



EAST MIDLANDS
RESERVE FORCES AND CADETS ASSOCIATION

Annual Report 2013



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Chief Executive's introduction

Welcome to what will be the first of the East Midlands Reserve Forces and Cadet Association's (RFCA's) Annual Reports. A former Chairman of this RFCA once said that if there was one thing that I shared with my predecessor William Hurrell it was a tendency to parsimony. In many ways I see that as a compliment (I don't think we were in a bar at the time), for if there is one thing that we all agree on it is that in a world of invariably decreasing budgets, as much of our funding as possible must be directed to the Reserves and Cadets that we exist to support. Nonetheless, I feel strongly that unless we communicate to our members and to the wider community exactly what our tasks and achievements are we risk losing the support and understanding that are fundamental to achieving our goals. Thus, the production of this short annual report, which I hope you find useful.

Our Chairman focuses on the significant changes that are occurring within all of our Armed Forces, but particularly the TA – or will it be Army Reserve by the time you read this? Change is unsettling, but necessary if we are to continue to confront the many evolving challenges to our way of life and beliefs. The challenge facing the Armed Forces is considerable and the RFCAs will ensure that the best possible support is available, as they and their predecessors have for more than 100 years.

The challenge of maintaining an adequate infrastructure for the Reserves and Cadets to function is not made easier by a continually diminishing budget, but it does force us to examine the ways in which we seek to achieve our goals. We must focus on achieving an estate of adequate size (and suitable location) for both Reserves and Cadets, and one that is optimised for the way the Armed Forces will function – but also one that we can maintain to a standard that will attract volunteers and convince them that the Reserves are an organisation to which they should commit their time and effort.

Although much of the focus has been on the Reserves, Cadets have also attracted recommendations for change and some of the recommendations of the Defence Youth

Engagement Review should begin to be implemented in the next 12 months. The key factor though is that the worth of the cadets, of whatever hue, has been recognised and, whatever the changes, they will continue to draw support from all areas of government and the Armed Forces.

I would particularly like to thank the RFCA's staff and, in particular, our volunteers, without whom the RFCA's aspirations would come to nothing. I am constantly conscious of the activity of the County Chairmen who seek out opportunities for the promotion of the Volunteer and Cadet ethos within their counties and who willingly devote their time to organising and running those activities. I am also extremely grateful to Her Majesty's Lord-Lieutenants in our region who have exceptionally busy lives, but are invariably willing to give their time and effort to promote the cause of the Reserves and Cadets. To you all I give my thanks and look forward to another year of change and progress as the new structure for our Armed Forces begins to coalesce.



*East Midlands Chief Executive, Group Captain,
Nick Sharpe*

Chairman's report

Colonel Murray Colville TD DL



Lady Juliet Townsend LVO Sir Andrew Buchanan Bt KCVO

“It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is the most adaptable to change” Charles Darwin

As I approach the anniversary of my election to the post of Chairman I cannot help but reflect upon the concept of change, which seems to have been central to so much that has happened in the world of Defence over the last few years.

At a local level our long-serving President, Sir Andrew Buchanan retired in July of 2012 as he stood down from his 21 year tenure as Her Majesty's Lord-Lieutenant of Nottinghamshire. Sir Andrew's military experience included service in the Regular Army with the Coldstream Guards and, in the Territorial Army, with the Sherwood Rangers Yeomanry. In his role with the RFCA Sir Andrew was an exceptionally active President and involved himself in a wide range of events throughout the county. He was particularly engaged with the cadet movement in the region and was a very highly regarded Honorary Colonel of the Nottinghamshire Army Cadet Force. However, we are extremely fortunate to have as Sir Andrew's successor Lady Juliet Townsend who, as Her Majesty's Lord-Lieutenant of Northamptonshire, has been involved with the East Midlands RFCA as President of our Northamptonshire Committee for many years. Lady Juliet has always been a keen supporter of the RFCA's activities with the Territorial Army and the Cadets and I welcome the fact that she has so enthusiastically embraced her new role.

It is however at the national level that change has been initiated to a degree not seen for many decades. The Strategic Defence and Security Review (SDSR), published in 2010, was undertaken during an economic downturn the like of which has not been seen since the 1930s; it was the catalyst for changes within the Armed Forces' structures that have already begun to take shape, but which, for the Army, have yet to be finalised. Unfortunately the economic conditions under which the country labours have yet to improve and, indeed, as I write this we are lucky to have just escaped a third period of recession. Thus, the clear imperative is towards economy and efficiency, but we must never lose sight, even in challenging financial times, of the need to retain military operational effectiveness.

The SDSR spawned a series of other major studies and reports. The first of these was Future Reserves 2020 (FR2020) published in July 2011. In essence FR2020 identified that Britain's Reserve Forces were in decline; had failed to modernise; were not being effectively exploited; and were not being used efficiently. In particular FR2020 highlighted the greater use made of Reserves by those countries that frequently partnered the UK on operations. FR2020 also made a series of recommendations to reverse the trends that had led to a gradual degradation of Reserve Force capability. Perhaps the most significant of these was a rebalancing of the ratio between Regulars and Reserves within the Army; the Regular Army will decrease in strength from 112,000 to 82,000, while the Territorial Army will

grow to a 30,000 trained strength by 2018, with an 8,000 training margin. These numbers are well within historic norms: TA strength in 1989, not quite 25 years ago, was 73,000. FR2020 also recommended increases in the manpower of the other two services, with the Royal Naval Reserve (RNR) and Royal Marines Reserves (RMR) increasing to 3,100 and the Royal Air Force (RAF) Reserves to 1,800. Nonetheless, the proposed increase in strength of the TA is undoubtedly the most significant recommendation and reflects a fundamental change in the TA's relationship with the Regulars. The strengthened TA will be very much a fundamental part of the Army's capability and not an extension to it. This is encapsulated in FR2020's 'common vision for the Reserves in 2020':

'A Reserve Force that is an integral element of the Whole Force; that is optimised to deliver assured capability across all military tasks on operations at home and abroad; that harnesses for Defence the widest pool of talent in the UK; and that upholds the volunteer ethos. A force for good in the community, that effectively represents both Defence and Society; and that is sustained by formal governance safeguards and an appropriately resourced and equitable Reserve Proposition.'

To make these changes happen Defence must engage not only with the Reservist, but with their employers and their families. A Green Paper was issued towards the end of 2012, the aim of which was to seek a dialogue with employers on the FR2020 proposals. The RFCAs were heavily involved with the process and many held what were termed Employer Focus Groups in December 2012 and January this year. East Midlands RFA held three such meetings, with firstly local authorities, secondly the NHS and finally small and medium employers. The MOD was very grateful for the contribution that

employers made to the process. The results of the consultation and government intent will be published in a White Paper later this year. As I noted earlier, under the new Army construct the TA is to be a fundamental element of the Army's capability and exactly how that is to transpire was explained in another element of the overall plan, Army 2020 published in July 2012. The paper described itself as 'the concept for transforming the British Army for the 2020s and beyond in response to future strategic challenges'. Essentially the Army will comprise of two elements: a Reaction Force 'at readiness capable of war-fighting to meet the next challenge' and an Adaptable Force 'capable of persistent engagement at home and overseas'. The former is to be based around three Armoured Infantry Brigades and an Air Assault Brigade and will be predominantly Regular. The Air Assault Brigade will remain in Colchester, while the Armoured Infantry Brigades will be based around Salisbury Plain. The Adaptable Force, consisting of 7 Infantry Brigades will be dispersed throughout the country and will have a significant proportion of Territorial Army units, paired with Regular units. Exactly how the new Adaptable Brigades will reflect the activities currently undertaken by the Regional Brigades is work in progress. Finally, and to complete the picture, integral to the Reaction and Adaptable Forces will be the Force Troop Brigades, which will provide a wide range of Regular and Reserve capabilities, including engineer, artillery and medical support.

Another element in the evolution of our Armed Forces for the 21st Century is the Regular Army Basing Plan, released this March and detailing the basing of a Regular Army which will be located predominantly within the UK. Headquarters 7th Infantry Brigade and Headquarters East will be based at Chilwell from 2015; it will be formed by restructuring the current 49 (East) Brigade. The Brigade, one of the Adaptable Brigades mentioned above, will retain its Desert Rats insignia, although, as the national press took great pleasure in highlighting, not its tanks. While the latter fact seems to have attracted the ire of many, I am sure it came as a great relief to those charged with maintaining Broxtowe's roads. Perhaps equally significant for this region is the gradual coalescence of a predominantly Regular Army Centre of Gravity

around Cottesmore, North Luffenham and Grantham – almost the geographic centre of our region.

There is one significant remaining element of the plan that we all await with bated breath: the Reserve Basing Plan. We hoped that the plan would be announced before our AGM, allowing our speakers to expound on its contents and explain the ramifications to our own organisation. Unfortunately, in a very similar manner to last year's Army 2020, it appears, as I write, that the announcement will be delayed until the month following our AGM. All I can say at the moment is that the RFCAs have been inextricably involved with the staffing of the plan and have been allowed to contribute their views. Nonetheless, as I indicated earlier, the TA is a critical component of the future army and its future location will be determined by those factors which we all know are relevant, such as ability to recruit and retain, but also by such things as proximity to Regular forces to allow conjoined training. However, no one, be they Regular or Reserve, can ignore the key part which the TA will play in the army of the future.

I apologise to those of non-khaki hue, for the Army-centric nature of this discourse, but there can be no doubt that, of the many changes associated with the Reserves, that reflected in the changed relationship between the Army Regulars and Reserves is the most significant in terms of effect. Nonetheless, The RFCA is very much a 'purple' organisation and I am pleased to note the continuing close relationship between the East Midlands RFCA and the Royal Navy and Royal Air Force.

Our local RNR unit HMS SHERWOOD has a secure future and will increase in size as a result of FR2020. Of more direct impact for us the land upon which the unit currently rests is being sold by its owner The Land Registry. East Midlands RFCA has drawn up plans to move HMS SHERWOOD to Foresters House, just outside the gates of Chilwell Barracks in Nottingham. The plans have been coordinated with the current occupants of Foresters House and HMS SHERWOOD. The Royal Navy has identified funding which will allow the project to commence in Autumn.

The East Midlands RFCA's relationship with the RAF has continued to grow, although I am pleased to note that our Chief Executive, Group Captain Nick Sharpe, has yet to paint Triumph Road light blue and raise the RAF ensign. We have supported RAF Reserves recruiting events and assisted with the provision of an audio visual suite to the Joint unit at RAF Digby.

What does all of this mean for the Reserves and the RFCA? It is obvious that the Reserves will by 2020 be a key element in the everyday function of UK defence. We are now in an era in which the opportunities for the Reserves have never been greater; the challenges will undoubtedly also be great, but that is exactly what draws many to the Reserves in the first place. The RFCAs have proved their worth over the last 100 years and their engagement in the current process of change, often as the agent of choice, is encouraging. Nonetheless, we cannot be complacent and the RFCAs must move with the times and develop such that they can continue to support a changing concept of Reserve service.

There is an ancient Chinese curse which states 'may you live in interesting times' (actually it is probably modern and Western). We are certainly living in interesting times, but we should see that as a welcome challenge and not as a threat. The RFCAs have continued to prove their reliability, flexibility and their value for money. **I look forward to another challenging year and with your continued support and contribution I know that the RFCAs will continue to contribute to Defence capability.**

Cadets and youth

The Army Cadet Force (ACF) across the East Midlands remains buoyant, with just under 3,800 young people presently enrolled, ably supported by nearly 750 adult volunteers who are in turn sustained by the 36 full time and four part time permanent support staff employed by the RFCA. These permanent support staff are in place to provide professional, logistical and administrative support which enables the ACF to function.

Cadet numbers in the region

There are currently 44,210 young people involved in the ACF across the country. Although there is a national cap on the total cadet number which currently stands at 46,800, there is no indication that we will have to turn away any child in the East Midlands who wants to join the cadet force.

The programme of activities for the cadets and the adult volunteers remains as hectic as ever, from the traditional ACF summer camp which last summer saw 2,190 children from our four ACF 'counties'¹ attending camps across the country (from Merseyside to Salisbury Plain via Norfolk and North Yorkshire).

Activities for the cadets cover a wide spectrum, with shooting a particular strength in the region.

Nottinghamshire ACF won the Down the Line (DTL) competition at the National Cadet Clay Target Shooting Championships in 2012 as well as the Brigade Cadet Target Rifle Meeting (CTRM) and Derbyshire ACF won CADSAAM².

National Cadet Clay Shooting Down the Line champions 2012



A cadet from Nottinghamshire was selected for the UK Cadet Rifle Team by selecting the 'top shots' from a variety of competitive shoots, training days and validated scorecards submitted throughout the year.

Regionally, this year, the ACF were very successful in getting six cadets chosen to go to Canada to take part in a marksmanship course with the Royal Canadian Army Cadets.

On the sporting front, cadets from the East Midlands were members of the victorious Eastern Region teams at the ACF national Cross Country and Swimming competitions; and nearly 140 cadets from three counties went skiing (many for the first time) in separate adventure training trips to Bavaria, Italy and France.

Derbyshire Army Cadet Force Band



Cadet music is growing in importance with many young people having their very first experience of playing a musical instrument with the ACF. In the last twelve months cadet musicians have performed in the Olympic Village, played Last Post at the Menin Gate Memorial in Ypres and entertained an audience of 800 at a Youth Concert celebrating the Queen's Diamond Jubilee in Derbyshire.

¹ Derbyshire ACF, Lincolnshire ACF, Leicestershire, Northamptonshire, Rutland ACF and Nottinghamshire ACF.

² Cadet Skills at Arms Meeting.

Officer recruiting

Colonel Nigel Rippon Commandant Nottinghamshire ACF



Officer recruiting is a priority for the ACF, with the Adjutant General's Army Cadet Directive setting an ambitious figure of 80% ACF officer manning by April 2014. Presently across the East Midlands the figure is 74%, with two counties above the 80% establishment figure (Derbyshire ACF 86% and Nottinghamshire ACF 88%) but Lincolnshire ACF has 71% whilst Leicestershire, Northamptonshire and Rutland (LNR) ACF have 59% of their ACF officer establishment filled.

All commandants are aware of the need to recruit (and retain) ACF officers and there have been some very successful county level initiatives to improve ACF officer recruiting. In support of these efforts East Midlands RFCA has increased the number of Potential Officer Selection Training (POST) weekends run each year from one to two.

The shortage of ACF officers is not a new problem but unfortunately adds to the difficulty of identifying potential future ACF commandants and deputy commandants, roles that require considerable skill and dedication of time.

Highlights from 2012

The Queen's Diamond Jubilee was a highlight for many young people in the East Midlands last year, with the ACF across the region being actively involved in 'beacon burning' events to mark the Jubilee celebrations.

Colonel Ian Sackree Commandant Lincolnshire ACF lighting a beacon



In addition, for some cadets from Derbyshire and Nottinghamshire there was the particular honour of providing a ceremonial stair lining party for the visit of Her Majesty The Queen and the Duke and Duchess of Cambridge when they visited Nottingham in June. Cadet musicians also had the opportunity to entertain the Royal Party when they visited a local park. East Midlands RFCA coordinated and organised the involvement of the ACF cadets, young people from the other uniformed youth movements from across Derbyshire and Nottinghamshire as well as the veterans' representatives, four posy presenters and a string quartet!

Finally, East Midlands RFCA is actively supporting the Government's policy to open a hundred new school based cadet units in England by April 2014, having appointed a Schools Cadet Expansion Officer, Squadron Leader Mark Alker, in January who has been busy dealing with expressions of interest from schools across the East Midlands who are interested in setting up their own cadet unit.

SaBRE and employer support



What is SaBRE?

SaBRE (Supporting Britain's Reservists and Employers) was set up by the Ministry of Defence (MOD) to advise UK-based employers on issues relating to the employment of Reservists as well as acting as a forum for employers' ideas and suggestions.

SaBRE helps employers and Reservists to support and understand each other. It works impartially on behalf of both military and civilian communities.

There can be a number of benefits from employing men and women who are members of the Reserve Forces such as the transferable skills that individuals receive through their military training, increased levels of confidence and determination as well as the ability to work in pressurised situations.

SaBRE provides support and advice to businesses on a range of topics:

- **How to develop a Reservist HR policy**
- **Information on Reservist's training obligations**
- **The potential benefits of employing Reservists**
- **Employer's legal rights and responsibilities**
- **Claiming compensation if a Reservist employee is mobilised**
- **Providing feedback comments to the MOD**

Employer Support

Employer Support (ES) is an activity which develops or sustains the relationship between the Armed Forces, Reservists and their employers so that employers will support the Reservists' release for routine training and, when necessary, mobilisation. The RFCA has responsibilities for supporting the Chains of Command on the two elements of employer support:

- **Direct Employer Support.** To assist the individual Reservist to develop and maintain an open and honest relationship with their employer.
- **Employer Engagement.** To increase the number of engaged UK employers and the number of employers who support the employment of members of the Reserve Forces.

Employer Engagement Strategy

In the last 12 months, there has been considerable focus on the ramifications of the FR2020 recommendations in relation to Reservists' employers. Nevertheless, the RFCA's employer engagement strategy has continued in order to increase the number of supportive employers in the region and to improve the communication and understanding between Reservists and their employers. The strategy has involved:

- 'Laser targeting' employers known to employ Reservists
- Targeting other employers so as to generate a general ethos of understanding and support. This has been achieved primarily through employers' organisations including the county Chambers of Commerce, the Institute of Directors, the Federation of Small Businesses and Business Clubs.

Reservists and Employers

The laser targeting of known Reservist employers is reliant upon the acquisition of accurate and up to date data on the Reservists and their employers. Due to the transient nature of Reservists and employer contacts, the employer 'goal-posts' are forever moving and this is an on-going challenge.

- **Reservists.** 170 new Reservists have been added to the database in this year, and 3035 Reservist records have been modified. The total number of current East Midlands' Reservists on the database at the end March was 3592.
- **Employers.** 179 new employers have been added to the database in the year and the total number of existing employers at the end of March was 2237.

- **Employer Contacts.** 686 new contacts have been added in the year and 2725 contacts' details have been modified. The total number of contacts at the end of March 13 was 3478.

Engaging with Reservists

East Midlands RFCA has maintained a good relationship with the Reserve Forces units in the region and, in the year, has received Reservist and employer data updates from 13 different units. The RFCA has delivered SaBRE / ES updates, briefings and presentations to Reserve Forces units, at RAF Presentation Team events and at TA unit recruiting events. Support and advice has also been provided to Commander Regional Recruiting and to the Regional Brigade Transition Working Group in relation to Regular Army redundancy transition.

- **Casework.** Several requests for information and advice have been received from Reserve Forces units and Reservists. The most common employer issue has been the matter of time flexibility to facilitate training; other issues include membership of the Volunteer Reserve Forces and mobilisation.

Engaging with Employers

All database employers have been engaged through a variety of direct mailing campaigns and events, in order to encourage them to understand the importance of Reservists and to become a 'supportive employer'.

- **Supportive Employers.** The total number of supportive employers has been increased by 47 in the year and the total at the end of March was 946.
- **Reservists at Supportive Employers.** At the end of March, 55.9% of all Reservists in employment in the East Midlands worked for employers who are registered as supportive.
- **Employer Organisations.** The RFCA has engaged with all county Chambers of Commerce, the East Midlands Regional Institute of Directors, the county branches of the Federation of Small Businesses and various local and regional business groups. Briefings and presentations have been delivered to numerous networking events in order to generate a general ethos of understanding and support among employers.

- **Events and activities.** The principal aim has been to engage with Reservist employers, particularly those who had experienced mobilisation. Employer events included:
 - RAF Exercise Chiltern Kite, Salisbury Plain
 - Her Majesty's Birthday Parade, London
 - Regional SaBRE Golf and Dinner
 - Diamond Jubilee Concert, Derby
 - Military Tattoo, Buxton, Derbyshire
 - ABF Beating Retreat, Chatsworth
 - RAF Waddington Air Show
 - Air Combat Power demonstration, RAF Waddington
 - Employer Reception, Westminster
 - Lord-Lieutenant's Reception, Nottingham
 - Visit to the Reinforcements Training and Mobilisation Centre, Chetwynd Barracks. This was a particularly successful event, attended by over one hundred employer contacts.
 - SaBRE Heritage Day, London
- **Future Reserves 2020 (FR2020) Green Paper Consultation.** Following the Government's announcement that the Reserve Forces were to become more integrated with the UK's Armed Forces, the Ministry of Defence (MOD) issued a consultation Green Paper 'Future Reserves 2020: Delivering the Nation's Security Together' which set out the proposals and the need for different relationships with society, employers, reservists and their families. The MOD seeks a relationship with employers, which is open, based on mutual benefit and tailored to lessen the impact of employing Reservists. The RFCA was very much involved in gaining the views of employers in order to inform the MOD's decisions.
 - **Online Consultation.** To encourage employer participation, the online consultation process was advertised to all RFCA employer contacts and to employer organisations including all county Chambers of Commerce; the East Midlands Institute of Directors and all county branches of the Federation of Small Businesses, all of whom cascaded the details to their memberships.
 - **Employer Focus Groups** were held in Nottingham for East Midlands employer groups from the National Health Service, Local Government and Small & Medium Enterprises.

- The RFCAs' employer consultation was supplemented by consolidated responses from national employer organisations and by individual returns on the government's website. The responses are currently being independently analysed and will be fed into the White Paper due for release in the late spring. The White Paper will help to define the relationship that the MOD seeks with its Reservist employers as the changes, driven by FR20, begin to occur. The White Paper will also indicate the direction that the MOD plans to take to achieve a wider interaction with all employers as it attempts to realise the aspirations of Reserve growth.



Employers in the Houses of Parliament

SaBRE Heritage Day, London

Around 35 employers took part in the annual endurance challenge known as the Heritage Day. At 6.15am willing volunteers departed the East Midlands on a coach, bound for a day of activities organised by Regional SaBRE Campaign Director, Colonel John Wilson OBE DL and Wing Commander Phil Giles OBE DL who is the RFCA Derbyshire County Committee Chairman.

The first stop was the Houses of Parliament, where an excellent and informative tour was led by two professional tour guides. Lunch was taken in the RAF Club where certificates were presented to supportive employers who were thanked for the support they have provided to their Reservist employees.

Lunch was followed by a visit to the Battle of Britain Bunker at RAF Uxbridge, where the visitors were shown the room from which the Battle of Britain was directed in 1940. The final element of the day, and always the most popular, was a guided tour of the Tower of London with dinner in the Yeoman Warders' Club, followed by the opportunity to attend the Ceremony of the Keys. This ceremony has been conducted every night for at least 700 years and marks the official closure of the Tower for the night. Finally the group of very tired, but satisfied, employers returned to the East Midlands, not far short of 24 hours after they left it.

Local employer supports Reservist

Reservists are great team players

The director of a printing company in Newark, Nottinghamshire, has championed employing reservists.

Mark Willson, Managing Director at Willsons Printers in Newark, currently employs one Reservist and believes that the training and skills he has received through his military career have been of great benefit to his civilian job.

Mr Willson said: "In my experience of employing Reservists they have gained a lot of confidence through their roles in the Armed Forces and have transferred this learning to their civilian roles too. They are great team players as well as being motivated individuals. I'd happily employ other Reservists again in the future."

Lance Corporal Scott Wrigley, from No 2503 Squadron, Royal Auxiliary Air force, said: "My employer has been really supportive of my military commitments. Since being a Reservist I believe I have developed my organisational skills as well as my ability to work under pressure – these abilities will stick with me for life."



Mark Willson and Scott Wrigley

Scott has worked as a Lithographic Press Operator at Willsons Printers for four years.

Estates

The Estates department has had a busy and productive 12 months.

The East Midlands RFCA Estate satisfies statutory and mandatory requirements, thanks to the initial funding allocation of £1,019,373. The money received allowed for inspections and tests to be carried out along with all other works arising.

The Estates department received additional cash-injections totalling £850,000 over the last 12 months from the Defence Infrastructure Organisation (DIO), TA Betterment fund, Air Training Corps (ATC) Low Value Minor New Works (LVMNW) and the use of Regionally Generated Income (RGI) monies in order to improve general facilities on the estate.

TA Centres

A number of TA Centres in the East Midlands have benefited from the additional funding allowing the Estates Team to carry out refurbishment projects as illustrated in the following paragraphs:

Ulverscroft Road in Leicester

The Centre, currently used by C Company 3 Royal Anglian Regiment (V), had new UPVC double-glazed windows installed throughout the main building to replace the existing aged, rotting, wooden frames. The shower and toilet facilities were also fully renovated to give the building a contemporary feel.



University Officer Training Corps (UOTC) Broadgate in Beeston, Nottingham



The original bar area of the TA Centre has been modernised creating one large room that is suitable to be used as a lecture room and for other indoor activities. The space can now accommodate up to 100 people giving it much more utility for this rapidly expanding unit.

Cavendish Drive in Carlton, Nottingham

The TA Centre has benefited from refurbishment works that allowed the original Junior Ranks Club and bar to be stripped out creating a larger and more useable space for the TA Soldiers. The existing toilet facilities have also been modernised.



Clare Street in Northampton

A new high efficiency heating boiler has been installed in the TA Centre, replacing the original 1980s equivalent and old pipework. The new

system has reduced the centre's CO² emissions and the cost of heating the building.

Elsewhere in the East Midlands

A number of other TA Centres in the region have benefited from external redecoration, the installation of new flag poles and fresh signage. An allocation of funds for TA Betterment has allowed this work to be completed. The aim is to encourage recruiting and retention of the TA Soldier.

Many external improvements have also been carried out to modernise individual buildings and show that they are open for business.

The small proportion of Betterment funding remaining will be used to replace the 1990s metal fencing and barbed wire that surrounds a number of the local centres with a more aesthetic and effective security fence. Money is also earmarked for external improvements to the TA Centre in St Marks Road, Corby, Northamptonshire.

A bid for further Betterment funding is in the process of being collated to allow dedicated gymnasias to be created to house equipment issued by HQ 49 (East) Brigade.

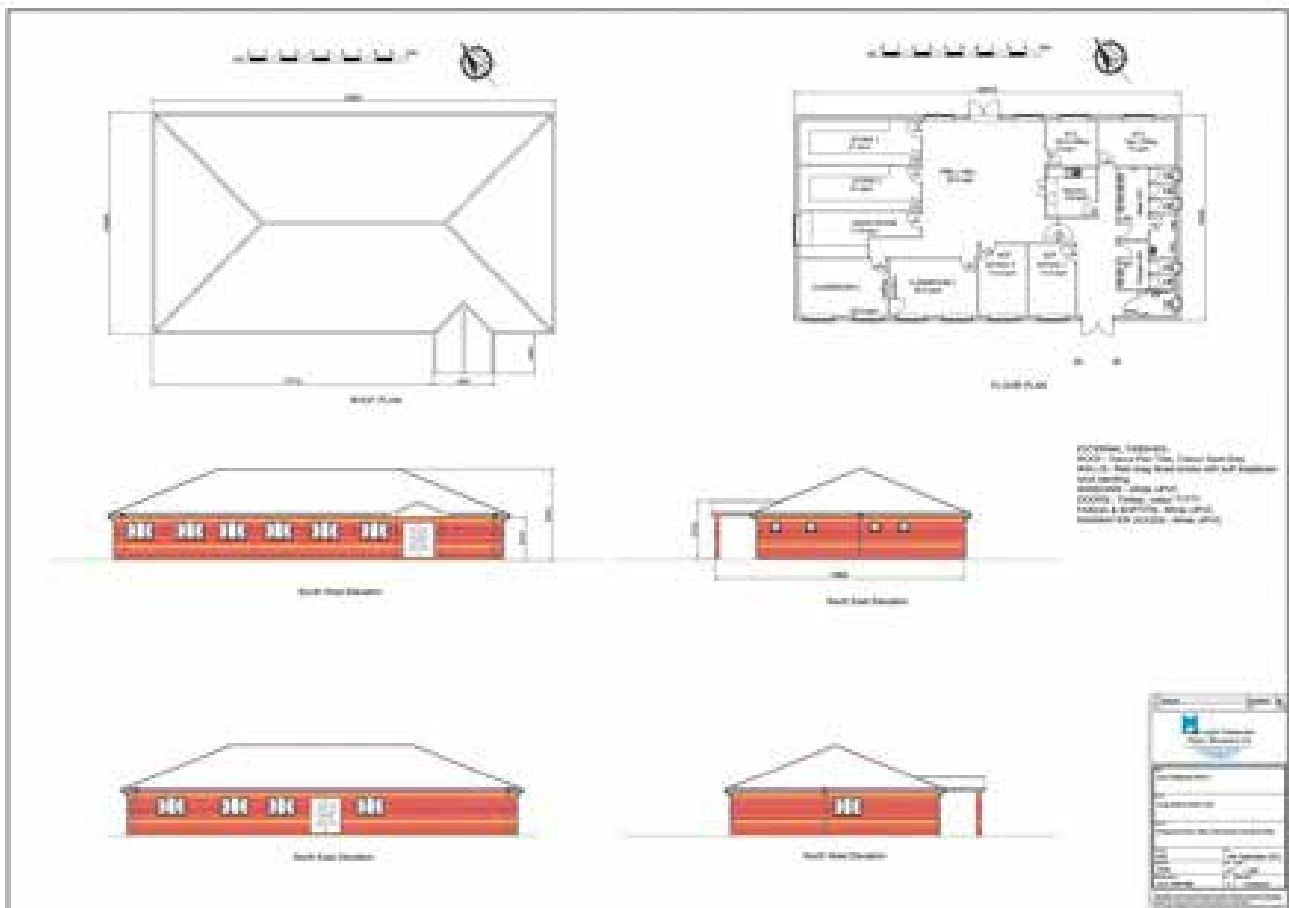
Cadet Centres

MOD requires that, wherever a new ATC squadron or ACF detachment building is planned, this must, where possible, be a joint centre that is designed to maximise the use of the building and land it is located upon.

East Midlands RFCA has received sufficient funding to replace the existing accommodation for No 2195 (Long Eaton) Squadron ATC and the Long Eaton Detachment ACF. Work on the joint centre is now under way with an anticipated completion date of October 2013.

Planning is also under way for a new Joint Cadet Centre in West Bridgford, Nottingham. No 209 (West Bridgford) Squadron ATC and West Bridgford Detachment ACF will be moving to a new building that is set to be placed adjacent to their existing site. Building works should be completed by March 2014.

Long Eaton Joint Cadet Centre





Yardley Chase Cadet Training Centre in Northamptonshire

The Cadet Training Centre (CTC), for Leicestershire, Northamptonshire and Rutland, is located at Yardley Chase, in a small area of a former World War 2 ammunition site. The buildings were erected during that war and some years ago were declared unsuitable for even short-term accommodation of cadets. As a result temporary buildings were erected to allow cadet training to continue while funds were identified to provide a new CTC. Those temporary buildings have now been in place for over eight years.

The required funding has finally been approved and the new CTC is currently being tendered. It is hoped that building works will commence in July 2013 with an estimated completion date of July 2014.

The new facility will provide modern accommodation for up to 180 cadets and 45 adults. It will also house a new indoor training area, an indoor range, lecture rooms, offices, as well as adult and cadet dining areas. The existing



facility will remain in use during the construction of the new facilities.

On project completion Leicestershire Northamptonshire and Rutland (LNR) ACF will finally have a training centre they will be able to use for years to come.

Air Training Corps (ATC)

Air Cadets HQ has provided substantial additional funding to carry out minor new works projects throughout the estate. Projects have included mini refurbishments of existing accommodation at No 2430 (Holbeach) Sqn, No 1265 (Horncastle) Sqn in Lincolnshire and No 1360 (Stapleford and Sandiacre) Sqn in Nottinghamshire. The installation of an additional stores building in 331 (Chesterfield) Sqn at the TA centre Boythorpe Road Chesterfield, the installation of a new heating system in No 1101 (Kettering) Sqn Northamptonshire, energy efficiency measures at No 2418 (Sherwood) Sqn in Nottingham and No 2248 (Oakham) Sqn in Rutland, as well as many other minor improvements in different areas of the East Midlands.

Royal Naval Reserve (RNR) and Royal Marines Reserves (RMR)

HMS SHERWOOD, home to the East Midlands' only Royal Navy and Royal Marine Reserve Unit, is set to relocate from their existing base in Chalfont Drive, Nottingham, to Foresters House TA Centre, Nottingham.

Injured Servicemen's Living Accommodation (ISLA)

RFCAs across the country have been chosen by the MOD to deliver a range of works in the homes of injured service personnel.

East Midlands RFCA has completed nine projects to date; a further four projects are currently at various stages of work and planning. Works completed so far have included creating wet rooms, installing lifts or stair lifts, creating ramps and internal alterations to allow wheelchairs to be used more easily in the home.



ISLA facilities

Regionally Generated Income (RGI) funding

RGI is that funding earned by the RFCA from activities such as the renting of TA Centres for functions and the hire of land for the siting of

communications masts. The income generated is divided between the unit hosting the event and the RFCA. All of the money earned by the RFCA in this manner is reinvested in the estate. In the current economic climate it provides an essential supplement to increasingly eroded central funding.

RGI funding has been used across the estate carrying out improvement works not funded by DIO. The money has gone towards internal and external redecoration, heating improvements, replacement floor coverings, the provision of new blinds and water boilers among other things.

Looking ahead to 2013-2014

Early indications suggest that the forthcoming year is again going to be financially challenging.

Currently the Estates Department's indicative funding allocation is £250,000 less than that received in 2012/2013. There is also no funding for statutory and mandatory works; this work will instead have to be taken from the RFCA's maintenance allocation.

There is very limited funding available for emergency works, but this is held centrally and will be used across all the RFCAs.

East Midlands RFCA is in the process, at the time of going to print, of bidding for additional funding for TA Betterment. If the bid is approved it will allow further improvements to take place at TA Centres in the East Midlands region – that will in time help the TA to recruit and retain members.

Alternative Venues

'Alternative Venues' is a national initiative to ensure maximum utility of the Reserve estate and generate additional income which is used to help fund local maintenance and refurbishment works.

Marketed through the Alternative Venue web-pages on the East Midlands RFCA website, this initiative is managed and run by the Regional RFCAs, working in conjunction with the Reserve units. Alternative Venues can be used for one-off events as well as longer-term commercial contracts offering facilities such as secure parking, conference facilities or examination rooms.

To find out more visit: www.eastmidlandsrca.co.uk/alternativevenues

Financial Overview

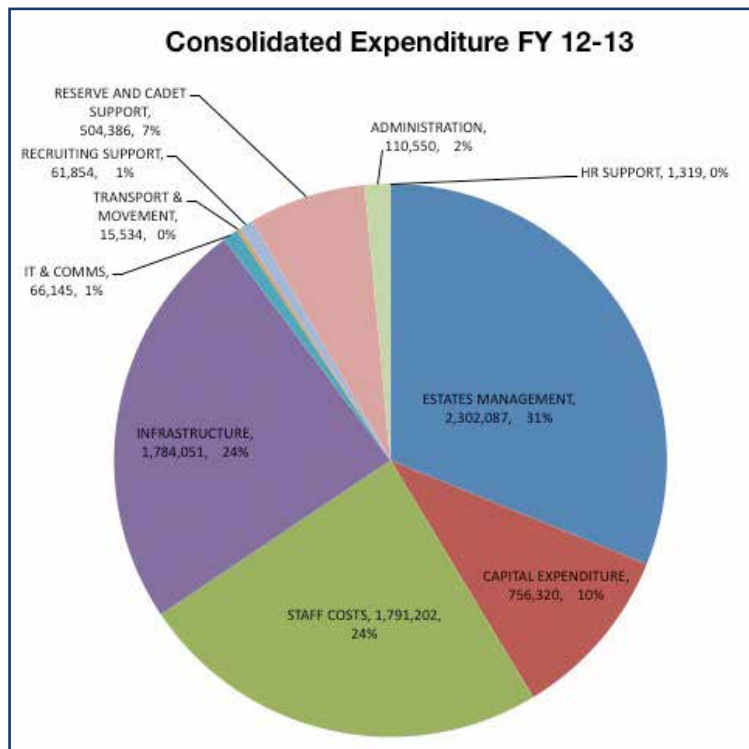
The overall funding for the financial year (FY) 2012/2013 was sufficient for need in all areas with the exception of Defence Estates - Maintenance (Property Management). Persistent reductions in annual allocations, particularly in reactive and planned maintenance, mean that whilst the estate is legally compliant, it remains a constant struggle to maintain its overall standard. There are two risks immediately associated with this funding policy: the first is that a bow wave of maintenance is being built up for the future, the second, and more immediate, is that lack of funding could necessitate the closure of sites that fail to meet mandated or statutory requirements. Ultimately this is a matter for the RFCA's management in conjunction with the estate's users; it does, however, illustrate the critical nature of understanding the detail of the disparate and widespread volunteer estate. This is an attribute that the RFCA's professional staff, assisted by its widespread network of local volunteers, has been able to display frequently during its long years of management.

The RFCA continues to take measures throughout the estate to reduce the amount of energy consumed as a means of offsetting perennial energy price increases. The installation of photo-voltaic cells at some of our sites will further reduce energy consumption and could eventually produce a small element of profit.

Current

Whilst initial funding was lower this FY, subsequent additional funding gave us sufficient to meet required outputs. Our target was to ensure that at year's end our Reserve Funds were within our permitted totals. This was achieved by year end thanks to efforts made by all resource managers and their staff who coped with a considerable influx of 'late' funding (see summary below).

Funding is welcome at any time, although the receipt of large amounts of it in the last few months of the FY can be a challenge: January, February and March are not the best of months to commence external maintenance. The balance sheet for the end of this FY reflects this with large receipts in advance and accruals.



Rents and leases for ACF/ATC accommodation continue to rise above inflation, typically between 10 and 20%.

Non domestic rates (NDR) rebates have increased by approximately £125k this year, principally due to the initiative and persistence of Mrs Kathy Williams, Estates Support Officer, who has actively pursued councils to give 100% rebates (where 80% had been received previously) and even achieved rebates from councils that have not responded to requests in the past.

Regionally Generated Income (RGI) Funds – FY 12/13

RGI includes, not only the funding received as a result of NDR rebates, but that generated by use of the estate for the siting of communications masts and the hire of TA Centres for functions; a small contribution comes from interest received on funds held by banks. In broad terms income and expenditure is as below:

Income	Expenditure
Masts and Lettings £65k	Estates Projects £259k
NDR Rebates £230k	Unit Share and Insurance* £29k
Interest Rec'd £8k	Recruit/ Publicity £11k
	Employer Support £2k
	ACF Support £2k
TOTAL £303k	TOTAL £303k

**There are two elements to the term 'unit share and insurance': unit share is the 40% of any fee paid for use of a TA Centre that is returned to the unit; the second is the additional insurance that the RFCA provides for the commercial use of the site.*

Late Funding

A number of elements of funding were received late in the FY and with the Board's agreement were carried forward to FY13/14 as they could not be spent by March 2013. Of particular note is £997,000 provided by HQ Fleet to fund the relocation of HMS SHERWOOD to Foresters House.

DIO provided initial funding for the long awaited new Cadet Training Centre at Yardley Chase to the sum of £1m. Further funding has been allocated in this next FY for a project that will cost in the region of £7m.

Joint funding from DIO and HQ Air Cadets will allow the build of a Joint (ACF/ ATC) facility at Long Eaton.

Future

From FY 2013/14 DIO will issue infrastructure funding to East Midlands RFCA.

East Midlands RFCA will look to increase the funds raised from other users of the volunteer estate and is now integrated with Alternative Venues, which is a website promoting the use of all the RFCAs' properties by others, with the aim of increasing the funds available to reinvest in our estate.

The major funding risk for 2013/14 will be, as it was for 2012/13, the ever decreasing sums available for Maintenance of the Volunteer Estate.



Royal Naval Reserve

A real sense of achievement

Leading Seaman (LS) Derek Parsons, aged 44, is a Maritime Reservist from HMS SHERWOOD, and spent much of 2012 mobilised with 15 Psychological Operations Group (15 POG) based at Lashkar Gah in Helmand, Afghanistan.

15 POG is responsible for providing support to British Forces and is part of 1 Military Intelligence Brigade. As a tri-service unit, it is formed from specialist personnel drawn from across the UK's Armed Forces – both Regular and Reserves.

Derek said: **“I was the first Reservist to be mobilised to Afghanistan from HMS SHERWOOD in an Information Operations role. This gave me a real sense of achievement and allowed me to feel like I was making a positive difference on behalf of my country.**

“I’ve been a Reservist for 12 years. Balancing a military career alongside my civilian life has been fairly straight forward for me as I have an incredibly supportive wife, three very understanding children and an appreciative civilian employer.”

Derek explained that although he received excellent training before his tour departure nothing could really prepare him for life in Camp Bastion. He said: “Coping with the changeable climate is a challenge and standing guard for 24-hours at a time was uncomfortable in the dry dusty heat. To keep hydrated I had to drink about 14 litres of water each day on average and you never really get used to the dust that hangs in the air like fine talcum-powder.

“That said being a Reservist is a challenging and rewarding pastime that allows you to participate in top-class training and I really believe I have gained a lot personally from my time at HMS SHERWOOD.”

In his civilian life Derek works for Anglian Home Improvements and is a keen ballroom dance teacher.



Leading Seaman
Derek Parsons

Royal Marines Reserves

Summer exchange to the USA

A Captain from the Nottingham detachment of Royal Marines Reserves (RMR) got the opportunity to visit Mississippi in summer 2012 to take part in an organised exchange programme.

Chris Buckland, aged 30, from Mansfield in Nottinghamshire, grasped the opportunity with both hands to visit America and experience how his counterparts operate overseas whilst doing their annual training exercises.

During the exchange, Chris and three of his colleagues, had the opportunity to be made honorary members of the regiment they were visiting and fire the main weapon on an M1 Abrams tank, as well as getting the chance to ‘see the sights’ around New Orleans.

Chris said: “This was a once in a lifetime opportunity and I was delighted to be selected to visit the deep south on this occasion. We were in America for two weeks during which time we experienced a tank simulator where the four of us took crew positions in the vehicle; another day we visited a sniper range and were inducted into the regiment hosting us as honorary members in a ceremony held especially for us. This was very special. Being a Marine Reservist brings great challenges but it also brings great opportunities such as this, I will never forget the experiences we had in Mississippi and the learning we brought back home to share with others.”



Members of the exchange programme

The exchange partners from the United States were the 278th Armored Cavalry Regiment who are based in Tennessee. They visited the UK in June last year and were hosted in London, Liverpool (where the Naval Regional Headquarters is located) and Lympstone where they visited the Commando Training Centre.

The exchange programme was set up in 1985, although has only become open to the RMR in more recent years.

Territorial Army

Reservist raises money for military charity

A Captain from the Nottingham detachment of 144 Parachute Medical Squadron (Volunteers) raised more than £1,000 for charity to help injured service men and women after completing a tour in Afghanistan.

Greg Conway, aged 30, decided to raise funds for Help for Heroes by completing a 250km run in the Sahara Desert and the Greater Manchester Marathon.

Greg completed a tour of Afghanistan, as part of Operation HERRICK in 2011, after which he decided to use his physical fitness to benefit others and raise as much money as possible for a charity close to his heart.

Greg said: "Having seen first-hand the amazing work that Help for Heroes does for military personnel who have put their lives on the line, I decided I wanted to lend my support. These individuals, in some cases, have suffered horrific and life changing injuries so the guidance and support that Help for Heroes provides is a huge help to both them and their families.

"It is often the sheer strength of character and the bravery of those injured that puts lives back on track, however, the expertise and assistance provided by the amazing people at Help for Heroes as well as the leading facilities they offer are hugely appreciated by injured personnel and their loved ones."

Greg completed the Marathon des Sables in the Sahara Desert in April this year. This challenge took place over a six-day period covering nearly 250km, equivalent to almost six regular marathons. This required intense training to run the distance; carrying all his own kit and equipment whilst battling searing temperatures up to 53 degrees centigrade and frequent sand storms.

The Greater Manchester Marathon was Greg's final challenge on 28 April 2013.

Greg continued: **"Being a Reservist has allowed me to develop my team building skills, increase my confidence and learn a range of other transferable skills that are useful in my civilian life.**

"Being a Reservist has equipped me with a whole host of transferable skills that I take with me into my civilian career; including team building, management and most importantly leadership. Civilian employers recognise and value the training provided in the Reserve Forces and it sets you apart in an increasingly competitive work force. If you are looking for a new and rewarding challenge in a professional environment, becoming a Reservist could be the right choice for you."

Captain Greg Conway in the Sahara Desert



RAF Reserves

Retail manager prepares for mobilisation

A retail manager who normally spends his days managing staff within Marks & Spencer is preparing to be mobilised to Afghanistan as an Intelligence Analyst.

Corporal Paul Neary, aged 49, is a member of the RAF Reserves' Intelligence Component and is part of 7006 (VR) Squadron, and is currently undergoing intensive training at RAF Waddington in Lincolnshire before being deployed in September 2013.

Paul said: "This is the third time I have been mobilised as a Reservist. In previous years I have worked in RAF Brize Norton in the UK as well as Qatar. When I originally joined the RAF in 1998 I worked in the logistics field as a Mover which meant I got to travel to a number of other locations such as Sierra Leone, Oman, Ghana, and Ascension Island to support the movement of people and equipment where needed.



Corporal Paul Neary

"My most recent role in the intelligence field is incredibly interesting. I have always enjoyed being challenged in the workplace, thinking on my feet and having the responsibility to make decisions – all of these factors are vital when working as a Reservist."

Paul believes that his military and civilian careers complement each other – although on first appearances they couldn't seem more different. He continued: "In my civilian life I am employed by Marks and Spencer. Dealing with pressurised situations, managing my team and delivering clear instructions now come naturally to me, thanks to the excellent training I have received through the RAF. I also believe that having the opportunity to travel and meet people from all over the world has allowed me to adapt easily to changeable situations, a good trait for any manager to have."

"I'm adapting to new environments, being flexible and learning new skills"

A medical secretary is swapping her everyday desk based job for a 6 month tour in Qatar.

Intelligence Officer Cathryn Saveker is an RAF Reservist with No 7006 (VR) Squadron and admits to wanting to do her bit for her country and make a positive contribution to our Armed Forces efforts aboard.

Cathryn, a former regular officer with the RAF, said: "I have seen how hard our Forces were working in Afghanistan on the television news and decided I wanted to give something back to my country by becoming a Reservist.

"At 49 years-old I didn't really expect that I would be undergoing life-changing training and mobilisation aboard - but since I joined the unit four years ago I have not looked back. I honestly feel like I have been injected with a new, enjoyable and rewarding lease-of-life."

"I have learnt to adapt to new environments, be flexible in my work and am continually learning new skills to aid my military role. In my civilian life I work in a GP practice that has been incredibly supportive of my Reservist activities and training needs – particularly as I am the only medical secretary the practice has. My employer has received support and advice from SaBRE every step of the way meaning I have been able to fully concentrate on my pre-deployment training at RAF Waddington in Lincolnshire."

Cathryn will travel to Qatar in summer 2013.



Intelligence Officer Cathryn Saveker

Army Cadet Force

Outstanding young cadets save the day

Two cadets from Derbyshire Army Cadet Force acted quickly and efficiently to save a man's life on their way home from parade.

Lance Corporal Sam Herbert, aged 15, and Cadet Jean Michel Vaca-Vallejo, a fellow cadet aged 16, from the Phoenix Street detachment in Derby town centre were on their way home from their cadet unit in April 2013 when they spotted the man in distress.

Sam and Jean Michel rushed over with a female passer-by as they saw him falling backwards onto the pavement. As they approached him they noticed he had a head injury and was also unconscious.

Sam quickly remembered his first aid training, learnt throughout his cadet career, and put the injured man into the recovery position whilst they waited for the emergency services to arrive.

At this point, the cadets realised that the man had stopped breathing and needed CPR. Sam calmly instructed the passer-by how to complete CPR at the scene.

The police and ambulance service arrived promptly and transported the patient to hospital. The emergency services commented that without the cadets' swift actions and knowledge of CPR the injured man may not have survived.

Sam said: "I think we were just in the right place at the right time to be able to help the individual in need. I always knew both my cadet and CPR training would be put to good use and in this case I was proved right. I would encourage young people around the East Midlands to learn CPR because in this case it arguably helped to save a life."

East Midlands Ambulance Service will be awarding both with Good Samaritan certificates in due course.



Lance Corporal Sam Herbert

Air Training Corps

Swynnerton – Wet but Wonderful

More than 260 cadets from South and East Midlands Wing ATC showed their grit and determination in ensuring they got full value from the Swynnerton Experience despite the worst weather ever experienced at the Wing's Annual Spring Camp.

Accompanied by around 80 staff and cadet instructors, young people from all over the Midlands spanning the entire cadet age group (13 to 18 years) were split into twelve flights of around 20 cadets each to spend a week competing against each other whilst being trained and exercised in numerous disciplines.

Held at the Defence Training Estate at Swynnerton, Staffordshire, a busy programme was formulated by the Camp Training Officer, Flying Officer Jodi Hudson, that included: first aid, shooting, drill, field craft, a gun run, and an adventure day that featured mountain biking and a climbing wall amongst others.

Leadership and teamwork were tested throughout the week especially during the days of continuous rain when the Flight Commanders (all under 18 years old) had to keep the cadets' morale up under extreme circumstances.

Through wind, sun and torrential rain, the week of training and activities continued to run to the planned timetable and it was a tribute to the cadets that they were determined to press on and fight for the title of Best Flight at Swynnerton 2012.

Wing Commander Nigel Dickinson OBE, Officer Commanding South and East Midlands Wing ATC, said: "Organised camps such as this are designed for the cadets to learn more about themselves and what they are capable of, about living and working in close proximity to others and their ability to work as a team in a range of circumstances."



Army Cadet Force Officer

Taking the plunge



“If you’re considering becoming an officer, take the plunge, I’ve never looked back”

Lieutenant Nicky Beesley, aged 27 years, from Derby admits to “stumbling” across the idea of being a member of the Army Cadet Force but now outranks her brother who originally introduced her to the unit to help make up the numbers.

One weekend 15 years ago, as a 12 year old, Nicky was persuaded to go along to cadets with her brother to help the unit pass their annual inspection for which a minimum number of cadets are required. Her brother quickly taught her basic drill skills and explained how she should present herself during the formal inspection process.

At first Nicky thought this would be a day like any other, until she really started to take an interest in what it means to be a cadet, how this was a way for her to meet new friends and learn new skills that were a world away from her regular school work.

Nicky has now progressed through the ranks of the ACF in Derbyshire to become a commissioned officer.

Nicky, who works as a Production Assembly Engineer at Rolls Royce in her civilian career, credits her progression in the ACF and her workplace to learning a range of transferable skills as a cadet at a young age.



She said: “The Cadet Force put me on a path of discovery about myself and my personal ability. From an early age, I was exposed to challenge, leadership and team work. I would describe the skills I gained from the ACF as ‘life skills’, attributes which I have fallen back on many times throughout my life. I have had some fantastic experiences over the past decade and I can say without doubt, that many of my achievements as a civilian and member of the ACF can be attributed to the learning and development I did with the organisation. The ACF has allowed me to mature and develop into the person I am today, some of the most important people in my life now, were members of the ACF and we benefit from strengthened relationships because of it. I have worked alongside some of the most dedicated and inspiring people I have ever met in this organisation, who consistently give their own time to inspire young people, from all walks of life, to achieve success. I am truly proud of the ACF.

“One of my major highlights is having the opportunity to guide 20 cadets, aged between 14 and 18 years, around the Himalayas in Nepal, along with two other commissioned officers. During the trip I was also able to climb and successfully summit the Mountain Island Peak, honestly an experience I will never forget.

“If you are involved in the ACF in any area of the East Midlands and are thinking about becoming an officer, take the plunge I have never looked back. Having the opportunity to lead and command other staff, encouraging improvement and promoting the values of the ACF is a satisfying challenge. Whether you’re organising key events or overseeing a military exercise, it’s down to you to ensure the cadets benefit from everything they take part in. Being on the front-line of adult and cadet training as a commissioned officer can be extremely challenging but, seeing the difference you make is really satisfying. **I would recommend this experience to anyone who wants greater responsibility, is looking for a challenge and wants to make a real difference to the delivery of training and practice within the ACF.** Get out there and inspire young people, it’s what it’s all about.”

Left: Nicky Beesley in her civilian workplace

Army Cadet Force Officer

Medical student is commissioned

Second Lieutenant Jamie van Oppen, aged 22, is a third year medical student at the University of Nottingham.

One could be forgiven for thinking that the life of a student doctor is hectic enough in itself with balancing one's study and practical learning experiences, but Jamie, originally from Hampshire, could not leave his previous eight years of cadet training behind when he moved to study and decided to work towards becoming an ACF Officer.

Jamie said: "I spent five years as a cadet and two years as an adult instructor in Hampshire. When I moved to Nottingham I considered joining the East Midlands University Officer Training Corps, but after much deliberation opted to go back to my roots and transfer to Nottinghamshire ACF instead.

"Working towards becoming an officer has always been on the cards for me. Although I have found the training and preparation quite challenging at times I'm delighted that I have now been commissioned as an officer.

"I honestly believe that the skills I have learnt through my cadet career helped me get into medical school. Medicine is a competitive field from the beginning with hundreds of students applying to medical school each year. I succeeded thanks to the self-discipline, confidence and presentation skills that the ACF helped me to develop. Being a cadet prepared me for the challenges of adult life and taught me how to be a team player."



Second Lieutenant
Jamie van Oppen

Sea Cadet Corps

Pushing training to the limit

The Sea Cadets, like many other youth organisations, take their training and cadet development very seriously.

Petty Officer Cadet Joseph Barley, aged 17, recently had the opportunity to attend a national drill and piping competition that brings together cadets from 400 units across the UK meaning his skills were put to the test as he represented his unit in Northampton and Rushden.



Petty Officer Cadet Joseph Barley
receiving his award

Joseph used the excellent training he was given to finish in the top seven in the country. This meant he secured a place at the national finals that were hosted at HMS RALEIGH; the basic training shore establishment for the Royal Navy.

Joseph said: "I was over the moon to represent the Eastern Area at the national competition. I was judged on my uniform appearance and my skill in using a Boatswain's call.

"During the competition I had to master a series of 'calls' to perfection including pitch and timing to within a tenth of a second. Thanks to my training and continuous determination I won the gold medal in the individual event, becoming the first cadet to do so in Northampton and Rushden Sea Cadet unit's 70 year history. This is a big personal achievement for me as well as the unit as a whole. It meant that the extra hours I put in after school really had paid-off."

Joseph is soon to celebrate his 18th birthday; the national competition marked his last event as a cadet before making his transition to become an instructor within the unit. Sea Cadets are now recruiting adult volunteers and cadets. Anyone interested in becoming part of the team should contact their nearest unit. Further information on Northampton and Wellingborough Sea Cadets can be found by visiting www.northamptonseacadets.org or www.rushdenseacadets.org.uk

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