

Reserve Forces training: a guide for employers

Annual Training



Overview of the training

Training plays a major part in every Reservist's career, whether it's in a classroom, on an exercise or at 'annual camp' (the fortnight of continuous training Reservists attend each year).

In addition to training which enables a TA soldier to acquire specific trade skills, qualifications or promotion, all Reservists

must reach set standards in a number of subjects which are common to all parts of the Army.

The assessments in these subjects are known as Military Annual Training Tests (MATTs) and are compulsory for all TA soldiers, regardless of rank, each year.

Content of the course

There are eight MATTs which together take approximately five days of testing each year. Tests can be held on training evenings, at weekends or on annual camp and range from a 45-minute indoor period to a full day of testing on a training area. The amount

of training required to reach the necessary standard varies according to the experience and skills of the Reservist but is typically around 20 days per year. In addition to the MATTs, Reservists also undergo training specific to their military role.

Shooting	Training in the operation of rifles and machine guns and/or pistols through classroom-based practice and live firing exercises on shooting ranges. Soldiers learn the technical aspects of operating weapons and safety is paramount. They must be able to react with speed, efficiency and accuracy and demonstrate quick thinking while always remaining calm and focused.
Fitness	Soldiers are recommended to take at least three 45-minute training sessions each week in their own time. Two tests are conducted each year to ensure the soldier has the required level of fitness to carry out their role. The Personal Fitness Test (PFT) comprises press-ups, sit-ups and an aerobic test while the Combat Fitness Test (CFT) requires the soldier to travel eight miles in two hours carrying all their equipment.
Battlefield Casualty Drills	All soldiers train to save life and stabilise a casualty's condition. Basic training covers: management of casualty scenes and casualties, treatment of bleeding and breathing difficulties. More advanced training includes the treatment of breaks, dislocations, burns, shocks and evacuation procedures. All training includes stressful scenarios and requires that soldiers react calmly, think quickly and put theory into practice.
Chemical, Biological, Radiological and Nuclear (CBRN)	Soldiers must know the drills necessary to survive a CBRN attack including how to decontaminate themselves and administer self aid for poisoning. Some of the training takes place in a Respirator Testing Facility (RTF) using 'tear gas' which requires soldiers to react calmly in a pressurised situation while maintaining awareness of the surrounding environment. Giving and receiving clear orders and attention to detail are critical.
Navigation	Soldiers must pass practical and theory tests demonstrating proficiency in map reading and navigation without aids other than a map and compass.

Values and Standards	The Army has exacting standards for the values, attitudes and behaviour of its soldiers. The training is broken down into presentations and scenario discussions, covering: core values (selfless commitment, respect for others, loyalty, integrity, discipline and courage), personal security, substance misuse, healthy living, and equality and diversity.
Operational Law	This training ensures soldiers are familiar with their legislative requirements according to operational law. Topics covered include rules of engagement, appropriate use of force, law of armed conflict and prisoner handling.
Survive, Evade, Resist, Extract (SERE)	The SERE training covers the principles of survival and the actions to be undertaken when captured by the enemy. It ensures soldiers are well prepared for pre-deployment training and can apply the principles, if necessary, in an operational theatre.

How do employers benefit?

The MATT training and assessments require soldiers to demonstrate a range of abilities and are both intellectually and physically demanding. At a fundamental level, the Values and Standards training embodies qualities that all employers desire in their employees: commitment, respect, integrity and discipline.

A common theme across the training which is relevant to many working situations is the ability to work calmly under pressure and to react both thoughtfully and quickly in difficult situations. The fitness requirement means that Reservists are generally less likely to be absent because of ill health and demonstrates motivation and determination.

In summary, the key skills and qualities developed include:

- Commitment, respect for others, loyalty, integrity and discipline
- Ability to react quickly, calmly and thoughtfully in high-pressure situations
- Analytical thinking and logical application of theory into practice
- Ability to both give clear communications and receive instructions
- Ability to absorb important information and relate it to real situations
- A professional approach to policy and procedures
- Self-discipline, self-motivation, confidence and taking responsibility for actions

How much would this training cost you to buy?

£3,000

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 £3,000 per year.

This relates just to the development which is relevant to a civilian workplace and only includes the MATT training and testing. Reservists undergo a considerable amount of other training each year, depending upon their role.



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

