

# How to create a National Guard subunit in a commercial company

LMT's story

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# LMT role in the National Economy

## Services:



Voice



Data



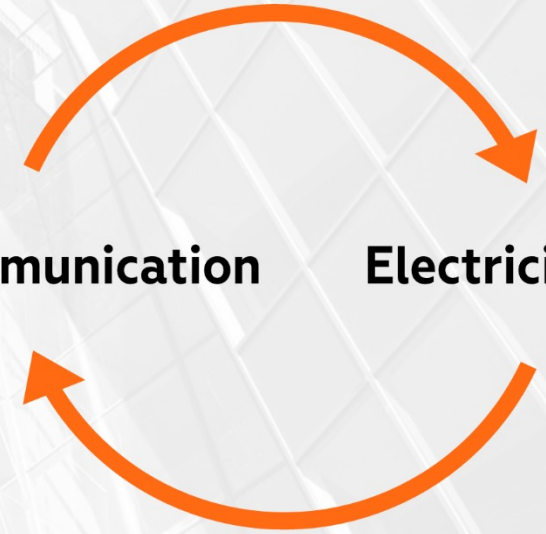
Call manager



MDM, etc.

Communication

Electricity



## Industry:

 Security

 Energy

 Defence and Public safety

 Finance and commerce, etc.

# Establishment of LMT subunit of the National Guard

Goal –

**Enhanced security of critical infrastructure (CI) object**

Cabinet Regulation No. 508. 35.1 [..] legal possessor of CI or European CI may, upon concluding a cooperation agreement with the National Armed Forces, agree on the establishment of a subunit of the National Guard at the critical infrastructure or European critical infrastructure..

LMT Board decision: **to support establishment of LMT subunit of the National Guard**, in order to effectively implement the security and protection measures of the critical infrastructure or European critical infrastructure

# National Guard recruits: the criteria

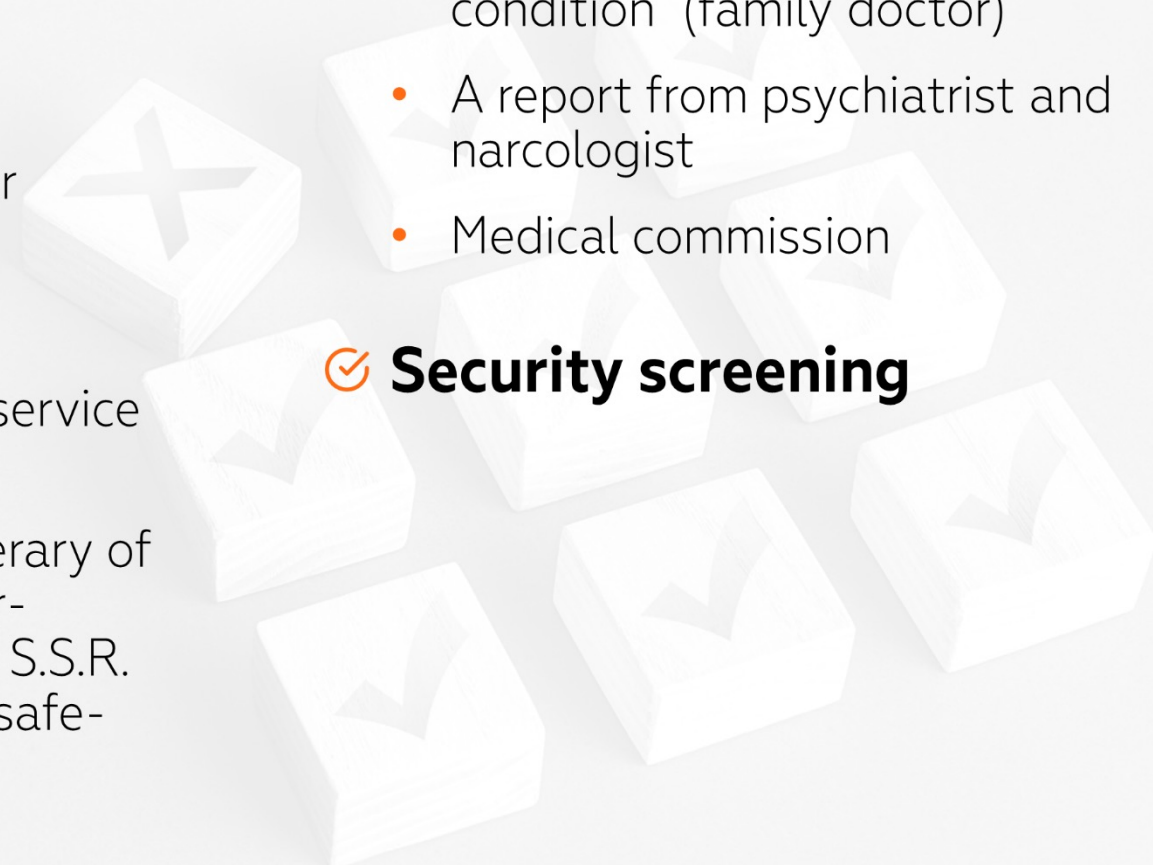
## ✔ Self assessment

- Not suspected of or prosecuted for committing a criminal offence
- Younger than 60 years
- Not found in the records of a narcologist or psychiatrist
- No chronic mental disorders
- Not retired from military or another State service for breach of discipline
- Not been a staff employee or a supernumerary of the security service, intelligence or counter-intelligence service of the U.S.S.R., Latvian S.S.R. or a foreign state, or an agent, resident or safe-house keeper

## ✔ NG organised health check

- Statement on overall health condition (family doctor)
- A report from psychiatrist and narcologist
- Medical commission

## ✔ Security screening



# Training



## Basic training

- Intensive 16 - 21 day camp
- OR weekend training
- ... according to BN training schedule

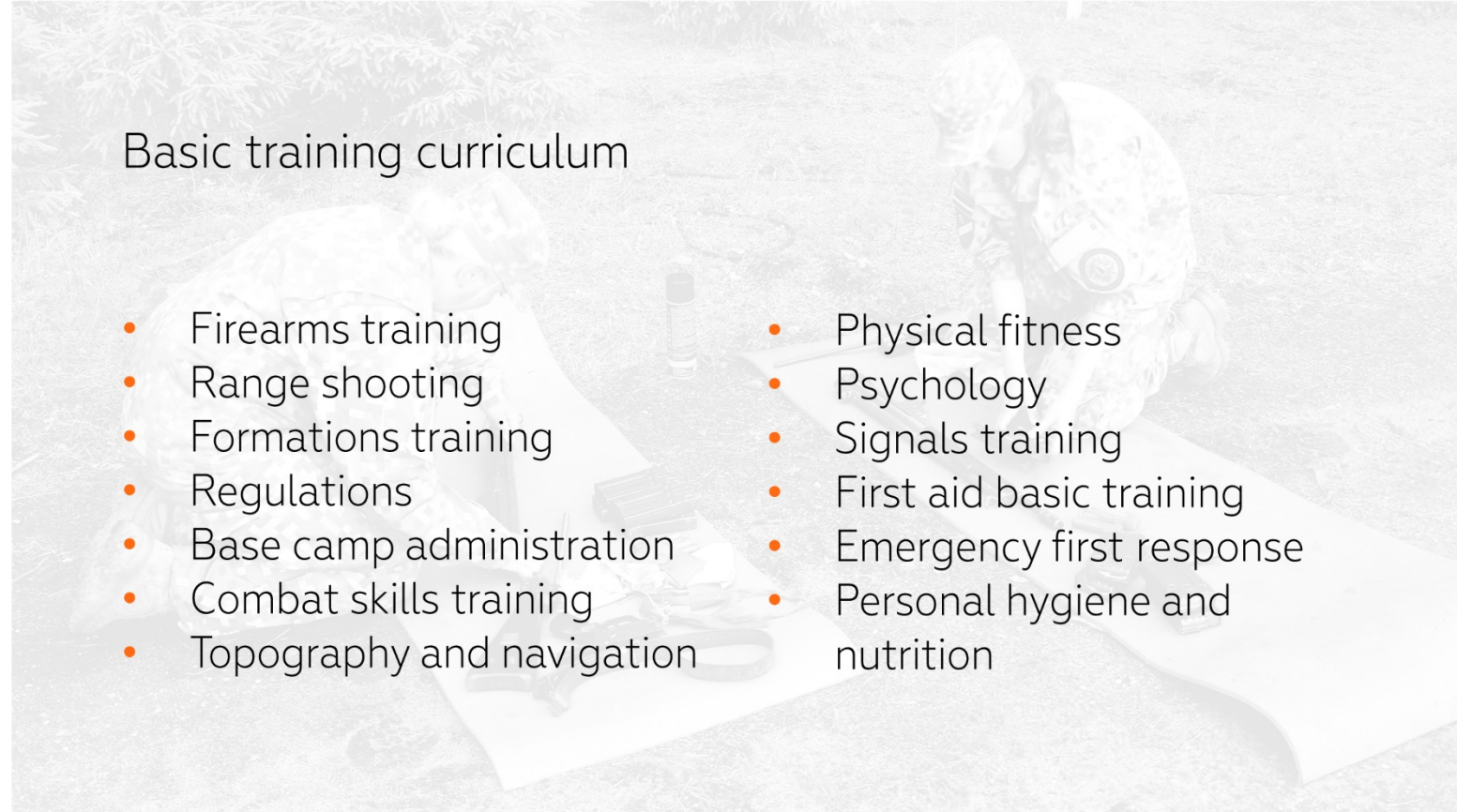


## Yearly

At least 20 training days per year (specialty etc.)

### Basic training curriculum

- Firearms training
- Range shooting
- Formations training
- Regulations
- Base camp administration
- Combat skills training
- Topography and navigation
- Physical fitness
- Psychology
- Signals training
- First aid basic training
- Emergency first response
- Personal hygiene and nutrition



# Benefits

LMT's ability **to react** to security incidents **on its own**

Patriotic «see and show» **investment in overall state safety**

Opportunity to maintain and **improve physical fitness**

Unique opportunity to **participate in defence of our country**

Opportunity to learn **basic outdoor survival skills**

Skills **to provide medical first-aid**

**A team building** event

Opportunity **to participate in military training** in Latvia

If switching workplace – chance **to continue to participate in National Guard** in different unit

Opportunity to spend **free time actively and meaningfully**

# Additional support for national guardsmen

## Labour law:

National guardman can ask employer to release from fulfilment of work duties to participate in the training of national guardsmen

## LMT:

Extra days off to participate in National Guard basic training –

**8 paid workdays**

# Challenges

- After Russia invaded Ukraine, many who wanted had already joined National Guard, difficult transition
- Information transfer mechanisms
- Significant personal decision to become NG member
- Equipment storage – narrowness of apartments and company capabilities
- Unknown unknowns



## «I want to participate, but...»

... I'm not sure I can withstand the physical workload

... I'm not sure it is suitable for women

... I'm not sure I'll have the time

... my brigade won't let me

... what will the loved ones say

# Establishment of LMT subunit of the National Guard – key success factors

- Latvian MoD support
- LMT management support and engagement
- Effective cooperation with representatives of National Guard Riga brigade No 1 and Battalion No 13
- Employee engagement
- Patriotism of employees
- Effective communication



# Establishment of a subunit of the National Guard – how-to

- Initial contact with NG, first information
- Management decision → task to establish NG subunit
- Set-up with NG representative
- Attract employees
- Application for joining NG subunit
- Health and security check-up
- The oath
- Sign cooperation agreement with National Armed Forces on the establishment of subunit of the National Guard
- Full Basic training as subunit
- Help others and cooperate – lets make Latvia more resilient together!

# Imt



THINK – DO