



Mid Essex Hospital Services NHS 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:

Ministry of Defence

Signed:

Signed:


Name: Jane Farrell

Name: Major Paul Herlihy

Position: Managing Director

Position: OC 124 Transport Squadron

Date: 16/08/2018

Mid Essex Hospital Services 
NHS Trust

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 Mid Essex Hospital Services NHS 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 Mid Essex Hospital Services NHS 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*
 - *publicise the Armed Forces Covenant commitments and logo on the Trust's website, our vacancy publications and through our social media*
- *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*
 - *Value and recognise military skills and qualifications when interviewing for positions*
 - *Participate in selected careers fairs for those leaving the Armed Forces*
- *Striving to support the employment of Service spouses and partners*
 - *Advertise suitable vacancies through local Regular, Reserve Units and CTP*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment*
 - *Sympathetically review requests for holidays before, during or after a partner's overseas deployment, when the person has "Post Operational Tour Leave" to spend with their family*

- *Consider special leave when appropriate for employees who are bereaved or whose spouse/partner is injured both physically and/or mentally*
- *Seeking to support our employees who choose to be members of the Reserve forces including by accommodating their training and deployment where possible:*
 - *Accommodate Reservists training commitments wherever possible*
 - *Support the mobilisation of a Reservist if they are required to deploy, where possible*
 - *Encourage all Reservists to participate in Reserves Day*
- *Offering support to our local cadet units, either in our local community or in local schools, where possible*
 - *Engage with the Reserve Forces and Cadets Association to identify mutual opportunities*
- *Actively participate in Armed Forces Day*
- *Provide training and development opportunities within the Trust*
 - *Opportunities for work experience in the clinical and support divisions across the Trust*
 - *Establish close links with the local Armed Forces Units to promote community engagement*
 - *Work with military veterans*
 - *Work with wounded, sick and injured military veterans as appropriate*
- *A partnership between Defence and the Trust*
 - *Providing an Armed Forces Champion to co-ordinate the requirements of employing reservists within the Trust*

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.