

The Royal Engineers Association

(Registered under the Charities Act 1992 and a charity registered in Scotland)

Patron: HER MAJESTY THE QUEEN



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REA/A/1/3

13 March 2020

President REA
Controller REA
All Group Directors
All Deputy Group Directors
All Group Secretaries

MINUTES OF THE 34th MEETING OF THE RECRUITING COMMITTEE HELD AT THE UNION JACK CLUB, LONDON, ON WEDNESDAY 11th MARCH 2020

Present

Lt Col C James RE	Chairman
Mr K Kirk	Controller REA
Maj (Retd) IL George	Asst Controller REA – Secretary
Lt Col (Retd) J Rawlings	East Anglia Group
Maj (Retd) R C A Macgregor MBE TD VR	Scotland & NI Group
Maj (Retd) A Scholey	North Midlands Group
Mr A Buxton BEM	South Wales Group
Mr M Forder	Eastern Group
Mr K Gover	South West Central Group

Serving Corps Observers

SSgt Archer	3 RSME Regt
Sgt Achiri	36 Engr Regt
LCpl Warner	36 Engr Regt

Apologise

Mr GF O'Shea	London Group
Lt Col A P Roberts	North West Group
Mr M Payne BEM	Central Southern Group
Mr G Scarborough	South East Group
Lt Col (Retd) F Holman OBE	South Midlands Group

1. The Chairman opened the meeting by welcoming those present. She thanked those attending for giving up their time so freely and recognised that the long distances travelled by some members were often fraught with difficulties. The Chairman extended a special welcome to SSgt Archer and Sgt Achiri, LCpl Warner who were observers for this meeting and briefed them on the procedure of the meeting and an overview of REA meetings.

ITEM 1 – TO CONFIRM THE MINUTES OF THE 33rd MEETING

2. The Secretary said he had not received any observations on the accuracy of the Minutes and asked the Committee if they agreed that the Minutes of the 33rd meeting were a true record of the proceedings; the Committee agreed. The Chairman signed the Minutes.

ITEM 2 – MATTERS ARISING FROM THE PROCEEDINGS OF THE 33rd MEETING

3. Paragraph 7 – Standardised Email Addresses. The Controller discussed the meetings he had with the HQ RE IT expert and the REA web masters about standardised emails and it was decided that it was not feasible for this to happen. However branches to organize own email addresses and share best practice.
4. Paragraph 8 – Travel and Subsistence (T&S) Expenses. Lt Col Claire James RE observer that 45% of the budget was used on travel and not the recruiting budget. The Asst Controller spoke to the Corps Treasurer and he suggested that all REA T & S could be used from the General Fund. It was decided that the recruiting budget will just be used for recruiting and the T & S will come from the General Fund.
5. Paragraph 10 – Branch Information Card. More work needed to be carried out on the Information Card. The Asst Controller and Mr Mike Payne have carried this out. The information card and Business card were discussed later in the meeting.
6. Paragraph 11 – Animations. Mr M Payne asked for animations to be sent out to Group Secretaries to be played in units. The Controller has confirmed that all three animations are on the REA social media platforms. New Animations being produced will be discussed later in the meeting.
7. Paragraph 14 – 12 days of Christmas. The Controller confirmed that the 12 days of Christmas went really well and better than expected. It had an impact and assisted the right people. For their efforts in helping people the Aberdeen and Medway Branches received a bottle of port. There was also a very nice letter showing the appreciation from a serving soldier who received a parcel from the Solent & District Branch. This initiative may be repeated next Christmas.
8. Paragraph 16 – Jaguar Land Rover discounts. The Controller spoke about an offer from jaguar Land Rover on significant discounts. This has now been promoted on REA social media platforms.
9. Paragraph 18 - Changing of Branch Rule 11.16. Mr M Payne spoke about changes to REA Rule 11.16. The changes to the rule will be in the next amendments to the REA rulebook.
10. Paragraph 19 – Gift Aid. Mr G Scarborough brought up the subject that branches are not able to claim this. The Asst Controller spoke to the Corps Treasurer who confirmed that branches are not entitled to Gift Aid. The REA as a charity are entitled to Gift Aid and this will not change.
11. Paragraph 20 – Serving Soldier Survey about the REA. Mr G O'Shea asked if a survey had been sent out to serving soldiers to ask them about the REA. The Controller explained that a survey went out a few years ago and will look into when one should be sent out next.
12. Paragraph 21 – Luggage Straps. Mr M Forder brought up the subject of luggage straps in Corps Colours. The Asst Controller spoke to the manager of the Sapper shop and Steph said they were looking into changing Corps coloured braces that did not sell into luggage straps but that she was also checking if this would be commercially viable. When available this is not sure.

ITEM 3 – BUDGET REPORT

13. The Asst Controller presented the Budget Report for 2020. The Asst Controller explained that the budget for FY 2020 was £5,000 and so far £240 has been spent leaving £4,760. The 2020 report is at Annex A.

ITEM 4 – CONTACT WITH THE SERVING SOLDIER

14. The Chairman and the committee discussed the Information cards that have been produced by Mr Mike Payne BEM to decide on the right image and information that is required on the card.

15. The Committee decided that the L6 card with pictures of the family, veterans and serving soldiers is the best information card and is to be used by the branches.

The Asst Controller suggested that 100 cards for 100 branches at a cost of £591.75 be purchased for the branches; the committee agreed.

It was proposed that 100 cards for 100 branches be procured, cost not to exceed £591.75.

Proposed: Mr K Gover

Seconded: Maj (Retd) A Scholey

Carried

16. The Asst Controller will liaise with Mr M Payne BEM to produce a form which branches can send to Mr M Payne BEM to order the cards for their branch. After the initial 100 cards if branches need more cards the branch will have to purchase them.

Action: Mr Mike Payne BEM & Asst Controller

17. Being part of the membership organisation was discussed which mainly focused on Cadet Units. Maj (Retd) Alan Scholey asked if assistance can be given to cadet units by assisting with paying for stable belts and standards. The Controller explained that funding for cadets is a big issue and REA funds should not be used for this as it is not in our remit.

However if groups or branches wished to support cadets with their money then that is not a problem. The Controller will discuss this matter with the Corps Colonel. The Chairman asked that HQ REA look into a bespoke membership for cadets and the Controller will look into this and discuss at the next Board meeting.

Action: Controller

ITEM 5 – RECRUITING INITIATIVES

18. The Controller discussed Media Animations that are being produced by Senate media. The aim of the animations are for them to be more representative of the future of the REA. There will be 4 x one minute long animated talking heads that have RE elite sportsman, service leavers who talk about their experiences and support from the REA. The message should be what we do and the awareness of what the REA is about and to reach out to serving soldiers and veterans who are not in the REA. The Controller suggests that the REA purchase these animations at a cost not to exceed £3,900; the committee agreed.

It was proposed that 4 x one minute animations be procured, cost not to exceed £3,900

Proposed: Mr M Forder

Seconded: Mr A Buxton BEM

Action: Controller

19. The Chairman and Controller discussed Project Chard which is the mental health training for serving soldiers and veterans. This is being funded by the REA for initially the next 2 years.

ITEM 6 – ANY OTHER BUSINESS

20. The Chairman discussed the possibility of an REA Lottery which would raise the awareness of the REA and encourage membership. The Chairman proposed research in to this area and the Controller will look into seeing if the REA having a lottery is feasible.

Action: Controller

22. Mr Ron MacGregor MBE informed the meeting that he contacted all his branches to ask if they had any questions for this meeting and the Edinburgh branch was the only one to reply. The points from the Edinburgh branch were discussed and the Controller spoke about branded items in the Sapper Shop and that members wanting to purchase the Polo shirts that are being presented to the RE recruits at Phase 1 Training. The committee also discussed membership of the REA and how branches have to change the way to accommodate the younger service leaver who wants to join the REA. The Controller used the Fenland Sappers and West Cumberland Branch as models of how they are doing things differently to attract new members and that the overall membership of the REA has risen but that is due to the new themed branches. The Controller also discussed the update to the REA website with more relevant information and live forms will be available. The Controller will put out an email to branches which shows the ways that branches are now operating to attract members.

Action: Controller

23. The Chairman suggested that the Recruiting Committee should have a serving soldier as the Vice Chairman and she will discuss with the CO of 1 RSM Regt to identify a candidate. The Chairman discussed the link between Regt's and REA Branches and will write a letter to liaise with CO's about duties and obligations with the Groups and Branches. The Chairman discussed moving the Recruiting meeting to RE units so that the REA can interact with the serving soldier. The Asst Controller will look into this and arrange for the next meeting to be at 36 Engr Regt or another location.

Action: Chairman & Assistant Controller

24. The Chairman and Controller discussed that the Corps weekends at Minley and Chatham will be family events as well as veterans attending.

25. Mr Mal Forder discussed about branches being invited to Regiment Medal parades. It was discussed that medal parades and invites to them are down to the Regt's. However the REA is involved with the serving soldier by presenting RE Polo shirts to Phase 1 recruits and stable belts at pass-off parades at Gibraltar Barracks where REA members are welcome to attend. A Copy of Corps History is presented to Top students on courses at 3 RSME Regt and the Hart Jackson award is presented to the Top student on the Design Draughtsman 0-2 course.

26. The Chairman closed the meeting by confirming the actions that are required and thanked everyone for attending the meeting.

ITEM 7 - DATE OF NEXT MEETING

27. The date of the next meeting will be 28 October 2020. TBC due to the current situation.

13 March 2020

Secretary/Assistant Controller

Minutes Approved

Date

Chairman

Annex:

A. Budget Report for 2020

Recruiting Budget for 2020

Income

Item	<u>Amount</u>	Remarks
Recruiting Budget for 2020	£5000.00	
Total Income	£5000.00	A

Expenditure

Item	<u>Amount</u>	Remarks
Meeting Room	£240.00	
Total Expenditure		B

Balance Remaining at end 2020 (A-B)	£4,760.00
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