



RESCUE SERVICES RUTLAND (RSR) Mobilisation and Deployment Policy

1.0 Introduction

RSR works with members of both Active Armed Forces and the Reserve Forces and their dependants/family members and recognises the valuable contribution that both Active Armed Forces and Reservists make to their communities and the civilian workplace.

2.0 Purpose and Scope

RSR has pledged its support for members of the Active Armed Forces and Reserve Forces and acknowledges the training undertaken that enables them to develop skills and abilities that are of benefit to RSR. This policy intends to demonstrate RSR's commitment to supporting RSR members who are members of the Active Armed Forces and Reserve Forces by following these key themes:

- RSR Pledge to not disadvantage Active Armed Forces and Reservists.
- RSR shall, agree to release Reservists for attendance at Reserve Forces Training events where these coincide with RSR paid activities.
- RSR shall, agree to the release of all members Active Armed Forces on duty and/or Deployment or mobilised for Reservist duties.
- RSR will continue to treat the contracts of employment of members of the Active Armed Forces for duty or deployment and mobilisation for Reserve Service as operable throughout the period of such service and there will be no loss of continuous service or service related benefits.

3.0 Reserve Status Notification

It is requested that Active Armed Forces members and Reservists inform RSR that they are a member of the Armed Forces and/or Reserve Forces so that RSR can provide support to the member and their dependants/families. It also assists with resource planning during periods of leave, training and/or deployment/mobilisation. In any circumstance, the member will not be disadvantaged as a result of notifying RSR of their Active Service/Reserve status.

4.0 Training commitments and Time off for Reservists

RSR recognises the importance of the training undertaken by Reservists that enables them to develop skills and abilities that are of benefit to their respective Reserve Force and RSR. RSR is committed to granting additional paid leave to Reservists specifically to enable them to attend their annual camp. Additional unpaid leave will be granted for short periods of training provided adequate notice is given and where such training cannot be undertaken in off duty time subject to negotiation. Attendance at weekend training which cannot be undertaken during off-duty will be subject to the same arrangements. RSR will facilitate work rosters to allow attendance at annual camp and other training commitments. Reservist Members should give as much notice as possible of training commitments to allow appropriate planning for absences.

5.0 Training commitments and Time off for Active Armed Forces

RSR recognises the importance of the training undertaken by Active Armed Forces that enables them to develop skills and abilities that are of benefit to their respective Force and RSR. RSR is committed to granting additional paid leave to Active Armed Forces due to Deployment and on return from Deployment. Additional unpaid leave will be granted for periods of training provided adequate notice is given and where such training cannot be undertaken in off duty time. Attendance at weekend training which cannot be undertaken during off-duty will be subject to the same arrangements. RSR will facilitate work rosters to allow attendance at training commitments. Members should give as much notice as possible of training and active services/deployment commitments to allow appropriate planning for absences.

6.0 Mobilisation and Deployment

Mobilisation and/or Deployment is the process of calling Active Armed Forces and Reservists into full time service, in order to make them available for military operations. Call-out papers for mobilisation/deployment should be forwarded to RSR as soon as possible. The documentation will include the call-out date and the anticipated timeline (RSR anticipates this can sometimes be short notice in time of emergency). RSR pledges to support all Reservists and their dependants through all phases of mobilisation:

- Medical and pre-deployment training
- Operational tour
- Post-operational tour leave

RSR pledges to assist in the following actions:

- Pre-mobilisation/deployment
 - Meet with Members to ensure all mobilisation/deployment paperwork completed (including pay, benefits & pension arrangements)
 - Discuss any handover of work and return of equipment
 - Arrangements for keeping in touch
- During mobilisation/deployment
 - Keep in touch with Members as arranged post-mobilisation/deployment
 - After care and support to family members and/or dependants during mobilisation/deployment

7.0 Treatment of Terms and Conditions

Where mobilisation/deployment occurs RSR members will be given special unpaid leave of absence. A period of mobilised service does not break continuity of employment. A Members employment cannot be terminated on the grounds of their military duties or their liability to be mobilised/deployed. Members can be included in the redundancy pool if this is necessary due to a downturn in business or closure of a department. However, all employees should be treated consistently, and redundancy criteria should not discriminate against Member on the grounds of their service or call-up liability. Should a member become sick or injured during mobilisation/deployment they will be covered by Defence Medical Services and any financial assistance will continue to be received (including pay) until demobilised. If the sickness or injury continues and this results early demobilisation, the member will remain covered by Defence until the last day of paid military leave.

8.0 Return to work

Reservist: The Reservist must write to RSR after their last day of military service making their request to return to work on a date to be agreed and are encouraged to informally contact RSR to discuss their return to work at the earliest opportunity.

RSR pledge to Reservists: RSR pledges to reinstate the Reservist, where possible to their former role, and if not, to a mutually acceptable role on the same terms and conditions prior to mobilisation. RSR pledges to carry out the required training and/or assessments to bring the Reservist back within the MSUK minimum licence requirements. This will include any refresher training when they return to work and will be given time to familiarise themselves with processes.

Active Armed Forces: Active Armed Forces members must write to RSR making themselves available to return to work on a date to be agreed and are encouraged to informally contact RSR to discuss their return to work at the earliest opportunity.

RSR pledge to Active Armed Forces: RSR pledges to reinstate the member, where possible to their former role, and if not, to a mutually acceptable role on the same terms and conditions prior to mobilisation/deployment. RSR pledges to carry out the required training and/or assessments to bring the member back within the MSUK minimum licence requirements. This will include any refresher training when they return to work and will be given time to familiarise themselves with processes.

9.0 Aftercare

RSR pledge to ensure a smooth re-integration into the team. The following will be included in this process:

- The need to update on changes and developments in RSR.
- The need to offer specific refresher training where it is sought/considered necessary.
- Where the job duties have changed since mobilisation/deployment a period of skills training may be required to assist with new aspects of the job. RSR will fully support these activities.
- Whether the member can meet up with colleagues informally or socially before or after return to work to prevent any feeling of dislocation if this is sought.
- Reasonable time off to seek therapeutic treatment and support if required.

10.0 Dependants and Family support

RSR pledge to support dependants/families/partners/spouses of all Active Armed Forces and Reservist members, before, during and after mobilisation/deployments. Additional leave is offered during rest and recuperation leave and before and after mobilisation/deployment. Support is also offered to dependants/families/partners/spouses regarding travel and accommodation arrangements for attending events and training on their own. RSR also pledge to undertake regular welfare checks to offer support where needed.