

Appendix B

Revised wording of Section 5.10 to be agreed. (Revised wording highlighted)

5.10 Employment and Employers

- a. Promote mutually beneficial relationships between employers and Defence, by advocating the transferable skills and attributes that Armed Forces personnel bring to the civilian workplace as an economic asset.
- b. Promote the Armed Forces Covenant for business, encouraging employers to sign the Covenant in order to pledge commitments to support Defence personnel by:
 - **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public;
 - **Veterans:** supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process. Working with the Career Transition Partnership (CTP) in order to establish a tailored employment pathway for Service leavers;
 - **Service Spouses & Partners:** supporting the employment of Service spouses and partners; working with and advertising vacancies with the military Families Federations and other agencies. Providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
 - **Reserves:** supporting our employees who are members of the Reserve Forces: recognising the need to be flexible with regard to leave for annual Reserve Forces training; supporting any mobilisations and deployment. Actively encouraging members of staff to become Reservists;
 - **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations, recognising the need to be flexible with regard to leave for annual training camps and courses. Actively encouraging members of staff to become volunteer leaders in cadet organisations. Supporting local military cadet units;
 - **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist.