

# 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

20 November 2020

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

## **MINUTES OF THE 35<sup>th</sup> MEETING OF THE RECRUITING COMMITTEE HELD ON ZOOM ON WEDNESDAY 04<sup>th</sup> NOVEMBER 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
Mr GF O'Shea	London Group
Mr M Payne BEM	Central Southern Group
Mr G Scarborough	South East Group

### **Serving Corps Observers**

LCpl Griffiths	39 Engr Regt
LCpl Johnson-Oughtibridge	35 Engr Regt (EOD & S)
Spr Whiteway	35 Engr Regt (EOD & S)
Spr Shortt	35 Engr Regt (EOD & S)

### **Apologise**

Lt Col (Retd) F Holman OBE	South Midlands Group
Mr A Scholey	North Midlands Group
Mr A Buxton BEM	South Wales Group
Mr M Forder	Eastern Group
Mr K Gover	South West Central Group
Mr P Dineley	North East Group

1. The Chairman opened the meeting by welcoming those present. She thanked those attending for giving up their time so freely in these difficult times. The Chairman extended a special welcome to LCpl Griffiths, LCpl Johnson-Oughtibridge, Spr Whiteway and Spr Shortt

who were the 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 34<sup>th</sup> 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 34<sup>th</sup> meeting were a true record of the proceedings; the Committee agreed. The Chairman will sign the Minutes.

## **ITEM 2 – MATTERS ARISING FROM THE PROCEEDINGS OF THE 34<sup>th</sup> MEETING**

3. Paragraph 16 – Branch Information Cards. Mr M Payne BEM discussed how the production and distribution of the cards has progressed so far with 33 Branches taking up the offer. Mr R MacGregor MBE asked if a list of the Scottish Branches could be produced so he can see who took up the offer. Mr G O’Shea asked if a Digital Information card can be produced and HQ REA will look into this. One of the observers LCpl Griffiths who rejoined recently said the card would be a good idea to find information on branches in certain areas.

**Action:** HQ REA

4. Paragraph 17 – Membership Organisation. The Controller discussed that he has not made much progress and will discuss with the Corps Colonel about bespoke membership for cadets and that it will also be discussed at the next Trustees board meeting in January 2021.

**Action:** Controller

5. Paragraph 18 – Media Animations. The Controller briefed on the three animations in draft at the moment and showed them to the meeting. He also discussed how successful the Benevolence Handbook has been since it has been produced. It was felt by all that the animations are fit for purpose and now need to be available and promulgated to all REA Groups, Branches, Communications Hub and all media platforms including Regimental Sharepoint that LCpl Griffiths suggested.

6. Paragraph 20 – REA Lottery. The Controller discussed the information he had gathered on how to set up an REA Lottery. He explained that it is complicated and there will be a cost and a special organisation needed to set this up. The Controller said there is more to explore and it will need to be taken to the Board of Trustees.

**Action:** Controller

7. Paragraph 21 - Contacting Service Leavers. The Controller briefed on the REA website and the live forms being available which will be easier and use a lot less paper. He also explained how difficult it is to engage with service leavers as they have other priorities. Mr G O’Shea put forward an idea of an REA App for mobile phones; this was discussed and the Chairman, Controller and Mr G O’Shea will have a meeting to take this forward and produce a research paper to outline proposals and take forward to the Board of Trustees. The Chairman said in the meantime to have a look at the Forces Connect App which is a good tool.

**Action:** Chairman, Controller and Mr G O’Shea

8. Paragraph 22 – Serving Soldiers on the Recruiting Committee. The Chairman explained that due to COVID 19 she has not been able to contact the CO’s about serving soldiers on the recruiting committee but will engage with them soon to discuss the best way to have serving soldiers on this committee.

**Action:** Chairman

### **ITEM 3 – BUDGET REPORT**

9. 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 £4943.35 has been spent leaving £56.65. The 2020 report is at Annex A.

10. The Chairman discussed the Recruiting budget and asked if the Senate Media animations come out of this budget. The Controller explained that the Marketing budget has more flexibility and he is able to discuss with the Finance Committee the need to move allocation of funds. The Chairman and Controller decided they needed to discuss the purpose of the Recruiting budget more and would explore this off line.

**Action:** Chairman and Controller

### **ITEM 4 – HQ REA EVENTS AND ACTIVITIES CONTACT WITH THE SERVING SOLDIER**

11. The Controller discussed the following:

- Welfare Grants for 2020 totalled £84,000 and will all be paid by the end of November.
- Benevolence during COVID 19 has carried on as normal even though all the staff are working from home. £560,000 has been spent on Benevolence this year.
- TRBLI Project at Aylesford to support 30 x RE veterans over 25 years at a cost of £800,000 with the first project of accommodation on target and opening in 2021. This will be called Sapper House.
- Investments and finances remain strong with 60% of income coming from investments. However fund raising, donations and legacies will be required in the future.
- The HQ REA team are working from home but this is not disrupting what we do.
- The Asst Controller discussed the final events for 2020 and what has been planned for 2021.

### **ITEM 5 – RECRUITING INITIATIVES**

12. The Controller discussed the exciting new development of the new E- Sports Branch that is just being formed in the New Year and could have up to 400 members serving and veterans. There is also a proposal for an E-Sports hub in the soldiers space, Brompton Barracks.

### **ITEM 6 – ANY OTHER BUSINESS**

13. The following was discussed:

- The Chairman explained that all of the Recruitment Committee need to gather new ideas so that serving soldiers leaving the Corps join the REA and are aware of what the REA does. This is a difficult challenge as service leavers have many priorities.
- Mr M Payne BEM explained that he hopes to start briefing the students and staff at RSMS again as due to COVID 19 this has not been possible.
- The Controller discussed the need for the REA to be involved again with the presentation of Polo shirts and Stable belts as this was a good opportunity to promote the REA. The Chairman said she will ask the RSM of 3 RSME to discuss this with the CSM and also see if T- shirts should replace polo shirts.

**Action:** Chairman

- The Observers were asked about their knowledge of the REA and the general consensus was that they did not know enough about the REA and what it does.

More information to be available about the REA during their service and when leaving the Corps.

- The Controller confirmed that the app will be a priority for next year and that if there is an issue in funding then the Controller will discuss with the finance committee. Mr G O'Shea showed a storyboard of an REA app that went down well with the committee. It was confirmed that the Chairman, Controller and Mr G O'Shea will form the subcommittee for the app.
- Mr M Payne BEM asked about the Corps Elite Athletes promoting the Corps and wearing REA sponsored kit. The Controller explained the rules with the athletes and that they can only wear GB sponsorship kit. The Controller also discussed the major sponsorship the REA is giving to the Salty Sappers Atlantic Rowing Challenge. He also informed the meeting that support to lower level Athletes is being discussed.

Annex A to  
Minutes of 35<sup>th</sup> Meeting of The Recruiting Cttee  
Dated 20 November 2020

14. The Chairman closed the meeting and thanked everyone for their hard work.

#### **ITEM 7 - DATE OF NEXT MEETING**

15. The date of the next meeting will be 10 March 2021. TBC due to the current situation.

20 November 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	£263.35	
Senate Media - Films	£4,680.00	
Total Expenditure	£4,943.35	B

Balance Remaining at end 2020 (A-B)	£56.65
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