

POLICY FINANCE ADMINISTRATION COMMITTEE

2 December 2014

REPORT OF HEAD OF COMMUNICATIONS

RESERVE FORCES TRAINING AND MOBILISATION POLICY

1.0 PURPOSE OF REPORT

- 1.1 To suggest that the Reserve Forces Training and Mobilisation Policy is adopted as attached (Appendix 1).

2.0 RECOMMENDATIONS

- 2.1 **That the Committee approve the Reserve Forces and Mobilisation Policy to be implemented with immediate effect.**
- 2.2 **The Head of Communications be given delegated authority to make minor amendments to the policy in order to address any recommendation from the Equality Impact Assessment or to ensure it remains fit for purpose and in line with best practice and legislation.**

3.0 KEY ISSUES

- 3.1 This policy was written in the middle of 2014 in response to our closer working relationships with the Armed Forces and our work on the Armed Forces Community Covenant.
- 3.2 The policy sets out the HR implications of both the training and deployment aspects of our reservist staff, and provides details for line managers in the handling of requests from their reservist staff.

3.3

4.0 POLICY AND CORPORATE IMPLICATIONS

- 4.1 The Reserve Forces Training and Mobilisation policy is a corporate policy
- 4.2 JSWG recommend the new policy is approved.

5.0 FINANCIAL AND OTHER RESOURCE IMPLICATIONS

- 5.1 No additional resources are required to implement this policy. There may be additional salary costs to allow for additional annual leave however this is not expected to have a significant impact on the salary budget.

6.0 LEGAL IMPLICATIONS/POWERS

- 6.1 Members of staff who are also members of the Reserve forces are covered by employment legislation. The proposed policy complies with current employment legislation and is based on recommendations by SaBRE who support Britain's Reservists and Employers.

7.0 COMMUNITY SAFETY

AGENDA ITEM 6

7.1 There are no direct community safety issues.

8.0 EQUALITIES

8.1 An EIA on the policy will be completed following adoption.

10.0 CLIMATE CHANGE

10.1 None

11.0 CONSULTATION

11.1 The policy was discussed at the Joint Staff Working Group (JSWG) meeting in June 2014 and was accepted by that meeting as a positive way forward..

12.0 WARDS AFFECTED

12.1 All.

Contact Officer Angela Tebbutt
Date: November 2014

Appendix : 1

Background Papers: JSWG papers

Reference : X : Committees\PFA