# Ready Reserve campaign 2019

## A balanced approach for managers and employees

### Video transcript

**[Yani]** When Community Recovery Ready Reserve members are deployed to help people in disaster-impacted areas in Queensland…

**[Larry]** It’s up to line managers to balance the needs of their unit or department and to support staff who want to make a meaningful difference through the Ready Reserve.

**[Yani]** You can be part of the change you want to see in your state by finding the right balance.

**[Greg**] I think it is really important that managers are involved closely in working with employees before they are deployed

if they have talked about it as a team, as a group beforehand they can actually have a bit of a plan about how they are going to do it, who is going to be deployed and how they are going to manage the workload.

Funding can come from the commonwealth and the state to actually cover the cost for a manager to backfill some of the staff

**[Kezia]** Coming back from a period of high adrenaline, crisis management and cortisol response so often that takes its toll on you both physically and mentally so managers just need to be aware that staff take some time to adjust as they return to work.

Ensure that staff are aware of the employee assistance schemes that are available to staff that have been deployed

When staff return it’s important to acknowledge the work they have done and the experiences they have been through, but it is equally important to acknowledge the business continuity team that have stayed behind and picked up the work.

**[Larry]** Your Ready Reserve members may be away for up to nine days.

**[Larry]** Two travel days, five working days and two fatigue leave days.

**[Yani]** Ready Reserve receive free training before their deployed. It provides them an opportunity to try a new job, be challenged, gain new skills and to grow both professionally and personally.

**[Tony]** They come back with a new attitude on life, that the work they are doing might feel mundane in the office but after doing or contributing or assisting in an event, a lot of people come back refreshed.

**[Larry]** Are your staff ready to take the leap?

**[Yani]** Need to know more about how you can support your Ready Reserve to be the difference?

Visit [**qld.gov.au/readyreserve**](https://www.qld.gov.au/readyreserve)

**[Larry]** When Queenslanders need us most…

**[Yani]** …we are going to be here for them.