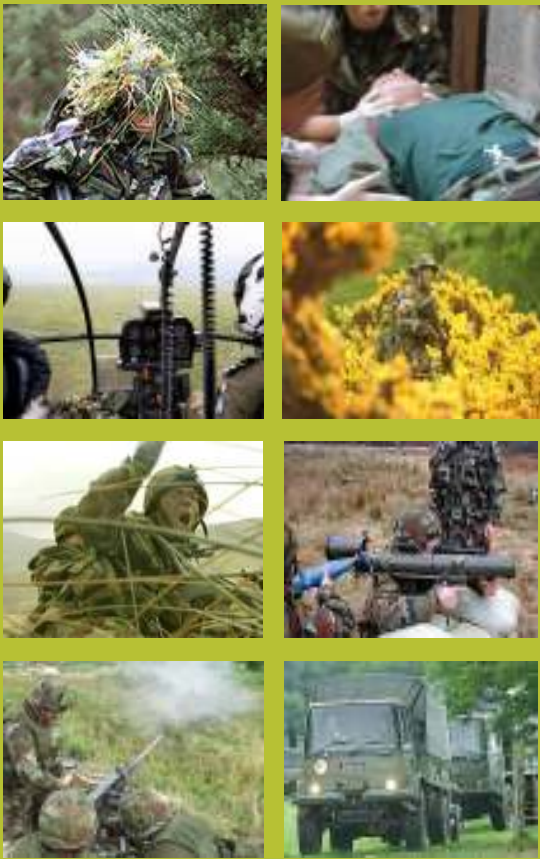


ARMY RESERVE

Information Leaflet for Employers



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This leaflet describes the benefits accruing to employers of Reservists.

Its purpose is to encourage employers to recognise the valuable contribution their employees make to the Reserve and to support them in their commitment.

Introduction

The Irish Defence Forces consists of the Permanent Defence Force (PDF) and the Reserve Defence Force (RDF).

The PDF includes the Army, Naval Service and Air Corps. The Reserve Defence Force comprises the Army Reserve and the Naval Service Reserve. The president is the Supreme Commander of the Defence Forces. Military Command is exercised by the Government through the Minister for Defence.

The roles of the Defence Forces as decided by Government are:

- to defend the State against armed aggression; this being a contingency, preparations for its implementation will depend on an on-going Government assessment of the security and defence environment;
- to aid the civil power (meaning in practice to assist, when requested, the Garda Síochána, who have primary responsibility for law and order, including the protection of the internal security of the State);
- to participate in multinational peace support, crisis management and humanitarian relief operations in support of the United Nations and under UN mandate, including regional security missions authorised by the UN;
- to provide a fishery protection service in accordance with the State's obligations as a member of the EU;
- to carry out such other duties as may be assigned to them from time to time, e.g. search and rescue, air ambulance service, Ministerial air transport service, assistance on the occasion of natural or other disasters, assistance in connection with the maintenance of essential services, assistance in combating oil pollution at sea.

Benefits to Employers

As the role of the Reserve Forces becomes ever more vital to the readiness and effectiveness of the Permanent Defence Forces, so their training assumes ever greater importance. The nature and extent of this training varies between different elements of the Reserve Forces and according to a Reservist's particular specialisation. While it invariably takes place outside normal working hours, there is also a degree of flexibility given by the Reserve for attendance requirements, to allow the individual to manage their professional and domestic commitments effectively.

What Reservist training does for employers?

Whatever branch of the Reserve Forces your employee is in, the training he or she receives will encourage resourcefulness, perseverance and improvisation, as well as loyalty, reliability and integrity. The quality of training they receive is what makes them effective, fully prepared members of the Reserve Forces and can be of direct relevance to the workplace. The more a Reservist can take advantage of training opportunities, the greater his or her potential to add real value in the workplace. Employers can contribute to this, by being flexible with Reserve employees, which will be both appreciated and rewarded through the enhanced transferable skills gained by their employee.

Reservists undertake training throughout the year. They learn skills that many organisations do not have money or time to provide.

Transferable skills

Training and serving in the Army Reserve enables people to develop skills and qualities that can be transferred directly to the workplace.

Core skills Team working, self-confidence, leadership qualities, reliability and respect for diversity are skills and qualities that all Reservists develop - skills and qualities that are highly prized by employers.

Practical skills Training in first aid and health and safety makes Reservists quick to respond when an accident happens at work. Weapons drill and parade drill develop precision, co-ordination and accuracy - useful skills for anyone using expensive machinery or technology in their civilian career. Learning the skills that the military uses in the field develops resourcefulness, perseverance and the ability to improvise in unfamiliar or difficult circumstances.

Personal skills Attributes such as organisational loyalty, reliability, integrity and confidence are less easy to measure but, thanks to their training and practical experiences, Reservists have them in abundance. All Reservists are given the chance to train in adventurous and physically demanding activities such as rock climbing, abseiling, trekking and hill walking. The Reserve Forces place a high value on such activities because they are character-building and help develop fitness, self-confidence, determination and perseverance. They also teach individuals how to lead or work within a team, solve problems, communicate, present ideas and organise a complex event or process.

Practical examples,

"All members of 62 RAR complete a recognised Health & Safety Manual Handling Course, and every training exercise is evaluated by Reservists themselves in a Health and Safety Risk Assessment document."

"No member of 62 RAR has ever failed the Defence Forces Compulsory Random Drugs Test. The Unit was tested as recently as July 2007."

Specialist skills

Reservists train in specialist trades as well as military practices and procedures.

Training covers a wide range of skills and disciplines, depending on the Service and the Unit to which your employee belongs. Specialist skills gained by Reservists include:

- logistics and stores management
- operating and driving heavy goods vehicles and driving Personnel carrying vehicles
- recruitment planning and personnel management
- skills for intelligence and administrative operations, military unit organisation and administration
- handling explosives, dangerous chemicals or waste materials
- catering, and catering management
- planning and conduct of large scale exercises
- advanced communications using computer and radio technologies
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Training commitment

The Army Reserve recognises the importance of minimising the impact of Reservists on their civilian workplaces. Most training takes place outside normal working hours; however, some Reservists ask their employers for additional leave for periods of continuous training important to their career.

Although an individual's training liability varies between the different elements of the Reserve Forces, for most Reservists the liability is made up of three forms of training:

Weekly training - Reservists attend training at their local centre. This takes place one evening per week and lasts about two hours. Usually in two blocks, March to July, and September to November.

Weekend training - all Reservists attend a number of training weekends / field days, which are spread throughout the year.

Continuous training period - once a year, there is a 14-day continuous training period, referred to as Annual Training Camp. This may take the form of a course at a training establishment, an attachment to a Regular Unit, a field training exercise, or a combination of these.

Additional Training - Some Reservists volunteer for extra training courses and other duties in addition to their annual training camp period. This training generally focuses on career courses and may include skills training such as health and safety, personnel training and management, use operation and maintenance of specialist technical equipment, unit administration etc. Again, employers do not have to make time available for this with most Reservists using annual holiday entitlements or making special arrangements with their employers. Many employers see such special arrangements as a valuable investment.

The importance of Annual Camp

This continuous training period enables Reservists to consolidate their skills and undertake activities not achievable during weekend and evening training. In some cases, it is the only time in the year when the whole Unit can train together. Annual Camp is fundamental to a Reservist's commitment and if they are unable to attend, they will not fully develop their skills. The dates are determined as early as possible, in order to help Reservists arrange time off work.

The importance of your support

Your understanding and co-operation as an employer is essential if Reservists are to benefit fully from their training opportunities. This is particularly the case with Annual Training Camp, which can represent a significant proportion of an employee's holiday entitlement.

You are under no obligation to grant any request by a Reservist employee for additional paid or unpaid leave; however, many employers realise that the valuable, transferable skills gained in training will benefit their business, and grant extra leave, paid or unpaid, for the continuous training period.

Why give support?

The intensive training that Reservists undertake fosters a wide range of skills and qualities, which translate directly into greater effectiveness in the workplace. The more your Reservist employees can take advantage of these opportunities, the greater their potential to add value in the workplace.

What's the best way to demonstrate support?

Having established policies and procedures for the issues and opportunities that arise from employing Reservists is the best way of demonstrating support.

Adopt a code of practice.

A number of basic steps can help to establish a strong working relationship with Reservists on your staff, while extracting optimum value for the company.

- Learn more about the Army Reserve
- Find out about the basic training commitments and when Annual Training Camp is, by speaking to your Reservist employees.
- Ensure that your personnel policies accommodate and support participation in the Reserve Forces
- Get your management team to promote your organisation's support for the Reserve Forces. Explain your position to them and address any concerns that may arise.
- Have a regular dialogue with your Reservist employees.

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Information Leaflet for Employers

If you would like to join our Sponsor Programme please make contact through our website. Sponsor employers receive periodic updates about our Unit and are known and respected supporters of Reserve employees in our catchment areas. We also periodically invite sponsors to view our unit in training.

Contact

- ⊕ www.62regiment.ie
- ⊕ info@62regiment.ie
- ⊕ Text 087 622 4528
- ⊕ 62 Reserve Artillery Regiment, Connolly Barracks, Defence Forces Training Centre, The Curragh, Co. Kildare.



62 Reserve Artillery Regiment

62 RAR is a Combat Support unit of 2 Eastern Reserve Brigade.

Its organisational structure comprises 3 Field Gun Batteries and 1 Headquarters Battery.

Two of the Batteries are located in the Defence Forces Training Centre in Co. Kildare, and two in McKee Barracks in North Dublin.

Members come from all walks of life in the Kildare, Offaly and North Dublin areas.

These people represent a proud tradition of military service in the Kildare and Dublin areas stretching back over 40 years.

As with all Reserve units, we survive on our ability to attract new, and retain existing members.

62 RAR is now accepting new members. For details go to www.62regiment.ie

This leaflet publicises the many benefits accruing to serving and past members, their employers and society in general.