



## BMI Healthcare Limited

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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:  
**BMI Healthcare Limited**

Signed on behalf of:  
**Ministry of Defence**

Signed: 

Signed: 

Name: Mark Titch

Name: Goodwin

Position: Chief Executive Officer

Position: SO2 Med Flt 600 Sqn

Date: 02<sup>nd</sup> February 2018

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Serious about health.  
Passionate about care.

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 BMI Healthcare 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*
- *Where possible members of the Armed Forces community will be prioritised in receiving their treatment rather will not face any disadvantages should a transfer to an alternative BMI site be necessary. A training programme has been written and the Access policy has been amended to demonstrate this.*

## Section 2: Demonstrating our Commitment

2.1 BMI Healthcare recognises the value that 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; developing links with the Regional Employer Engagement Director and applying to the Employer Recognition Scheme*
- *striving to support the employment of Service spouses and partners; Links formed with Hire a Hero and new initiative to form links with Regional Employer Engagement Director to ensure that the Armed Forces community are aware of current vacancies*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment where possible;*
- *BMI will grant an additional week's leave for those serving Reservists in addition to the company leave. BMI Healthcare have a Reservist policy and encourage those actively serving to participate fully in their military duties*
- *aiming to actively participate in Armed Forces Day;*

- *offering a discount to BMI staff members' family who are also members of the Armed Forces community and wish to pay for healthcare;*

2.2 We will publicise these commitments through our literature and/or 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. We will publish updates in our Weekly staff newsletter and where appropriate through our marketing information.