



East and North Hertfordshire 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:

East and North Herts NHS Trust

Signed:

A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke.

Position: Chief Executive

Date: 08.02.19

Ministry of Defence

Signed:

A handwritten signature in black ink, appearing to be "Rend" or similar, with a stylized, cursive style.

Position: Commanding Officer
254 Medical Regiment

Date: 08.02.19



East and North Hertfordshire
NHS Trust

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.

1.1 We, East and North Hertfordshire 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 3 – Delivering our Commitments

2.1 East and North Hertfordshire 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 – by publicising the Armed Forces Covenant commitments and logo on our Trust website, our vacancy publications and 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 – by guaranteeing an interview if a veteran meets the essential requirements of the job, and by participating in selected careers fairs for those leaving the Armed Forces;*
- *striving to support the employment of Service spouses and partners - by advertising suitable vacancies through the CTP;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment – by sympathetically reviewing requests for annual leave before, during and after a partner's overseas deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible – by accommodating Reservists training commitments where possible, supporting the mobilising of a Reservist if they are required to deploy where possible;*

- *offering support to our local cadet units, either in our local community or in local schools, where possible – by engaging with the Reserve Forces and Cadets Association to identify mutual opportunities*
- *aiming to actively participate in Armed Forces Day.*

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 on how we are doing.