



**St George's University Hospitals NHS Foundation Trust**

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:  
**St George's University Hospitals  
NHS Foundation Trust**

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

Signed: Wilson C. Muck

Signed: [Signature]

[Faint signature]

[Faint signature]

Position: Chairman

Position: OP Sp Officer

Date: 20 Feb 18

Date: 20 FEB 18 256

## 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 St George's University Hospitals NHS Foundation Trust 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 St George's University Hospitals NHS Foundation Trust 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; and actively participating with the Step Into Health programme. We will ensure all reservists are fully aware of our commitment to support them with their roles, by offering 10 additional days paid leave to support training. We will fully support Armed Forces week and all reservists' days, allowing veterans to gain a better understating of what we can offer them within the organisation and pledging to make their transition into employment seamless in line with our recruitment process. We will actively promote all of above via our communication channels.*
- *Seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers; With our commitment to the Step Into Health programme, we will run insight days and actively seek placement opportunities for veterans where they will be able to gain first-hand experience of the organisation and different roles where they have transferable skills. We will actively promote ambassadors from the organisation to lead on the support that veterans may need in their transition into work.*

- *Striving to support the employment of Service spouses and partners; we will work closely with the military Hive to help promote opportunities within the organisation and offer employment to spouses and partners through our recruitment process.*
- *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;*
- *Offering support to our local cadet units, either in our local community or in local schools, where possible; we will actively seek to engage with the group to support them with careers clinics including apprentice opportunities within the NHS and with our work with other public sector bodies.*
- *Aiming to actively participate in Armed Forces Day; by encouraging our reservists to wear their uniform to work.*

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.