Reserve and assist the unit in achieving its recruiting plan objectives.

01.06.029 - 01.06.040. Reserved.

SECTION 3 - TERMS OF SERVICE OF NON REGULAR PERMANENT STAFF (NRPS) OFFICERS

General

01.06.041. Officers appointed as members of the NRPS hold Land Forces commissions and are appointed in accordance with the provisions of Chapter 4 Sections 1-3 of these regulations, except where these may be modified by the provisions of this Section. NRPS is now a legacy Term of Service, there are no new appointments and the remainder of this Chapter is retained for the management of those currently serving. They are subject to military law at all times. Officers are either normally appointed to administrative positions in Army Reserve units, or with the exceptional authority of Head of Manning (Army), to positions in Army Reserve units or positions which are established for NRPS officers throughout the chain of command.

Eligibility

01.06.042.

- a. Candidates should have served as officers with the Regular Army, Army Reserve, TAVR, UDR or R IRISH(HS) and have military experience suitable for the appointment.
- b. Candidates may have been accepted who had similar experience and qualifications in the other armed forces of the Crown (including Commonwealth Forces).
- c. In exceptional cases (unless there were Commissioned Officer candidates available), candidates who had served as Warrant Officers in the Regular Army, Army Reserve, TAVR, UDR or R IRISH(HS) and who had military experience suitable for the appointment may have been accepted on APC CM Ops authority. In such cases candidates must have:
 - (1) Passed an AOSB within a year of the date of application.
 - (2) Passed an Army Reserve Selection Board within a year of the date of application.
 - (3) Been offered a regular DE or LE commission within 1 year of the date of application.
- d. Candidates without the qualifications shown above were only accepted in exceptional circumstances and after prior reference to the Ministry of Defence Head of Manning (Army) and the Head of Capability concerned.
- e. Cases that fall outside of Paras 01.06.042a-d can be staffed through the chain of command to Head of Manning (Army) by exception.

Consideration by RFCAs

01.06.043. Reserved.

Medical Standards

01.06.044. The minimum medical standard for retention of a position as a NRPS is in accordance with the specific capbadge standards laid down in AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY.

Age Limits

01.06.045.

- a. **NRPS (05) Subsequent Appointments.** NRPS (05) applicants who are of age 55 years or above were to have been informed that, if selected, they would not be granted a 5 year tenure of appointment but would be required to resign or retire on reaching the Normal Retirement Age (NRA) as laid down in Para 01.06.045b unless they were subsequently granted an exceptional re-engagement of service.
- b. **Normal Retirement Age.** All NRPS officers are required to retire or resign, as appropriate on reaching the age of 60 years. The effective date for normal retirement will be the day preceding an officer's 60th birthday.
- c. **NRPS (05) Retirement.** NRPS (05) officers, who are below the age of 60 years on the completion of tenure of appointment, are to resign or retire, as appropriate.
- d. **Medical Assessments.** Service beyond the age of 55 years is subject to satisfactory biennial medical reports in accordance with the AGAI 78 Army Medical Employment Policy.

01.06.046. Reserved.

Positions open to NRPS Officers

01.06.047. Reserved.

Transfers

01.06.048. In the first instance officers are to be appointed to specific positions and are not permitted to transfer (with effect from 16 Aug 2010). Transferring between posts will require conversion of the vacated post to FTRS (if continued funding is agreed by the SALC) and the individual to compete openly for the new post on FTRS Terms. NRPS personnel have previously been liable to transfer in the interests of the Service subject to the following limitations:

- a. Where a change of residence is involved the officer's concurrence is first to be obtained in writing. If the officer is unwilling to change their residence the proposed transfer is to be cancelled.
- b. If the officer is unwilling to change their residence and the proposed transfer is due to the disestablishment of their appointment, the officer is to be made redundant unless an alternative appointment that does not require change of residence can be identified and they are selected for that position (see Para 01.06.076).
- b. Financial terms for transfer and consequent change of residence are shown in Paras 01.09.104 and 01.09.105.

01.06.049 – 01.06.050. Reserved.

Tenure of Appointment

01.06.051.

- a. **NRPS Officers Selected for their First NRPS Appointment before 1 Oct 05.** It is assumed that an officer wishes to continue their employment in the NRPS to age 60 unless they submit their resignation, is removed from their appointment (see Paras 01.06.071 –

01.06.075), is invalided out of the service or made redundant (see Paras 01.06.076 and 01.09.121 and Annexes D/6 and E/6 for redundancy provisions).

b. **NRPS (05).** NRPS (05) officers were granted a Land Forces commission to cover their tenure of appointment of 5 years or a shorter period if they were above the upper age limit for entrants (see Paras 01.06.045a and 01.06.045b). After satisfactory completion of the initial probationary period it is to be assumed that an officer wishes to continue their employment until completion of tenure unless they submit their resignation, are removed from their appointment (see Paras 01.06.071 - 01.06.075), are invalided out of the service or made redundant (see Paras 01.06.076 and 01.09.121 and Annexes D/6 and E/6 for redundancy provisions).

Hours of Work

01.06.052. A balance must be struck between the need for administrative continuity during the week and with attendance during normal silent hours at training nights and weekends. NRPS officers are not conditioned to specific hours but must be prepared to work as required by Commanding Officers. Where especially long hours are worked including occasional weekends, time off in lieu may be permitted at the discretion of Commanding Officers. There is, however, no obligatory entitlement to time off in lieu.

Prohibition on other Gainful Employment

01.06.053. Except as provided in Para 01.06.064, officers of the Army Reserve appointed to the permanent staff of units, headquarters or under the Ministry of Defence are not, without the permission of the Defence Council:

- a. to carry out any profession, engage in trade or accept any profitable employment.
- b. to be a member of a governing body of any corporation or of the directorate of any limited company, or of any partnership engaged in any trade or profession.
- c. to assist, advise or act directly or indirectly as agent for any corporation, company, partnership or individual which or who is carrying on any profession or is engaged in trade or is profitably employed.

01.06.054. Other Temporary Employment. An officer appointed to the permanent staff of the Army Reserve under Para 01.06.041 may be granted permission by the Commanding Officer of the unit/HQ to engage in temporary employment during normal leave or part time employment during off duty leave provided that:

- a. The activity does not involve the use of official time or affect the individual's efficiency as an officer.
- b. The activity does not involve the use of official information or experience acquired in the course of official duties.
- c. The activity is not such as to bring the Army into disrepute.
- d. Military uniform is not worn.
- e. He is not remunerated at a lower rate than that paid to a civilian in similar employment.
- f. He does not replace, or receive the remuneration of, a civilian who is on strike.

g. Permission must not be given for individuals to undertake employment, whether temporary or part time, in any of the following fields:

- (1) As a retained fireman.
- (2) As a member of any constabulary.
- (3) As a security guard in any form.
- (4) As an insurance agent or any form of financial agent, except that, with the prior permission of the Commanding Officer, Service Personnel may accept the position of agent where this acceptance does not involve selling insurance or giving advice on insurance or financial matters, but is intended solely to satisfy a professional requirement to enable them during the ensuing 2 years to take up employment in this field on leaving the Service.

h. The advice of the SO2 Res (Pers Svcs) is to be sought through the chain of command where there are any doubts about the acceptability of any form of off duty employment.

01.06.054A. Cadet Force Appointments. Subject to the provisions of Para 01.06.054a, NRPS personnel may be granted permission to hold appointments in the ACF or CCF. Such employment falls under the provisions of QR(Army), Para J5.078. NRPS personnel holding appointments in the cadet forces are therefore entitled to receive allowances for their cadet force activities in addition to their normal NRPS pay (see also Para 01.06.118).

01.06.055. Responsibility for Accident, Damage and Loss while in other Employment. In no circumstances will either the Defence Council or any RFCA accept responsibility for any accident or injury to officers or to any other parties, or damage to property, while individuals are engaged in any activity permitted under Paras 01.06.053 and 01.06.054.

01.06.056. Declaration by Officers. After appointment officers are to complete a certificate as at **Annex A/6** at any time when required to do so when considering taking up employment outside their Army Reserve duties.

01.06.057. Reserved.

Rank on Appointment and Promotion Policy

01.06.058. Reserved.

01.06.059. Promotion. All officers fill an initial and any subsequent NRPS position for the first year in a probationary appointment.

- a. Candidates for promotion are to be considered by a Brigade Review Board. They must have gained recommendations for promotion from their first and second reporting officers, and in the case of RAOs, endorsement from the Commander SPS, for not less than 2 successive years before they may be promoted to Major. Successful candidates should be substantively promoted with effect from the date they become eligible for promotion.
- b. Serving NRPS officers of the rank of Captain, who are subsequently selected to fill another established position for a Major are required to have served for not less than 3 years as NRPS officers since satisfactory completion of the probationary year.
- c. When the rank of an existing officer position is upgraded to Major, the incumbent may be considered for promotion if they have formerly held the rank of Major, or if they fulfil the

provisions laid down in Paras 01.06.059a and 01.06.059b. Recommendations for promotion gained while in the position prior to change of rank will be valid provided the duties of the position have not radically changed. Similarly, where an officer has been carrying out specific duties that are subsequently incorporated into a new position, any recommendations received in the old position should be valid for promotion purposes provided that they are qualified in all other respects in accordance with Army Reserve Gp A Officer Career Development (OCD). This is particularly relevant to the HQ Sqn/Bty/Coy PSAO position in which the incumbent also carried out the duties of the unit RAO because no separate RAO position was established.

Substitution Pay

01.06.060.

- a. When, through the absence of a regular or an Army Reserve officer, an NRPS officer is required to perform the duties of a position carrying a rank higher than that of their own position they may, subject to the approval of the Div Commander, be granted substitution pay for any such duties performed. Approval is normally to be obtained before proceeding to camp. Such substitution pay, when appropriate is to be at Army Reserve rates.
- b. Regulations governing the payment of substitution pay are laid down in JSP 754, Chapter 2, Section 7 and single Service policy laid down by Head of Manning (Army).

Call-Out Liability

01.06.061. All NRPS officers are to have the call-out liability of Army Reserve Group B, at Para 01.01.043, regardless of the unit/HQ to which appointed, except that they are to be liable for service only in the United Kingdom (including the Isle of Man) and Channel Islands. Should they, as members of any other reserve, have any other call-out liability they are not to be called out on that other liability whilst serving as NRPS officers. On termination of their services as NRPS officers they may be called out in their original liability, if it is still applicable.

Miscellaneous Conditions

01.06.062.

- a. Conditions regarding pay are contained in Paras 01.09.001 – 01.09.010.
- b. Conditions regarding terminal benefits are contained in Para 01.09.021.
- c. Conditions regarding allowances are contained in Para 01.09.011 (RRA London).
- d. Conditions regarding part time employment are contained in Para 01.06.054.

Absence Through Sickness

01.06.063.

- a. Where an officer is prevented from returning to duty due to sickness, a medical certificate to this effect is to be obtained and submitted to their unit, followed by certificates at weekly intervals. Periods of sickness in excess of 14 days or which require in-patient hospital treatment are to be referred to the appropriate military medical authorities in accordance with AGAI 99.

- b. Officers may be allowed sick leave on the rates of pay laid down in Para 01.09.001 (as amended by the annual pay award) for up to 182 days in any 12 month period. If eventual return to full duties is expected, this period of 182 days may be extended to 364 days subject to confirmation by a medical board and the recommendations of the Div Commander. All such cases are to be referred to Army HQ, Pers Svcs, SO2 Res and APC CM Ops for final approval.
- c. An officer whose aggregated periods of sick leave exceed 364 days in any 4 year period or who is considered by a medical board to be permanently unfit to return to duty is to have their appointment terminated once they have exhausted their sick leave entitlement, ie if the board recommends medical discharge during the initial 182 days sick leave the officer is to have their appointment terminated after 182 days sick leave have been exhausted or as soon thereafter as is reasonable. If the board recommends medical discharge after a period of 182 days sick leave has expired the officer is to be discharged as soon as is reasonable.
- d. In the event that an officer is unable to perform their duties due to sickness and a medical board has recommended a medical discharge, the unit is to take action to recruit a permanent replacement on FTRS(HC) TACOS.
- e. Officers whose appointments are terminated on medical grounds may be entitled to benefits as laid down in Chapter 9, Section 3.

Absence Without Leave

01.06.064. When an officer absents themselves without leave, they are not entitled to pay for the period of their absence unless they give an explanation of their absence which is satisfactory to the Defence Council or an officer authorized by them.

Temporary Appointments

01.06.065. The Command/Functional Bde Commander is authorized to appoint any officer as a temporary measure to fill a vacant position or an appointment held by an administrative officer who is prevented from performing their duties due to sickness, absence on duty or for other Service reasons. The officer holding the temporary appointment is to receive Army Reserve rates of pay. The temporary appointment is to be reported immediately to Army HQ DPS(A) PS4A (Res) and APC CM Ops.

01.06.066 – 01.06.067. Reserved.

01.06.068. The officer is to be advised that should their appointment be terminated they may, if eligible and recommended by their Commanding Officer, apply:

- a. to serve in the unit as a volunteer officer in an existing unit vacancy.
- b. to be assigned to the ARRG.
- c. to transfer to an appropriate class of RARO.

They are also to be informed that:

- d. if application is not made under sub para a, b or c then they may submit an application to resign (if they have under 10 years commissioned service) or retire (if they have over 10 years commissioned service); and

e. if they fail to make an application under this paragraph then the termination of their appointment will require their compulsory resignation or retirement. The officer is to be reminded that they may appeal against this decision if they so wish. They are also to be informed that under the authority of this paragraph, they are entitled to seek interviews in accordance with the provisions of AGAI, Volume 2, Chapter 67, Annex F.

01.06.069 – 01.06.070. Reserved.

Removal from Appointment subsequent to Probationary Period

01.06.071. An officer who fails to carry out their duties satisfactorily other than during the probationary period should, where possible, be warned of this in writing. If they fail to reach a satisfactory standard after this warning, a request for termination of their appointment should be made in accordance with QR(Army), Chapter 5, Paras 5.511c and 5.511d (see AGAI 67 for detailed instructions).

01.06.072. The officer is to be advised that they may submit an appeal or representation against the request in accordance with QR(Army), Para 5.511d(6). They are also to be advised of the opportunities to seek interview afforded by the provisions of AGAI 67, Annex F. They are also to be advised that, if the request is upheld, they may make application in the manner specified in para **01.06.068** and that, if they fail to make such application, the Army Board may have no alternative but to call for their compulsory retirement or resignation of commission under the provisions of Para 01.04.176 (para **01.06.068e** refers). The application, or a statement that the officer has declined to submit an application, is to be forwarded with the request.

01.06.073. A decision regarding termination of appointment (and compulsory retirement or resignation (see Para **01.06.068** will be taken by the Army Board and the officer will be given 2 months' notice of termination of appointment (and resignation or retirement). Where an application under Para **01.06.068a**, b or c is approved, the necessary authority will be issued by APC CM Ops. Similarly the action to effect voluntary retirement or resignation (see Para **01.06.068d**) will be taken by APC CM Ops.

Compulsory Termination of Service for Reasons other than Inefficiency

01.06.074. An officer who is called upon by the Army Board to retire or resign their commission for other reasons under the provisions of Paras 01.04.630 or 01.04.632 whether during or after the probationary period will automatically forfeit their appointment as an NRPS officer because the holding of a commission for service with the Army Reserve is required for such appointment. The officer will be given 28 days' notice in writing of the termination of their appointment concurrently with their resignation or retirement.

01.06.075. Removal for Misconduct. An officer who is removed from the Army Reserve for misconduct under the terms of Para 01.04.630 will, if removal is as a result of a civil conviction for which a sentence of imprisonment was awarded, be removed and cease to be appointed as an NRPS officer with effect from the date of their conviction. In cases which do not involve a civil conviction or imprisonment the date of removal and cessation of appointment as an NRPS officer will be determined by Army HQ. That branch will inform the officer in writing of the date sufficiently far ahead for them to be aware of it before notice appears in the London Gazette and before removal becomes effective.

Redundancy

01.06.076. Officers whose positions are to be disestablished, or who are unwilling to transfer to a new location because it would require a change of residence (see Para 01.06.048), are to be given not less than 6 months' written warning of redundancy (see Annex D/6). They are to receive

formal notification of compulsory redundancy (see Annex E/6). Officers who are compulsorily retired as redundees are eligible for redundancy compensation contained in the current Defence Council Regulation. Head of Manning (Army) will issue procedural guidance and may amend the format of Annexes D/6 and E/6 as appropriate to the structural change activity.

Voluntary Relinquishment of Appointment

01.06.077. An NRPS officer who wishes to relinquish their appointment voluntarily is required to give 61 days' notice. If a suitable replacement is available, or if it is administratively possible, they may be released from their contract before completion of the 61 days' notice period.

01.06.078. An officer who gives such notice cannot be held beyond the date of expiry of their notice against their will.

01.06.079. Interview. Any non-regular permanent staff officer who is called upon to submit an application to retire or to resign their commission may, should they wish, include a request to be accorded an interview with a military member of the Army Board, or their deputy, to further state their case. No expense may be charged to the public for such an interview. Requests for interviews are to be forwarded to APC CM Ops. If, after the interview, it is decided that the original decision is to stand, the retirement or resignation is to take effect from the date on which it would have been effective if the officer had not requested an interview. This provision does not extend to non-regular permanent staff officers whose compulsory retirement or resignation is terminated under Paras 01.06.063, 01.06.073 and 01.06.075. This does not remove the right of an officer to appeal under Section 180 of the Army Act 1955 provided they feel they have just cause or to seek an interview with the Div Commander under the terms of AGAI 67, Annex F.

01.06.080 – 01.06.100. Reserved.

SECTION 4 - TERMS OF SERVICE OF NON REGULAR PERMANENT STAFF (NRPS) SOLDIERS

Appointments to the Non Regular Permanent Staff

01.06.101. The NRPS Scheme is now closed to new entrants and the contents of this Chapter are retained for the management of the current remaining NRPS soldiers. On enlistment NRPS soldiers were to be granted the rank, as annotated on the establishment, for the positions they were to fill. Under no circumstances are NRPS soldiers to be granted local rank in recognition of the substantive rank held during former Regular or Army Reserve service.

- a. **Group A Soldiers Selected for their First NRPS Appointment before 1 Oct 05.** A soldier enlisted or selected for NRPS service prior to 1 October 2005 was required to enlist into the Army Reserve under the provisions of Section 2, Chapter 5 of these regulations, for an initial term of 3 years. The initial engagement may be extended by up to 4 years at a time up to age 60 years in accordance with procedures laid down in Section 4, Chapter 5 of these regulations except where modified by this section (see Para 01.06.106e). A serving NRPS soldier will not be able to change their appointment on their own volition. If seeking to change appointment, the vacated post is liable to conversion to FTRS and the individual will need to compete openly for another FTRS appointment.
- b. **NRPS (05) Group A Soldiers.** NRPS (05) Group A soldiers are to be enlisted into the Army Reserve under the provisions of Section 2, Chapter 5 of these regulations for an initial term of 3 years. Engagements may be extended during the third year of service for a further 2 years to complete their tenure of appointment in accordance with the procedures laid down in Section 4, Chapter 5 of these regulations except where modified by this section for selected candidates who are above the upper age limit for entry (see Para 01.06.106a). NRPS personnel may not be extended on such terms beyond the 5 year limit.
- c. **Group B NRPS.** All Group B NRPS are to be appointed initially for 1 year. If proved satisfactory, the engagement may be extended by 1 year at a time by HQ 38 Bde as laid down in Section 4, Chapter 5 of these regulations except where modified by this section. Re-engagements are subject to the prevailing security situation and within the same limitations for the discharge of NRPS Group A soldiers on reaching the age of 60 years (see Para 01.06.101a) or for NRPS (05) soldiers on completion of their tenure of appointment which is the same as that shown in Para 01.06.101b.

01.06.102. Reserved.

Hours of Work

01.06.103. A balance must be struck between the need for administrative continuity during the week and with attendance during normal silent hours at training nights and weekends. NRPS soldiers are not conditioned to specific hours but must be prepared to work as required by Commanding Officers. Where especially long hours are worked including occasional weekends, time off in lieu may be permitted at the discretion of Commanding Officers. There is, however, no obligatory entitlement to time off in lieu.

Military Law

01.06.104. A soldier member of the Non Regular Permanent Staff is to be subject to military law at all times under the provisions of Section 205(1)(h) of the Army Act 1955 and is to be, for most purposes, treated as a regular soldier under Section 367 of the Armed Forces Act 2006.

Medical Standards

01.06.105. The minimum entry medical standards for NRPS appointments and retention are the same. They are laid down in the AGAI 78 Army Medical Employment Policy (Army Code No 13371) Tables 5 and 6.

Age Limits and Tenure of Appointment

01.06.106. Age Limits.

- a. **NRPS (05) Subsequent Appointments.** NRPS (05) soldiers may no longer be considered by NRPS selection boards as applicants for a further period of 5 years' service in their current appointment or in a new appointment (see also Para 01.06.002c).
- b. **Normal Retirement Age.** Group A soldiers serving in or selected for their first NRPS appointment before 1 Oct 05 including those who, for whatever reason, are selected for an alternative appointment on or after 1 Oct 05, are to be discharged on reaching the age of 60 years. The effective date for normal retirement will be the day preceding a soldier's 60th birthday.
- c. **NRPS (05) Group A Discharges.** NRPS (05) Group A soldiers, who are below the age of 60 years on the completion of tenure of appointment, are to be discharged.
- d. **Group B Soldier Discharges.**
 - (1) Group B soldiers who were enlisted or selected before 1 Oct 05, subject to the provisions of Para 01.06.101c, may be extended on a year by year basis until reaching the age of 60 years.
 - (2) NRPS (05) Group B soldiers subject to the provisions of Para 01.06.101c, may be extended on a year by year basis, until they have completed 5 years' NRPS (05) service or a shorter period of service if their tenure started on or after their 55th birthday. They are then to be discharged.
- e. **Medical Assessments.** Service beyond the age of 55 years is subject to satisfactory biennial medical reports in accordance with the AGAI 78 Army Medical Employment Policy.

01.06.106A. Tenure of Appointment.

- a. **Group A soldiers selected for their first NRPS appointment before 1 Oct 05.** It is to be assumed that a soldier wishes to continue their employment in the NRPS to age 60 unless they submit their resignation, are removed from their appointment for misconduct, inefficiency or other cause, are medically discharged or made redundant (see Paras 01.06.076 and 01.09.121 and Annexes D/6 and E/6 for redundancy provisions).
- b. **NRPS (05) Soldiers.** After satisfactory completion of the initial probationary period it is to be assumed that an NRPS (05) soldier wishes to continue their employment until completion of tenure of appointment unless they submit their resignation, are removed from their appointment for misconduct, inefficiency or other cause, are medically discharged or made redundant (see Paras 01.06.076 and 01.09.121 and Annexes D/6 and E/6 for redundancy provisions).

01.06.107. Extensions of Service.

- a. **General.** All applications for extensions of service are to be submitted to APC CM Ops not more than 9 months, and not less than 3 months, before Run Out Date.
- b. **Extension of NRPS (05) Tenures of Appointment.** Exceptional authority will no longer be granted by APC CM Ops.
- c. **Extensions over Age of 60.** Exceptional authority will no longer be granted for NRPS and NRPS (05) soldiers to serve beyond their 60th birthday.

01.06.108 – 01.06.109. Reserved.

Re-engagement

01.06.110. A soldier under the age of 55 may, subject to the conditions laid down in Chap 4 may re-engage for 1, 2, 3 or 4 years at a time. A soldier aged 55 or over may, subject to receiving satisfactory biennial medical reports, re-engage for up to 2 years at a time, their last engagement being tailored to end on the day preceding their 60th birthday or at the end of their tenure of appointment, as appropriate. An entry on JPA is to be made showing that the soldier is to continue in their appointment on the appropriate rate of pay for the same periods as for that which they re-engaged.

Call-Out Liability

01.06.111. A member of the Non Regular Permanent Staff will have the call-out liability of Army Reserve Group B at Para 01.01.043, regardless of the unit to which they are assigned, except that they are liable for service only in the United Kingdom (including the Isle of Man) and in the Channel Islands. A soldier employed as an instructor in a Royal Signals unit may, in addition to the foregoing be called out for permanent service when warlike operations are in preparation or progress.

01.06.112. Should a soldier, as a member of any other reserve, have any other call-out liability, they are not to be called out on that other liability whilst serving in the Army Reserve. If, on termination of their service as a member of the Army Reserve, they still retain their original call-out liability, they are to be reinstated in their original reserve (see also Paras 01.05.621 and 01.05.629).

01.06.112A. NRPS soldiers who volunteer to be deployed on an operational tour are to submit their application to the Commanding Officer who is to justify to the Command/Functional 1* chain of command the value to the Army Reserve unit in releasing the soldier from a NRPS engagement to undertake an operational tour. NRPS soldiers will only be authorized absence from the Army Reserve unit for up to 9 months including POTL if a suitable temporary replacement has been identified and the liability for the post confirmed. Individuals volunteering should be aware that their post may be converted to FTRS to allow backfill and that there is no guarantee of continued employment on return from mobilization.

Pay

01.06.113. Conditions of pay are laid down in Para 01.09.001 and in JSP 754.

01.06.113A. Substitution Pay.

- a. When, through the absence of a regular or an Army Reserve soldier, an NRPS soldier is required to perform the duties of a position carrying one rank higher than that of their own

position they may, subject to the approval of the Div Commander, be granted substitution pay. Approval is normally to be obtained before proceeding to camp. Such substitution pay, when appropriate, is to be at Army Reserve rates.

b. Regulations governing the payment of substitution pay to personnel who fulfil the conditions described above are laid down in JSP 754, Chapter 3, Section 8 and single Service policy issued by Head of Manning (Army).

01.06.114. All NRPS soldiers are expected to maintain a 'current' type bank account. Their pay is to be issued by JPA direct to their designated bank account monthly in arrears.

Allowances

01.06.115. Reference to conditions regarding allowances, travelling expenses, etc. are contained in the appropriate paragraphs of JSP 754.

Terminal Benefits

01.06.116. Conditions governing the award of terminal benefits are laid down in Chapter 9 Sections 3 and 5.

Leave

01.06.117. NRPS personnel should qualify for terminal leave at the same rate as FTRS personnel in accordance with JSP 760 Chapter 19. This means that NRPS personnel are currently entitled to 1 day's terminal leave for each month of service up to a maximum entitlement of 10 working days' terminal leave. Those personnel joining FTRS directly have no break in Reserve service and therefore are not entitled to Terminal Leave during their NRPS engagement.

Part time Employment

01.06.118. A soldier is not to undertake employment outside their military duties without the sanction of their Commanding Officer. At the time of their appointment they are to give an undertaking that they will not do so by completing the certificate as shown in Annex A/6. The provisions of Para 01.06.054A are also to apply to NRPS soldiers holding ACF/CCF appointments.

01.06.119. Permission is not to be given if the proposed civil employment is likely to interfere with the performance of any military duty. Generally the conditions of Paras 01.06.053 – 01.06.056 will apply.

Absence on Account of Sickness

01.06.120. Where a soldier is prevented from returning to duty due to sickness, a medical certificate to this effect is to be obtained and submitted to their unit, followed by certificates at weekly intervals. Periods of sickness in excess of 14 days or which require in-patient hospital treatment are to be referred to the appropriate military medical authorities in accordance with normal practice.

a. Soldiers may be allowed sick leave on the rates of pay laid down at Para 01.09.001 for up to 182 days in any 12 month period. If eventual return to full duties is expected, this may be extended to 364 days subject to confirmation by a medical board and the recommendations of the Div Commander. All such cases are to be referred to Army HQ DPS(A) PS4A (Res) for approval.

b. A soldier whose aggregated periods of sick leave exceed 364 days in any 4 year period or who is considered by a medical board to be permanently unfit to return to duty is to be discharged once they have exhausted their sick leave entitlement, ie if the board recommends medical discharge during the initial 182 days sick leave the soldier is to be discharged after 182 days sick leave has expired the soldier is to be discharged as soon as is reasonable.

01.06.121. In the event that a soldier is unable to perform their duties due to sickness, and a medical board has recommended a medical discharge, the unit is to take immediate action to recruit a permanent replacement.

01.06.122. Soldiers whose appointments are terminated on medical grounds may be entitled to benefits as laid down in Chapter 9, Section 3.

01.06.123. Reserved.

Absence Without Leave

01.06.124. A soldier who absents themselves without leave is not to receive pay for the period that they are absent, unless they give an explanation which is satisfactory to the local Div Commander.

Termination of Employment

01.06.125.

a. **For Misconduct or any other such Cause.** A soldier who is discharged under Para 01.05.616 or 01.05.617 is to have their engagement automatically cancelled with effect from the date of their discharge.

b. **On Redundancy.** Soldiers whose positions are to be disestablished are to be given not less than 6 months' written warning of redundancy (see Annex D/6). They are to receive formal notification of compulsory redundancy (see Annex E/6). Soldiers who are compulsorily discharged as redundees are eligible for redundancy compensation contained in the current Defence Council Regulation. Head of Manning (Army) will issue procedural guidance and may amend the format of Annexes D/6 and E/6 as appropriate to the structural change activity. Discharges for redundancy are to be carried out under the terms of Para 01.05.611.

c. **Voluntary Relinquishment.** A soldier who wishes voluntarily to relinquish their appointment is required to give 61 days' notice. After giving such notice they are not to be held beyond the date of expiry of their notice against their will. Subject to a suitable vacancy being available, if the soldier so wishes they may remain as a part time member of the Army Reserve.

01.06.126 - 01.06.128. Reserved.

Service Families Accommodation

01.06.129. The appointment to a Non Regular Permanent Staff position carries no entitlement to Service families accommodation.

Documentation

01.06.130. Documentation for the Non Regular Permanent Staff is to be as laid down in the **Joint Personnel Administration Business Process Guides**.

01.06.131 – 01.06.200. Reserved.

ANNEX A TO CHAPTER 6

Reserved

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ANNEX B TO CHAPTER 6**RECRUITING AND SELECTION OF ARMY RESERVE NON REGULAR PERMANENT STAFF (NRPS)**

(PARA 01.06.012 REFERS)

General

1. The scope of NRPS appointments for full time service within Army Reserve units and Army Reserve formations includes:
 - a. Regional Training Team staff.
 - b. Army Reserve unit RAOs and Regimental Operations Support Officer (ROSOs).
 - c. Sub-unit PSAOs.
 - d. Officers, WOs, SNCOs, Cpls and below in Army Reserve units.
 - e. Formation HQ staff and unit appointments authorized by Head of Manning (Army).
2. NRPS personnel are established primarily to undertake administrative duties essential for the day to day running of Army Reserve units, including equipment maintenance tasks, and to fill Army Reserve and Cadet orientated staff appointments in the chain of command. Personnel in some appointments may be called upon to assist in Army Reserve training and instruction, but this is a secondary responsibility because Army Reserve NRPS are not established to take the place of Training Majors or Regular Army Permanent Staff Instructors (PSIs)s in Army Reserve units.
3. NRPS personnel are full time members of the Army Reserve. Their terms and conditions of service are the same as those for the remainder of the Army Reserve except where modified by Chapter 9 of these regulations, and excluding regulations related to Army Reserve Bounty. They are however subject to the Army mandatory training objectives which are applicable to the whole of the Army Reserve.

Recruitment and Selection

4. NRPS recruitment ceased on 16 August 2010 (see Para 01.06.012).

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ANNEX C TO CHAPTER 6**NRPS JOB SPECIFICATIONS**

1. Examples of some of the relevant factors which might be shown on a job description are:
 - a. Ability to instruct on equipment/procedures relevant to a unit's new role, eg Ptarmigan instead of Bruin or FH 70 instead of 105mm Pack Howitzer may be shown as desirable but not essential. (NRPS personnel are not established to take the place of Regular Army training staff).
 - b. Ability to supervise maintenance of new equipment.
 - c. Ability to supervise on equipment/procedures exclusive to a particular Arm or Service, whether or not there has been any change in equipment or procedures. Exceptionally, instructional ability may be shown as desirable.
 - d. For NRPS staff appointments in HQs eligibility qualifications could include staff qualifications (psc or sq), recent staff experience in the subjects relevant to the appointment, and availability to fill the appointment on its implementation date.
 - e. Need to hold LGV Cat C, C+E or other driving licence(s).
 - f. Range management qualifications for small arms and/or support weapons appropriate to rank.
 - g. Special to Arm/Service qualifications required by rank and appointment.
2. RC/Force Troops Command is responsible for the promulgation of Joint Regional Liaison Officer job descriptions to which no changes are to be made without the prior approval of the Standing Joint Commander.

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ANNEX D TO CHAPTER 6

**TEXT OF LETTER WARNING NRPS OF REDUNDANCY SELECTION
(PARAS 01.06.076 AND 01.06.125b REFER)**

Sir,

1. I am directed to inform you that due to the (establishment revision, restructuring, disestablishment) [insert as appropriate] of your unit, (xxxxxxxxxxx) [insert title] Review Board has provisionally selected you for premature retirement with compensation under the terms laid down in Section 5 to Chapter 9 of these regulations, of which your unit has a copy. The actual date of your retirement will be determined by the needs of the Service and the detailed arrangements for the restructuring of your Army Reserve unit. You will be formally informed of this date by your Commanding Officer when it has been confirmed.

2. Normally retirement will take place by the end of (xxxxxx) [Insert appropriate month in accordance with the unit drawdown timetable. This date must be not less than 6 months after the date of the letter.] If you have strong reasons for preferring an earlier date you should inform your Commanding Officer immediately. Every effort will be made to meet your request subject to the overall needs of the Army. However, you are reminded that if you should retire within 6 months of receipt of this letter, you would not be eligible to receive unemployment benefit.

3. As you are aware, Army Reserve restructuring means that your unit is to be (merged/amalgamated/converted/reorganized/disbanded) [insert as appropriate].

I am, Sir
Your obedient Servant

xxxxxxxxxxxxxxxxxxxxxxxx
for xxxxxxxxxxxxxxxxxxxx
President xxxxxxxxxxxx
Review Board

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ANNEX E TO CHAPTER 6**NRPS - NOTIFICATION OF COMPULSORY REDUNDANCY**
(PARAS 01.06.076 AND 01.06.125b REFER)

1. Any Army Reserve NRPS potential redundee is to be sent a personal letter confirming the date on which they will be compulsorily discharged as a redundee. The letter is to be written and signed by the individual's Commanding Officer. A copy of this letter is to be sent to APC CM Branch in the case of soldiers, for inclusion in the individual's personal file.
2. The letter is to include the text shown in the example below, amended as necessary to include personal details and particular thanks for any specific tasks or achievements over and above normal duties. Any additions to the basic text are not to include anything to raise expectations of future NRPS employment, comments on redundancy compensation, or comment which could be subsequently used to the disadvantage of the Army.
3. **Officers.** MOD has advised that when an officer is made compulsorily redundant, they are not required to write a letter applying for resignation or retirement. However, units are required to submit all the normal documentation required for an Army Reserve officer on leaving the Service. Units are to check with APC CM Ops to confirm that an individual does not have a residual RARO liability before finalizing the letter shown below.
4. This letter is additional to any formal letter sent by APC CM Ops or the chain of command to an individual thanking them for their services.

Text of Letter to be sent to all Army Reserve NRPS Confirmed Redundees

From: [Fill in as appropriate]
 Commanding Officer
 [Fill in as appropriate]

[Date]
 [Addressee]

Dear [As appropriate]

I am writing to formally confirm that you have been selected as a redundee and that [your (retirement) (resignation) (transfer to RARO) will be gazetted] [you are to be discharged under the terms of The Reserve Land Forces Regulations 2016, Para 01.05.206 'on reduction of establishment'] with effect from the [insert confirmed date]

I am also writing to thank you on behalf of myself and all the officers and soldiers of [insert unit / sub-unit as appropriate] for everything which you have done for them since you assumed your appointment as [insert as appropriate] in [insert year]. [Insert additional remarks for specific achievements or tasks performed as appropriate.] We are all extremely grateful and regret that due to restructuring it has become necessary to lose your services. [Nevertheless, this does not mean that you should cut your ties with [insert unit name] and I hope that we shall still see you at Regimental functions as an honorary member of the [Officers' Mess/WOs and Sergeants' Mess] from time to time.]

[I wish you all the best in your new (job) (appointment) at _____]

or

[I am delighted that you have been chosen to fill the civilian (_____) position
 at (_____)

because this means that you have not been lost to the (Regiment) and I hope you will stay with us for (many years to come) (until you finally retire)]

or

[I hope you are successful in your search for a new (job) (appointment) and I wish to remind you that NRPS are not eligible for MOD resettlement schemes in JSP 534, however, you may wish to contact the British Legion through their web site: www.britishlegion.org.uk/can-we-help/civvy-street

[appropriate salutation]

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CHAPTER 7**FINANCIAL CONDITIONS OF SERVICE****SECTION 1 - GENERAL RULES****Introduction**

01.07.001. The regulations for Army Reserve pay, allowances, bounty and charges are laid down in JSP 752 (Allowances) and JSP 754 (Tri Service Regulations for Pay and Charges). The rules for pension and compensation are contained in JSP 764 Part 3 Armed Forces Pension Scheme 15 (AFPS 15), the **Army Pension Warrant 1977** and JSP 765 The Armed Forces Compensation Scheme. The purpose of this chapter is to promulgate supplementary single Service regulations additional to those in JSPs 752 & 754. Pay rates are published each year in the MOD directed letter.

- a. **Ex Regular Pension and Lump Sum (AFPS 05).** Where an individual has been awarded Early Departure Payment (EDP) benefits, the EDP income (monthly) payments will stop upon undertaking (FTRS) service, but will resume on leaving this employment. An individual will be required to repay any "unexpired" portion of their EDP Lump Sum dependent on how long the individual has been out of Regular Service prior to FTRS service.

Eligibility

01.07.002. Army Reserve personnel are entitled to pay and allowances as laid down in JSP 754 and JSP 752.

Time Bar Limitation of Eligibility

01.07.003. Except in such exceptional circumstances as may be approved by the Defence Council no claim is to be admitted for pay, allowances or other financial advantages granted by JSP 752 or 754, or this chapter which relates to any period more than 6 years antecedent to the date of the claim.

Abatement of Emoluments to meet Public and Service Claims

01.07.004. JSP 754 is the authority for all Service Pay and Charges issues.

Income Tax and Earnings Related National Insurance Contributions

01.07.005. Reserve pay is liable to the deduction of tax and ERNIC in accordance with current legislation. Full details are available on the HMRC website <http://www.hmrc.gov.uk>. Army Reserve officers receive a tax free uniform upkeep allowance. There is no tax allowance for optional items purchased privately by individuals to meet regimental customs.

01.07.006 – 01.07.008. Reserved.

01.07.009. Exceptional Payments. In addition to the regulations contained in this Chapter, and any Royal Warrants or orders in Council being in place at the time, the Defence Council may authorize the exceptional issue of pay, non-effective pay, bounties and allowances. Exceptional payments made in exercise of this power must be within existing MOD financial arrangements.

Acting Rank and Substitution Pay

01.07.010. See JSP 754, Chapter 2, Section 7 & 8. For the avoidance of doubt, absence on detached duty includes absence due to FTRS, Additional Duties Commitments, Voluntary Additional Training or Duties.

SECTION 2 – PAY**Training Periods Eligible for Pay**

01.07.011. See JSP 754, Chapter 3, Section 2.

01.07.012 – 01.07.015. Reserved.

01.07.016. Reserved.

Attendance of Army Reserve Members at Commissioning or Selection Boards

01.07.017. See JSP 754, Chapter 3, Section 2, Para 03.0216.

Attendance of Regular Reserve Force Members at Training

01.07.018. See JSP 754, Chapter 3, Section 2, Para 03.0220.

Soldiers Awaiting Enlistment or Re-engagement Approval

01.07.019. See JSP 754, Chapter 3, Section 3, Para 03.0306.

Disability and Illness during Training

01.07.020. See JSP 754, Chapter 3, Section 4.

Travelling Time

01.07.021. See JSP 754, Chapter 3, Section 2, Paras 03.0222 - 03.0223.

Pay during Trial by Court-Martial

01.07.022. See JSP 754, Chapter 4, Section 14.

Candidates for a Commission

01.07.023. A potential officer who is waiting for confirmation of commission and who is permitted to attend Annual Continuous Training or other training under Para 01.04.051, is to be paid in their substantive rank. Rations, or the appropriate cash equivalent, may be issued on Annual Continuous Training, wholtime courses and attachments, weekend and similar training where the continuous attendance for training is 8 hours or more. If the appointment to a commission is approved and is antedated to before the training took place, the difference between the pay and allowances received while attending training and emoluments which have been withheld are to be issued. Where antedating is authorized this period will also count towards incremental progression.

Medical Officers

01.07.024. See JSP 754, Chapter 4, Section 14.

Pay

01.07.025. General. The regulations governing the terminology, structure, incremental progression and changes of circumstance that impact on pay levels, such as transfers or reduction in rank are laid down in JSP 754, Chapter 3.

01.07.026 – 01.07.027. Reserved.

01.07.028. Former WOs and NCOs granted a Commission. See JSP 754, Chapter 4, Section 3.

01.07.029. Reserved.

Issue of Pay to Officers while they are attending Camp or Courses

01.07.030. See JSP 754, Chapter 3, Section 2.

01.07.031 - 01.07.038. Reserved.

AGC (Pro) Pay

01.07.039. See JSP 754, Chapter 2.

Issue of Pay to Soldiers while they are attending Camp or Courses

01.07.040. See JSP 754, Chapter 3, Section 2.

01.07.041 – 01.07.042. Reserved.

Officer Cadets

01.07.043. See JSP 754, Chapter 2, Section 3.

Recruitment and Retention Payment

01.07.044. See JSP 754, Chapter 5, section 2.

01.07.045 – 01.07.050. Reserved.

SECTION 3 – BOUNTIES**Bounty Qualification**

01.07.051. Full Payment. In order to be paid the full Bounty Payment for any training year, the SP must have:

- a. Been in Volunteer Army Reserve Service for the entire training year from 1 Apr to 31 Mar.
- b. Completed the Annual Training requirements set out in RLFR Pt 1, Ch 3 and earned a CO's Certificate of Efficiency.

01.07.052. Part Payment. SP who have been in Volunteer Army Reserve Service for less than the entire year may receive a part payment of Bounty at the rate of 1/12 of the Full Payment for each full month served. Whilst service in the Regular Army, on FTRS, Mobilised Service or any other full-time basis may count towards Annual Training requirements, it does not count towards the time served. To receive a Part Payment, all other qualification criteria must be met.

01.07.053 – 01.07.100. Reserved.

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SECTION 4 - ALLOWANCES AND CHARGES

General

01.07.101. Personal Status.

- a. Eligibility for certain allowances is dependent upon the individual's personal status. All Army Reserve officers and soldiers are to declare their personal status by the completion of JPA N001 in accordance with the provisions of JSP 752, Chapter 2, Section 2. One copy is to be forwarded to the appropriate paying authority and the second retained in the unit with their personal documents.
- b. Any change in status is to be reported without delay and a new AFO 1700 completed. Failure to report may result in the issue of incorrect allowances.

Meals Out Allowance

01.07.102. The special eligibility provisions for Meals Out Expenses (MOE) applicable to Army Reserve and Regular Reserve personnel as appropriate are laid down in JSP 752, Chapter 5.

01.07.103. Ceremonial Duties.

- a. If a guard of honour, street lining party or travelling escort is provided under Para 01.02.209 for the Sovereign, the Heir Presumptive or Apparent, or any member of the Royal Family expressly representing the Sovereign, pay may be issued for attendance at the parade and one rehearsal and both events are eligible to count for MEA. If the employment of members of the Army Reserve would result in a total cost in excess of that involved in the employment of the Regular Army, CGS is to refer the proposal for the sanction of the Defence Council, with an estimate of the comparative cost and a statement of the circumstances in which they consider the employment of the Army Reserve desirable.
- b. Attendance at Remembrance Sunday parades and services is to count for pay and MOE.
- c. No expenditure is to be admitted against either Army or Association funds in connection with guards of honour, escorts or other ceremonies, unless previously sanctioned by the Defence Council.

01.07.104. Reserved.

Official Hospitality

01.07.105. Official Hospitality (OH) rules for Commanding Officers is laid down in JSP 464.

Free Issue of Clothing and Uniform Upkeep Grant

01.07.106. Scales for all Reserve Forces personnel are contained in Scales for the Army. An initial free issue of items authorised in the scales is made once only; thereafter replacements are on repayment unless stated otherwise. Operational clothing is issued and maintained free unless stated otherwise. Army Dress Regulations (ADRs) Part 7 details the Dress Regulations for all ranks of the Army. Part 10 provides details of the entitlements, Grants and Allowances available to Reservists. Officers and SNCOs are entitled to specific uniform grants and there are allowances for uniform upkeep and cleaning.

01.07.107 – 01.07.109. Reserved.

01.07.110. Honorary Colonels. Honorary Colonels on appointment, if they are not already serving, are entitled to receive the same scales of uniforms as any other Reserve officer but do not receive No 2 Dress accoutrements such as Forage Cap, Sam Browne or other appropriate belt or appropriate shoes which must be provided at non-public expense. Note that Honorary Colonels are not entitled to wear General Staff gorget patches or the General Staff cap when wearing the uniform of their Army Reserve regiment or Corps.

01.07.111 - 01.07.115. Reserved.

01.07.116. Promotion Grants and Appointment. Regulations for Promotion Grants are in JSP 752, Chapter 15, Section 3 and Section 4 as well as in Part 6 of Army Dress Regulations. The current rates of the various Promotion Grants are published in Part 10 of Army Dress Regulations. Reserve officers appointed to particular posts that require additional items of clothing and/or accoutrements will be provided on free issue with all they require for the duration of the appointment. In case of doubt for any ceremonial appointment, advice is to be taken from PS12 (Army).

01.07.117 – 01.07.118. Reserved.

Charges for Accommodation

01.07.119.

a. Occupation of SLA by Army Reserve personnel does not signal any general entitlement to Service Accommodation and must not result in any Regular or FTRS(FC) personnel having to be placed in substitute equivalents. For the purpose of assessing an individual's liability to accommodation charges a member of the Army Reserve is to be regarded as having been granted permission to live out at a Residence at Work Address (RWA) at the duty station; a residence occupied by a Service Person from which they commute to and from their place of duty on a daily basis without detriment to the satisfactory performance of their military duties. A RWA is normally within 50 miles or 90 minutes travelling time by public transport of the duty station.

b. Army Reservists training under RFA 96 Sect 22 (1) Obligatory Training for Bounty will not pay SLA charges when detached from their duty station. Those employed on Section 25 Additional Duties Commitment (ADC), are not entitled to SLA, but may occupy SLA where available, at entitled rates. They should only be employed where surplus SLA is genuinely available and likely to be so for the duration of the arrangement. Eligibility for accommodation is under the authority of JSP 464 Vol 3. Part 1: the Tri Service Accommodation Regulations, a policy document that is subject to periodic review. See also JSP 754 Chapter 7 Section 2 for accommodation charges and Section 10 for food charges.

01.07.120. When food is provided under Service arrangements Army Reserve members may be liable to pay food and meal charges. The instructions which deal with meal charges and liability and exemptions to food charges are set out in JSP 754, Chapter 6, Section 2, para 06.0211. Potential recruits undergoing selection prior to enlistment are to be taken on the ration strength of units and fed at public expense. No charge is to be made to the individual until such time as they have enlisted.

01.07.121. In addition officers, Warrant Officers and NCOs may be required to pay extra messing charges.

Local Overseas Allowance (LOA)

01.07.122. Reserved.

01.07.123. Local Overseas Allowances. The regulations for Local Overseas Allowances are laid down in JSP 752, Chapter 9, Section 5.

01.07.124. Reserved.

Longer Separation Allowance (LSA)

01.07.125. Longer Separation Allowance (LSA). Regulations governing LSA are laid down in JSP 752, Chapter 5, Section 4.

01.07.126 – 01.07.127. Reserved.

01.07.128. Reserved.

01.07.129 – 01.07.200. Reserved.

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SECTION 5 - PAY, BOUNTIES AND GRATUITY ON CALL-OUT**General**

01.07.201. See JSP 754, Chapter 5, Section 1.

01.07.202 – 01.07.207. Reserved.

Mobilization and Bounty

01.07.208. See JSP 754, Chapter 3, Section 5.

Call-Out Gratuity

01.07.209. See JSP 754, Chapter 3, section 6.

01.07.210 – 01.07.280. Reserved.

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SECTION 6 - TRAVELLING ALLOWANCES AND REFUNDS OF TRAVELLING AND OTHER INCIDENTAL EXPENSES

General

01.07.281. The regulations governing the authorization of travel and refund of travel expenses and allowances for all Reservists, including Honorary Colonels, Officiating Clergy, RAROs and members of the Officer Training Corps are laid down in JSP 752, Chapter 6.

01.07.282 – 01.07.285. Reserved.

01.07.286. Overseas Travel.

- a. Travel outside the United Kingdom at public expense does not normally require special Ministry of Defence authorization when this is associated with planned scheduled exercises (Regular Army or Army Reserve), annual continuous training or other authorized training attachments to a Regular or Army Reserve unit or authorized course.
- b. Overseas travel other than in the circumstances described above would be exceptional, in which case prior authority from Bde HQ is necessary.
- c. **Conveyance of Baggage.** Members of the Army Reserve are only eligible for the free conveyance of their baggage under the terms of JSP 752, Chapter 12, when travelling by air to and from different theatres on Service duty.

01.07.287. Unpaid Training Category C-2. Travel to Category C-2 unpaid training (see Para 01.02.016) is only allowed when such training is authorized by Army HQ, ATB, or it is sports travel as defined at in JSP 752, Chapter 6.

01.07.288. Method of Travel. HDT claimants must choose the means by which they travel to work and are then expected to travel by the most direct and cost efficient route. Having made that choice, if they subsequently wish to change their method of travel or route for more than 5 days a month, they may only do so on change of personal circumstances and must seek authority for their different route or method of travel from unit Admin. In the case of members of the Army Reserve the cost of pay and allowances of those travelling should also be taken into account in deciding which is the most cost effective method of travel to authorize.

Travel between Residence or Place of Employment and Place of Duty

01.07.289. The regulations for Home to Duty (HDT) travel are laid down in JSP 752, Chapter 7, Section 3. Reservists and Cadet Force Adult Volunteers, like Regular Service Personnel, are limited to the 50 mile rate, even if travelling farther. However, certain specialist Reservists²¹⁶ may be eligible for HDT rates in excess of 50 miles (eg due to the location of alternative Specialist units). Permission to travel daily over 50 miles and claim special rates is to be sought from Commanding Officers, who in turn must seek appropriate financial authority through the chain of command. Automatic payments of specially approved rates are not permitted.

01.07.290 – 01.07.295. Reserved.

01.07.296. Use of Private Vehicles for Duty Journeys. Regulations for claiming motor mileage and passenger allowances for duty journeys, including the use of private vehicles to and from

²¹⁶ For the Army, this includes: Nationally Recruited Reservists ('Group A' personnel – formerly known as Specialist Reservists) and other reservists who the unit Commanding Officer considers key to unit capability. The Commanding Officer must have written financial authority from the chain of command.

Annual Continuous Training, recompense for tolls, ferry charges, garage parking and parking meter fees and insurance cover requirements are laid down in JSP 752, Chapter 6, Sect 4.

01.07.297. Use of Bicycles for Duty Journeys. Motor mileage allowance at the pedal cycle rate is admissible in accordance with JSP 752, Chapter 4 Section 6.

01.07.298 – 01.07.309. Reserved.

Use of Private Vehicles Travelling to and from Annual Continuous Training

01.07.310 – 01.07.319. Reserved.

01.07.320. Home to Duty Travel. Regulations governing home to duty travel (HDT) are laid down in JSP 752, Chapter 7, Section 5.

01.07.321 – 01.07.323. Reserved.

Subsistence Expenses and Allowances

01.07.324. Eligibility for Subsistence Expenses, including Meals Out Allowance, Day & Night Subsistence and Incidental Expenses are laid down in JSP 752, Chapter 3.

01.07.325. Accommodation and Allowances. Eligibility for subsistence allowances is shown in JSP 752, Chapter 3, Section 1.

01.07.326. Reserved.

01.07.327 – 01.07.345. Reserved.

Compensation for Lost or Damaged Personal Effects

01.07.346. Members of the Army Reserve may be eligible for compensation for lost or damaged personal effects in accordance with the provisions of JSP 752, Chapter 17, Section 3.

01.07.347 – 01.07.400. Reserved.

**SECTION 7 – PENSIONS ARRANGEMENTS FOR FULL TIME RESERVE SERVICE,
PERMANENT SERVICE, ADDITIONAL DUTIES COMMITMENTS, SHORT SERVICE
VOLUNTEER COMMISSIONS
AND SPECIAL S TYPE ENGAGEMENTS**

(See also the Army Pensions Warrant 1977, Part 14, Section 29)

General

01.07.401. All Reserve Forces personnel are eligible to be members of the Armed Forces Pension Scheme 2015 (AFPS 15).

01.07.402 – 01.07.999. Reserved.

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CHAPTER 8

DISABILITY ALLOWANCES AND AWARDS, AND DEATH ARISING FROM MILITARY DUTY

SECTION 1 - DISABILITY ALLOWANCES AND AWARDS

General

01.08.001. Causes of Injury Attributable to Service.

a. Wounds, illnesses and injuries (including mental health) sustained in the following circumstances, unless due to the negligence or misconduct of the member, are normally to be regarded as attributable to service:

(1) Arising out of training or while on duty, including permanent service, ie at a time when a soldier is subject to military law including activities defined in (2) below.

(2) Occurring on Army Reserve premises during attendance for the purpose of training, whether or not arising directly from training, but not during attendance for amenity purposes unless formally recorded as being on Category A, B, C-1 or C-2 type training as defined in Annex B/2.

(3) Occurring while proceeding directly to and from training, or duties (see Appx 2 to Annex A/8).

b. Injuries incurred during rest and recuperation (R&R) activities carried out during camp or other periods of training, will only be regarded as attributable if the activities were formally organized and supervised in accordance with the relevant Army or Joint Service regulations and instructions, eg challenge pursuits, adventurous training activities and sport must be organized and supervised in accordance with AGAI Vol 1 Chapter 11 and 18 (for Adventurous Training and Hazards of Water and AGAI Vol 1 Chapter 5 for Sport or Games as appropriate. (Claims are to be accompanied by the R&R programme and details of the authority under which the activity was authorized/supervised).

c. In this chapter, any reference to a man, the male gender, a wife or widow, is a reference to a person of either sex who is a member of, or the spouse or widow/widower of a member of the Army Reserve or Regular Reserve.

01.08.002. Procedures.

a. **General.** The procedure to be followed in the event of an injury occurring to a member of the Army Reserve, or a Regular Reservist (including RARO) training with the Army Reserve, is laid down in Chapter 3, Paras 01.03.318 - 01.03.321 and JSP 751. These instructions are amplified at Annex E/3 to give guidelines to Army Reserve personnel on the conduct of investigations into the circumstances which gave rise to the injuries (see also Para 01.08.007 for instructions on the disposal of documents). Regulations governing the provision of treatment are at Paras 01.03.307 and 01.08.006.

b. **Third Party Claims.** Additional procedures to be followed when an incident may give rise to a claim against a member of the Army Reserve or Ministry of Defence, or a claim on behalf of the Ministry of Defence against a third party are outlined at Section 13 to Chapter 3 of these regulations. It should be noted that the provisions of this chapter do not preclude the right of Service Personnel to make a claim in Common Law for compensation for personal accident or injury due to negligence against the Ministry of Defence (see also

Annex F/3). However, it is probable that in an out of court settlement, the compensation would be abated by any disability allowance payments and/or gratuity received by the plaintiff.

c. **Benefits Guide.** A simplified Guide to Benefits, which may be copied and issued to members of the Army Reserve, is at Annex A/8, and an algorithm outlining Disability Allowance procedures, for the assistance of unit staff, is at Appx 1 to Annex A/8.

d. **Units Standing Orders.** It is essential that all officers and instructors are aware of the provisions of Annexes E/3 and F/3, and Part 1 and Annex A/8. Failure to initiate procedures without delay may financially penalize the injured Reservist and could ultimately deprive them of the right to a Pension or Gratuity from the Defence Business Services (DBS) (formerly SPVA), Ministry of Defence, if medically discharged (see also JSP 751 for instructions on notification procedures to the chain of command in the event of injury or death).

01.08.003. Applicability of these Regulations. In the case of disablement or death attributable to or aggravated by service, the provisions of this chapter are to apply to all officers and soldiers of the Army Reserve, excluding officers and soldiers of the permanent staff who are members of the Regular Forces and Non Regular Permanent Staff (NRPS).

01.08.004. Maximum Period of Allowance.

a. A member who is totally disabled as a result of service may be granted a disablement allowance, during periods of total incapacity, subject to the conditions set out in Paras 01.08.011 and 01.08.016. The allowance is normally only admissible for the period of up to 26 weeks from the date on which the wound or injury was sustained, or on which a member was first incapacitated by the disease. Exceptionally, where there is a recurrence arising from the same injury or illness, this period may be extended.

b. **Resignation, Retirement or Discharge.** The allowance is to cease on retirement, discharge or call-out, and is not to be issued during periods when full pay is admissible (see also JSP 754, Chapter 4, Sect 4). The Commanding Officer is to give the Exceptions Team Defence Business Services (formerly SPVA) prior notification if a member in receipt of Disability Allowance is due to retire, resign or be discharged, or if it is intended that they should be so (see also Paras 01.08.018e and 01.08.019f).

c. **Partial Incapacity.** Where a member suffers a wound or injury which results in partial incapacity, the provisions of Para 01.08.019 apply.

01.08.005. Restriction on Training.

a. **Total Incapacity.** In no circumstances is an officer or soldier in receipt of Disablement Allowance for total incapacity to be permitted to attend camp or any other training period. In the case of a belated claim, the Commanding Officer is to attach a statement to the claim, giving details of any training attended by the claimant since the injury was incurred, and explaining why such training was carried out.

b. **Partial Disability.** Personnel in receipt of Disablement Allowance at pension rates in respect of partial disability may participate in training activities, within the limits laid down by the Medical Board responsible for their case (see also Para 01.08.019d).

c. **Treatment Allowance.** Under no circumstances is an officer or soldier in receipt of Treatment Allowance to participate in any training or duties (see also Para 01.08.019g(3)).

01.08.006. Medical Treatment.

a. **Normal Procedures.** Where suitable Service medical facilities are not available at the site at which the injury or wound is incurred by a member when on duty, they should be referred to the nearest suitable Service medical facility for treatment. Where this is impracticable, they are to be referred to the nearest NHS hospital, or be treated under normal NHS arrangements (see also Para 01.03.308).

b. **Private Medical Treatment.**

(1) **General.** Only in the most exceptional circumstances is the use of private medical facilities to be considered. In such instances, prior approval is to be sought from the Defence Medical Services Department (DMSD) before treatment commences and before costs are incurred. Where practicable, requests are to be submitted in writing, giving full background details of the case, including reasons why the use of alternative Service or NHS facilities was not possible, together with the likely cost of treatment.

(2) **Emergency Procedures.** Outside normal working hours or in cases of extreme medical emergency, contact should be made with MOD(DMSD) as soon as possible after the incident, notifying the contact point by telephone of the action taken and the justification for this, with confirmation in writing.

(3) **DMSD Address and Telephone Number.** The contact point is: Director Health Care, Zone D, 7th Floor, St George's Court 2 – 12 Bloomsbury Way, LONDON WC2H 2SH. Tel; Mil; 96305 2791 Civ; 020 7305 2791 e-Mail: DMSD-DGH-Director-Healthcare.

(4) DDCS1, HQ Defence Dental Agency, MOD, RAF Halton, Aylesbury, Buckinghamshire HP22 5PG.

Claims**01.08.007. Disposal of Documents.**

a. **Claims for Injury.** If a claim for Disability Allowance or Pension is made by an officer or soldier, a copy of Army Form 510, Attendance Record, Training Programme and the Non Statutory Inquiry proceedings (if held) are to be forwarded with the claim form (AFO 1699) to the Command/Functional Bde HQ in whose area the sub-unit of the injured person is located. The Command/Functional Bde HQ is to examine the claim and if in doubt over its validity, is to initiate urgent enquiries to establish the facts of the case. The claim is then to be forwarded to the Exceptions Team DBS under cover of a letter expressing the headquarters' military opinion. Particular care is to be taken if a case falls into the categories defined in Para 01.08.016.

b. **Claims for Disease or Illness.** The AFO 1699, accompanied by a statement of the alleged cause (see also Para 01.08.014b) is to be forwarded as outlined above.

c. **Action where No Claim is Submitted.** Documents listed at Para 01.08.007a are to be forwarded to APC CM Ops for retention in the member's personal file so that they are available in the event of a belated claim for Disability Allowance or a disability pension.

01.08.008. Prompt Action.

- a. The importance of prompt attention to claims to disablement awards cannot be over-emphasized. Commanding Officers are to ensure that adequate arrangements are made for the initiation of claims and for the provision of assistance to members in preferring them. Where it is known that a member has been disabled as a result of service, they or a member of their family must be informed of their entitlement to claim. Where necessary the Commanding Officer is to take steps to initiate a claim on the member's behalf, and in all cases they are to ensure that the member or their family is given every assistance in correspondence relating to any disability awards.
- b. To prevent delays in correspondence, Commanding Officers are to make appropriate arrangements to allow direct correspondence between detached sub-units and the Command/Functional Bde HQ concerned, or the Exceptions Team DBS, Kentigern House, Brown Street, GLASGOW G2 8EX, on matters affecting Disablement Allowances in individual cases.
- c. A claim may be disallowed if it is not made within 1 month from the start of total incapacity.

Eligibility to Receive Pay

01.08.009. Non-Attributable Disabilities. Where a disability not due to military service (see also Para 01.08.001) occurs during a period of training for which pay is admissible, the officer or soldier concerned is eligible to receive pay up to the end of that period of training. In no circumstances is pay to be issued for more than 30 days from the date a non-attributable disability occurs, even though the training may be for a longer period.

01.08.010. Attributable Disabilities.

- a. Where an attributable disability occurs (see also Para 01.08.001) which results in total incapacity, the Commanding Officer is to continue to issue full Army Reserve pay and allowances to the member until the end of the period of training (see also Para 01.07.020).
- b. If it is apparent that total incapacity is likely to continue beyond the end of the training period, the Commanding Officer is to take steps to enable the member to submit a claim for Disability Allowance as laid down in Paras 01.08.013 - 01.08.014.

Assessment of Disability Allowance**01.08.011.**

- a. **Misconduct or Negligence.** When a wound or injury is due to a member's misconduct or negligence, the award will be subject to reduction or possible rejection, according to the circumstances of the particular case. The judgement of the Command/Functional Bde HQ and/or any Board of Inquiry proceedings (if held) will be crucial factors in assisting the Exceptions Team DBS to come to a decision.
- b. **Rank.** Rank for the purpose of Disability Allowance, is to be the substantive rank²¹⁷ held by the member.

²¹⁷ Acting rank will only be taken into account if it has been held for the qualifying periods designated in Article 143 of the Army Pensions Warrant 1977.

c. **Withholding or Reduction of Payment.** In other circumstances payment may be withheld or issued at a reduced rate if full, normal payment is not considered to be justified.

d. **Rates of Disability Allowance.** Disability Allowance for total incapacity is paid at the same rate as the claimant's rate of Army Reserve Pay (see also Para 01.08.016). Disability Allowance for partial incapacity is paid at the appropriate pension rate dependant on the degree of disability (see also Para 01.08.019c).

Notes:

1. Acting rank will only be taken into account if it has been held for the qualifying periods designated in Article 143 of the Army Pensions Warrant 1977.
2. Individuals on Category C-1 or C-2 duties at the time are entitled to be assessed as though they had been in receipt of pay.

Total Incapacity

01.08.012. Definition. A precise definition of total incapacity for work is difficult to ascertain, however, a supporting statement is required from the relevant medical authority at Para 01.08.006. The statement, which is to be personally endorsed by the Commanding Officer, must confirm that the claimant is totally incapable of performing any type of military duty.

01.08.013. Claims for an Attributable Wound or Injury.

a. **The Application.** A member who wishes to claim Disability Allowance for total incapacity attributable to a wound or injury is to submit an application, in duplicate, through their Commanding Officer on AFO 1699, accompanied by a medical certificate showing:

- (1) The nature of their disability.
- (2) Whether they are totally incapacitated.
- (3) The date the incapacity began.
- (4) The expected duration of the incapacity, if possible.
- (5) Whether they have been, or probably will be admitted to hospital as a patient.

If the member is unable themselves to submit an application, it may be made by some other responsible person on their behalf. If necessary, this may be an officer of the man's unit.

b. **Despatch.** The claim, in duplicate, together with the documents referred to in Paras 01.03.318 and 01.08.007, is then to be forwarded to the appropriate Command/Functional Bde HQ, or in the case of National units to their parent Army Reserve/CRHQ. The Army Reserve/CRHQ concerned is to pass the claim and other documents, with any appropriate comments, to the Command/Functional Bde HQ for onward transmission to the Exceptions Team DBS as required in Para 01.08.007a.

c. **Authorization.** If the member is totally incapacitated and the disablement is clearly attributable to a wound or injury sustained in any of the circumstances described in Para 01.08.001, the Exceptions Team SPVA (G) will authorize the issue of Disability Allowance.

d. **Assessment.** DBS is to assess and issue Disability Allowance as provided in Paras 01.08.004, 01.08.011 and 01.08.017 for the period of total incapacity.

01.08.014. Claims for an Attributable Disease or Illness.

a. **The Claim.** A member who wishes to claim Disability Allowance for total incapacity due to illness or disease allegedly due to, or aggravated by, service, eg exposure to, or stress of training being the direct or contributory cause, is to submit an application, in duplicate, through their Commanding Officer on AFO 1699, accompanied by a medical certificate showing:

- (1) The nature of their disability and a full statement of the circumstances in which the disease or illness is alleged to be attributable to, or aggravated by service. Particular reference should be made to the nature of the training or duties, and where appropriate, the weather conditions prevailing at the relevant time.
- (2) Whether they are totally incapacitated.
- (3) The date the incapacity began.
- (4) The expected duration of the incapacity, if possible.
- (5) Whether they have been, or probably will be admitted to hospital as a patient.

b. **Despatch.** The claim, in duplicate, together with the medical certificate and a confirmatory statement by the Medical Officer as defined in Para 01.08.012, is then to be forwarded to the appropriate Command/Functional Bde HQ. The Command/Functional Bde HQ concerned is to pass the claim and other documents to the Exceptions Team DBS.

c. **Verification by the Commanding Officer.** The Commanding Officer is required to express an opinion on the claim, which should be accompanied by any other statements or evidence which are relevant to the case. The Command/Functional Bde HQ is to comment as appropriate in the covering letter forwarding the claim to the Exceptions Team DBS.

01.08.015. Cases Requiring Detailed Investigation. If any of the following circumstances apply, the Command/Functional Bde HQ is to satisfy itself that a detailed investigation of the circumstances has taken place. If this has not occurred, the Bde HQ is to initiate such an investigation:

a. **Doubt as to Cause.** If there is any doubt that the wound or injury was in fact due to service, or that the illness or disease was due to or aggravated by service.

b. **Negligence or Misconduct.** If negligence or misconduct are considered to have contributed to the injury. Particular care needs to be taken to confirm whether an injury is attributable to a proper, recognized Army Reserve activity, or was due to avoidable circumstances which in reasonable judgement were, or should have been, within the injured person's own control. (See also Annex A/8).

c. **Delayed Disablement.** If the disablement did not begin within 1 month of the wound or injury being incurred, or if the claim is not submitted within a month of the start of the total incapacity. Claims in these cases are to be accompanied by a statement by the Commanding Officer explaining the reasons for late submission.

d. **Doubt over Admissibility.** If for any other reason there is doubt regarding the admissibility of the claim, or the rate of allowance, a clear statement of the circumstances pertinent to the case, together with any supporting documents or evidence, eg Board of Inquiry Proceedings, is to be submitted.

Payment

01.08.016.

- a. **Rate of Pay.** Disability Allowance for total incapacity consists of a basic payment equivalent to the full Army Reserve pay applicable to the rank held by the member on the date on which the wound or injury was sustained, or on which they were first totally incapacitated (see also [Para 01.08.011b](#)).
- b. **Additional Pay.** Where full Army Reserve pay includes a major form of additional pay, eg Flying Pay or Divers Pay, a deduction equal to the amount of additional pay is to be made from the basic payment from the 92nd day after the date on which the member was first incapacitated.
- c. **Abatements.** With effect from 1 July 1991, all payments from public bodies and corporations (including DWP Disability Allowance or War Disability Pension received in respect of the same injury or illness) will be deducted from Reserve Forces Disability Allowance, but not payments funded by private employers. If the total amount of sick pay received by an employee of a public body or corporation is equal to, or exceeds the appropriate rate of Disablement Allowance, the allowance will not be payable and any overpayment will be recovered.
- d. **Cessation of Total Disablement.**
- (1) Where a member ceases to be totally incapacitated before the end of the period for which pay is admissible (see [Para 01.08.010](#)), but claims they are still suffering partial incapacity due to the wound or injury, the case is to be dealt with as laid down in [Para 01.08.019h](#).
- (2) Where no claim is preferred, the fact is to be reported on completion of training, with full particulars of the case to the Command/Functional Bde HQ. The headquarters is to examine the case in the same way as if a claim had been preferred, initiate further investigations if necessary, and comment accordingly in line with the instructions at [Paras 01.08.007a](#), [01.08.011a](#) and [01.08.015](#). The Command/Functional Bde HQ is then to forward its comments and the case papers to APC CM Ops APC for record purposes (see also [Para 01.08.007c](#)).
- e. **Start of Payment.** If an attributable disability extends beyond the period of training, Disability Allowance will become issuable as laid down in [Paras 01.08.004](#), [01.08.011](#), [01.08.017](#) and [01.08.019](#).
- f. **Medical Board - Effect of Delays.** If the medical board findings are not received by the Exceptions Team DBS the end of the 26th week, Disability Allowance payments will be revised to the equivalent of 50% Pension Rates (see also [Para 01.08.018c](#)).

Medical Reports and Boards

01.08.017. Medical Reports Showing Total Incapacity.

- a. **Necessity for Payment Authorization.** No payment is to be made for any period not covered by a medical certificate showing that the claimant is totally incapacitated from a cause clearly attributable to the wound, injury, illness or disease in question. Medical certificates, showing the probable period of incapacity (other than the initial certificate and Army Form 501 or initial certificate and Medical Officer's verification in cases of disease or

illness), are to be obtained by the Exceptions Team DBS direct from the claimant on expiry of the previous medical certificate, or every 2 weeks, whichever is the shorter period.

b. **Self-Certification.** Self-certification is admissible for the first 7 days.

c. **Additional Requirements.** The Exceptions Team DBS is to obtain from the claimant any additional documents considered necessary to substantiate their claim. If verification of all or any of the necessary particulars is not immediately available, Disability Allowance is to be paid at the highest rate proved admissible, and adjustment to any higher rate made retrospectively.

d. **Change of Condition.** The claimant is to be warned of the necessity to report any change affecting their entitlement to the issue of Disability Allowance, eg the cessation of total incapacity.

e. **Action after 6 Weeks Total Disablement.**

(1) Where total incapacity continues or is expected to continue for 6 weeks or more, and the claimant is not a patient in hospital, the situation is to be reported by the Exceptions Team SPVA (G) to the unit Commanding Officer and copied to the Command/Functional Bde HQ concerned and the Exceptions Team DBS.

(2) If, in the light of the medical report, the Commanding Officer has any doubt as to the claimant's continued entitlement to Disability Allowance for total incapacity, they are to refer the case (with a copy of the medical report) to the Exceptions Team DBS.

01.08.018. Continuous Total Incapacity: Examination by a Medical Board after 4 Months' Total Disablement.

a. **Convening a Board.** If after 4 months from the date of the wound or injury or first incapacity by the disease or illness:

(1) The claimant is still totally incapacitated.

(2) It appears that the claimant will remain totally incapacitated for more than a further 2 months, the Commanding Officer is to arrange with RC/OHSAS for the claimant to be examined by a medical board. The purpose of the medical board will be to ascertain the claimant's fitness for further service.

b. **Notification of Date of Board.** RC will notify the Exceptions Team DBS, of the date, time and location of the medical board, and supply the results to the DBS Medical Assessor.

c. **Transfer from Pay to Pension Rates after 26 Weeks.** If the medical board findings are not available, or the board is not held, within the initial 26 weeks from the date the wound or injury was incurred, or the claimant became totally incapacitated due to illness or disease, an interim award equivalent to 50% Pension Rates may be payable. Payment at this rate will continue until the medical board results are known provided medical certificates continue to be provided in support of the claim. On receipt of the Board Report and recommendations, the award will be re-assessed.

d. **Report and Recommendations.** The medical board's Report on F Med 23, and the board's recommendations are to be forwarded to the Exceptions Team DBS, Kentigern House, Brown Street, Glasgow G2 8EX in order to assess the degree of residual disability.

e. **Medical Retirement/Discharge.**

(1) If it is decided that the Reservist should be retired or discharged on medical grounds, the Exceptions Team DBS is to inform APC CM Ops of the intended date of retirement/discharge, and is to forward the claimant's application form and medical certificates, together with a statement giving particulars of the Disability Allowance issued, or to be issued up to the date of retirement or discharge. APC CM Ops will confirm the retirement/discharge date to the Exceptions Team DBS.

f. **Disability Award/War Disability Pension.** (Revised arrangements for Reservists' attributable gratuities and pensions for injuries incurred on or after 6 Apr 05 have been published separately (see MMP/123).

(1) Veterans UK will liaise with Pension wing for consideration of a Disability Award or Pension following retirement/discharge.

(2) In considering an award of an Additional Attributable Pension, the Ministry of Defence will take due regard of the SPVA assessment of the condition(s) for which the member was discharged and was found to be attributable to service.

(3) It is essential that the actions covered in Paras 01.08.018a and b above are taken without delay on completion of a period of 4 months' incapacity, so that the Ministry of Defence can consider the question of retirement or discharge before the 6 months' period has expired. Payment of Disability Allowance may be continued until the date of retirement or discharge.

g. Except as provided for in Paras 01.08.018h and 01.08.024, procedures for the retirement of an officer or discharge of a soldier for medical unfitness are to be initiated as soon as they are found to be permanently unfit for general service; or in the case of a soldier enlisted for special duties, permanently unfit for the duties for which they were enlisted.

h. An officer or soldier who is graded MLD, but is considered to be fit for the duties of their unit, may be retained provided such duties are not likely to cause any worsening of the disability from which they are suffering. Each case is to be submitted through the chain of command to Army HQ Head of Manning (Army) Employment Branch for a decision.

i. **Submission of a Second Claim for Total Incapacity.** If a member, who has ceased to be in receipt of Disability Allowance for total incapacity, submits a further claim for total disablement in respect of the original disability, their case is to be referred to the Exceptions Team DBS. Normal claim documentation as required by Para 01.08.007 is to be submitted, and, in addition, proof of connection between the original injury and the second claim. Provision of such proof rests on the claimant who is to obtain conclusive medical evidence in support of their claim.

j. **Other Claims.** If a member submits a claim for Disability Allowance for total incapacity under any circumstances not covered above, their claim with full particulars of their case, is to be forwarded by the Commanding Officer to the Exceptions Team DBS, through the Command/Functional Bde HQ in accordance with Para 01.08.007a or 01.08.007b.

Partial Incapacity

01.08.019.

a. **Action on Cessation of Payment for Total Incapacity.**

(1) On despatch of the final payment of Disablement Allowance for total incapacity, the Exceptions Team DBS is to enclose a notice requesting the member to state whether they wish to claim in respect of any residual disability arising from the disablement for which Disability Allowance for total incapacity has already been paid.

(2) **Action if No Claim is Made.** If no claim for residual disability is made the Exceptions Team DBS is to endorse the member's original application to that effect.

(3) **Action if a Claim is Made.** Any claim for residual disability is to be forwarded through the Command/Functional Bde HQ to the Exceptions Team DBS.

b. **Action by the APC.** On receipt of a residual partial disability claim, the Exceptions Team DBS will inform the unit to arrange for the claimant to be examined by a medical board. The findings will be used to assess the degree of residual disability.

c. **Allowance or Gratuity.** The medical board's report (F Med 23) and recommendations are to be forwarded to the Exceptions Team DBS.

(1) **Payment at Pension Rates.** If the disability is assessed as 20% or more, the APC will authorize and initiate payments of Disability Allowance for partial disability at pension rates, and will also lay down the period of payment or the date for a further medical review.

(2) **Payment of Gratuity.** If disablement is assessed as less than 20%, a Disablement Gratuity may be authorized.

d. **Training.**

(1) Payment of Disablement Allowance for partial incapacity recognizes that the claimant is unable to undertake the full range of military duties. Medical boards are to provide details of these limitations in their report.

(2) Unless the medical board makes specific recommendations to the contrary, the claimant is to attend and participate in training and duties within the limits prescribed by the board. Failure to attend training without good cause is deemed to be inefficiency under the provisions of AGAI 67 and would justify the Commanding Officer issuing a formal warning to the claimant for failing to attend for duty, followed by discharge under Para 01.05.514 if this fault was not rectified.

e. **Continuation of Payment.**

(1) **Reviews.** The claimant's case will be reviewed at intervals by the medical board, and the allowance will continue to be paid until they are either discharged from the Service or regains full fitness, ie nil % disability. Medical board review findings will be used to authorize continuation of payments and there is therefore no requirement to submit medical certificates unless a claim is made for Treatment Allowance.

(2) **Recommendation for Discharge.** When a member is adjudged to be unfit for further military service, medical discharge may be recommended. Discharge

procedures are not to be delayed. The case and supporting information are to be forwarded to the Exceptions Team DBS as laid down in Para 01.08.018d. Action will then be taken as laid down in Paras 01.08.018e, 01.08.018f and 01.08.018g.

f. **Review of Run Out Date.**

(1) **General.** The Commanding Officer is to review the run out date (ROD) of any claimant in receipt of Disability Allowance. They are to advise the Command / Functional Bde HQ and the Exceptions Team DBS, of the ROD, or of any proposal to extend the man's service. The Exceptions Team DBS will ensure that Disability Allowance is paid up to the man's actual ROD.

(2) **Action 6 Months prior to ROD.** The Commanding Officer is to review the case of any member in receipt of Disability Allowance at pension rates, 6 months prior to ROD. A decision on retention or discharge at the ROD is to be taken in consultation with APC CM Ops and after completion of a medical examination of the case. The fact that Disability Allowance is in payment is no bar to administrative discharge and any decision to authorize re-engagement or retention is only to be made on the grounds that retention is necessary to meet the needs of the Service, or a medical prognosis that the claimant will be fit to return to full duties without entitlement to Disability Allowance before their ROD. In the event that the medical prognosis is not fulfilled, and retention is not justified to meet the needs of the Service, the member is to be medically discharged.

(3) **Notification of Review Recommendations.** The Commanding Officer is to ensure that the member is informed of the decision made on completion of their review. If possible the member should be informed by the Commanding Officer during an interview. Exceptionally, they may be informed by their sub-unit commander. In either event, the finding is to be confirmed to the member by letter, which is to be copied to the Command/Functional Bde HQ, the Exceptions Team DBS, APC CM Ops and if the medical board review recommends discharge, the Pensions Wing APC.

g. **Treatment Allowance.**

(1) If a member in receipt of Disability Allowance at pension rates or a Disability Gratuity, requires further medical treatment for the attributable injury, and attendance involves loss of earnings, the Exceptions Team DBS will authorize the payment of Treatment Allowance, subject to the conditions outlined below. The purpose of this allowance is to increase the residual award to equate to 100% Disability Allowance at pension rates.

(2) Treatment Allowance is only payable under the following conditions, and may not be paid for more than 8 weeks:

(a) The member must either be hospitalized undergoing treatment as an in-patient, or attending hospital as an out-patient at least 3 times a week.

(b) Evidence of attendance is to be supported by validated medical certificates giving evidence of attendance, and an employer's statement confirming loss of earnings.

(3) **Training.** A member in receipt of Treatment Allowance is not permitted to train under any circumstances.

h. **Other Claims.** If a member submits a claim for Disability Allowance for partial incapacity under any circumstances not covered above, their claim with full particulars of their case, is to be forwarded by the Commanding Officer to the Exceptions Team DBS, through the Command/Functional Bde HQ in accordance with Paras 01.08.007a or 01.08.007b.

Belated Claims

01.08.020.

a. **Reporting.** If an officer or soldier should become incapacitated, or require treatment which they consider attributable to former training or duties, they are to report the matter at once to their superior officer. They are to take this action regardless of whether:

- (1) the cause has not previously been reported, or
- (2) if reported, it was not considered likely to incapacitate them, or necessitate treatment.

b. **Action by Superior Officer.** The superior officer is to arrange for the completion of AFO 1699 by the claimant and refer the claim, together with all supporting documents (see also Para 01.08.007) through the Command/Functional Bde HQ for consideration by the Exceptions Team DBS, Kentigern House, Brown Street, GLASGOW G2 8EX. The Command/Functional Bde HQ is to staff the case in the same fashion as a normal claim (see also Para 01.08.007a).

c. In the case of demobilized Army Reserve and Regular Reserve personnel, payment is to commence from the day after demobilization or the date on which they report their incapacity to their superior officer, whichever is the later. Facilities are to be provided at the Demobilization Centre to allow personnel who are incapacitated due to an attributable injury or illness, and who are being demobilized, to complete AFO 1699 and for the claim to be forwarded as required in Para 01.08.020b.

Payment of Allowance to Spouses

01.08.021. Army Reservists who are married, eligible for Disability Allowance and in hospital, may give instructions for all or part of the allowance to be paid to a spouse or civil partner.

Disablement of Candidates and Applicants

01.08.022. Civilians who are injured while attending Army Reserve commissioning boards or Army Reserve recruit selection weekends are not eligible for Disability Allowance. They may be eligible to make third party claims against the Ministry of Defence in accordance with the provisions of Chapter 3, Section 12 in respect of negligence.

01.08.023. Reserved.

Payment of Allowances and Awards after Leaving the Service

01.08.024. Allowances. Disability Allowance is not to be paid to a member after they have retired, resigned or been discharged. Members in receipt of, or eligible to receive Disability Allowance for total incapacity, are not to retire, resign or be discharged if possible, until the normal 26 week period has ended (see also Paras 01.08.004a and 01.08.018e). After notification of a

medical board's recommendation for medical discharge, the Exceptions Team DBS will, on discharge, take the action detailed in [Para 01.08.018f\(1\)](#).

01.08.025. Awards.

- a. **General.** Disability awards after retirement or discharge, and awards to widows, widowers, children and dependants of Army Reserve personnel are administered by the Ministry of Defence (see also [Paras 01.08.018f](#) and [01.08.026](#)).
- b. **Belated Awards.** If on or after retirement or discharge, a member (other than those discharged under the provisions of [Paras 01.08.018e](#) and [01.08.018f](#)) wishes to claim a disability award for incapacity they attribute to an injury or illness/disease incurred during their service, they should submit their application to DBS, Norcross, BLACKPOOL, FY5 3WF.
- c. **Revised Awards.** All those in receipt of a disability pension or award after retirement or discharge, should receive instructions from DBS on the action to take if their disability becomes more severe. If they have lost those instructions, they should write to DBS, quoting their personal reference number issued by DBS, and seek advice.

Pensions and Other Grants to Widows and Dependants (In Service)

01.08.026. The regulations governing Survivor Benefits are contained in [JSP 764](#) Part 3 and [JSP 765](#) The Armed Forces Compensation Scheme for death or injury occurring on or after 6 Apr 05. For death or injury up to and including 5 Apr 05 the regulations are contained in the Pensions Warrant 1977, Part 6.

01.08.027 – 01.08.040. Reserved.

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SECTION 2 - DEATH ARISING FROM MILITARY DUTY

General

01.08.041. When an officer or soldier of the Army Reserve dies while on military duty or as a result of illness developed or injury received during such duty, units should refer to JSP 751 Volume 2 - (Management of The Deceased) Joint Casualty & Compassionate Policy & Procedures.

Notification of Emergency Contact

01.08.042.

a. **Casualty Handling and Recording.** Reserve forces personnel undergoing training or other duties, or called out for permanent service, who are injured, fall sick or are in any way considered to be a casualty, are to be administered in accordance with JSP 751. In the event of accident, illness or other compassionate circumstances, it is essential that the MOD is able to identify and contact quickly, the nominated representative of personnel involved. Additionally, the MOD is obliged under law to notify the legal next-of-kin in the event of death. To some degree the efficiency of the MOD's casualty handling relies on the co-operation of all personnel and, in particular, requires prompt and accurate notification of details of legal next-of-kin or any other individual to be notified. In an emergency, it is vital that administrative staff have access to accurate information, incorrect or out-of-date information can cause unnecessary and, perhaps, distressing delay.

b. **Hospital Visits.** When personnel on duty are conveyed to hospital on account of illness attributable to service in the Reserve forces and they are categorised as Very Seriously Ill (VSI) or Seriously Ill (SI) the provisions of JSP 751 Chapter 20 and JSP 752 Chapter 6 Section 3 apply for visits by relatives and friends.

Funeral Arrangements and Costs

01.08.043. When a Reservist dies while attending for training, or as a result of illness developed or injury received during Army Reserve duty, funeral expenses will be borne by public funds under the regulations which apply to the Army published in JSP 751.

01.08.044 – 01.08.999. Reserved.

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ANNEX A TO CHAPTER 8

A GUIDE TO BENEFITS (PARA 01.08.002C REFERS)

Purpose

1. This guide is designed to inform members of the Reserve Forces of the financial awards which may be associated with death or disablement. It does not constitute a formal authority for payment and cannot override the various Departmental regulations and instructions which furnish full details of the awards.
2. The arrangements described apply to the following, and the term 'reservist' used throughout the leaflet is to be taken as meaning an officer or soldier:

Army Reserve

Regular Reserve of Officers Error! Bookmark not defined.

Regular Reserve

3. These provisions apply to:
 - a. Personnel injured on normal training or duties.
 - b. Mobilized personnel who have been injured while on permanent service or recalled to the Colours, who are still incapacitated on demobilization, or who, while still serving in the Army Reserve and Regular Reserve after demobilization, become incapacitated as the result of such an attributable injury or illness.

Limitation

4. These financial benefits are payable only when death, injury or disease is attributable to service.
5. It is highly desirable for reservists to satisfy themselves that they are covered by life and accident insurance against the eventuality of non-attributable death or injury.

Temporary and Permanent Disablement

6. Units should refer to JSP 754 Chapter 3 Section 4.

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APPENDIX 1 TO ANNEX A TO CHAPTER 8 A GUIDE TO ARMY RESERVE DISABLEMENT BENEFITS

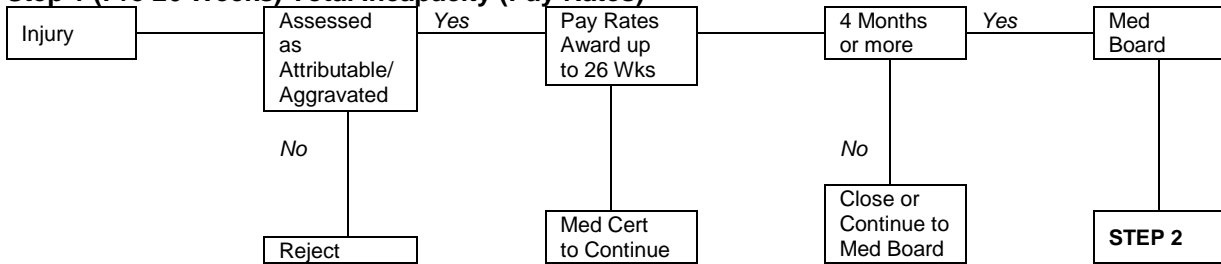
Notes:

	LOE	= Loss of Earnings
	PTTA	= Part Time Treatment Allowance
	TA	= Treatment Allowance
	MA	= Medical Adviser
	DIS	= Disability
	MED BOARD	= Medical Board
	MED CERT	= Medical Certificate
	SPVA	= Service Personnel and Veterans Agency

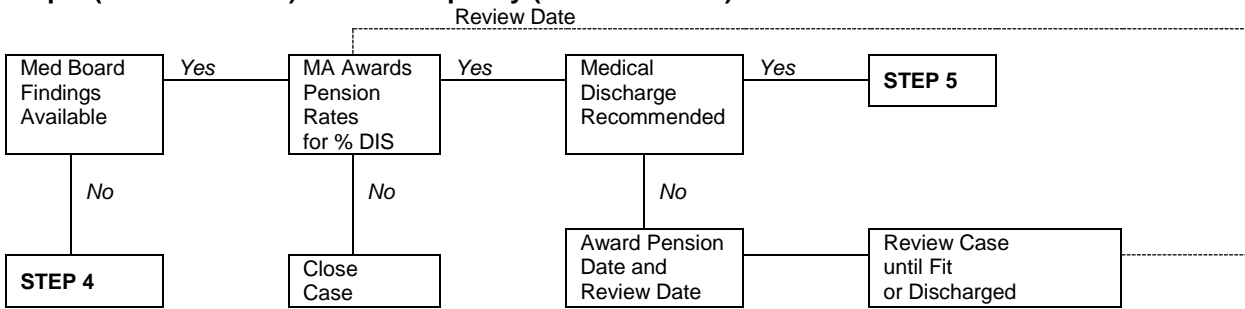
APO Contacts:

EO	Glasgow Mil 2567
AO	Glasgow Mil 2325
	Civil 0141 224 - Ext

Step 1 (Pre 26 Weeks) Total Incapacity (Pay Rates)

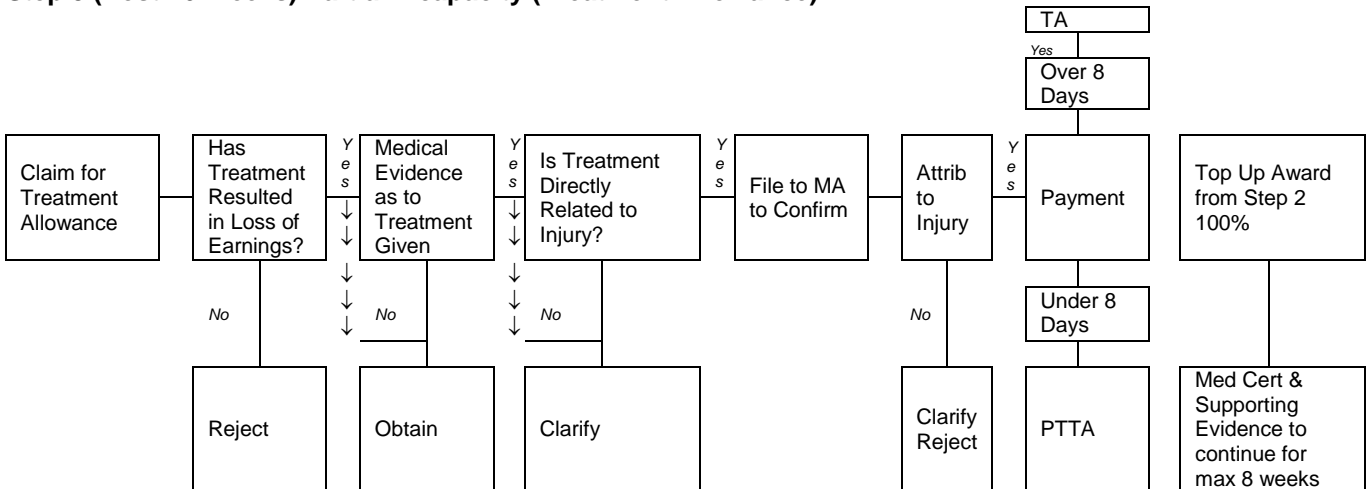


Step 2 (Post 26 Weeks) Partial Incapacity (Pension Rates)

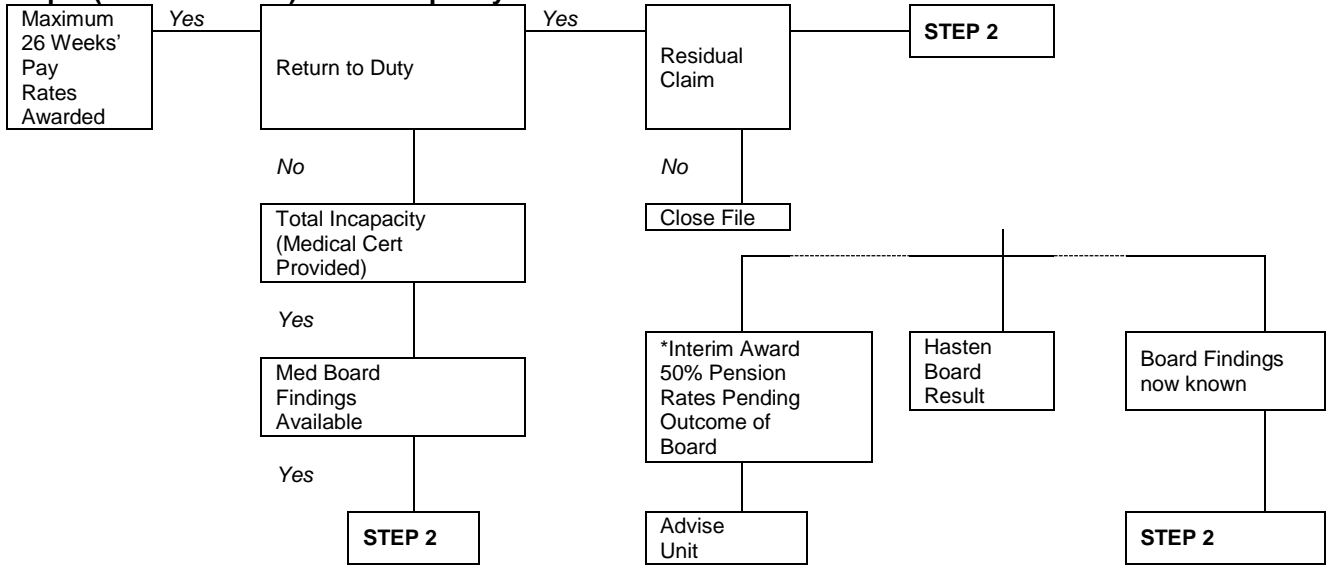


Member Attends for Duty/Training within limits laid down by Med Board

Step 3 (Post 26 Weeks) Partial Incapacity (Treatment Allowance)

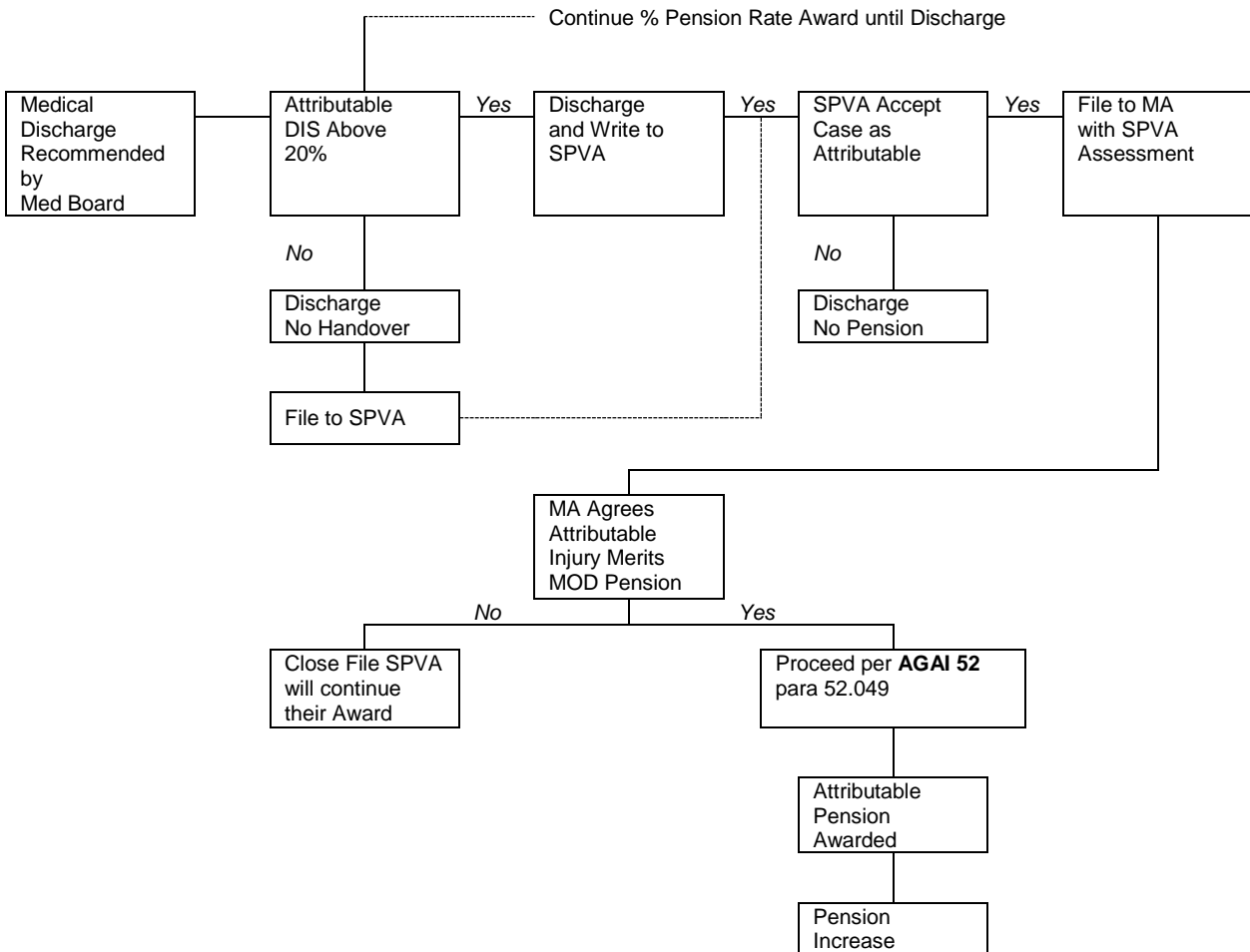


Step 4 (Post 26 Weeks) Total Incapacity



* Unless Total Incapacity can be proven

Step 5 Medical Discharge



APPENDIX 2 TO ANNEX A TO CHAPTER 8

ATTRIBUTABLE BENEFITS - TRAVEL TO AND FROM TRAINING

1. The purpose of this Appendix is to clarify the meaning of Para 01.08.001a(3), and define the parameters under which disabilities arising from an injury incurred travelling to or from training or duties may be considered attributable for the purpose of claiming Disability Allowance.

2. **Training or Duties.** Journeys to the following types of training fall within the meaning of Para 01.08.001a(3):

a. All training falling into Categories A, B, or C-1 as defined in Annex B/2 to these regulations.

b. Category C-2 training or duties for which travel costs are recoverable under Para 01.07.287 of these regulations.

All other Category C-2 or Category D training or duties are not covered by Para 01.08.001a(3). Individuals taking part in such training or duties should ensure that they are covered by personal or group insurance against personal injury.

3. **Training or Duties Location.**

a. When an individual is authorized to travel by private means, directly to the location at which the training or duties are to be carried out, the journey falls within the provisions of Para 01.08.001a(3). This includes travel to attend training or duties at an Army Reserve Centre, CRHQ or other normal place of duty.

b. When an individual travels to an Army Reserve Centre, CRHQ or other assembly area prior to travelling under unit arrangements to another location, this initial journey only falls within the provisions of Para 01.08.001a(3) if the individual is required to carry out duties prior to departure under group arrangements. Such duties include the drawing of personal weapons and equipment, assistance in the out loading or issue of stores and equipment, or other preliminary duties which must be carried out prior to departure.

c. Travel from the Army Reserve Centre, CRHQ or assembly area under Service arrangements falls within the provisions of Para 01.08.001a(3).

4. **Non-Attributable Injuries.** Injuries incurred while travelling to or from training within the parameters described above are not attributable if incurred under the following circumstances:

a. Injuries incurred which are due to the individual's negligence or misconduct, eg careless or dangerous driving.

b. Injuries incurred on a journey which is either extended or broken for social, domestic, recreational or business purposes.

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CHAPTER 9**NON REGULAR PERMANENT STAFF:
PAY, GRATUITIES, PENSIONS, ALLOWANCES AND CHARGES****SECTION 1 – PAY****Rates of Pay**

01.09.001. The regulations for NRPS pay are laid down in JSP 754, Chapter 6, Section 1.

01.09.002 – 01.09.004. Reserved.

Issue of Pay during Progress of Disciplinary Proceedings

01.09.005. An officer or soldier who while holding a permanent staff appointment is charged with an offence to be tried by court-martial and who before or during the trial ceases to be entitled to pay under Para 01.09.001 is nevertheless to continue to receive such pay and incremental pay progression in accordance with the provisions of JSP 754, until the charge is dismissed, they are acquitted, or they are found guilty and such finding is promulgated.

Recovery of Public or Service Claims

01.09.006. The pay of an officer or soldier of the Non Regular Permanent Staff is liable to be stopped on order of the Defence Council, or an officer authorized by them, to meet wholly or partly the amount of any public or Service claim or claims by a RFCA that may be made against them.

Time Bar on Claims for Emoluments

01.09.007. No claim is to be admitted for pay, allowances, or other financial advantages granted by this Chapter, JSP 752 or JSP 754 which relates to any period more than 6 years antecedent to the date of the claim.

01.09.008 – 01.09.010. Reserved.

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SECTION 2 - RECRUITING AND RETENTION ALLOWANCE (LONDON)**General**

01.09.011. Recruiting and Retention Allowance (London) (RRA(L)) was introduced on 1 Apr 97 to replace London rates of pay. RRA(L) is a taxable allowance designed to counter recruiting and retention difficulties resulting from adverse lifestyle factors in designated London locations. RRA(L) will be paid to eligible NRPS personnel at the rates laid down by MOD and in accordance with the regulations in JSP 752, Chapter 8, Section 5.

01.09.012 – 01.09.020. Reserved.

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SECTION 3 - TERMINAL BENEFITS

01.09.021. The Reserve Forces Non Regular Permanent Staff (Pensions and Attributable Benefits Scheme) Regulations 2011 have replaced The Reserve Land Forces Regulations 2016, Chapter 9, Section 3.

a. The NRPS pension scheme has been re-enacted in Schedule 1 of the Defence Council Regulations and contains no fundamental change to the benefits payable. The re-made Scheme incorporates amendments required as a result of changes to occupational pension legislation including provisions for pensions on divorce, payment to civil partners and increasing the upper age limit for payment of children's pensions. It also makes provision to pay pensions for life to all adult dependants where death is caused by service, reflecting changes to MOD policy. The attributable benefits for injury or death caused by service have been removed to a separate scheme to comply with tax legislation.

b. A separate attributable benefits scheme has been established at Schedule 2 of the Defence Council Regulations for injury or death caused by service before 6 April 2005 (payment for injury or death caused by service from 6 April 2005 is made under the Armed Forces Compensation Scheme). This is because the Finance Act 2004 introduced a new pension tax regime under which payments from a pension scheme for attributable injury or death would be unauthorized payments and tax charges would be levied on both the individual member of the scheme and the pension scheme. There are no changes to the level of benefits received, but in line with changes to the pension scheme provision is made to pay benefits to civil partners and unmarried partners, and benefits to all adult dependants are payable for life.

c. **The Reserve Forces Non Regular Permanent Staff (Pensions and Attributable Benefits Scheme) Regulations 2011** can be found at website:

<http://www.mod.uk/DefenceInternet/AboutDefence/WhatWeDo/Personnel/Pensions/ArmedForcesPensionsAndRedundancy.htm>

01.09.022 – 01.09.100. Reserved.

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SECTION 4 - ALLOWANCES AND CHARGES

(The regulations for allowances and charges applicable to the NRPS are laid down in JSPs 752 and 754).

Travel by Non Regular Officers and Soldiers of the Permanent Staff

01.09.101. The regulations governing duty travel are laid down in JSP 752, Chapter 6, Section 7.

Home to Duty Travel

01.09.102. The regulations for NRPS HTD travel laid down in JSP 752, Chapter 7, Section 3.

Accommodation Charges

01.09.103.

- a. Members of the NRPS are expected to make their own domestic accommodation arrangements and have no entitlement to officially provided Service accommodation at their normal duty station although they are entitled to be accommodated when at camp, on detachments or courses away from their normal duty station. The Commanding Officer may, however, exceptionally allow members of the NRPS to occupy Service accommodation for a limited period of time not normally exceeding 6 months provided it is not to the detriment of a Regular Service Person. (This exception is only to apply to newly joined NRPS personnel, or those who have moved in the interests of the service, who are having to find and purchase private accommodation).
- b. NRPS personnel who exceptionally occupy Service single or Service families accommodation are required to pay charges as directed by JSP 464 Part 1.
- c. Accommodation charges at the appropriate grade are to be raised for the whole period the accommodation is retained, including absences on leave etc.
- d. The above arrangements are made under authority of JSP 464, and apply to Service families' accommodation and to all ranks single accommodation but not MOD hostels. Any enquiries arising out of these rules should be addressed to JPAC (PACC).

Food Charges

01.09.103A. Personnel who have exceptionally been granted permission to occupy service accommodation at their normal duty station and who are on ration strength for which DMR is claimed, are required to pay food charges, applicable to their marital status, at the same rates as those laid down for the Regular Army. Charges are to be deducted on a continuous basis from the pay account of a Service Person unless they are exempt in accordance with JSP 754, Chapter 9.

Removal Expenses

01.09.104. An officer or soldier paid under Para 01.09.001 transferred from one duty station to another in the interests of the Service is eligible to be refunded the cost of removal of furniture and effects. The arrangements for removal are to comply with the provisions laid down in JSP 752, Chapter 12, Section 4.

01.09.105. Married and single personnel who qualify for reimbursement of removal expenses are eligible to claim disturbance allowance as laid down in JSP 752, Chapter 12, Section 1.

Meals Out Allowance

01.09.106. Non Regular Permanent Staff and administrative staff of Army sections of the CCF may qualify for meals out allowance in the circumstances set out in current regulations. Claims are to be made in accordance with JSP 752, Chapter 5 Section 4.

Interview and Medical Examinations

01.09.107. The regulations for travel at public expense when an applicant applies for a NRPS appointment and is granted an interview or required to attend a medical examination are laid down in JSP 752, Chapter 6, Section 7.

01.09.108. The regulations for subsistence allowances when, in connection with attendance at the interview or medical examination, it is necessary for the individual to spend one or more nights away from their home or Regular Army unit, and they cannot be accommodated under Service arrangements are laid down in JSP 752, Chapter 5, Section 1.

Civilian Clothing Allowance/Grant

01.09.109. Where all the conditions of JSP 752, Chapter 8 are fulfilled, an NRPS soldier is eligible to receive this allowance or grant.

Allowances and Charges – Reconciliation

01.09.110. Reserved.

01.09.111. LSA. The regulations governing LSA are laid down in JSP 752, Chapter 10, Section 1.

01.09.112 – 01.09.120. Reserved.

SECTION 5 - REDUNDANCY SCHEME

01.09.121. The NRPS Redundancy package is confirmed in the most recent Defence Council Regulation.

01.09.122 – 01.09.999. Reserved.

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CHAPTER 10

THE ARMY RESERVE REINFORCEMENT GROUP (ARRG)

Introduction

01.10.001. The Army Reserve Reinforcement Group (ARRG) manages Service Personnel (SP) without an Active List appointment in the Army Reserve in order to maximise talent and available resource. There are 5 distinct groups within the ARRG:

- a. ARRG 1. Army Reserves without a current assignment who²¹⁸ are seeking a future assignment, and who are sponsored and funded by a unit, all funding to be approved through Fd Army SO2 Res Plans.
- b. ARRG 2. Army Reserves who have secured a future assignment, but have a known gap between assignments. These SP must be sponsored and funded by a unit or formation.
- c. ARRG 3. Army Reserves without a current assignment who are seeking a future assignment, but who do not have a sponsor unit.
- d. ARRG 4. Army Reserves without a current assignment, who are temporarily unable to fulfil their training obligations for an extended period.
- e. ARRG 5. Army Reserves employed on FTRS.

01.10.002. A set of process guides to enact the ARRG policy is provided on: MSWeb/CMPol/Battlebox/Assignments/ProcessMaps

01.10.003 – 01.10.009. Reserved.

Administration

01.10.010. Eligibility. Officers and soldiers who have completed Phase 2 Trg and are enlisted in the Army Reserve can apply to transfer to the ARRG. Officers who are transitional members must elect to change their status to become ordinary members of the Army Reserve, prior to applying to join the ARRG (see Para 01.01.006).

01.10.011. Application. SP wishing to join the ARRG are to apply through their unit chain of command to APC CM Ops. Applications are to be accompanied by AFE 20063. Transfers to the ARRG are to comply with the provisions of Para 01.04.400 or Para 01.04.401 (Officers) and Para 01.05.500 (Soldiers). The final authority for transfers to the ARRG is APC CM Ops.

01.10.012. Project Work. SP in the ARRG may voluntarily conduct short-term project work²¹⁹. To assist potential employers and APC CM Ops to identify suitable candidates, the ARRG application form captures civilian and military skills. SP conducting authorised agreed and funded project work are to be transferred to ARRG1 in accordance with the process at Annex A.

01.10.013. Full Time Service. Eligible SP in the ARRG may volunteer for FTRS, ADCs or Mobilised Service; or can apply to transfer to the Regular Army.

01.10.014. Honours and Awards. Time spent on ARRG 1 and 2 is to count as qualifying service towards the Volunteer Reserve Service Medal provided all qualifying conditions for the award have

²¹⁸ Where there is no current vacant position available in the Unit at the relevant rank beyond the 125% overbearing.

²¹⁹ Normally for a maximum of 12 months and no more than 44RSDs

been fully met. Time spent on ARRG 3 and 4 does not count as qualifying service. Time spent in ARRG 5 does not count as qualifying service, ARRG 5 SP will be considered for such awards through their FTRS service.

01.10.015. Promotion²²⁰. SP will continue to be boarded for promotion providing they remain eligible. In order to promote, SP must transfer out of the ARRG and into an active list appointment in the higher rank.

01.10.016. Mobilisation. SP assigned to the ARRG retain mobilisation liability appropriate to the Army Reserve Group in which they were serving prior to joining the ARRG. In addition, SP in the ARRG may apply for any mobilised appointment through their Head of Establishment or APC as appropriate.

01.10.017. Retirement. SP may not remain in any ARRG beyond the tenures shown below and may not remain in the ARRG beyond the Normal Retirement Age (NRA) for their rank, employment and Arm/Corps. SP in ARRG 5 whose FTRS Commitment extends beyond the NRA will have their ARRG 5 JPAN terminated and will be transferred to the Regular Reserve²²¹.

01.10.018 – 01.10.099. Reserved.

ARRG 1

01.10.100. Purpose. ARRG 1 contains Army Reserve SP who are actively seeking Reserve employment in an endorsed workforce plan position²²². SP in ARRG 1 are to be included in the overall strength of the Army Reserve. They will be sponsored and funded²²³ by an Army Reserve unit and can attend training with that unit with the permission of the Commanding Officer.

01.10.101. Sponsor Unit. Applicants to ARRG 1 are required to secure a sponsor unit with agreement of the CO and Fd army. The sponsor unit is to be noted on the AFE 20063. Sponsor Units who are not able to continue funding a SP on ARRG 1 may offer the SP any of the options in 01.10.104.

01.10.102. Training and Bounty. To be eligible for bounty, SP will be required to complete the full training commitment within a Reserve unit. The sponsor unit is responsible for validating bounty applications.

01.10.103. Documentation. Personal documentation for SP on ARRG 1 is to be held by the sponsor unit.

01.10.104. Tenure. SP may normally ²²⁴remain on ARRG 1 for up to 2 years, if the Sponsor Unit continues to require the SP. SP who have not found an appointment after a continuous period of 2 years in ARRG 1, or whose unit is unable to continue to fund training are to do one of the following:

- a. Apply to be placed in ARRG 3.
- b. Transfer to RARO (officers).

²²⁰ RLFR, Pt1, Ch 4 (Officers) & Ch 5 (Soldiers).

²²¹ RLFR Pt 2.

²²² In accordance with the latest published Reserve Workforce Requirement Army Plan (ResWRAP)

²²³ All funding request to be approved by Fd Army, SO2 Res Plans

²²⁴ Exceptional cases to WF Pol, AHQ

- c. Be discharged under the provisions of Para 01.05.621 and apply to transfer to Section D of the Regular Reserve (soldiers).
- d. Resign or retire.
- e. Be discharged under the provisions of Para 01.05.611 or 01.05.612 (Soldiers), or Para 01.04.740 - 01.04.747 (Officers).

01.10.105. Rank. SP in ARRG 1 remain at the substantive rank held prior to entry into the ARRG and will be paid at that rank. Paid Acting Rank, Local Unpaid Rank, and/or SUPA are not permitted.

01.10.106. Appraisal Reporting. SP in ARRG 1 will receive an Appraisal Report if they complete the number of RSDs applicable to their sponsor unit. If an SP serves with more than one unit to accumulate the number of RSDs to qualify for an Appraisal Report, then the sponsor unit will raise and administer the Appraisal Report.

01.10.107. Out of Contact. If the sponsor unit loses contact with a SP in ARRG 1, the sponsor unit will retire or terminate the engagement of the SP under the terms of Para 01.04.748 (Officers) or Para 01.05.616 (Soldiers). Out of Contact SP must not be transferred to another part of the ARRG.

01.10.108 – 01.10.199. Reserved.

ARRG 2

01.10.200. Purpose. ARRG 2 contains Army Reserve SP who have a gap between known appointments²²⁵. SP in ARRG 2 are to be included in the overall strength of the Army Reserve but do not count against the unit establishment. They will be sponsored and funded by an Army Reserve unit and may attend training with that unit with the permission of the CO.

01.10.201. Sponsor Unit. Applicants to ARRG 2 are required to secure an Army Reserve²²⁶ sponsor unit with the agreement of the CO. The sponsor unit is to be noted on the AFE 20063. Officers should not request a sponsor unit in which they are senior in rank to the most senior officer in that Reserve unit.

01.10.202. Training and Bounty. To be eligible for bounty, SP must complete the full training commitment of that unit. The sponsor unit is responsible for validating bounty applications.

01.10.203. Documentation. Personal documentation for SP on ARRG 2 is to be held by the sponsor unit.

01.10.204. Tenure. SP will remain in ARRG 2 until their future assignment date²²⁷, at which point they will transfer to their future unit.

01.10.205. Rank. SP in ARRG 2 who are selected for a future appointment on promotion will wear and be paid the lower rank until the date of assignment to the future appointment. Paid Acting Rank, Local Unpaid Rank and/or SUPA may not be retained in ARRG 2.

01.10.206. Appraisal Reporting. SP in ARRG 2 will receive an Appraisal Report if they complete the number of RSDs applicable to their sponsor unit. If an SP serves with more than one unit to

²²⁵ SP whose circumstances change must be transferred to ARRG 3 immediately.

²²⁶ This cannot be a Regular unit.

²²⁷ This will not normally be more than 12 months.

accumulate the number of RSDs to qualify for an Appraisal Report, then the sponsor unit will raise and administer the Appraisal Report. Sponsor units must accept the responsibility to provide an Appraisal Reports prior to agreeing to sponsor an SP.

01.10.207. Out of Contact. If the sponsor unit loses contact with an SP in ARRG 2, the sponsor unit will retire or terminate the commission of the SP under the terms of Para 01.04.748 (Officers) or Para 01.05.616 (Soldiers). Out of Contact SP will not be transferred to another part of the ARRG.

01.10.208 – 01.10.299. Reserved.

ARRG 3

01.10.300. Purpose. ARRG 3 contains Army Reserve SP who are currently without an appointment and without a sponsor unit, or who have spent 2 years in ARRG 1. These SP are also actively seeking Reserve employment in an endorsed workforce plan position to continue their Army Reserve career. Regular Service Leavers who transfer to the Army Reserve and have yet to find an active Army Reserve appointment may be held in ARRG 3, with the agreement of the relevant APC CM Branch. Individuals on ARRG 3 are included in the overall strength of the Army Reserve but do not count against a unit establishment.

01.10.301. Assignment.

- a. SP are transferred to ARRG 3 by APC CM Ops, which becomes their new unit.
- b. SP may be transferred to ARRG 3 without their consent as an alternative to compulsory termination. This action may only be taken if the SP has not objected to it and there is an intent to retain the SP in Reserve service. This Para does not permit tenure in ARRG 3 beyond the limits in Para 01.10.304.

01.10.302. Training and Bounty. SP in ARRG 3 have no training liability and there is no funding for them to conduct training. They are not eligible to earn bounty. If a training opportunity is identified, the SP must transfer to the unit conducting the training or to ARRG 1 under the sponsorship of that unit. SP in ARRG 3 may attend paid selection events²²⁸ whilst remaining in ARRG 3. The unit conducting the selection event is responsible for paying the SP and liaising with APC CM Ops if any other administrative action is required.

01.10.303. Documentation. Personal documentation of SP on ARRG 3 is to be forwarded to Mil Admin Sp, APC.

01.10.304. Tenure. SP may remain on ARRG 3 for up to 4 years. The initial assignment is for 2 years. Beyond this, APC CM Ops may authorise a further extension of 2 years, up to a total of 4 years continuous service on ARRG 3. SP who have not found suitable employment after a continuous period of 4 years on ARRG 3 are to do one of the following:

- a. Transfer to RARO (officers only).
- b. Be discharged under the provisions of Para 01.05.621 and transfer to Section D of the Regular Reserve (soldiers only).
- c. Resign or retire.

²²⁸ Not to include course/AT.

- d. Be discharged under the provisions of Para 01.05.611 or 01.05.612 (Soldiers), or Para 01.04.740 - 01.04.747 (Officers).

01.10.305. Rank. SP in ARRG 3 retain their substantive rank. Paid Acting Rank, Local Unpaid Rank and/or SUPA may not be retained in ARRG 3.

01.10.306. Appraisal Reporting. Appraisal Reports are not to be completed for SP in ARRG 3.

01.10.307. Command. The CO of ARRG 3 is SO1 CM Ops APC.

01.10.308. Out of Contact. If APC are unable to contact an SP at the end of the initial 2 year point the SP will be retired or have their engagement terminated under the terms of Para 01.04.748 (Officers) or Para 01.05.616 (Soldiers).

01.10.309 – 01.10.399. Reserved.

ARRG 4

01.10.400. Purpose. ARRG 4 contains SP who are temporarily unable to fulfil their training obligations for an extended period but who wish to remain in the Army Reserve. The SP should intend to resume their Service at a future date. SP in ARRG 4 are included in the overall strength of the Army Reserve but do not count against a unit establishment.

01.10.401. Assignment. SP are to be assigned to ARRG 4 by APC CM Ops, which becomes their new unit.

01.10.402. Training. SP on ARRG 4 have no funding for training liability. They are not eligible to earn bounty or RSD's.

01.10.403. Documentation. Personal documentation of SP on ARRG 4 is to be forwarded to Mil Admin Sp, APC.

01.10.404. Tenure. The initial assignment is for an agreed period of up to 2 years. If the SP's circumstances change, APC CM Ops may authorise a further extension of 2 years, up to a total of 4 years' continuous service on ARRG 4. As soon as the SP becomes available for an assignment within the Army Reserve they are to be transferred to ARRG 1 or ARRG 3. SP who do not return to suitable employment after a continuous period of 4 years on ARRG 4 are to do one of the following:

- a. Transfer to RARO Class 2 (officers only).
- b. Be discharged under the provisions of Para 01.05.621 and transfer to Section D of the Regular Reserve (soldiers only).
- c. Resign or retire.
- d. Be discharged under the provisions of Para 01.04.740 or 01.04.742 (Officers), or Para 01.05.611 or 01.05.612 (Soldiers).

01.10.405. Rank. SP in ARRG 4 retain their substantive rank. Paid Acting Rank, Local Unpaid Rank and/or grant of SUPA may not be retained in ARRG 4.

01.10.406. Appraisal Reporting. Appraisal Reports are not to be completed for SP in ARRG 4. Should the SP undertake project work they are to be transferred to ARRG 1 or ARRG 2.

01.10.407. Command. The CO of ARRG 4 is SO1 CM Ops APC.

01.10.408. Out of Contact. If APC are unable to contact an SP at the end of the agreed initial assignment the SP will be retired or have their engagement terminated under the terms of Para 01.04.748 (Officers) or Para 01.05.616 (Soldiers).

01.10.409 – 01.10.499. Reserved.

ARRG 5

01.10.500. Purpose. ARRG 5 contains the Army Reserve records of SP who are currently employed on FTRS. SP in ARRG 5 are not included in the overall strength of the Army Reserve and do not count against any unit establishment.

01.10.501. Assignment. Assignment Army Reserves serving on FTRS commitments are to have their Army Reserve JPA record transferred to ARRG 5 by APC CM Ops except those serving on FTRS (FC) commitments who will remain on the strength of their AR Unit.

01.10.502. Transfer from the Regular Reserve. Regular Reserves on FTRS or in Permanent Service may apply to transfer to the Army Reserve and, if accepted, will also be transferred to ARRG 5. Applications are to be on AFE 20063, clearly marked 'Regular Reserve' in part 3.

01.10.503. Training. SP on ARRG 5 are fully employed on FTRS and therefore have no training liability linked to their membership of ARRG 5. There is no eligibility to earn a bounty.

01.10.504. Documentation. Personal documents of SP on ARRG 5 are to be forwarded to the RAO of the FTRS unit.

01.10.505. Tenure. SP's Army Reserve records will remain in ARRG 5 for the duration of the FTRS commitment.

01.10.506. Normal Retirement Age (NRA). SP's Army Reserve records may not remain in ARRG 5 beyond the NRA. SP who remain in FTRS service beyond NRA will have their Army Reserve record transferred from ARRG 5 to the Regular Reserve. APC CM Ops are to conduct this action.

01.10.507. Completion of FTRS. At the completion of the FTRS commitment, the SP will do one of the following:

- a. Take up a new FTRS appointment and ARRG 5 PID, or:
- b. Transfer to a PID in an Army Reserve unit, or:
- c. Find a sponsor unit, or:
- d. Transfer to ARRG 3, or:
- e. Resign or retire.

01.10.508. Reserved.

01.10.509. Termination. If an SP is to resign or retire at the end of an FTRS commitment, the FTRS employing unit is to conduct the discharge actions, including discharge from the Army Reserve or Regular Reserve.

01.10.510. Appraisal Reports. Appraisal Reports are to be completed by the FTRS unit.

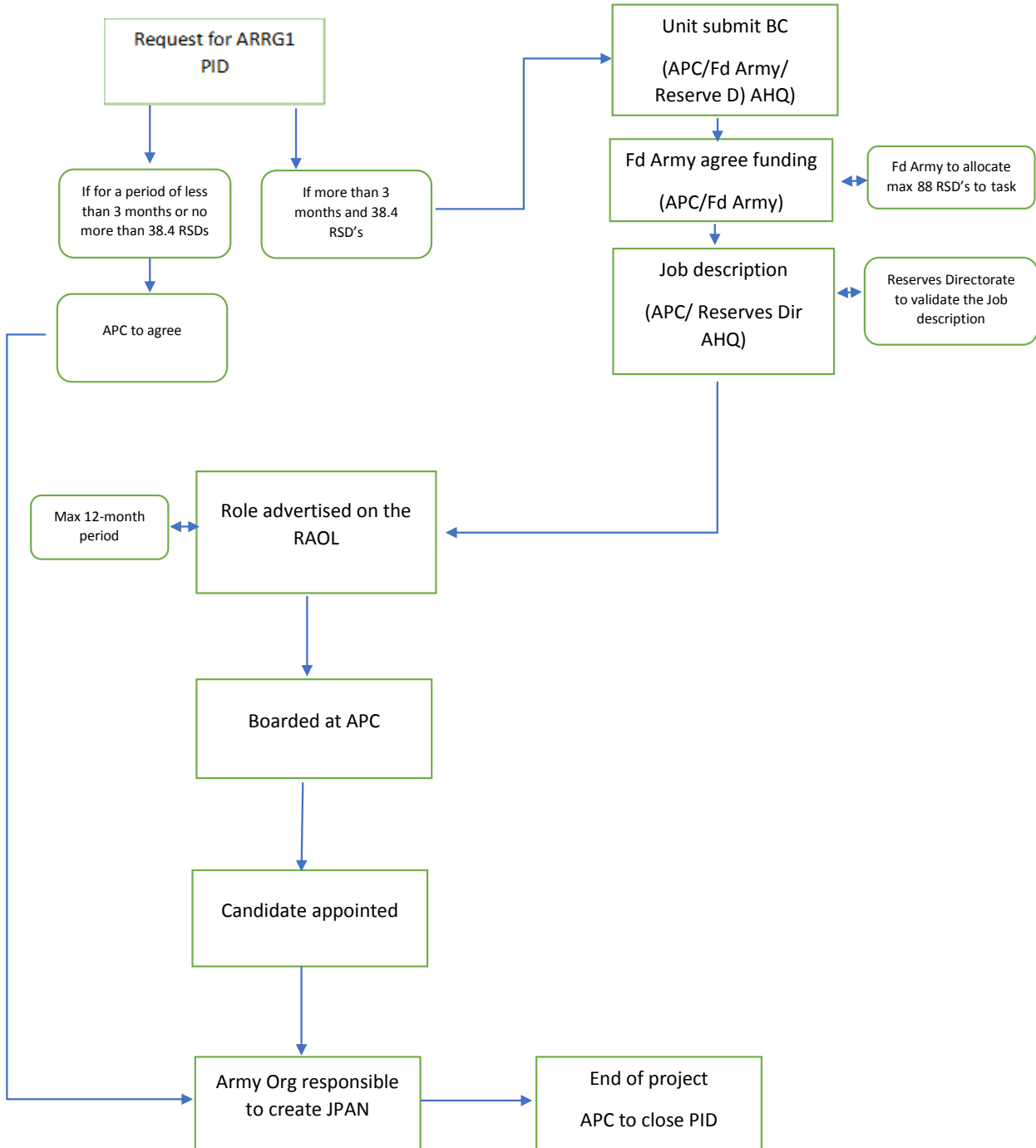
01.10.511 – 01.10.999. Reserved.

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ANNEX A TO CHAPTER 10

SHORT TERM ARRG 1 PROJECTS PID APPLICATION PROCESS

ANNEX A TO CHAPTER 10 -
Short term ARRG 1 Projects
PID application process



ANNEX B TO CHAPTER 10

TEMPLATE OPBC FOR ARRG 1 EMPLOYMENT

- To be staffed (via 1* and 2* fmns) to HQ Fd Army, SO2 Reserves Plans for approval where ARRG 1 employment will exceed 44 days in a single financial year. This means that most employment at ARRG1 for unit training and short-term projects will not require a business case.
- Applications must be accompanied by a Job Spec.
- Tracking of applications will be maintained by SO2 Reserves Plans.

Project or role title	
Overview (including key deliverables or outputs required)	What is the outcome of the project? How will progress be measured?
Unit/fmn	
1RO 2RO	Who is appointee responsible to for this project/role? Who has MS responsibility?
Rank range	Eg OF2-3
Employment dates	Start – end date
RSD requirement	Maximum RSD liability within year
Justification	Information could include (not exhaustive): How does activity support unit's objectives? Why another SP already on strength cannot fulfil project/role. Could the RSD expenditure for this project fall within the unit's existing allocation in-year (if it were not ARRG)? How does project positively impact upon unit/wider Army business?
Establishment Details	
Could role/project appointee be accommodated within vacant JPAN?	If no, justify.
Could role/project appointee be accommodated within 125% overbearing? ²²⁹	If no, justify.
Will role be advertised? (eg RAOL)	If no, justify.
Proposed Appointee	(if known for project that requires niche KSE)
No	
Rank	
Name	
Current period on ARRG (since last established role).	
Endorsement of 1* HQ	Comments if needed
Endorsement of 2* HQ	Comments if needed

²²⁹ Noting CFA's direction to fmns at ARMDB (RODs 6 Feb 19) that 125% may be exceeded up to SSgt/Capt.

PART 2 – THE REGULAR RESERVE

CHAPTER 1

THE REGULAR RESERVE

Reference

02.01.001. Reserve Forces Act 1996 (RFA 96).

02.01.002. Armed Forces Act 2006 (AFA 06).

02.01.003. Defence Reform Act 2014 (DRA 14).

02.01.004. SI 2005/859 as amended by SI 2015 No 460 (The Reserve Forces (Call-out and Recall) (Financial Assistance) Regulations 2005).

02.01.005. Reserve Forces (Safeguard of Employment) Act 1985 (SOE 85).

02.01.006. JSP 753. Regulations for the Mobilisation of UK Reserve Forces.

02.01.007 – 02.01.009. Reserved

Introduction

02.01.010. The Regular Reserve provides an integral component of Reserve Land Forces, and is authorised under RFA 96 and DRA 14. All members of the Reserve Land Forces are subject to call-out into permanent service, including the Regular Reserve.

02.01.011. Most SPs have a callout reserve liability on termination of their Regular service. The Regular Reserve consists of:

- a. The Regular Army Reserve of Officers (RARO)²³⁰, which comprises both compulsory and voluntary members.
- b. Two sections of the Regular Reserve for other ranks, Sections A and D²³¹.

02.01.012. Mobilisation is the process by which Reservists are brought into permanent service. Mobilisation is compulsory but Reservists and their employers have the right to apply for an exemption, or for their mobilisation to be deferred or revoked²³². Clear time limits are in place for the duration of, and liability for, mobilisation. Once brought into permanent service, Reservists attract all of the same rights and benefits as their Regular counterparts. In addition, their civilian employment rights are protected²³³, and both the employer and Reservist may be entitled to claim financial assistance²³⁴.

02.01.013. The aim of these regulations is to provide a guide for units which are responsible for processing and administering SPs when they leave Regular service for service in the Reserve

²³⁰ See RLFR Pt 2, Ch 2.

²³¹ See RLFR Pt 2, Ch 3.

²³² Statutory Instrument (SI) 1997 No 307 – The Reserve Forces (Call Out and Recall)(Exemptions etc) Regulations 1997.

²³³ Safeguard of Employment Act 1985.

²³⁴ Statutory Instrument (SI) 2005 No 859 – The Reserve Forces (Call-out and Recall)(Financial Assistance) Regulations 2005. Updated by SI 2015 No 460.

Land Forces. It details the liabilities and responsibilities of individual Reservists and outlines the Mobilisation system.

02.01.014 – 02.01.019. Reserved.

Transitional Members

02.01.020. SPs who enlisted or commissioned before 1 Oct 14 have different Regular Reserve liability to those leaving after that date and are known as Transitional Members until they voluntarily transfer to the current terms. Details of the different liabilities are in JSP 753, Part 1, Chapter 2.

02.01.021. Transitional Members are encouraged to elect to transfer to the current terms by completing an AFE 10001. This election process is not bound by any specific timeframe and can therefore be undertaken at any future date.

02.01.022. Serving Regular SPs who enlisted before 1 Oct 14 continue to have a legacy call-out liability. They are to be encouraged to elect to transfer to the current terms by completing an AFE 10002. This election process is not bound by any specific timeframe and can therefore be undertaken at any future date.

02.01.023 – 02.01.029. Reserved.

Briefings on Transfer

02.01.030. RCMOs are to brief Regular Service Leavers (SLs) on the opportunities available in the Army Reserve and the Regular Reserve. Additional details can be obtained by visiting: www.armyjobs.mod.uk. Further information can be found in the MOD Service Leavers Guide.

02.01.031. Pers Admin staff are to brief SLs on thier Reserve Liability and the legal requirement for a Reservist to notify any change of circumstance to the APC during the period of their call-out liability²³⁵.

02.01.032 – 02.01.039. Reserved.

Medical Standards

02.01.040. The medical standards for the Regular Reserve are covered in the AGAI 78 Army Medical Employment Policy.

02.01.041. SLs with a JMES category of MND(P) on retirement or discharge from Regular service, should not be transferred to the Regular Reserve but may be subject to recall²³⁶.

02.01.042. Regular Reserve personnel must inform Col CM Ops, APC, if they become medically unfit for a period in excess of 3 months²³⁷. They must also notify the same point of contact when they believe they are fit again for call-out.

02.01.043 – 02.01.049. Reserved.

²³⁵ Unit Administration Manual (UAM)

²³⁶ RLFR, Pt 4.

²³⁷ SI 1997 No. 308, as amended by SI 2005 No. 3118.

Clothing and Equipment

02.01.050. SLs with a Regular Reserve callout liability are normally to retain equipment as outlined in the Reservist Retention Scales (RRS) of the Army and Civilian Supported clothing scales in the Defence Logistic Framework (DLF).

02.01.051. Reserved.

Reporting

02.01.052. Change of Circumstances. Regular Reserve personnel must keep APC informed of any changes to their personal circumstances²³⁸. Changes are to be reported to APC CM Ops RAR by email²³⁹, telephone²⁴⁰ or annotated on the annual postal reporting certificate.

02.01.053. Annual Reporting Letter²⁴¹. A postal reporting letter will be sent to all those subject to call-out on an annual basis until their recall liability ceases. Those who return the completed information within 14 days of receipt will be entitled to a bounty payment²⁴².

02.01.054 – 02.01.059. Reserved.

Command and Control

02.01.060. CO. Col CM Ops APC, is the CO for members of the Regular Reserve personnel. For a Regular Reservist on FTRS or an ADC, their CO is the CO of the employing unit.

02.01.061. Jurisdiction. Regular Reserve personnel are to be subject to Service Law²⁴³ during periods when they are called out; undertaking FTRS or ADC commitments; or under VeRR arrangements.

02.01.062. Reporting for Duty. Regular Reserve personnel are to report for the purpose of training, medical assessment, accounting for money and public property, or in connection with retirement/discharge, at such places and times and to such authorities as may be specified in any notice given to them by or on behalf of Col CM Ops, Army Personnel Centre (APC).

02.01.063. Absence and Desertion. Personnel who are deemed to have deserted²⁴⁴ or be absent without leave²⁴⁵ are to be dealt with in accordance with Section 102 of RFA 96.

02.01.064 – 02.01.069. Reserved.

Voluntary Service

02.01.070. General. Regular Reserve personnel may volunteer to serve in or transfer to a number of areas with the Army Reserve and Regular Army.

02.03.071. Army Reserve Service. Regular SLs are encouraged to transfer to the Army Reserve on discharge from the Regular Army. Regular Reserve personnel may also transfer to the Army Reserve. Regular Reserve personnel will have their Army Reserve service counted towards their

²³⁸ SI 1997 No. 308.

²³⁹ APC-CMOps-RegRes Mailbox@mod.uk.

²⁴⁰ 0800 3896385

²⁴¹ JPA Form C015.

²⁴² JSP 754, Ch 3, Sect 7.

²⁴³ JSP 830.

²⁴⁴ AFA 06, Sect 8.

²⁴⁵ AFA 06, Sect 9.

Regular Reserve liability. Those completing an Army Reserve engagement with outstanding Regular Reserve liability are to be returned to the Regular Reserve until that outstanding liability is complete²⁴⁶.

02.01.072. High Readiness Reserve (HRR)²⁴⁷. The HRR consists of a volunteer pool of trained Regular Reservists and Army Reservists with specific skills that are in short supply in the Regular Army. The purpose of the HRR is to provide individual reinforcements to the Regular Army at short notice when it is necessary to respond to unforeseen operational contingencies.

02.01.073. Full Time Reserve Service (FTRS)²⁴⁸. Regular Reserve personnel may voluntarily enter into an FTRS Commitment, in which they undertake to serve on a full-time basis for a specified period of time in a broadly similar way to members of the Regular Army. The terms and conditions of service are common to all three Services, with some single Service variation. SP remain members of the Army Reserve or Regular Reserve throughout their FTRS.

02.01.074. Additional Duties Commitments (ADC)²⁴⁹. Regular Reserve personnel may voluntarily undertake intermittent or part-time employment under an ADC. They commit to attending for duty on days or part-days each week at a nominated place of duty for up to 180 days per annum. ADC attendance is mandatory once the commitment has been entered into and failure to attend for duties as laid down is an offence. Personnel may only undertake one ADC at a time and ADCs may not be used on deployed operations.

02.01.075. Voluntary Activities²⁵⁰. Regular Reserve personnel may volunteer to undertake VeRR on a non-obligatory attendance based pay basis²⁵¹.

02.01.076 – 02.01.079. Reserved.

Annual Training

02.01.080. This provision is currently suspended.

02.01.081. A Regular Reservist may be called out for training for²⁵²:

- a. One or more periods not exceeding 16 days in aggregate; and
- b. Such other periods as may be prescribed, none of which shall exceed 36 hours without the consent of the person concerned.

02.01.082. Call-out for training shall be effected by the person being served with a formal training notice signed by their CO specifying:

- a. The time and place where the Reservist is to report for training; and
- b. The period for which they are required to undergo training.

²⁴⁶ RLFR 01.05.621.

²⁴⁷ RLFR Pt 1, Ch 1, Annex E.

²⁴⁸ RLFR Pt 3, Ch 3.

²⁴⁹ RLFR Pt 3, Ch 4.

²⁵⁰ RFA 96, Sect 27.

²⁵¹ RLFR, Pt 2, Ch 6.

²⁵² RFA 96, Sect 22(1).

02.01.083. A training notice shall be served on a Reservist by either delivering it to them personally, sending it by Recorded signed for mail or e-mailing it to the last known e-mail address held on their JPA record.

02.01.084. A training notice may be revoked by a notice served in the same way as a training notice.

02.01.085. Reservists who receive a notice²⁵³ lawfully requiring them to attend for training at a time and place notified to them in such a notice, and who consider themselves unable to attend are to write to Col CM Ops, APC, enclosing either a doctor's certificate or written proof as to why it would be unreasonable for them to attend. CM Ops, APC, are to acknowledge these requests by either granting the request or directing the individual to report at the time and place notified in the original notice.

02.01.086 – 02.01.089. Reserved.

Pay and Allowances.

02.01.090. Pay, allowances, gratuities and bounties may be issued to any Regular Reservist in accordance with the provisions of Chapter 3 of JSP 754.

02.01.091 – 02.01.099.

Mobilisation

02.01.100. General. Mobilisation processes are in JSP 753.

02.01.101. Appeal Against Call-out²⁵⁴. Reservists and/or their employers may make an application for a Reservist's exemption from, deferral of, or revocation of call-out for permanent service. Reservists may also make an application to be released from permanent service, if they are already in service.

02.01.102. Failure to Report. COs of mobilisation units/centres are to pass details to the APC of any individuals who fail to report. The APC, after having checked if the Reservist called out has been deferred or revoked for any reason, will arrange for a second call-out notice to be issued. If the individual does not subsequently report for duty the CO of the mobilisation centre should once again report the failure to report to the APC. At this point the individual will be regarded as AWOL and Col CM Ops is to take the appropriate follow up action, including disciplinary action where appropriate.

02.01.103. Safeguard of Employment²⁵⁵. All mobilised Reservists have their civilian employment protected in law, so that they are able to return to their civilian employment on de-mobilisation. Mobilised SPs will be briefed on these provisions at the Mobilisation Centre.

02.01.104. Financial Protection²⁵⁶. All mobilised Reservists are provided with legal protections to prevent the SPs family from eviction whilst in permanent service.

02.01.105. Financial Assistance on Call-out²⁵⁷. When Reservists are mobilised they may find that their Service pay is less than their civilian earnings and that they may incur additional cost for

²⁵³ Such a notice sent by post (Recorded signed for mail), by e-mail or other officially recognised electronic means shall be deemed to have been served on the Reservist.

²⁵⁴ JSP 753, Pt 2, Ch 2.

²⁵⁵ JSP 753, Pt 2, Ch 4.

²⁵⁶ JSP 753, Pt 2, Ch 4.

²⁵⁷ JSP 753, Pt 2, Ch 1.

providing benefits and allowable expenses. Financial assistance is available in these cases, and is covered in detail at the Mobilisation Centre.

02.01.106 – 02.01.200. Reserved.

CHAPTER 2**THE REGULAR ARMY RESERVE OF OFFICERS (RARO)****General**

02.02.001. Introduction. The Regular Army Reserve of Officers (RARO) is the Officer section of the Regular Reserve. RARO is divided into five classes.

02.02.002. Class 1. Compulsory Members. Class 1 consists of Officers with compulsory Regular Reserve liability as a result of Regular service.

- a. Officers leaving the Regular Army on Reg C and Reg C (LE); IRC and IRC(LE); and SSC(LE) have compulsory Regular Reserve liability limited by age²⁵⁸.
- b. Officers leaving the Regular Army on a SSC have a fixed compulsory Regular Reserve liability, dating from commissioning²⁵⁹.

02.02.003. Class 2. Voluntary Members. Persons of the following classes may be appointed as voluntary members of RARO with their consent:

- a. Compulsory members at the end of their period of compulsory liability.
- b. Officers transferring from the Army Reserve Group A or B.
- c. Officers who hold an active or non-active Land Forces commission, provided that their service has been satisfactory throughout. However, see Para 02.02.010 below.
- d. Clergymen ordained and duly accredited by a recognised religious denomination for duty with the Royal Army Chaplain's Department.
- e. Specific individuals may be invited by the APC to volunteer for service in the RARO. This may include those completing a Short Service Commissions with a specific skill set. Additionally, under the authority of the Army Commissions Board individuals may be invited to be commissioned into RARO to provide a niche capability at a time of national need.

02.02.004. Class 3. Voluntary Members (Limited Liability). Comprising of officers of the following categories, who are only liable for call-out under Section 52 of RFA 96:

- a. Officers transferred voluntarily from the Army Reserve Group B.
- b. Other voluntary members, including voluntary members of class 1 and 2 transferred at their own request.

02.02.005. Class 4. Reserved.

02.02.006. Class 5. Voluntary Members (Royal Irish Regiment Home Service). Officers who have only ever served in the Regular Army in the Royal Irish Regiment on Home Service Full Time or Part Time terms, who transferred voluntarily to RARO.

02.02.007 – 02.02.009. Reserved.

²⁵⁸ RLFR Para 02.02.070.a. & b.

²⁵⁹ RLFR Para 02.02.070.c.

Exceptional Cases

02.02.010. Officers leaving the Active List or the Army Reserve by resigning or by having their commission terminated will not be transferred to the RARO. However, those who left the service for inefficiency or misconduct (where the conviction is due spent) may apply through their CM at the APC for consideration to be a voluntary member of the Regular Reserve. Applications must be considered by the Army Commissions Board.

02.02.011. Officers may, at the discretion of the Military Secretary, be relieved of their liability to serve in RARO.

02.02.012 – 02.02.019. Reserved.

Age on Appointment.

02.02.020. Voluntary RARO service will not normally be granted to a candidate who exceeds the age of 60. Officers may apply to Col CM Ops APC to join RARO beyond age 60, subject to Defence need and the current medical retention standards²⁶⁰.

02.02.021 – 02.02.029. Reserved.

Rank on Appointment

02.01.030. Officers will normally be appointed to the RARO in the substantive rank which they held on retirement or in any other rank they may be granted on retirement.

02.02.031. Officers commissioned under the provisions of Para 02.02.202.f to these regulations will be granted a rank appropriate to the duties and responsibilities for which they are being commissioned to undertake.

02.02.032. Clergy who have not previously been commissioned as a Chaplain will be appointed as a Chaplain 4th Class.

02.02.033 – 02.02.039. Reserved.

Promotion

02.02.040. General. With the exception of Para 02.02.041, there is no provision for promotion for non-active members of the Regular Reserve.

02.02.041. Subalterns. A Second Lieutenant serving on RARO may be promoted to Lieutenant on completion of 2 years' service in the Reserve.

02.02.042. Promotion in Full Time Service.

- a. **Permanent Service.** Regular Reserve personnel called out for permanent service will be subject to the normal rules for promotion applicable to Regular Army officers at that time. If when called out on permanent service a Reservist officer receives substantive promotion to a higher rank, they will retain that higher rank when released from permanent service.
- b. **FTRS²⁶¹.** RARO officers on FTRS may be granted Acting Paid Rank subject to meeting all current requirements, but may not promote substantively.

²⁶⁰ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .

²⁶¹ RLFR Pt 3, Ch 3.

02.02.043 – 02.02.049. Reserved.

Call-Out

02.02.050. The guidelines for the call-out of RARO can be found in Chapters 3 & 4 of JSP 753.

02.02.051 – 02.02.059. Reserved.

Transfer

02.02.060. Voluntary Transfer. Notwithstanding Paras 02.02.001 - 009 above, voluntary members of the RARO may be appointed, with their consent, to a class other than that for which their previous service would normally qualify them.

02.02.061. Transfer to Army Reserve. Compulsory and Voluntary members of RARO may transfer to the Army Reserve subject to the regulations in RLFR Pt 1, Ch 4.

02.02.062 – 02.02.069. Reserved.

End of Liability

02.02.070. End of Compulsory Liability.

- a. The end of compulsory liability for all members of RARO who commissioned or who change commission type after 31 Jan 15, except for former DE SSC officers, is age 60.
- b. Except for former DE SSC officers, those commissioned before 1 Feb 15 who do not change their commission type continue to have a reserve liability.
- c. Former DE SSC officers do not have an age-related end to their compulsory liability. Each has an individual end date worked from their date of commissioning²⁶².

(1) **8-Year Liability.** This applies to former DE SSC officers commissioned before 1 Jan 16, who remain on their original terms of service. These officers have a Regular Reserve liability up to a date 8 years from the date of commissioning, regardless of the period of time spent in Regular service.

(2) **9-Year Liability.** This applies to former DE SSC officers commissioned before 1 Jan 16, who extend their SSC after 31 Dec 15; and former DE SSC officers commissioned after 31 Dec 15. These officers have a Regular Reserve liability up to a date 9 years from the date of commissioning, regardless of the period of time spent in Regular service.

02.02.071. Voluntary Extension of Liability. Officers may apply to Col CM Ops, APC, to extend their RARO commitment beyond the end of their compulsory liability subject to Defence need and the current medical retention standards²⁶³.

02.02.072. Voluntary Resignation and Retirement. Voluntary members of RARO may apply to resign their commission at any time and therefore to end their voluntary Regular Reserve callout liability and any other form of Reserve Service. Such applications will not normally be accepted during a national emergency or when the officer is called out for permanent service.

²⁶² RLFR 02.02.002.b.

²⁶³ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .

02.02.073. Misconduct. An officer may at any time be called upon by the Defence Council to resign their commission or be removed from the Reserve for misconduct.

02.02.074 – 02.02.999. Reserved.

CHAPTER 3**SECTION A AND D OF THE REGULAR RESERVE (SOLDIERS)****General**

02.03.001. The Regular Reserve (Soldiers) consists of the following sections:

- a. **Section A.** Soldiers who have a compulsory liability in the Regular Reserve²⁶⁴.
- b. **Section B.** Reserved.
- c. **Section C.** Reserved.
- d. **Section D.** Soldiers who have volunteered for service in the Regular Reserve.

02.03.002 – 02.03.009. Reserved.

Section A (Compulsory Liability)

02.03.010. Tenure. The period of Reserve service for enlisted soldiers who have a Section A liability and exercise their statutory right to terminate is conferred by:

- a. Regulation 11 or 12 of the Army Terms of Service Regulations 2007 is to be 6 years or the date on which their service in the Regular Army would have ended if they had not exercised the right to transfer to the Reserve or had their application for transfer to the Reserve approved, whichever is the sooner.
- b. Regulation 5 or 6 of the Army Terms of Service Regulations 1992 is to be 6 years or the balance of 22 years' reckonable service, whichever is the sooner, or such shorter period as may be approved by the relevant Colonel CM at the APC.

02.03.011 – 02.03.019. Reserved.

Section D (Voluntary Liability)

02.03.020. Eligibility. The following personnel may volunteer for service in the Regular Reserve:

- a. Former soldiers who terminated under QR 9.373 – 9.377 who have completed their compulsory Regular Reserve liability.
- b. Former soldiers who have no compulsory Reserve service liability.
- c. Personnel discharging or discharged under QR 9.379 – 9.414 may be considered for enlistment into Section D of the Reserve subject to provisions of the medical enlistment standards²⁶⁵, suitability for employment and those released from the Service with due spent convictions.
- d. Ex-Army Reserve SPs²⁶⁶.

²⁶⁴ QR(Army) Para 9.373 – 9.377.

²⁶⁵ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .

²⁶⁶ RLFR 01.05.621.

02.03.021. Transitional Members. If accepted as a member of Sect D, those Reservists subject to a transitional provision will cease to be a member of that transitional group.

02.03.022. Enlistment. The date on which this period of Section D Reserve service commences is to be the date of their attestation or, if they are already serving in Her Majesty's forces, on the day next after that on which that service²⁶⁷ is complete.

a. The notice, as covered in an AFD 459A, is to be given to a person offering to enlist in Section D.

b. The authorised enlisting officer is to complete the attestation paper of a recruit enlisting into the Reserve by completing an AFD 459. The form is then to be forwarded to the appropriate Col CM Ops RAR, APC.

02.03.023. Tenure. A person enlisting into Section D, does so for a period whichever is the shorter of:

a. 4 years, or:

b. The day before the day on which the individual reaches age 55.

02.03.024. Cap Badge. Personnel enlisting into the Regular Reserve (Soldiers) will be into a Regiment or Corps of their choosing and once enlisted should not be appointed, assigned, transferred or attached to any military body without their consent.

02.03.025. Re-Engagement.

a. Personnel may be re-engaged in Section D for a term of 4 years or less ending not later than the day before they reach age 55. The term of re-engagement will begin on the day after their existing liability is completed.

b. Application to re-engage is to be made on AFE 20038, which is to be submitted to Col CM Ops APC. APC is to raise AFD 441 if the application is supported.

02.03.026 – 02.03.029. Reserved.

Rank and Promotion

02.03.030. Rank on Enlistment.

a. Soldiers transferred to the Regular Reserve (Soldiers) under the provisions of the AFA 06, The Armed Forces (Discharge and Transfer to the Reserve Forces)(No. 2) Regulations 2009, and The Army Terms of Service Regulations 2007, or from the Army Reserve, are to be transferred in their substantive rank. Any other form of rank is to be relinquished unless special instructions are issued to the contrary.

b. Soldiers enlisting or re-engaging for membership of Section D, will retain any substantive rank held at the completion of their last period of service.

a. The rank of a person enlisted into Section D, who has no previous military experience, will be subject to special instructions issued by the Head of Manning (Army).

02.03.031. Promotion. There is no provision for promotion for members of the Regular Reserve.

²⁶⁷ Regular or Reserve.

02.03.032. Promotion rules in Full-Time Service.

- a. **Mobilisation.** Members of the Regular Reserve (Soldiers) called out for permanent service, will be subject to the normal rules for promotion applicable to Regular soldiers at that time. If when called out on permanent service a Reservist soldier subject to recall receives substantive promotion to a higher rank, they will retain that higher rank when released from permanent service²⁶⁸.
- b. **FTRS.** For training or employment on FTRS a Reservist may be granted acting rank appropriate to any appointment which they are required to fill²⁶⁹.

02.03.033 – 02.03.039. Reserved.

Communications

02.03.040. All members of the Regular Reserve (Soldiers) are to conform to the obligatory information provisions and, when requested, the on demand information outlined in SI 1997 No 308 (as amended by SI 2005 No 3118).

02.03.041. Failure to conform to the provisions of Para 02.03.040²⁷⁰ has the following consequences:

- a. A soldier who fails without reasonable excuse to comply with SI 1997 No 308 (as amended by SI 2005 No 3118) is guilty of an offence and liable on summary conviction to a fine not exceeding level 3 on the standard scale.
- b. A soldier in providing information required under SI 1997 No 308 (as amended by SI 2005 No 3118), knowingly or recklessly makes a statement false in any material particularly when giving such information, is guilty of an offence and liable on summary conviction to a fine not exceeding level 3 on the standard scale; and to a fine not exceeding level 4 on the standard scale or to imprisonment for a term not exceeding 3 months (or both).

02.03.042 – 02.03.049. Reserved.

Mobilisation

02.03.050. The guidelines for the call-out for those serving on Section A and D of the Regular Reserve can be found in Chapters 3 & 4 of JSP 753.

02.03.051 – 02.03.059. Reserved.

Discharge

02.03.060. The various causes for discharge from the Regular Reserve are set out in Annex A to this chapter. Such discharge does not prejudice any subsequent statutory recall liability.

02.03.061. Soldiers serving on Section A and D engagements, may, providing a call-out order under Section 52 of RFA 96 is not in force, request premature discharge from the Reserve by:

²⁶⁸ JSP 753.

²⁶⁹ RLFR Pt 3, Ch 3.

²⁷⁰ See Section 75 of RFA 96 for details.

- a. Giving their CO 3 months' notice in writing of their desire to be discharged; and
- b. Hand in, in good order, all clothing, equipment and other public property issued to them or, in cases where, for any good or sufficient cause the delivery of that property is impossible, paying its value²⁷¹.

02.03.062. In accordance with Section 14(2) of RFA 96, the Col CM Ops, APC, and any officer on their staff authorised by Col CM Ops in writing, is an authorised officer for the purpose of discharging a member of the Regular Reserve.

02.03.063. A soldier shall be discharged:

- a. If their discharge is directed by the Defence Council or the Col CM Ops, APC; or
- b. If they are tried by court-martial and sentenced to be dismissed or dismissed with disgrace.

02.03.064. A Reservist who, being a Warrant Officer, is reduced to the ranks may thereupon claim to be discharged unless a state of armed conflict exists between Her Majesty and any foreign power, or when an order by Her Majesty under Section 52 of RFA 96 is in force.

02.03.065 – 02.03.999. Reserved.

²⁷¹ Defence Logistic Framework.



**Annex A to
Chapter 3 to
RLFR Part 2**

CAUSES OF DISCHARGE

The causes for which a soldier may be discharged and the special instructions relating thereto are set out below. The headings in ***bold italics*** are to be used to record the cause of discharge in all relevant documents.

Serial	Cause of discharge	Special Instructions
1	<i>At Reservist's own request</i> a. Free b. Free on Compassionate	A Reservist may obtain discharge free under the same conditions as may be laid down from time to time in Queen's Regulations for the Army 1975. Applications are to be submitted on an AF B132 suitably amended.
2	<i>Misconduct</i> a. Having been sentenced to a term of imprisonment including a suspended sentence. b. Having been convicted by a civil court or court martial.	<p>Discharge is to be carried out and the appropriate discharge certificate sent to the governor of the prison in which the Reservist is confined, as soon as possible after the disposal of the case; the discharge is to be effective from the date the certificate is despatched by the Colonel Capability, APC.</p> <p>The Colonel CM Ops, APC, is to decide in each case of conviction whether the offence is sufficiently grave to justify discharge. Discharge in ordinary circumstances should be authorised only on conviction for an offence involving:</p> <p>a. Serious dishonesty or violence, or</p> <p>b. Disgraceful conduct of a cruel, indecent or unnatural kind, or</p> <p>c. Contravention of any enactment relating to controlled drugs, or</p> <p>d. Terrorist offences.</p>

<p>3</p>	<p><i>Invaliding</i></p> <p>Ceasing to fulfil Regular Reserve medical requirement That is:</p> <p>a. Medically unfit under existing standards</p> <p>b. Permanently medically unfit for any form of Army Service</p>	<p>(1) This serial applies to a soldier below the medical standard for their Arm.</p> <p>(2) A Reservist who is below retention standard of their Arm but may be fit for some form of service in time of national emergency is to be discharged under Serial (1) above.</p> <p>(3) A Reservist who is considered to be permanently unfit for any form of military service is to be discharged under Serial (1) above.</p> <p>(4) F Med 19 is to be completed in all cases of discharge under either serial.</p> <p>(5) Dependent upon the nature of the disability, a medical report from a civilian doctor should usually be acceptable and will form the basis of F Med 19.</p> <p>(6) Where doubt exists as to fitness for further service, the Reservist is to be examined by a Medical Officer and finally, if necessary, by a full medical board.</p>
<p>4</p>	<p><i>Termination of Engagement</i></p> <p>a. On termination of service in Section A.</p> <p>b. On termination of service in Section D</p>	<p>No formal discharge from Section A or D is necessary for Reservists who re-engage in Section D.</p>

On discharge the documents of a Reservist are to be disposed of by the Col CM, APC, in accordance with the procedure for the disposal of the documents of a regular soldier.

CHAPTER 4**VOLUNTARY EX REGULAR RESERVE SERVICE (VeRR)****Reference**

02.04.001. Reserve Forces Act 1996, Section 27.

Background

02.04.002. Definitions. VeRR service is identical to VTOD²⁷². In order to differentiate between Regular Reserves and Army Reserves undertaking VTOD, a Joint Service - Voluntary Ex-Regular Reserve (JS-VeRR) value has been created on JPA solely for the use of the Ex-Regular Reserves Forces. Within this regulation JS-VeRR and VeRR have the same meaning.

02.04.003. Types of Employment. Organisations may employ Regular Reserves in part-time service on ADC²⁷³ or VeRR. Full-time service is undertaken on FTRS²⁷⁴.

02.04.004. Scope. This regulation sets out the Terms and Conditions of Service (TACOS) for Regular Reserve SPs to be employed part time on VeRR.

02.04.005 - Funding. VeRR may not be funded using RSD funding which has been allocated specifically for Army Reserve training. BLBs are to confirm that funding is available from within other budget lines.

02.04.006 – 02.04.009. Reserved.

Eligibility

02.04.010 Diversity Impact Assessment. VeRR service does not discriminate on grounds of race, ethnic origin, religion or belief, sexual orientation or social background. Neither does it discriminate on grounds of gender, disability or age, insofar as the legislation applies to the Army.

02.04.011 Membership of the Regular Reserve. SP undertaking VeRR must be members of the Regular Reserve. SPs who have ceased or will have ceased to be a compulsory member of the Regular Reserve, must become a voluntary member before taking up VeRR arrangement and remain a member whilst employed on VeRR.

02.04.012. Age. There is no upper age limit for VeRR, subject to the SP remaining a member of the Regular Reserve.

02.04.013. Nationality. Foreign and Commonwealth (F&C) personnel must either become naturalised British citizens and/or have Indefinite Leave to Remain (ILR) in the UK in order to undertake VeRR service.

02.04.014 – 02.04.019. Reserved.

²⁷² RFA 96, Sect 27.

²⁷³ RLFR Pt 3, Ch 4.

²⁷⁴ RLFR Pt 3, Ch 3.

Selection and Appointment

02.04.020. The Arrangement. Under VeRR, no formal commitment or agreement is made between the employee and employer respectively to work or to give work. VeRR service is an arrangement made between the employer and employee such that when work is offered by the employer and undertaken voluntarily by the employee, it will be in return for pay. In some cases the work can also be classified as unpaid training²⁷⁵. In order to control and administer VeRR service, the arrangement will be made through an arrangement letter on an AFE 20065 prepared by the employer with a start and end date that can be valid for up to a maximum of 12 months.

02.04.021. Medical Standards. Medicals are not routinely required before commencing VeRR service. However, before starting VeRR service, a Regular Reserve must declare any change in their Joint Medical Employment Standard (JMES) since leaving the Regular Army or Army Reserve. If the employing officer is concerned that a SP's JMES may have fallen below the retention standard for the Regular Reserve²⁷⁶ or that their JMES may not be appropriate for the duties expected of them, the employing officer must arrange for a medical and if necessary an occupational health assessment to be carried out to confirm suitability.

02.04.022. Selection. Opportunities for VeRR are normally to be advertised on the Reserve Assignment Opportunity List (RAOL) except where a BC signed off at a minimum of 1* Rank has confirmed that competition is not required due to the Knowledge Skills and Experience of the preferred candidate. If there is more than one applicant or the suitability of a single applicant needs to be confirmed, an appointment board is to be convened either at the employing unit or at APC. If authority is given to make or extend a VeRR service arrangement with an individual without competition there is no selection process. Selection boards must be run in accordance with the APC CM Boarding Manual. The boarding responsibilities are as follows:

- a. OF7 and above – No 1 Board.
- b. OF5/6 – No 2 Board.
- c. OF4 – No 4 Board.
- d. OF2/3 – Regional Appointment Boards (RAB).
- e. OF1 and all ORs – Unit Selection Boards.

02.04.023. Assignment. Once a Regular Reserve position has been created on JPA by Manpower Establishments, the assignment action on JPA should be carried out by CM General Staff in APC for OF5s and above and by APC CM Ops RAR Sect for OF4s and below and all ORs. Assignment action is to be carried out in accordance with JPA Business Process Guide PR904015 and the UAM, Chapters 2 and 3. If there are any issues with re-activating a JPA record, the assistance of the Pers Admin JPA Tiger Team should be sought through the AGC(SPS) functional CoC.

02.04.024 – 02.04.029. Reserved.

²⁷⁵ RLFR 01.02.016.

²⁷⁶ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY , Tables 5 & 6.

Employment

02.04.030. Employment Status. Members of the Regular Reserves on VeRR are casual workers and as such are not protected by the Part Time (Prevention of Less Favourable Treatment) Regulations 2000.

02.04.031. Funding Limits. Regular Reserves on any form or combination of part time Reserve service, may not exceed a total of 180 paid days in any training year. Within this annual constraint, work may be concentrated in packages of any number of consecutive days.

02.04.032. Employment Limitations. SPs on VeRR service may not be employed on operations, in an overseas operational theatre or in a conflict zone. If operational employment is required, the Regular Reserve must be mobilised. Regular Reserves on VeRR service may not undertake FTRS simultaneously.

02.04.033. Training. SPs on VeRR service should complete the normal Workplace Induction Programme (WIP) requirements of the employing unit and MATT 6. Other MATTs should only be carried out if they are essential for the duties and/or to de-risk the employment. Specific training required to ensure that an individual can perform their duties safely and effectively is to be provided or arranged by the employing unit.

02.04.034 Security. Security clearances for SPs undertaking either VeRR service are an employing unit responsibility.

02.04.035 – 02.04.039.

Personnel Administration

02.04.040. Pay²⁷⁷. SPs on VeRR service receive Army Reserve rates of pay for their rank and seniority when last on the active list. SPs can be paid for quarter, half, three quarter and whole days, or may be on unpaid C1 or C2 duty. If the SP is employed at a rank below their substantive rank they will be paid at the top incremental level of that rank.

02.04.041. Pay Documentation. Attendance Registers recording VeRR attendance are to be submitted to the employing unit's administration staff. The abbreviation VeRR is to be printed underneath the Attendance Register title and the 'Trg Code' column is to be annotated as 'Training Code H'. The Attendance Register is to be signed by the employing officer in the host unit and retained for audit purposes for 6 years plus the current FY²⁷⁸. Attendance Register details for ADC and VeRR personnel are to be transferred onto the JS JPA Form E019 spread sheet for upload to the individual's JPA record and payment on the next JPA pay run.

02.04.042. Bounty. VeRR service does not include any element of Obligatory Training and therefore does not attract an annual training bounty.

02.04.042A. Allowances. Service on VeRR service attracts the same allowances as members of the Army Reserve who are on VTOD service, including HDT.

02.04.043. Pensions.

²⁷⁷ JSP 754.

²⁷⁸ UAM, Ch 37.

a. Service on VeRR has no impact on any AFPS benefits and SCPs currently being paid to the SP.

b. VeRR paid days are reckonable for pension purposes²⁷⁹. Qualifying service may be aggregated with periods of FTRS and mobilised service. Service on VeRR cannot be aggregated with former Regular service under either AFPS 75 or AFPS 05 for pension purposes. Full details are available from the Pensions for the Armed Forces intranet page.

02.04.044. Rank. Rank on appointment will be the rank of the established vacancy and will normally be the substantive rank of the SP. Paid Acting Rank²⁸⁰ one rank up may be granted exceptionally if a selection board consider agree the requirement. If a SP fills a lower ranked post, the SP will wear the lower rank and be paid at this rank.

02.04.045. Promotion. Regular Reserves are not eligible to promote substantively²⁸¹.

02.04.046. Leave²⁸². SPs on VeRR service receive pay in lieu of Annual Leave at the end of every month based on the number of RSDs worked. JPA calculates this on a pro-rata basis of 1 day's pay for every 10 days worked. VeRR does not attract any other form of paid leave.

02.04.047. Career Intermissions. SPs on VeRR service are not entitled to Career Intermissions.

02.04.048. Appraisal Reports. SPs on VeRR service do not receive an Appraisal Report.

02.04.049. Career Management. Regular Reserves are administered by APC but they do not have a managed career in the way that Regulars and Army Reserves do.

02.04.050. Service Family Accommodation (SFA). Regular Reserves on VeRR service are not entitled to SFA.

02.04.051. Single Living Accommodation (SLA)²⁸³. There is no general entitlement to accommodation for personnel on VeRR service. For the purpose of assessing an individual's liability to accommodation charges a member of the Regular Reserve is to be regarded as having been granted permission to live out at a Residence at Work Address (RWA)²⁸⁴ at the duty station.

02.04.052. Discipline. All SPs on VeRR service are subject to Service Law and AGAI 67 whilst undertaking any training or duty. The CO for discipline purposes is the CO of the employing unit or HQ.

02.04.053. Compulsory Drugs Testing. All SPs who are engaged in any form of Reserve service are liable to compulsory drug testing.

02.04.054. Long Service Awards. Regular Reserves on VeRR are not eligible for the Long Service & Good Conduct (LS&GC) medal, or the Volunteer Reserve Service Medal (VRSM), or any other long service award. Previous unrewarded full or part time service from the Regular or Volunteer Reserve Forces is not lost, but cannot be added to.

²⁷⁹ AFPS 15.

²⁸⁰ JSP 754, Ch 2, Sect 8.

²⁸¹ RLFR 02.01.029.

²⁸² JSP 760.

²⁸³ See also JSP 464, Chapter 3, Vol 3, Part 1 (Accommodation).

²⁸⁴ JSP 752, Para 01.0155

02.04.055. Electoral Register. SPs on VeRR service are not entitled to register as Service Voters.

02.04.056. Jury Service. Regular Reserves on Reserve service are not excused jury service as a right under the Juries Act 1974. To claim exemption, the same rules apply as for Regular personnel via the unit Commanding Officer.

02.04.057 Establishment. In order for a Regular Reserve to be employed and paid on VeRR service, Manpower Establishments in Org Branch Army HQ must create a temporary non-liability counting position on JPA with its own JPA Number (JPAN). The maximum period this position will be created for is 12 months but it may be for a shorter period than this, for instance, to align with the Financial Year or the duration of the task. It can be extended as required for up to 12 months at a time but normally only up to a maximum of 3 years.

02.04.058 – Tenure. SP may not serve for more than 3 consecutive years on ADC and VeRR.

02.04.059.

Medical and Welfare

02.04.060. Medical and Dental Care. Regular Reserves employed on VeRR service are not entitled to Service medical and dental care. In all cases of emergency at the place of duty, personnel may be treated by Service medical and dental staff.

- a. Where an attributable disability occurs during a period of duty, the individual will be entitled to the benefits laid down in JSP 754, Chapter 3, Section 4. The employing unit is to initiate the appropriate MOD Forms as laid down in Chapter 8, Section 1 of the RLFR.
- b. When a Regular Reserve dies while on military duty as a result of illness developed or injury received during such duty, units should refer to JSP 751, Volume 2 – (Management of The Deceased) Joint Casualty & Compassionate Policy & Procedures.

02.04.061. Welfare Support. SPs on VeRR service are entitled to the same level of welfare support as any other non-deployed Regular or Army Reserve personnel.

02.04.062 – 02.04.069.

Termination

02.04.070. Notice of Termination. The minimum notice period for termination by either the employer or employee is 30 calendar days. This is for administrative purposes for VeRR service as there is no compulsion to work or be given work.

02.04.071. Resettlement. Service on VeRR does not attract a resettlement allowance package. Terminal Leave is not granted for VeRR service.

02.04.072 – 02.04.079. Reserved.

Points of Contact

02.04.080. Contacts. To following points of contact are available to give advice in their subject areas:

- a. Terms of Service - Pers Policy (A) SO1 Snr Offr Pol 94393 6603
- SO2 Res Pol 94393 6724
- b. Funding – CFA SO2/1 Prog B CFA 94391 3885
- c. Manpower Establishments – Org SO2 Man Estabs JPA 94393 6408
- d. Conditions of Service – Pers Cap SO2 Pers Svcs 94393 6728
- e. Regular Reserve Admin – APC SO2 CM Ops Mob/RAR 94561 5123/3124
- f. CM Gen Staff – APC SO2 Reserves 94561 2289
- g. JPA Pers Admin Tiger Team 94391 1300
- h. Financial Conditions of Service JPAC Enquiry Centre 944

PART 3 – COMMITTED SERVICE

CHAPTER 1

COMMITTED SERVICE

Reference

03.01.001. Reserve Forces Act 1996, Sections 24 and 25.

03.01.002 – 03.01.009. Reserved.

General

03.01.010. Diversity Impact Assessment. This policy does not discriminate on grounds of race, ethnic origin, religion or belief, sexual orientation or social background. Neither does it discriminate on grounds of gender, disability or age, insofar as the legislation applies to the Army.

03.01.011. Scope. The Terms of Service in this part of RLFR apply to all members of the Army Reserve and Regular Reserve.

03.01.012. Commitment Types. The commitments detailed in this part cover full- and part-time service commitments with a wide variety of tenures. Such commitments are entered into voluntarily, but once made compel the SP to attend for duty in the circumstances laid out in the commitment. There are two commitment types:

- a. Full Time Reserve Service (FTRS)²⁸⁵.
- b. Additional Duties Commitment (ADC)²⁸⁶.

03.01.013 – 03.01.999. Reserved.

²⁸⁵ RLFR Pt 3, Ch 3.

²⁸⁶ RLFR Pt 3, Ch 4.

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CHAPTER 2**CREATION OF POSTS****General**

03.02.001. Before employing a Reserve SP on any form of committed service, the employing officer must ensure that a funded post exists. This Chapter lays out the procedures for this.

03.02.002 – 03.02.009. Reserved.

FTRS(FC)

03.02.010. FTRS(FC) is used for Regular Army substitution only. There are no posts specifically created for FTRS(FC); all FTRS(FC) personnel are in Regular Army posts. The duration of all FTRS(FC) commitments will be limited by the duration that APC cannot fill the post with a suitable Regular SP. Initial commitments should not normally be more than 2 years, and could be shorter. An extension of commitment will normally only be approved to bridge a gap to the arrival of a Regular and they will not normally be for more than 6 months. Additional extensions will not normally be agreed. If at the end of a FTRS(FC) commitment APC are still unable to fill the post with a suitable Regular SP, a new application for a FTRS(FC) fill must be made which will result in it being recompeted for and a new (not extended) FTRS(FC) commitment being made. Even if the incumbent is reselected, it will still be a new commitment which will result in a recalculation of AFPS pension abatement for ex-Regulars and therefore a change in their overall income.

03.02.011. Applications for a FTRS(FC) fill of a Regular post must be made by APC to Pers Strat (A) WF Plans for ORs and all officer ranks. The application must confirm that the Regular liability will exist for the duration of the commitment. WF Pol will normally only approve the application if there is sufficient headroom for that rank in the Regular Army AMPL or QMAP. If there is insufficient headroom, the post may have to be gapped. Applications for FTRS (FC) extensions in accordance with para 03.02.010 above may be approved by APC without referring to Pers Strat (A) WF Plans.

03.02.012 – 03.02.019. Reserved.

FTRS(LC)

03.02.020. FTRS(LC) is not normally used by the Army. In the event of an exceptional requirement for an FTRS(LC) post, advice should be sought from D Reserves.

03.02.021 – 03.02.029. Reserved.

FTRS(HC) and FTRS(HC)(RSG)

03.02.030. Liability for FTRS(HC) and FTRS(HC) RSG posts is separate to UKP and other liability. These posts are to be created and marked on SLIM and JPA with a Person Category of FTRS(HC), or Enhanced Retirement Age (ERA) for FTRS(HC)(RSG). Regular SP cannot be employed in these posts.

03.02.031. The SALC must approve FTRS(HC) and FTRS(HC) RSG liability before a commitment is advertised or extended. Changes to the existing FTRS(HC) and FTRS(HC) RSG liability must be approved by the SALC before establishment action takes place. Enhancement requests to the SALC (new or rank enriched FTRS(HC) or FTRS(HC)(RSG) posts) must have a valid Compensating Reduction (CR). The establishment of FTRS(HC)(RSG) posts (including in non-Army TLBs) is subject to additional scrutiny by Pers Policy (A) in support of the SALC process. For existing NRPS posts the application must be to convert to FTRS(HC) and subsequently recruit into the new

FTRS(HC) post. Changes to establishments submitted to the SALC must be presented in the ALAF format in accordance with the Army Liabilities and Manpower Planning Handbook and Army/Plans/Org/FTRS/Policy dated 5 Feb 15.

03.02.032. FTRS(HC) is used for both short term posts and long term enduring posts.

- a. Short term posts will be used for tasks of between 6 months' and 3 years' duration for which Regular Army liability is unavailable. The liability requirements and funding line(s) are confirmed by the TLB and created on SLIM and JPA.
- b. Long term enduring posts do not require the mobility or deployability of Regular SP. They are normally used to support the Army Reserve as well as some non-deployable HQs and establishments. Enduring posts will be identified in the remarks column of the establishment on SLIM. Initial commitments in long-term enduring posts should normally be for 3 years, with further extensions each of up to 5 years up to the NRA.

03.02.033. FTRS(HC)(RSG) is used for enduring OF2 to OF5 posts that require continuity and the KSE of officers who have had a full and varied career in the Regular Army. These posts require staff trained officers with extensive operational, command and staff experience. Some FTRS(HC) RSG continuity posts have replaced Retired Officer and MSF civil service posts. Initial commitments should normally be for 5 years, with further extensions each of up to 5 years up to the NRA.

03.02.034. An Army Reserve officer may exceptionally be appointed to command an Army Reserve unit on FTRS(HC). Details are in RLFR, Chapter 4, Section 6.

03.02.035 – 03.02.039. Reserved.

ADC

03.02.040. ADCs may be used either:

- a. By Army Reserves in existing Army Reserve posts, or
- b. By any member of the Land Reserve Forces in a new and separate ADC post, or
- c. By any member of the Land Reserve Forces in a vacant Regular post as part-substitution.

03.02.041. In order to create a new ADC post, Manpower Establishments in Org Branch, Army HQ, must create a temporary non-liability counting position on JPA with its own JPA Number (JPAN). Posts are created for any period up to 12 months. Posts can be extended for up to 12 months at a time normally up to a maximum of 3 years. If the position needs to be extended for more than 3 years, permanent establishment action should be considered. Regular Reserves must not be put into an Army Reserve position even if it is vacant, as it counts as permanent Army Reserve liability for the Army Reserves.

03.02.042. The process to create a temporary non-liability counting position on JPA is shown below. If an extension is sought, the process must be repeated:

- a. **Employing Unit.** The employer determines the output required and the total number of RSDs needed to deliver the output during the training year. A Business Case (BC) must then be written to justify the expenditure which must include all pay and likely allowances including leave. The BC must spell out the consequences of non-approval and why the duties cannot be performed by a member of the Regular Army, a civil servant, or within an existing Army Reserve post. If a specific individual or individuals are to be employed without competition, this must be justified in the BC, and a risk assessment included if they are not

current for all training. If the employment is project related rather than training support, an MS Job Description²⁸⁷ should be included with the BC. The completed BC is sent to 1* Formation for approval.

- b. **1* Formation.** If the 1* Formation supports the BC, they must elevate it to HQ Fd Army²⁸⁸, via their CoC, gaining appropriate financial approval on route.
- c. **2* Formation.** 2* Formations must approve the BC and be prepared to transfer the relevant funding to Commander Field Army (CFA) to cover the costs.
- d. **HQ Fd Army.** Once this detail is received, HQ Fd Army will notify Manpower Establishments in Org Branch, Army HQ, that the post has financial approval.
- e. **Manpower Establishments.** Once financial approval has been received, they will then create the temporary position on JPA for the duration of the commitment. Manpower Establishments will need to be told the Job Title, JPA Organisation, the paid rank of the post and the name and Army Number of the person filling it with a start and finish date.

03.02.043 – 03.02.999. Reserved.

²⁸⁷ (JS) E807 (JSP 755 Chapter 2 Annex D/E)

²⁸⁸ SO2 Prog B.

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CHAPTER 3**FULL TIME RESERVE SERVICE (FTRS)****SECTION 1 - INTRODUCTION****Reference**

03.03.001. Reserve Forces Act 1996 (RFA 96), Section 24.

03.03.002 – 03.03.009. Reserved.

General

03.03.010. Diversity Impact Assessment. This policy does not discriminate on grounds of race, ethnic origin, religion or belief, sexual orientation or social background. Neither does it discriminate on grounds of gender, disability or age, insofar as the legislation applies to the Army.

03.03.011. The Commitment. Members of the Army Reserve and Regular Reserve may voluntarily enter into a full-time service commitment, known as an FTRS commitment²⁸⁹, in which they undertake to serve on a full-time basis for a specified period of time in a broadly similar way to Regular Army SP. SP on FTRS must remain members of the Reserve Land Forces throughout their commitment. There are four types of FTRS commitment:

- a. **FTRS (Full Commitment) (FC).** FTRS(FC) is used to fill temporarily vacant Regular Army posts. SP on FTRS(FC) undertake the same range of duties and worldwide deployment liability as Regular SP. SP on FTRS(FC) may be trawled as augmentees for operational tours or exercises, commitments will be drawn up in such a way as to permit this.
- b. **FTRS (Limited Commitment) (LC).** FTRS(LC) is only used in exceptional cases authorised by Pers Policy (A). SP on FTRS(LC) will fulfil a full range of duties based in one location, which may be overseas. This may include nights away from home that are job related and other routine activities²⁹⁰. They also have a liability for operational deployment or operational detachment of up to 35 days in any 1 year with no single deployment or detachment lasting in excess of 21 days.
- c. **FTRS (Home Commitment) (HC).** SP on FTRS(HC) will fulfil a full range of duties based in one location, which may be overseas. This may include nights away from home that are job related and other routine activities²⁹¹. It also includes Annual Continuous Training, Adventurous Training or other exercises, which may be overseas. Such exercises should not exceed 16 days in duration, unless the SP is a volunteer. SP on FTRS(HC) have no liability for operational deployment or detachment and cannot travel to an operational theatre.
- d. **FTRS(HC) Reserve Staff Group (RSG).** FTRS(HC)(RSG) is a subset of FTRS(HC) that is used for posts that require military continuity and expertise. It replaces the civil service Retired Officer and Military Support Function (MSF) schemes. It is only open to Army

²⁸⁹ Commitments are not (employment) contracts that are subject to the Employment Rights Act 1996. For this reason, outside of JPA, FTRS commitments are not referred to as contracts. Commitments like all forms of military employment are subject to the Equality Act 2010, albeit with a total exemption on age and disability and a partial exemption on sex, and the Working Time Regulations 1998.

²⁹⁰ Annual Continuous Training, overseas exercises, adventurous training, courts martial, duty officer.

²⁹¹ Annual Continuous Training, overseas exercises, adventurous training, courts martial, duty officer.

officers, and predominantly those who have had a full Regular Army career. It shares common ToS with FTRS(HC), except where specifically excluded.

03.03.012. Civilian Employment. FTRS is not permanent service brought about by callout or recall. SPs on FTRS are not entitled to reinstatement in civilian employment²⁹². Reserves applying for FTRS are to be free to take up FTRS commitments and applicants are to have no outstanding obligations to a civilian employer that may interfere with their military duties. No individual will be appointed to FTRS who is suspended from civilian employment, or is on sick leave, or maternity leave. Applicants may enter into an agreement with a civilian employer to take a career break, but this is an arrangement between the individual and their employer. Where appropriate, enquiries will be made with a civilian employer and the Home Office (HO) who may be required to confirm a career break, its length, and the administrative arrangements involved do not affect the SP's employment or immigration status.

03.03.013 – 03.03.100. Reserved.

²⁹² Reserve Forces (Safeguard of Employment) Act 1985.

SECTION 2 – RECRUITING AND APPOINTMENT

Recruiting

03.03.101. FTRS posts must be let in open competition with a new commitment offered to the successful applicant, unless the incumbent receives an extension to their commitment, an exception has been authorised by Pers Policy (A) or a closed competition has taken place under the Preferred Candidate Scheme (PCS)²⁹³.

03.03.102 – 03.03.109. Reserved.

Advertising

03.03.110. FTRS commitments being let in open competition should be advertised for a minimum of 4 weeks on the Reserve Assignment Opportunities List (RAOL). The RAOL can be accessed by the following links:

- a. Internet: <http://www.army.mod.uk/reserve/31788.aspx>
- b. Intranet:
<http://defenceintranet.diif.r.mil.uk/Organisations/Orgs/Army/Organisations/Orgs/msweb/JobLists/Pages/JobListsHome.aspx>
- c. ArmyNET: <https://www.armynet.mod.uk/club/login.php>

03.03.111. If there are no suitable applicants, commitments may be advertised in 4-week periods for up to 6 months from the date of the original advertisement. A 4-week advertising window should not be closed early. If no suitable applicants have applied in 6 months, the employer will be contacted by FTRS Section in APC to discuss whether the post is still required or should be changed. Exceptional cases with a strong operational justification to waive the advertising requirement may be authorised by Pers Policy (A).

03.03.112. Employing units and headquarters must submit their applications to advertise FTRS posts to CM Ops FTRS Section no more than 6 months and no less than 4 months before the required FTRS start date. Applications must include the following:

- a. FTRS advert request form.
- b. Details of the authorisation to recruit or extend the post from SALC.
- c. An up to date MS Job Spec with post title, rank, employing unit, details of the unit roles and position role and responsibilities and essential qualifications.
- d. Unit Point of Contact and details of board secretariat if different.
- e. Tenure of post. This is to include a SALC approved start date and end date which in both cases must be a working day. The start date will normally be the first working day that the post is vacant. In exceptional cases only, the SALC may agree that a new commitment may overlap an existing commitment by up to 3 weeks to allow for a 1 week handover and the outgoing SP's TL. If the outgoing SP is permitted by their CO to add untaken AL onto their TL²⁹⁴, it will be deemed there is no handover and therefore no justification for any overlap.

²⁹³ RLFR, Pt 3, Ch 3, Annex B.

²⁹⁴ JSP 760, Ch 19.

- f. Medical and Dental standards.
- g. Level of security clearance required, SC, DV or Base Check.
- h. CRB/MS referral requirements.
- i. Any special conditions that may apply to the post, eg essential training, qualifications, experience, seniority and suitability for acting rank, need to travel in post either at home or overseas and possible future re-location of the post. These are by no means exhaustive as each post may have differing requirements.

03.03.113. Job Specifications (JS). The JS must reflect accurately the expected duties and tasks required of each post and must be tailored to the environment in which they are to be performed. They must also take into account the limitations on each FTRS type noting in particular the non-operational nature of FTRS(HC) and FTRS(HC) RSG, the austere conditions of service associated with them and the need to comply with the WTR. Typical environments for the employment of SP on FTRS(HC) and FTRS(HC) RSG are:

- a. Army Reserve Group A and Group B units (National and Regional).
- b. Army Headquarters, other non-deployable HQs and non-deployable elements of HQs.
- c. Army Training Units and Training Providers including Cadet Training Teams.
- d. ARITC and Recruiting centres.
- e. Unit Safety and Environmental Advisors (USEAs) and Chief Environmental Safety Officers (CESOs).

03.03.114 – 03.03.119. Reserved.

Eligibility

03.03.120. Age. There are no minimum entry age requirements for FTRS, with the exception of FTRS(HC) RSG where the entry age is normally between 50 and 60. The Normal Retirement Age (NRA) for FTRS is 60, with the exception of FTRS(HC) RSG which is 65. Notwithstanding these ages, SP of any age may apply for any FTRS job and the selection board may select the best candidate regardless of age. Pers Policy (A) authority to breach the NRA for FTRS(HC) and FTRS(HC) RSG is not required. See Annex A/10 for more detail.

03.03.121. Medical Standards. Candidates for FTRS are to meet the medical standards as laid down in the AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY²⁹⁵. Applicants who are below this standard but whose service is thought to be desirable may only be accepted subject to an application for special enlistment (AFB 203). This form will be annotated by SO1 OM and forwarded to Pers Policy (A), to make the final decision on employability. Any offer of employment will be restricted to 24 months and the member of the Reserve managed in accordance with AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY. Extensions of 12-24 months to the commitment are to be made on an Appendix 8 to AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY. In all cases the following conditions apply:

- a. The duties specified in the JS permit this standard.

²⁹⁵ Table 5 for officers and Table 6 for soldiers.

- b. The selected individual is the best suited and qualified for the post.
- c. SO1 Occupational Medicine in HQ ARITC advises that the medical grading is consistent with the duties of the proposed employment and will have no detrimental effect on the individual.

03.03.122. Call-Out Liability. FTRS commitments can only be granted to SP who have a compulsory call-out liability through membership of the Reserve Land Forces. Applicants for FTRS without such liability must agree to this liability under RFA 96 prior to signing their commitment.

03.03.123 – 03.03.129. Reserved.

Limited Eligibility

03.03.130. Regular Army SP. Regular Army SP will only exceptionally be considered for FTRS if at the start date of the commitment they are in their final year of service or age 50+. This includes those whose PVR has been approved or have given their NTT. Regular Army SP are not permitted to start an FTRS commitment prior to their date of retirement/termination from Regular service²⁹⁶.

03.03.131. Army Reserve Group B. Army Reserve Group B SP, who have differing liabilities to serve when called out, will normally only be accepted for FTRS(FC) and FTRS(LC) if they elect to be liable for worldwide service in accordance with RFA 96, Sections 51 (2)(a), (b) or (c).

03.03.132. Army Reserve Group D. Reserved.

03.03.133 – 03.03.139. Reserved.

Ineligibility

03.03.140. Immigration Control. The Home Office (HO) will not grant exemption from immigration control for SP undertaking FTRS commitments. Reserve service including FTRS cannot be used as an employment reason to extend a current civilian visa. Former Regulars who are subject to immigration control must have settlement in their own right before they can join the Reserves, they are not allowed to join the Reserves if they only have their Regular Army immigration exemption. Units are not to apply to the HO for exempt immigration control for FTRS commitments.

03.03.141. FTRS Employment outside of UK. SP who are subject to immigration control including those on ILE/ILR should not be employed on FTRS outside the UK as any extended period outside the UK may affect their immigration status when they try to return to the UK.

03.03.142. SP and Unit Responsibilities. When a Foreign and Commonwealth (F&C) SP applies for FTRS it is the responsibility of:

- a. The SP to have settlement in the UK which can be Indefinite Leave to Enter²⁹⁷ or Remain (ILE/ILR), or if they enlisted prior to Jul 13 the SP must have a valid civilian UK entry and "right to work visa" and the visa must be valid for the duration of the FTRS commitment. The unit are to fully brief the SP on the immigration conditions of service before submitting their FTRS application.

²⁹⁶ See Para 01.10.056 for detail on gaps in service.

²⁹⁷ ILE is applied for from outside the UK, on arriving the holder of ILE has the same immigration status as a holder of ILR.

- b. The parent and employing unit are to conduct and record on JPA the annual “right to work check” to determine if the SP retain their “right to work”²⁹⁸.
- c. Career managers are to ensure that the completion date of an FTRS commitment does not exceed the expiry date of the SP’s civilian “right to work” visa.
- d. It is the parent unit’s responsibility to ensure that any SP subject to immigration control and wishing to undertake FTRS, arrives at MTMC with valid immigration paperwork to cover the full period of the FTRS commitment.

03.03.143. Action on Ineligibility due to Immigration Rules. If in the course of a “right to work check” by the parent unit or Mission Training and Mobilisation Centre (MTMC), it is found that the member of the Reserve still has a previous Regular or mobilisation exemption in their passport that has not been cancelled, the unit or MTMC are to Immediately put a hold on the FTRS process and:

- a. Complete Appendix 1 to Annex E of the Unit Guide To Supporting Non British Nationals and note on the Appendix that they are conducting either a delayed discharge action (Regular exemption) or a delay demobilised action (Reserve exemption). When completed send the form to the HO as per the notes.
- b. Contact Pers Svcs on 94393 6043 / 01264 886043 with full details of the SP.

This is to prevent the MOD from creating the conditions for illegal employment. The Reservist cannot undertake reserve training until they have regularised their immigration status with the HO and a further unit right to work check has been conducted.

03.03.144. High Readiness Reserve (HRR). SP who have entered into a HRR agreement are not eligible for FTRS because their HRR obligations require them to be available for permanent service at 7 days’ notice. Conversely, SP who have entered into an FTRS commitment may not be accepted into the HRR until that commitment has ended.

03.03.145. Army Reserve Group C Sponsored Reserves. Gp C Reserves may not enter an FTRS commitment.

03.03.146. CCF and ACF. Appointment holders in the CCF/ACF who are not also in the Army Reserve Group A, Army Reserve Group B or Regular Reserve are not eligible for FTRS.

03.03.147. Transitional Members. Transitional Members will only be considered for FTRS(FC) if they elect to cease to be a Transitional Member in accordance with Para 28 to Schedule 6 of the Defence Reform Act 2014²⁹⁹.

03.03.148 – 03.03.149. Reserved.

Application

03.03.150. All applications for FTRS posts must be submitted on the FTRS application form AFE 20045. Applicants must provide their army service details, details of the post(s) applied for and a CV if they wish. Applications must be submitted to CM Ops – FTRS Section at APC Glasgow to arrive before the specified closing date of the RAOL advert for each specific post.

- a. Applicants from the Army Reserve are to submit their applications through their unit CO or CRHQ. Army Reserve COs are to ensure that applicants for FTRS from their unit are

²⁹⁸ 2014DIN01-181

²⁹⁹ See Paras 02.01.006 to 02.01.011 for details on transitional provisions.

correctly briefed on the scheme, its TACOS and the possible impact on an Army Reserve career of taking up FTRS.

- b. Applicants from the Regular Reserve or Regular Army in their last year of regular service are to apply directly to CM Ops – FTRS Section
- c. On receipt of an application, the SP is to receive an automatic e-mail acknowledgement from CM Ops FTRS Section.
- d. APC, CM Ops – FTRS Section will forward the applicants' details to the secretary of the selection board within an average of 5 working days of the advertised closing date.
- e. SP may have no more than 2 applications running concurrently.

03.03.151. Regular substitution opportunities are normally filled by SP on FTRS(FC) in order that the full range of duties can be completed. However, Reserve SP may apply to fill vacant Regular posts on FTRS(HC) where it better meets their personal circumstances, and may be appointed, if the employer agrees the demands of the post are temporarily compatible with FTRS(HC). An application to fill a Regular vacancy on FTRS(HC) carries no guarantee of appointment.

03.03.152 – 03.03.159. Reserved.

Selection and boarding

03.03.160. FTRS selection boards are to consider all applicants at the same time regardless of their age, rank³⁰⁰ and medical standard and then select the most suitable candidate. The exception to this rule is when there are applicants with PCS, who must be considered first.

03.03.161. Applicants should have sufficient KSE for the post they are applying for without the need for significant further training or attendance on a career course. If the selection board judges that no applicant meets the requirements of the post, there is no obligation to appoint any candidate. The post may go back onto the RAOL for a further 4 weeks.

03.03.162. If the board selects an SP who is 1 rank below the rank of the post³⁰¹, the selection board must decide if acting rank³⁰² or SUPA is appropriate. Although the length of all initial FTRS commitments will be advertised prior to selection, a shorter commitment may be offered if it is considered to be in the Service interest to do so.

03.03.163. Board Assurance

- a. The FTRS selection board has a maximum of 4 weeks to complete the boarding process and return the paperwork to CM Ops FTRS.
- b. Care should be taken to ensure that the board composition meets the required rank and number of board members as per the APC Boarding Manual.
- c. FTRS selection boards will only consider applications from SP submitted to them by CM Ops FTRS Section.
- d. Once completed all board results must be sent to CM Ops FTRS Bds. The results are only to be released by CM Ops FTRS Section.

³⁰⁰ The candidate must be no more than 1 rank below the rank of the FTRS job. In addition, OR8 or 9 may apply for OF2 posts.

³⁰¹ Including OR9/8s applying for OF2 posts.

³⁰² OR9/8s selected to fill OF2 posts may be granted SUPA, but must not be granted acting rank.

- e. CM Ops FTRS Section will carry out board assurance and notify the selection board secretary of any points which need rectified prior to finalising the board assurance.
- f. Once assured CM Ops FTRS Section will contact each applicant individually to inform them if they were successful or not. Successful applicants will be invited to contact the MTMC in order to confirm their place on the FTRS preparation and induction day complete with Medical and Dental checks as necessary.
- g. CM Ops FTRS Section will also initiate any specific MS Referral requirements and advise the units concerning any specific security clearance action required.
- h. If a SP requires further information on the board results they should contact the board secretary. If a SP feels that the selection board was not run fairly they should write to SO1 Reserve Ops in APC.

03.03.164 – 03.03.200. Reserved.

SECTION 3 - EMPLOYMENT

General

03.03.201. Working Time Regulations (WTR) 1998. All SP on FTRS, like those in the Regular Army, work non-conditioned hours. This allows a degree of flexibility but employers must be aware that SP on FTRS(LC), FTRS(HC) and FTRS(HC) RSG do not have the same Conditions of Service that apply to SP on FTRS(FC) or in the Regular Army. Employers must also have in mind the provisions of the WTR which restrict the number of hours that SP can work to an average of 48 hours per week over 17 weeks and mandates a minimum of 28 days Annual Leave per year. Whilst the Armed Forces can claim exemption from this, it cannot for routine duties which should include most activities carried out by SP on FTRS(LC), FTRS(HC) and FTRS(HC) RSG. Commanders are referred to 2015DIN01-144 for further detail.

03.03.202. Capbadge. FTRS commitments should normally be completed in the SP's current cap badge. Regular Reserves in FTRS wishing to change capbadge are required to join the Army Reserve and follow the existing transfer process³⁰³. Regular Reserves applying to transfer to the Army Reserve with a cap badge that is not in the Army Reserve must apply to change their cap badge to one that is in the Army Reserve.

03.03.203 – 03.03.209. Reserved.

Appointment

03.03.210. Tenure. All FTRS commitments have a start date and end date. The duration of initial commitments will normally be for up to 2 years for Regular Army substitution, 3 years for FTRS(HC) and 5 years for FTRS(HC) RSG. Shorter commitments may be offered if there is structural or funding uncertainty. Commitments of less than 6 months may be arranged, by exception, with the agreement of FTRS Sect, APC. Extensions are covered in RLFR 03.03.370 – 379.

03.03.211. Revocation. An FTRS commitment may be revoked before the start of the specified period by written notice from CM Ops – FTRS Section. If the commitment is revoked it is treated as if it had never been made. Both the SP and MOD therefore cease to have any obligations under the commitment.

03.03.212. Gap between Regular Service and FTRS. SP may not be in Regular service and FTRS at the same time. A minimum period of 10 working days is recommended between the end of Regular service and starting a FTRS commitment to allow for pension benefits and EDPs to be calculated and abatements applied where applicable. SP are advised to seek confirmation from DBS on the financial impact of taking a FTRS appointment prior to signing the commitment.

a. **EDP Lump Sum and Special Capita Payment (SCP).** There may be a requirement to repay an EDP lump sum or SCP if there has been an insufficient break in service. Eg if an EDP lump sum or SCP was the equivalent of 12 months of pay and a FTRS commitment is started 6 months after leaving Regular service, the SP will have to repay part of the lump sum or SCP equal to the balance of 6 months' pay. This will not be refunded on leaving FTRS.

b. **Resettlement Grant.** SP who received a Resettlement Grant³⁰⁴ and commence a FTRS commitment within 31 days of retirement/discharge will be required to repay the full amount. If the Resettlement Grant is repaid on taking up FTRS, there is no entitlement to a

³⁰³ RLFR Pt 1, Ch 4, Sect 6 (Officers) and Ch 5, Sect 5 (Soldiers).

³⁰⁴ See pension guidance.

further Resettlement Grant on leaving FTRS. SP who had transitional protection, remained on AFPS 75 and received a Resettlement Grant, will have to repay the Resettlement Grant if they commence a FTRS commitment within 121 days of leaving Regular service.

03.03.213. MTMC Travel Documentation. The necessary outward travel arrangements to MTMC will be made by the Army Reserve unit for Army Reserve SP and by MTMC for those in the Regular Reserve. Costs for the initial admin visit to MTMC will be borne by MTMC. Costs for the induction course will be borne by the FTRS employing unit, as will all travel costs associated with the FTRS commitment, including terminal travel arrangements.

03.03.214 – 03.03.229. Reserved.

Training

03.03.230. SP on FTRS(FC) or FTRS(LC) must complete the same MATTs as Regulars in their unit. MATTs are to be completed annually in the employing unit and to the same standard of Regular SP in that unit. This means that a FTRS(FC) or FTRS(LC) SP assigned to a non-deployable Level 3 unit must complete MATTs at Level 3; if they are on the strength of a deployable Level 1 unit they must complete MATTs at Level 1. A SP is deemed to be MATT compliant for 12 months from the date of the last successful completion (except MATT 1 – WHT at Level 1, and MATT 2 – PFA at Level 1 and Level 3, which all have a 6 month currency). FTRS(FC) or FTRS(LC) SP who are not MATT compliant to the required level prior to starting at their unit must achieve the required standard ASAP and no later than 3 months from their commitment start date. MATTs are to be recorded on the Operational Deployability Record (ODR). SP on FTRS(FC) and FTRS(LC) who are due to deploy on operations but fail to attain the MATT standard may be required to delay their deployment to reach the required standard or for APC to conduct a medical risk assessment. SP who do not meet the required standard may have their commitment terminated.

03.03.231. All SP on FTRS must complete MATT 2 (Physical Fitness) and MATT 6 (Values and Standards); however, SP on FTRS(HC) RSG are exempt MATT 2 if it is not a requirement of their JS. SP on FTRS(HC) and FTRS(HC) RSG must complete any MATT that is a requirement of their JS. All SP on FTRS must complete the normal Workplace Induction Programme (WIP) requirements of their employing unit. SP on FTRS may participate in annual continuous training, overseas exercises, battlefield studies, adventurous training and sport.

03.03.232 – 03.03.239. Reserved.

Duties

03.03.240. Service Overseas and Trawls. With the exception of FTRS(FC) who have the same employment obligations as a Regular SP, FTRS SP may not respond to or be directed to undertake a trawl task. SP on FTRS(LC), FTRS(HC) and FTRS(HC) RSG may only be deployed overseas if the conditions of service (pay and medical etc) are equitable with other participants (ie Army Reserve and Regular Army counterparts) and are confirmed in advance. They may only be required to perform duties overseas that are directly relevant to their appointment duties as articulated in their FTRS JS.

03.03.241 – 03.03.249. Reserved.

Variation of Duties

03.03.250 Changes to commitment. An FTRS commitment including its JS may at any time be superseded or varied in any way, including its length, the duties to be carried out or the geographic limits (for FTRS(LC), FTRS(HC) and FTRS(HC) RSG) within which the duties are to be performed,

with the consent of the SP and CM Ops – FTRS Section. Should the SP not be content with the proposed variation of the commitment, the obligations under the original commitment and JS remain unaffected unless the FTRS unit is subject to restructuring including relocation (see [Annex A/3](#)).

03.03.251 – 03.03.259. Reserved.

Concurrent Duties

03.03.260. Dual Employment. A member of the Army Reserve on FTRS is not required to and may not be instructed to undertake Army Reserve training. However, SP may maintain links with their home Army Reserve unit, assist with training and maintain specialist employment currency, provided:

- a. The FTRS employing officer agrees with the Army Reserve CO the amount of time the individual may give to Army Reserve training.
- b. The aggregate time spent in the FTRS role and on Army Reserve training does not exceed the WTR limits.
- c. The Army Reserve SP does not fill an established post (JPA PID) in the Army Reserve unit.
- d. Only one annual Appraisal Report is raised in any reporting year. This is to be by the FTRS employing officer but may take into account notes provided by the Army Reserve CO giving credit for support to the Army Reserve.
- e. The SP on FTRS does not receive pay (above their FTRS pay) for attending Army Reserve training and does not qualify for a Bounty as a result of the training. They may receive appropriate travel and subsistence allowances in their Army Reserve held rank, using the same home address declared for FTRS and attributed to the Army Reserve UIN.

03.03.261. ACF and CCF Duties. SP on FTRS may be granted permission to hold an additional appointment in the CCF and ACF providing that cadet activities do not involve the use of official time or interfere with the performance of their FTRS duties. Such employment falls under the provisions of [QR\(Army\)](#), Para J5.078. SP on FTRS holding additional appointments in the cadet forces are therefore entitled to receive a Cadet Volunteer Allowance in addition to their FTRS salary. For the purpose of the WTR, time spent undertaking additional appointments in the CCF and ACF is not aggregated with time spent in the FTRS role.

03.03.262. Civilian Employment. Spare-time civilian employment may be entered into provided the provisions of [QR\(Army\)](#), Paras J5.076 - J5.079A are adhered to.

03.03.263 – 03.03.269. Reserved.

Pay

03.03.270. Pay. SP on FTRS are paid at rates equating to the basic military salary with the appropriate X factor - full for FTRS(FC), 5% for FTRS(LC) and 0% for FTRS(HC) and FTRS(HC) (RSG). The salary is appropriate to the rank or grade of the post occupied and, in the case of soldiers, their Employment Qualification. Previous Regular, permanent³⁰⁵, FTRS or ADC service is reckonable for pay purposes. A pay forecast will only be made once an individual has been

³⁰⁵ Permanent service refers to mobilised service.

selected for an FTRS appointment. For those transferring directly from NRPS to FTRS without a break in service or change of post, previous NRPS service in the rank will count for pay purposes, but not seniority for promotion. The FTRS Pay Increment Level will be at least equal to the current NRPS increment level. When serving in a post designated for Recruitment and Retention Payment (RRP) or RRP related posts, SP will be assessed for eligibility as if they were Regular soldiers in accordance with JSP 754. All cases of doubt are to be referred to DBS Pay and Allowances Casework and Complaints Cell (PACCC).

- a. **Pay Queries.** SP should address pay queries to unit HR Admin Staff in the first instance. If unsuccessful, the SP can contact the JPAC Enquiry Cell (EC) by phone or in writing. Queries will not be resolved over the phone, but will be directed to the correct department.
- b. **Pay Casework.** If a query remains unresolved through the JPAC EC, written casework can be submitted through the unit HR Staff to the DBS Pay and Allowances Casework and Complaints Cell (PACCC)³⁰⁶.

03.03.271. Training Bounty³⁰⁷.

- a. FTRS is not normally eligible to count as bounty earning service. However, SP who have fulfilled their bounty earning obligations for the training year in which they enter a FTRS commitment are eligible to receive a proportion of their bounty at the end of that Training Year from their Army Reserve unit.
- b. Similarly, those who fulfil their bounty earning obligations after the end of the commitment but before the end of the Training Year are eligible to receive a proportion of their bounty at the end of that Training Year from their Army Reserve unit. Bounty earning training completed before entering a FTRS commitment may be aggregated with bounty earning training completed after the end of the commitment provided that such training falls within the training year.
- c. Where the CO of an Army Reserve's parent unit is satisfied that a period of 16 days or more FTRS service was relevant to the individual's role as a member of the Army Reserve, that service may be counted in lieu of Annual Continuous Training for bounty earning purposes. It may not be counted in lieu of non-continuous training requirement for bounty earning purposes³⁰⁸.
- d. Where an individual has qualified for bounty, the total aggregation of their pay and bounty, grossed up to reflect standard rates of tax and ERNIC, must not exceed the gross annual emoluments payable had the whole training year been served on regular rates of pay without bounty. Where the gross regular annual rate of pay is exceeded, bounty payments are to be abated accordingly.

03.03.272. Maternity Pay. Female SP on FTRS are entitled to receive Maternity Pay in accordance with Service regulations³⁰⁹.

03.03.273. Army Dependants' Trust. FTRS SP are entitled to join the Army Dependants' Trust³¹⁰.

³⁰⁶ JSP 754 (Pay) and JSP 752 (Allowances).

³⁰⁷ JSP 754, Ch 2, Sect 5.

³⁰⁸ JSP 754, Ch 3.

³⁰⁹ JSP 760, Chapter 20.

³¹⁰ AGAI 88.

03.03.274. Insurance and Wills. All SP undertaking a period of FTRS are to be advised to consider taking out appropriate insurance in respect of personal accident, life and property (including military equipment or clothing in their charge). SP may apply to join Personal Accident Insurance (PAX) and Service Life Insurance (SLI). Before undertaking a commitment all SP on FTRS are to complete a Life and Personal Accident Declaration. SP on FTRS may complete an Army Will and are advised to complete Nomination of Armed Forces Pension Scheme 15 (AFPS 15) Death Benefit/Preserved Pension Lump Sum to ensure that any lump sum due on death is paid to the intended beneficiary.

03.03.275. Bank Account. SP on FTRS are to have current accounts in a bank or recognised building society that operates as a bank. Failure to ensure that such an account is opened before entering the FTRS commitment will delay payment of salary.

03.03.276 – 03.03.279. Reserved.

Pensions

03.03.280. Pensions. FTRS is pensionable service. On taking up a commitment SP are auto-enrolled into the Armed Forces Pension Scheme 15 (AFPS 15) although they may opt out at any time. Reckonable service starts on the first day of paid service, irrespective of age. The normal retirement age for the scheme is age 60. SP who leave before age 60 will have pension benefits preserved until the State Pension Age³¹¹ (SPA) unless the SP applies for early payment of pension with actuarial reduction³¹². Ill-health and dependants' benefits are payable subject to 2 years' qualifying service. Full details are available from DBS Pensions Division, MOD Website and in AFPS Regulations. SP may apply to transfer benefits from other pension schemes into the AFPS 15. Any request to transfer benefits must be completed within 12 months of becoming a member of AFPS 15³¹³.

03.03.281. New Commitments. If the individual was a member of AFPS 75 when they start a new commitment they will become a member of the Armed Forces Pension Scheme 15 (AFPS 15). However, prior to commencing a FTRS commitment SP are advised to check with DBS which AFPS/RFPS they will become members of.

03.03.282. Abatement of AFPS 75 Pension or AFPS 05 Pension. Personnel in receipt of an AFPS 75 or AFPS 05 pension are liable to have that pension abated if the combined income from FTRS basic pay and AFPS 75 or AFPS 05 pension exceeds the basic pay on their last day of Regular service. SP will only be allowed to retain the amount of pension which, when added to their basic pay on re-employment on FTRS, equals the basic pay that they received on the last day of Regular service (updated by CPI). In cases where the total remuneration is greater than the level permitted, the AFPS pension in payment will be subject to a fixed abatement or suspended until the FTRS commitment is complete. Throughout their commitment, SP will receive CPI increases to their AFPS 75 or AFPS 05 pension as if it is unabated. The fixed abatement set at the start of a commitment is not recalculated when a commitment is extended but it is recalculated if a new commitment is made which will almost certainly result in a change in the total remuneration of FTRS pay plus the unabated portion of pension. SP should take advice from DBS regarding the implications of an FTRS commitment on AFPS 75 or AFPS 05 pensions.

03.03.283. Abatement of Resettlement Commutation. Where a SP has taken resettlement commutation and their pension in payment is subject to abatement, in whole or in part, a reduction equal to the annual amount of pension commuted will be made from their pension where there is sufficient remaining, or, partly from pension and partly from pay where there is insufficient pension

³¹¹ www.gov.uk/state-pension-age

³¹² JSP 764, Part 1, Para 0313.

³¹³ The Armed Forces Pension Scheme 2015 – Your Pension Scheme Explained.

remaining. Where the pension is fully abated, the commutation reduction will be taken wholly from pay. SP should take advice from DBS on the effect of resettlement commutation of FTRS.

03.03.284. Abatement of AFPS 05 Early Departure Payment (EDP). SP on FTRS in receipt of an AFPS 05 EDP will have their annual EDP income stopped ie abated by 100%. It will restart once the SP leaves FTRS providing they don't start an ADC or re-join the Regular Army.

03.03.285. Awards for Death, Injury and Sickness. SP on FTRS are entitled to benefits under the Armed Forces Compensation Scheme³¹⁴ where the injury or condition is attributable to service on or after 6 Apr 05. Those occurring earlier are paid under the War Pension Scheme.

03.03.286 – 03.03.289. Reserved.

Allowances³¹⁵

03.03.290. Allowances. SP serving on FTRS commitments may claim allowances, where they qualify in all respects. SP on FTRS are not authorised to claim or be paid the following allowances:

- a. Home to Duty Travel (HDT) except for FTRS(FC). SP on FTRS(LC), FTRS(HC) and FTRS(HC) RSG may exceptionally claim HDT when serving in Central London³¹⁶.
- b. Continuity of Education Allowance.
- c. Forces Help to Buy.
- d. The over 37 package³¹⁷.

03.03.291. Relocation Expenses³¹⁸. SP on FTRS(FC) are entitled to receive Disturbance Expense on moving from Phase 1 to Phase 2 Training and subsequent moves. SP on all types FTRS who for Service reasons are invited to relocate within the term of their present commitment, and accept, can be entitled to claim the appropriate relocation allowances and/or HDT. Similarly, individuals who serve on consecutive commitments without a break in service are deemed to be in continuous service and, if required to move in order to take up a second or subsequent commitment for service reasons, may move at public expense.

03.03.292. Army Reserve Disability Allowance. Army Reserve Disability Allowance is payable to SP injured on FTRS and incapable of performing any type of military duty on their return to their Army Reserve unit in the same way as those who are mobilised³¹⁹. Incidents causing attributable injuries/illness are to be recorded on form Army Form 510.

03.03.293 – 03.03.299. Reserved.

Accommodation³²⁰

03.03.300. Single Living Accommodation (SLA). FTRS(FC) are entitled to SLA under the same rules as Regular Army personnel. FTRS(LC), FTRS(HC) and FTRS(HC)(RSG) commitments do not carry an entitlement to SLA, however, surplus accommodation may be applied for.

³¹⁴ The Armed Forces Compensation Scheme and the War Pensions Scheme for Injury, Illness and Death due to Service, [JSP 765](#).

³¹⁵ JSP 752.

³¹⁶ JSP 752.

³¹⁷ See [JSP 752](#), Ch 7.

³¹⁸ JSP 752.

³¹⁹ JSP 754, Ch 3, Sect 4.

³²⁰ JSP 464.

03.03.301. Service Families Accommodation (SFA). FTRS(FC) are entitled to SFA under the same rules as Regular Army personnel. FTRS(LC), FTRS(HC) and FTRS(HC) RSG commitments do not carry an entitlement to SFA, however, surplus accommodation may be applied for. Army Reserve SP living in local authority housing should consider carefully whether to give up this housing when taking up FTRS. The local authority may be unable to re-house a Reservist on completion of the commitment. Similarly, private home owners should be advised to carefully consider their accommodation plans because of the difficulties that may be incurred in trying to find a new home on completion of FTRS.

03.03.302 – 03.03.309. Reserved.

Leave

03.03.310. Annual Leave (AL). SP on FTRS are granted the same AL entitlements as Regular SP³²¹, except that commitments of 15 days or less carry no entitlement. As SP on FTRS(HC) and FTRS(HC) RSG have no operational role, they will normally have little justification in carrying leave over from 1 leave year to the next. All projected leave due in the period of the commitment is to be articulated at the outset. SP on FTRS must not accumulate untaken AL. If SP have untaken AL towards the end of their commitment and their CO allows them to take it, it must be taken with their Terminal Leave (TL) before their planned end of commitment date. Their replacement may not be brought forward as a result. FTRS commitments are not extended to allow SP to use untaken AL. AL may not be carried forward from one FTRS commitment to the next even if there is no gap of service between each commitment and it is in the same appointment or unit. Untaken AL cannot be carried forward from Regular Service into FTRS.

03.03.311. Post Operational Leave (POL). SP on FTRS(FC) and FTRS(LC) deployed on sponsored operations to operational theatres are entitled to POL at the rate of 1 day's leave for every 9 days deployed. R&R leave not taken during a period of operational deployment will be lost and cannot be added to POL.

03.03.312. Career Intermissions (CI). SP on FTRS are not entitled to take CIs. They may, however, dependent on exceptional personal circumstances, apply for Special Unpaid Leave³²². Applications should in the first instance be made to APC, FTRS Sect through the unit CO.

03.03.313. Maternity, Paternity, Parental, Adoption Leave and DOMCOL. SP on FTRS are to be granted the same entitlements to maternity, paternity, parental and adoption leave as Regular SP. DOMCOL may be considered on an individual basis. This will not alter the last day of a FTRS Commitment.

03.03.314. Flexible Working. FTRS SP may apply to their CO for Flexible Working arrangements³²³.

03.03.315 – 03.03.319. Reserved.

Mobilisation³²⁴

03.03.320. FTRS is not the same as mobilisation, whereby individuals may be called out to serve on an operational tour for a specified period. All SP serving on FTRS may be mobilised without restriction, either as individual augmentees or as part of their parent Army Reserve unit. The Chain of Command would balance any such mobilisation request against the requirements of the

³²¹ JSP 760.

³²² JSP 760, Ch 17.

³²³ JSP 750.

³²⁴ JSP 753.

FTRS appointment which would have to be gapped if the incumbent is mobilised. As FTRS(FC) is a fully deployable commitment, SP serving on FTRS(FC) can be deployed worldwide without the need for mobilisation.

03.03.321. Demobilisation before an FTRS commitment has expired. SP are entitled on demobilisation to return to complete the unexpired portion of any FTRS commitment³²⁵. Should a SP wish to be offered such reinstatement in FTRS for the unexpired portion of the commitment after the period of permanent service has expired, the SP is to apply in writing to CM Ops – FTRS Section within 21 days of permanent service expiring.

03.03.322. Demobilisation after an FTRS commitment has expired. An amended end of commitment date will be calculated and revised instructions issued to include Post Operational Leave (POL), FTRS Terminal Leave (TL), any Annual Leave (AL) and Graduated Resettlement Time (GRT) that the SP may have accrued.

03.03.323 – 03.03.329. Reserved.

Medical and Dental Care

03.03.330. SP serving on FTRS(FC) or on FTRS(LC) whilst deployed/detached or in receipt of SLA at entitled rates are to receive the same medical and dental treatment from Service sources as their Regular counterparts.

03.03.331. SP on FTRS(HC) are not normally entitled to Service medical and dental care. All SP on FTRS may be treated by Service medical or dental staff in cases of emergency at their place of duty and are covered by Occupational Health (OH). OH includes rehabilitation for injuries sustained during training³²⁶.

03.03.332 – 03.03.339. Reserved.

Welfare Support³²⁷.

03.03.340. SP on FTRS are entitled to the same welfare support facilities available to members of the Regular Army serving in equivalent circumstances. This includes access to personal and community support from the primary and secondary levels of Army welfare³²⁸.

03.03.341. SP on FTRS on overseas emergency operational tours are entitled to the Deployment Welfare Package (Overseas) DWP(O).

03.03.342. On completion of an FTRS commitment, SP will have continued access to the ex-Services welfare sector such as SSAFA Forces Help and The Royal British Legion.

03.03.343 – 03.03.349. Reserved.

Clothing and Equipment

03.03.350. Uniform. SP on FTRS are expected to wear uniform. The normal dress for FTRS(HC) RSG officers will be civilian clothes unless the wearing of uniform is specifically stated as a requirement in their job specification.

³²⁵ If the FTRS post has been disestablished the SP will be dealt with under the Preferred Candidate Scheme (PCS) in Annex B.

³²⁶ JSP 950, Leaflet 1-3-6.

³²⁷ JSP 770.

³²⁸ AGAI 81.

03.03.351. Clothing and Equipment. Army Reserve SP are to report for FTRS with their issued Army Reserve scales³²⁹. Parent units are to forward the AFH 1157 to MTMC. All SP appointed to FTRS(FC) will be brought to Regular Army scales at MTMC including winter and summer supplements where applicable. Failure to present AFH 1157 may delay signing of the commitment. Ceremonial Dress, No 2 Dress and accoutrements will not be issued by MTMC but, where appropriate, by receiving units.

03.03.352. ID Cards. Regular Reserves selected for a FTRS appointment are to be issued a MOD 90 by the FTRS employing unit. MTMC is to issue a Temporary Identity Card³³⁰ if required.

03.03.353 – 03.03.359. Reserved.

Miscellaneous Provisions

03.03.360. Discipline and Administrative Action. SP on FTRS are subject to Service Law at all times for the duration of the period stated in the FTRS Commitment or until released from FTRS, whichever is the sooner. SP on FTRS should meet Army Values and Standards and are subject to Administrative Action at all times, as are all Regular and Reserve SP.

03.03.361. Compulsory Drug Testing (CDT). All SP on FTRS are liable for CDT.

03.03.362. Long Service Award.

a. For Army Reserves, FTRS counts as qualifying service for the Voluntary Reserve Service Medal (VRSM).

b. For Regular Reserves, there is no provision for FTRS to count as qualifying service for either the VRSM or the Long Service & Good Conduct (LS&GC) medal.

03.03.363. Electoral Registration. Units are to encourage FTRS SP to register as an overseas voter, or for a postal or proxy vote if appropriate. SP on FTRS are not eligible to register as Service voters except as shown below:

a. **SP Stationed Overseas.** Members of the Reserve serving overseas may register as overseas voters if, within the previous 20 years, they have been on the electoral register as a UK resident or have lived at a registered parent's or guardian's UK address while they were too young to be on the electoral register. SP can obtain full details from their local electoral registration officer. They must impress on the officer that as members of the Reserve Forces they are debarred from registration as Service voters.

b. **SP Stationed in UK.** SP stationed in the UK away from the place at which they are registered as electors, may apply to the electoral registration officer for their constituency for the form RPF9/9A. This will enable them to vote by post in all elections.

03.03.364. Jury Service. SP may no longer be excused jury service as of right under the Juries Act 1974. In order to be excused, the unit CO must certify to the Summoning Officer that it would be prejudicial to the efficiency of the Service if the individual was required to be absent from duty.

03.03.365. Political Activity. SP in FTRS are not to take an active part in the affairs of any political organisation, party or movement. They are neither to participate in political marches or demonstrations, nor be an elected member of any national assembly, the House of Commons, the

³²⁹ DLF.

³³⁰ F Ident 693.

European Parliament or any other legislative assembly. They may stand for election in local councils. However, their military duties take precedence over local political responsibilities³³¹.

03.03.366 – 03.03.369. Reserved.

Extensions

03.03.370. Prior to submitting an application to extend an FTRS commitment, employers are to ensure that the liability for the post which the SP is intended to fill remains valid for the period of the intended extension. Where it is not, establishment action, in accordance with the Army Liabilities and Manpower Planning Handbook and Army/Plans/Org/FTRS/Policy dated 5 Feb 15 should be followed. Prior to authorising an FTRS commitment extension CM Ops FTRS Section is to confirm that the JPA position is valid for the period of extension. CM Ops FTRS Section is to notify the chain of command and the employing unit of any variation to the length of a commitment.

03.03.371. Commanders may conduct a new competition to identify whether there is a better candidate for the post at the end of the current FTRS commitment regardless of the incumbent's aspirations, age or ARs. Incumbents may apply for their post in open competition. If successful they will be offered a new commitment rather than an extension to their old commitment.

03.03.372. SP on FTRS(HC) and FTRS(HC) RSG commitments will be notified by FTRS Desk (CM Ops) approximately 7 months before the end of their current commitment to discuss the potential for extensions. Once notified, commitments will be applied for using an AFE 20047. The CM Ops FTRS Section at APC will normally extend the commitment without competition using a AFE 20058 if all the following apply:

- a. There is no change in the rank of the FTRS post or significant change in role.
- b. The SP continues to meet the eligibility criteria for the commitment type.
- c. The SP was not appointed with SUPA.
- d. The SP has an Overall Performance Grade (OPG) B or higher in the last two Appraisal Reports, with a positive recommendation for continued FTRS employment in post, supported by the 2RO.
- e. The SP remains below their FTRS NRA for the duration of the extension. If not, the maximum extension is to the day before their FTRS NRA.
- f. The CO supports the extension.
- g. The post is not a Regular Army PID.

03.03.373. Regular Army substitution FTRS commitments will only be extended by a maximum of 6 months by APC for manpower reasons. If the post remains without a Regular nominee, it must be advertised and boarded for a new commitment, subject to meeting the current manning criteria

03.03.374. All commitments that pass a FTRS NRA will normally be a new commitment that has been competed for and not an extended commitment that has not been competed for. SP who reach their FTRS NRA in an enduring post may re-compete for their job and if successful they will be offered a new commitment rather than an extension of their old commitment. Pers Pol (A) will only consider extending a commitment beyond the SP's NRA for a short period (not to exceed 6

³³¹ RLFR 01.03.307 – 308.

months) if there has been an unavoidable delay in appointing the replacement or running the competition.

03.03.375. Extensions of commitment without competition are deemed to be in the interests of the Service and do not constitute a new commitment. Therefore, any AFPS pension abatement will not be reassessed.

03.03.376. If granted a new follow on commitment or an extension, there is no requirement to attend the Mission Training and Mounting Centre (Individual) (MTMC(I)). A PULHEEMS dated in the last 12 months must be recorded on JPA³³².

03.03.377 – 03.03.400. Reserved.

³³² AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .

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SECTION 4 – CAREER MANAGEMENT

General

03.03.401. Army Reserves. The Reporting Officers (ROs) of Army Reserves on FTRS must understand the career potential of Army Reserves on their part time Army Reserve service, mobilised service and FTRS and reflect this when they write their O/SJARs. ROs should take advice from the SP's career manager at APC or parent Army Reserve unit. Career managers must maintain a watching brief over the Army Reserves they are responsible for. FTRS ROs are encouraged to release Army Reserves, with the exception of those on FTRS(HC) RSG, to attend career courses to help them progress in their Army Reserve career.

03.03.402. Regular Reserves. Regular Reserves are not career managed. Regular Reserves who wish to progress in their military service should join the Army Reserve.

03.03.403 – 03.03.409. Reserved.

Promotion and Commissioning

03.03.410. Army Reserves. Army Reserves on FTRS may commission or substantively promote as follows:

- a. A soldier selected for commissioning by the Senior Soldier Entry (SSE)³³³ process, prior to applying for a FTRS assignment, may be commissioned and granted the Acting Rank of Captain on the day they assume a FTRS OF2 appointment.
- b. A soldier selected for a SSE commission whilst serving on FTRS in an OF2 post may commission and be granted the Acting Rank of Capt from the date of the commissioning board results. The APC in conjunction with Defence Business Services (Veterans) (DBS (Vets)) are to issue a new FTRS commitment in the Acting Rank of Captain for the remaining balance of the commitment.
- c. An SP selected for a FTRS appointment one rank up who is qualified and scored above the quality line for promotion on a current promotion board will substantiate on the date they assume the FTRS appointment³³⁴.
- d. SP selected for a FTRS appointment one rank above their substantive rank, who subsequently qualifies and scores above the promotion line on a current promotion board, will substantiate from the publication date of the board results.
- e. Army Reserve SP on FTRS(HC)(RSG) can promote on initial appointment but as they have elected to fill an officer continuity post with no career progression, they are not graded any further for promotion.
- f. Career Managers³³⁵ are responsible for checking eligibility and ensuring the correct members of the Army Reserve are boarded.

03.03.411. Regular Reserves. Regular Reserve SPs cannot commission or substantively promote whilst on FTRS. Regular Reserves on FTRS who have time to commission or

³³³ RLFR Ch 4, Annex E.

³³⁴ RLFR Pt 1, Ch 4 (Officers), and Ch 5 (Soldiers), and the APC CM Boarding manual.

³³⁵ APC for senior Capts and above. Unit for junior Capts, Subalterns and all ORs.

substantively promote in the Army Reserve may apply to transfer to the Army Reserve. Overage extensions in the Army Reserve will not be granted to achieve this.

03.03.412. Acting Rank³³⁶. Regular Reserves and Army Reserves who are not qualified or have not graded above the quality line for substantive promotion may be granted acting rank for the duration of their FTRS commitment or until they substantiate. SP granted acting rank at the start of their FTRS commitment will lose it on completion of their commitment if they have not substantiated during their tenure. SP may be granted Acting Rank if:

- a. They have in their most recent Appraisal Report a YES or above recommendation for promotion to 1 rank above their substantive rank at the time of FTRS selection. If an historic N/A or NO was given to a Regular Reserve but there is evidence in the potential narrative of suitability to promote, this may be considered as a promotion recommendation (until 9 Jan 18) for the purpose of this paragraph;³³⁷ and:
- b. They undertake the full range of duties and responsibilities of the post which is established for 1 rank higher than their own; and:
- c. There is no alternative for filling the post with a lower rank; and:
- d. The CO is unable to make alternative arrangements to cover the duties of the post by, for example, redistribution or reorganisation of work.

03.03.413. WOs in Officer Posts. WOs who have not been selected for a commission may apply for and fill OF2 FTRS appointments but only in their substantive rank. Acting rank is not granted to non-commissioned ranks filling officer FTRS posts and WO2s selected for an OF2 post will not be granted Acting WO1. All WOs in officer posts should apply for Substitution Pay (SUPA). If a Warrant Officer is selected for a commission during their FTRS OF2 appointment, they will receive a new commitment as an officer for the balance of their commitment.

03.03.414. SUPA³³⁸. Where acting rank cannot be authorised for a SP selected to fill a FTRS appointment in a higher rank than their substantive rank, SUPA may be claimed for the duration of the appointment providing:

- a. The SP undertakes the full range of duties and responsibilities of the job.
- b. The CO is unable to make alternative arrangements, eg by redistribution or reorganisation of work.
- c. DBS (Vets) include the SUPA as basic pay in their calculation of Armed Forces Pension Scheme (AFPS) abatement.

03.03.415. Rank ranged FTRS posts. SP may only promote or be granted acting rank or SUPA against the bottom rank of a rank ranged FTRS post.

03.03.416. Local Unpaid Rank. SP on FTRS may not hold Local Unpaid Rank. This includes those who elect to fill FTRS posts that are below their substantive rank and those in receipt of SUPA. Exceptionally Regular Reserve officers on FTRS(HC) RSG who do not wear uniform may continue to use their higher substantive or honorary rank with the suffix 'Retired' but they are not employed, paid or reported on in this rank and nor is it classed as Local Rank.

³³⁶ JSP 754.

³³⁷ JSP 754 and JSP 757.

³³⁸ JSP 754, Pt 2, Ch 2, Sect 7.

03.03.417. SP on FTRS in a Lower Rank. SP may apply for FTRS posts in a lower rank than their substantive rank. If they accept a FTRS commitment in a lower rank, the following applies:

- a. **Rank.** The SP retains their substantive rank, but they must not use or wear it in their FTRS post. The SP is employed, paid and appraised in their lower FTRS rank.
- b. **Former Regular Soldiers.** If an ex-Regular accepts an Army Reserve post in a lower rank and subsequently applies for FTRS (whilst in the Army Reserve), they will do so in the substantive rank they hold in the Regular Reserve. Those few soldiers who have a reduced substantive rank in order to serve on a VEng (Long Career) in a Senior Soldier Continuity Post (SSCP), will be considered for FTRS posts against the substantive rank they held prior to joining the SSCP, unless they join the Army Reserve first
- c. **Appraisal Reports.** The SP will receive an Appraisal Report grading for promotion that is appropriate to their substantive rank rather than their lower employed rank. If they are employed 1 rank below their substantive rank they must be graded NA for 1 rank up and given a suitable recommendation for promotion 2 ranks up, supported by appropriate commentary in the narrative to reflect potential 1 rank above their substantive rank. If they are employed 2 or more ranks below their substantive rank they must receive a NA for promotion 1 and 2 ranks up, supported by appropriate commentary in the narrative to reflect potential 1 rank above their substantive rank.
- d. **Promotion Boards.** SP employed in a lower rank are not to be run to promotion boards at the lower rank as they retain their substantive rank through FTRS employment³³⁹. ARs in a lower rank to the SP's substantive rank are inadmissible at promotion grading boards because the SP has not been employed at or above their substantive rank³⁴⁰.
- e. **Future Applications.** The SP may apply for jobs in their substantive rank and exceptionally 1 rank above their substantive rank without being regraded for promotion.
- f. **Soldier Posts.** Officers may not fill a soldier FTRS position or be given a soldier FTRS commitment.

03.03.418 – 03.03.419. Reserved.

Transfer

03.03.420. Transfer from Regular Reserve to Army Reserve. If approved the transfer will be enacted on JPA and will not require the SP to terminate their FTRS commitment, or to be boarded for or take up an Army Reserve appointment.

- a. Applications to transfer to the Army Reserve should be made by SP through their current CoC to their former CM Branch in the APC, who will be responsible for assessing eligibility and allocating an Army Reserve CM and, if necessary, an Army Reserve cap badge³⁴¹ if a transfer to the Army Reserve is approved.
- b. To be eligible for consideration for promotion, all applications for transfer from the Regular Reserve to the Army Reserve must be received by the relevant CM Branch no later than 6 weeks prior to the appropriate Promotion Board.

³³⁹ eg A substantive OF4 serving in a OF2 FTRS appointment will not run to BeL or PL as they remain a Sub Lt Col.

³⁴⁰ eg A substantive OF4 serving in a OF2 FTRS appointment will not run to BL as they have not been employed as a Sub Lt Col.

³⁴¹ SP in the RAC & HC and some SP in the Inf will require a new cap badge even if remaining in the same Arm.

- c. CM responsibility in the Army Reserve for senior Captains³⁴² and above will fall to the respective CM Branch in the APC.
- d. The responsibility for Army Reserve CM, including promotion boarding, for all junior officers and ORs lies with the Commanding Officer of the FTRS employing unit. Units that do not run promotion boards remain responsible for ensuring that all their Army Reserve SP are boarded by an appropriate unit or formation.
- e. ARs on former members of the Regular Reserve who have transferred to the Army Reserve that are graded N/A or NO for promotion but that show clear evidence in the potential narrative of suitability to promote, may (until 9 Jan 18) be considered by promotion boards³⁴³.
- f. Regular Reserves transferring to the Army Reserve while in FTRS are not permitted to enrol in the Reserve Commitment Bonus Scheme.

03.03.421 – 03.03.429. Reserved.

Appraisal Reports

03.03.430. Appraisal Reports and Mid-Year Appraisals are to be raised in the normal way³⁴⁴.

03.03.431 – 03.03.439. Reserved.

JPA Action.

03.03.440. JPA treatment of Army Reserves on FTRS. All Army Reserve SP on FTRS will have their secondary JPA record transferred to Army Reserve Reinforcement Group (ARRG) 5 by APC CM Ops³⁴⁵, except those serving on FTRS (FC) commitments who will remain on the strength of their AR Unit. The initial Army Reserve term of enlistment for soldiers is to be 12 years or to age 55, whichever is earlier. The Army Reserve retirement date for officers is to be set to age 60. The responsibility for creating and end-dating the FTRS commitment JPA contract remains with the FTRS Section in the APC.

03.03.441 – 03.03.449. Reserved.

Service Beyond NRA

03.03.450. NRPS(75). NRPS(75) SP may not extend on NRPS terms beyond age 60. When a NRPS(75) incumbent reaches this age, they may only remain in their post if it endures and on FTRS(HC) terms. If a NRPS(75) incumbent wishes to remain in their post on FTRS(HC) terms from age 60, they must apply in open competition for their job in exactly the same way as an overage FTRS(HC) incumbent would do. Successful applicants will receive a new FTRS(HC) commitment and join the FTRS pay increment level commensurate with (but no worse than) their previous NRPS base pay. Those joining FTRS with no break in Reserve service may have a PULHHEEMS assessment at their service medical centre during NRPS service.

03.03.451. Voluntary membership of the Regular Reserve³⁴⁶. Regular Reserves in FTRS that takes them beyond their compulsory membership of the Regular Reserve, must become voluntary members of the Regular Reserve until the end of their FTRS commitment. Army Reserves in

³⁴² A minimum of 5 ARs as a substantive Capt.

³⁴³ JSP 757.

³⁴⁴ JSP 757.

³⁴⁵ RLFR Pt 1, Ch 10.

³⁴⁶ RLFR Pt 2, Ch 2 (Officers) and Pt 2, Ch 3 (Soldiers).

FTRS who reach their Army Reserve NRA must leave the Army Reserve and become voluntary members of the Regular Reserve if they wish to remain in FTRS. Army Reserve overage extensions are not granted to enable FTRS.

03.03.452 – 03.03.500. Reserved.

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SECTION 5 – END OF COMMITMENT

Termination

03.03.501. Completion of Commitment. On completion of the specified period of FTRS, unless a new commitment is or has been negotiated and signed, SP will return to their former Army Reserve or Regular Reserve status. There is no right, implied or otherwise, for a SP to be offered an extension to their commitment or a new commitment, even if their post endures.

03.03.502. Voluntary Termination. SP may apply to terminate a FTRS commitment before its expiry date. Such applications, giving a minimum of 6 months' notice, will normally be accepted unless there is an overriding operational imperative not to do so. Shorter notice terminations with supporting justification may be submitted to CM Ops – FTRS Section for consideration.

03.03.503. Early Termination. The Army retains the power to invite officers to retire or resign their commission, or, to discharge a soldier on disciplinary or administrative grounds, which may both lead to the early termination of a FTRS commitment. AGAI 67 also provides for the sanction of an early termination of FTRS commitment which does not necessarily result in an early termination of membership of either the Regular Reserve or Army Reserve.

03.03.504. Medical Termination. SP on FTRS who fall below the Army's medical retention standards³⁴⁷ will be medically retired or discharged from the Army Reserve or have their membership of the Regular Reserve terminated. If this happens during an FTRS commitment, their commitment will be terminated prematurely on medical grounds at the same time. The procedures to be followed for all medical retirements and discharges are in AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .

03.03.505. Restructuring. If an FTRS post is affected by restructuring, which may include a change of location, rank, manpower type or FTRS type or a significant change in role, the policy and procedure at Annex A/3 must be followed.

03.03.506 – 03.03.509. Reserved.

Dismount Procedures

03.03.510. FTRS SP should complete their dismount procedures the FTRS employing unit. The following actions are to be carried out:

- a. **Initiation.** APC CM Ops FTRS Section initiate the process by issuing a Dismount Instruction to the employing unit, copied to the parent Army Reserve unit for SP returning to Army Reserve service. These instructions are to include details on how Army Reserves can apply for Army Reserve appointments or to join the ARRG.
- b. **Last Paid Day.** Units are to confirm an SP's last paid day of service with APC CM Ops FTRS Sect by return of Annex A to the Dismount Instruction signed by the SP and the employing unit. The individual should retain a copy of this paperwork. CM Ops FTRS Section will then take the necessary steps to end the Commitment, Pay and Assignment on JPA.
- c. **Pre-Release Medical.** Employing units are to arrange for SP on FTRS to undergo a pre-release medical within 2 weeks of dismount at their local Defence Primary Health Care (DPHC) facility. Employing units are to send the results of the medical together with the F Med 4 to:

³⁴⁷ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY

(1) **Regular Reserves** – APC Document Handling Centre (DHC) by the dismounting individual's unit, in order to be stored with their P/File.

(2) **Army Reserves** – the dismounting SP's Reserve unit to be stored with their P/File.

d. **Equipment.** SP are to carry out any de-kit procedures at their unit through the QM's department.

e. **Administration.** The unit is to clear all final G1 administration, including the return of MOD Form 90 from Regular Reserve SP.

03.03.511 – 03.03.519. Reserved.

Resettlement.

03.03.520. SP on FTRS have a similar entitlement to resettlement as Regular SP³⁴⁸. Graduated Resettlement Time (GRT) may be aggregated from different periods of FTRS, providing they are not more than 4 months apart, and in some circumstances it can include untaken GRT brought forward from Regular service. GRT is normally taken during the final 9 months of a FTRS commitment. If a SP uses all or some of their GRT before the end of their FTRS commitment and they are then granted an extension to their commitment or a new commitment and there is no break in service, unused GRT may be carried forward. If the extension or new FTRS commitment is for 2 or more years, the future resettlement entitlement will be reviewed by I Dev³⁴⁹. SP with less than 6 years' aggregated FTRS are not normally eligible for resettlement training³⁵⁰ but a resettlement interview may be arranged prior to completion of FTRS.

03.03.521 – 03.03.529. Reserved.

Terminal Leave (TL).

03.03.530. TL is to be granted on a scale of 1 day per month served on an FTRS commitment, up to a maximum of 10 working days' leave. When a commitment is extended, the TL is deferred to the end of the extended commitment with the maximum allowable remaining as 10 days. As with AL, TL may not be carried forward from one FTRS commitment to the next, even if there is no gap of service between them and it is in the same appointment or unit. The only form of leave that FTRS may exceptionally be extended for is TL³⁵¹.

03.03.531 – 03.03.539. Reserved.

Contacts

03.03.540. Further Information. The following points of contact are available for advice:

a. APC SO2 FTRS

Tel: 94561 5271

Civ: 0141 224 5271

Mil Fax: 94561 2689

Civ Fax: 0141 224 2689

³⁴⁸ JSP 534.

³⁴⁹ JSP 534, Sect 3.

³⁵⁰ Those being invalidated from the Service during their FTRS commitment have the same entitlement as that for Regular Service SP – JSP 534 Sect 6.

³⁵¹ JSP 760 & AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .

- | | |
|---------------------------------------------------|---------------------------------------|
| b. Pers Policy (A) (Policy TOS): SO2 Reserves | Tel: 94393 6724
Civ: 01264 386724 |
| c. PS10(A) (Financial Conditions of Service): SO2 | Tel: 9621 89378
Civ: 020 721 89378 |
| d. MTMC Admin | Tel: 01159 572149 |

Annex:

- A. Chain of Command Guide for SP on FTRS Affected by Restructuring.

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ANNEX A TO CHAPTER 3**CHAIN OF COMMAND GUIDE FOR SP AFFECTED BY RESTRUCTURING****Scope**

1. This Annex covers:
 - a. Selection and Notification Procedures.
 - b. Eligibility.
 - c. Notification of the Boards Findings.
 - d. Preferred Candidate Status (PCS).

2 - 9. Reserved.

Selection and Notification Procedures

10. **Dis-establishment of Posts.** The re-structuring of the Army is co-ordinated by Org Branch, D Strat, Army HQ. In order to determine which FTRS posts are affected by restructuring and which posts 'map' to newly created positions created, the procedure outlined below is to be applied. Further detail about the process from both an employer's and a SP's perspective is at Appendix 1 and Appendix 2.

11. **Post Mapping Boards.** Where Army restructuring work results in a change of rank, role, manpower type, location and/or job description; a Post Mapping Board will be convened to consider each post. Guidance on boarding is in the APC Boarding Manual. Assurance will be provided by the APC.

a. **Responsibility for Convening Boards.** Responsibility for convening the Post Mapping Boards rests with the relevant HLB.

b. **Mapping Criteria.** In determining whether posts map seamlessly³⁵² across, the following factors will be considered:

(1) **Position Person Category (PPC).** A change in the PPC (eg UKP, UKB, Army Reserve, FTRS(HC) etc) will result in a decision of the post not mapping.

(2) **Rank.** A change in rank will result in a decision of the post not mapping.

(3) **Role.** A change in role will result in a decision of the post not mapping.

(4) **Location.** A change in barracks will constitute a change in location. Where it is deemed a post continues but the location changes, the incumbent is to be offered the opportunity to continue in their post in the new location.

(5) **Job Description.** In deciding whether the job description of the old and new post is directly comparable, the Board will take into account the job description of both the old and new posts. Additionally, the Board can call the Chain of Command and invite SMEs in that functional area to give evidence to assist in reaching a determination. As a guide, if 90% or above of the core functions are comparable, that post will be assumed to have mapped across.

³⁵² Where there is no gap in liability or service.

12. **Informing Affected SP.** Each HLB is responsible for ensuring that all SP within their command are aware their post is under review. Prior to the Post Mapping Board each individual will receive a letter from their Chain of Command informing them that their post is under review and will result in either selection or non-selection for early termination with PCS. All SP are to make a declaration ([Appendix 3](#)) confirming their willingness/unwillingness to move location should they be selected.

13. **Selection Board.** Where more than one post maps into a single post in the new structure, a Selection Board is to be convened to determine which incumbent(s) are given notice of early termination with PCS. Responsibility for these Selection Boards rests with the APC.

14. **Assurance.** The first level of assurance will be provided by Board Secretaries (irrespective of whether they are at the APC or from the Chain of Command), CM Ops, FTRS Wing and finally MS' Assurance Section in the APC. If required a further level of Assurance can be provided on MS by the Army Inspector (AI) who acts on behalf of CGS. Each of these levels is empowered to ensure that the appropriate practice is followed.

15. **Records.** In order to enable full assurance a full record of all Board documentation will be retained by Board Secretaries. In addition to the Board documentation required under the APC Boarding Manual, copies of any declarations from individuals indicating their willingness or unwillingness to move location should be forwarded for assurance. Board Convening Orders will be submitted to MS Assurance (via CM Ops, FTRS Wing) at least 1 week before a board commences. On conclusion of the Board, the results are to be sent to CM Ops, FTRS Wing for ratification together with post mapping documentation and any declarations from individuals indicating their willingness or unwillingness to move location, including the record of the reasons why the decisions were made.

16 – 19. Reserved.

Eligibility

20. **Disciplinary and Administrative Action.** Pending or outstanding discipline/administrative proceedings will not disqualify otherwise eligible SP from being boarded. Administrative action and/or disciplinary proceedings may be brought against SP dismissed or retired with PCS as described below:

a. **Disciplinary Action.** Charges must be brought within 6 months of leaving the Service for a Service Offence committed whilst in Service unless the Attorney General's permission is sought to hear it later. Moreover, individuals may face Summary Hearing for Reserve Forces Act offences in accordance with Section 52 of the Armed Forces Act 2006.

b. **Administrative Proceedings.** All SP whose posts discontinue in the future structure may still have major administrative action taken against them under [AGAI 67](#) within 3 years' of having left Reserve Service if it is deemed within the interest of the Service. The officer holding the case file at the time of notification is responsible for determining whether pursuit of administrative action is within the interest of the Service.

21. **Voluntary Early Termination of Commitment.** A SP may terminate an FTRS commitment before expiry of the stated period, including after the issuing of early termination with PCS. Applications for termination normally give a minimum of 6 months' notice and will normally be accepted unless the employing unit can indicate an overriding operational imperative. Where arbitration is required, CM Ops FTRS is to liaise with Org Branch, Army HQ to determine the way forward. Early termination of a commitment, where requested by the SP, will result in the loss of PCS.

22 – 29. Reserved

Notification of the Boards Findings

30. **Notification.** All SP whose posts have been boarded will be informed by the Chain of Command through Notification Officers within the Chain of Command. The Chain of Command is to acknowledge that SP have been formally notified of the Board outcome back to the APC. SP are also required to return a separate acknowledgement slip to the APC, which is to be retained for audit purposes. Notification of SP on FTRS is not to be initiated until after the Mapping Board RODs have been assured by the APC. It is imperative that SP are not informed of the possible outcome or actual outcome of a Post Mapping or Selection Board outside of this process. Notification Officers are to ensure individuals are fully briefed on FTRS TACOS including PCS and the Reserves Assignment Opportunities List (RAOL).

31. **Sources of Advice.** Routinely, no direct contact will be made with SP affected by restructuring by Pers Policy (A). Unit HR Admin and unit Career Managers will provide first line support to SP for all matters concerning the boarding process. Further support can be received from the APC FTRS helpdesk (94561 3116).

32. **Notice Period.** Those serving on a FTRS commitment are to receive a minimum of 7 months' notice of early termination. If a SP on FTRS is notified of early termination before the 7 month period of notice has begun, then they are considered to be a Preferred Candidate only for the duration of the final 7 months of their period of notice. If there are less than 7 months until the end of their commitment, then the SP is to be granted the 7 months of PCS and is to continue to be paid for this period.

33. **JPA Action.** If a SP is to be terminated then CM Ops FTRS will issue a letter to each SP concerned confirming their FTRS status and update their JPA record and FTRS file(s) as necessary.

34. **Service Complaint.** Any SP who considers themselves wronged by the FTRS selection process may, in accordance with s334 of the Armed Forces Act 2006, submit a Service Complaint. The procedures for submitting a valid Service Complaint are detailed in JSP 831.

35 – 39. Reserved.

Preferred Candidate Status (PCS).

40. **Restructuring.** When units or formations plan to move location or change structure, FTRS personnel should be given at least seven months' notice by the employing unit. The SP will then confirm their intent to move location, change role or terminate the FTRS commitment. If the Army or SP choose to terminate the FTRS commitment, the Army will assist in finding alternative FTRS employment by making the SP a Preferred Candidate.

41. **Disbandment.** When a unit is to disband, FTRS personnel should be given at least seven months' notice by the employing unit. The Army will assist in finding alternative FTRS employment by making the SP a Preferred Candidate.

42. **Process.** PCS is granted as soon as notice is given and lasts for the duration of the seven month period of notice.

a. The needs of the Service have priority and there is no guarantee of specific assignments or locations being offered. Should it not be possible to find an alternative post, the FTRS Commitment will be terminated with no entitlement to any compensation.

b. Preferred Candidates may apply for any FTRS post for which they are qualified. FTRS(HC) RSG Officers may apply for FTRS(HC) posts.

c. Candidates will be considered by the employing unit ahead of any other applicants of their substantive rank. If deemed suitable, they will be offered the appointment. SP will only be considered unsuitable if they are unable to fulfil the specific requirements of the job description. If a candidate is deemed unsuitable, the Commanding Officer must write to APC FTRS Section stating why the candidate is unsuitable.

d. Where there is more than one Preferred Candidate, all should be graded and the most suitable candidate selected.

e. When selected, the candidate is to be issued a new commitment with an EED at the end of their previous commitment or as advertised for the new post, whichever is later. FTRS(HC) RSG officers appointed to FTRS (HC) posts retain their current ToS until their existing EED, and move to FTRS(HC) terms if the post endures beyond that. All new EEDs remain bounded by the current Army Reserve EED or NRA.

43. **Discipline.** PCS is not offered where a commitment is terminated due to disciplinary or administrative action. SP subject to ongoing discipline or administrative action, or medical fitness review may be considered a Preferred Candidate with authority from Pers Policy (A).

44 – 49. Reserved.

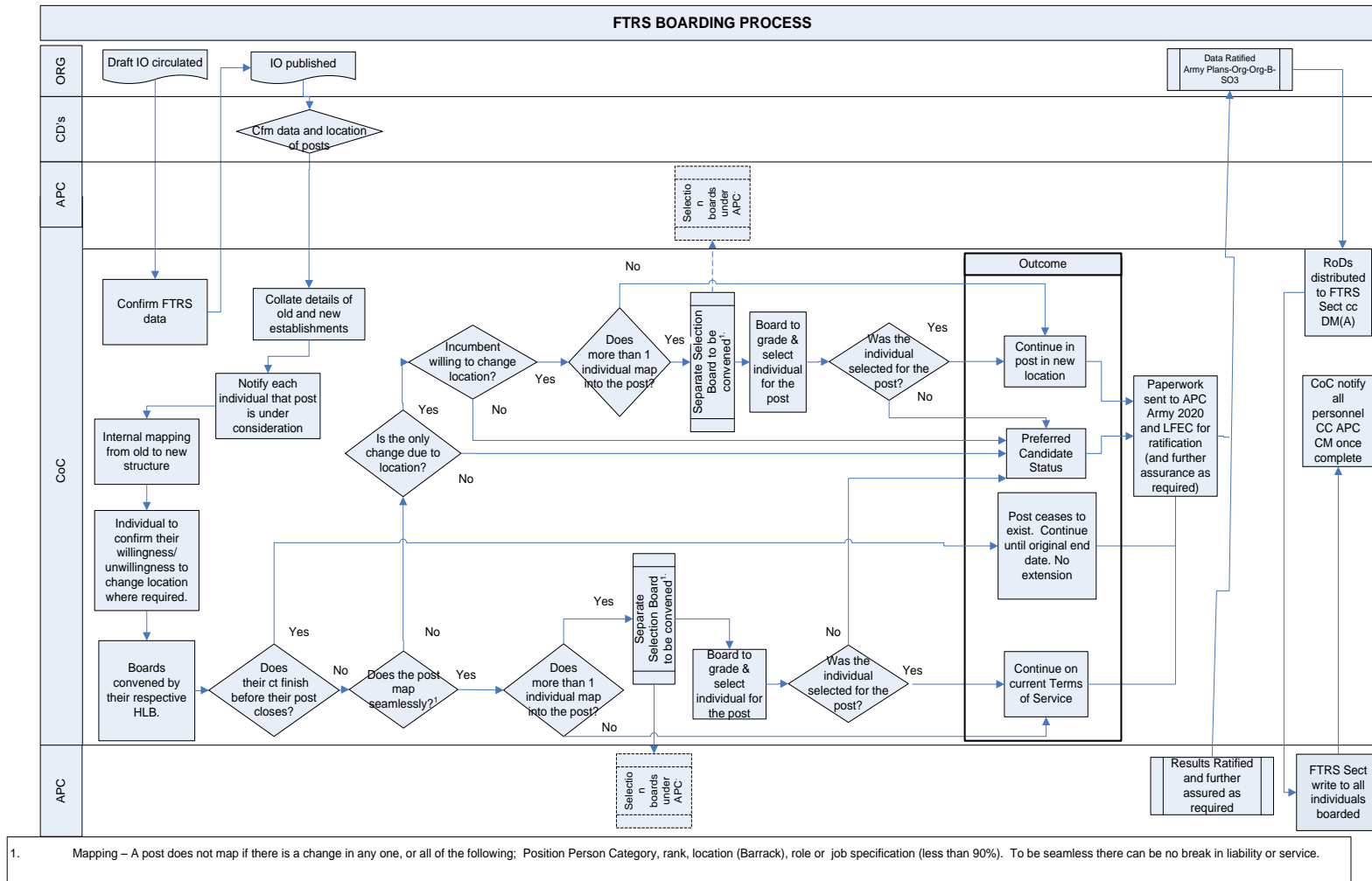
Appendices:

Appendix 1 - Flow chart for Mapping Board process.

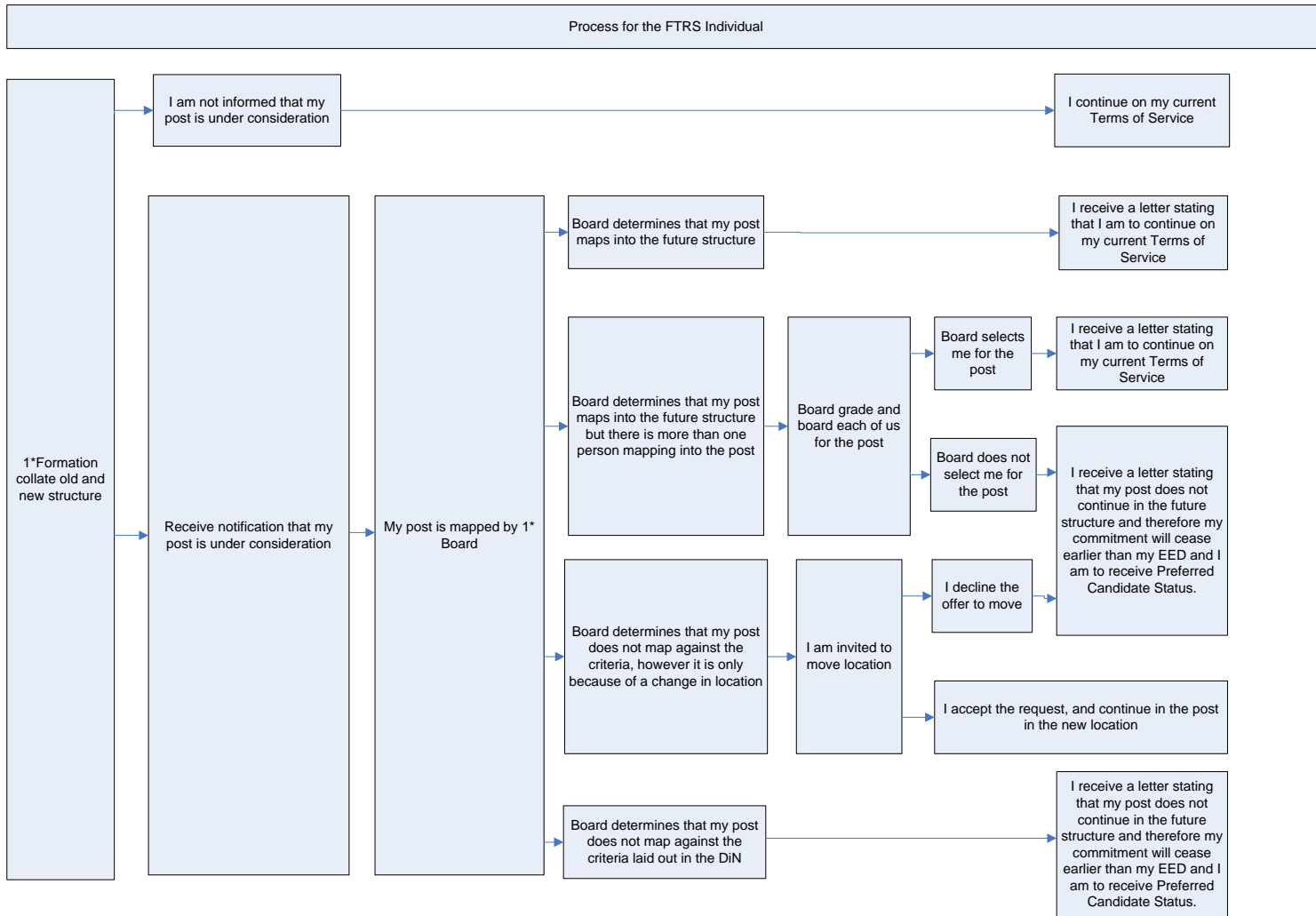
Appendix 2 - Flow chart to describe the process for SP on FTRS.

Appendix 3 - Declaration of willingness/unwillingness to move to a new location.

APPENDIX 1 TO ANNEX A TO CHAPTER 3 TO PART 3 FLOW CHART FOR MAPPING BOARD PROCESS



APPENDIX 2 TO ANNEX A TO CHAPTER 3 TO PART 3
FLOW CHART TO DESCRIBE THE PROCESS FOR SP ON FTRS



APPENDIX 3 TO ANNEX A TO CHAPTER 3 TO PART 3

DECLARATION OF WILLINGNESS/UNWILLINGNESS TO CHANGE LOCATION

To CoC

I (Name).....(Rank).....(Number).....

Unit.....

SLIM PID.....

Declare that I am/am not willing to re-locate with my post and wish to be considered for the appointment by the Board.

Signature.....

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CHAPTER 4**ADDITIONAL DUTIES COMMITMENT (ADC)****General**

03.04.001. Reference. Reserve Forces Act 1996, Sect 25.

03.04.002. The ADC Concept. Where there is a Service need, members of the Reserve Forces may voluntarily undertake intermittent or part-time employment under an ADC. The SP commits to attend for duty on days or part-days each week at a nominated place of duty. Once a commitment is agreed, ADC attendance is mandatory and failure to attend for duty is an offence. SP may only undertake one ADC at a time. ADC may not be used on deployed operations.

03.04.003. Purpose of ADC. ADC applies equally to officers and soldiers. An ADC may be used for one of the following purposes:

- a. **Extended Duties.** To carry out additional duties which are relevant to a SP's appointment but are beyond their mandatory training obligations.
- b. **Secondary Duties.** To carry out additional duties that are not necessarily specific to a SP's post or parent Army Reserve unit.
- c. **Authorised Backfill.** To fill a vacant established full-time post in a parent unit or Regular unit or elsewhere, on a part time basis.

03.04.004. Manpower Costs. The costs of ADCs are borne by the employing unit or task sponsor and charged to that UIN. The use of ADC requires budgetary authority in accordance with TLB financial instructions. An authorized funding certificate³⁵³ is to be provided by the ADC employing unit with a justification. ADC funding must be in place for the full length of the ADC before an ADC task is advertised.

03.04.005. Employment Law. Although the Services are not subject to all aspects of UK and European Employment law, the ADC regulations mirror civilian employment legislation as closely as Service conditions permit and place obligations on the Army as an employer.

03.04.006 – 03.04.009. Reserved.

Duration

03.04.010. RSD Limits. The minimum commitment for ADC is one day (or part days that aggregate to one day) per week for a minimum of four weeks. The maximum in any one Training Year is 180 days, which includes all entitled leave and any other voluntary training commitments.

03.04.011. Tenure. The length of commitment is to be by mutual agreement of the applicant, the employing unit or organisation, and the Authorizing Officer. ADC commitments are limited to:

- a. **Extended and Secondary Duties.** Commitments may be issued for up to 12 months, bounded by the training year.
- b. **Authorised Backfill.** Commitments may be issued for up to 36 months, subject to funding being available for the full commitment. These commitments are not bounded by the training year.

³⁵³ AFE 20057.

03.04.012 – 03.04.019. Reserved.

Eligibility

03.04.020. Eligible SP. ADCs are available to members of the Army Reserve or Regular Reserve who meet the following conditions:

- a. **Medical.** Applicants must be medically and dentally fit to the standard required for the ADC post and must not require routine medical PULHHEEMS assessment.
- b. **End Engagement Date (EED).** Army Reserve SP must have an EED at or later than the end of the ADC. Employment on ADC is not a consideration when applying for re-engagement or extension. Regular Reserve SP must ensure that their Regular Reserve liability ends at or later than the end of the ADC.
- c. **Sponsored Reserves.** Sponsored Reserves may take on an ADC if their civilian employer agrees in writing.
- d. **High Readiness Reserve (HRR).** SPs may take on an ADC whilst holding an HRR liability, if this is agreed between the ADC employing unit and the HRR unit.

03.04.021. Ineligible SP.

- a. **Full-Time Service.** ADCs are not available to Regular SPs, or Reserve SPs serving on FTRS, NRPS or mobilized service.
- b. **Transitional Members.** Transitional members of the Army Reserve are not eligible for ADCs. Such SP must voluntarily transfer to RFA 96 (DRA 14) prior to starting an ADC.

03.04.022. Civilian Commitments. SP must ensure that their normal civilian employment or educational commitments will permit the specified duties on the days and at the times agreed.

03.04.023 – 03.04.029. Reserved.

Selection

03.04.030. Trawl. Extended duties for a specific SP in their employed role whilst occupying an established PID at the parent unit do not need to be advertised. Tasks that are not part of a specific SP's role are to be advertised as follows:

- a. **Internal Extended and Secondary Duties.** Unit internal tasks or tasks for which a unit has been nominated to provide personnel are to be advertised within the unit.
- b. **External Secondary Duties.** External tasks that are open to any Reserve applicant are to be advertised on the Reserves Assignments Opportunity List (RAOL).
- c. **Authorised Backfill.** Authorised Backfill opportunities are to be advertised on the RAOL.

03.04.031. Advertisement. The advertisement is to include the following information:

- a. Employing unit.
- b. Job title.

- c. Job description including all duties.
- d. The location of the post.
- e. The period of the ADC showing start and finish dates for each period of duty.
- f. Details of the work commitment. This must state the days of the week and, for periods of less than one working day, the start and finish time for each day.
- g. Medical standards required.
- h. Rank, qualifications and skills required for the post.
- i. Details of any special training to be undertaken before taking up the post, and if appropriate, whether attendance at such training carries any return of service.
- j. Closing date for applications.

03.04.032. Application. Applicants are to apply for ADC on AFE 20048, ensuring the application reaches the ADC employing unit before the closing date.

03.04.033. Selection and Appointment. The ADC employing unit will board the candidates and select the most appropriate. The ADC is then authorised³⁵⁴ at the following level:

- a. Lt Col and above: APC CM Desk.
- b. Maj: 1* HQ.
- c. Capt and below, and ORs: Unit CO.

Once authorised, the commitment³⁵⁵ will be issued and must be signed by the SP and the Authorised Officer before taking up an appointment.

03.04.034 – 03.04.039. Reserved.

Training

03.04.040. Induction Training. There is no requirement for an SP on ADC to be inducted through MTMC. SP must be in date with MATT 6 and conduct the WIP requirements of the employing unit.

03.04.041. Specialist Training. ADC employment should not usually require specialist training. Any specific training required to ensure that a SP can perform their primary ADC duties safely and effectively is to be provided or arranged by the ADC employer. Where such training makes the SP liable for a return of Service, the SP to be informed before signing the ADC Commitment.

03.04.042. MATTs. Any MATTs completed on ADC duties are to be recorded on JPA and copied to the parent unit (if different). This action will prevent duplication of training in the parent and ADC employing units if they are different.

03.04.043 – 03.04.049. Reserved.

³⁵⁴ AFE 20048, Part C.

³⁵⁵ AFE 20049.

Employment

03.04.050. General. Employment will usually be in a role that is compatible with:

- a. The rank and capabilities of the officer, or,
- b. The rank, CEG, classification, qualifications, and experience of the soldier.

03.04.051. Concurrent Duties. Duties carried out on an ADC are additional to any other obligations a SP has as a member of the Reserves, such as HRR liability, mandatory training and VTOD. If there is a conflict, ADC duties have precedence. During the course of the week a SP on ADC could also be employed on:

- a. A training night and/or a training week-end.
- b. A day or part day VTOD.

03.04.052. Overseas Employment. SP are permitted to enter into an ADC for service overseas in non-operational theatres.

03.04.053. Employment in Northern Ireland. SPs are permitted to enter into an ADC for non-operational tasks in Northern Ireland. SPs who are not resident in Northern Ireland may apply for ADC, and will be considered on a case by case basis by HQ 38 Bde. HQ 38 Bde G2 will provide security advice.

03.04.054. On Call Status. If an ADC SP is required to be on call during specified dates and times, then this is to count as paid working time on ADC.

03.04.055. Flexible Working (Non-Standard Working Hours). Flexible working arrangements allow SPs to have a degree of freedom when attempting to balance their work and personal life. Maintaining a balance between personal life and Service commitments is a contributory factor in recruitment, retention and the overall effectiveness of the Armed Forces. Any SP on the trained strength of the Regular or Reserve Forces may apply to their CO to work flexibly³⁵⁶.

03.04.056 – 03.04.059. Reserved.

Logistics

03.04.060. Clothing and Equipment. There is no entitlement to additional clothing or equipment solely on the basis of ADC employment. If the nature of the role requires additional clothing or equipment, it is to be provided.

03.04.061. Accommodation.

- a. **Service Living Accommodation (SLA).** SP on ADC are not entitled to SSA, but may occupy surplus accommodation at entitled rates. Occupation of SLA by SP on ADC must not result in any other SP being placed in SSSA. For the purpose of assessing an individual's liability to accommodation charges, members of the Army Reserve are regarded as having permission to live out at a Residence at Work Address (RWA) at the duty station³⁵⁷.
- b. **Service Family Accommodation (SFA).** SPs employed on ADC duties are not entitled to SFA.

³⁵⁶ JSP 760.

³⁵⁷ JSP 464.

03.04.062 – 03.04.069. Reserved.

Pay and Pensions

03.04.070. Pay Documentation³⁵⁸. Once the commitment has received budgetary authority and has been set up on JPA the SP will receive an additional JPA record and dash number (e.g. 31234567-2). Under RAPS the contract will be set up on JPA and a Specified Task Activity will be created for the SP in CHURCHILL to record attendance on RAPs. The SP is also to complete a separate Individual Attendance Register which details the CHURCHILL activity code and the dash number for the ADC. Pay is uploaded following the instructions in the JPA BPG. Any Leave taken under the terms of ADC is to be recorded on the Attendance Register as paid leave.

03.04.071. Rate of Pay³⁵⁹. SPs on ADC duties are to be paid the normal Army Reserve rate of pay for the rank of the post. SPs on ADC in a lower rank to their substantive rank are to be paid at the highest rate applicable to their CEG in the lower rank.

03.04.072. Bounty. Army Reserve SPs on ADC may earn bounty through their parent Army Reserve unit. There is no entitlement to more than one bounty. Regular Reserve SPs on ADC are not eligible to earn a bounty.

03.04.073. Annual Continuous Training (ACT). ADC service does not normally count as ACT, however may be considered in some circumstances. Such circumstances include deployment or attachments on UK or overseas Exercises or tasks in excess of 16 days, or attendance on UK or overseas courses in excess of 16 days. Authority to class such activity as ACT rests with the CO of the parent Army Reserve unit.

03.04.074. Reckonable Service. Periods of ADC count as reckonable service for pay purposes. Paid days include working days, paid leave days, paid stand down days and paid public holidays.

03.04.075. Unit Personnel Administration. SPs are to be administered by the employing unit for all pay and documentation matters relating to the ADC. The new JPA contract and assignment are in addition to the existing Army Reserve JPA contract and assignment.

03.04.076. Allowances. SPs serving on ADC are entitled to allowances³⁶⁰.

03.04.077. Pensions. ADC service is reckonable for pension purposes in the Armed Forces Pension Scheme 15 (AFPS 15). Qualifying service may be aggregated with periods of FTRS or mobilized service. ADC service cannot be aggregated with former Regular service under either AFPS 75 or AFPS 05³⁶¹.

03.04.078. Abatement of Pension. SPs in receipt of an Armed Forces pension are liable to have that pension abated on re-employment within the Services. Unit RAOs must ensure that any SP considering an ADC, who is already in receipt of an AFPS pension, is warned of the risk of Service pension, Service Capital Payment (SCP) or Early Departure Payment (EDP) abatement, repayment or suspension from the start of the commitment.

03.04.079 – 03.04.089. Reserved.

³⁵⁸ JSP 501; UAM

³⁵⁹ JSP 754.

³⁶⁰ JSP 752.

³⁶¹ JSP 764 (AFPS 05); JSP 905 (AFPS 15).

Leave

03.04.090. Individual Leave Allowance. SPs on ADC are granted leave³⁶². Leave is accrued at the rate of three days leave for every 26 working days completed. Leave is not normally taken until the first three weeks of the Commitment have passed.

03.04.091. Public Holidays. SP on ADC are eligible to be paid for a proportion of the public holidays and stand downs granted³⁶³. With every 26 paid duty days, there is an entitlement to one day of public holiday or stand down.

03.04.092. Carry Forward of Leave. Leave may be carried forward under the normal rules from one leave year to the next if the period of ADC permits. Any leave not taken within the ADC period cannot be carried forward into a new ADC and there is no compensation for leave not taken by the end of the ADC.

03.04.093. Career Intermissions. SP on ADC are not entitled to Career Intermissions. They may apply exceptionally for Special Unpaid Leave³⁶⁴.

03.04.094 – 03.04.099. Reserved.

Medical and Dental

03.04.100. General. SPs serving on ADC are not entitled to routine Service medical and dental care. All ADC SPs should be registered with a civilian GP. In cases of emergency at the place of duty, ADC SPs may be treated by Service medical or dental staff.

03.04.101. Attributable Injuries. If an attributable injury occurs during a period of ADC duty, the SP may be entitled to service benefits. The ADC employing unit is to initiate the appropriate administrative actions³⁶⁵.

03.04.102. Death in Service. If a SP serving on ADC dies while on military duty, they are to be treated as any other SP³⁶⁶.

03.04.103. Sick Leave. If a period of sickness is for less than seven calendar days and the SP has self-certified, SPs are to comply with the ADC employing unit's Standing Orders. SP on ADC who are granted sick leave are entitled to be paid for those certified days or part days when they would otherwise have been on duty.

03.04.104. Maternity. Pregnant SPs on ADC are to be granted the same entitlements as Regular SP for the days they would have been committed to work³⁶⁷. As an example, one day per week ADC would entitle the SP to one day's pay per week for the first 26 weeks or the end of the commitment, whichever comes first. Maternity does not alter the last day of ADC. ADCs must not be terminated on grounds of pregnancy.

03.04.105 – 03.04.109. Reserved.

³⁶² JSP 760.

³⁶³ JSP 760.

³⁶⁴ JSP 760.

³⁶⁵ JSP 754.

³⁶⁶ JSP 751, Vol 2.

³⁶⁷ JSP 754.

Changes to an ADC.

03.04.110. Changes to Routine. Changes to the days or hours of attendance are made on a Variation Order³⁶⁸. Both the employing officer and ADC SP must agree to the variation. If either party does not, then the original commitment stands.

03.04.111. Increase or Reduction in Days. Changes to the number of days in an ADC are made on a Variation Order. Both the employing officer and ADC SP must agree to the variation. If either party does not, then the original commitment stands.

03.04.112. Changes to Other Reserve Commitments. Once employed on ADC, other Reserve commitments (such as HRR) may be entered into with the written approval of the parent and ADC employing units.

03.04.113 – 03.04.119. Reserved.

Career Management

03.04.120. General. ADC is not a career in itself. Army Reserve careers and promotion are based on normal Army Reserve service.

03.04.121. Annual Reports. SP gain a single report in any Reporting period. ADC duties outside the parent Army Reserve unit are to be reported on either as an insert slip or by providing notes for the 1 and 2 ROs³⁶⁹.

03.04.122. Rank. Normally, SPs on ADC retain their substantive Rank. If a SP is appointed to an ADC in a lower rank they are paid at and wear the lower rank when employed on ADC.

03.04.123. Acting Rank and SUPA. SPs serving on ADC may be permitted to hold acting rank or to receive SUPA with the authority of APC CM Ops³⁷⁰.

03.04.124. Promotion. Army Reserve SPs selected for promotion by parent Army Reserve units while serving on ADC may be promoted to the new rank provided:

- a. The SP is filling a rank-ranged ADC appointment in the lower rank, or:
- b. There is a vacancy in the ADC employing unit for a SP of that rank, and
- c. In both cases, the promotion is approved by the commanding officer of the ADC employing unit and relevant manning desk at APC.

If these criteria cannot be satisfied the SP may be promoted in the parent unit, but will retain the lower rank on ADC until completion of the ADC commitment.

03.04.125. Career Development. The responsibility for career management of ADC SPs rests with the parent Army Reserve unit. Employing officers are to allow ADC employed Officers and Soldiers the opportunity to attend career and other courses if applicable.

03.04.126 – 03.04.129. Reserved.

³⁶⁸ AFE 20043.

³⁶⁹ JSP 757.

³⁷⁰ JSP 754.

Mobilisation

03.04.130. SPs on ADC remain liable for call-out. On mobilisation, the ADC liability is suspended, but the commitment funding and duration remain unchanged. On demobilization there are two possible courses of action:

- a. If the SP is demobilised before the original end of the ADC the SP should complete the unexpired portion of that ADC, up to the original end date.
- b. If the SP is demobilised after the original end of the ADC the SP should be offered a new ADC in the same or a similar post to the ADC before mobilization. In principle the SP is to be treated as if the Reserve Forces (Safeguard of Employment) Act 1985 applies, with the Army as a former employer. If a SP wishes to take this option in a unit other than the parent Army Reserve unit they are to apply in writing to APC CM Ops by the third Monday after the last day of permanent service.

03.04.131 – 03.04.139. Reserved.

Ending a Commitment

03.04.140. Conclusion of an ADC. On completion of the specified period of ADC the SP will revert to their former status as a member of the Reserves.

03.04.141. Revocation by an Authorised Officer. An ADC may be revoked before the start of employment by written notice from the Authorised Officer. If a commitment is revoked it is treated as if it were never made. Reasons for revocation may include establishment changes and changes to unit tasks.

- a. **ADCs up to 12 months.** Once started, an ADC for up to and including 12 months may be revoked at any time with 30 calendar days' notice by CM Ops APC.
- b. **ADCs over 12 months.** Once started, an ADC for over 12 months may be revoked at any time with 90 calendar days' notice by CM Ops APC.

03.04.142. Revocation through Disciplinary Action. If disciplinary or administrative action prevent the SP conducting their full ADC duties, the commitment may be revoked.

03.04.143. Revocation by Mutual Consent. Any ADC may be terminated by mutual consent.

03.04.144. Revocation by the SP. The SP employed on ADC may revoke the commitment subject to the following notice periods:

- a. **ADCs up to 12 months.** Once started, an ADC for up to and including 12 months may be revoked at any time with 30 calendar days' notice by the SP.
- b. **ADCs over 12 months.** Once started, an ADC for over 12 months may be revoked at any time with 90 calendar days' notice by the SP.

03.04.145. Resettlement. ADC carries no entitlement to any resettlement provision.

03.04.146. Terminal Leave. Terminal leave is to be granted up to a maximum of seven days, on the basis of one days leave for every 21 days paid working days. Terminal leave must be taken within the final 30 days of an ADC. Terminal leave cannot be carried forward into the next Training Year.

03.04.147. Outstanding Leave. All leave earned on an ADC must be taken within the ADC. Any leave remaining untaken at the end of an ADC will be forfeit.

03.04.148 – 03.04.159. Reserved.

Miscellaneous Provisions

03.04.160. Discipline. SPs on ADC are subject to Service Law during each day or part day that they are carrying out ADC duties. While attending for duty on an ADC, the Commanding Officer is the CO of the ADC employing unit.

03.04.161. Compulsory Drugs Testing. SPs on ADC are liable to compulsory drug testing.

03.04.162. Electoral Register. SPs on ADC are not entitled to register as Service Voters.

03.04.163. Jury Service. SPs are not automatically excused jury service. To claim exemption, the SP is to apply through their CO.

03.04.164. Welfare Support. SPs on ADC are entitled to the same level of welfare support as any other non-deployed SPs.

03.04.165 – 03.04.169.

Contacts

03.04.170. The following points of contact are available to give advice in their subject areas:

- | | |
|---------------------------------------------------------------|---------------------------------|
| a. Terms of Service. Pers Policy (A) – SO2 Pol Res Pol. | 94393 6724. |
| b. Financial Conditions of Service. JPAC Enquiry Centre. | 94560 3600 (civil 0800 083600). |
| c. Processing of Regular Res Applications. APC FTRS Helpdesk. | 0800 389 6585. |
| d. Reserve Liability. APC Reserves Helpdesk. | 94561 8777 or 8810. |

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PART 4 – RECALL

CHAPTER 1

RECALL FOR SERVICE

Reference

04.01.001. The Reserve Forces Act 1996.

04.01.002. The Reserve Forces Act 1980.

04.01.003 – 04.01.009. Reserved.

Recall

04.01.010. Personnel subject to recall will have completed their military service and/or any compulsory and/or voluntary reserve commitment. Cadet Adult Volunteers (CAV) may be subject to recall as a result of previous Regular and/or Reserve service, but not as a result of their duties as a CAV.

04.01.011. Her Majesty may make an order authorising the recall of officers and former soldiers³⁷¹:

- a. If it appears to Her that national danger is imminent or that a great emergency has arisen; or:
- b. In the event of an actual or apprehended attack on the United Kingdom.

04.01.012. Officers and former soldiers liable for recall begin their recall liability on the day following their discharge from the Regular Army, the Army Reserve, the Regular Reserve, or any other Reserve Force.

04.01.013. Col CM Ops APC is the CO for all officers and former soldiers subject to recall.

04.01.014 – 04.01.019. Reserved.

Mobilisation

04.01.020. Regulations for mobilisation are contained in JSP 753.

04.01.021 – 04.01.029. Reserved.

Reporting

04.01.030. Basic Information. Officers and former soldiers who are subject to recall are responsible for ensuring APC has correct basic information, in order to be able to recall personnel for service. The information required is:

- a. **Contact Details.** Current name, address and telephone number. Changes to any of this information are to be sent to Col CM Ops, APC within 14 days of the change.

³⁷¹ RFA 96, Sect 68.

b. **Medical Fitness.** If a person believes they have become medically unfit for military service and will remain so for three months, they must inform Col CM Ops, APC immediately. They must also inform Col CM Ops, APC immediately if they regain fitness.

c. **Residence Overseas.** If a person intends to be resident overseas for more than 3 months, they are to inform Col CM Ops, APC before departure. They must also inform Col CM Ops, APC when they return to permanent residence in the UK.

04.01.031. Additional Information. APC may contact officers and former soldiers who are subject to recall to verify information held on record. Persons contacted for this information must reply within 14 days. The information that may be requested is:

- a. Name, home address and telephone number.
- b. Personal Status Category (PstatCat).
- c. Current occupation, work address and telephone number.
- d. Details of any current professional or technical qualifications, certificates or licenses.
- e. Medical information.

04.01.032. Penalties. Failure to supply the information in paras 04.01.030 – 031 may have the following consequences:

- a. A person who fails without reasonable excuse to supply the relevant information is guilty of an offence and liable on summary conviction to a fine not exceeding level 3 on the standard scale.
- b. A person who knowingly or recklessly makes a false statement when giving such information, is guilty of an offence and liable on summary conviction to a fine not exceeding level 3 on the standard scale; and to a fine not exceeding level 4 on the standard scale or to imprisonment for a term not exceeding 3 months (or both).

04.01.033 – 04.01.039. Reserved.

Training

04.01.040. Those subject to recall have no training obligation.

04.01.041 – 04.01.049. Reserved.

Rank

04.01.050. Officers and former soldiers subject to Recall are to commence their permanent service with the substantive rank they last held. If that rank was held at a time when substantive promotion was in abeyance, they may be granted a higher rank on entry into permanent service in accordance with any special instructions which may be issued by Head of Manning (Army).

04.01.051. Those recalled into service are to be subject to the normal Regular Army promotion rules in force at the time. If a recalled SP receives substantive promotion to a higher rank, they will retain that higher rank when released from permanent service³⁷².

³⁷² JSP 753.

04.01.052 – 04.01.059. Reserved.

Pay and Allowances

04.01.060. Officers and former soldiers recalled into permanent service are paid in accordance with JSP 754, and may claim allowances in accordance with JSP 752.

04.01.061. When recalled for and released from permanent service, SPs are eligible for travelling expenses to and from their home within the United Kingdom and Ireland³⁷³.

04.01.062. Officers and former soldiers subject to recall who have notified Col CM Ops APC that they are permanently resident outside the UK, are entitled to a refund of travelling expenses back to UK if they are recalled for service. Officers and soldiers subject to recall who are temporarily abroad at the time of call-out notice being issued are not entitled to travelling expenses outside the UK.

04.01.063 – 04.01.069. Reserved.

Clothing and Equipment

04.01.070. Officers and former soldiers subject to Recall who have previously served in RARO or the Regular Reserve and who hold Reserve Retention Scales (RRS) will not have that equipment withdrawn unless they apply for it to be handed in. Any such holding is purely voluntary and therefore any shortages will be made good, free of charge, on Mobilisation.

04.01.071 – 04.01.079. Reserved.

Discharge from Permanent Service

04.01.080. Those who are recalled are entitled to be discharged or retired from permanent service when:

- a. Their services are no longer required; or
- b. The recall order under which they are serving is revoked; or
- c. Their current service under the recall order, aggregated with any permanent service under any call-out or recall power in the 6 years before their current service began exceeds:
 - (1) 3 years; or
 - (2) 5 years if an order under Section 69(6) of RFA 96 is in force.

04.01.081 – 04.01.089. Reserved.

Deferment of Discharge

04.01.090. Officers or former soldiers may agree to defer entitlement to discharge or retirement as described in Para 04.01.080 for up to 12 months at a time, so long as there is a recall order in force.

04.01.091 – 04.01.099. Reserved.

³⁷³ JSP 752; JSP 760.

Release from Liability

04.01.100. No notification of termination of recall liability is required and there is no need for an officer or soldier subject to recall to personally report when their liability for recall ceases.

04.01.101 – 04.01.999. Reserved.

CHAPTER 2

OFFICERS

Liability for Recall

04.02.001. All officers who hold a Land Forces commission are liable for recall, for life. This includes all retired officers including those who have elected to retire rather than resign from the Army Reserve. Officers who have resigned their commission have no recall liability.

04.02.002 – 04.02.999. Reserved.

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CHAPTER 3**FORMER SOLDIERS****Liability for Recall**

04.03.001 Soldiers enlisted before 1 Apr 1997, who have not elected to be liable for recall under RFA 96, are liable for recall up to the age of 45, except if:

- a. They are female³⁷⁴; or:
- b. They are a member of any Regular Service or Reserve Force³⁷⁵; or:
- c. They have been granted a commission as an officer; or:
- d. They are exempt on the grounds of³⁷⁶:
 - (1) Being a person in holy orders or a regular minister of any religious denomination;or:
 - (2) Being under treatment for a mental disorder.
 - (3) Being blind or severely sight-impaired.

04.03.002. Soldiers enlisted before 1 Apr 1997, who have elected to be liable for recall under RFA 96 are liable for recall up to the age of 55, except if:

- a. They are a member of any Regular Service or Reserve Force³⁷⁷; or:
- b. They have since their discharge from the Regular Army enlisted in the Royal Navy, the Royal Marines or the Royal Air Force; or:
- c. They have been granted a commission as an officer; or:
- d. More than 18 years have elapsed since they were discharged or transferred to the Reserve from the Regular Army

04.03.003. Soldiers enlisted on or after 1 Apr 1997, are liable for recall up the age of 55, except if:

- a. They are a member of any Regular Service or Reserve Force³⁷⁸; or:
- b. They have since their discharge from the Regular Army enlisted in the Royal Navy, the Royal Marines or the Royal Air Force; or:
- c. They have been granted a commission as an officer; or:
- d. More than 18 years have elapsed since they were discharged or transferred to the Reserve from the Regular Army.

³⁷⁴ Female soldiers enlisting before 1 Apr 1997 had no recall liability on enlistment.

³⁷⁵ The Army Reserve, the Regular Reserve, RARO or their Naval or RAF equivalents.

³⁷⁶ RFA 80, Schedule 2.

³⁷⁷ The Army Reserve, the Regular Reserve, RARO or their Naval or RAF equivalents.

³⁷⁸ The Army Reserve, the Regular Reserve, RARO or their Naval or RAF equivalents.

04.03.004. Soldiers leaving Regular Service under the provisions of QR(Army), Para 9.379 – 9.414 are all discharged, which means they do not become Regular Reservists. Such soldiers become subject to recall up to the ages shown in 04.03.001 – 3, except if:

- a. They have served in the Regular Army only on Home Service Full Time or Home Service Part Time engagements, or on Military Local Service Engagements; or:
- b. They are a recruit who claims their statutory right to terminate their service under the provisions of the Army Terms of Service Regulations 2007; or:
- c. They are a soldier under the age of 18 who's Regular Service is terminated prematurely for any reason; or:
- d. They are a person in holy orders or a regular minister of any religious denomination; or:
- e. They are a person with a medical category of MND(P) on or following discharge; or:
- f. They are a person discharged with an unspent conviction³⁷⁹.

04.03.005 – 04.03.009. Reserved.

Exemption from Liability

04.03.010. Soldiers enlisted onto a Short Service Engagement for the express purpose of being appointed to a commission, who fail to be appointed through no fault of their own and are granted a free discharge, will have no recall liability.

04.03.011 Col CM Ops, APC, or an officer designated by them, are to use their discretion to make permanently non-effective a soldier who, though liable for recall, is unsuitable for further service. Those considered unsuitable for recall service are to have their JPA record and AF A 2026/AF B 9999 updated. Unsuitability may be due to:

- a. A soldier discharged with disgrace or a soldier of such bad character as to be unsuitable for Army service.
- b. A soldier graded medically as permanently unfit for army service³⁸⁰.
- c. An adult recruit or young soldier discharged as an unsatisfactory recruit under the provisions of QR(Army), Para 9.383.
- d. A soldier who was prematurely discharged from Colour Service free on compassionate grounds.
- e. A soldier who is permanently resident outside the United Kingdom and its dependencies.
- f. A soldier who has been processed in accordance with AGAI 55 as a conscientious objector.
- g. A soldier who is convicted of an offence that attracts a custodial sentence.
- h. A person discharged with an unspent conviction³⁸¹.

³⁷⁹ Legal Aid Sentencing and Punishment of Offenders Act 2012.

³⁸⁰ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY .

³⁸¹ Legal Aid Sentencing and Punishment of Offenders Act 2012.

04.03.012 – 04.03.019. Reserved.

Reporting

04.03.020. Annual Reporting Letter. A postal reporting letter³⁸² will be sent to all former soldiers subject to recall on an annual basis until their recall liability ceases. Those who return the completed information within 14 days of receipt are entitled to a bounty payment³⁸³.

04.03.021 – 04.03.999. Reserved.

³⁸² JPA Form C015.

³⁸³ JSP 754, Ch 3, Sect 7.

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