

EMPLOYER ENGAGEMENT UPDATE

If anyone had told me we would still be commenting on COVID this time last year I would have thought them unduly pessimistic, yet here we are. Even if we have grown accustomed to working in the pandemic and have found ways to work with it, we know this is still a difficult time for many businesses. With these additional burdens we in SERFCA are particularly grateful for the continued support of our employer engagement contacts - indeed interest has grown as highlighted by the Chief Executive in June. I am pleased to note this trend has continued in the second half of the year.

This growth is a particularly welcome trend; while we always need strong relationships with the employers of Reservists, Veterans and Cadet Force Adult Instructors, Defence is considering some changes in the way it might use its Reserve. The Reserve Forces 2030 (RF30) Review was published in May last year and, while this was an independent review, so does not represent a commitment by Her Majesty's Government, the MoD is actively considering the Review's recommendations in conjunction with the single services, especially the Army in the light of its Future Soldier plans. You will be aware from SERFCA's updates, and indeed the press, that some of the changes, particularly to the Regular Army, are significant and this may generate new ways of working for the Reserve. Our well established employer network allows us to quickly gain employer's opinions of how any proposed changes might be viewed by one of our most important stakeholder groups. At both national and regional level the MoD knows it is essential to carry employers with us. The need for effective and strong employer engagement has never been greater as we enter 2022.

An exciting year in prospect I think. In the meantime, may I wish you all a belated peaceful and prosperous New Year.

Brigadier Hugh Robertson QVRM TD VR

Vice Chair Engagement, SERFCA



Inside this issue

News and Updates	1-3
Employer Engagement Events	3-6
Employer Spotlight	6-9
In Other News	10-11
Upcoming Events	11
Military Charity Spotlight	12
Useful Links	13
And finally.....	13

News and Updates

Employer Recognition Scheme (ERS)

In 2021 we again celebrated considerable success in both the Silver and Gold Employer Recognition Scheme awards. A total of 48 Silver and 13 Gold Awards along with 5 Silver revalidations and 3 Gold revalidations were awarded. This brings the total number of Silver Award employers in the SE to 138 and Gold to 64. Across the UK there are now 1135 Silver and 492 Gold employers. We heartily congratulate all our SE winners and hope you enjoyed receiving your awards at HMS Victory and the Headquarters of The Honourable Artillery Company.

2021 Gold Awards

Organisation	Head Office	Organisation	Head Office
Buckinghamshire New University	High Wycombe	JTI UK	Weybridge
Content Guru	Bracknell	Mission Motorsport	Wantage *
Costain Group Plc	Maidenhead	* Mobile Broadband Network Limited	Reading
CVQO Ltd	Camberley	Naval Families Federation	Portsmouth *
Folkestone and Hythe District Council	Flokestone	Thames Valley Police	Kidlington
Greater Brighton Metropolitan College	Brighton	Thames Water Utilities Limited	Reading
Griffin Military & Diplomatic	Henfield		

2021 Silver Awards

* Denotes DRM National Account

Organisation	Head Office	Organisation	Head Office
Allianz Insurance	Guildford	* NAAFI (Navy, Army and Air Force Institutes)	Portsmouth
Ambipar Response Ltd	Three Bridges	NPC Tree Surgery	Sevenoaks
Amethyst Risk Management Ltd	Basingstoke	Optimal Risk Group	Reading
Antac Support Services	High Wycombe	Pantera Group	Rochester *
Aramark Ltd	Farnborough	* Parico Limited	Bordon
B & Q Plc	Eastleigh	* Performance Learning & Development Ltd	Shrivenham
Berkshire Healthcare NHS Foundation Trust	Bracknell	Pimento Connection Ltd	Hook
Bremont Watch Company	Henley on Thames	* RJC Mechanical Ltd	Fareham
British Standards Institution (BSI)	Milton Keynes	* Roke Manor Research	Romsey
Buckinghamshire Fire and Rescue Service	Aylesbury	Royal Engineers Central Charitable Trust	Chatham
BV Associates Limited	High Wycombe	Runnymede Borough Council	Addlestone
Career Forces	Newbury	Rural Payments Agency	Reading *
Catalyze Ltd	Winchester	SAS	Marlow *
ESRI (UK) Ltd	Aylesbury	Secure Command & Control Ltd	Portslade
Forces Farming Ltd	Newbury	Secure Construct	Chichester *
Fortis Cyber Security Limited	Milton Keynes	Siker Ltd	Milton Keynes
Gravesham Borough Council	Gravesend	Sirius Analysis Limited	Portsmouth
Guildford Borough Council	Guildford	Softcat Ltd	Marlow
Havant Borough Council	Havant	Suez Recycling & Recovery UK Ltd	Maidenhead
InvictaK9	Swanley	Thakeham Group	Billingshurst
Joint Security Services Ltd	Kings Hill	The Education and Skills Partnership Ltd	Ashford
Just Advice Solutions Ltd	West Malling	Total Carbide Ltd	Aylesbury
Kent Police Headquarters	Maidstone	Unum	Dorking
Lightning Fire Safety Systems Ltd	Waterlooville	Veterans & Families - Listening Project	Camberley



Silver ERS Awards 2021

2021 Gold Revalidation Awards

Organisation	Head Office	
Hampshire County Council	Winchester	
QinetiQ Group plc	Farnborough	*
Surrey County Council	Reigate	

2021 Silver Revalidation Awards

Organisation	Head Office	
Jankel Armouring Ltd	Weybridge	
MidKent College Training Services Ltd	Chatham	
Oxford University Hospitals NHS Trust	Oxford	
RPS Group Plc	Abingdon	
Virgin Media	Reading	*

* Denotes DRM National Account

For anyone interested in learning more about the criteria for an ERS award please click on the link

[Defence Employer Recognition Scheme](#)

The nomination window has just opened for Silver and Gold ERS 2022 (you can register for a Bronze Award at any time). The first step is to complete an Expression of Interest which can be accessed via the link above.

The total for Bronze Awards in the SE now stands at 539 and Armed Forces Covenants (AFC) at 1049.

11th Infantry Brigade (11X) renamed 11th Security Force Assistance Brigade (11th SFAB)

11th Infantry Brigade and Headquarters South East (HQ 11X) changed its name to 11th Security Force Assistance Brigade and Headquarters South East (11th SFAB) with effect from 1 October 2021 as part of the Defence Integrated Review. Headquarters South East will remain the focal point for the 'Army in the South East' and will separate from 11th Security Force Assistance Brigade in due course. Information regarding the separation will be cascaded to all partners.

Headquarters South East will continue to support the Firm Base (support to our service personnel and their families), and UK Engagement, including Employer Engagement in collaboration with SERFCA across Oxfordshire, Buckinghamshire, Berkshire, Surrey, Kent, W & E Sussex, Hampshire and IoW.

Employer Engagement Events

P2000 HMS Example - Sep 21

We were pleased to be able to use two dates, at short notice, in September for Employer Engagement on a P2000 while being hosted by HMS President next to Tower Bridge. 11 employers joined us for the Thames Experience sailing down to Canary Wharf before being shown around by the ship's crew and enjoying a light lunch with Commodore Rob Bellfield, Naval Regional Command EE and the CO and XO from HMS Example.



Employer Engagement Events continued

2021 Silver Awards – HMS King Alfred, HM Naval Base Portsmouth – Sep 21

This year's Silver Awards had a change of venue to alleviate concerns about the ability to socially distance on board HMS Victory and in the Royal Navy Museum. Step forward the Commanding Officer of HMS King Alfred, Commander Robinson, his Executive Officer Lt Cdr Worley and the ships company. At very short notice we were allowed to use the brand new HMS King Alfred and its facilities at Semaphore Tower to enable an 'in person' event to go ahead.

The awards were presented by Her Majesty's Lord Lieutenant of Hampshire, Nigel Atkinson Esq, and afterwards a splendid buffet supper was provided in the ship's drill hall. Guests were then treated to a superb performance of Beating Retreat by Her Majesty's Royal Marines Band Portsmouth alongside a flood lit HMS Victory as a backdrop. The review of the performance was held by the Lord Lieutenant and the Commander of HM Naval Base Portsmouth, Commodore Jeremy Bailey, Royal Navy.



The South East region had another very successful year, with 48 new employers achieving a Silver Employer Recognition Scheme Award. The evening at Semaphore Tower was such a success plans are underway to hold the 2022 Silver Awards at the same venue.

Bisley 'Fireside Chat' – Oct 21

On 7th October the SERFCA Engagement Team organised the very first of our tri-annual "Fireside Chat" events at the Artists Rifles Clubhouse, Bisley National Shooting Centre. With just twenty places available to keep the event informal and intimate, we invited those employers that had successfully re-validated their Silver or Gold Awards in 2021. The evening started with an interesting introduction on the history of Bisley Artists Rifles and its association with 21 SAS Regiment from Club Chairman Moss Mustafa. This was followed by guest speaker Pete Winner (former SAS).



Pete Winner is an SAS Legend, having fought at the battle of Mirbat in Oman, the Falklands and was a team leader at the Iranian Embassy Siege in 1980. At our request Pete gave a highly personal and honest account of the Embassy Siege operation (codenamed Nimrod) with a detailed model and, to our surprise, began the presentation by entering the darkened room dressed in the 'Black kit' and carrying a sub machine gun (replica), before letting off a small thunder flash...

Bisley 'Fireside Chat' – Oct 21 Cont'd

After a fascinating and hilarious Q&A with Pete, we retired to the Bar before sitting down for a delicious curry.

Sadly, the SERFCA team were obliged to stay behind and listen to a few more anecdotes at the bar...

It was a great way to celebrate and thank our Silver and Gold re-validation organisations for 2021:

Hampshire County Council

Jankel

Mid Kent College Training Services

Oxford University Hospital Trust

RPS

Surrey County Council

A special thanks to Moss and Jean at the Artists Rifles Clubhouse for hosting us. We look forward to seeing you at our next Fireside Chat at Bisley in March.



HMS SABRE - PORTSMOUTH - Nov 21

South East RFCA had the opportunity to invite Defence Employer Recognition Scheme award holders to an engagement event onboard HMS Sabre and lunch in the wardroom at HMS Excellent on 4 November, organised by Navy Regional Command East of England. Events like this are a fantastic benefit to RFCA's, they give supportive employers the opportunity to engage with the Armed Forces community and highlights the benefits of being part of the Employer Recognition Scheme awards.



The day was a great success, sea state was good and the ship's crew very engaging. It was thoroughly enjoyed by all who attended with the added bonus of the employers witnessing a practice session for Remembrance Service parade by Royal Navy personnel onboard HMS Excellent.



2021 Gold Awards – Honourable Artillery Company (HAC) – Nov 21

On 17th November SERFCA, partnered with East Anglia and Greater London RFCA's, hosted the 2021 Gold Awards at the Honourable Artillery Company in London.

The Awards were presented by the Guest of Honour, Minister of State for Defence Procurement Jeremy Quin MP, supported by senior officers representing the Royal Navy, Army and Royal Air Force. Over 130 guests including representatives from 48 National and Regional Gold recipients enjoyed a seated luncheon whilst being entertained by the RAF Salon Orchestra, followed by speeches and award presentations.

In total, a record breaking 140 organisations across the UK received a Gold Award in 2021 of which almost 50% were small or medium-sized enterprises and 72% were private companies.



Employer Spotlight

Shaping Portsmouth leading the way and supporting Portsmouth organisations to sign the Armed Forces Covenant

Shaping Portsmouth is encouraging businesses in the city of Portsmouth to sign the Armed Forces Covenant (AFC) and join the Ministry of Defence Employer Recognition Scheme (ERS) as part of their commitment to those Service men and women, Veterans, Reservists and their families who have given so much for their Country.

Shaping Portsmouth work with businesses in Portsmouth to recognise the strength of providing employment opportunities to Service Leavers, Reservists, Veterans and their family members while enabling their own businesses to grow and prosper. Also, to ensure the Armed Forces community is not disadvantaged when being sold products and services.

This programme, led by one of their volunteers David MacAskill, has attracted the attention of a large number of businesses in a very short space of time. To date, they have increased the number of organisations that have signed the AFC within the PO1 - PO6 postcodes from 33 to 56 in less than a year.

At Shaping Portsmouth, from Chief Executive through to their volunteers, they are all committed to promoting the AFC to all those organisations they come into contact with. They also support the work of Cadet Force Adult Volunteers and the Cadets themselves.

In 2022, they are planning for the commemoration of 40 years since the Falklands Conflict and it is expected that Portsmouth will be awash with military activity from April through to June.

They want, by action and deed, to be the number one city in the UK that supports those serving, Veterans and their families.



Employer Spotlight

Hovertravel is 1000th signatory in the South East to the Armed Forces Covenant

In November 2021, Hovertravel formally declared to ensure those who serve, or who have served in the Armed Forces, and their families are treated fairly, becoming the 1000th signatory in the South East to the Armed Forces Covenant.



Neil Chapman, managing director of Hovertravel, explains: “With Portsmouth Naval Base being one of our closest neighbours we operate in the same waters as the Royal Navy and work alongside the Queen’s Harbour Master who oversees our marine environment. Hovertravel has historically employed ex-service personnel and is proud to include team members with military backgrounds in its current workforce. By signing the Armed Forces Covenant we are making a public pledge and highlighting that we are Forces-friendly. We are also very keen to encourage other organisations to sign the covenant and we will be looking to encourage an increase to the number of signatories on the Isle of Wight which currently stands at 11.”

Hovertravel recognises the value serving personnel, Reservists, Veterans, and military families bring to its business and in signing the document, has committed to uphold the principles of the Armed Forces Covenant. This includes supporting the employment of Service leavers, Reservists and Veterans as well as providing flexible leave for service spouses and partners before, during, and after deployments.

Commodore JJ Bailey ADC, said: “It was my privilege as Commander of HM Naval Base Portsmouth to sign on behalf of all our Armed Forces this commitment by Hovertravel to recognising the contribution that serving and veteran military personnel and their families make to the country, this being the 1000th such commitment to the Armed Forces Covenant made in the South East.”

Commodore Bailey ADC Royal Navy



Employer Spotlight

Remembrance Day Adobe Sponsored Walk

On Monday, 1 November, a crisp and sunny autumn day, the Adobe Veterans Employee Network undertook a five-mile sponsored walk around London to raise funds for the Royal British Legion's annual Poppy Appeal. The team started at the Adobe flagship office in Old Street and finished at the Cenotaph visiting some important historical landmarks along the way.

The first stop was the HMS Belfast which was a stunning sight sitting in the Thames basked in sunshine. HMS Belfast is one of the most significant Royal Navy warships surviving the Second World War and served in Arctic Convoys and the Korean War. After the brief history lesson, the team continued their trip to the Imperial War Museum. Although the museum was closed, the Adobe Veterans Employee Network walked the grounds and took in the sight of the impressive guns outside the building.



The last leg of the journey took the team past Westminster and Big Ben to their ultimate destination – the Cenotaph on Whitehall, UK's official national war memorial. Avoiding the heavy traffic, the team managed to capture the moment with a group photo.



The Adobe Veterans Employee Network raised a total of £980 for the Poppy Appeal and ended the day with a well-deserved drink in a local pub!

Please visit the [Adobe Spark page](#) to see more photos of the sponsored walk.

Employer Spotlight

Catalyze – Using our 20th anniversary celebrations to raise the profile of the Armed Forces Covenant



Catalyze is a Strategy Consultancy headquartered close to Winchester. We specialise in helping our clients make the right decisions and are experts in strategy, decision-making tools and methodologies, portfolio prioritisation and delivery, understanding data and engaging people. We use this expertise to create, implement and embed processes, governance and structures that deliver results. We are proud of our strong track record in supporting UK MOD and government.

In 2021 we celebrated our 20th anniversary. As part of our anniversary initiatives our team wanted to build on the military charitable activity we had undertaken in 2020 when we became an Armed Forces Covenant signatory and were awarded a Bronze ERS Award.

Michele Crossman, our Armed Forces Champion and RAF Veteran, explains about one anniversary activity which had a strong military community flavour and contributed to Catalyze being awarded a Silver ERS Award. Michele says “The Armed Forces focussed initiatives we launched as part of our 20th birthday celebrations have been so uplifting and fun for our staff that we intend to continue several as business as usual going forward. They required not much more than goodwill and teamwork. As we look forward to working towards the Gold Award, there also could be opportunities to collaborate with others in the South East and share good practice.”

Originally we set out to identify 20 charities or good causes for each of our 20 years of trading taking suggestions from staff, clients or our network on LinkedIn but exceeded our ambition and found ourselves supporting 34 charities. A third were specific military charities or good causes, or charities providing support to the military community. These included sponsoring a GB Bobsleigh development team from the RAF, purchasing educational outreach talks from Antarctic Quest 21 for schools that members of our team’s children go to, supporting Project OYAM which is building a school in a remote area of Nepal via the Gurkha Brigade Association, and donating to Alabaré Christian Care & Support Veteran home provision. A particular highlight was sponsoring an inspirational speaker from Blesma, The Limbless Veterans, ‘Making Generation R’ campaign to talk about resilience at a defence engagement birthday celebration event.



Our donations varied from £100 to £2000. While some of our financial contributions were small we were able to use the power of LinkedIn to shine the spotlight on some of these worthy causes to raise their profile. Often this was valued as much as the donation. From the relationships we have built with people and from connections of our veteran employees we have gone on to participate in wider charity initiatives. For example, two members of staff completed a fundraising abseil from the Spinnaker Tower in Portsmouth raising an additional £1630 and members of our team participated in the London Poppy Day collection.

We also participate in the ‘Every Penny Helps’ scheme which enables our employees to donate the pence from their net pay to any charity nominated by Catalyze. Twice a year we donate to military charities through this scheme with a company top up of our employees’ contributions. Our charities and good causes turned out to be such a fantastic initiative that we’ll definitely be taking this forward in 2022 and beyond.

In Other News

HMS King Alfred Celebrates New Home With Royal Visit



In October 2021, HMS KING ALFRED celebrated moving into its new home with a formal rededication ceremony in the presence of His Royal Highness Prince Michael of Kent, GCVO, who is also Commodore-in-Chief of the Maritime Reserve. The ceremony marked the end of a major refurbishment programme that has seen the historic Semaphore tower and surrounding buildings within Her Majesty's Naval Base (HMNB) Portsmouth repurposed into a first-class training centre for the Maritime Reserves.

The new centre is part of a transformation programme that will see HMS King Alfred become a Waterfront Regional Training Hub. This will make the unit a focal point for not only Reservists in the local area, but across the United Kingdom. The Commanding Officer of HMS King Alfred, Commander Andrew Robinson, said: "As one of the largest Reserve units in the UK, these new modern and fit-for-purpose facilities will allow us to enhance our training, attract new talent and continue to contribute our specialist skills to the Royal Navy in support of global operations."



Single Service News

The **Navy** presentation team have asked if we could promote their new presentation specifically for employers. It can be either F2F or virtual covering how the Navy help to protect the Nation with its latest technology and what it is like to work in the Navy. There is also a live Q&A session at the end.

If you would like to take advantage of this offer, then send an expression of interest via this [link](#)

The **RAF** has recently updated its website and has an employer overview with further signposting. [RAF-reserves-employers-overview](#)

There are also some recent videos well worth viewing:

'Reservists Make Great Employees'. An introduction to the RAF Reserves presented by Air Vice Marshal Ranald Munro, Commandant General RAuxAF and Group Captain Bev Peart, Deputy Assistant Chief of Staff Reserves. Run time 9 mins.

Link: [Reservists make great employees](#)

YouTube: <https://youtu.be/yRhIbX7hHtk>

'What's the Deal?' A quick overview of the AFC and ERS. Run time 5 mins.

Link: [What's the Deal](#)

YouTube: <https://youtu.be/avvYs9v9xlq>

'What do Reservists Bring to a Business?' Highlighting the skill sets that Reservists can bring to a business (run time 2 mins).

Link: [What do Reservists Bring to a Business](#)

YouTube: <https://youtu.be/tH-0fluu8O4>

Strengthening the Covenant in Legislation

An Armed Forces Bill was introduced at the beginning of 2021 to coincide with 10 years since the Armed forces Covenant (AFC) was launched. It gained Royal Assent in Parliament on 15th December 2021 and enshrines the Armed Forces Covenant in law for the first time placing a legal obligation on public bodies to consider the welfare of service personnel and veterans alike, giving them improved access to crucial services such as healthcare, education and housing. It will also deliver a series of improvements to the Service Justice System, ensuring personnel have a clear, fair and effective route to justice wherever they are operating.

The latest AFC [Annual Report](#) includes details on Strengthening the Covenant in Legislation.

Upcoming Events

Gold Workshop

Jan

Please click on the link for the ERS Gold Workshop presentation which was held on 18th Jan.

[Gold Workshop](#) Passcode: Wk7605A=

HMNB Portsmouth

Wed 9 Feb

Employer brief on HMNB Portsmouth by Naval Base Commander Commodore Bailey.

Invited guests only.

National Partnering with Defence (DRM)

Thu 10 Mar

This event is will be held at QEII Conference Centre.

Gold and Silver ERS employers. One space per organisation.

Gold ERS Employers Luncheon - Sandhurst

Tue 15 Mar

Exclusive to 2021 Gold ERS employers.

EE Business Breakfast

Wed 23 Mar

For employers of Army Air Corps Reservists Milton Keynes. To be held at the Milton Keynes Reserve Centre.

P2000 RN Experience HMS Excellent

Thu 5 May

Guest list to be confirmed.

Middle Wallop EE Business Breakfast

15 or 16 Jun

Guest list to be confirmed.

Chatham Employer Engagement Event

Date TBC

More information on this event to follow.

Ship Visit Dover Port

Fri 11 Feb

Invited guests only.

SE REEG

Mon 14 Mar

Open to all Gold and Silver ERS employers.

Blighmont Employer Engagement Event

Wed 23 Mar

More news on this event to follow.

11th SFAB Army Leadership Challenge

Thu 21 Apr

Gold and Silver ERS employers.

One team per organisation.

RAF Cranwell Leadership Challenge

Thu 19 May

Gold and Silver ERS employers.

One team per organisation.

ERS Silver Awards

Wed 7 Sep

This event will be held at HMS King Alfred.

New Silver Award winners 2022.

Military Charity Spotlight

Models for Heroes

Models for Heroes supports current and former Armed Forces and Emergency Services Personnel. The charitable organisation aims to promote model making hobbies as a meaningful, mindful activity.

Model making promotes patience, focus and research into historical subjects as well as combating a root of mental ill-health and social isolation by providing a reason to engage. This approach is not new. During WWI medics used step by step model building projects to occupy minds of recovering injured soldiers. Models for Heroes is the first organisation to focus on providing sustainable provisions to enable this activity.

Since 2017, Models for Heroes has been providing our bravest with the ways and means to enter into a hobby and to remove the financial and skill barriers beginners often face. With 160 volunteers, most of which are serving or veterans themselves with a passion for the hobby - 70 face-to-face groups have been set up around the UK in a variety of venues alongside many Armed Forces Support Organisations (AFSO's).



In 2020, in reaction to the COVID-19 pandemic, Models for Heroes was awarded a Positive Pathways grant from the Armed Forces Covenant Fund Trust to ensure 150 veterans received online support through model kits and resources sent to their homes as well as to facilitate online workshops specific to interests. Online volunteers with First Aid in Mental Health Training hosted Zoom meetings enabling Veterans to receive daily hobby guidance, project sharing and the opportunity to make friends with like-minded folk - all while gaining confidence in using online communications.

In Summer 2020, Models for Heroes was awarded the Silver Employer Recognition Scheme (ERS) Award for its support to the Armed Forces community and encouraging others to do the same. Models for Heroes volunteers take great pleasure and personal satisfaction from helping others within the community learn a hobby or even to chat about common interests.

Founder of Models for Heroes, Malcolm Childs, was awarded a Points of Light award by the Prime Minister's Office in February 2021 for his dedication to the charitable organisation and the remarkable difference the hobby can make when part of rehabilitation for Armed Forces personnel.

<https://www.modelsforheroes.org.uk/>



Useful Links

Armed Forces Covenant

[Businesses who have signed the Armed Forces Covenant](#)

[Armed Forces Covenant - Get Involved](#)

[Defence Employer Recognition Scheme](#)

SERFCA 2020/21 Annual Report

[SERFCA Annual Report 20/21](#)

COBSEO

The Confederation of Service Charities is a good place to check out charities which support Serving and Veteran organisations when fundraising. <https://www.cobseo.org.uk/about-us/>

SSAFA

SSAFA has just launched the **13 Bridges Challenge for 2022** which takes place on 25 June raising much needed funds while criss-crossing the Thames via the thirteen bridges in Central London. Find out more here [13 Bridges Challenge](#)

and finally

We look forward to meeting up soon but, in the meantime, if you have any news of your own please do share and you could be in our next newsletter in June. Please send any contributions or ideas to Kate at se-reed3@rfca.mod.uk.

Thank you for your continued support.

Colonel (Retd) Patrick Crowley MBE DL - Chief Executive

Group Captain Keith Lane RAF (Retd) - Head of Engagement & Chief of Staff

Regional Employer Engagement Directors (REEDs)

Andrew Gibbs - Hampshire, Isle of Wight and Surrey se-reed1@rfca.mod.uk

Leigh Thomas - Kent, East Sussex and West Sussex se-reed2@rfca.mod.uk

Kate Lole - Oxfordshire, Buckinghamshire and Berkshire se-reed3@rfca.mod.uk

Nicola Harris - Regional Employer Engagement Administrative Officer

Laura Allan - Regional Employer Engagement Administrative Officer (Part-Time)

South East Reserve Forces' & Cadets' Association | Seely House | Shoe Lane | Aldershot | GU11 2HJ
Tel: 01252 357624 | Email: se-reedao@rfca.mod.uk

