



Pertemps Limited

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on Behalf of Pertemps Limited:

Name: Mr Kent Thompson

Position: Managing Director

Date: 09 May 2016

Signed: 

Signed on Behalf of the Ministry of Defence:

Name: Mr Julian Brazier TD MP

Position: Parliamentary Under Secretary of State and Minister of Reserves

Date: 09 May 2016

Signed: 

Pertemps
the face of recruitment 


Ministry
of Defence

The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom
Her Majesty's Government

– and –

All those who serve or have served in the Armed Forces of the Crown
And their Families

The first duty of Government is the defence of the realm. Our Armed Forces fulfil that responsibility on behalf of the Government, sacrificing some civilian freedoms, facing danger and, sometimes, suffering serious injury or death as a result of their duty. Families also play a vital role in supporting the operational effectiveness of our Armed Forces. In return, the whole nation has a moral obligation to the members of the Naval Service, the Army and the Royal Air Force, together with their families. They deserve our respect and support, and fair treatment.

Those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved.

This obligation involves the whole of society: it includes voluntary and charitable bodies, private organisations, and the actions of individuals in supporting the Armed Forces. Recognising those who have performed military duty unites the country and demonstrates the value of their contribution. This has no greater expression than in upholding this Covenant.

Section 1: Principles Of The Armed Forces Covenant

1.1 We Pertemps Limited will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- *no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen*
- *in some circumstances special treatment may be appropriate especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 Pertemps Limited recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *Promoting the fact that we are an armed forces-friendly organisation by:*
 - *Publically displaying our Armed Forces Covenant logo and our existing ERS award on our website and military webpage;*
 - *Actively advocating the benefits of Defence partnering to our Industry peers and suppliers and sharing our military-related activities on our social media platforms;*
 - *Publically commemorating Armistice Day and supporting both Reservists Day and Armed Forces Day;*
 - *Communicating to our employees that we are a supportive organisation and inviting those from the Armed Forces community to join our internal military network.*
 - *Communicating the benefits of joining the reserves to our employees and giving them the opportunity to attend awareness event at local Reserve Regiments.*
- *Seeking to support the employment of veterans young and old, including those who are wounded, injured or sick by working with the Career Transition Partnership (CTP), the PEM Programme and other military recruiting agencies, in order to establish a tailored employment pathway for Service Leavers;*
- *Striving to support the employment of Service spouses and partners by;*

- Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
- Supporting members of the Reserve forces by:
 - Actively seeking to employ 100 new reservists each year via the Portfolio Employment Model (PEM), working in partnership with the MoD.
 - Supporting recruits through their military training and providing the necessary commercial accreditation to secure a successful career with Pertemps Limited;
 - Allowing members of the Reserve forces flexibility to undergo annual training and supporting them during times of deployment;
 - Allowing permanent employees of Pertemps Limited, an additional 10 days paid leave to undergo annual training;
 - Providing our military reservists additional support, if required, via our Aftercare Programme upon return from deployment.
- Offering support to our local cadet units, either in our local community or in local schools and where possible, incorporating these groups into our existing youth programme.
- Offering our Cadet Instructor employees the flexibility to undergo annual training.
- Supporting military charities and initiatives including:
 - Royal British Legion Poppy Appeal;
 - Fundraising for military charities during Armed Forces week;
 - Where applicable, inviting employees to contribute to a military charity via our 'pay to dress down on Friday' initiative.

2.2 We will publicise these commitments through our literature and on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.