

# Step into Health Pledge – Supporting the Armed Forces Community

Author: D Bailey, Human Resources Business Partner Sponsor: Director of Workforce and Organisational Development Trust Board paper F

## Executive Summary

### Context

The Trust signed the **Armed Forces Covenant** in November 2015 pledging the support of Leicester's Hospitals to the Armed Forces.

The purpose of the covenant is to encourage support for service men and women, their families and veterans living and working in Leicester, Leicestershire and Rutland and to recognise and remember the sacrifices they have made. It encourages everyone within our organisation to offer support to the local Armed Forces community, making it easier for service personnel, families and veterans to receive help from the Ministry of Defence and other charitable and voluntary sector groups.

In 2014 the Trust was awarded a **Silver Employer Recognition Award**. The Defence Employer Recognition Scheme (ERS) encourages employers to support the armed forces and inspire others to do the same. The scheme encompasses bronze, silver and gold awards for employer organisations that pledge, demonstrate or advocate support to defence and the armed forces community, and align their values with the Armed Forces Covenant.

The next step is to consider signing the **Step into Health Pledge**.

### Questions

#### 1. What is Step into Health?

This national programme offers information and access to career pathways in the NHS for those leaving the armed forces. Step into Health is a partnership between NHS armed length bodies and Armed Forces organisations and is being delivered across the NHS by the NHS Employers organisation.

#### 2. What are the benefits for the Trust of signing the Step into Health Pledge?

By pledging commitment the Trust can help maxim an opportunity to recruit from a skilled and motivated workforce and to further demonstrate the Trust's commitment to the Armed Forces Covenant. Signing the Step into Health pledge would also provide valuable supporting evidence in support of any future nomination for a Gold Employer Recognition Award.

### Input Sought

The Trust Board is asked to support the Step into Health pledge as part of the Trust's continued commitment of the Armed forces Covenant and to widen access to NHS roles as part of a more inclusive attraction strategy.

## For Reference

Edit as appropriate:

1. The following objectives were considered when preparing this report:

Safe, high quality, patient centred healthcare	[Yes]
Effective, integrated emergency care	[Yes]
Consistently meeting national access standards	[Yes]
Integrated care in partnership with others	[Yes]
Enhanced delivery in research, innovation & ed'	[Yes]
A caring, professional, engaged workforce	[Yes]
Clinically sustainable services with excellent facilities	[Yes]
Financially sustainable NHS organisation	[Yes]
Enabled by excellent IM&T	[Not applicable]

2. This matter relates to the following governance initiatives:

Organisational Risk Register	[No]
Board Assurance Framework	[Yes]

3. Related Patient and Public Involvement actions taken, or to be taken: [Not applicable]

4. Results of any Equality Impact Assessment, relating to this matter: [Considered in accordance with the Equality Act and legal advice reflected in terms of the scheme]

5. Scheduled date for the next paper on this topic: [Quarterly]

6. Executive Summaries should not exceed 2 pages. [My paper does comply]

7. Papers should not exceed 7 pages. [My paper does comply]

## Background

The Step into Health programme is designed to offer a career access pathway from the military into the NHS, with the aim of highlighting the many career opportunities available within the NHS and how the Armed Forces community can access them. The programme was designed by the NHS in conjunction with The Royal Foundation and Walking with the Wounded. It began as a pilot at Norfolk & Norwich University Hospitals NHS Foundation Trust in 2014. Following this success, four further Trusts joined the pilot: Hampshire Hospitals NHS Foundation Trust, Guy's and St Thomas' NHS Foundation Trust, Northumbria Healthcare NHS Foundation Trust and Sheffield Teaching Hospitals NHS Foundation Trust.

To be involved in the Step into Health programme, UHL is required to recognise the benefits that serving personnel, veterans and military families bring to the workforce by signing a pledge certificate and agreeing to recruit more members from the Armed Forces community into the organisation.

Step into Health is a partnership between NHS armed length bodies and Armed Forces organisations and is being delivered across the NHS by the NHS Employers organisation. The partner organisations are:

- The Royal Foundation
- Health Education England
- Walking with the Wounded
- NHS Improvement
- Career Transition Partnership
- College for Military Veterans and Emergency Services

The Career Transition Partnership (CTP) is a partnering agreement between the Ministry of Defence and Right Management Ltd, who are global career development and outplacement specialists and part of the Manpower Group. The CTP provides resettlement services for those leaving the Royal Navy, Army, Royal Air Force and Marines. In signing the pledge UHL undertakes to publicise our vacancies on the CTP website via a link to the UHL job portal.

## The Pledge requirements

As a **minimum** to:

- Advertise apprenticeship opportunities through the Career Transition Partnership (CTP) and their on-line RightJob board
- Nominate a point of contact within the organisation that members of the Armed Forces community can contact directly (proposed as the Trust Resourcing Manager)
- Review current recruitment practices and removing any barriers to recruiting members of the Armed Forces community
- Use the Step into Health branding to promote consistent messages about the programme.

## Additional pledges

There are also further available pledges that will help to promote the Trust as a potential source of employment for the Armed Forces community, these include:

- Hosting insight days to raise awareness of NHS careers with the Armed Forces community.
- Offering work placements to the Armed Forces community and provide support to those who apply for a vacancy.

- Tailoring activity for those service leavers who may be wounded, sick or injured.
- Promoting the programme and sharing messaging via your website and social media.
- Establishing an alumni network for staff who have found employment through the programme.
- Partnering with other NHS organisations in the region to share best practice and make efficient use of resources.
- Supporting candidates with the programme who may wish to settle elsewhere whilst also being ready to receive candidates who have been referred from other supporting organisations.

### **Next Steps**

Once the Trust Board has given agreement to sign the Pledge, it is proposed to arrange a signing ceremony/event at Kendrew Barracks in Rutland, which will help to raise the Trust's profile. Trust representatives are proposed as Ian Crowe, Non-Executive Director and Louise Tibbert, Director of Workforce and OD.



# Step into Health

Connecting employers in the NHS to talent from the  
Armed Forces community

[ORGANISATION  
LOGO HERE]

**Organisation name**

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We, the undersigned, pledge to champion the Step into Health campaign and value the contribution made by military service leavers and their families.

Signed on behalf of:  
**Organisation name**

Signed: \_\_\_\_\_

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Date: \_\_\_\_\_



## Demonstrating our commitment

**Organisation name** recognises the value serving personnel, veterans and military families bring to our workforce. We will seek to support the Step into Health campaign, by agreeing to the following:

- *Reviewing recruitment practices and removing any barriers to recruiting members of the Armed Forces community.*
- *Sharing dedicated Step into Health Contact details.*
- *Advertising apprenticeship opportunities through the Career Transition Partnership (CTP) and their RightJob board.*
- *Using the Step into Health branding to promote consistent messages about the programme.*

**Our organisation will also enhance our commitment to Step into Health by:**

- Hosting insight days to raise awareness of NHS careers with the Armed Forces community.*
- Offering work placements to the Armed Forces community and provide support to those who apply for a vacancy.*
- Providing specific support for those service leavers who may be wounded, injured or sick.*
- Promoting the programme and sharing messaging via our website and social media.*
- Establishing an alumni network for staff who have found employment through the programme.*
- Partnering with other NHS organisations in the region to share best practice and make efficient use of resources.*
- Supporting candidates with the programme who may wish to settle elsewhere whilst also being ready to receive candidates who have been referred from other supporting organisations.*

***[We would encourage you to sign up to as many of the above as appropriate to your organisation. Please demonstrate this by ticking as many of the above as you see necessary]***

We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them and inviting engagement from the Armed Forces community to develop this further.

***[Amended as appropriate for your organisation]***