

# ALL WALES ACPO POLICY

## Armed Forces Reservists



This policy sets out the position on membership, mobilisation, pay, pension, and leave provision for both police officers and police staff who are members of the Reserve Forces.

### 1. Introduction

- 1.1 This policy applies to members of the Voluntary and Regular Reserves.
- 1.2 Volunteer Reservists are recruited directly from the civilian community and are normally in full time or regular employment.
- 1.3 Regular Reservists are former members of the Armed Forces with a residual services and mobilisation commitment.

### 2. Membership

- 2.1 The Force will monitor the numbers of police officers and police staff who are Reservist.
- 2.2 The Force will continue to permit police officers and police staff to join the Volunteer Reserve. This will be subject to an upper limit of 0.5% for both police officers and police staff. This limit recognises the training commitments required of Volunteer Reservists and balances those against the responsibility of the Chief Constable to ensure the operational effectiveness of the Force as officers and police staff will not be available to the Force in the event of an emergency mobilisation (Home Office Circular 104/1988).
- 2.3 Members of staff with outstanding regular military, naval or air force reserve obligations are not included within the 0.5% limit as exemptions from further call out will normally be granted to police officers for the duration of their service as a police officer. Applications for exception should be made to the appropriate Service Manning and Record Office.

2.4 Police Officers and Police Staff must seek permission from the Chief Constable if they wish to become a Volunteer Reservist. Given the small number of Volunteer Reservists the Force can support, priority will be given to those with specialist trades, however operational resilience of the Force will always be the over riding priority.

2.5 The Chief Constable may refuse leave for members of staff to attend Reserve Forces training and other events (other than mobilisation), if such attendance is likely to compromise his/her ability to maintain the Force's operational effectiveness.

### **3. Leave**

3.1 Home Office Circular 24/1951 explains the criteria in relation to the release of Police Officers attending annual training camps with the Reserve Forces.

3.2 Each application will be dealt with on its merits. Given the small number of Volunteer Reservists the Force can support priority will be given to those with specialist trades however operational resilience of the Force will always be the over riding priority. Unless there are special extenuating circumstances (e.g. specialist training requirements to meet a skills gap in the military/national need) no more that one month's special leave will be allowed for this purpose in any leave year.

### **4. Pay and Pension**

4.1 Advice and guidance in relation to mobilisation ('call out for warlike operations) can be found in Section 54(1) of the Reserve Forces Act 1996.

4.2 Officers and staff can be granted special leave when called up to serve with the armed forces. The details of these arrangements can be found in Police Regulations and HO Circulars 23/2003 and 7/2003. In summary members of staff who have been called up to military service should be treated as on unpaid special leave. Officers will retain their uniform and warrant card. They will receive re-imbusement for salary and pension contributions from the MOD at the end of their secondment.