

Reserve Forces training: a guide for employers

Range Management Qualification



Overview of the training

Managing live firing on a range demands a high level of responsibility and focus.

All military personnel who conduct live firing training must be appropriately qualified in range management. This course includes a series of highly-demanding, high-pressure weekends that require the learning of theory followed by practical application on the range.

A firing range is obviously a potentially very dangerous environment where safety is paramount, so those taking the course must have been identified and recommended by their line manager as a suitable candidate for this degree of responsibility.

The Range Management Qualification course is available to those at Acting Corporal rank or above and is seen as an important qualification for junior commanders (i.e. those directly managing small groups of soldiers).

In advance of any live firing training the person conducting the exercise must produce a detailed safety document setting out how the training will be run, the resources needed to support it and the procedures in case of an emergency. The conduct of live firing is governed by a strict and detailed set of rules that the Reservist must understand and apply to the proposed training.

On the range itself, a high level of focus, attention to detail and clear communication is required with health and safety always being front of mind.

Those who gain the Range Management Qualification will have clearly demonstrated that they can plan and deliver a potentially hazardous event in a safe and effective way. Successful completion of the course means the Reservist can return to their unit able and qualified to run live firing exercises on fixed ranges.

Content of the course

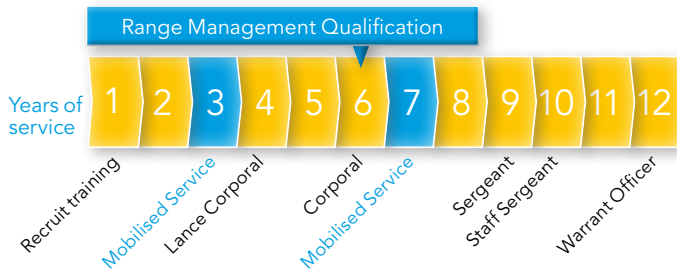
The course lasts six days and is held over three weekends. In between these weekends students are required to research the next shooting practice and produce documentation including a safety brief to be presented to the course instructors. This additional 'homework' can take between 10 and 15 hours.

The course includes both lectures and firing exercises with assessment through written and practical examinations. The assessments are rigorous, reflecting the very high safety standards that are required for such training. There is a test on range procedures, students have to produce a planning and safety document for a range event and there are two practical assessments using different types of firing ranges.

Weekend 1	Army shooting policy, ammunition reporting procedures, range management planning, range documentation, danger areas and safety rules Live firing tutorial
Weekend 2	Live firing practical exercises including night shooting
Weekend 3	Live firing practical assessments

Position in a Reservist's career

The Range Management Qualification course would normally be undertaken by a Corporal, who typically will have been in the Reserve Forces for around six years, or by an officer as a Second Lieutenant.



How do employers benefit?

While some of the practical skills developed on the Range Management Qualification course are not relevant to the civilian workplace, many of the qualities developed during the training are highly relevant and are often the kind of attributes that employers are looking for in their employees.

Those that successfully complete the Range Management Qualification course can gain the Level 3 Award in First Line Management, awarded by the Institute of Leadership and Management.

This award is accredited on the basis of the significant management and planning content in the course. It is designed to give first line managers a solid foundation to their formal development as a manager.

Specifically, the training will develop the following skills and qualities:

- Personal responsibility
- Maintaining control and remaining calm in a high-pressure environment
- Detailed planning and preparation of documentation according to strict rules
- Providing clear communication
- Maintaining alertness to health and safety risks

How much would this training cost you to buy?

£900

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 £900.

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

