



Ministry
of Defence



Corporate
Covenant

Dorset HealthCare
University NHS Foundation Trust



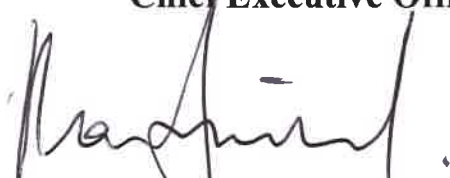
The Armed Forces Corporate Covenant

Dorset HealthCare University NHS Foundation 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 Dorset HealthCare University NHS
Foundation Trust

Ron Shields
Chief Executive Officer


16 September 2015

Signed on behalf of Ministry of Defence UK

Lt Col. Tom Ellen SO1 Employer engagement
Representing the British Army in Wessex and Southwest
England.



16 September 2015

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 Corporate Covenant

1.1 We Dorset HealthCare 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 Dorset HealthCare 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;*
- *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;*
- *striving to support the employment of Service spouses and partners;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *adopting a special leave entitlement policy for employees members of the Reserved forces*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day, by promoting (displaying information and fly the Armed Forces Day Flag) all across trusts premises and encouraging individual participation and involvement from all employees; (encourage Reservist and Cadet Force Adult Volunteers to wear Uniform to Work on Reserves Day)*
- *developing and implementing an action based on national drives and local circumstances;*

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.

Section 3: Our Vision

3.1 Our work will support all Armed Forces personnel and their families, in accordance with the Armed Forces Covenant, Armed Forces Corporate Covenant and NHS Constitution. Our overarching vision is:

- To ensure that the armed forces community live longer, healthier and more fulfilling lives post service.
- We aim to become the beacon of best practice on how best to support Armed Forces Communities across the UK.
- To demonstrate how high quality, accessible, and seamless health and welfare can be efficiently delivered to support veterans and their families in transition, resettlement and beyond.
- To achieve our vision we will:
 - a. listen to and learn from the views and experiences of our armed forces community in accessing and using DHC services and those of the wider local health economy.
 - b. ensure our workforce understands the needs and requirements of our armed forces community and delivers care that meets their expectations.

- c. work in partnership with other NHS providers/commissioners, local government, the voluntary sector and the third sector to deliver packages of health and social care that meets the needs of our armed forces community.

3.2 Our state by 2020:

- Public and members of the NHS have an awareness of issues affecting the armed forces community.
- Clear integrated pathways for transitioning Armed Forces personnel into civilian life.
- There is timely identification and referral to the appropriate person, service and place to receive integrated care (including mental health) and support required.
- Employers support their employees as reservists throughout their organisations ensuring their health and wellbeing is considered.

3.3 Objectives:

- to provide training and education to medical professionals and support workers to recognise where and when additional support is required and the services available to the armed forces community.
- to build effective partnerships with external organisations under a unified vision to provide effective and timely support and a seamless transition between services.
- provide a single point of contact for staff at DHC and the armed forces community in relation to the services we provide.
- encourage our staff to become Reservists, Cadet Force Adult Volunteers and Service Charity volunteers and support those staff who are reservists at Dorset Healthcare Trust.

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| Signed on behalf of Dorset HealthCare University NHS Foundation Trust | Signed on behalf of Ministry of Defence UK |
| Signed: | Signed: |
| Name: Ron Shields | Name: Lt Col. Tom Ellen SO1 |
| Position Held: Chief Executive Officer | Position Held: Employer engagement |
| Date: 16 September 2015 | Date: 16 September 2015 |