



## Aneurin Bevan University Health Board

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 organisation and our country.

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

Signed on behalf of:  
**Aneurin Bevan University Health Board**

Signed:

Signed:

Name: Colonel T J Davies MBE

Name: J. J. Jones

Position: Commanding Officer  
203 Welsh Field Hospital

Position: Chief Executive Officer

Date: 26 June 2019

Date: 26 June 2019



Ministry  
of Defence



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Aneurin Bevan  
University Health Board

# 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 Aneurin Bevan University Health Board will endeavour in all of our 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 Aneurin Bevan University Health Board recognises the value serving personnel, reservists, veterans and military families bring to our organisation. 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 create opportunities for members of the Armed Forces and Veterans to identify this connection on the NHS application form and including a dedicated Armed Forces section on our new recruitment website.*
- *Active recruitment of service leavers, veterans and their families is one of the Health Boards priority areas for 2018/20. We are actively seeking to support the employment of veterans young and old and are working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway and work experience for Service Leavers.*
- *Striving to support the employment of Service spouses and partners and including them as part of our new internal 'Armed Forces Network' which seeks to provide additional support by asking the question 'What can we do differently as an organisation to support you?'*
- *Providing support and a degree of flexibility using our Special Leave Policy to grant leave for Service spouses and partners before, during and after a partner's deployment.*



- *Promoting the support we provide through paid leave for employees who are members of the Reserve Forces and Adult Cadet Volunteers to accommodate their training and deployment.*
- *Offering support to our local cadet units, either in our local community or in local schools through invitations to participate in our internal Careers Fairs where they will have access to the young people from schools who attend these events.*
- *Designating Reserve Forces day as 'Proud to Serve – Wear your Uniform to Work day' as well as supporting our local community events by enabling staff to actively participate in Armed Forces Day where possible.*
- *Signing up to the 'Step into Health' programme to support recruitment of service leavers, veterans and their families.*
- *Working with 203 Welsh Field Hospital to provide joint leadership development days for our leaders and managers and develop an ABUHB e learning module to raise manager's awareness of the role our staff play in the Armed Forces.*
- *Develop a fast track referral into Children & Adolescent Mental Health Services (CAMHS) for children of Armed Forces families in addition to providing the All Wales Veterans Health & Wellbeing Service to prioritise Veterans with health issues related to their Military Service as described in the Welsh Health Circular.*

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 and our local community on how we are doing. *We are do this through:*

- *The development of an action plan that outlines the work we are doing to support the Armed Forces and sharing this with our local partners through our internal Armed Forces Forum as well as attending the five Local Authority Armed Forces Forums where possible. This action plan also highlights our 3 areas of priority for 2018-2019.*
- *Having a schedule of monthly communication messages on our intranet and in our organisations newsletter 'Nyes News' to raise awareness across all staff groups of the role that reservists, service leavers, veterans and their families play within ABUHB.*

- *Promoting and sharing areas of good practice across NHS Wales, such as our work with CAMHS which is the first in Wales.*
- *Promoting the work we are doing on our new recruitment website with a dedicated page for reservists, service leavers, veterans and their families.*
- *Undertaking a survey to ask our staff if they are a reservist, service leaver, veteran or a family member to establish a baseline and ask if they would like to be a member of our new Armed Forces Network and what additional support we could provide as an organisation.*
- *Developing and agreeing a statement that will now be included with any Tendering Exercise undertaken by ABUHB encouraging supply chain to understand our commitment to the AF Covenant and to join themselves.*