

THE RESERVE FORCES (CALL-OUT AND RECALL) (FINANCIAL ASSISTANCE) (AMENDMENT) REGULATIONS SI460 (2015)

Top Lines

- The Statutory Instrument 2015/460 regulations amending the Reserve Forces (Call-Out and Recall) (Financial Assistance) Regulations 2005/859 came into force on 27 March 2015.
- The amendments made by the 2015 Regulations provide further assistance to the employers of Reservists and self-employed Reservists during periods of mobilisation and limit the maximum assistance available to individual, non-specialist mobilised Reservists.
- In addition to amending the 2005 Regulations, we have improved the process for claiming assistance – one change being the introduction of an easy to follow claim form.
- These amendments follow a review which was a commitment in the 2013 Reserves White Paper and subsequently a consultation exercise.

Background

The White Paper included a commitment to review the regulations which govern the financial assistance available to mobilised Reservists and employers of mobilised Reservists. On 14 Nov 2014 Min(Res) agreed to proposed changes to be put out to consultation (the Reserve Forces Act 1996 requires that a consultation exercise is conducted before any changes are made to the 2005 Regulations).

The consultation ran successfully from 18 Nov 2014 to 17 Dec 2014, broadly agreeing to the proposed changes. Statutory Instrument 2015/460 came into force on 27 March 2015 and amended the 2005 Regulations to make the necessary changes.

The amendments are summarised below:

- a. Employers are now able to claim for five days of handover costs before their reservist employee is mobilised and five days of handover costs when that employee returns;
- b. For those jobs that require specialist clothing, employers are now able to re-claim some of the costs of purchasing such clothing for a person who replaces a reservist during a period of mobilisation;
- c. To ensure that a reservist's replacement is as effective as possible, employers are now able to claim for some of the costs of training which it is necessary for a replacement to complete;
- d. Self-employed reservists are able to claim for some of the expenses they incur in order to effect the cessation of their business as a result of mobilisation;
- e. A reduction in the cap on payments to non-specialist reservists to mitigate losses during mobilisation resulting from their Service pay being lower than their civilian pay. The cap has been reduced from £548 per day to £400 per day to mitigate such losses.