

Membership Tiers

Under the tiered structure, organisations will be placed in a tier of the Supportive Employer Program according to the requirements below. Organisations can move through the tiers through demonstrating their increased support and understanding of Reserve service.

Bronze (Declare)

- The organisation is a signatory to the Supportive Organisation Program
- The organisation must have met their Reserve service protection obligations under the Defence Reserve Service (Protection) Act 2001 for a period of 12 months prior to applying for the program.

Silver (Demonstrate)

- The organisation has achieved bronze membership and has a current Defence Leave Policy that is compliant with the Defence Reserve Service (Protection) Act 2001.
- The organisation must have met their reserve service protection obligations for a period of 2 years prior to applying for the program.

Gold (Advocate)

- The organisation has achieved silver membership, and not only demonstrates, but also positively advocates for their Reserve members through a current Defence Leave Policy that may include more generous leave provisions (e.g. additional paid leave may be provided).
- The organisation demonstrates recognition and utilisation of the skills, knowledge and experiences that reservists can bring to their organisation.
- The organisation proactively advocates and demonstrates that their recruitment and selection process considers reservists and ADF veterans equitably.
- The organisation actively ensure that their workforce is aware of their positive policies supporting ADF Reserve service.
- The organisation must have met their Reserve service protection obligations for a period.

Apply now



More information:

 1800 DEFENCE (1800 333 362)

 YourCustomer.Service@defence.gov.au

 www.reserveemployersupport.gov.au



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RESERVES AND EMPLOYER SUPPORT

SUPPORTIVE EMPLOYER PROGRAM



1800 DEFENCE

www.reserveemployersupport.gov.au

The Program

The Supportive Employer Program recognises the contribution of all civilian organisations who support their employees in fulfilling their ADF Reserve service commitments. The program exists to benefit both the reservist and civilian organisation, by creating a supportive and mutually beneficial relationship, enabling reservists to excel in both their military and civilian careers.

With civilian organisations being a crucial part of the link between reservists and Defence capability, the Supportive Employer Program publicly recognises organisations as supportive organisations of ADF reservists.

What are the benefits of the Program

With three levels of tiered membership, we encourage all civilian organisations to apply. To gain entry-level bronze membership, an organisation simply needs to have met their Reserve service protection obligations for a minimum of 12 months.

The benefits of membership include:

- Public recognition of their support for Australian Defence Force reservists
- A listing on the Supportive Employer Program directory of supportive organisations
- A merchandise pack, which includes a certificate to display in your workplace and the use the Supportive Employer Program logo on your webpage, recruitment portals and social media
- Silver members also qualify for other benefits, such as virtual event invites and the opportunity to hear from senior ADF Officers
- Gold members also qualify to attend high level networking functions and the opportunity for invitations to other organisation engagement activities.

How do I apply

Organisations can apply to join the program by completing and submitting an application form on the ADF Reserves and Employer Support website. The program is open to organisations of all shapes and sizes and you do not have to currently employ ADF reservists to be a part of the program. Public Sector applications will be considered at departmental level and private sector at organisational level.

Gather the information listed below and apply now



- Organisation Name and Trading Name
- Organisation ABN
- Organisation logo (In various formats)
- Organisation address
- Organisation website URL
- Two points of contact details (One for the person filling out the form as well as a general contact for the organisation)
- Suitable authority (You must make sure you speak with HR/management so you, as the applicant, have the suitable authority from the organisation to apply for the program)
- A copy of the organisations Defence Leave Policy (If one is in place). This is only mandatory for organisations which have a leave policy in place
- A brief description of why the organisation is applying for the program.



AUSTRALIAN DEFENCE FORCE
RESERVES AND EMPLOYER SUPPORT
We Support ADF Reservists

Supportive Employer Program Logo

As a part of the Supportive Employer Program, you are able to utilise the specially designed logo to advertise and demonstrate your membership.

This is a fantastic way to show your support externally for Reserve service and to showcase Defence's official endorsement of your business as a supportive organisation.

The logo is shown above in full-colour. It is based on three interlocking cog wheels, the colours of which represent the three services (Navy, Army and Air Force).

Supportive Employer Program Directory

Defence will be advertising successful organisations in the Supportive Employer Program Directory on the ADF Reserves and Organisation Support website. We direct reservists who are seeking employment opportunities to this directory and encourage organisations to use the Supportive Employer Program logo on web pages and recruitment portals.

Visit our Directory of Supportive Employers

