



Ministry
of Defence

Seminar 3: FR20: Employers Responding to the Opportunity

Facilitator: Brigadier Mark van der Lande CBE, Head of Reserve Forces and Cadets, MoD

Speakers: Dr Mike Seeley, Associate Director of HR, Gloucestershire Hospital NHS Trust
Gemma Wright, Programme Lead, NHS Employers
Phil Crick, Forces' Champion, Carillion

Dr Mike Seeley
Associate HR Director
Gloucestershire Hospitals NHS Foundation Trust



EMPLOYER RECOGNITION SCHEME

GOLD AWARD

Proudly supporting those who serve.



Supporting Britain's Medical Reserves

Gloucestershire Hospitals NHS Foundation Trust



Our National Health Service

Our Army, Navy & Royal Air Force

Corporate social responsibility

Doctors, Nurses, Allied Health Professionals, Others

David Cameron thanks Gloucestershire hospitals for supporting the armed forces

By [Robin Jenkins](#) | Posted: January 18, 2016



Cheltenham General Hospital.



Gloucestershire Hospitals NHS Foundation Trust supporting Britain's reservists

Case study

Gloucestershire Hospitals NHS Foundation Trust has an established relationship with reservist medical units associated with the County of Gloucestershire. The trust's members recognise the benefits that employing a member of the Reserve Forces can bring to their workforce. Dr Mike Seeley, associate director of Human Resources at the trust, shares how they support reservists, the benefits and their successes in this case study.

Download the file to read about how Gloucestershire Hospitals Foundation Trust is supporting Britain's reservists.

Getting to know our reservists

Liaising with local reserve military medical units

Setting up our reserves committee

Implementing our reserves policy

Developing our reserves website

Engaging the wider community

Our NHS Employers Video:

<http://www.nhsemployers.org/your-workforce/retain-and-improve/managing-your-workforce/employing-reservists-in-the-nhs/introduction-to-the-reserve-forces-video>





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Supporting Britain's Reservists

Gloucestershire Hospitals NHS Foundation Trust supports all employees who are members of or wish to join the Volunteer Reserve Forces.

Supporting Britain's Reservists

[Reservist Videos](#)

Find out more about the opportunities available



[Take a look at our reservists gallery.](#)

[Read our reservists policy.](#)

Reserves news

- [Read some media coverage of some of our nurses in the Army Reserves](#)
- [Army Medical Reserves to come to GRH to talk to staff](#)
- [Watch the Army Reserves video to find out more about the available roles](#)
- [David Cameron thanks Gloucestershire Hospitals for supporting the armed](#)



Our CQC report

On 19th June 2015 our Trust was rated as 'requires improvement'.

South West NHS-Military Challenge 2015

- 11-13 September 2015
- Okehampton Training Area, Dartmoor
- 16 NHS Teams
- 160 NHS Personnel
- 90 Military Personnel
- Challenge Events
- Evaluation

Care Under Fire



Benefits

To name but a few.....

Clinical training

Leadership & Development

Work placement scheme

Resilience planning

Networking

NHS & Defence Medical Reserves Partnership

The NHS logo, consisting of the letters 'NHS' in white on a black rectangular background.

Royal Military Academy Sandhurst

The Medical Reserves Partnership remit is to:

Promote joint collaboration and opportunity between health, education and defence medical reserves.

Contribute to an active network of health, education and defence medical reserves.

Contribute to a collaborative education, research, leadership and development programme.

Contribute to a collaborative events programme.

Contribute to a collaborative engagement and recruitment programme.

Contribute to and disseminate policies, processes and tools relevant to health, education, research and reserve military medical capability.

Core Membership:

NHS

Health Education England

NHS Employers

Surgeon General's Office

Royal Army Medical Corps

2 Medical Brigade

Defence Post Graduate Dean

Tri-Service Representation

Conceptual Framework:

Medical Reserves Committee

Social Evening

Professionally Qualified Officer [PQO] Graduation Ceremony

Arriving at No 10!

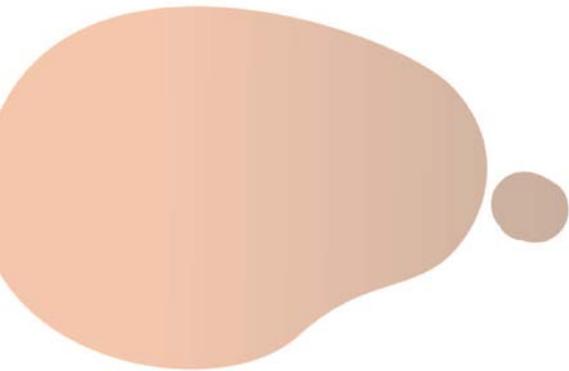


Employing reservists in the NHS



Background

- FR2020 White paper
- March 2014 summit
- 2014/15 road shows
- Military March campaign
- Commissioned directly by the Department of Health and Ministry of Defence
- Part of the HEE mandate

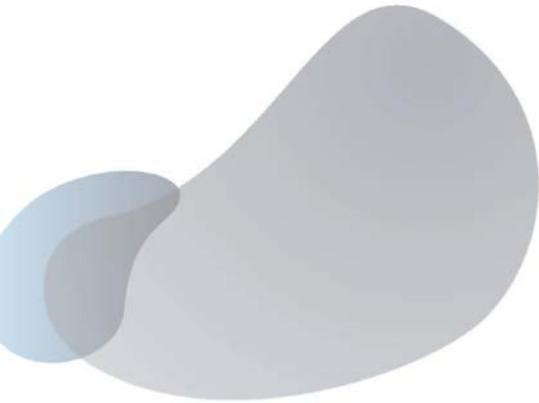


Programme highlights

- NHS Confederation Annual Conference
- Social media comms
- NHS Reserve Forces Champions
- NHS Reserve Forces Footprint Map
- Managers guides/Managers resource
- ESR guidance
- Recruitment and induction resources
- Blogs – focussing on consultants and primary care
- Engagement!



Our reservists



Support in the NHS



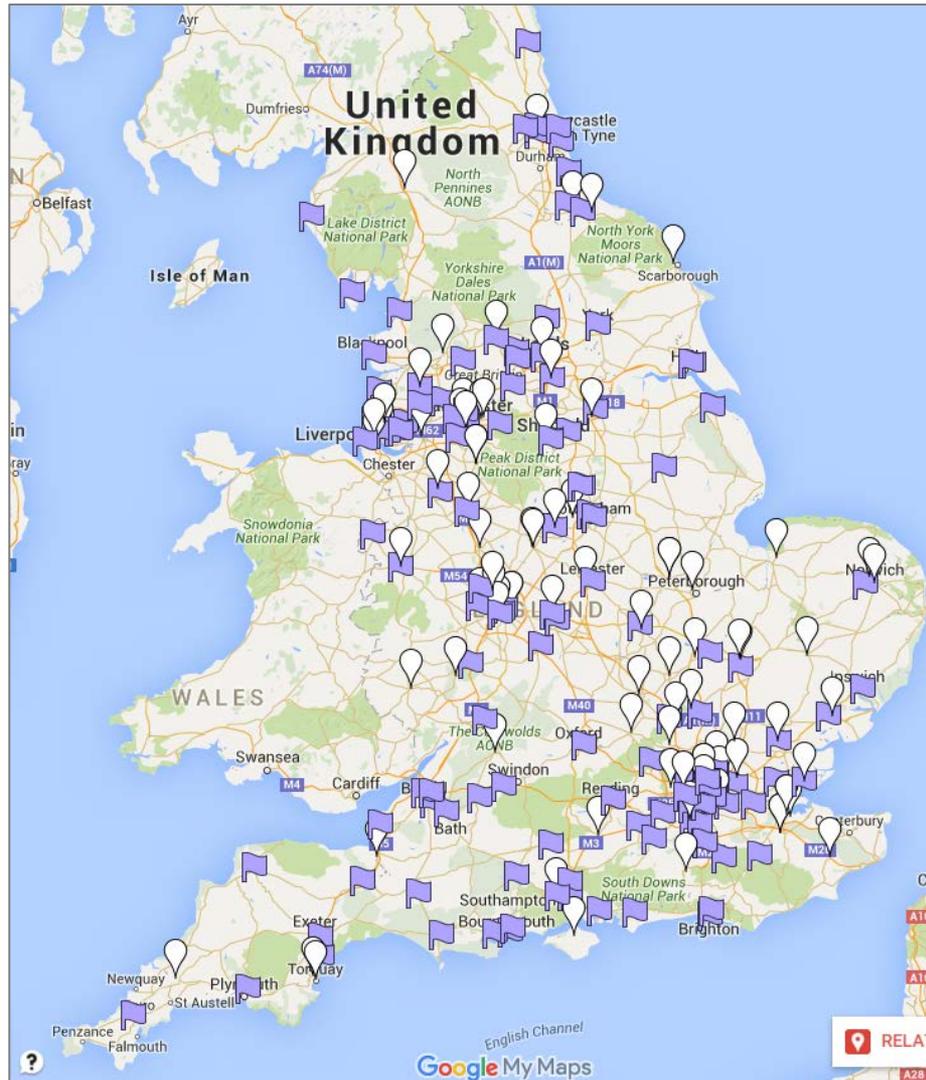
Central Manchester University Hospitals **NHS**
NHS Foundation Trust

The Leeds Teaching Hospitals **NHS**
NHS Trust

The Royal Liverpool and
Broadgreen University Hospitals **NHS**
NHS Trust



NHS Reserve Forces Footprint Map



NHS Reserve Forces Footprint Map



← Reservist employer

Reservist Employer
Reservist employer

Trust name
Lancashire Teaching Hospitals NHS Foundation Trust

Postcode
PR7 1GZ

Navy Unit
HMS Eaglet, Liverpool

Navy Unit Contact
0345 600 3222

Army Unit
207 Field Hospital, Manchester/208 Field Hospital,
Liverpool

Army Unit Email
207hosp-rhq-roso@mod.uk / 208hosp-rhq-roso@mod.uk

Army Unit Tel No.
0161 232 4985 / 0151 488 1549

A map of Lancashire and surrounding areas, including parts of Cheshire and Merseyside. The map shows major roads (A5, A59, A582, A583, A5085, A577, A570, A571, A5209, A49, M6, M65, M61, M58) and various towns and villages such as Preston, Hutton, Leyland, Euxton, White Coppice, Eccleston, Charnock Richard, Wigan, and Orrell. Two blue location pins are placed on the map: one near White Coppice and another near Wigan. The map is overlaid on a red header bar that contains the text "Reservist employer" and a back arrow.

NHS Reserve Forces Footprint Map



RAF Unit

612 Squadron, RAF Leuchars, Fife / 4626 Squadron, RAF Brize Norton, Oxford

RAF Unit Email

jason.aslett392@mod.uk / graham.banks998@mod.uk

RAF Unit Tel No.

01334 857314 / 01993 894176

DRM contact

Steven Wotherspoon

DRM email

nw-rscd@rfca.mod.uk

DRM tel phone

0151 7282069

Champion Name

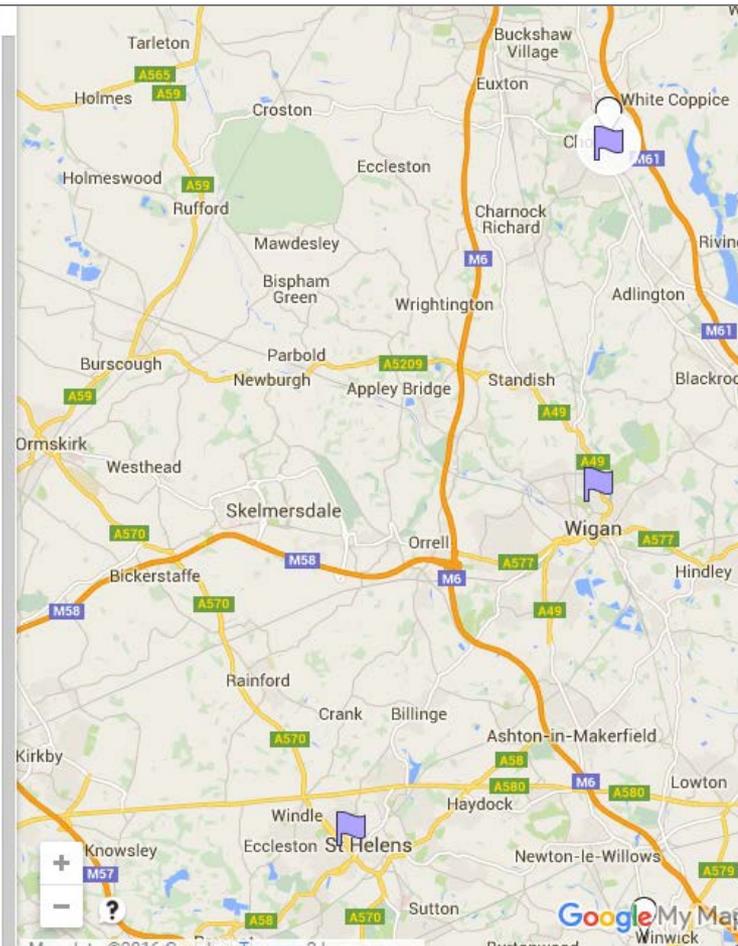
Jackie Higham

Champion Job Title

Widening Participation Manager

Champion Email Address

Jacqueline.higham@lthtr.nhs.uk

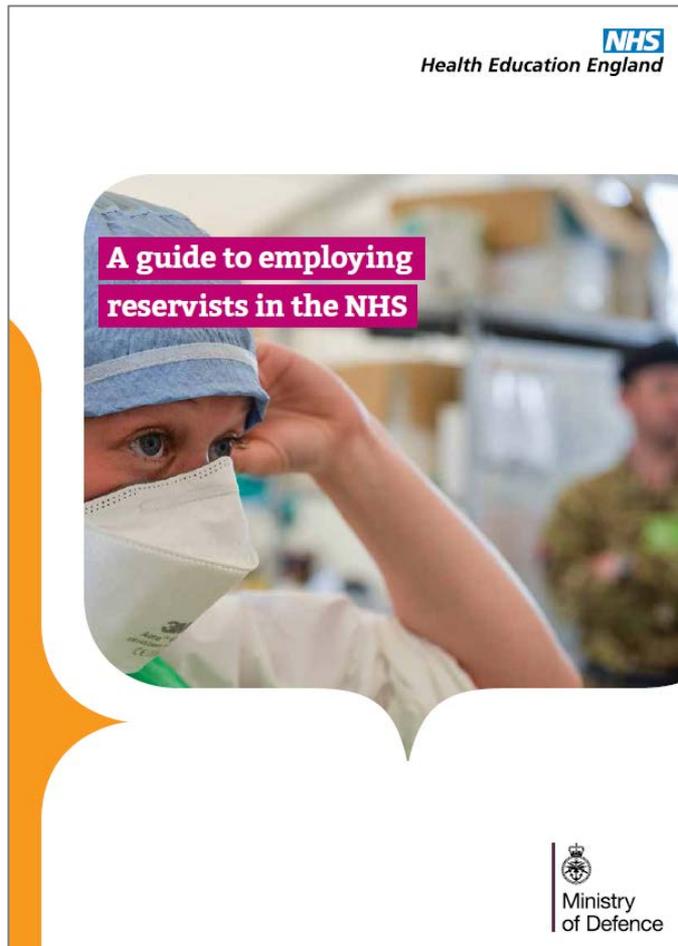


Military March 2016

- Joining the Reserves
- Training and annual camp
- Mobilisation
- Public commitment



What's new for 2016/17?



- Developed in partnership
- By the NHS, for the NHS
- Awareness raising resource
- Delivered within HRD Networks/NHS Reserve Forces Champions Forums
- Resource available to use within NHS organisations
- Induction, learning sessions, individually
- Support resources @ NHS Employers

NHS Employers



Employing Reservists in the NHS website www.nhsemployers.org/reservists

- Model policy example
- Frequently asked questions
- Key facts on employing reservists
- NHS Reserve Forces Champions
- NHS Reserve Forces Footprint Map
- Blogs
- Case studies
- Podcasts



Contact us reservists@nhsemployers.org Follow us on Twitter @NHSE_Gemma

Partnering with Defence Employers' Conference: Carillion's Response to the Opportunity

Phil Crick

Forces' Champion, Carillion Construction Services

Partnering with Defence



CARILLION'S RESPONSE

Process of Bringing Reserves into the Organisation

- **Prove the Value.** Used Carillion Leadership Programme and Futures Project to undertake studies to identify business benefits, such as:
 - Reservists' leadership skills at all levels
 - Reservists' motivation, drive, enthusiasm and determination
 - Reservists usually logical thinkers with planning experience and training
 - Training received across all disciplines
 - Matching across of professional qualifications
 - Moral obligation of supporting Armed Forces
 - MOD a key Client
- **Convince the Board.** Presented findings to main board, convinced CEO and Senior Leaders of value. Won support from HR Director
- **Gain Commitment.** Persuaded MD Carillion Construction Services and COO to join Engineering and Logistics Staff Corps

Partnering with Defence



CARILLION'S RESPONSE TO THE OPPORTUNITY

Internal Changes

- Series of internal and external briefings to promote concept
- Already offered 6 working days for Volunteering
- Added 2 weeks paid leave for Reservists to attend annual training exercise
- HR data capture for Reservists information
- Engaged with sub-contractors and suppliers to encourage support
- Facilitated work placements for serving, injured and transitioning personnel

Maintaining Momentum

- Retain senior management interest and focus
- Targets for recruitment set for business units: CTP and OA
- “Forces’ Champions” within each business unit
- Engagement with Regular units and formations: work placements; training; AFEP; social events

Partnering with Defence

CASE STUDY



Sam Potts:

- Joined Reserves whilst at University
- Now a Troop Commander in RMonsRE
- Carillion Production Engineer for M6 Smart Motorways Project at Sandbach
- Forces Champion for Carillion Construction's Infrastructure Division



Reservists

CARILLION INTERNAL ADVERTISING

“As many of you are aware, I have a huge admiration for our Armed Services and in particular I am keen to support Defence in its efforts to grow the Reserves. Carillion is very pro Reserve Service and I recognise the skills and expertise they bring to the workplace.”

Richard Howson, Chief Executive,
Carillion plc.



WHAT DO YOU DO IN YOUR SPARE TIME?
WHY NOT SERVE YOUR COUNTRY INSTEAD?

YOUR SPARE TIME, TRANSFORMED



**FRIENDSHIPS
TEAMWORK
COMMUNICATION
ADVENTURE
LEADERSHIP
ACTION
PROBLEM SOLVING**

YOUR SPARE TIME, TRANSFORMED

- Carillion commitment 300 Reservist in 2016
- 1% of UK Armed Forces Reserves
- Signatory to the Military Covenant
- Tri-Service Opportunity
- Martello Award for commitment to Reserves
- Strategic relationship with 170 Engineer Group
- Armed Forces Employment Pathway (AFEP)
- Insight Days
- Supply Chain and Partner Support



Ministry
of Defence

Any Questions?