

THE RESERVE LAND FORCES REGULATIONS



Amendment No 4


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THE RESERVE LAND FORCES REGULATIONS 2016

AMENDMENT NO 4

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 4

Made - 9 December 2019
Laid before Parliament - 16 January 2020
Coming into force - 20 January 2020

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 4, and come into force on 20 January 2020.

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.

9 December 2019



On behalf of the Defence Council

DCGS

9 December 2019



D Pers

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 fourth amendment (Amdt 4) 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 4)

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 main areas updated since the introduction of The Reserve Land Forces Regulations 2016, Amdt 3, are as follows:
 - a. **General**
 - (1) Removal of reserved Annexes/Appendices throughout.
 - (2) Remove reference to Chapter 4 to part 1 RLFR and replace with Army Commissioning Regulations (ACR 19).
 - b. **Part 1:**
 - (1) 01.01.005 – Delete whole para – contents covered within other chapters re-number para's throughout.
 - (2) 01.01.012 – Delete whole paragraph and insert - Reserve units will continue to be authorised to overbear to 125% of unit establishment for each rank up to and including Major. However, this will be subject to control by Head of Manning (Army) and APC via HQ Fd Army. RPOCs are to understand and exploit significant unit interest to reapportion applicants into less successfully recruited units. The increase in overbearing does not change the requirement to manage RSD expenditure within agreed control totals.
 - (3) 01.01.045a – Delete whole paragraph – Refers to CCF, CCF now under CCF Regulations. Sub paras re organised.

(4) 01.01.045b - Delete: Whole para

Insert: Age Limits for Mobilisation. Army Reserve officers and soldiers (and Regular Reservists) may be deployed up to NRA. Exceptions to this may be granted on the recommendation of LF ADOC and approval of SO1 WF Pol Army HQs. Any restrictions will normally be listed in the Force Generation Order.

(5) Chapter 1, Annex B, Para 31 – Delete line 6 – see also para 01.01.057 – Incorrect reference.

(6) Chapter 1, Annex D, Para 46k – Delete section 2 – Recovery of fines – Typo

(7) 01.02.009.a – Delete 01.04.063-01.04.066 – Insert – Army Commissioning Regulations 19.

(8) 01.02.085. Delete whole para:

Insert:

a. Attendance by Recruits and Trainees. Recruits and Trainees may not attend unit Annual Continuous Training (ACT). Their priority is to complete Basic Training (Phase 1) and Initial Trade Training (Phase 2). However, in exceptional circumstances trainees may attend ACT (eg if unable to attend a Phase 2 course) but only with 1* approval. There needs to be recognition by the Duty Holder that there are additional measures required to cover the training status of the individuals who are potentially untrained. If a Trainee attends ACT with 1* approval, COs must comply with JSP 822.

b. Attendance by Recruits and Trainees on Overseas Training, Competitions and Exercises (OTX). Recruits and Trainees may not attend overseas training, competitions and exercises unless the activity is sponsored by:

(1) RMAS for officers.

(2) ITG for soldiers.

(3) Defence Academy for DTUS.

(4) Other Exceptions.

(i) UOTC cadets. They may only attend non-RMAS training, competitions and exercises with 1* approval and medical clearance (2018DIN01-063). If a Trainee attends with 1* approval and financial endorsement, COs must comply with their Duty Holding responsibilities and JSP 822 and thereby the Safe Systems Approach to Training. The risks and benefits as well as any potential reputational damage to MoD need to be taken into consideration. Adventurous Training activities are classified as exercises; approval is via the JSATFA process with final Delivery Duty Holder approval by the CO. The primary Adventurous Training policies - JSP 419 - Adventurous Training in the UK Armed Forces and AGAI Vol 1 Chap 11 – Adventurous Training.

(ii) DTUS . To attend attend non-DTUS training, competitions and exercises; Being the responsibility of JFC, who operate a different DH construct to Army (adopting elements from each of the FLCs), DTUS students fall under the JFC Duty of Care provisions. Hereby DTUS students involved in training activities , including overseas, require the

endorsement of the Commanding Officer/Officer Commanding of the units, such as Hd DTOEES, who will undertake the Duty of Care and authorisation responsibilities on behalf of the Army.

- (9) Chapter 3, Section 2 and 3 – Re write whole section.
- (10) Chapter 3, Section 4 – Re write whole section and include Chapter 8 into section 4.
- (11) Chapter 3, Section 6 - Re write whole section.
- (12) Chapter 3, Section 9 - Re write whole section.
- (13) Chapter 3, Section 10 - Re write whole section.
- (14) Chapter 4 removed and placed within Army Commissioning Regulations.
- (15) Chapter 5 re-written to include amendments to Gp A SROR TACOS, addition of Annex F, flowchart for Over Age Extensions (OAE).
- (16) Chapter 7 re-written and signposted to JSP 752 and 754 accordingly.
- (17) Previous Chapter 8 incorporated into Chapter 3, Section 4.
- (18) 01.08.100 Insert, line 2 - Regular Service Leavers who transfer to the Army Reserve and have yet to find an active Army Reserve appointment are to be held in ARRG 3.
- (19) 01.08.101 Insert, 4 – Additionally, the sponsor unit can remove a SP from ARRG 1 when they are unable to train or attain the level of commitment required by the CO.
- (20) Previous Chapter 9 incorporated into Chapter 6, Section 5 – 9.
- (21) Previous Chapter 10 moved to Chapter 8.
- (22) New Chapter 8, Annex A re write.

b. Part 2

(1) 02.03.010 – Delete whole para. Insert - Tenure. The period of Reserve service for enlisted soldiers who have a Section A liability and exercise their statutory right to transfer to the Reserve is as follows:

(a) For soldiers who exercise their right to transfer to the Reserve under Regulation 11 or 12 of the Army Terms of Service Regulations 2007 (AToSR 07), Regulation 13 AToSR 07 provides that they are to serve in the Reserve for:

- i. 6 years from the date of transfer; or
- ii. 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, or for such shorter period as may be approved by MS.

(b) For soldiers who exercise their right to transfer to the Reserve under Regulation 5 or 6 of the Army Terms of Service Regulations 1992 (AToSR 92), Regulation 12 AToSR 92 provides that they are to serve in the Reserve for:

- i. 6 years from the date of transfer; or
- ii Until the balance of 22 years' reckonable service would have been completed whichever is the sooner, or such shorter period as may be approved by MS.

(2) 02.04.005 - Delete: may not be funded using RSD funding which has been allocated specifically for Army Reserve training.

Insert: 02.04.005 - Funding. VeRR employment may be funded through the RSD budget. In the first instance this should be met from within the Control Total issued to formations in-year. Where this cannot be met, fmn staff should approach HQ Fd Army Reserves.

c. **Part 3**

(1) 03.02.020 - Delete: FTRS(LC) is not normally used by the Army. In the event of an exceptional requirement for an FTRS(HC) post, advice should be sought from D Reserves

Insert: FTRS(LC) is used when there is a requirement for compulsory separated service including to an Operational theatre. In the event of the requirement for an FTRS(LC) post is identified, advice should be sought from D Reserves.

(2) 03.02.031 - Insert: Process for creating an LC post. An LC post must be staffed via the HLB for assurance. HLB's are to assure the post and check funding is available, either from within resource or request from the TLB via the BOI process. Once funding has been agreed then the request should be passed to WF Pol(A) who will assure that the post is compliant across the Army and authorise if applicable.

(3) 03.03.011b. - Delete: Para 03.03.011b

Insert: FTRS(LC). Fulfilling a full range of duties based in one location, but with limited liability for role-related compulsory separated service in the UK or overseas (including operational theatres) for up to 35 days with no single period of separated service to last in excess of 21 days. In addition, the Reservist will have liability for compulsory separated service to complete mandated training courses necessary for the current post or future progression which does not contribute to the 35 days. There are no limits on voluntary Separated Service. They may be mobilised but cannot respond to a voluntary trawl.

(4) 03.03.151 - Delete: 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.

Insert: 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) or (LC) 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) or (LC). An application to fill a Regular vacancy on FTRS(HC) or (LC) carries no guarantee of appointment.

(5) 03.03.230 - Delete: (except MATT 1 – WHT at Level 1, and MATT 2 – SRC at Level 1 and Level 3, which all have a 6 month currency).

Insert: (except MATT 1 – WHT at Level 1, and MATT 2 – Physical Fitness at Level 1 and Level 3.

(6). 03.03.240. Insert line 4: overseas **voluntarily**.

(7) 03.03.331. Delete: Whole para

Insert: SP on FTRS(HC) are not entitled to Service medical and dental care including routine vaccinations. 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 training.

(8) Insert - 03.03.332. FTRS(FC) SP who are TNE are to be managed as Regular SP. FTRS(LC) and (HC) SP who are TNE are to be managed in accordance with the rules in AGAI 99, Para 99.605.

(9) 03.04.141. Revocation by an Authorised Officer. An ADC may be revoked before the start or during 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. ADC's 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 Authorised Officer who must inform CM Ops APC, once complete. APC will then include the revocation onto the CM notes within JPA.

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 Authorised Officer who must inform CM Ops APC, once complete. APC will then include the revocation onto the CM notes within JPA.

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 Territorial 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. 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 - 01.01.002f.

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 Part 1, 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 mobilisation obligation of Groups A, B and C in the Army Reserve are covered at Part 1, Section 3 and Annex C/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. 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 RFA 80 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 C/1.

Reserve Forces' and Cadets' Associations

01.01.006. The constitution, composition and appointments of the Associations are given in RFCA Regulations 2009, Paras 1.4 - 1.10. A list of the Associations is given in Annex A to the RFCA Regulations 2009.

01.01.007 - 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 SO1 WF Plans, Army HQ.

01.01.010 – 01.01.011. Reserved.

Manpower Controls

01.01.012. Army Reserve units will continue to be authorised to overbear to 125% of unit establishment for each rank up to and including Major. However, this will be subject to control by Head of Manning (Army) and APC via HQ Fd Army. RPOCs are to understand and exploit significant unit interest to reapportion applicants into less successfully recruited units. The increase in overbearing does not change the requirement to manage RSD expenditure within agreed control totals.

01.01.013 – 01.01.020. Reserved.

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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 - 01.01.024 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 as 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 Mobilised 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 mobilisation 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 mobilisation 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 C/1.

Special Cases

01.01.045.

a. **Officer Cadets.** Officer Cadets serving with Group A units are eligible to be mobilised, at the discretion of their Commanding Officers The 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 mobilisation criteria of a Phase 2 trained soldier.

b. **Age Limits for Mobilisation.** Army Reserve officers and soldiers (and Regular Reserve) may be deployed up to NRA. Exceptions to this may be granted on the recommendation of LF ADOC and approval of SO1 WF Pol, Army HQ. 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 mobilised nor issued with a Call-Out Notice to report to a Mobilisation 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 mobilisation 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 Mobilisation 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 mobilisation 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 mobilised service will include a deployment of up to 6 months, followed by recovery; decompression, demobilisation 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 mobilised 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 authorised 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.

Demobilisation

01.01.052. Members of the Army Reserve and Regular Reserve are to be recovered from operations through a formal demobilisation process at the Mobilisation Centre. Once

demobilisation 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 Mobilised 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 (mobilised) 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 Mobilisation 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 C/1.

Mobilisation 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 Mobilisation 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 mobilisation call-out notice and instructions.

01.01.060. Reserved.

Mobilisation - 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 a 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 mobilisation centre by an authorised 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 mobilisation 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 demobilisation date and includes any entitlement to leave etc.

Sponsored Reserves - Special Mobilisation 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 - Demobilisation

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 demobilisation 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.

ANNEX A TO CHAPTER 1

MOBILISATION - CLASSIFICATION AND ADMINISTRATION OF ARMY RESERVE PERSONNEL

Aim

1. This Annex lays down the procedures for assessing the classification of Army Reservists for mobilisation and defines the terms 'Fit for Appointment', 'Fit for Mobilisation (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 WF Pol (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 Mobilisation (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 mobilisation. Providing readiness allows, elements of FFM competence may be left until a unit has been warned of impending mobilisation. There are two levels of ability.

(1) **FFM (Basic).** An officer or soldier who is at the lower level of competence can be mobilised 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 mobilised 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).** Mobilised 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 mobilisation. 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.

Summary

5. Both in the case of classifying a soldier Fit for (A or M or D) and on judging their suitability for employment on mobilisation 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 B TO CHAPTER 1

HIGH READINESS RESERVE (HRR)

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 Mobilisation 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 mobilised (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. **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.

8. **Eligibility.**

- a. All volunteers must be suitably qualified by rank, Main Trade for Pay (MTfP), 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 mobilised service for a period of up to 9 months should not create problems which would necessitate their premature demobilisation. (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.

9. **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.

10. 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.

11. 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 [DIN DMS Dental Care for Deploying and High Readiness Reserve Personnel](#) and JSP 950.

Procedures for Joining the HRR

12. Applicants will be required to complete Army Form E 20004, 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.

13. 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.

- 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

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

15. In accordance with Sections 29(2) and 29(3) RFA 96, the authorised 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.

16. 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.

17. 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.

18. 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

19. 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.

20. 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.

21. 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

22. An individual may, with the agreement of Reserve Ops 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

23.

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.

24. 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).

25. 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

26. 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).

27. A Call-Out Notice for an HRR member is similar to that used for call-out under Part VI of RFA 96 expect 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

28. 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.

29. 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

30. 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

31. 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

32. 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.

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

Proceedings for Offences Committed before Discharge

34. 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

35. 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 C TO CHAPTER 1

LIABILITIES OF THE TRANSITIONAL CLASSES OF THE ARMY RESERVE

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 D/4 and Annex D/5 (soldiers).

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ANNEX D TO CHAPTER 1

SPONSORED RESERVES - DEFINITIONS, RESTRICTIONS, AGREEMENTS AND CONSENT FORMS

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 Authorised 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 authorised 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 C/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 C/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 - Mobilisation 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 C/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 authorised 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 authorised 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 C/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. **Reserved.**

15. **Age Limits.**

a. **Minimum Age.** As laid down in 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 mobilised for permanent service are eligible to participate in the pensions options, as defined in the Army Pensions Warrant.

Mobilisation and Demobilisation

27. Regulations governing the special provisions for the mobilisation 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 demobilisation 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 C/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 authorised 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 C/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 [Chapter 2 ACR 19](#) 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, this does not alter their held Subsative rank. 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 C/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 demobilisation date.
- k. Cessation of an individual's Sponsored Reserve liabilities for whatever reason.

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 PersSvcs 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.

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 authorised 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.

Authorisation

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 authorise 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 authorise 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 authorised 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 authorised 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 mobilised. Extension is not to be authorised 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 authorise exemption from completion of the statutory training requirement for 1 year when extension has not been authorised 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 authorised 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 [Chapter 2 ACR 19](#) 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 Group D commissions and other ranks is laid down in, [Chapter 2 ACR 19](#); 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 authorised 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 authorised 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).

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. Training Requirements for Direct Entry Into The Army Reserve. This section sets out the training requirements for personnel whom are re-enlisting from former British Army service or transferring from the Royal Navy, Royal Marines or Royal Air Force, including the RAF Regt (Regular or Reserve), and other nations Armed Forces hereby collectively referred to as Re-joiners. Interservice re-joiners will be assessed on case by case basis.

- a. **Policy Requirement.** Re-joiners or inter-service transfers will not be required to undertake A or B basic training but are required to complete an in-service induction and Military Annual Training Tests (MATTS) regain package before they may commence with any Phase 2 trade training / career development training. This intervention must be completed with 12 months of the initial engagement and a MATTs completion certificate signed off by a Major (OF3) or above.
- b. **Process.** Army Reserve Unit leads are to complete an AFB 203 and submit to Army HQ Professional Development SO2 Individual Training b, ensuring all past service details in the issue appropriate instructions. boxes provided. Section 8 should contain the details of the proposed training plan for the individual concerned. The details of the request will be considered and recorded on the data base.

01.02.013A. The following conditions apply:

- a. The Re-joiner must have fully completed and passed Phase 1 / Basic training in their previous service.
- b. Applications will be assessed on a case by case basis from their last day of former service and the day they formally began the process to join the Army Reserve.
- c. Any MATTs refresher training is to be completed in line with Army Command Standing Order (ACSO) 3230 and Field Army Standing Order MATTS Test Policy.

01.02.013B. Ineligible:

- a. This policy does not apply to the Sponsored Reserve or members of Any Cadet organisation.
- b. This policy does not apply to individual specialist qualifications held in the individuals previous service.

01.02.013C. Request for Basic Training waiver. Waiver cases will be considered to enable the Army Reserve to fill a niche capability in order to meet the needs of the Army.

01.02.013D. Miscellaneous.

Training Waivers are not linked medical, age waivers or commitment bonuses

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 authorised 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 [Chapter 2 ACR 19](#). 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 authorised 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 of FASObligatory training such as annual reporting or authorised 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. 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 plus MATTs 6 and 7 at Level 3.
- b. FTRS(HC), FTRS(LC/HC)(RSG) are to complete MATTs at Level 3. FTRS(LC/HC)(RSG) are not required to complete MATT 2.
- c. FTRS(FC) and FTRS(LC) 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, refer to [FASO](#).

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.
- 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 Para 01.02.061 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.

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 Overseas Training Exercise (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 Annual Training Deployment (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 Annual Training Deployment 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 authorised 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, Pers Pol (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 LWC, except for:

- a. Engineer and Logistic Staff Corps RE (see Para 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 authorised under Para 01.02.014, voluntary extra duties as defined in Section 5 of this chapter, a course authorised 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 Annual Training Deployment, 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 A/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. Reserved

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 mobilisation 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 authorised 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 Annual Training Deployment 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 mobilisation. 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, specialist RLC units 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 [Chapter 2 ACR 19](#) 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 (RFT (Reserves) as directed in Army Fitness Policy issued by Army HQ, Pers Pol 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 Annual Training Deployment 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. 77 Bde 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 Annual Training Deployment authorised 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 Annual Training Deployment authorised 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 authorised to count in lieu Annual Continuous Training. Every 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 ([FASO](#)).
- 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 authorised to allow FTRS, mobilised 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 authorised by these regulations, are to be given individual Certificates of Efficiency.

01.02.060. MATTs - Mobilisation. All personnel mobilised undergo post-mobilisation training to ensure they can achieve MATT Level 1 standards prior to deployment on operations. Personnel mobilised to carry out UK support activities will be required to attain MATT level 2 standards. MATTs achieved as part of mobilisation 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).

01.02.062. 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.

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.

01.02.063. 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:

- 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.

01.02.064. 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.

01.02.065. 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.

01.02.066. 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.

01.02.067. 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.

01.02.068 – 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 Annual Training Deployment 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 8 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 Annual Training Deployment 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 Basic Training (Phase 1) and Initial Trade Training (Phase 2). However, in exceptional circumstances trainees may attend ACT (eg if unable to attend a Phase 2 course) but only with 1* approval. There needs to be recognition by the Duty Holder that there are additional measures required to cover the training status of the individuals who are potentially untrained. If a Trainee attends ACT with 1* approval, COs must comply with JSP 822.
- b. Attendance by Recruits and Trainees on Overseas Training, Competitions and Exercises (OTX). Recruits and Trainees may not attend overseas training, competitions and exercises unless the activity is sponsored by:
 - (1) RMAS for officers.
 - (2) ITG for soldiers.
 - (3) Defence Academy for DTUS.
 - (4) Other Exceptions.
 - (i) UOTC cadets. They may only attend non-RMAS training, competitions and exercises with 1* approval and medical clearance (2018DIN01-063). If a Trainee attends with 1* approval and financial endorsement, COs must comply with their Duty Holding responsibilities and JSP 822 and thereby the Safe Systems Approach to Training. The risks and benefits as well as any potential reputational damage to MoD need to be taken into consideration. Adventurous Training activities are classified as exercises; approval is via the JSATFA process with final Delivery Duty Holder approval by the CO. The primary Adventurous Training policies - JSP 419 - Adventurous Training in the UK Armed Forces and AGAI Vol 1 Chap 11 – Adventurous Training.
 - (ii) DTUS . To attend attend non-DTUS training, competitions and exercises; Being the responsibility of JFC, who operate a different DH construct to Army (adopting elements from each of the FLCs), DTUS students fall under the JFC Duty of Care provisions. Hereby DTUS students involved in training activities , including overseas, require the endorsement of the Commanding Officer/Officer Commanding of the units, such as Hd DTOEES, who will undertake the Duty of Care and authorisation responsibilities on behalf of the Army.

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 authorised establishment that the training of the unit will suffer, the CoC may authorise 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 authorised 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 Annual Training Deployment 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 authorised 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 authorised 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 authorised 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 authorise 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 authorise 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 authorise 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.

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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.

Authorised 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 authorised 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 Annual Training Deployment 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 authorised 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.

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 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 mobilisation liabilities.

01.02.252. Commanding Officers may delegate authority to authorise 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 categorised 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. Reserve personnel serving on RSDs 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
CATEGORIES OF TRAINING

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 authorised 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 authorised 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. 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).
3. See also JSP 754, Chapter 4, Section 1.

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ANNEX B TO CHAPTER 2**ALLOCATION OF RESERVE SERVICE DAYS (RSD)**

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 C TO CHAPTER 2

POOL OF TECHNICAL STAFF OFFICERS/SPECIALIST GROUP MILITARY INTELLIGENCE TRAINING REQUIREMENTS

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 Annual Training Deployment training voluntarily in any year in which out of Annual Training Deployment 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 ACMT 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 ACMT 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 D TO CHAPTER 2**CERTIFICATE OF EFFICIENCY AND ATTENDANCE REGISTERS**

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, Pers Pol 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 D TO CHAPTER 2

MOBILISATION - 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 mobilised service.

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

Table 1 - Proportional Reductions in NCT

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

Table 2 – NCT Obligations after Demobilisation

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

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

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APPENDIX 2 TO ANNEX D TO CHAPTER 2

MOBILISATION AND BOUNTY - LAYOUT OF INFORMATION FOR COORDINATED LISTINGS

(Insert Unit Title and Training Year²)

Number	Rank	Name	Mobilised Service Dates		Days of Mobilised Service	Non-Continuous Training				Claim in lieu of Annual Training Deployment 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 mobilisation.

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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.

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. Leave entitlements for Army Reserve and Regular Reserve personnel are laid down in JSP 760

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 Annual Training Deployment 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 Annual Training Deployment 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 mobilised 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. 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. 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 Army Reserves personnel, who hold an Honours degree and have language skills, may also transfer to the ETS Pool of Linguists.

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 ACSO 6102. Army Reservists are not entitled to Uniform Allowance, as given in JSP 752, Chapter 4, Section 15, 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 mobilisation 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 to their sub-unit headquarters without delay.

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

⁴ A physical address or an e-mail address.

⁵ JSP 440, Part 2, Leaflet 14.

⁶ ACSO 3363, Annex B.

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.
- 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.

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.

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 intends 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 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.
- (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 unless operating within [DIN Overseas Based Reservists](#).
- (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.

¹³ A physical address or an e-mail address.

¹⁴ RLFR 01.05.541 (Soldiers) or ACR 19 (Officers).

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. Reminders on this subject should be posted in unit and sub-unit orders every 3 months.

01.03.039. Army Dependants Trust (ADT). Membership is open to all ranks of the Regular Army and Brigade of Gurkhas; Army Reserves, Reservists and Full-Time Reserve Service (FTRS); Non Regular Permanent Staff (NRPS), and Military Provost Guard Service (MPGS).

01.03.040. 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) ([DIN Tri-Service Arrangements for the Administration of Service Wills](#) 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. 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-jcccgrouppmailbox@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 [DIN Tri-Service Arrangements for the Administration of Service Wills](#)).

01.03.041 - 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. Reserved

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.

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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.

01.03.107 – 01.03.200 Reserved

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SECTION 3 - DISCIPLINE

Introduction

01.03.201. 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. For all other discipline or administrative action CoC should refer to AGAI's 62-65 and 67 accordingly.

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

01.03.203. 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 Annual Training Deployment. 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).

01.03.204. Failure to Report on Call-Out. A member of the Army Reserve who, without authorised 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.

01.03.205. 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.

01.03.206. 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.

01.03.207. 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's 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 employment¹⁵. Loss of pay due to suspension from training should not be considered, however, exceptional issue of pay is covered in JSP 754

01.03.208 – 01.03.300. Reserved.

¹⁵ Unless employed on FTRS.

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 utilised 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 Reservists¹⁶, which remains extant. With the exception of mobilised 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/CMT 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 ACSO 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 Annual Training Deployment 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.

¹⁶ 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 Annual Training Deployment or other duty should obtain it as emergency treatment under National Health Service arrangements.

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 Annual Training Deployment 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 Annual Training Deployment 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 mobilised 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 Annual Training Deployment 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 authorised 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. 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 (to be read in conjunction with JSP 751)

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 ACSO 3216 and Annex H. 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. Army Reserve casualties are notifiable and are to be raised for on duty Reservists (and members of the permanent staff at all times) as listed in JSP 751 Joint Casualty and Compassionate Policy and Procedures, Part 1, Vol 1 Management of the Casualty.
- 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 – 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 E/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 ACSO 3216 and Annex H. Although JSP 375 Leaflet 16 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. Electronic copies should be the normal method of submission as this allows automated updates to take place., however, if there is an urgent requirement or access to MODNet is limited, use the methods

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).

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 provider¹⁷ 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

¹⁷ DPHC MTF or Independent Service Provider contracted by DPHC to provide OH to Reservists.

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 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.

Disability Allowances and awards

01.03.351. 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 A/2.

(3) Occurring while proceeding directly to and from training, or duties (see Appx 2 to Annex F/3).

b. Injuries incurred during rest and recuperation (R&R) activities carried out during Annual Training Deployment 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 authorised/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.

01.03.352. 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 Reserve (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 C/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 01.03.357 for instructions on the disposal of documents). Regulations governing the provision of treatment are at Paras 01.03.307 and 01.03.358.

- 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 D/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/3, and an algorithm outlining Disability Allowance procedures, for the assistance of unit staff, is at Appx 1 to Annex F/3.
- d. **Units Standing Orders.** It is essential that all officers and instructors are aware of the provisions of Annexes C/3 and D/3 and Annex F/3. 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).

01.03.353. 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).

01.03.354. 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 01.03.361 and 01.03.366. 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 01.3368e and 01.03.369f).
- c. **Partial Incapacity.** Where a member suffers a wound or injury which results in partial incapacity, the provisions of Para 01.03.369 apply.

01.03.355. 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 01.03.369d).

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 01.03.369g(3)).

01.03.356. 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.

Claims

01.03.357. 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 01.03.366.

b. **Claims for Disease or Illness.** The AFO 1699, accompanied by a statement of the alleged cause (see also Para 01.03.3614b) is to be forwarded as outlined above.

c. **Action where No Claim is Submitted.** Documents listed at Para 01.03.357a 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.

01.03.358. 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

01.03.359. Non-Attributable Disabilities. Where a disability not due to military service (see also Para 01.03.351) 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.

01.03.360. Attributable Disabilities.

- a. Where an attributable disability occurs (see also Para 01.03.351) 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 01.03.363 - 01.03.364.

Assessment of Disability Allowance**01.03.361.**

- 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 rank¹⁸ held by the member.
- 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.

¹⁸ AGAI 35

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 01.03.366). Disability Allowance for partial incapacity is paid at the appropriate pension rate dependant on the degree of disability (see also Para 01.03.369c).

Notes:

1. 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

01.03.362. 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 01.03.356. 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.

01.03.363. 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 01.03.357, 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 01.03.357a.

c. **Authorisation.** 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 01.03.351, the Exceptions Team SPVA will authorise the issue of Disability Allowance.

d. **Assessment.** DBS is to assess and issue Disability Allowance as provided in Paras 01.03.354, 01.03.361 and 01.03.367 for the period of total incapacity.

01.03.364. 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 01.03.362, 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.

01.03.365. 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 F/3).

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

01.03.366.

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 01.03.361b).

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 01.03.360), 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 01.03.369h.

(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 01.03.357a, 01.03.361a and 01.03.365. 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 01.03.357c).

e. **Start of Payment.** If an attributable disability extends beyond the period of training, Disability Allowance will become issuable as laid down in Paras 01.03.354, 01.03.361, 01.03.367 and 01.03.369.

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 01.03.368c).

Medical Reports and Boards

01.03.367. 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 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.

01.03.368. 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 01.03.368a 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 01.03.368h and 01.03.374, 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 01.03.357 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 01.03.357a or 01.03.357b.

Partial Incapacity

01.03.369.

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 authorise 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 authorised.
- 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.
- 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 authorise 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 01.03.368d. Action will then be taken as laid down in Paras 01.03.368e, 01.03.368f and 01.03.368g.
- 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 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 authorise 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 01.03.357a or 01.03.357b.

Belated Claims

01.03.370.

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 01.03.357) 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 01.03.357a).

c. In the case of demobilised Army Reserve and Regular Reserve personnel, payment is to commence from the day after demobilisation or the date on which they report their incapacity to their superior officer, whichever is the later. Facilities are to be provided at the Demobilisation Centre to allow personnel who are incapacitated due to an attributable injury or illness, and who are being demobilised, to complete AFO 1699 and for the claim to be forwarded as required in Para 01.03.350b.

Payment of Allowance to Spouses

01.03.371. 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

01.03.372. 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.

01.03.373. Reserved.

Payment of Allowances and Awards after Leaving the Service

01.03.374. 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 01.03.354a and 01.03.3618e). After notification of a medical board's recommendation for medical discharge, the Exceptions Team DBS will, on discharge, take the action detailed in Para 01.03.368f(1).

01.03.375. 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 01.03.368f and 01.03.376).

b. **Belated Awards.** If on or after retirement or discharge, a member (other than those discharged under the provisions of Paras 01.03.368e and 01.03.368f) 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)

01.03.376. The regulations governing Survivor Benefits are contained in 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.

DEATH ARISING FROM MILITARY DUTY

01.03.377. 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

01.03.378.

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 (V) 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

01.03.379. 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.

01.03.380 – 01.03.400. Reserved.

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SECTION 5 - DECORATIONS AND MEDALS

01.03.401. Decorations and medals including the Queen's Volunteer Reserve Medal and VRSM are the subject of QR(Army), Ch 5, Pt 10 and in JSP 761. Administrative instructions for the award of the VRSM can be found at Annex B/3

01.03.402 – 01.03.408. Reserved

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.

01.03.413 – 01.03.500. Reserved.

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SECTION 6 – APPRAISAL REPORTS

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. For purely appraisal issues, please consult JSP 757 with Army Reserve differences covered in Annex O

01.03.502 – 01.03.600. Reserved.

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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. Annual Training Deployment 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 Annual Training Deployment 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, Annual Training Deployment 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.

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 WF Pol (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 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.

01.03.702 – 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.

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, 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. Those appointed are to attend an appropriate MT Managers course at DST in accordance with JSP 800, Vol 5.
- c. Applying the regulations with regard to accident prevention and the control of drivers' hours contained in JSP 800 Vol 5. These regulations, which are to be rigorously enforced, apply equally to both the Regular and the Reserve Forces of the Crown.

Sub-Section 2 - Movement

01.03.763. 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.** Replaced by dangerous goods manual.
- e. **Vol 4b.** Replaced by dangerous goods manual.
- f. **Vol 5.** Road Transport regulations.
- g. **Vol 6.** Policy for the Management & Use of ISO Containers in the MOD
- h. **Vol 7.** Load Safety Regulations & Tie Down Schemes.

01.03.764. 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.

01.03.765 – 01.03.800. Reserved.

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SECTION 11 - MESSES, INSTITUTES AND MESSING**General**

01.03.801. Messes and institutes in the Army Reserve are to be conducted in accordance with the instructions contained in QR(Army), Chapter 5, Part 18 and Annexes J5 and L5.

01.03.802 - 01.03.830. Reserved

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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 [DIN Guidance on Bringing a Common Law Claim for Compensation Against MOD.](#)

01.03.834. Further information may be found at [Annex D/3](#).

01.03.835 – 01.03.850. 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 25 meter 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**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 authorised 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 authorised 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 authorised 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 authorised 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 authorised 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 Annual Training Deployment 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 Annual Training Deployment training days each year while National unit personnel were required to attend 4 out of Annual Training Deployment training days). Claims for such service to count as qualifying service for the VRSM may therefore contain up to 2 years in which Annual Training Deployment was not attended provided that the claimant attended the requisite out of Annual Training Deployment 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 authorised 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 B/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 B 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 Army Reserve 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	Mobilised 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 ACR 19 .
7	SSVC, SSE, mobilised 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 B/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 Army Reserve 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 Army Reserve 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 B/3)
- To be eligible for the VRSM, NRPS must complete 10 years' qualifying service (see Paras 5b, 7, 8 and 9 of Annex B/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 C TO CHAPTER 3**INVESTIGATION AND REPORTING OF INJURIES TO ARMY RESERVE PERSONNEL**

(To be read in conjunction with JSP 751 and ACSO 3216)

General

1. 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 ACSO 3216 using Army Form 510.
2. **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
3. **Claims.** Claims are to be submitted on AFO 1699 within 1 month of the incident in accordance with Para 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.
4. **Service Inquiry.** Units are to comply with the provisions of JSP 751 (see Para 01.03.357 of these regulations - Non Statutory Inquiry proceedings also have to be forwarded with claims for Disability Allowance).

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ANNEX D 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.

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ANNEX E 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 01.369 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 01.03.351.
 - 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 mobilisation trawl could be rejected at the Mobilisation 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-mobilisation and demobilisation 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 01.03.369). 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 01.03.369.

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.

ANNEX F TO CHAPTER 3

A GUIDE TO BENEFITS

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

Regular Reserve

3. These provisions apply to:

a. Personnel injured on normal training or duties.

b. Mobilised personnel who have been injured while on permanent service or recalled to the Colours, who are still incapacitated on demobilisation, or who, while still serving in the Army Reserve and Regular Reserve after demobilisation, 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 F TO CHAPTER 3 A GUIDE TO ARMY RESERVE DISABLEMENT BENEFITS

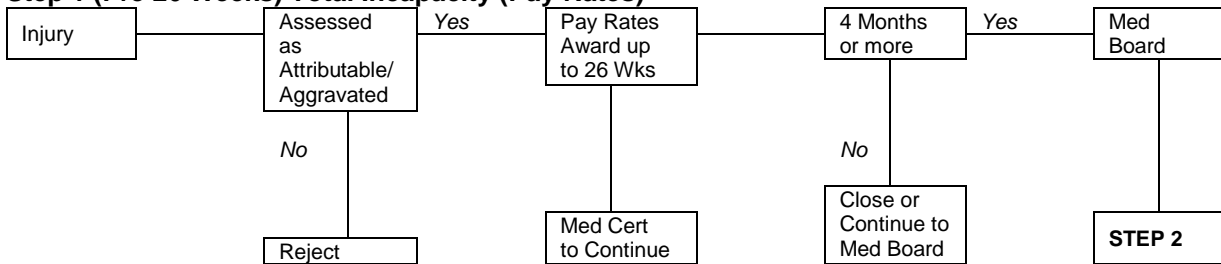
Notes:

	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
	DBS	= Service Personnel and Veterans Agency

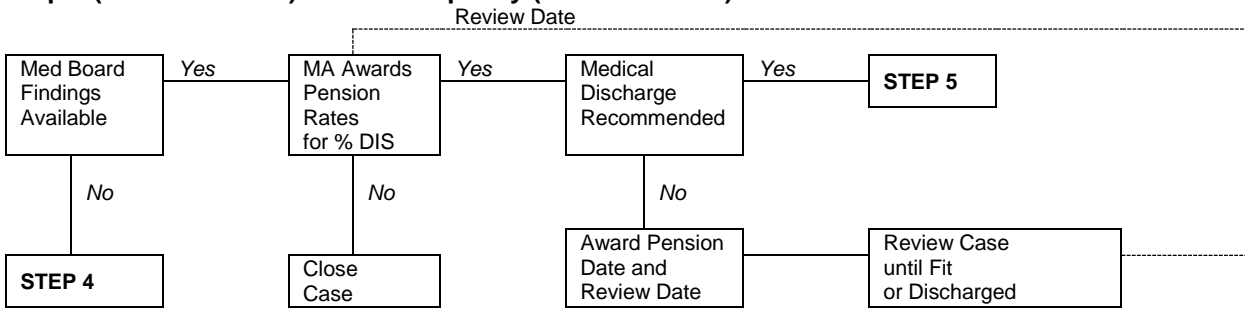
APO Contacts:

EO	Glasgow Mil 2567
AO	Glasgow Mil 2325
	Civil 0141 224 - Ext

Step 1 (Pre 26 Weeks) Total Incapacity (Pay Rates)

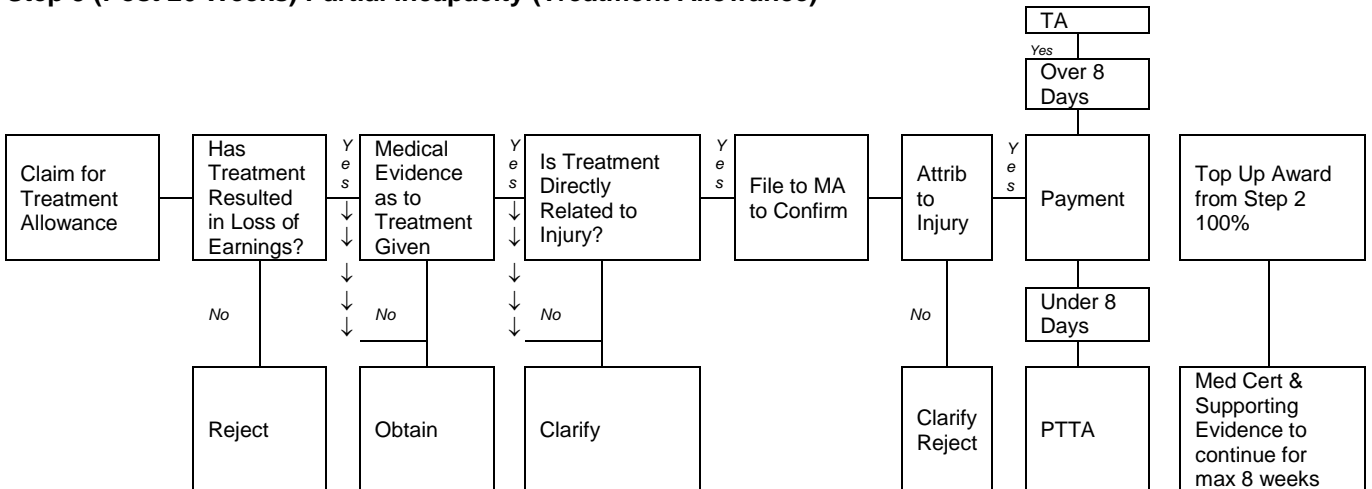


Step 2 (Post 26 Weeks) Partial Incapacity (Pension Rates)

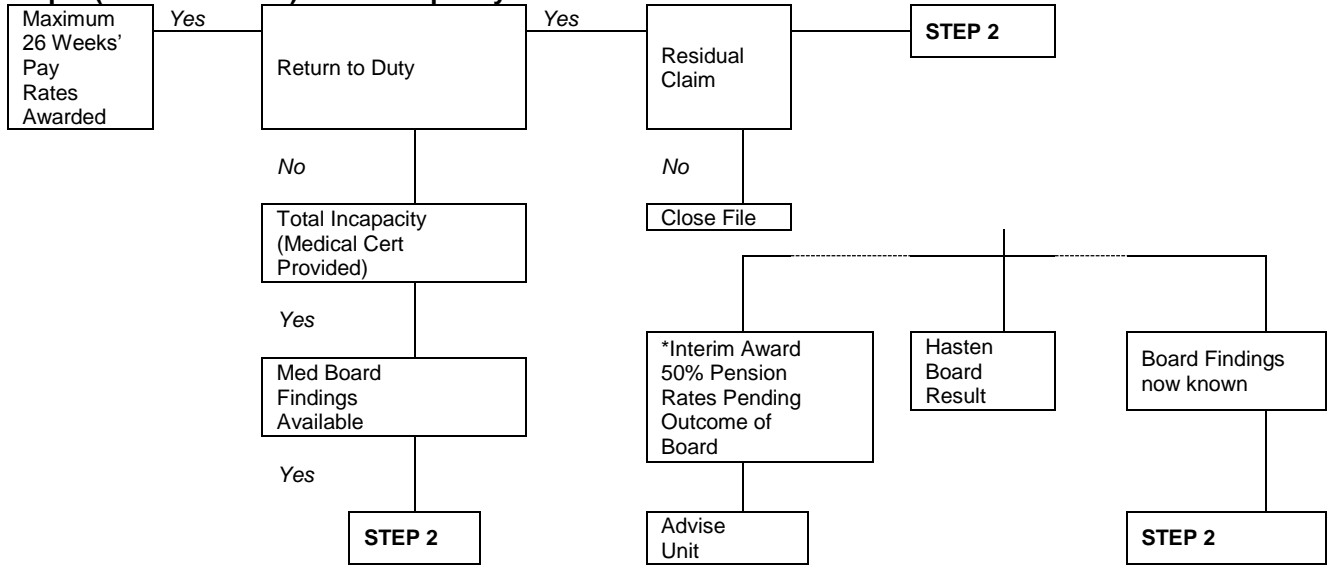


Member Attends for Duty/Training within limits laid down by Med Board

Step 3 (Post 26 Weeks) Partial Incapacity (Treatment Allowance)

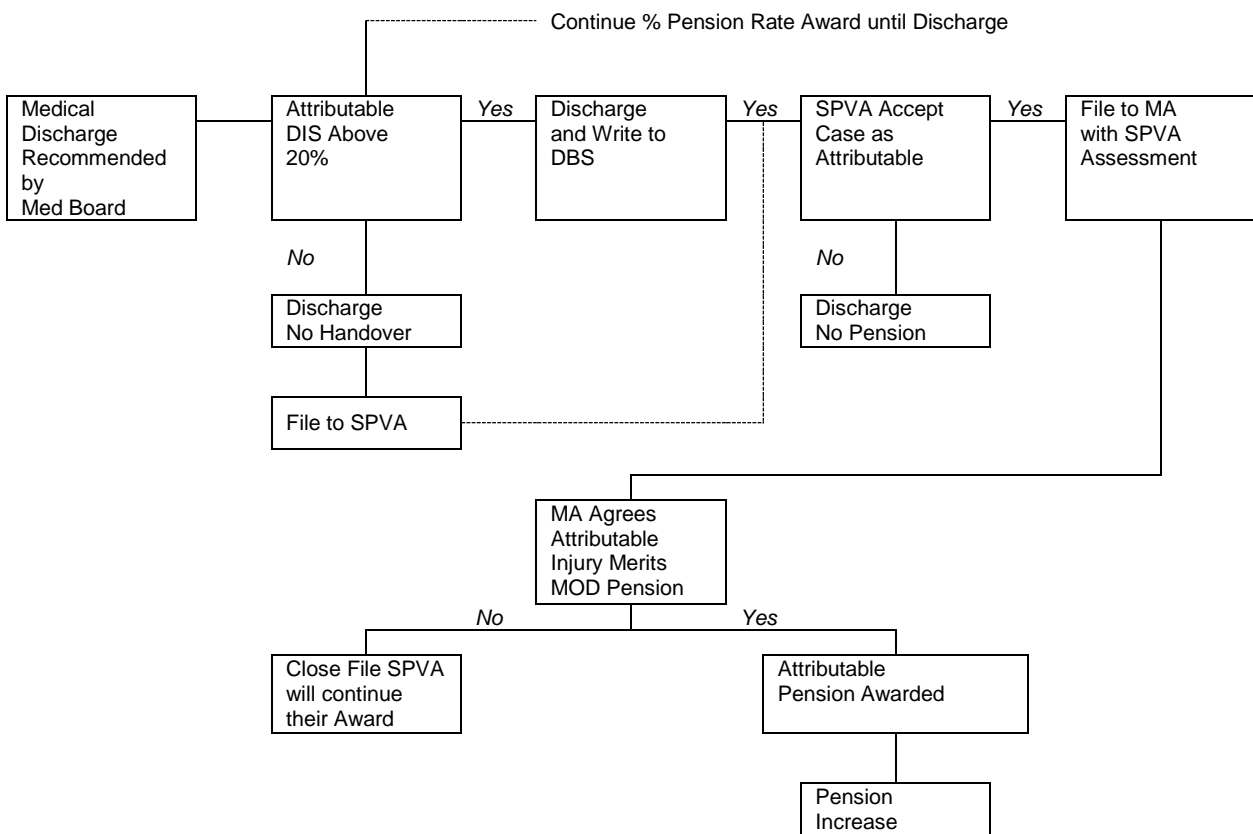


Step 4 (Post 26 Weeks) Total Incapacity



* Unless Total Incapacity can be proven

Step 5 Medical Discharge



APPENDIX 2 TO ANNEX F TO CHAPTER 3**ATTRIBUTABLE BENEFITS - TRAVEL TO AND FROM TRAINING**

1. The purpose of this Appendix is to clarify the meaning of Para 01.03.001a(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 01.03.001a(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 01.03.001a(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 authorised 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 01.03.001a(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 01.03.001a(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 01.03.001a(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 4

TERMS OF SERVICE OF OFFICERS

Chapter removed – refer to [Chapter 2 ACR 19](#).

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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 ARITC 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 ARITC. 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 authorised 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 normally the day before the candidate's 43rd birthday to allow for an initial engagement of 12 years.
 - (2) The upper age limit for serving and ex-Regular/Reserve¹⁹ 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. Nationality²⁰. 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 Eligibility²¹.

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](#).

¹⁹ A trained ex-Regular or ex-Reserve OR is an individual who has passed Phase 2 training within 6 years of discharge.

²⁰ RLFR Pt 1 Annex F/5.

²¹ 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 Army 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 applicants who were discharged from the Regular Army under QR(Army) paras 9.404 (Gross Misconduct) or 9.405 (Retention Undesirable in the Interests of the Service), in circumstances where a conviction for a criminal offence or a service disciplinary offence by either a civilian court or a Service Court was the sole basis for their administrative discharge, are likewise not eligible to join the Army Reserve until that sentence is spent. The eligibility of applicants who were discharged from the Regular Army under QR(Army) paras 9.404 or 9.405 for reasons unconnected, or only partially connected, to a conviction should be assessed on a case-by-case basis. 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 01.05.102.

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 from the Regular Army under QR(Army) paras 9.396 (Having been Sentenced by a Court Martial to Dismissal from Her Majesty's Service) or 9.397 (Having been Sentenced by Court Martial to Dismissal with Disgrace from Her Majesty's Service) are not eligible to join the Army Reserve until their sentence is considered 'spent' pursuant to the Rehabilitation of Offenders Act 1974.²² Applicants who were discharged from the Regular Army under QR(Army) paras 9.404 (Gross Misconduct) or 9.405 (Retention Undesirable in the Interests of the Service), in circumstances where a conviction for a criminal offence or a service disciplinary offence by either a civilian court or a Service Court was the sole basis for their administrative discharge, are likewise not eligible to join the Army Reserve until that sentence is spent. The eligibility of applicants who were discharged from the Regular Army under QR(Army) paras 9.404 or 9.405 for reasons unconnected, or only partially connected, to a conviction should be assessed on a case-by-case basis.

²² 2014DIN01-216, Rehabilitation of Offenders Act 1974.

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 questionnaire²³ which seek to identify whether the candidate meets the Army medical eligibility criteria²⁴. The NRC will arrange a physical medical examination for the candidate at one of the Assessment Centres around the country²⁵. 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.** See Annex D.

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

²³ OCED – on-line candidate eligibility declaration; OCMD on-line candidate medical declaration.

²⁴ JSP 950.

²⁵ Medicals are conducted at Assessment Centres at Belfast, Glencorse, Lichfield, Pirbright and AOSB.

candidates because of anthropometric considerations. 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.

01.05.132. Reserved.

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.

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 Authority²⁶. 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.

²⁶ AFB203.

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 Service. 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 employer²⁷; possession of a certificate or diploma of civil trade proficiency issued by a recognized civil authority; or evidence of completion of a satisfactory period 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 Service²⁸. 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 authorised 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.

²⁷ AFB 2529

²⁸ See Para 01.02.013.

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.
- c. If a soldier is appointed to an Army Reserve position in the lower rank, they will revert to that rank and be required to re-compete for promotion to that substantive rank again.
- d. Soldiers who do not transfer directly and have a break in service, will have their seniority recalculated to reflect their time out of service.

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:

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 authorised to do so (see [Para 01.05.173](#)).
- 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](#) 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 questionnaire²⁹.
- 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](#).

²⁹ MOD F 1109.

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)³⁰.

01.05.178. Employer Notification. 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.

³⁰ MP 490, Kentigern House, 65 Brown St, Glasgow, G2 8EX.

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. Substantive promotion to warrant officer and non-commissioned rank, to fill a vacancy within an authorised 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 promotion selection board to grade all eligible SPs for substantive promotion. Detailed instructions are contained in the Military Secretary's CM Boarding Manual and CM Handbook.

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 promotions matrix in the CM Handbook³¹.

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. Transferees. Any SP who has had a change of TACOS is required to have one AR OJAR to run to a promotion board. By exception a Regular Reserve who has a report as a Regular Reserve does not require an Army Reserve report to filter in for promotion.

01.05.308 – 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 in their substantive rank exists.

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.

³¹ Career Management Handbook.

01.05.314. Seniority. Seniority in the Army Reserve is to reckon from the date of promotion to that rank. However SPs who promote substantively whilst holding the same acting rank will be granted seniority from the date of the grant of acting rank.

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 CM branch at APC.

01.05.317. Pay. Regulations governing pay and promotion are at JSP 754, Chapter 3, Section 7.

01.05.318. Eligibility for Selection. To be considered for substantive promotion soldiers should normally have a current and unqualified recommendation for promotion in the latest Soldier Joint Appraisal Report (SJAR).

01.05.319 - 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 rank³². 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 CM Branch in the APC.

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 desk prior to the final appointment taking place. For rank ranged posts para 01.05.315 still applies.

01.05.336. SJARs in AHR. Acting rank reports do not count for promotion board filtering purposes, unless they are for WOs commissioned via the SSE process.

01.05.337 – 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

³² JSP 754.

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 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 own³³.

01.05.351 – 01.05.359. Reserved.

Mobilisation

01.05.360. Promotion³⁴. 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,

³³ JSP 754.

³⁴ JSP 753.

- 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 promotion³⁵. 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 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 the 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 the appointment. They are to ensure that such WOs and NCOs are informed of any changes to the employment plot that would alter the tenure of their appointment.

01.05.372. Extension of tenure is only possible when the current incumbent is re-assessed at an appointment board against other applicants and is selected in fair and open competition.

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 permitted to do so as an alternative to disciplinary action without the sanction of an officer not below the rank of Brigadier³⁶.

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.

³⁵ RLFR Pt 1, Ch 5, Sect 3.

³⁶ 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 retention³⁷.
- 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 their functional Chain of Command to the relevant CM Branch, APC not more than 12 months or less than 3 months before the SP's EED.³⁸ If APC support the application it will be forwarded to WF Plans who will submit 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. If the SP's MES is MLD/MND an in date Medical must be recorded on JPA and an Appendix 9 must be uploaded to the PAPMIS library. If the SP is MFD, a self-declaration on the AFE20038B is required, declaring their medical state. 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 as an OAE is role specific.³⁹

01.05.404. Medical Waiver. Units wishing to re-engage SPs who are below the minimum medical retention standards⁴⁰ 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.

³⁷ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY.

³⁸ See ANNEX F, Chap 5.

³⁹ If an OAE is required for mobilisation in accordance with para 01.01.045b then a separate application must be made to WF Pol SO3 Res.

⁴⁰ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY.

- 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.

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 – 01.05.500. Reserved.

SECTION 5 – TRANSFER AND ATTACHMENT

Voluntary Transfer

01.05.501. 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.

01.05.502. 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.

01.05.503. 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 pay⁴¹.

01.05.504. ARRG. Transfers to the ARRG are covered in RLFR Ch 8.

01.05.505. Unit Action. All Army Reserve transfers and assignments are to be carried out at unit level for all soldiers. APC CM Branches 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.

01.05.506 – 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 discharge⁴² 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

⁴¹ JSP 754, Ch 3.

⁴² Discharge under RLFR Ch 5 sec 6.

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 service⁴³.

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 Forces⁴⁴ and Australian Reserve Forces⁴⁵.

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 Canadian⁴⁶ and Australian⁴⁷ Reserves to the Army Reserve.

01.05.533 – 01.05.539. Reserved.

⁴³ RLFR Pt 3, Ch3.

⁴⁴ 2015DIN01-176, Reserve Forces Foreign Service Arrangement

⁴⁵ 2008DIN01-090, Anglo-Australian Memorandum of Understanding Concerning The Reserve Forces Foreign Service Arrangement

⁴⁶ 2015DIN01-176, Reserve Forces Foreign Service Arrangement

⁴⁷ 2008DIN01-090, Anglo-Australian Memorandum of Understanding Concerning The Reserve Forces Foreign Service Arrangement

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 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. 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.

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 Good⁴⁸. Soldiers with an assessment of "Satisfactory", may be considered in some cases. The final decision in such cases rests with SAS Regt COs.

⁴⁸ 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. 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 Good⁴⁹. 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.

⁴⁹ 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 officer's 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 advised by the CO or by the competent military authority, except for paras 01.05.611, 01.05.612, 01.05.628 and 01.05.629. Completion dates for these paras are 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 SO2 Res or SO2 Disch at Pers Pol (A).

01.05.606. Right to appeal. All service personnel retain the right to appeal their discharge, any soldier wishing to appeal should submit their request in writing to Hd Pers Pol (A) via SO2 Discharges, PP(A).

01.05.607 – 01.05.609. Reserved.

Causes of Discharge

01.05.610.

- a. Cause of Discharge: **Having been Attested and not Finally Approved.**
- b. The competent authority to authorise discharge is the CO.
- 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 authorised 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.

- a. Cause of Discharge: **Termination of Engagement.**
- b. The competent military authority to authorise discharge is the Commanding Officer using an AFB 130 discharge form.
- 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 authorised period on the ARRГ for whom discharge under another paragraph is not more appropriate.

01.05.612.

- a. Cause of Discharge: **Having Reached the Age for Discharge.**
- b. Applies to soldiers who have reached the NRA⁵⁰.
- c. The competent military authority to authorise discharge is the CO using an AFB 130.
- d. Discharge takes effect from the day preceding the soldier's birthday.

01.05.613.

- a. Cause of Discharge: **At Own Request.**
- b. Applies to those who take their discharge⁵¹ 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 requirement⁵².
- c. The competent military authority to authorise 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.

- a. Cause of Discharge: **Failing to Fulfil Training Obligation.**
- b. Applies to soldiers who fail to fulfil their training obligations⁵³ without good reason and whose discharge has been recommended by the CO.

⁵⁰ RLFR 01.05.403.

⁵¹ AFE 20037

⁵² RFA 96, Sect 16(4)

⁵³ RLFR 01.02.002 – 004.

- c. The competent military authority to authorise discharge is the CO. Discharge is to be authorised 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.

01.05.615.

- 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 authorised on AFB 130A(D).
- c. The competent military authority to authorise 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.

- 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, applications for such discharges are to be made on AFB 130 and the case submitted through the chain of command to either SO2 Disch or SO2 Res at Pers pol (A).
- 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 authorise discharge under sub-Para b.(3) is Pers Policy (A).

01.05.617.

- 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 authorised 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 authorise 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.

- 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 authorise discharge is the CO using an AFB 130.

01.05.619.

- 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 authorise discharge is the CO. Discharge is to be authorised on AFB 130.

01.05.620.

- 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 authorise the discharge is DM (A). Discharge is to be authorised on AFB 130.

01.05.621.

- 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 authorise discharge is the CO.
- d. Discharge for the purpose of enlisting in Section D of the Regular Reserve is not to be authorised 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.

- 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 authorise the discharge is the CO. Discharge is to be authorised on AFB 130.

01.05.623.

- 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 emergency.
- 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 authorise discharge is the CO. Discharge is to be authorised on an AFB 130.

01.05.624.

- 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 authorise discharge is the CO. Discharge is to be authorised on an AFB 130.

01.05.625. Reserved.

01.05.626.

- 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. The competent military authority is the CO.
- d. Termination is to be authorised on AFB 130.

01.05.627.

- 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.

- 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.

- 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.

- a. Cause of Discharge: **Having Enlisted into the Army on a Special S Type Engagement.**
- 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. The cause of Discharge is to state which Regiment or Corps the SP is joining.

01.05.631.

- 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 authorise discharge is the The Military Secretary.
- d. This paragraph is only to be invoked on the direction of Pers Policy (A).

01.05.632.

- 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 authorise 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 affected on the direction of Pers Policy (A).

01.05.633.

- 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 authorise 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 authorise 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.
- f. It must be recognised that this paragraph is not to be used for medical discharge.

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 warning⁵⁴ 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 Recommending officer, this should be someone of Officer rank in the immediate CoC of the SP. In the extremis should additional advice be required then SO2 Discharges should be approached.

d. **Soldier's Statement.** During a MAA and AFB 130A (D) discharge process the soldier must see the statement at Part 1 to enable them to decide whether they wish to submit a representation in Part 3.

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 G to AGAI 64, Annex G 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:

⁵⁴ AGAI 67.

- (1) Discharge category (RLFR and/or QR(Army) code if relevant)
- (2) Date of Last Day of Service (LDoS) 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 (HD Pers Pol (A) is the competent military authority).
- (6) Who the competent military authority was who approved the discharge.
- (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 mobilised 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 a valedictory letter as per para 01.05.651.

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 unit⁵⁵; or the ARRG⁵⁶; or the Regular Reserve⁵⁷. 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 area⁵⁸; or transfer to ARRG⁵⁹; or to be discharged⁶⁰.

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 Medal⁶¹. 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,

⁵⁵ RLFR Pt 1, Ch 5, Sect 5.

⁵⁶ RLFR Pt 1, Ch 18

⁵⁷ RLFR 01.05.330 – 332.

⁵⁸ RLFR Pt 1, Ch 5, Sect 5.

⁵⁹ RLFR Pt 1, Ch 8.

⁶⁰ RLFR 01.05.600.

⁶¹ RLFR 01.03.401.

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. The CO must inform the SP if they are not recommended

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 over⁶². 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).

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 01.05.643.

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 appeal⁶³ 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.

01.05.656 – 01.05.700. Reserved.

⁶² RLFR 01.03.241. & LFSO 6102.

⁶³ 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 authorised 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 Soldiers with a MTFP qualification as a musician can serve until the day before their 65th birthday, if employed in the musician role.

172 – 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.

Gp A Specialist Reserve Other Ranks

181. **Entry process and career management of Gp A SROR.** The following specialist areas and associated sponsor branches within DCap are covered below.

a. **Comd and Comd Sp Cap.** Cultural, Language, Finance, Emerging Technologies, Science & Technical experts, Intelligence Analysts⁶⁴, Cyber⁶⁵, specialists in thematic environments and ICS Network Design Consultancy.

⁶⁴ Specific strategic knowledge/experience outside generic INT CORPS capabilities could include Investment Banking, Demographics, Economics, Police, Government Agency Analysts and Academics.

⁶⁵ Includes the full range of Cyber and Information Assurance activities.

b. Cbt Sp.

(1) Information Activity and Outreach Capability⁶⁶, Specialists in Thematic Environments.

(2) Geospatial Information Systems (GIS), Data Management, Web Services, Surveyors and Geographers.

c. **HQ PM(A)**. Specialist criminal investigation⁶⁷ and custodial/detention activity.

182. Other specialist areas will be considered on a case-by-case basis by Pers Pol (A) as requested by D Cap.

182. The processes for Professionally Qualified Soldiers (PQS) are unchanged and fall outside the scope of this paragraph.

Other Ranks Entry

183. **The Enlistment Process.** SROR will undertake the following enlistment process:

a. **Application.** With the exception of applicants for the Joint Cyber Unit, initial application is through the online recruiting pipeline administered by the NRC. Applicants for the Joint Cyber Unit (Reserve) are to apply directly to the unit via the web page (<https://www.gov.uk/government/organisations/joint-forces-command/about/recruitment>).

a. **Selection.** After completing the normal recruiting pipeline process, SROR candidates are to attend and pass at an Assessment Centre and pass the appropriate D Cap Sponsor ASB to ascertain their specialist expertise. Once the candidate has passed their ASB and their pre-employment checks have cleared, they may be enlisted and, where applicable, loaded for Phase 1 training or, depending on specialisation, commence employment. Should a candidate not meet normal entry criteria, waivers are to be staffed to Pers Pol(A) in accordance with Para 190 below.

b. **Training.** Once selected, SROR are to attend and pass the appropriate initial training or Phase 1 course and other Special-to-Arm training, depending on the role of the SROR. Individuals should attend the earliest available course and within 12 months of passing their ASB. If they fail to attend within 12 months, they will normally have their enlistment terminated; extensions are to be staffed through WF (Pol). Units proposing to commission an SROR that are unable to send them to AOSB may delay their attendance at Phase 1 training for 12 months or until they have attended AOSB.

184. **Career Development and Management.** The following points apply to the career development and management of SROR:

⁶⁶ Outreach includes Capacity Building, support to Stabilisation Operations and other aspects of Defence Engagement.

⁶⁷ For example, cyber-crime, fraud, homicide, disaster victim identification, sexual offences, crime intelligence, domestic violence, forensics.

- a. **Rank.** On successful completion of the appropriate training course, SROR will be granted rank commensurate with their role as defined by their respective D Cap Sponsors.
- b. **Probationary Period.** Individuals may be attested into the Army Reserve as a Specialist for a probationary period of one year. This is to allow commanders to bring an individual in pending confirmation of material input, such as DV clearance or medical boarding. During this time, if the individual is found to be unsuitable for any reason, they will be discharged in accordance with the provisions of RLFR Chap 5, Sec 6. In exceptional circumstance, Pers Pol(A) may be requested to extend the probationary period for up to 12 months in accordance with Para 190 below.
- c. **Promotion.** SROR are selected for their specialist skills and are not expected to seek a full Army Reserve career outside their specialism. Promotion for SROR is regulated by vacancies on the establishment of each unit. The respective CoC/ASB has authority to promote in accordance with respective D Cap Sponsor directives.
- d. **Role.** SROR will be enlisted into established liability on Reserve Group A TACOS, in the appropriate Reserve unit. They can be mobilised and may apply for FTRS commitments. Appointment boards will note the different experience and training to generalist Reserves when appointing SROR away from Specialist Units.
- e. **Disestablishment.** If a specialism is no longer required, or a post is disestablished, where possible and if in the interests of the Service, the SROR will be assigned to another unit in the same specialist role. If this is not possible, the individual will be assigned into the ARRG until a suitable position is identified or they are able to transfer to a generalist role. Alternatively, if at the end of their tenure on the ARRG, no such appointment or transfer has been identified, the SROR may be discharged.
- f. **Employment.** SROR are enlisted for their expertise and should not be employed outside the specialty for which they were recruited. If a SROR wishes to be routinely employed outside their specialty, they must be re-assessed by ATB. Those who have not completed generalist career progression and promotion training appropriate to their SROR rank, would likely be required to relinquish any rank gained in that speciality and re-enter the recruit training pipeline from the start or at Phase 2.
- g. **Existing Group A Other Ranks.** Existing Reserve Group A Other Ranks who are suitably qualified, may apply, and be selected for a specialist post. Unless they convert to SROR TACOS, they must comply with generalist promotion and career advancement requirements. Once the appointment is completed, they may return to a generalist Reserve appointment. Those who elect to transfer to SROR TACOS to take up a SROR appointment and who subsequently wish to return to generalist employment, will need ATB/I Dev authority and may be required to complete generalist career development and the promotion courses they have missed.

Operational Deployments

185. **Deployment Training.** SROR cannot deploy to an operational theatre overseas until they have successfully completed Phase 2 Special to Arm training and the necessary pre-deployment training. Exceptions must be staffed to PJHQ. If the individual is required to deploy to an operational theatre, they must undertake the mandated deployment training for their deployment category in the particular location in which they are to serve. This training may be within the UK or overseas.

Eligibility

186. Age.

a. **Enlistment.** Age limitations are as follows:

(1) The minimum age for soldier and officer entry into the Army Reserve remains 17 years and 9 months.

(2) SROR. Applications from untrained candidates to join will be accepted up to the day before an individual's 50th birthday, Trained ex-Regular and trained ex-Reserve Other Ranks may join the Army Reserve up to their 52nd birthday.

(3) Exceptional authority for applications outside this age brackets can be requested from DM(A) in accordance with Para 190 below.

b. **Retirement.** The Normal Retirement Age (NRA) of 55 for OR's is maintained. Extensions beyond NRA will be considered by Pers Pol(A) in accordance with Para 190 below.

187. **Medical Procedures.** Candidates will follow the same medical administrative and clinical screening process as other Army Reserve candidates. Candidates who declare medical histories during the recruiting process that require special consideration (eg a specialist opinion and/or service occupational medicine assessment) will be identified in the application process and managed appropriately by NRC. All candidates must have attained a medical grading no less than the Army Reserve entry standard unless a waiver has been granted by Pers Pol(A). Application for Special Enlistment Authority for individuals below normal entry criteria, should be made to Pers Pol (A) in accordance with Para 190 below.

188. **Residency.** Applicants from outside the UK must meet nationality residency criteria. Exceptions are to be staffed to Pers Pol(A) in accordance with Para 190 below.

189. **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 usually takes several months). If DV is not granted, the probationary commission may be terminated. **Candidates must be briefed on this prior to commencing the selection process.**

190. **Waivers.** Persons who falls outside the normal criteria⁶⁸ may be enlisted with authority from Pers Pol(A). Waivers can be requested using AFB 203 and should state why the individual does not meet the normal policy criteria, why the skill set held by the applicant is required by the Army and why it cannot be provided by other means. The form should be submitted through the Chain of Command via the respective D Cap Sponsor to Pers Pol(A) for a final decision, before attestation.

Career Management

191. **General.** The careers of a SROR are managed by their respective D Cap Sponsors and their Specialist Unit CO. The nature of Reserve Specialist employment is likely to limit the scope for traditional career development and many will not be able to progress beyond a certain level

⁶⁸ Some cases may be incorporated within Gp D ToS

(often WO2 for ORs). It is likely to be appropriate for individuals to remain in a single appointment in the same unit for a protracted period whilst their specialisation remains in demand.

192. **Untrained Elements.** The management of Untrained Elements (UTE) of Reserve Specialists rests with the respective D Cap Sponsors.

Reserve Liability

193. SROR carry the same Reserve Liability as any member of a Group A Army Reserve unit; they may be called out for permanent service when their specialist skills are specifically required by the Army.

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 D/1.

12 – 19. Reserved.

Enlistment

20. **Age Limits.** See Annex D/1.

21. **Medical Standards.** See Annex D/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 D/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 finalised. 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 authorisation 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 mobilisation⁶⁹.

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 required⁷⁰:

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 Form⁷¹.

c. The Employee Agreement⁷². (Except in cases of special enlistment).

27. **Rank on Appointment and Promotion.** See Annex D/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 D/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 D/1.

41. **From Group C to Group A or B.** See Annex D/1.

42. **From Groups A or B to Group C.** See Annex D/1.

43. **Reckonable Service.** See Paras 42 and 43 of Annex D/1.

44. **Transitional Members.** See Para 44 of Annex D/1.

45 - 49. Reserved.

Mobilisation

50. See 01.01.061.

⁶⁹ RLFR 01.01.062

⁷⁰ AFE 20037.

⁷¹ AFE 20016.

⁷² 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 CM Branch, 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 Reserves⁷³.

⁷³ 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.** Applications from untrained candidates to join will be accepted up to the day before an individual's 50th birthday, trained ex-Regular and trained ex-Reserve Other Ranks may join the Army Reserve up to their 52nd birthday.

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 terminated⁷⁴ or the SP returned to their previous employment.

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 discharged⁷⁵.

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)⁷⁶.

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

⁷⁴ RLFR 01.05.600.

⁷⁵ RLFR 01.05.601.

⁷⁶ Extensions are applied for on AFE 20038.

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.

62. **Medical**⁷⁷. 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**⁷⁸. 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**⁷⁹. 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.

⁷⁷ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY.

⁷⁸ See JSP 754.

⁷⁹ 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

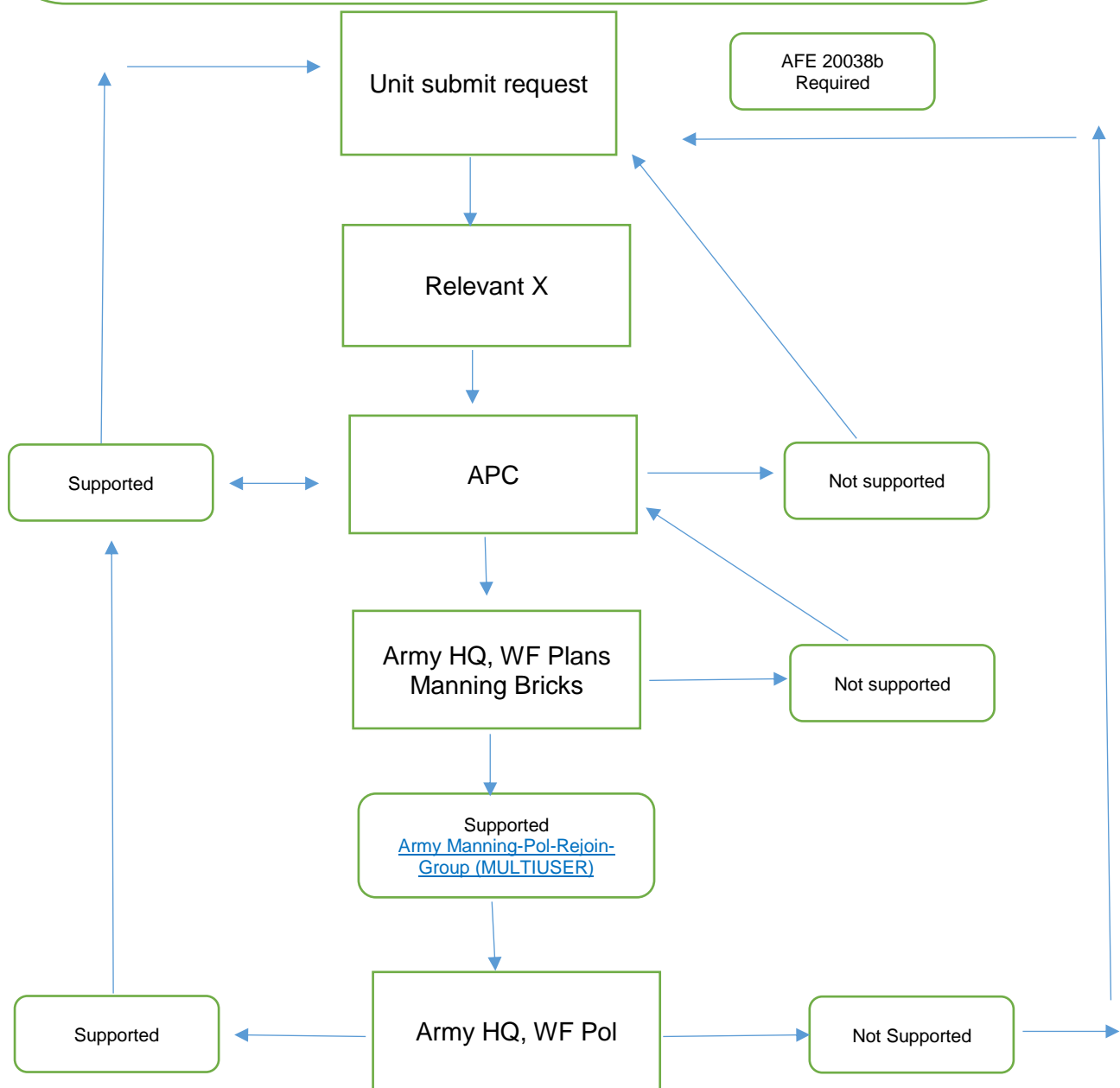
1. In the cases detailed below enlistment requires special authority. The authorities concerned are listed in this table. The recruit is not to be attested until after the date of approval. Applications for such approval are to be submitted via the National Recruiting Centre on-line process.

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>	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 – 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 20038b 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. APC will consult with the appropriate Manning Brick and support the application or not. If they support it, it will be forwarded to Pers Policy (A) for approval. If they refuse the application, the APC has the authority to reject the application without reference to Pers Policy (A). If there is any disagreement between APC and Manning Brick, Pers Policy (A) will make a final decision. 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. SP's are not to be routinely mobilised or otherwise deployed to any operational theatre whilst serving on an OAE as an OAE is role specific



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CHAPTER 6**THE PERMANENT AND NON REGULAR 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 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 Part 3, Chap 3, RLFR.

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 authorises 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 appointment 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 substantive 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 authorised 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 were 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 authorised 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.

01.06.025. – Reserved

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.

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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 2 ACR 19](#) 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 WF Pol (Army) to positions in Army Reserve units or positions which are established for NRPS officers throughout the chain of command.

01.06.42 – 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](#).

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 – 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).

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 Annexes C/6 and D/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 Annexes C/6 and D/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 – 01.06.59. Reserved.

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.

01.06.062 – 01.06.073. – Reserved.

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 Chapter 2 CR 19 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 Chapter 2 ACR 19 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 C/6). They are to receive formal notification of compulsory redundancy (see Annex D/6). Officers who are compulsorily retired as redundees are eligible for redundancy compensation contained in the current Defence Council Regulation. Head Pers Pol (Army) will issue procedural guidance and may amend the format of Annexes C/6 and D as appropriate to the structural change activity.

Voluntary Relinquishment of Appointment

01.06.077. A NRPS officer who wishes to relinquish their appointment voluntary 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.

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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](#).

01.06.107. 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 [Annexes C/6](#) and [D/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 [Annexes C/6](#) and [D/6](#) for redundancy provisions).

01.06.108. 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.

01.06.109. 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 authorised 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 mobilisation.

Pay

01.06.113. Conditions of pay are laid down in JSP 754.

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 Pers Pol (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 6 Sections 7.

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 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 C/6). They are to receive formal notification of compulsory redundancy (see Annex D/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 C/6 and D/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.

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**SECTION 5 – PAY
PAY, GRATUITIES, PENSIONS, ALLOWANCES AND CHARGES**

General

01.06.201. The regulations for NRPS pay are laid down in JSP 754, Chapter 6, Section 1.

01.06.202 – 02.09.210. Reserved.

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SECTION 6 - RECRUITING AND RETENTION ALLOWANCE (LONDON)

General

01.06.211. 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.

01.06.212 – 01.06.220. Reserved.

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SECTION 7 - TERMINAL BENEFITS

01.06.221. The Reserve Forces Non Regular Permanent Staff (Pensions and Attributable Benefits Scheme) Regulations 2011 have replaced The Reserve Land Forces Regulations 2016, Chapter 6.

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 unauthorised 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>

01.06.222 – 01.06.300. Reserved.

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SECTION 8 - ALLOWANCES AND CHARGES

01.06.301. The regulations for allowances and charges applicable to the NRPS are laid down in JSPs 752 and 754.

01.06.302 – 01.06.320. Reserved.

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SECTION 9 - REDUNDANCY SCHEME

01.06.321. The NRPS Redundancy package is confirmed in the most recent Defence Council Regulation.

01.06.322 – 01.06.999. Reserved.

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ANNEX A TO CHAPTER 6

TEXT OF LETTER WARNING NRPS OF REDUNDANCY SELECTION

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 B TO CHAPTER 6

NRPS - NOTIFICATION OF COMPULSORY REDUNDANCY

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 including accommodation charges are laid down in JSP 752 (Allowances) and JSP 754 (Tri Service Regulations for Pay and Charges) as well as JSP 464. The rules for pension and compensation are contained in 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 authorise 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

Pay

01.07.011. General. Information pay are laid down in JSP 754, Chapter 3.

01.07.012 – 01.07.050 - Reserved

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 Obligatory 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.

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.

01.07.102 – 01.07.207. - Reserved

Mobilisation 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 3 - 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 – 01.07.400. Reserved.

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SECTION 4 – PENSIONS ARRANGEMENTS**General**

01.07.401. All Army 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

THE ARMY RESERVE REINFORCEMENT GROUP (ARRG)

Introduction

01.08.001. 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 who⁸⁰ 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.

01.08.002 – 01.08.009. Reserved.

Administration

01.08.010. 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).

01.08.011. 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 [Chapter 2 ACR 19](#) (Officers) and Para 01.05.500 (Soldiers). The final authority for transfers to the ARRG is APC CM Ops.

01.08.012. Project Work. SP in the ARRG may voluntarily conduct short-term project work⁸¹. 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.

01.08.013. 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.

01.08.014. 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 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.

⁸⁰ Where there is no current vacant position available in the Unit at the relevant rank beyond the 125% overbearing.

⁸¹ Normally for a maximum of 12 months and no more than 44RSDs

01.08.015. Promotion⁸². 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.

01.08.016. 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.

01.08.017. 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.

01.08.018 – 01.08.099. Reserved.

ARRG 1

01.08.100. Purpose. ARRG 1 contains Army Reserve SP who are actively seeking Reserve employment in an endorsed workforce plan position⁸³. Regular Service Leavers who transfer to the Army Reserve and have yet to find an active Army Reserve appointment are to be held in ARRG 3. SP in ARRG 1 are to be included in the overall strength of the Army Reserve. They will be sponsored and funded⁸⁴ by an Army Reserve unit and can attend training with that unit with the permission of the Commanding Officer.

01.08.101. 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 01.08.104. Additionally, the Sponsor unit can remove a SP from ARRG 1 when they are unable to train or attain the level of commitment required by the CO.

01.08.102. Training and Bounty. To be eligible for bounty, SP will be required to complete the full training commitment within a Gp A Army Reserve unit. The sponsor unit is responsible for validating bounty applications.

01.08.103. Documentation. Personal documentation for SP on ARRG 1 is to be held by the sponsor unit.

01.08.104. Tenure. SP may normally⁸⁵ remain on ARRG 1 for up to 2 years, should the Sponsor Unit continue to require them. SP who have not found an appointment after a continuous period of 2 years in ARRG 1 are to do one of the following. If the unit is unable to continue to fund training the CoC are to do one of the following:

- a. Apply to be placed in ARRG 3.
- b. Transfer to RARO (officers).
- c. Resign or retire.

⁸² ACR 19 (Officers) & Ch 5 RLFR (Soldiers).

⁸³ In accordance with the latest published Reserve Workforce Requirement Army Plan (ResWRAP)

⁸⁴ All funding request to be approved by Fd Army, SO2 Res Plans, funding for ARRG 1 Project Roles may be revoked by Fd Army at any time.

⁸⁵ Exceptional cases to WF Pol, AHQ

d. Discharge under the provisions of Para 01.05.621 and apply to transfer to Section D of the Regular Reserve (soldiers).

e. Discharge under the provisions of Para 01.05.611 or 01.05.612 (Soldiers), or [Chapter 2 ACR 19](#) (Officers).

01.08.105. Rank. SP in ARRG 1 remain in 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.

01.08.106. 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. Sponsor units must accept the responsibility to provide an Appraisal Report prior to agreeing to sponsor an SP.

01.08.107. 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 [Chapter 2 ACR 19](#) (Officers) or Para 01.05.616 (Soldiers). Out of Contact SP must not be transferred to another part of the ARRG.

01.08.108 – 01.08.199. Reserved.

ARRG 2

01.08.200. Purpose. ARRG 2 contains Army Reserve SP who have a gap between known appointments⁸⁶. 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 a Gp A Army Reserve unit and may attend training with that unit with the permission of the CO.

01.08.201. Sponsor Unit. Applicants to ARRG 2 are required to secure an Army Reserve⁸⁷ 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.

01.08.202. 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.

01.08.203. Documentation. Personal documentation for SP on ARRG 2 is to be held by the sponsor unit.

01.08.204. Tenure. SP will remain in ARRG 2 until their future assignment date⁸⁸, at which point they will transfer to their future unit.

01.08.205. 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.

01.08.206. 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 accumulate the number of RSDs to qualify for an Appraisal Report, then the sponsor unit will raise

⁸⁶ SP whose circumstances change must be transferred to ARRG 3 immediately.

⁸⁷ This cannot be a Regular unit.

⁸⁸ This will not normally be more than 12 months.

and administer the Appraisal Report. Sponsor units must accept the responsibility to provide an Appraisal Reports prior to agreeing to sponsor an SP.

01.08.207. 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 [Chapter 2 ACR 19](#) (Officers) or Para 01.05.616 (Soldiers). Out of Contact SP will not be transferred to another part of the ARRG.

01.08.208 – 01.08.299. Reserved.

ARRG 3

01.08.300. Purpose. ARRG 3 contains Army Reserve SP who are currently without an appointment and without a sponsor unit, or who have spent up to 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 are to 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.

01.08.301. 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 Army Reserve service. This Para does not permit tenure in ARRG 3 beyond the limits in Para 01.08.304.

01.08.302. 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 events⁸⁹ 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.

01.08.303. Documentation. Personal documentation of SP on ARRG 3 is to be forwarded to Mil Admin Sp, APC.

01.08.304. 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.
- d. Be discharged under the provisions of Para 01.05.611 or 01.05.612 (Soldiers), or [Chapter 2 ACR 19](#) (Officers).

⁸⁹ Not to include course/AT.

01.08.305. 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.

01.08.306. Appraisal Reporting. Appraisal Reports are not to be completed for SP in ARRG 3.

01.08.307. Command. The CO of ARRG 3 is SO1 CM Ops APC.

01.08.308. 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 [Chapter 2 ACR 19](#) (Officers) or Para 01.05.616 (Soldiers).

01.08.309 – 01.08.399. Reserved.

ARRG 4

01.08.400. 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.

01.08.401. Assignment. SP are to be assigned to ARRG 4 by APC CM Ops, which becomes their new unit.

01.08.402. Training. SP on ARRG 4 have no funding for training liability. They are not eligible to earn bounty or RSD's.

01.08.403. Documentation. Personal documentation of SP on ARRG 4 is to be forwarded to Mil Admin Sp, APC.

01.08.404. 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 [Chapter 2 ACR 19](#) (Officers), or Para 01.05.611 or 01.05.612 (Soldiers).

01.08.405. 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.

01.08.406. 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.

01.08.407. Command. The CO of ARRG 4 is SO1 CM Ops APC.

01.08.408. 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 [Chapter 2 ACR 19](#) (Officers) or Para 01.05.616 (Soldiers).

01.08.409 – 01.08.499. Reserved.

ARRG 5

01.08.500. Purpose. ARRG 5 contains the Army Reserve records of SP who are currently employed on FTRS.

01.08.501. 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.

01.08.502. 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.

01.08.503. 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.

01.08.504. Documentation. Personal documents of SP on ARRG 5 are to be forwarded to the RAO of the FTRS unit.

01.08.505. Tenure. The Army Reserve SP will remain in ARRG 5 for the duration of the FTRS commitment.

01.08.506. Normal Retirement Age (NRA). SP's Army Reserve records may not remain in ARRG 5 beyond the NRA. APC CM Ops are to conduct this action.

01.08.507. 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.

01.08.508. If the SP does not take any of the actions in 01.08.507, the CM Branch or Army Reserve unit will move the SP to ARRG 4.

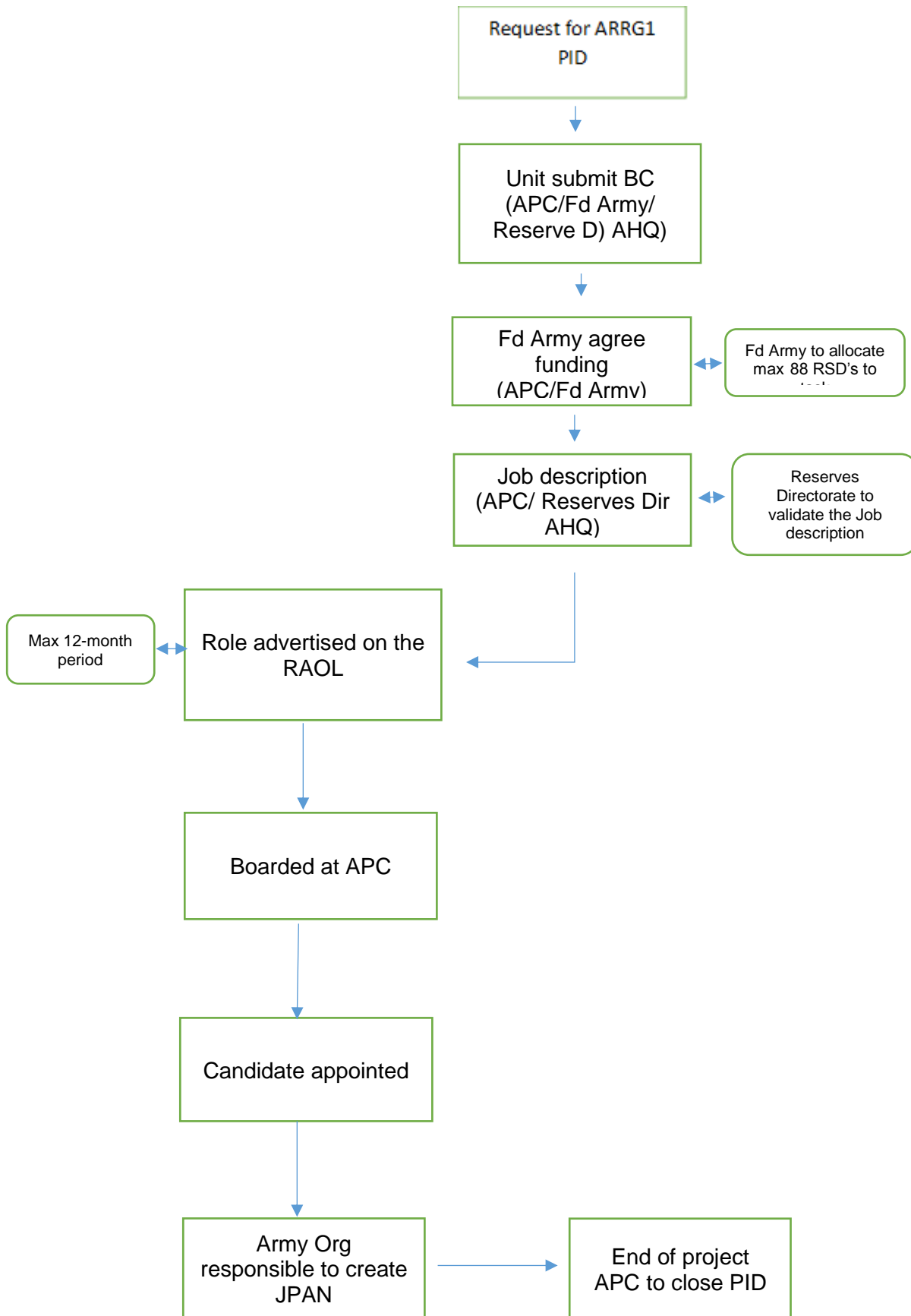
01.08.509. Termination. If a SP is to resign or retire at the end of an FTRS commitment, the FTRS employing unit is to conduct the discharge actions, including discharge from the Army Reserve or Regular Reserve.

01.08.510. Appraisal Reports. Appraisal Reports are to be completed by the FTRS unit.

01.08.511 – 01.08.999. Reserved.

ANNEX A TO CHAPTER 8

SHORT TERM ARRG 1 PROJECTS PID APPLICATION PROCESS



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ANNEX B TO CHAPTER 8

TEMPLATE OPBC FOR ARRG 1 EMPLOYMENT

- To be staffed (via 1* and 2* fmns) to HQ Fd Army, SO2 Reserves Plans for approval.
- 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?
Gp A Reserve 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? ⁹⁰	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

⁹⁰ Noting CFA's direction to fmns at ARMDB (RODs 6 Feb 19) that 125% may be exceeded up to SSgt/Capt.

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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)⁹¹, which comprises both compulsory and voluntary members.
- b. Two sections of the Regular Reserve for other ranks, Sections A and D⁹².

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 revoked⁹³. 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 protected⁹⁴, and both the employer and Reservist may be entitled to claim financial assistance⁹⁵.

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

⁹¹ See RLFR Pt 2, Ch 2.

⁹² See RLFR Pt 2, Ch 3.

⁹³ Statutory Instrument (SI) 1997 No 307 – The Reserve Forces (Call Out and Recall)(Exemptions etc) Regulations 1997.

⁹⁴ Safeguard of Employment Act 1985.

⁹⁵ 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 their 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 liability⁹⁶.

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 recall⁹⁷.

02.01.042. Regular Reserve personnel must inform Col CM Ops, APC, if they become medically unfit for a period in excess of 3 months⁹⁸. 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.

⁹⁶ Unit Administration Manual (UAM)

⁹⁷ RLFR, Pt 4.

⁹⁸ 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 circumstances⁹⁹. Changes are to be reported to APC CM Ops RAR by email¹⁰⁰, telephone¹⁰¹ or annotated on the annual postal reporting certificate.

02.01.053. Annual Reporting Letter¹⁰². 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 payment¹⁰³.

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 Law¹⁰⁴ 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 deserted¹⁰⁵ or be absent without leave¹⁰⁶ 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 thier Army Reserve service counted towards thier

⁹⁹ SI 1997 No. 308.

¹⁰⁰ APC-CMOps-RegRes Mailbox@mod.uk.

¹⁰¹ 0800 3896385

¹⁰² JPA Form C015.

¹⁰³ JSP 754, Ch 3, Sect 7.

¹⁰⁴ JSP 830.

¹⁰⁵ AFA 06, Sect 8.

¹⁰⁶ 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 complete¹⁰⁷.

02.01.072. High Readiness Reserve (HRR)¹⁰⁸. 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)¹⁰⁹. 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)¹¹⁰. 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 Activities¹¹¹. Regular Reserve personnel may volunteer to undertake VeRR on a non-obligatory attendance based pay basis¹¹².

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 for¹¹³:

- 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.

¹⁰⁷ RLFR 01.05.621.

¹⁰⁸ RLFR Pt 1, Ch 1, Annex E.

¹⁰⁹ RLFR Pt 3, Ch 3.

¹¹⁰ RLFR Pt 3, Ch 4.

¹¹¹ RFA 96, Sect 27.

¹¹² RLFR, Pt 2, Ch 6.

¹¹³ 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 notice¹¹⁴ 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-out¹¹⁵. 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 Employment¹¹⁶. 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 Protection¹¹⁷. 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-out¹¹⁸. 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

¹¹⁴ 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.

¹¹⁵ JSP 753, Pt 2, Ch 2.

¹¹⁶ JSP 753, Pt 2, Ch 4.

¹¹⁷ JSP 753, Pt 2, Ch 4.

¹¹⁸ 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 age¹¹⁹.
- b. Officers leaving the Regular Army on a SSC have a fixed compulsory Regular Reserve liability, dating from commissioning¹²⁰.

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.

¹¹⁹ RLFR Para 02.02.070.a. & b.

¹²⁰ 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 standards¹²¹.

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 [Chapter 2 ACR 19](#) 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. **FTRS¹²².** RARO officers on FTRS may be granted Acting Paid Rank subject to meeting all current requirements, but may not promote substantively.

¹²¹ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY.

¹²² 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 - 006 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 commissioning¹²³.

(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 standards¹²⁴.

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.

¹²³ RLFR 02.02.002.b.

¹²⁴ 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 Reserve¹²⁵.
- 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 transfer to the Reserve is as follows:

- a. For soldiers who exercise their right to transfer to the Reserve under Regulation 11 or 12 of the Army Terms of Service Regulations 2007 (AToSR 07), Regulation 13 AToSR 07 provides that they are to serve in the Reserve for:
 - (1) 6 years from the date of transfer; or
 - (2) 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, or for such shorter period as may be approved by MS.
- b. For soldiers who exercise their right to transfer to the Reserve under Regulation 5 or 6 of the Army Terms of Service Regulations 1992 (AToSR 92), Regulation 12 AToSR 92 provides that they are to serve in the Reserve for:
 - (1) 6 years from the date of transfer; or
 - (2) Until the balance of 22 years' reckonable service would have been completed whichever is the sooner, or such shorter period as may be approved by MS.

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.

¹²⁵ QR(Army) Para 9.373 – 9.377.

- b. Former soldiers who have no compulsory Reserve service liability.
- c. Personnel discharging or discharged under QR 9.379 – 9414 may be considered for enlistment into Section D of the Reserve subject to provisions of the medical enlistment standards¹²⁶, suitability for employment and those released from the Service with due spent convictions.
- d. Ex-Army Reserve SPs¹²⁷.

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 service¹²⁸ 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

¹²⁶ AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY.

¹²⁷ RLFR 01.05.621.

¹²⁸ Regular or Reserve.

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.

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 service¹²⁹.

b. **FTRS.** For training or employment on FTRS a Reservist may be granted acting rank appropriate to any appointment which they are required to fill¹³⁰.

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 02.03.040¹³¹ 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.

¹²⁹ JSP 753.

¹³⁰ RLFR Pt 3, Ch 3.

¹³¹ See Section 75 of [RFA 96](#) for details.

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:

- 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 value¹³².

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.

¹³² 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 VTOD¹³³. 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 ADC¹³⁴ or VeRR. Full-time service is undertaken on FTRS¹³⁵.

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 employment may be funded through the RSD budget. In the first instance this should be met from within the Control Total issued to formations in-year. Where this cannot be met, fmn staff should approach HQ Fd Army Reserves.

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.

¹³³ RFA 96, Sect 27.

¹³⁴ RLFR Pt 3, Ch 4.

¹³⁵ 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 training¹³⁶. 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 Reserve¹³⁷ 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.

¹³⁶ RLFR 01.02.016.

¹³⁷ 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. Pay¹³⁸. 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 FY¹³⁹. 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.

¹³⁸ JSP 754.

¹³⁹ 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 purposes¹⁴⁰. 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 Rank 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 substantively¹⁴¹.

02.04.046. Leave¹⁴². 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)¹⁴³. 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)¹⁴⁴ 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.

¹⁴⁰ AFPS 15.

¹⁴¹ RLFR 02.01.029.

¹⁴² JSP 760.

¹⁴³ See also JSP 464, Chapter 3, Vol 3, Part 1 (Accommodation).

¹⁴⁴ 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 ToS 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

03.01.001. 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)¹⁴⁵.
- b. Additional Duties Commitment (ADC)¹⁴⁶.

03.01.002 – 03.01.999. Reserved.

¹⁴⁵ RLFR Pt 3, Ch 3.

¹⁴⁶ 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 used when there is a requirement for compulsory separated service including to an Operational theatre. In the event of the requirement for an FTRS(LC) post is identified, advice should be sought from SO2 WF Pol, Army HQ.

03.02.021. Process for creating an LC post. An LC post must be staffed via the HLB for assurance. HLB's are to assure the post and check funding is available, either from within resource or request from the TLB via the BOI process. Once funding has been agreed then the request should be passed to WF Pol(A) who will assure that the post is compliant across the Army and authorise if applicable.

03.02.022 – 03.02.029. Reserved.

FTRS(HC) and FTRS(LC/HC)(RSG)

03.02.030. Liability for FTRS(HC) and FTRS(LC/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. Regular SP cannot be employed in these posts.

03.02.031. The SALC must approve FTRS(HC) and FTRS(LC/HC) RSG liability before a commitment is advertised or extended. Changes to the existing FTRS(HC) and FTRS(LC/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(LC/HC)(RSG) posts) must have a valid Compensating Reduction (CR). The establishment of FTRS(LC/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(LC/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(LC/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 [Chapter 2 ACR 19](#).

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 Description¹⁴⁷ 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 Army¹⁴⁸, 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.

¹⁴⁷ (JS) E807 (JSP 755 Chapter 2 Annex D/E)

¹⁴⁸ 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 – 03.03.010. Reserved.

General

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 commitment¹⁴⁹, 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).** Fulfilling a full range of duties based in one location, but with limited liability for role-related compulsory separated service in the UK or overseas (including operational theatres) for up to 35 days with no single period of separated service to last in excess of 21 days. In addition, the Reservist will have liability for compulsory separated service to complete mandated training courses necessary for the current post or future progression which does not contribute to the 35 days. There are no limits on voluntary Separated Service. They may be mobilised but cannot respond to a voluntary trawl.

c. **FTRS (Home Commitment) (HC).** Fulfilling a full range of duties based in one location, with no liability for compulsory Separated Service in the UK or overseas, with the exception of mandated training courses necessary for the current post or future progression. There are no limits on voluntary Separated Service. They may be mobilised but cannot respond to a voluntary trawl.

d. **FTRS(LC/HC) Reserve Staff Group (RSG).** FTRS(LC/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 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 employment¹⁵⁰. 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

¹⁴⁹ 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.

¹⁵⁰ Reserve Forces (Safeguard of Employment) Act 1985.

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.

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 Pol(A)* or a closed competition has taken place under the Preferred Candidate Scheme (PCS)¹⁵¹.

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 Pol(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 TL¹⁵², it will be deemed there is no handover and therefore no justification for any overlap.

¹⁵¹ RLFR, Pt 3, Ch 3, Annex B.

¹⁵² 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(LC/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(LC/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(LC/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 Pol\(A\)](#) authority to breach the NRA for FTRS(HC) and FTRS(LC/HC)(RSG) is not required.

03.03.121. Medical Standards. Candidates for FTRS are to meet the medical standards as laid down in the [AGAI 78 Army Medical Employment Policy](#)¹⁵³. 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 Pol\(A\)](#), 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.

¹⁵³ 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 service.

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 Enter¹⁵⁴ 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.

¹⁵⁴ 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”¹⁵⁵.
- 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 2014¹⁵⁶.

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. Prior to submitting an application form, SP who wish to be considered for a FTRS appointment in an overseas location must complete the Overseas Checklist. 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.

¹⁵⁵ 2014DIN01-181, Employment of Foreign and Commonwealth Reserve Service Personnel.

¹⁵⁶ See Paras 02.01.006 to 02.01.011 for details on transitional provisions.

- 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 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) or (LC) 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) or (LC). An application to fill a Regular vacancy on FTRS(HC) or (LC) 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, rank 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 in the correct rank for the advertised post before all other candidates one or down of the correct rank.

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 appointment 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 appointment board selects an SP who is 1 rank below the rank of the post¹⁵⁷, the selection board must decide if acting rank¹⁵⁸ 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 appointment 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.

¹⁵⁷ Including OR9/8s applying for OF2 posts.

¹⁵⁸ OR9/8s selected to fill OF2 posts may be granted SUPA, but must not be granted acting rank. To be eligible for consideration for acting rank, the SP must have a recommendation for promotion to the rank of the post being applied for, in their latest AR

- c. FTRS appointment 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.
- 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 appointment will contact each applicant individually to inform them if they were successful or not. Successful applicants will be invited to contact the MTMC within 15 days 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 appointment 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(LC/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 DIN Guidance on the Working Time Regulations – Service Personnel 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 process¹⁵⁹. 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. 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.

03.03.211. 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

¹⁵⁹ RLFR Pt 1, Ch 4, Sect 5 (Officers) and Ch 5, Sect 5 (Soldiers).

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 Grant¹⁶⁰ 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 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,LC,HC) 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 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 – Physical Fitness at Level 1 and Level 3). 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(LC/HC)(RSG)are exempt MATT 2. 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(LC/HC)(RSG)may only be deployed overseas voluntarily 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.

¹⁶⁰ See pension guidance.

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, permanent¹⁶¹, FTRS or ADC service is reckonable for pay purposes. A pay forecast will only be made once an individual has been 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)¹⁶².

03.03.271. Training Bounty¹⁶³.

- 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 purposes¹⁶⁴.
- F
- 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 regulations¹⁶⁵.

03.03.273. Reserved.

¹⁶¹ Permanent service refers to mobilised service.

¹⁶² JSP 754 (Pay) and JSP 752 (Allowances).

¹⁶³ JSP 754, Ch 2, Sect 5.

¹⁶⁴ JSP 754, Ch 3.

¹⁶⁵ JSP 760, Chapter 20.

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 Age¹⁶⁶ (SPA) unless the SP applies for early payment of pension with actuarial reduction. 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 15¹⁶⁷.

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

¹⁶⁶ www.gov.uk/state-pension-age

¹⁶⁷ 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 Scheme¹⁶⁸ 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.

Allowances¹⁶⁹

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(LC/HC)(RSG) may exceptionally claim HDT when serving in Central London¹⁷⁰.
- b. Continuity of Education Allowance.
- c. Forces Help to Buy.
- d. The over 37 package¹⁷¹.

03.03.291. Relocation Expenses¹⁷². 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 mobilised¹⁷³. Incidents causing attributable injuries/illness are to be recorded on form Army Form 510.

03.03.293 – 03.03.299. Reserved.

Accommodation¹⁷⁴

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(LC/HC)(RSG) commitments do not carry an entitlement to SLA, however, surplus accommodation may be applied for.

¹⁶⁸ The Armed Forces Compensation Scheme and the War Pensions Scheme for Injury, Illness and Death due to Service, [JSP 765](#).

¹⁶⁹ JSP 752.

¹⁷⁰ JSP 752.

¹⁷¹ See [JSP 752](#), Ch 7.

¹⁷² JSP 752.

¹⁷³ JSP 754, Ch 3, Sect 4.

¹⁷⁴ 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(LC/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 SP¹⁷⁵, except that commitments of 15 days or less carry no entitlement. As SP on FTRS(HC) and FTRS(LC/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. 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 Leave¹⁷⁶. 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 arrangements¹⁷⁷.

03.03.315 – 03.03.319. Reserved.

Mobilisation¹⁷⁸

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

¹⁷⁵ JSP 760.

¹⁷⁶ JSP 760, Ch 17.

¹⁷⁷ JSP 750.

¹⁷⁸ 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 commitment¹⁷⁹. 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 entitled to Service medical and dental care including routine vaccinations. 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 training¹⁸⁰.

03.03.332. FTRS(FC) SP who are TNE are to be managed as Regular SP. FTRS(LC) and (HC) SP who are TNE are to be managed in accordance with the rules in AGAI 99, Para 99.605.

03.03.333 – 03.03.339. Reserved.

Welfare Support¹⁸¹.

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 welfare¹⁸².

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.

¹⁷⁹ If the FTRS post has been disestablished the SP will be dealt with under the Preferred Candidate Scheme (PCS) in Annex B.

¹⁸⁰ JSP 950, Leaflet 1-3-6.

¹⁸¹ JSP 770.

¹⁸² AGAI 81.

Clothing and Equipment

03.03.350. Uniform. SP on FTRS are expected to wear uniform. The normal dress for FTRS(LC/HC)(RSG)officers will be civilian clothes unless the wearing of uniform is specifically stated as a requirement in their job specification.

03.03.351. Clothing and Equipment. Army Reserve SP are to report for FTRS with their issued Army Reserve scales¹⁸³. 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 Card¹⁸⁴ 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.

¹⁸³ DLF.

¹⁸⁴ F Ident 693.

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 European Parliament or any other legislative assembly. They may stand for election in local councils. However, their military duties take precedence over local political responsibilities¹⁸⁵.

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(LC/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. **BLB support the extension and tenure.**
- h. **The post is not a Regular Army PID.**

¹⁸⁵ RLFR 01.03.601.

03.03.373. Regular Army substitution FTRS commitments will only be extended by a maximum of 6 months by APC for Service 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 months) if there has been an unavoidable delay in appointing the replacement or running the competition. All subsequent periods in that post will only be granted by re-application and selection from open 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 JPA¹⁸⁶.

03.03.377 – 03.03.400. Reserved.

¹⁸⁶ 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)¹⁸⁷ 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 AOSB 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 appointment¹⁸⁸.
- d. A 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(LC/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 Managers¹⁸⁹ 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 or be considered for age waivers. Regular Reserves on FTRS who have

¹⁸⁷ SP who are successful at SSE(D) are not permitted to be commissioned into, or within, a FTRS appointment in the first 24 months of commissioned service as per ACR 19 para 2.6.043.

¹⁸⁸ RLFR Pt 1, Ch 4 (Officers), and Ch 5 (Soldiers), and the APC CM Boarding manual.

¹⁸⁹ APC for senior Cpts and above. Unit for ju01.05.308nior Cpts, Subalterns and all ORs.

time to commission or 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 Rank¹⁹⁰. 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.
- 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 Posts¹⁹¹. 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. However, if the WO2 is in a rank range WO2 – OF2 post, they may be considered for promotion to substantive WO1 if they score above the quality line on a WO2 – WO1 grading board. 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. SUPA¹⁹². 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(LC/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.

¹⁹⁰ JSP 754.

¹⁹¹ These posts are only to be filled for the duration of the initial commitment by a WO, on renewal of commitment the post must be re advertised on the RAOL for an OF2 fill.

¹⁹² 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 employment¹⁹³. 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 rank¹⁹⁴.
- 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 badge¹⁹⁵ 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.

¹⁹³ eg A substantive OF4 serving in a OF2 FTRS appointment will not run to BeL or PL as they remain a Sub Lt Col.

¹⁹⁴ 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.

¹⁹⁵ 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 Captains¹⁹⁶ and above filling FTRS post will remain with 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. 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 as per JSP 757.ay¹⁹⁷.

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 Ops¹⁹⁸, 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 Reserve¹⁹⁹. 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 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.

¹⁹⁶ A minimum of 5 ARs as a substantive Capt.

¹⁹⁷ JSP 757.

¹⁹⁸ RLFR Pt 1, Ch 8.

¹⁹⁹ RLFR Pt 2, Ch 2 (Officers) and Pt 2, Ch 3 (Soldiers).

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 standards²⁰⁰ 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:

²⁰⁰ 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 SP²⁰¹. 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 Dev²⁰². SP with less than 6 years' aggregated FTRS are not normally eligible for resettlement training²⁰³ 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 TL²⁰⁴.

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

²⁰¹ JSP 534.

²⁰² JSP 534, Sect 3.

²⁰³ Those being invalidated from the Service during their FTRS commitment have the same entitlement as that for Regular Service SP – JSP 534 Sect 6.

²⁰⁴ JSP 760 & AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY.

b. Pers Policy (A) (Policy TOS): SO2
Reserves

Tel: 94393 6724
Civ: 01264 386724

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ANNEX A TO CHAPTER 3**CHAIN OF COMMAND GUIDE FOR SP SERVING ON FTRS (LC), (HC), (HC RSG) AFFECTED BY RESTRUCTURING****Scope**

1. This Annex covers:
 - a. Selection and Notification Procedures.
 - b. Eligibility. (FTRS (LC) (HC) (HC (RSG))
 - 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 seamlessly²⁰⁵ 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

²⁰⁵ Where there is no gap in liability or service.

determination. As a guide, if 90% or above of the core functions are comparable, that post will be assumed to have mapped across.

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(LC/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(LC/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.

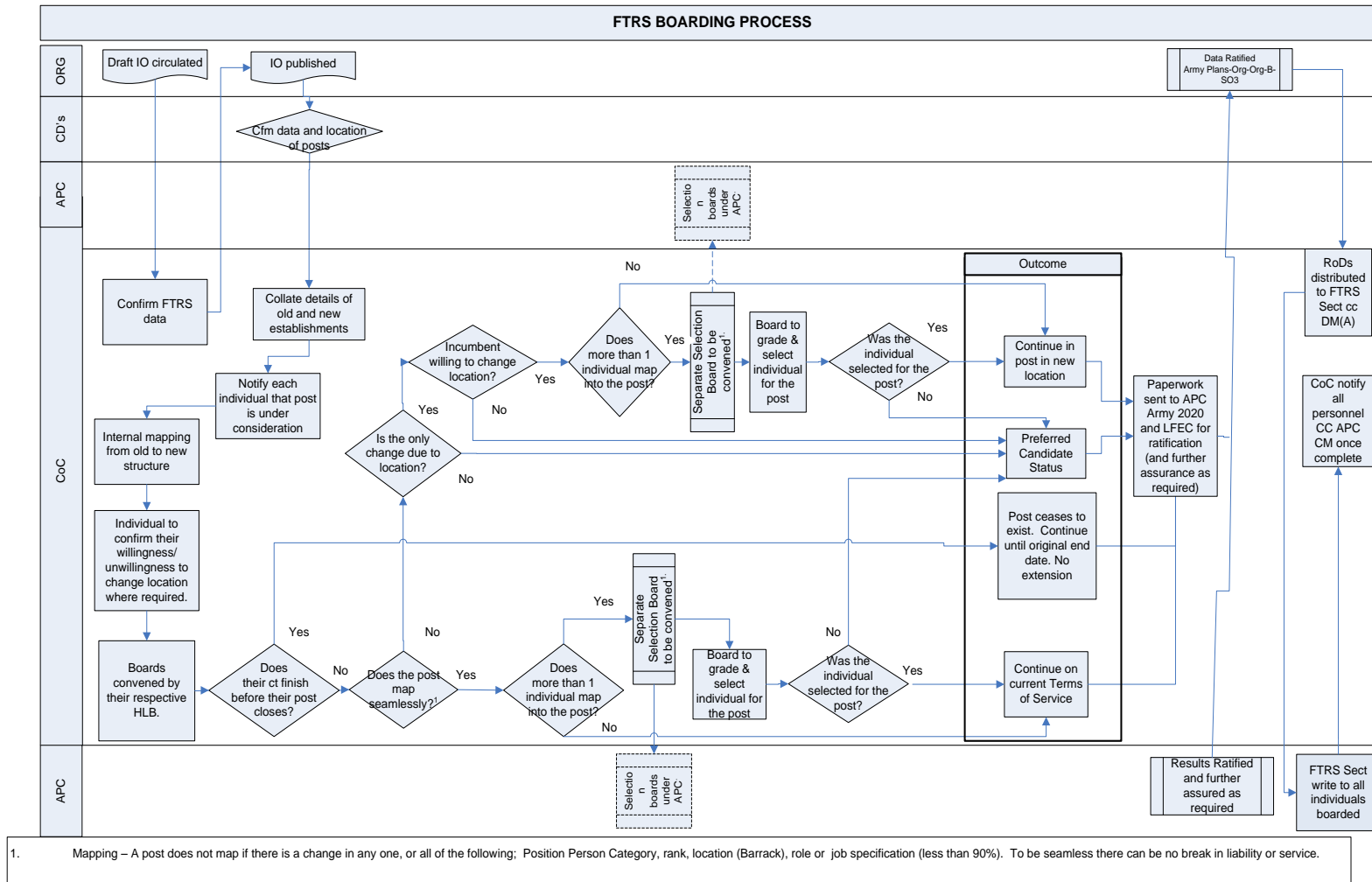
Appendices:

Appendix 1 - Flow chart for Mapping Board process.

Appendix 2 - Flow chart to describe the process for SP on FTRS.

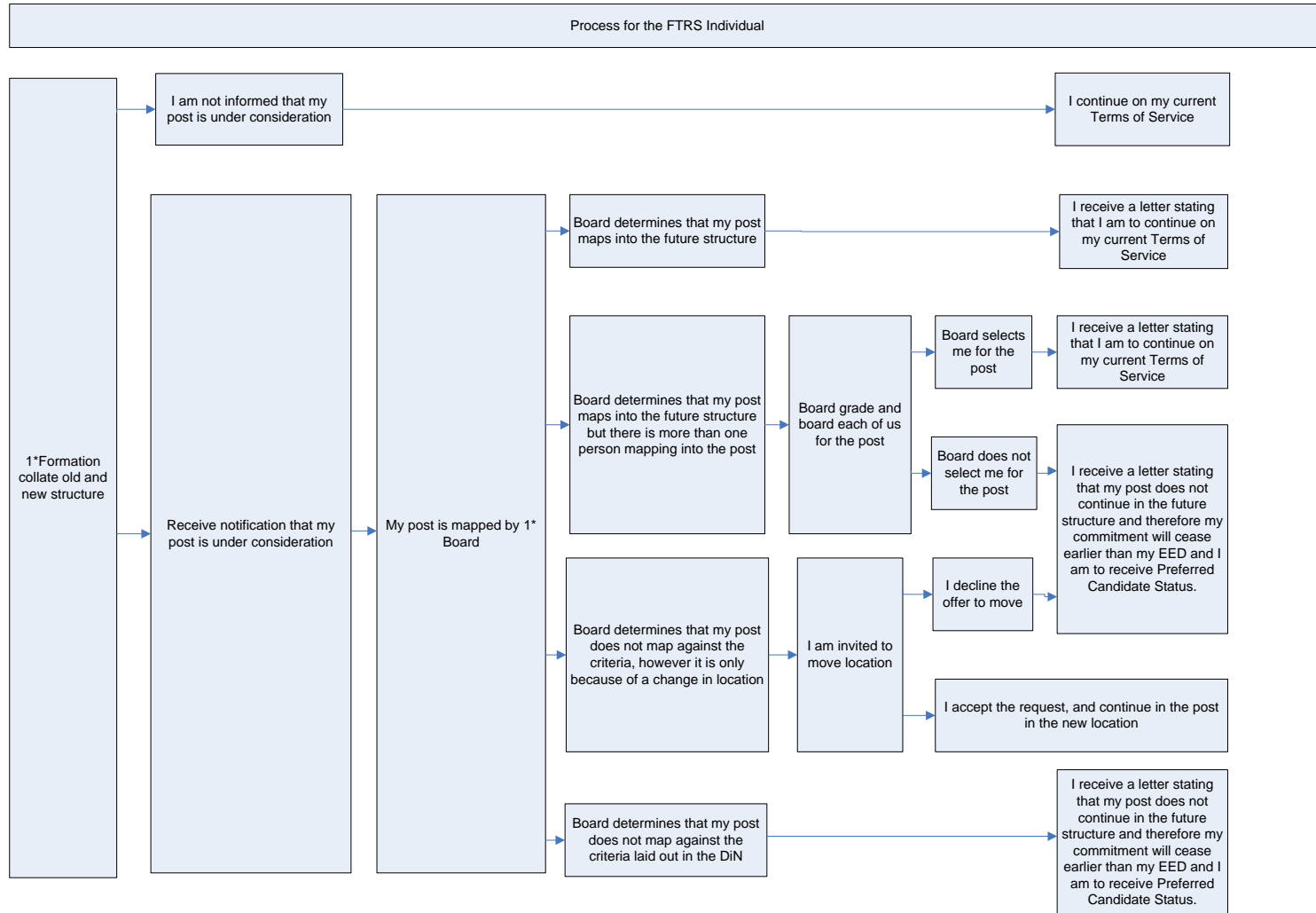
Appendix 3 - Declaration of willingness/unwillingness to move to a new location.

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

03.04.171FLOW 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 authorised funding certificate²⁰⁶ 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.

²⁰⁶ 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 mobilised 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 authorised²⁰⁷ 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 commitment²⁰⁸ 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.

²⁰⁷ AFE 20048, Part C.

²⁰⁸ 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 flexibly²⁰⁹.

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 station²¹⁰.
- b. **Service Family Accommodation (SFA).** SPs employed on ADC duties are not entitled to SFA.

²⁰⁹ JSP 760.

²¹⁰ JSP 464.

03.04.062 – 03.04.069. Reserved.

Pay and Pensions

03.04.070. Pay Documentation²¹¹. 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 Pay²¹². 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 allowances²¹³.

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 mobilised service. ADC service cannot be aggregated with former Regular service under either AFPS 75 or AFPS 05.

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.

²¹¹ JSP 501; UAM

²¹² JSP 754.

²¹³ JSP 752.

Leave

03.04.090. Individual Leave Allowance. SPs on ADC are granted leave²¹⁴. 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 granted²¹⁵. 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 Leave²¹⁶.

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 actions²¹⁷.

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 SP²¹⁸.

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 work²¹⁹. 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.

²¹⁴ JSP 760.

²¹⁵ JSP 760.

²¹⁶ JSP 760.

²¹⁷ JSP 754.

²¹⁸ JSP 751, Vol 2.

²¹⁹ 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 Order²²⁰. 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 ROs²²¹.

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 Ops²²².

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.

²²⁰ AFE 20043.

²²¹ JSP 757.

²²² 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 demobilisation 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 mobilisation. 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 or during 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 the Authorised Officer who must inform CM Ops APC, once complete. APC will then include the revocation onto the CM notes within JPA.
- 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 Authorised Officer who must inform CM Ops APC, once complete. APC will then include the revocation onto the CM notes within JPA.

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 soldiers²²³:

- 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.

²²³ 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 service²²⁴.

²²⁴ 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 Ireland²²⁵.

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.

²²⁵ 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 female²²⁶; or:
- b. They are a member of any Regular Service or Reserve Force²²⁷; or:
- c. They have been granted a commission as an officer; or:
- d. They are exempt on the grounds of^{f228}:
 - (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 Force²²⁹; 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 Force²³⁰; 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.

²²⁶ Female soldiers enlisting before 1 Apr 1997 had no recall liability on enlistment.

²²⁷ The Army Reserve, the Regular Reserve, RARO or their Naval or RAF equivalents.

²²⁸ RFA 80, Schedule 2.

²²⁹ The Army Reserve, the Regular Reserve, RARO or their Naval or RAF equivalents.

²³⁰ 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 conviction²³¹.

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 service²³².
- 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 conviction²³³.

²³¹ Legal Aid Sentencing and Punishment of Offenders Act 2012.

²³² AGAI 78 ARMY MEDICAL EMPLOYMENT POLICY.

²³³ 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 letter²³⁴ 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 payment²³⁵.

04.03.021 – 04.03.999. Reserved.

²³⁴ JPA Form C015.

²³⁵ JSP 754, Ch 3, Sect 7.

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