



Milton Keynes University Hospital 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:

**Milton Keynes University Hospital
NHS Foundation Trust**

Signed:

Name: Joe Harrison

Position: Chief Executive

Date:

25th May 2021

Military Representative

Signed:

Name: Lt Col PTL Nguyen RAMC

Position: Officer Commanding,

202 Field Hospital

Date:

25/05/2021



**Milton Keynes
University Hospital**
NHS Foundation Trust



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, **Milton Keynes University Hospital 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 2: Demonstrating our Commitment

2.1 **Milton Keynes University Hospital NHS Trust** recognises the value serving personnel, reservists, veterans and military families bring to our **Trust**. 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 and displaying our commitment to the armed forces and this covenant through our website and publications;*
- *appoint Armed Forces/Veterans leads for the Trust and develop support a network our Armed Forces community within the Trust.*
- *continue to maintain an active Armed Forces network within the Trust and link in with the local Armed Forces networks & other Trusts to ensure we collaborate fully.*

Seeking to support the employment of Veterans young and old and working to recognise transferable military skills and qualifications of service leavers by;

- *working in partnership with the Career Transition Partnership (CTP) to support and employ veterans who are leaving the Armed Forces.*
- *registering with CTP Right Jobs so as to publish and advertise MKUH jobs.*
- *recognise military skills and qualifications when interviewing for Trust vacancies.*
- *including Armed Forces and Veterans Aware information to all new staff attending Trust induction, as a way to raise awareness of the support and opportunities within our Trust.*

Seeking to support our employees who choose to be members of the Reserve forces through accommodating their training and deployment where possible by;

- *maintaining an Armed Forces specific policy to support our staff and applying this to accommodate requests relating to the training and deployment of members of the Reserve Forces.*
- *offering two weeks (10 days) leave to attend annual camp being granted at the Manager's discretion.*
- *accommodating additional short periods of training with unpaid leave at the discretion of the line manager.*
- *working with Defence Relationship Management to build an open and supportive relationship which encompasses management of absence due to operational reasons.*

Striving to support the employment of Service spouses and partners and endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners by;

- *looking sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the service person has leave to spend time with their family.*
- *considering whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.*
- *giving special consideration to Career breaks.*

Raise awareness and support the local Armed Forces Community by;

- *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;*

Further commit to support the Armed Forces Community by;

- *supporting Regular or Reserve personnel through honorary contracts to complete courses and develop their clinical practice experience where needed.*

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.