

NHS Management Executive
St. Andrew's House
Edinburgh EH1 3DG

13th June 1997

Dear Colleague

SHS STAFF: VOLUNTEER RESERVE FORCES

Summary

1. This letter seeks to remind health service employers of the vital role that the Reserve Forces play wherever British Forces are needed throughout the world. They form a large part of the nations defence force and the support of employers is crucial in enabling them to continue to provide trained and professional services when needed. This is particularly the case in respect of Medical Reserves.

Background

2. The Reserve Forces Act 1996 strengthens the principle of partnership between employers and the Reserve Forces and allows employers to benefit from the training given to Reservists while allowing the Reserve Forces to fulfil their vital defence role. The main provisions of the Act came into force on 1 April 1997 and include:

- reimbursement of up to £4,000 additional costs incurred by employers when an employee is called out. The ceiling will be revised to reflect changes in civilian earnings and will be reviewed from time to time to ensure fairness;
- a one-off payment to employers to compensate them for extra administrative costs;
- wider and more flexible use of reservists through new call out arrangements for peacekeeping, humanitarian and disaster relief operations;

Addressees

For action:
Chief Executives, SHS Trusts

General Managers, DMUs

For information:
General Managers, Health Boards

General Managers, Common Services Agency

General Manager, State Hospital's Board for Scotland

General Manager, Health Education Board for Scotland

Executive Director, SCPMDE

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- additional safeguards for employers and Reservists seeking exception or deferral from call out or recall.

3. A leaflet, giving more information, entitled "Working for You" has been produced by the National Employer's Liaison Committee which was set up to foster strong links between the Reserve Forces and employers. Copies of this booklet can be obtained from:

Highland TAVRA
365 Perth Road
DUNDEE
DD2 1LX

Lowland TAVRA
Lowland House
60 Avenue Park Street
GLASGOW
G20 8LW

Tel: 01382-668 283

Tel: 0141-945-4951

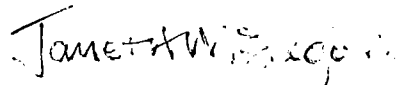
4. The Scottish Health Service has an enviable record in the strength of its support for the Reserve Forces, and although increasing workloads and pressure can make the release of Reservists difficult to manage, I hope that you will be able to continue to do all that you can to allow Reservists to have the necessary time off for training and deployment. In doing so you will be making an important contribution to the ability of the Reserve Forces to operate effectively wherever and in whatever circumstances they are needed to support or defend the interests of the country.

Action

5. Employers are asked to be aware of the provisions of the Reserve Forces Act 1996 and to continue to support individuals with special leave whenever possible.

6. General guidance on Special Leave is contained in Section 3 of the General Whitley Council Handbook.

Yours sincerely



MISS JANET A MCGREGOR
(Acting) Director of Human Resources