



And great service?



World's best call centre.*



Register | Login » | Help

Job Search | Research Companies | News & Advice | Education & Training | Services & Products | Self Employment | Advertisers

Job Hunting Advice | Resumes | Cover Letters | Interviews | Ask Kate Column | Salary Centre | Career Development | Work Life | Employment News | Special Features |

Jobs > News & Advice > Executives

It pays to hire defence force reserve staff

By: Rhiannon Elston August 03, 2009

Article From: CareerOne.com.au

EMPLOYING a reserve member of the army, navy or air force just got even more valuable for your business.

The Employer Support Payment Scheme, which provides financial assistance to offset costs when reserve force employees are deployed to active service, has increased to \$1183.10 per week.

Deanna Nott, Director of Communications in the Reserve and Employer Support Division of the Australian Defence Force, says many employers are not aware they're eligible for this payment.

"The money they receive can be used for anything. They might want to use it for temporarily replacing the staff member. A smaller company might use it to buy a new piece of equipment," she said.

Ms Nott says the skills acquired in a defence force reserve role can be a huge asset to any businesses by equipping employees with the kind of experiences "you don't necessarily earn" in everyday life such as leadership skills and the ability to stay calm in a crisis.

"You need to be thrown in the deep end and not crack under pressure when dealing with crises," Ms Nott said. "I've been able to bring back [to my workplace] things like leadership skills, problem solving, and how to work under extreme pressure," she added.

"Everywhere our permanent forces are involved, we have reserve staff too. [Reservists] played a supporting role in the Melbourne Commonwealth Games and have provided humanitarian relief to communities in Pakistan, Thailand, Rwanda and Somalia."

Ms Nott acknowledges that it can be hard for employers to juggle business priorities with their obligations to employees who serve in the reserve defence forces, but encourages them to think of the bigger picture.

The defence force provides mediation and other assistance to help lighten the impact on businesses.

"If there's a problem, the defence force will work with employer to find a replacement or arrange for [the employee] to be deployed at another time," Ms Nott said. "But the onus is on the employer to release the reservist for service."

Under the Defence Reserve Service (Protection) Act, employers are not able to compel staff to take their annual leave to complete their service.

Where mediation is required, the Office of Reserve Service Protection provides advice and assistance to reservists and their employers.

"Most employers are very understanding and they appreciate the role [their staff] play in the defence force," said Ms Nott.

Bosses who want to better understand the work their reserve staff do in the field are able to enrol in a short "executive stretch" education and training program. "This is a one to three day event where they experience what it is like to be a reservist," said Ms Nott.

That might involve "abselling, scuba diving, visiting a navy boat or learning to fire weaponry."

To download a claim form or find out more about the Employer Support Payment Scheme, head to http://www.defencereserves.com/asp/reservist_general_info.aspx



On-the-job training like no other: reservists gain a competitive edge. Picture: Supplied.

Register or Login to CareerOne

Register

Login

Job Search

Search Tips

Keywords [Tips](#)

Enter Keywords (e.g. nurse)

Categories/Occupations

Select up to 20 options

Locations

AU | Global

City, town or suburb

State

Radius

City

Postcode

Area / Region

Search

Advertisement

SPEND \$
SAVE

Job Hunting Tools

Email Me Jobs

Personality Profiler

Upload Your Resume

Resume Advice

Newsletter Sign Up

Ask Kate a Question

Advertisement