

Reserve Forces training: a guide for employers

Training to become an Officer



Overview of the training

Officers in the TA need the leadership abilities and the professional skills to lead and manage a team of soldiers – if necessary in extremely demanding conditions including in operational theatres such as Afghanistan. A junior officer will typically be responsible for a team of 20 to 30 soldiers.

The training is designed for people who are highly competent, motivated and fit. It is extremely physically and mentally demanding and it can take up to two years to complete all the stages. It includes a large

amount of intellectual content and individual and team practical exercises (which take place in arduous conditions with a lot of physical and mental pressure applied).

Throughout the training there is rigorous assessment. At all times there is an emphasis on the student preparing for the responsibility of leading a team of soldiers (many of whom will be older and have more military experience) and where the consequences of an error of judgement could result in injury or death.

Structure of the training

In total, students receive 80 days of training. This is conducted through a series of stages including three weeks at the world famous

Royal Military Academy Sandhurst. Each stage must be passed before a student can progress to the next one.

Preliminary training	Basic soldier familiarisation training.	4 days over 2 weekends
Officer selection	An intensive selection course to assess an individual's suitability for officer training. It includes evaluations of the candidate's intellect, mental agility, reaction to stress, physical ability, maturity and determination.	6 days over 2 long weekends
Module 1 (or soldier recruit training)	To develop basic military skills with an officer focus.	14 days – either in a continuous fortnight or over 7 weekends
Module 2	To develop leadership and management skills with practical experience in the application of these skills, as well as developing the qualities of an Army Officer.	20 days over 10 weekends
Module 3	To develop character, leadership and management skills through practical experience in arduous and testing conditions.	9 continuous days
Module 4	Two parts taken at the Royal Military Academy Sandhurst. Part A: Revision of all content taught in Modules 1 to 3 and development of intellect through war and international affairs studies. Part B: Intensive training and assessment through command exercises in demanding conditions to develop and assess competency to manage and lead soldiers.	7 continuous days 14 continuous days
Module 5	Post Commissioning Training: Conducted in TA units to complete officer training. Includes administration and career management of soldiers and military written communications.	6 days over 3 weekends

How do employers benefit?

To become an officer in the TA an individual is required to demonstrate the following skills, all of which have direct relevance within the civilian workplace:

- Core values and standards (selfless commitment, respect for others, loyalty, integrity, discipline, courage, high standards of personal presentation)
- Leadership (inspire, motivate, make decisions, enable others to act and succeed)
- Management (operate with or without supervision, organise, control, support, evaluate, inform and train team members)
- Planning (organise and deliver delegated tasks, use resources effectively)
- Teamwork (interaction, awareness of others, contribution to team spirit)
- Making an impact (determination, influence, use initiative, confidence)
- Effective communication (verbal and written)
- Professional competence (military skills and physical ability)
- Effective intelligence (understanding of tasks, lateral thinking, analysis, probing questions, application of common sense)
- Reaction to stress (ability to think and act effectively under pressure, self-discipline)

The decision-making, management and leadership aspects of this course are easily mapped against existing civilian qualifications. This course is accredited by the Chartered Management Institute and successful students can gain a Level 5 Certificate in Management and Leadership.

How much would this training cost you to buy?

The British Army (particularly the Royal Military Academy Sandhurst) is world renowned for the quality of its management and leadership training. The training your employee receives is, in that sense, unique and simply something that money cannot buy.

£22,000

However, according to research endorsed by the Chartered Management Institute, if you were to pay for training to deliver equivalent employee development it would cost you in the order of £22,000.

This relates just to the development which is relevant to a civilian workplace.



This document has been published by SaBRE (Supporting Britain's Reservists and Employers), the Ministry of Defence campaign which explains the benefits, rights and obligations associated with employing a member of the Reserve Forces.

The Reserve Forces include the Royal Naval Reserve, Royal Marines Reserve, Territorial Army and Royal Auxiliary Air Force.

Reservists are civilians who train for their military role in the evenings, at weekends and normally for a two-week period each year. In times of need, the Government can mobilise them for full-time military service alongside the Regular Forces – and many thousands have served in Iraq or Afghanistan.

Reservists carry out a huge variety of roles which mirror those in the Regular Forces, including serving in combat units and providing essential medical and logistical support.

They are critical to the success of our Armed Forces.

This course has been endorsed by the Chartered Management Institute – the only chartered professional body in the UK dedicated to promoting the highest standards in management and leadership. It delivers training and skills development that is as applicable and relevant to civilian work as it is to military life.
www.managers.org.uk

If you want to know more about the benefits, rights and obligations related to employing a Reservist, or have a particular issue you would like to resolve, please contact SaBRE.

www.sabre.mod.uk
0800 389 5459

