



# Royal Anglian *News*

September 2020

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# Regimental Matters

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## Upcoming Dates

- 05 Oct Pre-RMAS visit to 2nd Bn
- 08 Oct Benevolence Meeting
- 22 Oct Suffolk Covenant Meeting
- 05 Nov Opening of Field of Remembrance
- 06 Nov Trustees and Council meetings
- 08 Regt Remembrance Service
- 25 Nov Regt Careers Meeting

## Regimental Day 2020 Success

Our Regimental Day has always been a popular event. More senior veterans will remember the event moving to Duxford when the depot at Bassingbourn closed. A Drumhead Service at our Memorial supported by our Band, an address by the Colonel of the Regiment and a March Past by our veterans have started the day well, and have set the scene for thousands of our Regimental family to share this commemoration and then to meet and enjoy a day of comradeship.



As far as is possible, our virtual Regimental Day for 2020 filled this gap with a similar programme. We had a socially distanced filming day at the Memorial with the Honorary Chaplain, and a supporting party from the 3<sup>rd</sup> Battalion, including a Colour Party. Other contributions from the Colonel of the Regiment and the President of the Regimental Association were filmed separately. The Regimental Band supplied all the music and many members of the Regimental family answered the call for photographs and clips of video. The expert editing of WO I Mick Latter produced a really good virtual Regimental Day.

The production was well advertised and trailed in Regimental and social media, and released on our website at 1100 on Sunday 6<sup>th</sup> September, when we would otherwise have all been at Duxford. Nearly 7000 watched it on the day, and the Regiment received plenty of positive feedback. For those who have not seen it, it is still available on the website. Next year we hope to meet at Duxford on Sunday 5<sup>th</sup> September 2021.

## 10th Anniversary of Dedication of The Royal Anglian Regimental Memorial

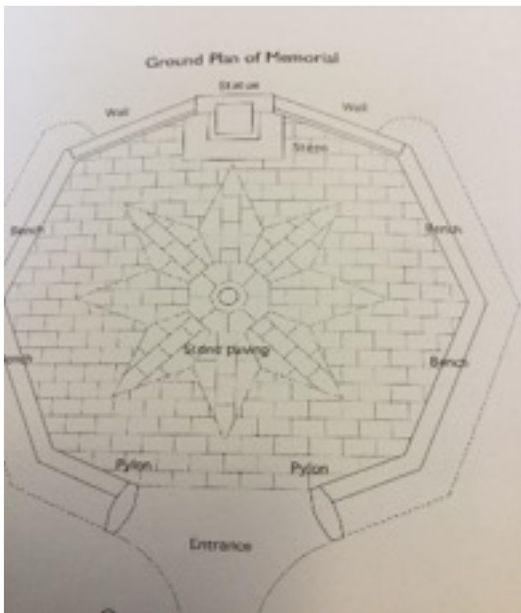
Commemoration is one of the Regiment's important roles. In our first four decades all our Regimental Commemoration was held at County and at National events and services. In our counties we were lucky to have the Regimental Memorials and Regimental Chapels of our Forebear Regiments, which were increasingly including the Royal Anglian Regimental family, and of course, we were part of National commemorations at the Cenotaph, at the National Memorial Arboretum, at the Tomb of the Unknown Soldier and elsewhere.

However, there was a growing feeling that the Regiment should have a memorial commemorating the fallen of the Royal Anglian Regiment. As a regional Regiment, we had increasingly been using



the IWM at Duxford

for our Regimental events, including the Presentation of our new Colours, our annual Regimental Days, and of course our fine Regimental Museum. It was the operational tours in Iraq and Afghanistan and the casualties on those tours, which provided the impetus to commission our memorial. And Duxford was the obvious location. The public had made generous donations to the Regiment, and it seemed absolutely right to have a memorial to the fallen, and that this memorial should carry the names of all those who had died on duty.



The memorial is set in an octagonal enclosure which represents the eight-pointed star on our cap badge. The rear wall forms the roll of honour on which the names of the regiments fallen are inscribed. The

names are carved directly into the wall to create a sense of permanence and directness. At the centre of the wall is the plinth surmounted by a statue of a young soldier dressed in combat kit belt-order (Afghanistan 2007), armed with a GPMG loaded with a belt of ammunition.

Our Colonel-in-Chief attended the Dedication Ceremony on 12<sup>th</sup> September, along with the families of the fallen and the wider Regimental family. All of the families of the fallen were invited to the dedications service and the vast majority attended. In the decade since its dedication, the families have become frequent visitors. The Regiment's Remembrance Sunday service is held at the memorial every year, supported by the Regimental Band and the Regimental Family. Our annual Regimental Day starts at the Regimental Memorial, with a Drumhead service and a march past by our veterans.



And at our Golden Jubilee in 2014, when our Colonel-in-Chief presented New Colours, the day was rounded off by a Beating Retreat at the memorial.

The memorial is looked after by Regimental Headquarters, with regular checks and maintenance work being undertaken to ensure that it is kept in the best of condition for our visitors and in respect to our fallen.

The memorial has always been freely available for visits by members of the Regimental Family. They are coordinated by the Curator of the Regimental Museum who is based at Duxford.

For the past ten years, and in the future, our Regimental Memorial provides a focus for Regimental remembrance and for our Regimental Family.



## London Gazette

The Regiment would like to warmly congratulate the following on their promotions and appointments, recently announced in the London Gazette.

Major ( Acting Lieutenant Colonel ) R J BREDIN to be Lieutenant Colonel – 26 November 2019

Second Lieutenant P DARBY to be Lieutenant – 15 October 2019

Second Lieutenant D A KITCHEN to be Lieutenant – 15 December 2019

Officer Cadet WILLIAM CHARLES BAGNALL to be Second Lieutenant - 15 August 2020

Officer Cadet MATTHEW PAUL WILMAN to be Second Lieutenant – 15 August 2020

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## 1st Battalion (The Vikings)

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## Preparing to deploy on Op TORAL 11

September has been a busy month for the Vikings who have returned to training after summer leave. The Battalion has resumed its typical fast pace of life and September has seen every Company deployed on training exercises and working hard in camp.

A 'Norfolk' Company has been on exercise for most of September conducting pre-deployment training exercises for Op TORAL 11, both in support of 2 SCOTS and also testing themselves on the Mission Rehearsal Exercise. A Company are now fully trained and ready to deploy on Operation TORAL 11 should they be required.

B 'Suffolk' Company has seen 5 Platoon deploy to Oman this month where they will be facilitating the removal of vehicles and equipment from Operation TORAL. The remainder of the company in camp has been conducting low level training following the Battlecraft Syllabus. In addition, several members of the company have deployed on Adventurous Training to Germany.

C 'Essex' Company deployed on the Mission Rehearsal Exercise for Operation TORAL 11 for two weeks this month. This was a challenging exercise testing the Company on the worst-case scenarios they might face on their upcoming deployment to Kabul. The Company has also completed a challenging live fire tactical training package this month which took them all the way through live firing at every level, culminating in a Platoon attack at night. C 'Essex' Company will be going in to two weeks of pre-tour isolation before they deploy on Operations next month.

D 'Cambridgeshire' Company has largely been in camp in Woolwich this month conducting role specific training and preparing for their up-coming cadre exercises which will see the next cohort of soldiers moving in to the more specialised platoons from the rifle companies.



Capt Ben Hopkins

Regimental Signals Officer

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## 2nd Battalion (The Poachers)

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### Poachers running more ranges than the SASC!

October has been another busy month for the Battalion. A (Lincolnshire) Company conducted static ranges at the beginning of the month, followed by a dismounted exercise in Leek with the aim to develop their core soldering skills including bayonet fighting. They then built on this experience to deploy with their Foxhounds to Thetford and conducted a mounted exercise focussing on platoon level tactics.

B (Leicestershire) Company meanwhile deployed on their Mission Readiness Exercise with the Light Dragoons BG. This saw them initially deploy to Thetford and then conduct a large road move down to Salisbury Plain. The exercise covered a number of likely scenarios that the company will face in Mali, including dealing with inter-tribal violence. The company will be expected to conduct multi day, long range patrols as they attempt to spread the influence of the UN as part of an effort to prevent conflict and human suffering. The successful completion of the exercise now sees the company

certified as mission ready and following a period of pre tour leave, the company will deploy later this year.

C (Northamptonshire) Coy have also had a busy month which saw Mortars Platoon welcoming 3 new soldiers from ITC Catterick and conducting a Team Medic Cadre before rolling straight into this year's Mortars Cadre. After a week of preparatory training in camp, the platoon began a busy schedule of PT, classroom based theory and practical lessons on the airfield. The first morning of the cadre kicked off with a Role Fitness Test to prove the candidates' physical robustness, and the pace hasn't let up since. The cadre will continue into November with an exercise phase before concluding with a week of live firing on Salisbury Plain. This will see the Battalion's mortarmen qualified to deploy on operations in support of A and B Coy next year.

The Assault Pioneers have also had a busy month supporting the Op NEWCOMBE deployment, as well as conducting trade-specific training of their own. They have been tasked with supporting the Op NEWCOMBE Mission Rehearsal Exercise for B Coy in Thetford, and will be working hard over the next couple of weeks to ensure their sister company's Foxhounds are delivered to the South Coast ready for shipping to Mali. When they've had time to themselves the platoon has been busy conducting breaching and demolition training. All of our Pioneers have now gone through the Assault Pioneers course run by the Corps of Royal Engineers, and they are looking forward to building on this strong foundation in the coming months.

D (Bedfordshire & Hertfordshire) Company have continued their preparation for Op CABRIT with Jackal driver & commander courses, and a recce to Germany to meet with the US BG they will be operating as a part of when they deploy. The Signals Platoon also conducted a 4 week- long cadre in Brecon to train new members of their platoon.

*Capt Ben Humphreys  
Intelligence Officer*

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## 3rd Battalion (The Steelbacks)

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### ADVENTURE TRAINING AND GREEN TRAINING ON ADX IN WALES

This month The Steelbacks deployed to Wales for two weeks, including a week of adventurous training from Penally training camp and a week of green training in the home of the infantry - the Brecon Beacons. Read on below for an insight into the Adventurous training conducted by SSgt Mosey.



One of the first activities that was postponed due to the pandemic was Coy level adventure training. As an MLT I'd got an activity in the North York Moors lined up, after being put back twice it eventually went the same way as a lot of things in 2020 and was eventually postponed. As a result of this when I heard that ADX 2020 was going to involve an AT phase I was only too happy to get the job helping out on the Hill Walking section. Initially the plan was to go and walk in the Brecon Beacons but you know what put paid to that so the revised activity was to walk along the Welsh Coastal Path. I've done a lot of hiking in Wales but this was new terrain for me so after looking at the route that Sgt Harding had prepared I was soon looking forward to it. As expected it was a fantastic route and I enjoyed walking it. It wasn't the most challenging route from a navigation perspective, keep the sea on the right, stop at YHA Manorbier for lunch and stick to the well marked path until we got back to the camp at Penally.

The weather was mostly kind to us for the week and we soon discovered that the home baked cakes at the YHA cafe (sitting outside - socially distanced of course!) were ideal to get you through the day until we got to the camp site at Lydstep for a mid afternoon ice cream. Not only did we make the most of the scenery but I'd like to think that we did our bit to support the local economy too.



Maj Gavin Rushmere

Bn 2ic

## Association News



### Mum Supports Daughter in Training

Private Charlotte Hayler (Charlie) is currently training at Catterick and soon to join the Regiment. Charlie originally joined as a medic completing her training in Winchester, all but her placement. She always wanted to be in the infantry, deciding to follow her heart, she made the brave change, instead of going into placement as a Medic she was able to change to Infantry training, after a short delay in a holding platoon found herself at Catterick. By time of publication she will have joined the Poachers.

The change in training became a very long journey, a full year since passing out at Winchester. With the added pressure of being in a constant gated environment because of Covid19 all recruits were finding it an incredibly tough journey. Not being able during down time to go to the local shop, or go for a run outside camp, very confining physically and mentally. She drew on the great friendships and support from all the recruits around her, supporting each other through the tough time they were experiencing.

Step forward Charlie's Mum Angie. Angie, like many was walking regularly and whilst doing so came up with an idea to support her daughter through the challenges she was facing to show Charlie that being confined at home during Covid19 has been mentally challenging

too, they could get through it together, stronger, tougher and more resilient. Charlie always talked about heavy Bergens and day sacks, Angie decided she would walk 3 miles a day with a 10kg day sack, for 37 days, that being the number of days Charlie had left in training.

This was all about support to Charlie, however Angie decided to set up a Just Giving fundraising page for the Royal Anglian Benevolent Fund. Angie says 'the wonderful thing about it is, the money was never the important bit, I decided that I could get some donations for the regiment so set a £200 Just Giving target, I was astounded at the response and kindness of everyone who has donated, some of them soldiers training alongside Charlie, hence I have completely smashed through the original target. They are all followed my story each day on Just Giving and Facebook and it seems to have given them all something to cheer on. While we are cheering them on from home'.

Angie has walked for a total time 37.53 hours completing 114 miles with an average pace of 20.03 mins per mile and raising a total £1120.00 for the Royal Anglian Benevolent Fund.

The Regimental congratulate Angie on her immense effort in support of her daughter and the Regimental Charity, and wish Charlotte good luck in her career.





## Derek Hocking Funeral

The Regiment regrets to announce that Derek Hocking formerly of the 2<sup>nd</sup> Battalion (The Poachers) died suddenly on Sunday 16th August. Derek served with The Poachers for several years and was injured by a bomb whilst on a Londonderry Tour in Northern Ireland. After leaving the Army Derek remained in close contact with his colleagues and took an active role in other service-related activities. At the time of his passing Derek was Chairman of the Lincoln Branch of the Regimental Association where he had been a long serving member, active committee member before taking on the mantle of Chairman for many years. Derek was a key member of the Not Forgotten Association, actively raising funding and organising the attendance of ex service members and their families at the annual Garden Party at Buckingham Palace.



Derek was also a dedicated member of the Camaraderie Club in Lincoln.

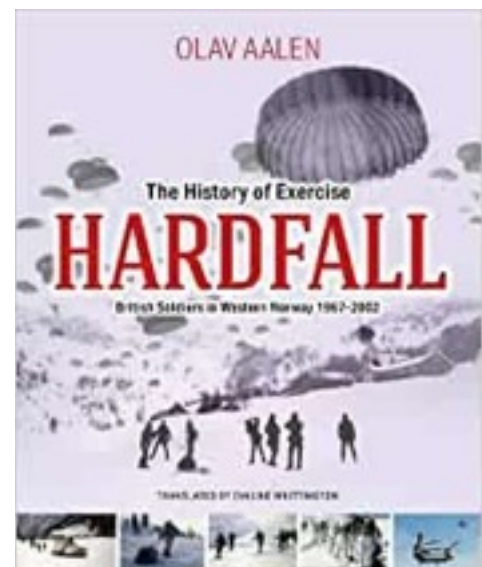
Derek was buried on Thursday 3rd September at Long Leys Cemetery in Lincoln following a service at Lincoln Crematorium. Alongside Derek's family and friends, former colleagues and members of the Regimental Association with 5 Branch standards and the 2<sup>nd</sup> Battalion Standard paid their last respects.

Letters of condolence can be sent to his widow Mrs Shani Hocking at 340 Burton Road Lincoln LN1 3UP

## New book from Col (Retd) Ian Whittington

Readers of military history may be keen to read about the history of Ex HARDBALL in a new book available on Amazon now.

As the 1<sup>st</sup> Bn were the AMF(L) Bn from 1974 to 1978 and deployed on the exercise several times it should contain some references to the Regiment also!





**WYMONDHAM COLLEGE JOB DESCRIPTION**

**COMBINED CADET FORCE (CCF) CONTINGENT COMMANDER**

<b>Line Manager:</b>	Bursar
<b>Salary:</b>	£3,888 per annum
<b>Residential Status:</b>	Non Resident

**THE POST**

Wymondham College Combined Cadet Force (CCF) requires a Contingent Commander (CC) to assume responsibility for the delivery of the College CCF activities in accordance with MOD Cadet Force regulations and the College enrichment programme of activities for student development.

An excellent communicator, the successful candidate must have exemplary interpersonal skills, the ability to manage a varied programme of activities and be able to demonstrate tact and diplomacy at all times. Military experience, either with the Cadet Force or regular Service would be preferred.

If you feel you have the appropriate skill set to undertake this role and are keen to develop your career in an educational setting we would love to hear from you.

Wymondham College is a member of the Sapientia Education Trust (SET). On appointment, the successful candidate will be required to complete a six month probationary period.

**PERSON SPECIFICATION**

The personal competencies expected of all College support staff are:

- The ability to communicate clearly and tactfully using appropriate methods and an awareness of the impact of your own communication on others;
- Able to maintain positive relationships with all and able to work as an effective and flexible part of a team; willing to change methods of work and routines to benefit the team;
- Willingness to accept responsibility for your own actions; the ability to prioritise effectively, meet deadlines and accept challenges.

The qualifications and previous experience required for a CCF Commander are:

- Previous military experience either with the Cadet Forces or Regular Service
- Strong communication skills in person and in writing;
- Flexibility in managing, planning and delivering training programmes;
- A sound understanding of organising and delivering Cadet (and youth) activities;
- A sound understanding of Health and Safety procedures;
- Be keen to work in an educational setting;
- Hold a current driving licence.

## Royal Anglian Regiment Museum

Sadly this month due to new guidelines, the air show was cancelled. It was understandable but such a shame especially after all the work involved. The volunteers were sad as we were all looking forward to it, but nevertheless, we will have a small showcase day in October which we are all looking forward to, even though it won't be nearly as big.

The Cambridgeshire UOTC came in for a visit, which was a great day out to showcase many parts of the Regiment and its history. We had some great volunteers to instill knowledge from their time in the 1<sup>st</sup>, 2<sup>nd</sup> and old 3<sup>rd</sup> Battalions. We hope that we inspired some people to think about joining the regiment!



Internally in the museum, we have been focusing on an audit of the archives, and again on the collections. As many objects don't have NSN numbers recorded on the database, it would be helpful to add these as we can then see at a glance if we have that item. The archives as well could use some cleaning up, and a combination of our volunteers and our new intern Lucy have been diligently working at this task.

We are also working on a new TA display in the museum, to update the boards and make sure the 5<sup>th</sup>, 6<sup>th</sup> and 7<sup>th</sup> Battalions are paid homage and visitors can easily understand all of their contributions over the years.

We are glad to say we are scheduling more visits for the Regiment in the next couple months and are happy to be keeping busy on all fronts!

The Curator,

Royal Anglian Regiment Museum

## BULLETINS

RHQ circulated nine Regimental Bulletins in September:

- Bulletin 63-20 RHC Update
- Bulletin 64-20 Virtual Regt Day
- Bulletin 65-20 Regt Shop
- Bulletin 66-20 CCF Commander Job
- Bulletin 67-20 Death of Capt Henry Lucas
- Bulletin 68-20 Death of Derek Hocking
- Bulletin 69-20 Death of Diana Lacey
- Bulletin 70-20 Cenotaph Veteran Applications
- Bulletin 71-20 Death of Dennis Haslan

### **Bolt & Magill** Lincoln House | 5 Pump Court | 9 Bedford Row

This is the fourth in a series of articles by Sarah Magill and Matthew Bolt, two barristers who specialise in defending members of the Armed Forces. They will explain how your approach to navigating the military and civilian legal systems can affect you and your families both during your careers and afterwards.

*Bolt & Magill*

## MAJOR ADMINISTRATIVE ACTION (AGAI67)

We had a recent case where a soldier's service was nearly terminated following Major Administrative Action, he would have lost a huge lump sum from his pension and been homeless. Luckily, the Reviewing Officer stopped this happening but only because he had all the information the Deciding Officer did not have...information the soldier should have given him!

Major Administrative Action can have a huge impact on your career and your long-term financial security, and it is vital you engage fully with the process. Originating Officers and Deciding Officers can only make decisions on the information they have so you need to play your part to make sure they have the information they need.

### MAA – An overview

MAA is taken when it appears a soldier has breached the Service Test through misconduct or inefficiency. It is independent of the Service Justice System or the Criminal Justice System, you can be subject to MAA even if you are acquitted of an offence. MAA is there to safeguard and restore Operational Effectiveness. It is not there to punish but to repair the damage done to OE. It does this by imposing sanctions on those who have breached the Service Test.

**What is the Service Test and how is it decided if I have breached it?**

The Service Test asks, “*have the actions or behaviour of an individual adversely impacted or are they likely to impact on the efficiency or OE of the Service?*”. You can adversely impact on OE by failing to adhere to the Values and Standards or by damaging the reputation of the Army for example by being convicted of drink driving or by having an affair with a colleague’s partner.

The DO will decide if the test is breached by asking themselves “*on the evidence in front of me is it more likely than not that your actions or behaviour have adversely or were likely to impact on the efficiency or OE of the Service?*”. If the answer is yes, then the test is breached.

### **What sanctions could I face?**

All the sanctions are set out in AGA167 at 67/3-2. You can only be awarded one sanction although that can be coupled with a removal from appointment and/or a final warning. The most serious sanctions are:

- Termination of Service
- Forfeiture of seniority (Officers)
- Reduction in rank
- Censure no promotion/deselect

The effect of these sanctions can follow you for your whole life. Termination of service obviously means loss of employment and possibly housing, it can also mean you lose out on receiving a pension lump sum. Getting promoted behind your peers or losing your rank will result in a smaller pay packet in the short term but can also impact your pension as you spend less time in higher ranks, earning more...so it is important to get the right outcome!

### **How can I help ensure the right outcome?**

You get three opportunities to make sure the correct outcome is considered:

- 1) The Initial Interview with the OO
- 2) A written representation to the OO
- 3) The Interview with the DO

### **The Initial Interview with the OO**

This is the opportunity to point to evidence that the OO may not have considered e.g. other witnesses to an incident, other documents, medical records, or court records. After the Interview the OO has a duty to investigate ‘*expeditiously, thoroughly and fairly*’ which means they have to investigate things that assist your case and undermine the case against you as well...but they have to know where to look and you need to help them by telling them.

### **Written Representation to the OO**

This occurs after you have received the OO’s report and is your opportunity to correct any errors and put your own evidence to the OO. You can instruct a lawyer at your own expense to draft this for you if you are not sure what needs to be said. Major errors can happen (everyone makes mistakes) and they need correcting as early as possible. A classic example is an OO who had been advised that a soldier had received a sentence ‘at the highest end of the sentencing guidelines’; he hadn’t, it was a very low sentence. When the guidelines were explained the recommended sanction was reduced and the soldier kept his rank.

If you’re preparing your own written representation, it’s important to make clear what you accept and what you deny and why. You also need to identify any new evidence you think the OO needs to consider.

This will help the OO identify if more investigation is required and help the DO know what needs to be decided e.g. you accept you breached the Service Test but it's not as bad as the OO thinks then everyone knows what they need to focus on.

#### Pro Tip

The impact on your pension can be massive, especially if you began your service before 2015. As soon as you know what sanction is being recommended get advice on what the impact will be and provide it to the DO. The Forces Pension Society are a great source of information on this.

### Interview with the DO

This is your chance to put your side of the case to the person making the decision. You can do it verbally or in writing. Legal representation in the interview is only available in limited circumstances at your own expense (usually Termination of Service is the likely outcome). In all cases lawyers can send in written representations on your behalf.

### What do you need to say to the DO?

These three most common situations:

- 1) If you accept you have breached the Service Test, then you need to put forward mitigation. Mitigation consists of facts which make the breach less serious or about you which mean you deserve a lesser penalty e.g. losing your rank will mean you default on your mortgage or you have just made a major positive contribution to the Regiment.
- 2) If you accept you have breached the Service Test, but you think the OO has identified the wrong sanction then you need to say why. This is a very technical area and honest mistakes can often be made here like the sentencing issue we mentioned above.
- 3) If you do not accept the Service Test has been breached, then you need to set out why you believe you have not breached it and where the OO has made mistakes. Be polite and back up what you say with facts and documents.

#### Pro Tip

The impact of a reduction in rank on your finances can be huge and the DO is required to take it into account but all the DO gets is a piece of paper saying what you are paid now and what you would be paid at the next rank down. They have no information about what that means to you and your family. Provide an income and expenditure table showing how much you take home and how much is left at the end of the month.

### What if you feel you got the wrong outcome?

If it all goes wrong or you realise you did not provide important information you have the right to request a review. You must apply to the DO in writing within 14 days of receiving the decision. A review is a complete rehearing of your case by a more senior officer who will make their own decisions on the case.

### Three Top Tips

The three most important things to remember if you are facing MAA are:

- 1) **CONTRIBUTE:** MAA is like everything else, the more you put in the better the outcome. Make sure you use your opportunities to ensure the right information is used to make the decision.
- 2) **FINANCES:** Make sure you know what the impact might be as early as possible, it is possible for the impact of MAA to be measured in £100 000s. Use that information to help you decide what help if any you want.
- 3) **TIMING:** If you want to put something in writing make sure it is sent to the DO well before the interview, so they have time to digest it.

***If you have a question or there is a topic you would like us to cover then let us know via email.***

*Sarah Magill practises from Lincoln House Chambers in Manchester and 9 Bedford Row in London.*

*Matthew Bolt practices across the UK from 5 Pump Court in London.*

*Bolt & Magill*

BoltandMagill@gmail.com

## **COVER PHOTO**

A Poacher observes his arcs on LFTT as part of training for operations next year.



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