

EMPLOYER RECOGNITION SCHEME (ERS) GOLD AWARD NOMINATION

This document replicates the online submission form for the MOD Employer Recognition Scheme Gold Award and is to be used as a working document to draft your nomination. With colleagues and your Regional Employer Engagement Director (REED) You will be asked to share your draft nomination with your REED and they will be happy to provide feedback.

Please ensure that your organisation meets the Gold ERS criteria, as follows:

Essential criteria:

1. Organisations must have signed the AFC.
Employers must have an existing relationship with their NAM/REED/appropriate Defence representative.
2. The employer must have already demonstrated their support by holding a valid ERS Award at the Silver Level. Employers that do not hold a valid ERS Award at the Silver Level cannot progress to the Gold Level.
3. The employer must proactively demonstrate their Forces-friendly credentials as part of their recruiting and selection processes. Where possible, they should be engaged with CTP in the recruitment of Service leavers and have registered with the Forces Families Jobs website.
The employer must actively ensure that their workforce is aware of their positive policies towards Defence People issues. For example, an employer nominated for support to the Reserves must have an internally publicised and positive HR policy on Reserves. In the case where no HR policy exists this should be demonstrated by specific references in job descriptions or on the organisation's website.
4. The employer must be an exemplar within their market sector, advocating support to Defence People issues to partner organisations, suppliers and customers with tangible positive results. For example, demonstrate proactive steps/activity and clear success in encouraging partner organisations and their supply chain to sign the AFC.
5. Within the context of Reserves the employer must have demonstrated support to mobilisations or have a framework in place.
6. The employer must provide at least 10 days' additional paid leave for Reserve training.
7. The employer must not have been the subject of any negative PR or media activity that could cause embarrassment to Defence.

Desirable criteria

1. Employers should employ at least one individual from the AFC category that the nomination emphasises. For example, an employer nominated for support to the Reserves must employ at least one Reservist. In exceptional circumstances where there is outstanding support for the employer the organisation can be considered for the award where they do not employ someone from the AFC category.
They should promote their support to Defence People issues through their full range of external communications.
2. Although, in exceptional circumstances, an award is possible for support of a single Defence People issue, such as Reserves, a nomination will be strengthened if support extends across the range of Defence People issues as outlined above.
3. They should have a declared target for the number of Reservists within their workforce.
4. They will have hosted a Reserve recruiting event on their premises in partnership with a local Reserve Unit or sS Recruiting Team.
5. Other than in exceptional circumstances, they should not have appealed a mobilisation.

6. The employer should promote volunteering with the cadet forces by providing at least 5 days additional leave (ideally paid) for employees who are CFAVS. The employer should allow flexibility for employees who are CFAVs to fit their working hours in with their volunteering, and provide additional unpaid leave where appropriate. The employer should be an exemplar in demonstrating support to the cadet movement. This could, for example, be through mentoring cadets in key employment skills, by providing guaranteed interviews for cadets, by direct investment in equipment and infrastructure for a local cadet unit, or by funding and sponsoring competitions, events and specific activities for cadets such as overseas expeditions.