

Report To:	Cabinet	Date:	23 March 2021
Heading:	POLICY ON EMPLOYING RESERVISTS		
Portfolio Holder:	LEADER, CLLR JASON ZADROZNY		
Ward/s:	ALL		
Key Decision:	No		
Subject to Call-In:	No		

Purpose of Report

The purpose of this Cabinet Report is to present a new ADC policy about Employing Reservists, which outlines the Council's commitment to support for the Armed Forces and employment.

Recommendation(s)

That Cabinet confirms its support for the new Policy on Employing Reservists.

Reasons for Recommendation(s)

There has been no previous policy in place at Ashfield District Council. This new Policy therefore demonstrates the Council's commitment that those employees who serve in the armed forces as reservists, are afforded the protection of specific HR policies.

Alternative Options Considered

(with reasons why not adopted)

Not to adopt a new Policy about Employing Reservists. Ashfield District Council is a strong supporter of the UK's armed forces and is also fully supportive of any employees who are (or who wish to be) members of the Reserve Forces. **Not recommended**

Detailed Information

There is no current policy in place. This new policy (attached) has been developed with the involvement of the Leadership, Management and the Trade Unions at ADC and ensures that ADC is meeting the criteria for the Armed Forces Employer Recognition Scheme. It has been drafted in line with Employment legislation, ACAS and Armed Forces guidance.

Although the governance route for this new Policy is approval through an Officer Decision Record, Cabinet is asked to confirm its support.

The Policy attached covers rights and responsibilities of both employees and the Council. For example, the Council has an obligation to provide support for training events, mobilisation and benefits accrued during mobilisation and return to work following deployment. The employee has an obligation to provide ADC with notification of their status as reservist.

ADC has pledged its commitment to the Armed Forces Covenant, has designated a lead Member for the Armed Forces and is a forces friendly Council.

Implications

Corporate Plan:

Fully supports the objective of Future Workforce and Employer of Choice: valuing people, developing our people and transforming our organisation.

Legal:

There are no direct legal implications arising from this report

Finance:

There are no direct financial implications arising from this report.

Budget Area	Implication
General Fund – Revenue Budget	N/A
General Fund – Capital Programme	N/A
Housing Revenue Account – Revenue Budget	N/A
Housing Revenue Account – Capital Programme	N/A

Risk:

Risk	Mitigation
Risk of mobilisation and loss of key staff.	Staff who are reservists are encouraged to notify their employer in order that plans can be made for staff coverage in the event of the employee being called up.

Human Resources:

The Policy has been authored by HR, in consultation with the Trade Unions.

Environmental/Sustainability

No implications

Equalities:

Provides full HR support for employees who are reservists.

Other Implications:

A press release will be issued through Comms.

Reason(s) for Urgency

N/A

Reason(s) for Exemption

N/A

Background Papers

Appendix: Employing Reservists' Policy

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