

ARMED FORCES COVENANT

Human Resources & Organisational Development – October 2022



HROD has been asked to provide a summary of what it has done to support serving personnel, reservists, veterans, etc over the past 10 years, what work is currently being undertaken and what we intend to do going forward.

Context

Plymouth has a long-established relationship with its armed forces community, and is fully committed to supporting those leaving military service to ensure that they have full access to opportunities to facilitate their transition into civilian life.

As part of this commitment, Plymouth City Council

- (a) Originally signed the Armed Forces Covenant in 2012, and renewed this commitment earlier in 2022
- (b) achieved the Silver Award from The Defence Employer Recognition Scheme in 2018
- (c) signed an Engagement Agreement with Royal Navy in 2019

Defence Employer Recognition Scheme – Gold Award

The Council wishes to enhance its commitment and support to our armed forces community by achieving the Gold Award from the Defence Employer Recognition Scheme. The Council attempted to obtain the Gold Award in 2020 but was regrettably unsuccessful in its application.

A summary of the required criteria is set out below with comments where relevant.

Requirement	Current Status/Required Action	Comment
Must have signed the Armed Forces Covenant	Criteria met.	
Employers must have an existing relationship with their National Account Manager/REED/ appropriate defence representative	PCC already has an established relationship with the Senior Regional Employer Engagement Director.	
The employer should already be demonstrating support by receiving an ERS Silver Award.	Criteria met.	
The employer must proactively demonstrate their forces-friendly credentials as part of their recruiting and selection processes. Where possible,	Continue to work with Career Transition Partnership to broaden our offering to the armed forces community.	Led by Service Director for HR&OD

<p>they should be engaged with Career Transition Partnership (CTP) in the recruitment of service leavers and have registered for the Forces Families Jobs (FFJ) portal</p>	<p>PCC is registered with the Forces Families Job portal.</p>	
<p>Employers must employ at least one individual from the armed forces community category that the nomination emphasises. For example, an employer nominated for support to the Reserves must employ at least one Reservist</p>	<p>Categories include:</p> <ul style="list-style-type: none"> • Reservist • Veteran • Military Spouse/Partner • Cadet Force Volunteer (CFAV) 	<p>The HR system has been adapted to enable the Council to collect this information.</p> <p>Data collection needs to be undertaken.</p>
<p>The employer must actively ensure that their workforce is aware of their positive policies towards defence people issues. For example, an internally publicised and positive HR policy on Reserves or, in the case where no HR policy exists, support should be demonstrated by specific references in job descriptions or on the organisation's website.</p>	<p>PCC offers guaranteed interviews to Service Leavers (subject to eligibility) and this is highlight in its Recruitment and Selection Policy and Procedure. This offer is highlighted in guidance to applicants on PCC's external website.</p> <p>Reservist Policy has been drafted.</p>	<p>Reservist Policy requires final approval.</p>
<p>The employer must be an exemplar within their market sector, advocating support to Defence People issues to partner organisations, suppliers and customers with tangible positive results. For example demonstrate proactive steps/activity and clear success in encouraging partner organisations and their supply chain to sign the AFC.</p>	<p>Review of existing procurement processes</p> <p>Discussion with partner organisations CCG, Delt, CaterEd to advocate support</p>	<p>Procurement Team</p> <p>Service Director for HR&OD</p>
<p>Within the context of Reserves the employer must have demonstrated support to mobilisations or have a framework in place.</p>	<p>There is no evidence that PCC has had requests for leave in the last 12 months.</p>	
<p>The employer must provide at least 10 days' additional leave for training, fully paid, to the Reservist employee</p>	<p>The Council offers up to 10 paid days per a year for non-regular armed forces absence.</p>	

The employer must not have been the subject of any negative PR or media activity	Criteria met: This is required for Silver Award	
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Desirable Criteria

Requirement	Current Status/Required Action	Comment
They should promote their support to Defence People issues through their full range of external communications.	For discussion with Comms Team	
Although in exceptional circumstances an award is possible for support of a single Defence People issue, such as Reserves, a nomination will be strengthened if support extends across a range of Defence People issues as outlined above.		
They should have a declared target for the number of Reservists within their workforce.		
They will have hosted a Reserve recruiting event on their premises in partnership with a local Reserve Unit or a Single Service Recruiting Team.		
Other than in exceptional circumstances they should not have appealed a mobilisation.		
The employer should provide additional paid leave for CFAV's		

Next Steps

1. Create detailed action plan in relation to outstanding areas of work, and determine what resources are likely to be needed to meet the required standards within the timescales.
2. Work with the Regional Employer Engagement Director (REED) to submit application for Gold Award.