

Reserve Forces training: a guide for employers

Junior Non-Commissioned Officer Course



Overview of the training

The journey that an infantryman takes to become a leader starts with the Potential Junior Non-Commissioned Officer (PJNCO) course. This is a 14-day intensive course conducted at the Infantry Training Centre in Catterick where Regular Army infantrymen are also trained.

The aim of the course is to teach the student to operate as the second-in-command of a section of eight soldiers – if necessary in arduous conditions including on operations in Afghanistan.

Passing the course qualifies the student for promotion to Lance Corporal.

The PJNCO course is mentally and physically demanding. Students are expected to demonstrate a high-level of infantry skills along with significant leadership and command potential.

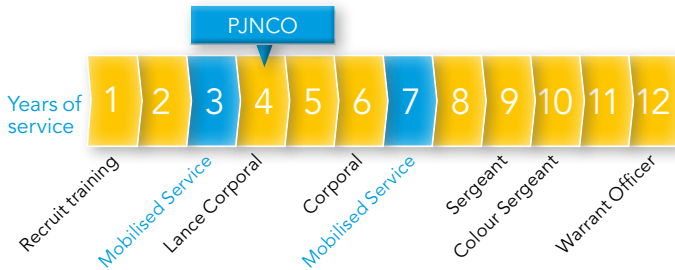
As well as continual assessment throughout the course, there are specific tests in weapon handling and shooting, combat fitness and map reading.

Content of the course

Saturday	Assemble, course administration
Sunday	Weapon handling test, personal fitness test, map reading assessment
Monday	Physical endurance test, marksmanship principles, shooting coaching
Tuesday	Section battle drills, understanding the duties of a section second-in-command, writing patrol reports
Wednesday	Fieldcraft and tactics
Thursday	Fieldcraft and tactics, leadership development tasks
Friday	Physical training, understanding the battle orders process, understanding the military discipline system
Saturday	Day and night navigation exercises
Sunday	Fitness training, preparation for the upcoming field exercise
Monday	Practice in the preparation and delivery of military battle orders (consider the situation, understand the mission and endstate, allocation of resource and manpower to tasks, coordination and review)
Tuesday to Friday	Continuous, arduous field exercise including battle drills, casualty evacuation, endurance training and navigation. Students are placed under pressure and assessed for their leadership and command potential throughout
Saturday	Pass out parade and dispersal

Position in a Reservist's career

The PJNCO course is typically undertaken after about four years in the Territorial Army.



How do employers benefit?

The PJNCO course develops an individual's leadership, command and communication skills. Students become more robust, self-sufficient, reliable, confident and motivated.

They are acutely aware of the need for teamwork, clear decision-making, sound planning and accurate briefing to meet objectives and solve problems with limited time and resources.

Specifically, Reservists will learn how to:

- Develop team members
- Manage activities
- Communicate effectively with peers, subordinates and seniors
- Lead individual and team training
- Conduct procedures accurately and reliably under stress
- Conduct administration and training for the team

How much would this training cost you to buy?

£1,800

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 £1,800.

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

