

The Royal Engineers Association

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

Patron: HER MAJESTY THE QUEEN



All correspondence to:

The Controller
RE Association
Brompton Bks
CHATHAM
Kent
ME4 4UG

Telephone: 01634 822407
Fax: 01634 822394
Website: www.reahq.org.uk
Email: info@reahq.org.uk

REA/A/1/3

17 March 2021

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

MINUTES OF THE 36th MEETING OF THE RECRUITING COMMITTEE HELD ON ZOOM ON WEDNESDAY 10th MARCH 2021

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	NI & Scotland Group
Mr J Hawley	North West Group
Mr M Payne BEM	Central Southern Group
Mr R Bardsley	South East Group
Mr A Scholey	North Midlands Group
Mr M Forder	Eastern Group

Serving Corps Observers

SSgt Raynor	39 Engr Regt
-------------	--------------

Apologise

Lt Col (Retd) F Holman OBE	South Midlands Group
Mr A Buxton BEM	South Wales Group
Mr K Gover	South West Central Group
Mr P Dineley	North East Group
Mr GF O'Shea	London 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 SSgt Raynor who was the observer for this meeting and briefed them on the procedure of the meeting.

ITEM 1 – TO CONFIRM THE MINUTES OF THE 35th 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 35th meeting were a true record of the proceedings; the Committee agreed. The Chairman will sign the Minutes.

Proposer: Mr Mike Payne BEM
Secunder: Mr R MacGregor MBE

ITEM 2 – MATTERS ARISING FROM THE PROCEEDINGS OF THE 35th MEETING

3. Paragraph 6 – REA Lottery. The Controller will discuss the Lottery later on in the meeting.

4. Paragraph 7 – REA App. The Chairman and Controller will discuss the App later in the meeting.

5. Paragraph 8 – Serving Soldiers on Recruiting Committee. The Chairman has contacted some CO's on this matter and will send out a letter to all CO's in June.

6. Paragraph 13 – Presentation of Polo Shirts. The Chairman has spoken to the Corps Colonel, Corps SM and RSM 3 RSME Regt reference polo Shirts and t-shirts for recruits. This will be looked at and reported back to the Recruiting Committee.

ITEM 3 – BUDGET REPORT

7. The Asst Controller presented the budget report for 2020 & 2021. The Asst Controller explained that the budget for FY 2020 was £5,000 and was spent apart from £56.65. The 2021 report is at Annex A but has not been used yet.

8. The Chairman asked that the recruiting budget be used on recruiting activities and for the committee to think how this would be spent at best effect and ideas required for the next meeting.

9. Mr Mike Payne BEM asked if the reprint and offer of information cards is still available. The Chairman confirmed that if the demand is still there then keep the offer open.

ITEM 4 – CONTACT WITH THE SERVING SOLDIER AND RECRUITING INITIATIVES

10. The following was discussed:

- The Controller updated on what has been happening with the REA app that was discussed at the last meeting. The Controller explained that there was support in principle for the app but during the discussions it was decided that the strategy development of the REA was required and the first meeting on this was held on 1 March 2021. The Controller explained the strategy mind map which he showed the meeting and discussed at length. The aim over the next few months is to develop the strategy which will be put before the Board of Trustees on 1 May 2021 and then to the AGM in October 2021. The strategic plan is for the next five years.
- The Chairman confirmed that the digital transformation of the REA is a priority before an app is produced.
- The Controller discussed how the REA will be run in the future to produce active membership and the recruiting committee must have an input in this process. Branches must also ensure that they look at their membership to confirm they know who their members are and to recruit locally for new members. They must also engage with local units to ensure serving soldiers leaving the service are aware of the REA. The Controller told the committee that a new branch at Pembrokeshire has been started recently.

- Mr J Hawley discussed how the North Wales branch is tidying up their membership records so they know who is in the branch. The Controller encouraged all branches to do the same.
- SSgt Raynor the observer was asked on his thoughts on membership and he felt that recruiting from serving soldiers and service leavers would be difficult as they have other priorities but agreed that digitisation was a good idea to encourage membership.
- The Chairman asked that every March recruiting meeting must have a review of the membership in the agenda.

Action: Asst Controller

- There was a big discussion on the REA Group allocation and it was decided it was not implemented as well as it should have been and was rushed. The Controller said that the Group Directors and Group Secretaries need to be aware of their responsibilities and roles and briefed when attending CO's and RSM's courses. A guide for Group directors and Group Secretaries was needed and Deputy Group Directors should be utilised more to ensure continuity in the Group areas.
- The Chairman decided that re-engineering and group structure strategy needs to be looked at and that a letter will be sent to CO's who are Group Directors to confirm their roles as Group Directors and the need for veterans to link and communicate with the serving soldier. The Chairman will speak to the Controller to discuss the content of the letter which will be sent out before the Controller briefs the RSM course on the 27 April 2021.

Action: Chairman

ITEM 5 – ANY OTHER BUSINESS

11. The following was discussed:

- The Controller confirmed that the lottery will be part of the strategy. The survey on the REA will be sent out soon and there will be an incentive prize for participants.
- Mr M Payne BEM asked as the Chairman was moving on as CO 3 RSME Regt would she be staying on as Chairman of the Recruiting Committee. The Chairman replied she was and would complete the 3 year appointment.
- Mr M Forder asked the following questions:
 - How far are we with the getting the laptops from the MOD? The Controller replied he has not heard anything and will chase but laptops will be in the strategy.
 - The production of the Group/Branch officials list which the Asst Controller confirmed is not produced anymore due to data protection rules.
 - What is happening to the 21 Engr Regt Campervan? The Controller explained that it will not be sold and will go to another unit.
 - SSgt Raynor confirmed he has used the 39 Engr Regt Campervan and it is an excellent asset to the Regiment.

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

ITEM 6 - DATE OF NEXT MEETING

13. The date of the next meeting will be 27 October 2021 on Zoom.

Minutes Approved
Date

Chairman

Annex:

A. Budget Report for 2021

Annex A to
Minutes of the 36th Meeting of the Recruiting Meeting
Dated 20 March 2021

Recruiting Budget for 2021

Income

Item	<u>Amount</u>	Remarks
Recruiting Budget for 2021	£5000.00	
Total Income	£5000.00	A

Expenditure

Item	<u>Amount</u>	Remarks
Total Expenditure	£00.00	B

Balance Remaining at end 2021 (A-B)	£5,000.00
-------------------------------------	-----------