



## **The Robert Jones and Agnes Hunt Orthopaedic 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:  
**Ministry of Defence**

Col Richard Maybery QGM  
Deputy Commander  
11 Sig & WM Brigade

08 August 2017

Col Tim J Davies MBE  
Commanding Officer  
202 (Midlands) Field Hospital

Signed on behalf of:  
**RJAH Orthopaedic Hospital**

Mark Brandreth  
Chief Executive Officer

# 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 **RJAH Orthopaedic Hospital** 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 **RJAH Orthopaedic Hospital** 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 delivering real, pragmatic and tangible benefits:

- *Consistent with the vision set out in the Chavasse Report, RJAH has established a Veterans Hip and Knee Arthroplasty Service, tailored to suit the needs of military veterans. This innovative service is led by an RJAH employed Orthopaedic Trauma Surgeon also a regular serving Officer in the Royal Army Medical Corps; with 16 Medical Regiment. Future plans include expansion to a full Veterans Orthopaedic Service encompassing all sub-specialties.*
- *RJAH has joined an NHS Improvement Pilot Network of NHS Veterans Covenant Hospitals Alliance (VC HA). The objectives of this Alliance are:*
  - *sharing existing best practice in services for veterans in NHS acute hospitals*
  - *identifying a set of standards and ambitions to set out in the VC HA manifesto*
  - *Agreeing how the VC HA can support delivery of improvements across the NHS*
- *Participation in Defence Medical Service led Employer and Community Engagement activities such as "EX NHS CLINICAL" – where reservists demonstrate capability in a tented facility set-up on RJAH grounds. In 2016 this incorporated a medal presentation ceremony involving CEO*
- *Promoting the fact that we are an armed forces friendly organisation, by using the RJAH Public Facing Website, Twitter, public Facebook, Staff intranet and Closed Facebook, and monthly 'Communicate' newsletter for raising awareness, delivering positive stories and relevant messaging.*
- *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 RJAH Director of Human Resources and Trust Board have approved the*

*development of an Armed Forces Liaison Officer role. This will assist in signposting queries, individuals or organisations to the most appropriate RJAH resource*

- Striving to support the employment of Service spouses and partners; through publication of the link to NHS Jobs website when RJAH posts are advertised through our external facing social media pages; sharing links with the local Forces media Facebook and Twitter feeds. We will not discriminate against employment of service spouses and veterans*
- Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; with the introduction of a supportive Reservist employment policy, based on the NHS Employers Model Contract*
- Seeking to support our employees who choose to be members of the Reserve forces, includes accommodating their training and deployment where possible; through raising awareness with line managers and colleagues. RJAH staff will be encouraged to participate in the Reserve led team-building activity 'NHS Reserve Challenge', visit the Defence Medical Service research and recruiting stand included in RJAHs 'Day Before Research' poster presentation event and any other such collaborative activities undertaken in the future.*
- Offering support to our local cadet units, either in our local community or in local schools, where possible; RJAH will utilise career employment fairs attended by its HR Training Advisor to inform, inspire and raise awareness of its committed support.*
- Aiming to actively participate in Armed Forces Day; RJAH will encourage its Reservists to participate, specifically in Reserves Day. Photographic opportunities will be facilitated and exploited through its communication and social media channels, armed forces medical services to set up and man a recruiting / awareness display stand.*

2.2 We will publicise these commitments through our literature and 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.

2.3 The Trust was started by Sir Robert Jones, who founded the British Orthopaedic Association (BOA), and was the architect of a system during the First World War to evacuate and treat the huge number of casualties that occurred. RJAH is proudly continuing to reflect its long and on-going historical military connections by agreeing to and upholding this covenant.