

INDIVIDUAL DECISION BY THE CHIEF EXECUTIVE



DATE	19 th March 2021
PORTFOLIO	Resources & Performance Management
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HR Policy – Employing Reservists

PURPOSE

1. To seek approval for a change to the Council's Employing Reservists Policy.

RECOMMENDATION

2. That the increase from 5 to 10 days leave for Reservists is approved under the Chief Executive's Council delegation, in consultation with Group Leaders and the Executive Member for Resources & Performance Management.

REASONS FOR RECOMMENDATION

3. To ensure that the Council's policy reflects our commitment to supporting the Armed Forces and employees that are members of the Reserve Forces.

SUMMARY OF KEY POINTS

4. This is an amendment to policy which affects staff terms and conditions and therefore requires consultation with Group Leaders and the Executive Member for Resources and Performance Management.
5. This policy was developed as a result of the Council's commitment to the Armed Forces Covenant and the Council's wish to be considered for the Ministry of Defence (MoD) Employer Recognition Scheme Gold Award. The Council was awarded the Silver Award in 2020.
6. One of the criteria for the Gold Award is for the employer to have positive HR policies in respect of reservists and provide at least 10 days additional leave for training purposes. The current policy developed allows 5 days paid leave for reservists to attend their annual summer training camp (pro rata for part time employees).
7. The policy defines our obligations towards all employees who are members of the Reserve Forces and has been developed in line with the MoD guidance.

FINANCIAL IMPLICATIONS AND BUDGET PROVISION

8. There will be a financial implication to increasing the days leave to employees who are members of the Reserve Forces to attend their annual camp. We currently have limited employees with reserve status.
- 9.. In the event that a reservist is mobilised the MoD will assume responsibility for their salary for the duration of their mobilisation. The MoD also provide financial assistance to employers for temporary/agency cover or overtime costs.

POLICY IMPLICATIONS

10. The policy demonstrates the Council's commitment to supporting the employment of staff who are members of the Reserve Forces and recognition of the valuable contribution they make to the UK Armed Forces, their communities and the civilian workforce.

DETAILS OF CONSULTATION

11. Management Team Trade Union Meeting – 19th March 2021
Group Leaders
Executive Member for Resources & Performance Management

BACKGROUND PAPERS

12. None

FOR FURTHER INFORMATION PLEASE CONTACT	Vicky White, Strategic HR Manager Ext 7124
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