

Headquarters 4th Infantry Brigade and HQ North East

Supporting The UK's Defence Interests

An Employers' Guide to Supporting Army Reserve Deployments



What is a Land Regional Hub? The shape of global conflict is changing, becoming increasingly complex and uncertain. As a result, the British Army has adapted in order to meet the new and emerging threats faced by the United Kingdom. There will be a new focus for the Army, including the Army Reserve, in providing a persistent and credible presence in key strategic areas, such as the Middle East (Oman) and Africa (Kenya); these are called Land Regional Hubs (LRH). These hubs allow the UK to project forward, establish alliances, actively reassure our allies and partners, compete against our adversaries and tackle threats at source. They will directly contribute to our national security, and actively promote the UK's interests abroad.



Where does the Army Reserve fit in? Reservists have contributed to Britain's national security for many years. Traditionally, this has been in support of conventional operations, warfighting and homeland resilience. They have provided critical support to operations in Iraq and Afghanistan, and other key flashpoint areas. The Government's vision for Global Britain does not change the importance of the Reservist's contribution, it just switches the focus to support current requirements and the changing global threat; the Army Reserve will be a significant part of the workforce requirements of the Land Regional Hubs - an undertaking that would be impossible without the support of their civilian employers.



What is the Army asking of me as an employer of a Reservist? The first full deployment of Reservists supporting the Land Regional Hub (Oman) will be in **September 2022**. The Reservists will deploy to Oman and will work directly alongside the Royal Army of Oman, one of the UK's key strategic allies in the Middle East. The end-to-end deployment is **four months**, inclusive of any pre-deployment training; the deployment will be complete by **31st December 2022**. We are acutely aware that this could be a significant sacrifice for many employers, so the MOD has introduced a comprehensive support package to reduce the impact on your business during the deployment. An overview of the compensatory benefits for employers can be found overleaf, with further details in the MOD's 'Employer Toolkit'.



What does my company get in return? You will benefit directly from the transferable skills developed by your employees through this deployment. They will be tested in the harshest of environments, will develop new skills, increase their physical and mental resilience, and experience operating alongside foreign partners where cultural sensitivities can dramatically shape outcomes. This is by no means a routine overseas training exercise; the Reservists will be operating hand-in-glove with their Regular Army counterparts and regional partners, with an equal stake in protecting and promoting the UK's interests abroad, and their actions judged on the global stage.



How are employers supported? Our Reservists depend on supportive employers to facilitate their military service. Employers enable our Reservists to serve their country well, allowing them to complete training courses; annual deployment exercises (at home or abroad); and routine activity. An encouraging and supportive employer makes a huge difference to a Reservist, but we know this is not always easy. The Reserve Forces and Cadets Association (RFCA), a national organisation with regional offices across the country, acknowledges this invaluable support and works with employers through their employer engagement teams to ensure the benefits of employing a Reservist, and the support available to their employers, is fully understood.

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



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Supporting our national security, and actively promoting the UK's interests abroad

The Deployment. Army Reservists will deploy in support of KANJAR OMAN 22, a joint UK-led force projection exercise with the Royal Army of Oman. They will be mobilised on **1st September 2022**, and de-mobilised on **31st December 2022**; these dates include any pre-deployment training required - an absence from their civilian employment of **4 months**, end-to-end. Mobilised Reservists will serve with their Regular Army counterparts directly contributing to the UK's defence priorities and national security. Predominantly, they will be operating in the area of Duqm, in the coastal region of central Oman.

-  Message
Global Britain
-  Integrate with Partners
-  Persistent presence
-  Multi Domain Integration
-  Training for future operations

An Overview of Employer Support

-  The MOD will pay the salary and pensions contributions whilst the Reservist is deployed.
-  The MOD will assist with the costs of a temporary replacement if it's more than the reservist's salary (up to £110 a day).
-  The MOD will assist with the advertising costs and agency fees for finding a replacement.
-  The MOD will assist with overtime costs, if other employees cover the work.
-  The MOD will assist with up to 75% of specialist clothing for the replacement (up to £300).
-  The MOD will assist with training costs for the replacement (up to £2,000).
-  The MOD will provide extra support for small and medium-sized businesses (up to £500 per month).

Detailed guidance and support on all aspects of employing reservists can be found in the Reservist Employer Toolkit:

Scan, or click on the QR Code



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<https://www.gov.uk/government/publications/reservist-employers-toolkit/reservist-employer-toolkit>