



## **RESERVE FORCES AND TRAINING MOBILISATION POLICY**

## 1. Introduction

Bangor University employ staff who are members of the Reserve Forces and they recognise the valuable contribution that Reservists make to the UK Armed Forces, their communities and the civilian workplace.

The University has also joined a network of over 400 employers in Wales in pledging support to the Armed Forces community by signing up to the Armed Forces as part of the Higher Education sector in ensuring that those who serve or have served in the Armed Forces are treated fairly.

## 2. Purpose and Scope

The University has pledged its support for members of, or those wishing to join the Reserve Forces and acknowledges the training undertaken by Reservists that enables them to develop skills and abilities that are of benefit to both the individual and their employer. This policy intends to define our obligations towards all employees who are members of the Reserve Forces.

The University will not disadvantage those Reservists who notify the University of their Reserve status or those Reservists who are made known to the University directly by the Ministry of Defence (MoD).

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Regular Reservists - ex-regular servicemen who may retain a liability to be mobilised depending on how long they have served in the Armed Forces.

The Re

Force, the individual and the University

Reservists are typically committ

mobilisation.

A period of mobilisation comprises three distinct phases:

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

Prior to the mobilisation the individual and staff member should meet to ensure all required paperwork is complete, discuss any handover arrangements, and arrangements for keeping in touch during the mobilisation period.

for Reserve Service as operable throughout the period, and there will be no loss of continuous service.

**Pay**

salary for the duration of their

basic element is less than the Reservist receives from the University  
responsibility to apply to the MoD

liability.

### **Sick Pay**

Should a Reservist become sick or injured during mobilisation 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 in early demobilisation, the Reservist will remain covered by Defence until the last day of paid military leave.

After this time The Reservist will be covered by the University and Procedure.

### **9. Return to work**

Both the Reservist and their employer have obligations under The Reserve Forces (Safeguarding of Employment Act) 1985 regarding the return to work process.

#### **Reservist:**

The Reservist must write to their employer by the third Monday after their last day of military service making their request to return to work and suggesting a date which should

Sometimes Reservists may need refresher training when they return to work, or be given time



Overtime costs, if other employees work overtime to cover the work of the Reservist [by the amount that such costs exceed earnings of the Reservist]

Costs of temporary replacement [by the amount that such costs exceed earnings of the Reservist]

The maximum claim available is £110 per day (£40,000 per annum). Claims c