

Height NZDF Reservist Policy

Scope

In New Zealand, reservists are entitled to leave without pay for part-time or whole-time service or training, with employers required to re-employ them in a similar role after their service and cannot discriminate against them for taking leave.

Here's a more detailed breakdown of the Height reservist employment policy in New Zealand:

1. Leave Entitlement:

Part-time service/training:

Reservists are entitled to leave without pay for up to three weeks for routine part-time service or training, such as field exercises and weekend or evening training.

Whole-time service/training:

They are also entitled to leave without pay for up to three months for whole-time service or training, including initial basic training, officer commissioning courses, short-term operations, and annual exercises.

Notice:

Reservists need to provide at least 14 days' notice to their employer for both part-time and whole-time service and training.

2. Employer Responsibilities:

Re-employment:

Height will re-employ reservists in the same type of job they held before mobilisation, on the same terms and conditions, or offer a reasonable alternative if the original job no longer exists.

Re-employment duration:

Height will offer employment for a certain amount of time, depending on the reservist's length of employment before mobilisation.

No discrimination:

Height cannot discriminate against an employee because they are a reservist or because they have taken, are entitled to, or may become entitled to take volunteer's leave.

Notice of return to work:

Reservists should notify Height as soon as they know when they can return to work, no later than the third Monday after their last day of service.

No forced return:

Height cannot force a reservist to return to work before their leave finishes.

3. Legal Protection:

Volunteers Employment Protection Act 1973:

This Act provides employment protection for employees engaging in part-time or whole-time service or training in the territorial or reserve forces.

Tribunal:

If a reservist is not re-employed or is offered an unsatisfactory job, they can apply to a tribunal, which can instruct the employer to re-employ the reservist or award financial compensation.

4. Key Considerations:

Minimum commitment:

Reserve Force soldiers and officers generally train one weekend per month, as well as the occasional weekday evening, with a minimum expected commitment being a cumulative 20 days per year.

Dual-status position:

Reservists serve in a dual-status position, working full or part-time as a civilian employee while also serving in the Reserve Force.

Financial support:

Financial support is available for both employers and reservists when they are called up. This policy applies to all workers (employees, contractors, or labour hire) working for Height.