

**Agenda Item No:** 9 **Report No:** 194/08  
**Report Title:** Support for Volunteer Reserves  
**Report To:** Employment Committee **Date:** 13 October 2008  
**Ward(s) Affected:** All  
**Report By:** Head of Business Services  
**Contact Officer(s):** John Clark, Head of Business Services

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**Purpose of Report:**

To update the Council's policy on supporting the volunteer reserves.

**Officers Recommendation(s):**

- 1 That the policy set out at paragraph 3 is adopted.

**Information**

- 1 The Council has long supported the volunteer reserves and had a policy of providing additional paid leave so that the necessary training can be undertaken. The current policy statement is :

If you are a member of the Volunteer Reserve forces the Council will grant you a maximum of 10 working days paid leave for attendance at training camp. Leave will only be granted for days actually on volunteer duty that you would otherwise have worked.

- 2 Although the statement only refers to paid leave for training camp, it has always been accepted that if a member of staff was mobilised to join the armed forces, we would release them wherever possible.
- 3 The Ministry of Defence, through its marketing and communications campaign, SABRE, is encouraging organisations to make a statement of support for Britain's reserves. It has produced a model policy which, with amendments, it is proposed we now adopt to demonstrate the Council's support. The proposed policy is:

The Council recognises the vital role of Britain's Reserve Forces and the valuable contribution that Reservists make to our Defence, their communities and their civilian workplace.

Furthermore:

- The Council supports membership of the Reserve Forces by its employees.
- The Council agrees, wherever possible, to be flexible in granting time off to enable employees to undertake Reserve Service training.

- The Council will support employees who are compulsorily mobilised for service in the Armed Forces.

In addition, the Council may, when circumstances allow:

- Grant 10 working days additional paid annual leave for employees undertaking Reserve Forces' duties.
  - Grant additional unpaid time off to allow employees to volunteer to:
    - Support the Regular Forces for up to one month.
    - Support the Regular Forces for six months as part of a military force on Peace Support or Humanitarian Operations.
- 4** The numbers of reservists employed by the Council has always been low and at present, we employ less than 5.

### **Financial Implications**

- 5** There are no new financial implications arising from this report.