

Adrian Hinds

From: "Defence Media Centre" <mediacentre@media.defence.gov.au>
To: <hindsaj@westnet.com.au>
Sent: Thursday, 10 February 2011 3:50 PM
Subject: Employers encouraged to support their Reservist staff

Employers encouraged to support their Reservist staff

Employers across the nation are being asked to develop Defence Reserve Leave Policies and become "Supportive Employers" as part of a new campaign launched this week.

Head of Cadet, Reserve and Employer Support Division, Major General Paul Brereton, said he hoped that small, medium and large employers from both the private and public sector would develop leave policies to support Navy, Army and Air Force Reservists within their organisations.

He also pointed out that employers did not need to have Reservists on staff to have the policies in place or sign up as a "Supportive Employer".

"This month we have started a new campaign designed to encourage all employers to call our Defence Reserves Support help line or visit our website for more information on leave policies and our Supportive Employers Program," Major General Brereton said.

"The campaign includes advertisements that feature some of Australia's leading chief executive officers and managing directors. The advertisements will be seen in publications, online and also in the air aboard Qantas aircraft.

"We appreciate the support of those employers who have made testimonials in support of Reservists and hope that other employers will take their lead and sign up to the program. This can be done very easily via our Defence Reserves Support website.

"Defence recognises the critical role Reservists play as part of the Australian Defence Force.

"They are an essential element of Defence capability and the support of civilian employers is vital."

For further information about the campaign, please call 1800 803 485 or visit www.defence.gov.au/reserves

Media note:

Senior CRESA personnel are available for interviews on 11 February 2011 in Canberra. Please contact CRESA Director of Communication Deanna Nott 0438 013 548 for further information.

[Follow us on Twitter](#)

Unsubscribe from releases [here](#)

What are the skills and benefits of Reserve training?

Defence Reservists gain additional competence and experience through formal education, professional development and day-to-day practical tasks as they build their skills. They practice and advance in responsibility, skills and leadership ability. A number of our employees, the Australian Defence Force (ADF) Reservists, have a positive impact on any workplace. Disciplined, energetic, reliable and possessing excellent decision-making capabilities, if you employ a Reserve Reservist you will benefit from a highly valuable asset.

Reserve training provides substantial benefits to employers and the community. For example:

- Employees can often gain formal qualifications through Reserve service at no cost to their employer
- Reserve training develops leadership, management and teamwork skills that are expected of all managers and executives. These skills can cost thousands of dollars to acquire. Defence provides this training at no cost to the business or the individual
- Reservists also develop a number of personal skills that are attractive to all employers. These personal skills include self-discipline, initiative, punctuality, self-reliance and acceptance of responsibility
- A cost-effective form of community-based and supported national defence
- Trained assistance to the community during times of natural disasters

ESP is paid at a set weekly rate regardless of the employee's salary and there are no restrictions on the way employers can use the money. The weekly rate is equivalent to the average weekly full-time adult ordinary time earnings (AWOTE). This figure is set for 12 months beginning on 1 July each year and is published on the Defence Reserves Support website at www.defence.gov.au/reserves. ESP may be paid at a higher rate in some circumstances.

Who is eligible to claim ESP?

ESP covers all employers including government organisations, public and proprietary companies, private employers, discretionary or unit trusts and self-employed Reservists.

Does it apply for all employees?

ESP is payable for full-time employees. It may be paid on a pro-rata basis for part-time employees, as long as the employee is not also in full-time employment. ESP is not payable for casual employees engaged in work on an irregular or unreliable basis.

What are the criteria?

To qualify for ESP payments:

- Your employee's periods of Defence service must be a minimum of five consecutive days

Employer Support Payment Scheme

What is the Employer Support Payment Scheme?

The Employer Support Payment (ESP) Scheme provides financial assistance to eligible employers to help offset the costs of releasing employees for most categories of Australian Defence Force service.

- Your employee must have served a qualifying period of two weeks of Defence service (in a single period or blocks of five consecutive days or longer) with you in the current financial year
- Employers must submit claims within six months of the first day of service for which the claims are being made. Claims submitted outside this period require special justification
- Employers must release their employee on leave (this can be leave without pay) to undertake the Defence service. You must not require them to use their own accrued leave entitlements (e.g. Defence service on annual leave or long service leave is not eligible for ESP payments)
- Employers must agree to protect their employee's job

If you are a self-employed Defence Reservist you must have derived your principal source of income from your business or company for a minimum of six months or satisfy the requirements of the legitimate business test.

How do I claim?

By completing the ADF Reserves Employer Support Payment Scheme - Employer's Claim Form (Form AD 138-1) or form AD 138-2 for self-employed Defence Reservists. There are special forms for employers claiming under the CDF Capability Approval for Health Officers. Copies of all forms are available on the Defence Reserves Support website at www.defence.gov.au/reserves

Employer Engagement

What are the Employer Engagement Activities?

The aim of the Employer Engagement Activities is to further develop community and employer support for Defence Reservists, leading to enhanced availability of the personnel for Reserve service.

What are Boss Lift and Exercise Executive Stretch?

Boss Lift and Exercise Executive Stretch (EES) are part of the Employer Engagement Program coordinated by our organisation's Directorate of Employer and Industry Engagement.

Boss Lift enables employers of Defence Reservists to directly observe the ADF at work on exercises and operations. Further, employers involved in Boss Lift gain a valuable insight into the benefits that Defence Reservists bring back to the civilian workplace. Often there is an opportunity for employers to actually see their employees working as Defence Reservists.

EES is aimed at senior, middle and line management to show and involve them in the types of invaluable skills that can be gained by Defence Reservists. It is hoped that employers will be encouraged to further support their employees who are Defence Reservists following their participation in this activity.

Employer Support Awards

What are the Employer Support Awards?

These Defence Reserves Support Council sponsored awards are designed to formally recognise those employers who are committed to supporting Reservists in their workplace. They are very well received in the business community and the public sector. While the awards program does not provide any financial or commercial gain to employers, it does offer the chance to give you the formal public recognition you deserve.

What are the award categories?

Employer Support Awards are made at the State/Territory level. The categories are:

- Recognition of Support Certificates
- Certificate of Appreciation
- State/Territory Employer Support Awards