

ROYAL ENGINEERS ASSOCIATION



THE SAPPER CHARITY

All communications to be addressed to:

The CEO
RE Association
Brompton Barracks
Chatham
Kent ME4 4UG

☎ 01634 847005
🌐 www.reahq.org.uk
✉ info@reahq.org.uk

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MINUTES OF THE RECRUITING COMMITTEE HELD AT CHATHAM AND ON ZOOM ON WEDNESDAY 20th March 2024

Present

Name	Group
Col C James	Chair
K Kirk (KK)	Chief Executive Officer
N Gunnell (NG)	Operations Director REA
A Brown (AB)	Deputy Group Director Southern
G Doughty (GD)	Deputy Group Director South East
T Harnett (TH)	Deputy Group Director South West
R Macgregor (RM)	Deputy Group Director Scotland and NI
J Rawlings (JR)	Deputy Group Director East Anglia
G Palmer (GP)	Deputy Group Director London
M Payne (MP)	Deputy Group Director Central Southern
K Street (KS)	Deputy Group Director South Midlands
A Scholey (AS)	Deputy Group Director North Midlands

ITEM 1 – OPENING REMARKS

1. The Chair welcomed all those to meeting and commented on the effectiveness of the last meeting.

ITEM 2 – TO CONFIRM THE MINUTES OF THE LAST 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 previous meeting were a true record of the proceedings; the Committee agreed. The Chair will sign the minutes.

Proposer: Mr G Doherty
Seconder: Mr A Brown

ITEM 3 – MATTERS ARISING FROM THE PROCEEDINGS OF THE PREVIOUS MEETING

3. The following matters were raised:

a. **Generic Recruiting Material.** Recruiting material which can be adapted for individuals is now available on SapperCom.

b. **Standardised Presentation.** A standardised presentation is not to be made available. REA members are requested to “book” a presentation which would be delivered by the Ops Director.

c. **Membership.** The new types of membership have been added to the REA Rules.

ITEM 4 – MEMBERSHIP & ACTIVITY OVERVIEW (SINCE OCT 2023)

4. **New members** - 231

5. **SapperCom members** - 891

6. **Branch Visits** - 5

7. **Unit Visits** - 7

8. **Misc** - 1 x brief to 8X

9. **Events:**

a. Chillwell Burns Night

b. Cenotaph Parade

c. Field of Remembrance

ITEM 5 – DISCUSSION MISSION ACTIVATE

10. Currently branches are able to claim up to 2 x Mission Activate payments of £250 every year (April to April) and then a further £25 per person recruited from the event. The scheme is being abused by some branches who are using to subsidise events which have no intention of recruiting as well as rewarding what should be routine behaviour i.e. recruiting people who would ordinarily become a member. The following options for reforming Mission Active were discussed:

a. No Change

b. 1 x event payment per year to a branch on application. Discontinue the bounty.

c. Option 3 finish the scheme

After much discussion it was decided that grants should be allocated to events in general and (not specific recruiting events) as the way to encourage membership and participation in the REA. The outcome of an online discussion will be discussed and published in the minutes of the next recruiting committee meeting.

ITEM 6 – DISCUSSION RELATIONSHIP BETWEEN GP DIRECTORS, DEPUTY GP DIRECTORS, GP SECRETARIES

11. The Issue: Relationship(s) between Group Directors, Deputy Group Directors and Secretaries varies, resulting in inconsistent outputs.

a. After gathering the opinions from the committee members' attendees it was established that the link between Group Directors and Secretaries is inconsistent with some Directors and Secretaries not being aware of their role in the REA. What is effective is when there is a routine dialogue between the Director, Deputy and Secretary. **Action: HQREA to write to all Group Directors and Secretaries to outline their role.**

ITEM 7 – DISCUSSION: MERGER OF SOUTHERN AND SOUTH EASTERN GROUP

12. It was agreed by the committee that the branches which currently sit in the Southern Group will move to the South Eastern Group. 36 Engr Regt will become responsible for the National branches. This will mitigate any disruption caused by the move of 36 Engineer Regiment.

Any Other Business

13. **Fundraising.** A meeting on how best the REA and its members could fundraise for the Sapper Charity will be held at a date tbc.

14. **Recruitment Posters.** MP shared posters which he has been working on. The committee commented on the posters. MP will incorporate the comments into future iterations.

DATE OF NEXT MEETING: TBC

N R Gunnell
Operations Director

Minutes Approved

Date

Chair