



## Powys Teaching Health Board

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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:

**Powys Teaching Health Board**

Signed: 

Position: 

Date: 



GIG  
NHS

Bwrdd Iechyd  
Addysgu Powys  
Powys Teaching  
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 Powys Teaching Health Board, 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 Powys Teaching Health Board 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;*

*-The health board will ensure that the armed forces covenant logo is actively promoted on NHS jobs as part of the advertising process so that members of the armed forces community see a recognisable logo that demonstrates our commitment as a health board*

- *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;*

*-The health board has recently secured funding to support us in actively advertising job opportunities with the Career Transition Partnership. Active links are now in place with the CTP to embed this approach.*

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

*The current reserve forces policy supports reserve forces employees in the following ways:*

- 10 days per year will be made available to Reservists to attend annual camp or equivalent - continuous training. Any additional leave required should be taken as annual or unpaid leave*
- Line managers will as far as possible facilitate work rosters to allow attendance for annual camp and other training commitments*
- Where mobilisation occurs the employee will be given special unpaid leave of absence.*
- A Reservist who is called out is entitled to remain a member of the NHS Pension Scheme*

- *aiming to actively participate in Armed Forces Day;*
  - The health board actively participates in Armed Forces community days, advertising opportunities to work within the health board.*

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.