

# **Seminar 3:** FR20: Employers Responding to the Opportunity

Facilitator: Brigadier Mark van der Lande CBE, Head of Reserve Forces and Cadets, MoD

Speakers: Dr Mike Seeley, Associate Director of HR, Gloucestershire Hospital NHS Trust Gemma Wright, Programme Lead, NHS Employers Phil Crick, Forces' Champion, Carillion

@DRM\_Support



#### Dr Mike Seeley Associate HR Director Gloucestershire Hospitals NHS Foundation Trust



**Gloucestershire Hospitals NHS Foundation Trust** 



**Our National Health Service** Our Army, Navy & Royal Air Force **Corporate social responsibility** Doctors, Nurses, Allied Health Professionals, Others



David Cameron thanks Gloucestershire hospitals

By RobinJenkins | Posted: January 18, 2016

for supporting the armed forces



#### Gloucestershire Hospitals NHS Foundation Trust supporting Britain's reservists Case study

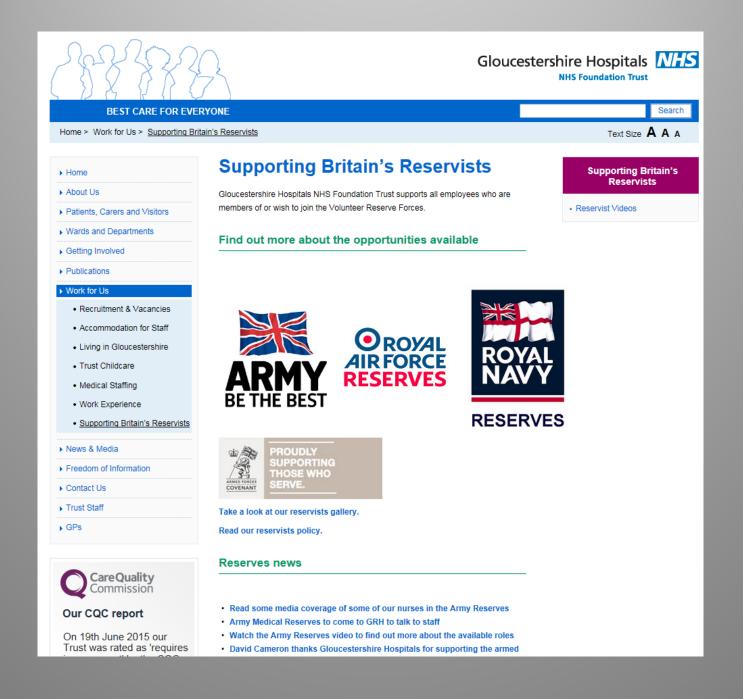
Gloucestershire Hospitals NHS Foundation Trust has an established relationship with reservist medical units associated with the County of Gloucestershire. The trust's members recognise the benefits that employing a member of the Reserve Forces can bring to their workforce. Dr Mike Seeley, associate director of Human Resources at the trust, shares how they support reservists, the benefits and their successes in this case study. Download the file to read about how Gloucestershire Hospitals Foundation Trust is supporting Britain's reservists.

Getting to know our reservists Liaising with local reserve military medical units Setting up our reserves committee Implementing our reserves policy Developing our reserves website Engaging the wider community

Our NHS Employers Video:

http://www.nhsemployers.org/yourworkforce/retain-and-improve/managingyour-workforce/employing-reservists-in-thenhs/introduction-to-the-reserve-forces-video





#### **South West NHS-Military Challenge 2015**

- 11-13 September 2015
- Okehampton Training Area, Dartmoor
- 16 NHS Teams
- 160 NHS Personnel
- 90 Military Personnel
- Challenge Events
- Evaluation

# Care Under Fire





# Benefits

#### To name but a few.....

Clinical training Leadership & Development Work placement scheme Resilience planning Networking

#### NHS & Defence Medical Reserves Partnership Royal Military Academy Sandhurst

#### The Medical Reserves Partnership remit is to:

Promote joint collaboration and opportunity between health, education and defence medical reserves. Contribute to an active network of health, education and defence medical reserves. Contribute to a collaborative education, research, leadership and development programme. Contribute to a collaborative events programme. Contribute to a collaborative engagement and recruitment programme. Contribute to and disseminate policies, processes and tools relevant to health, education, research and reserve military medical capability.

#### **Core Membership:**

NHS Health Education England NHS Employers Surgeon General's Office Royal Army Medical Corps 2 Medical Brigade Defence Post Graduate Dean Tri-Service Representation

#### **Conceptual Framework:**

Medical Reserves Committee Social Evening Professionally Qualified Officer [PQO] Graduation Ceremony



# Arriving at No 10!





# 2015 Gold Award Winners Insert

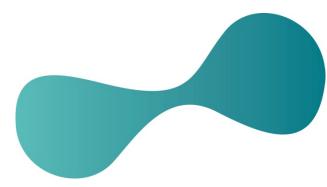
#### 2015 Gold Award Winners

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n stable, rectivated	Association (AA)	abook's substanding	ne of earliest employers	upters has long	Notestershire Hospitals	Hospitals NHS	\$5 leads the may among
sourchire with top technical skills and a	te AA has a longstanding	forona community pora	to actively recruit armod forces personnel and sign	demonstrated a steady and strang advocacy role	are extremely and	Foundation Trust	fantities management and service companies in
pragmatic approach	history of support for the	bish many years. They have	up to the Armed Forces	in support for Defence	-visibly supportive to		the altrong convertenant to
in a kiny priority for	aread torces community.	approached Defence with a	Covenant, Daloitte has	and is continuely looking	the Lined Loroes	NHS Foundation	Delance. Through its seven
ign, engineering and propert agement consultancy Alkins.	being among the first 50 amployers in the UK to sign	what can we do to help?" attitude, which has led to many initiatives	remained a stafwert supporter and advocate for the Armed	har new ways to promote the banatits of the business Calance	Personnel community, reservoirts in particular. Driven	Thest Poundation	activity streams, recruitment, reservoits, training, placements,
e company undertaket diverse.	up to the arrend forces carporate	actors all Defence Personnel	Forces community. Following	partnership. They do this by	by their senior management.	Trust (Gilbarda T) are extremely and	VETS, cadins and families.
derically challenging and time	opvenant. They are the covenant	areas, Babcock employs over 50	their adver award in 2014 in	speaking at industry events such	this support has been advocated	visibly supportive to	ISS has demonstrated a
critical projects acreas the world. For many years, Atkins has	as a living discursant and they have recently strengthened these	I reservints, hundreds of unterans and cadet forces adult volunteers -	exception of their longitanting work to recruit service leavers	as the Partnering with Defence Conference 2015 and promoting	in many ways through their internal and external channels.	the Arrived Loroes Personnell community, receivants in	pioneering approach towards the entry range of arroad
partial its team utmant down in	pledges at a new signing. They	and wants to amploy more. They	and reservoits, the firm has	their concentries to Defence	Elevatestershire Mospitals	particular. Driver-by ther	farmers community members.
recervicits and veterans to tap	have agreed to review their support	offer a guaranteed interview for any	snepped up their support with	in their internal publications,	have created an online preceice	senior management, this	At 155 sheet, a targe
into the right ross of technical	every year and actively make	reservest who applies for a post via	robust policies and compagns.	these intranent and through these	supporting merivate in their "Work for Us" sectors of their	in many ways through their	number of staff are spoknes, partners or children of service
skills and errotional intelligence. In December 2015 Atkins	Fandback on their performance. Former service personnel are	Pre Esbosck International webaite Babosck understands that	Deloite has taken a championing role, promoting the	graduate, apprenticeship and industrial placement communities.	website, advicating the	internal and external channels.	members. The company is
laurnihed its Parkiening with	considered to be a natural fit with	entrophoper support is asked to the	with role of the arrived lorges and	Explan employs reservats and	benefits of paring the reserves	GARNIES T have created an	campagning to increase current
the Armed Forces programme	the AA for their shills and positive	recouldness of reserves, and	the value of receivants widely	service leavers and welcomes	and providing a host of links.	ordex presence supporting	number of reservists and
This company wide initiative encompasses Armod Forors	conduct. Last year they fored over 60 pervice insvers from anymal	encourages they current employees to consider joining the reserve forces.	among their clients through their comported website. The firm has	To attract service leavers, they	to make poining as easy as it can be. This public web	Us' section of their Work for	has a standing other of work placements for Air Cadets.
advocary, improved HR support	Arry regenerat, including the	From line managers to service	also worked hard to identify and	have set up a recruitment process	presence also goes to show	advocating the benefits of	To support minimized
for reservats and ex-service	Royal Electrical and Mechanical	detectors, Balanck's management	conveniences regularly with	that recognises Arread Fraces	Itial Goucestershire Mospitals	giving the reserves and	myphyses, ESS has a new policy
personnel, recruitment of service	Engineers (REME), the Royal Logistics Corps, the Quards and the	stands ferr behind their reservists. offering support and showing	their reservists internally and	skills and qualifications. They work clearly with CTP, providing	position themselves as the	providing a host of links to make purring as many as it can be.	in piece and offers additional paid leave for transing and a single
eovers, graduate and personal invekspment and support of the	Paraultyse Corps, the Guards and the Paraultyse Regiment among athens.	Emploity for their training or	Brough Dev military refuscik. Descript promotes the value	work closely with CTP, providing access to vacancies through their	reservists' eropkyer of choice, backed up by the publication	This public web preserve also	point of contact for employees
IK Deterce energrise skills	The AA promoteo the benefits of	mobilisation. Babcook has developed	of military skills in the workplane	internal monutement system.	of their reservisy friendly Hill	goes to show that GERAISET	and managers. 155 has also
gends The company also	the reserves among its employees.	a clear and supportive till policy.	to their supply chain, speaks	Fupitsu is fully supportion	policy that clearly highlights	position themselves as the	produced in forma quatance for
reinforced its existing Corporate Covenant pledges to formalise	and has developed HR supportive policies. It also works with The	which includes paid time off for training, additional leave and	publicly in support of Defence at national events and provides	of reservises' mobilisation and reintegration at all levels and	their special paid leave of two weeks plus an additional unpaid	teamwists' employer of choice, backed up by the publication	reservints and their line managers. to ensure a collaborative internal
this improved commitment.	Puppy Factory charity to help	protection for those methiland	pro-bone canoultancy time to	departments, from strategic to	week to accommodate training	of their reservest friendly 148	approach to reserve service.
Atking believes that its	place equed soldiers returneet.	Elaboock is always looking	develop the Voices of Employees	operational. Their HR policy	assessmithments. Glossiestershire	policy that clearly highlights	65 is also a strong advocate for
involvement with Defence	The AA is an enthusiastic	For new ways to demonstrate	That Served (VSTS) Programme.	grants 10 days' paid leave and	Hospitals has also taken a lead	their special paid leave of two	veteraris and the essanded, injured
has had positive effects on employee regigement, brand	supporter of Armed Forces Week - marked this year by	advocacy for the armind forces by houting events such as the	The firm has also champsined the value that Arrend Farces	50 days' exits unpaid leave to attend annual transma	on forming a Regional NHG Medical Reserves Committee	weeks plus an additional unpaid week to accommodate training	and sick. In support of the VETE mitative, the company provides
awarehess aming current and	holding key events every day of	2014 Babcock conference for	personnel firing to professional	Explose proactively seeks to	to build specific relationships for	commitments CLINEET has	bespoke job appraisal, methorship
potential recruits and business	the week, including the launch of	reservicit, which celebrated	services organizations in	employ injured servicement	the benefit of Medical Reserves.	also taken a lead on forming	and CV support services and
development opportunities at home and submass	an internal defense natuork and workplace engagement assocns.	their skills and cortribution.	Environment inductivy publications Environment and CRAR magazines	and supports thers in their transition to a fulfilling coreer.	QUOTE	a Reportal 32/15 Medical Baserves Committee to build	ECS's charitable work in
		QUOTE			uoon	specific relationships for the	commendable, focusing
QUOTE	QUOTE		QUOTE	QUOTE		benafit of Medical Reserves.	fundrassing efforts on
Or Works	Mo Moran	Employee name: Stephen Caley Minghional Cling MitMethil	Doug Green	Designe Devision	Dougestenshire Huspitals NHS Foundation Trust's	QUOTS	Environ charities such as RASA, RAFES and ABS
Rank: Commander	Rank: WeterardFormer Coliporal	Rank: Lance Corporal	Rate: Sergeant - Army	Rank: Siguation Leader	Associate Directur of HR.	1000000	
Unit: Commander Martime	Unit: 20 Squadron Royal Carele	Unit: D Sgn. Royal Wexam	Role at Deloitse Cyber	Unit 600/Dey of London/Sen	Dr Mike Seeley is delighted	Victoria Hanager.	QUOTE
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for the Hoyal Naval Reserve	presents various challenges, so you	"Ealstock has hally backed my	me with the opportunity, training	"As an IBAF reserved with 10	convertenent of those is our		Dog Registerit
Sational Branch of Wartare Engineeri, I menege 300	need to act calmin and decisively in whether situation you face. The	involvement in the Army Reperved smot joining the company in	and support I reeded to translate my military shifts and experience	pass' anglightent with Eights, I have monived entraordinary	suggestation who is some way augment the arrived forces.	"My Inust has supported me in obtaining leave for me	Rate Life at ISS UK: Defence Business Anelyst
personnel and the many enaures	experience and skills I gamed in	2008 from top to bottom. My line	mito a rewarding crysten career et	support and encouragement to	whether it be serving personnel.	to attend annual camp for	Shadib Advant / Colorest and a
receive can't be addressed	the military help me deal with the	I management and HR have been	ayber risk. Transitioning from the	deliver my reservist duties. This	veterans or family members.	the last two years. Working	755 spontive and proactive
ead of working hours. I singly couldn's meet the demands of	interpretent and bring a professional focus to the job. Three qualities	and additional paid time off so	military was made nation thanks to the support and encouragement	support has made the preparation far my two operational tours and	We are periodely proud to support our medical reservists.	an arrowined sorthast has also given me the Resibility in	staggest for Arrend Forces amount insvers has had a profound
my role without the support and	are ideal for the AA, which offers a	arrend military training as well as	provided by my Deloine colleagues	return to employment seamless	manana, doctors and others who	my day to day work patient	impact on my life, one that will R
	range of support for furnier service	supporting me before and after	as well as our internal Deloitte	and given me the confidence ta	ded-cate their trive and skills	to enable row to attend	continue throughout my new
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#### Employing reservists in the NHS



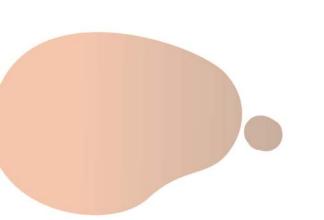




### Background



- FR2020 White paper
- March 2014 summit
- 2014/15 road shows
- Military March campaign
- Commissioned directly by the Department of Health and Ministry of Defence
- Part of the HEE mandate





# Programme highlights

- NHS Confederation Annual Conference
- Social media comms
- NHS Reserve Forces Champions
- NHS Reserve Forces Footprint Map
- Managers guides/Managers resource
- ESR guidance
- Recruitment and induction resources
- Blogs focussing on consultants and primary care
- Engagement!







#### Our reservists







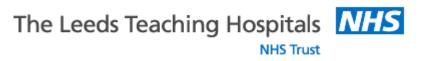




#### Support in the NHS









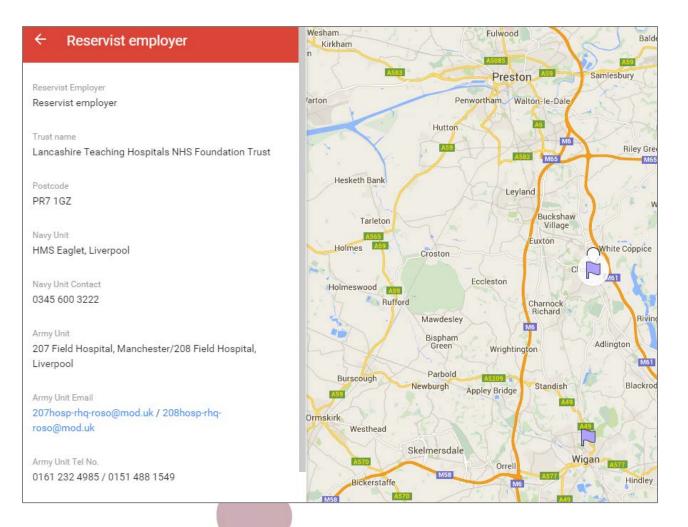
### NHS Reserve Forces Footprint Map





### NHS Reserve Forces Footprint Map





### NHS Reserve Forces Footprint Map



Buckshaw Tarleton RAF Unit Village A565 612 Squadron, RAF Leuchars, Fife / 4626 Squadron, RAF Euxton Holmes A59 White Coppice Brize Norton, Oxford Croston CI 20 Eccleston **RAF Unit Email** Holmeswood A59 jason.aslett392@mod.uk / graham.banks998@mod.uk Rufford Charnock Richard Rivingt Mawdesley M6 RAF Unit Tel No. Bispham Adlington Green Wrightington 01334 857314 / 01993 894176 M61 Parbold Burscough DRM contact Blackrod Newburgh Standish Appley Bridge Steven Wotherspoon Ormskirk Westhead DRM email nw-rscd@rfca.mod.uk Skelmersdale Wigan Orrell Hindley Bickerstaffe DRM tel phone M6 0151 7282069 Champion Name Rainford Jackie Higham Billinge Crank Ashton-in-Makerfield Kirkby A58 Champion Job Title Lowton Haydock Widening Participation Manager Windle. Eccleston St Helens nowsley Newton-le-Willows ÷ M57 Champion Email Adress Jacqueline.higham@lthtr.nhs.uk ? Sutton Google/My Map Winwick

### Military March 2016



- Joining the Reserves
- Training and annual camp
- Mobilisation
- Public commitment



# What's new for 2016/17?





- Developed in partnership
- By the NHS, for the NHS
- Awareness raising resource
- Delivered within HRD Networks/NHS Reserve Forces Champions Forums
- Resource available to use within NHS organisations
- Induction, learning sessions, individually
- Support resources @ NHS Employers

### **NHS Employers**



Employing Reservists in the NHS website www.nhsemployers.org/reservists

- Model policy example
- Frequently asked questions
- Key facts on employing reservists
- NHS Reserve Forces Champions
- NHS Reserve Forces Footprint Map
- Blogs
- Case studies
- Podcasts



Contact us reservists@nhsemployers.org Follow us on Twitter @NHSE\_Gemma



#### Partnering with Defence Employers' Conference: Carillion's Response to the Opportunity

Phil Crick Forces' Champion, Carillion Construction Services





CARILLION'S RESPONSE

#### **Process of Bringing Reserves into the Organisation**

- **Prove the Value**. Used Carillion Leadership Programme and Futures Project to undertake studies to identify business benefits, such as:
  - Reservists' leadership skills at all levels
  - Reservists' motivation, drive, enthusiasm and determination
  - Reservists usually logical thinkers with planning experience and training
  - Training received across all disciplines
  - Matching across of professional qualifications
  - Moral obligation of supporting Armed Forces
  - MOD a key Client
- **Convince the Board**. Presented findings to main board, convinced CEO and Senior Leaders of value. Won support from HR Director
- Gain Commitment. Persuaded MD Carillion Construction Services and COO to join Engineering and Logistics Staff Corps

# Partnering with Defence



CARILLION'S RESPONSE TO THE OPPORTUNITY

#### **Internal Changes**

- Series of internal and external briefings to promote concept
- Already offered 6 working days for Volunteering
- Added 2 weeks paid leave for Reservists to attend annual training exercise
- HR data capture for Reservists information
- Engaged with sub-contractors and suppliers to encourage support
- Facilitated work placements for serving, injured and transitioning personnel

#### **Maintaining Momentum**

- Retain senior management interest and focus
- Targets for recruitment set for business units: CTP and OA
- "Forces' Champions" within each business unit
- Engagement with Regular units and formations: work placements; training; AFEP; social events

# Partnering with Defence



#### CASE STUDY



Sam Potts:

- Joined Reserves whilst at University
- Now a Troop Commander in RMonsRE
- Carillion Production Engineer for M6 Smart Motorways Project at Sandbach
- Forces Champion for Carillion Construction's Infrastructure Division





### Reservists



#### CARILLION INTERNAL ADVERTISING

"As many of you are aware, I have a huge admiration for our Armed Services and in particular I am keen to support Defence in its efforts to grow the Reserves. Carillion is very pro Reserve Service and I recognise the skills and expertise they bring to the workplace."

Richard Howson, Chief Executive,

Carillion plc.







#### WHAT DO YOU DO IN YOUR SPARE TIME? WHY NOT SERVE YOUR COUNTRY INSTEAD?

#### YOUR SPARE TIME, TRANSFORMED

- Carillion commitment 300 Reservist in 2016
- 1% of UK Armed Forces Reserves
- Signatory to the Military Covenant
- Tri-Service Opportunity
- Martello Award for commitment to Reserves
- Strategic relationship with 170 Engineer Group
- Armed Forces Employment Pathway (AFEP)
- Insight Days
- Supply Chain and Partner Support



#### Any Questions?

@DRM\_Support

