

ARQ

Army Reserve Quarterly: Winter 2015/16



Inside

03 Training

Reserves shoot it out in South Africa, interpret for French troops in Suffolk and test their stamina to the limit in the Cambrian Patrol.

14 Facts and figures

Key findings from 2015 Reserve Continuous Attitude Survey, career management guidance and how to get on those international attachments and exchanges.

35 Community and Employer Engagement

Employer Engagement - what is it? OFSTED praise for Army Training Unit, Port and Maritime recruiters spread some cheer in Southampton and Sappers get some Royal face time in a DIY SOS special.

44 Adventure Training

Gunners celebrate 300 years of the Royal Artillery in a west to east circumnavigation of the globe, Riflemen engage in the Caucasus and Medics head Stateside.

51 Sport

Reservists bring home the medals across the sporting spectrum.

58 Spotlight on

Major Oliver Ng RAMC.



Editorial

By the time this edition of **ARQ** hits the stands, you should have already received the 2016 Reserve Continuous Attitude Survey (RESCAS). Covering areas such as pay, job satisfaction, workload, kit, civilian employment and training, this survey is your opportunity to have your say and to influence change. You are urged to contribute your voice to it and give your honest opinion on Army Reserve life. Please take 10 minutes out of your day to fill it in and send it back - your views really do matter and they *do* make a difference.

In this **ARQ** interoperability is still very much on the agenda for Reserves. We feature a combined UK/US intelligence course run by 5MI in Edinburgh, sappers working alongside their French counterparts in Suffolk, field hospital staff training and sharing knowledge with US medics in California and pre-Cambrian Patrol training for the Georgian armed forces. We also tell you how to find out about international attachments and exchanges, opening up new opportunities to work with foreign armies.

On the home front, we continue to make a significant contribution to local communities. Whether visiting the elderly and disabled or helping refurbish homes for veterans, it's clear that the Reservists commitment to serve extends well beyond their military duties.

Lastly, in every **ARQ** we would like to put the spotlight on one of you. We are looking to feature Reservists with an interesting job or hobby, someone who has raised money for charity, achieved a significant award, or someone who gives that extra bit back to their community. This time, it's Major Oliver Ng RAMC, next time, it could be you. If you know of someone who deserves a shout out, get in touch with the editor at the usual address - editorarq@mail.com

Enjoy this edition of **ARQ** and have a happy 2016.



55

30

HAC takes STA to the IOW

(or... The Honourable Artillery Company takes Surveillance and Target Acquisition to the Isle of Wight)

The Honourable Artillery Company (HAC), the City of London's Army Reserve Regiment, conducted its annual training period with Exercise Vambrace Horizon, a test of its developing Surveillance and Target Acquisition (STA) skills, on the Isle of Wight.

The exercise was designed to test the concept of the HAC's ongoing role and assess the performance of sub-units, some of which have only recently been formed.

Having simulated a real overseas operation by moving aboard MC-130 Hercules from RAF Mildenhall to the south coast, courtesy of the Special Operations Wing of the US Air Force, the regiment spent two days training for the exercise at Thorney Island before the move across the Solent.

Curious residents on the Isle of Wight lifted their eyes skywards as the first move of US Air Force VS-22 Osprey helicopters flew overhead, while the main elements of the task force landed at Yarmouth aboard Mexeflotes from the military port at Marchwood.



Vehicles loading onto a Mexeflote at Marchwood

The exercise then moved into four distinct operational phases as the regiment tested its STA skills and those of the supporting elements that have been developed since its re-role last year.

The tranquil Isle is no stranger to visitors and they often come with cameras, but the information gathering kit the HAC brought was of a different order entirely.

STA patrols from 1 Sqn, operating in the HAC's traditional role, were put out to observe insurgent elements on the now renamed island of Vectis and further information gathering came from the specially-formed Surveillance Squadron. This comprised members of 2 and 3 Squadrons HAC and Regular Army personnel from 53 Battery, 5 Regiment, Royal Artillery, it's paired regiment. Their role was to gather intelligence by surveillance from more temporary observation posts and exit more swiftly than their 1 Squadron colleagues, who train to stay for longer periods.

After each of the mission phases, squadron elements would return to the Forward Operating Base (a cadet camp) for quick debriefs and to receive orders for the next phases, which increased in complexity.



Captain Dave Larkin, Signals Officer, on board an Osprey, confirms the landing point.

Scenarios that included medical evacuations (again with US air support) and plain-clothes deception operations culminated in a series of arrest operations, triggered by Surveillance Squadron patrols and supported by elements of the Metropolitan Police.

This exercise was significant in many ways. There are no military training areas on the island so the training took place almost exclusively on private land and included participation from no fewer than 18 external military units and civilian agencies. There was significant cooperation with the (cont...)





Soldiers from the PARA Gun Troop on the Light Gun STRIKE Level 2 course.

civilian authorities on the Isle of Wight including the Isle of Wight Council and emergency services. The civilian population were also engaged with from the start by the HAC info ops team establishing connections with the various island media outlets and CIMIC teams conducting door-to-door engagement with local communities.

One of the primary aims of the exercise was to widen the current 'Light' STA role which until now has been focused on observation by camera rather than soldiers. This was achieved with the work of the Surveillance Squadron, the results of which will determine the role of the future STA soldier.



Osprey coming in to pick up troops.

Reservist hot shots in international shooting competition

The British Army Reserve Competition Shooting Team (BARCST), consisting of 12 Reservists, six from 3rd Battalion Princess of Wales's Royal Regiment (3PWRR) and six from 154 Logistic Regiment RLC, represented the Army Reserve in an international shooting competition held at Connaught Ranges in Ottawa, Canada.

Supporting the STA role were two sub-units only formed in April 2015. Communications and Information Systems (CIS) Troop has given the regiment its own communications specialists for the first time in five years. It was their role to integrate communications including a traditional Bowman network with civilian radios and satellites passing live, full-motion video of surveillance targets into an ops room featuring live video and text data feeds alongside more familiar map projections.

The second sub-unit to cut its spurs on Exercise Vambrace Horizon was Enabling Troop who sustained the whole exercise from the logistical challenge of the main deployment to all the road movements and feeding that followed.

Running alongside the main exercise, the regiment also conducted a guns course. Run by their regular counterparts at 7 Para RHA, the course qualified soldiers from the HAC's newly-formed Para Gun Troop for the qualification of Light Gun STRIKE level 2.

The Commanding Officer of the HAC, Lieutenant Colonel Jim Doherty, said: "Exercise Vambrace Horizon was clearly an impressive and challenging undertaking, about which the HAC should be rightly proud. The exercise has set the standard for unit-delivered training in the Army Reserve (and in fact the Army in general) and it continues to demonstrate how the HAC is the exemplar when it comes to unit activity and therefore, recruiting, retention and the other fringe things that are crucial to continued success."

Taking their place amongst Canadian Regular, Reserve and Ranger units, as well as US Army Reservists and Regular entrants from the British Army and RAF, the team knew the competition would be challenging.

An initial three days of practice shooting was followed by an individual three-day competition, before moving on to the six-day team event. This involved firing from several different positions at ranges from 25-500 metres distance with the SA80 A2 and from 10-25 metres using the latest issue Glock 17 pistol.

The BARCST top shot was Colour Sergeant Mark Young, from 3 PWRR. He commented:



Colour Sergeant Young conducts a practice pistol shoot using the latest issue Glock 17.

"While the whole experience of being in Canada has been good, being able to conduct the dynamic pistol shoots has been great. The realism of those ranges was fantastic and thoroughly enjoyable."



Colour Sergeant Young and Private Sutherland of 3PWRR take part in a practice shoot at 100m, using the latest issue Lightweight Day Sight.



Sapper Linguists in the Breach

Fresh from a 10 week Combat Engineer course at Minley, Sapper Benjahmin Baker from 299 PARA Sqn RE relished the chance to sample some French hospitality on Exercise Eagles Amarante in Suffolk, involving 1,800 French and UK troops. He talked to ARQ about his experience operating as an interpreter on the exercise.

My French may have been a little rusty, but the idea was it would be enough to assist 16 Air Assault Brigade with our French allies from 11e Brigade Parachutiste.

On my side was the fact I had lived in France - as had my colleague Sapper Mark Tilley and that's why we found ourselves facing the task of not only stabilising a troubled region but also speaking French - in Suffolk.

Playing a French farmer who had just found an unexploded bomb was quite a challenge, especially when being interrogated on the intricate details of my find by an officer working with the 11e Régiment de Chasseurs Parachutistes and the 17e Régiment de Génie Parachutiste

Clearly our allies have considerable experience dealing with countries experiencing internal conflict and they showed complete professionalism while dealing with their English 'local'. Even when carrying out a search, the French have a very good manner in winning 'hearts and minds'.

French hospitality is clearly second to none, both with food and a brew: the promise of wine in their ration packs was sadly just a rumour, although there was a rather nice pâté. Who else but the French would think of supplying a buffet to ease tensions at a local village shura, with the aim once again of winning 'les coeurs et les esprits'?



Sapper Benjahmin Baker 'terps' for French troops.

For a couple of sappers wanting to see how their French counterparts work, this was a dream assignment. We saw they had the same emphasis on safety, although their rules sometimes varied - with different materials for their plastic explosives and different burn rates on their fuses.

The final attack on the enemy's position was memorable. Embedded in a French section of sappers as their interpreter, going in on the first wave of the assault hearing them cry... "Attack dans dix secondes ... en avant!"

Exercise Eagles Amaranthe was my first brigade-level exercise and it was great training. But training is all about getting better and I for one know that revisiting my French vocabulary books will be useful. After all, there is never a time when perfect interpretations are more needed than when describing to a French sapper how to use English live explosives.

That is when you really need an engineer who is also an interpreter."



A French soldier deals with a mortar bomb.



UK and US soldiers work together in the int cell.



UK and US troops enjoy a spot of tabbing



Joint UK/US Military Intelligence Course

The exercise saw 60 soldiers from 5MI - which has sub units based in Edinburgh, Glasgow, Gateshead, Leeds and Nottingham - deploy for two weeks training with 70 of their US counterparts in Edinburgh.

The Commanding Officer of 5MI, Lieutenant Colonel Nat Haden explained: "The course consisted of a five-day intelligence exercise, when the troops ran an intelligence cell dealing with the scenario of a rapidly destabilising overseas state and a potential non-combatant evacuation operation of UK and US citizens living and working in the country. The soldiers also practiced core military skills and revised analytical techniques."

The exercise also aimed to build on relationships formed when 5MI Bn deployed to North Carolina last September to train with the USMC.

During their stay members of the USMC also enjoyed visits to Edinburgh and Stirling Castles, as well as attending football matches at both Hearts and Hibs.

Reservists from 5 Military Intelligence Battalion (5MI Bn) based at Redford Barracks, Edinburgh, trained alongside their Regular counterparts from the United States Marine Corps (USMC) 2nd Intelligence Battalion, as part of Exercise Phoenix Odyssey during October and November 2015.



Career Management

Helping you manage your military career

Career Management (CM) for the Army Reserve is changing. In essence, we are making Reserve CM the same as the Regular model where we can and where it makes sense to do so. We want to deliver better advice and greater opportunities to Reserve personnel, improve our ability to identify and nurture talented individuals and engender trust in the CM system. Development of the structure is moving at great pace and we will keep you updated regularly by signposting you to the key aspects through ARQ, an electronic newsletter and social media.

Many pieces of the jigsaw are already in place; we have more Army Reserve personnel working here in the Army Personnel Centre (APC), 79 Reserve units now have a Regimental Career Management Officer (RCMO) and we are carrying out CM training for all Military Secretary (MS) staff. In addition, all senior Captains and above are now career managed in the APC. We also have Reserve representation on each of the integrated Promotion and Appointment Boards. There is still much to do but we are making progress and hopefully you will start to reap the benefits of these changes.

Brig O'Leary, Assistant Deputy Military Secretary

The Reserves Section of the Career Management Policy Branch sits in the Army Personnel Centre in Glasgow and is a mix of Regular, Reserve and Civilian staff, with the aim to develop and improve the career management of Army Reserve personnel. It welcomes direct contact from Reserves and general comments, ideas to improve the system and any other feedback should be directed to Lt Col Stephanie Jackman at APC-CMPol-ReservesPlans-SO1 @mod.uk.

The Career Management Handbook - Update

The CM Handbook is the 'one stop shop' for all information concerning Career Management. It explains to individuals and those with CM responsibilities what they should be doing, how they should be doing it and tells the reader what they can expect. Part 3 covers all aspects of Reserves CM. It is available on the MS Web – just go to the Homepage and click on the link or copy the URL into your browser:

<http://defenceintranet.diif.r.mil.uk/Organisations/Orgs/Army/Organisations/Orgs/msweb/Pages/CMHandbook.aspx>

A new update was recently added (Part 4) which covers all aspects of Boarding. If you are responsible for running a Board at unit level this is the guide for you. For further information or feedback, contact Jean Thomson on APC-CMPol-CI-SO1@mod.uk .

You will also see the 'Battle Box' – this is a depository for all the other policies and regulations you might need stored in one place to help you.

Valedictory Letters.

Valedictory Letters are sent out to all Reserve personnel who have completed at least six years service on leaving. It's the Army's opportunity to say 'thank you' and is signed by the Assistant Deputy Military Secretary. Unit admin staff must complete an AF E 20036 and forward it to the relevant CM Branch at APC. This will be swiftly actioned and eligible Reserves will receive a personal letter from ADMS.

Reducing the Load - Appraisal Reporting (AR) Review.

Much has been done in the last few years to reduce the load on hard-pressed reporting officers. A new review has begun to check that what is already in place is working and to see what else we can do to make things easier. The lead for the work is Lt Col Rob Blake on APC-CMPol-PTL-1501@mod.uk. If you have views/ideas on how the process can be further improved, please get in touch with him.

How do you contact your APC Desk officer? (Senior Cpts and above)

The desk officer is there to help you. To get in touch email your enquiry to the relevant Branch mailbox, ensuring that you include your personal and contact details.

AMS	-	APC-AMS-Mailbox@mod.uk
Cbt	-	APC-CM-Cbt-Mailbox@mod.uk
CbtSp	-	APC-CM-CbtSp-Mailbox@mod.uk
ComdSp	-	APC-CM-ComdSp-Mailbox@mod.uk
CSS	-	APC-CM-CSS-Mailbox@mod.uk
Gen Staff	-	APC-CMGenStaff-Sec-Mailbox@mod.uk

Officers - Promotion to Major.

In Nov 15, we ran the first pan-Army Promotion Board to select Army Reserve Captains eligibility for promotion to Major, called the Beige List (Bel(R)). The Board score all Captains at the same time and select those who scored the highest for promotion. The process is more transparent and fair to all. It allows Career Managers to provide individuals with considered career management advice and goes some way to introducing a structure to Army Reserve careers.

The results of the Board were published in Dec 2015 and Career Managers are now in touch with those who were selected to discuss suitable employment opportunities. Around 200 posts will be available to newly promoted Majors during the course of 2016.

The next Board will run in Nov 2016 and anyone not successful at the Dec 2015 Board will be considered again, providing they remain eligible for promotion.

Where can you go for more information?

The MSWeb contains useful information for the Army Reserve. In particular:

- Reserve Regulations
- CM Handbook - Including the Battle Box
- JSP 757

You can find it at:

Internet: www.armynet.mod.uk (Career/MS Web)
Intranet: MS Web
Or email APC-CMPol-Mailbox@mod.uk



Kentigern House



Short International Attachments and Exchanges

The Army International Branch (AIB) sponsors the Army Language attachment programme and short term attachments and exchanges between foreign countries in support of the Army Language and Cultural Policy.

The Army 2020 review established overseas engagement and capacity building as one of three core purposes for the Army and short-term attachments and exchanges provide an ideal opportunity to engage with foreign armies to the benefit of both parties.

Opportunities exist for Reserve units and individuals including:

Army Exchange Programme (AEP)

The AEP provides short term exchanges of between 2-6 weeks. The exchanges should not be simultaneous as it is important that each individual hosts the other in their country.

Army Language Attachment Programme (ALAP)

The ALAP provides the opportunity for 'total immersion' language attachments to overseas armies in order to develop language skills. It is open to applicants with accredited prior learning to SLP 2222 or A Levels in any language. Where applicants have no formal language qualifications, AIB can make arrangements for other language assessments or take the applicant at risk.

UK/US Reserve Exchange Programme

The exchange programme is an annual, two-week, tri-service individual exchange of personnel (Lance Corporal to Major), between the UK Reserve forces and US Reserve components. It usually takes place between May and September and its aim is the promotion of interoperability with US forces. The programme offers Army Reservists the chance to participate in brigade/battalion level Field Training Exercises (FTX) with their US counterparts.

Regimental Alliances, Affiliations and Bonds of Friendship

A significant number of Reserve units have formalised regimental links of various types and a full list of these is available on the AIB intranet page. Advice can be sought from AIB Attachments and Exchange staff as to how these links can be used to generate international engagement opportunities.

Army Reserve International Staff Courses

Opportunities exist for suitably qualified and recommended officers to attend Reserve courses at a number of foreign staff colleges. Currently, Canada the US and France offer places, which are supplementary to the equivalent UK staff training.

Attachments to Commonwealth and NATO armies

If a Reservist is temporarily living abroad for less than 12 months for the purpose of civilian employment or study and they wish to prevent a break in service, they may be attached to Commonwealth or NATO army, subject to the consent of the host country. More details can be found in Army Reserve Regs, Chap 2, Par 1, para 2.014e and LANDSO 1226.

AIB maintains a budget in support of short term individual attachments and exchanges, which is primarily for outbound air travel. Any overseas allowances for UK personnel fall to the UK donor unit. Unless other funding provision is made, the cost of inbound attachments and exchanges, including flights, accommodation and food, would fall to the visiting country.

How to apply

Details of all these programmes and how to apply may be found in 2015DIN07-156, which is published on both the AIB intranet page and the DIN index. Your unit admin staff will be able to provide access to these.

Points of contact

Short-term attachments and exchanges:
Major Ruth Littlejohns
email: ArmyGS-Intl-Atts-SO2@mod.uk

SO1 International Reserves:
Lieutenant Colonel Ray Hughes
email: ArmyGS-Intl-Reserves-SO1@mod.uk

Reintroduction of the Gap Year Commission

A pilot scheme to reintroduce the Gap Year Commission (GYC) will run from 2016-2018 and offers an opportunity for individuals to spend a pre-university gap year as a commissioned officer.

Applicants must obtain a 'no risk' Main Board pass at the Army Officer Selection Board, with final acceptance dependent on the individual obtaining a place to read a first degree at university or college.

All GYC Officer Cadets will attend the Reserve Commissioning Course at the Royal Military Academy Sandhurst. On successful completion of the course, GYC candidates will commission into allocated cap badges, taking into consideration the preference of the officer and the ability of the unit to offer an interesting, exciting and varied experience.

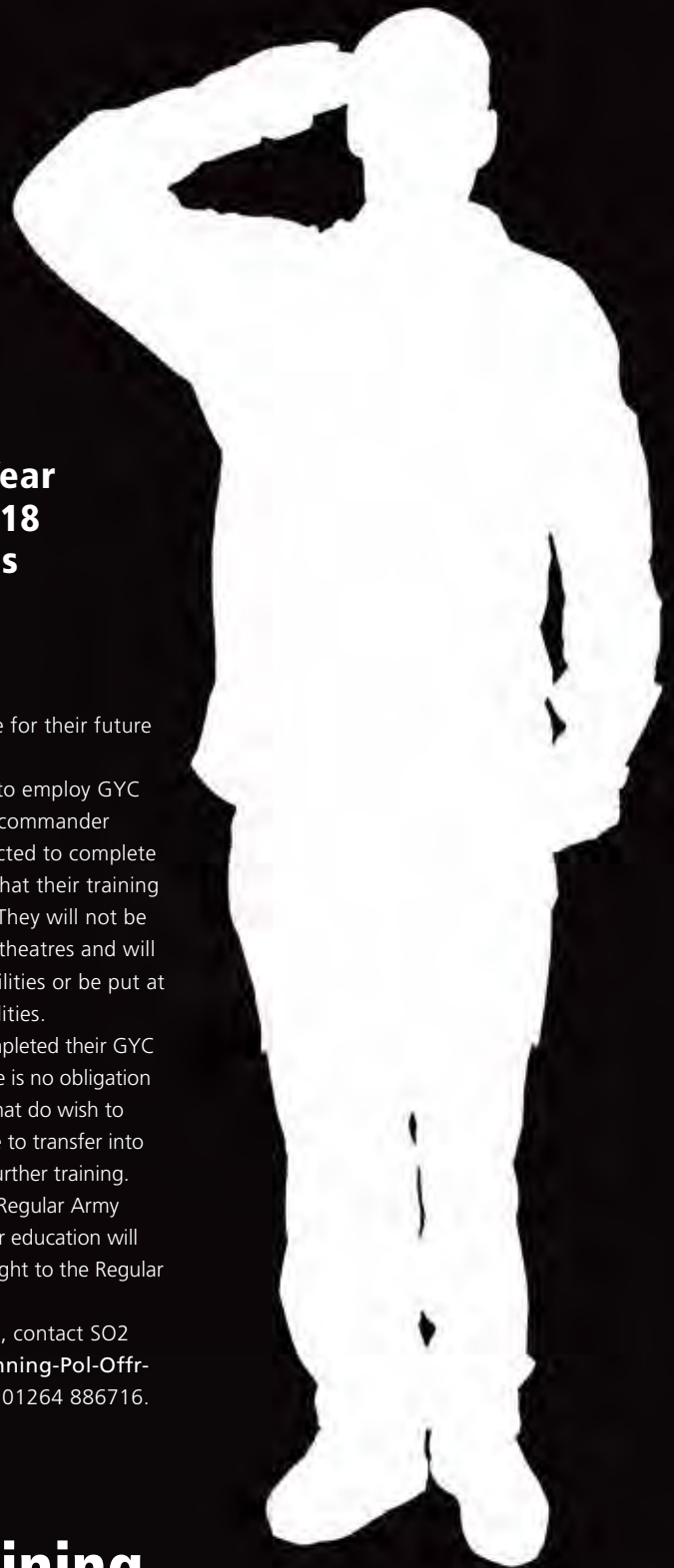
Those that pass will be commissioned into the rank of Second Lieutenant and will undertake a 'year out' that is without comparison. Not only will they have the opportunity to take part in overseas exercises, adventurous training across the world and team, winter and individual sports, they will also be paid £18,000 for the

year, enabling them to save for their future university expenses.

Units will be expected to employ GYC officers in a platoon/troop commander capacity and they are expected to complete the full range of activities that their training and competencies permit. They will not be sent to hostile operational theatres and will not take direct part in hostilities or be put at risk from exposure to hostilities.

Once an officer has completed their GYC with the Regular Army, there is no obligation to continue service. Those that do wish to continue serving will be able to transfer into the Army Reserve without further training. Those who wish to join the Regular Army after completing their higher education will be qualified to proceed straight to the Regular Commissioning Course.

For further information, contact SO2 Officer Policy on ArmyManning-Pol-Offr-Pol-SO2@mod.uk, or call 01264 886716.



Increase to Voluntary Training Other Duties (VTOD) Levels

Units seeking to increase individual Reservist's training attendance in excess of the set level of 80 days, are now able to apply to exceed the limit on a graduated scale.

Gate 1. Additional training requirement to exceed 90 days but not beyond 150 days - application trigger at 80 days.

Gate 2. Additional training requirement to exceed 150 days, but not beyond 180 days - application trigger at 140 days.

All applications must be agreed by the budget manager or unit Training Major and authorised by the CO, to a total not exceeding 180 days VTOD. This does not include the 19 to 27 days required for bounty earning.



The Army Mediation Service

The Army Mediation Service is a voluntary and confidential service available to all personnel within the British Army. It assists those experiencing conflict within the workplace to reach a mutually agreed resolution to their issues through the facilitation of open and honest discussion by accredited mediators.



ARMY

Contact the Army's Mediation Services Coordinator on:

Mil: 94391 2730

Civ: 01264 381 730

Email: [Army-mediation-0mailbox \(MULTIUSER\)](mailto:Army-mediation-0mailbox (MULTIUSER)@mod.uk) Email: Army-mediation-0mailbox@mod.uk

Insurance for Reservists.... Do you need it?

By Major Derek Saunders

It's a dull subject, but having adequate personal liability, accident and kit insurance is something you should seriously consider as a Reservist. Although it is not compulsory, the consequences of not having any could prove problematical.

Ponder this scenario:

You are on annual camp and it's day 11. You've finished training on the area, and you are back in camp with 40 minutes to kill before the evening meal. One of the lads has a football, so you all have a bit of a kick around, during which you miss a tackle and badly wrench your knee.

The medical centre packs you off to the local A&E, where it's confirmed that it's a nasty injury and you are going to be off work for at least eight to 12 weeks. Are you covered? Will your PSAO get the ball rolling for the Disability Allowance, which is your Daily Rate of Pay and can be paid for up to 182 days? The answer is 'no'. Because the kick-about was unsupervised, not part of the training programme and conducted without safety or authority, you do not qualify. So what are the potential implications?

You won't be able to go to your civilian job the following Monday, which won't please your boss, who has already had to manage without you for two weeks. Or if you are self-employed it could be detrimental to your business. In short, it may cause serious financial difficulty and you may struggle to support your family.

But there are insurance options available to Reservists, and many other policies out there that will cover you. RPAX is one and Service Life Insurance is another. Details of both can be found on DIN 2013DIN01-113, available from your unit admin office.

It's worth thinking about, isn't it?

Changes to the way Service Complaints are handled

The way in which Service Complaints (SC) are dealt with by the Services changed on 1 January 2016.

The new procedure is designed to reduce delay and therefore the current three-tier system will be replaced by two levels in most cases; a first decision, followed by one appeal level.

The Service Complaints Commissioner is now the Service Complaints Ombudsman (SCO) with increased powers to review SC and make recommendations for consideration by the Defence Council. Complainants will have the right to raise concerns to the SCO about the way in which their complaint is being handled by the chain of command.

SC that are already in the system and have not been concluded by 1 Jan 16 will move to the new system and complainants will be informed in writing how the changes will affect them. The process of submitting a SC to your CO, using an Annex F to JSP 831, remains the same.

Further information is available from SO2a Army Service Complaints Secretariat, email: ArmyPersSvc-PS2-SC-SO2b@mod.uk

Reduction in MATTs liability for some Reserves

Reserve personnel in non-deployable units and HQs now only have to undertake MATTs to Level 3.

The policy change, which came into effect in November 2015, means that those Reserves in staff appointments will now complete MATTs at the level required of the unit they are working in, conforming to the same standard as their Regular peers.

Level 2 remains the requirement for the majority of Reserves with the exception of those serving in Regular deployable units or warned for operations. They are required to complete MATTs to Level 1.

Further clarification can be obtained from Army Training Branch SO1 Reserves on 01264 387197 or email: [ArmyTrg-Group-Mailbox\(MULTIUSER\)@mod.uk](mailto:ArmyTrg-Group-Mailbox(MULTIUSER)@mod.uk)



Your Voice, We're Listening

Key findings from the Reserve Continuous Attitude Survey (RESCAS) 2015

Thanks to all 3,500 of you who completed RESCAS 2015 and told us about your pay, job satisfaction, workload, kit and equipment, civilian employment, training and much more.

This information is being used to provide the evidence for change.



What you said last year Life In the Army:

- 92% felt proud to be in the Army Reserve.
- 77% of you were satisfied with life in the Army.
- 91% said that you enjoy serving in the Army Reserve.
- 86% would recommend joining the Army Reserve to others.
- 61% of you reported high morale, but 13% reported low morale.
- 52% reported that workload in the Army Reserve is high.

Pay and Allowances:

When you were asked about pay, 54% of you were satisfied with Reserve Service pay. The majority of you were satisfied with the annual bounty (73%).

38% were satisfied with financial incentives and 21% were dissatisfied.

Training:

40% of you were satisfied with the amount of training undertaken with Army Regular Personnel

Kit and Equipment:

Approximately half of you were satisfied with the standard and availability of your personal equipment.

Recruitment and Retention:

Top 3 reasons for joining:

- 1) For the challenge
- 2) To serve my country
- 3) For the excitement and adventure

Top 3 reasons for staying:

- 1) People, friends and camaraderie
- 2) To serve my country
- 3) For the challenge

Top 3 reasons for leaving:

- 1) Poor management and leadership
- 2) Work or employer pressures
- 3) My age

Civilian Employment:

63% of you reported using your civilian skills in the Army Reserve.

64% of you used your military experience in your civilian employment.

Do You Agree? The next RESCAS will be distributed in January 2016, and we would like to encourage everyone who receives a copy to provide your honest opinions on Army Reserve life.

The more surveys completed, the stronger our argument for change.

The Army Headline Report allows Service Personnel to gain important and prompt feedback on RESCAS Army results together with comparisons with last years report and the other Services, where appropriate.

You can find this at: <https://www.gov.uk/government/collections/tri-service-reserves-continuous-attitude-survey-index>



Highlights of the Army Reserve Development Programme

Our Reserves are essential to our military capability - providing skills and expertise all the time, greater mass in the short term and acting as a platform for expansion in the medium term.

The Army Reserve is also crucially important for securing the military position in the nation and linking us to civil society. Army Reserve units routinely train alongside paired Regular units operating with the same kit and equipment which ensures complete interoperability in times of national need. Investment in the Army Reserve makes better use of our resources. The Army Reserve also delivers capabilities that can be safely held at longer term readiness and provides access to skills that are best developed and maintained in the civil sector or are too costly to retain in full-time military service.

Manning

Trained Strength

3,680 new entrants - 3,500 soldiers and 180 officers - passed through basic training and joined the trained strength in the period 31 Aug 14 to 1 Sept 15.

This is a 237% increase compared with the same period in 2013/14, which saw just 1,550 new entrants - 1,500 soldiers and 50 officers - join the trained strength.

With a mix of 3,680 direct entrants plus 1,890 ex-Regular transferees, the quality and capability of the Army Reserve is enhanced, as it integrates with the Regular Army. The rise in numbers joining is testament to the continued hard work, initiative and commitment of commanders, teams and individuals across the Army Reserve to meet the challenging demands of Op FORTIFY.

This is further evidenced in the positive response to 2015 Reserve Continuous Attitude Survey, with 86% of responders stating that they would recommend others to join the Reserves.

Pay, Reward and Recognition

Reservist Pensions and Paid Annual Leave

- Pensionable Pay Entitlement.
- Paid Annual Leave Entitlement.

Tax Free Annual Bounty

- £436 year 1 rising to £1725 year 5.

Enlistment, Training & Transfer Bonuses

- New recruits: £300 Enlistment Bonus.
- New recruits: £1,000 Phase 1 Training Completion Bonus.
- New recruits: £1,000 Phase 2 Training Completion Bonus.
- Ex Regular: £10,000 Transfer Bonus (staged in 4x annual payments).

Education, Accreditation and Personal Development

- Access to funded:
 - Foreign language training.
 - Higher Education courses.
 - University short courses.
- Civilian accreditation of military training and courses.

Army Reserve

What's the score?

by Army Reserve Development

Reserve Career Management

Working towards a fully integrated Career Management structure, fit for purpose, aligned to the Regular model where feasible and sensible to do so, underpinned by empowered and professional people and supported by streamlined process with in-built assurance.

Career Managers

- Introduction of Regt Career Management Officers (RCMO) at unit level, managing junior Capts and below.
- Fully integrated management of Senior Capts and above at APC with Desk Officers responsible for both Regular and Reserve cohorts. Uplift of Reserve appointments within APC including 1* ADMS.

Doctrine and Training

- Reserve Chapter in the Career Management (CM) Handbook.
- Centralised CM training, delivered by APC, ensuring accomplished management and advice at all levels.

Further Enhancements

- **Centralised Boarding.** First pan-Army Beige List (Reserves) BeL(R)), identifying Captains promotable in 16/17 sat in Nov 15.
- **AR Load.** Easing the annual report administrative load and freeing the CoC time for reinvestment in CM: initial phase endorsed and into implementation.
- **Career Reviews.** The Introduction of Career Reviews for successful BeL(R) candidates.
- **Unposted List updated:** Scoping the Army Reserve Reinforcement Group (ARRG) intelligent talent/resource management.

Equipment

Weapon Systems

- Upgraded SA80-A2 Rifle.
- Glock Pistols.

Including:

- Picatinny rails.
- Down-grip.
- Light-weight day and CQB sight.

Close Combat Equipment

- Helmet Mounted Night Vision Sight (HMNVS).
- Laser Light Module MK3.
- FIST (Thermal Sight).
- Upgraded CWS.
- Upgraded Maxi-Kite.

Fighting & Support Vehicles

- Landrover WMIK delivered to Yeomanry.
- Pinzgauer GTV delivered to Light Gun Regiments.
- MAN SV delivered.

Reserves in Training and Operations

Integrated on Operations

Afghanistan, Sierra Leone, Cyprus,

Integrated into Regular Training

Kenya, Jordan, Canada, Malaysia, UK

Overseas Training Exercises

22 Reserves Overseas Training Exercises at CT Level 2 and 3 at CT Level 1 to countries including: Cyprus, Slovenia, Germany, Gibraltar, Croatia, USA, Denmark, Italy, Australia, Holland.

Opportunities for other overseas activity include: Defence Engagement and deployment on Regular unit exercises.

Officer Training

RMAS

Lead First.

- One year full-time continuous training development opportunity within the Regular and Reserves environment.
- Conducted as Full Time Reserve Service (Full Commitment; Lead First) terms and conditions of service.

Reserve Commissioning Course.

- Eight-Week consolidated Reserve Commissioning Course comprising 4 x 2 week modules (Modules A-D) delivered 3 x annually at RMAS.
- UOTCs/OTRs also deliver Modules A and B in both 7 x weekend and 2 week consolidated formats, allowing greater

flexibility in attendance. All OCdts commission at RMAS as Army Reserve Phase 1 trained 2Lts.

Career Development Training Courses

- Advanced Command and Staff Training activity for newly promoted Lieutenant Colonels.
- Intermediate Command and Staff Training Activity for newly promoted Majors.
- Captains' Training Intervention - a series of knowledge, skill and experience developmental activities comprising a selection of modular/consolidated/distributed events to support Captains at Regimental Duty and for secondary roles eg: instructor, watchkeeper, battle captain, liaison officer.

Support

Dedicated Reservist Unit Support Officers

Unit Support Posts Established

- 74 Regimental Operations Support Officers.
- 81 Regimental Operations Support Warrant Officers.
- 11 Unit Employer Support Officers.
- 242 Regimental Sub-Unit Support Officers.

Employer Support

and Engagement Teams Established

- 9 Regional Employer Engagement Teams (REET).
- 13 Joint Force Regional Employment Engagement Directors (REED).
- Joint Employer Engagement Coordination Centre (JEECC).
- Defence Relationship Management (DRM) strategic engagement team.

Welfare and Well-being

- Access to 77 Whole-Force Army Welfare workers'.
- Army Dependants Trust eligibility; £15,000 death-in-service benefit.

Defence Reform Act

- Broader powers for mobilisation ensuring that Reservists become fully integrated into the Regular Forces.

Travel

- HM Forces Rail card.

Career Opportunities in dynamic, multi-national Operational Headquarters



Deployed ARRC HQ

One of Defence's hot topics is the emerging NATO concept of the Very High Readiness Joint Task Force (VJTF). Within the British Army, elements of this are being developed at Imjin Barracks, Gloucester, home of the Allied Rapid Reaction Corps (HQ ARRC).

One of NATO's top operational headquarters, HQ ARRC is a multi-national joint headquarters commanded by a UK Lieutenant General with staff from 19 participating nations. The HQ is geared to rapidly deploy on NATO, EU, coalition or national orders to undertake combined and joint operations.

Whilst on the face of it a high readiness force may not seem to offer many Reserve opportunities, you only have to gain a sense of the HQ's tempo to realise there are exciting career and training opportunities available for Reservists.

HQ ARRC has long relied upon augmentation for exercises and deployments from across the Reserves; however as ARRC's Deputy Chief of Staff, Support Division, Brigadier Allan McLeod explains, the intent is to now increase ARRC's own Reserve liability.

"I have seen first-hand the benefit Reserves can bring. For example, on exercise Trident Jaguar earlier this year, Reservists with civilian media skills were fully integrated into the HQ's Combined Joint Operations Centre to lead on both exercise serials plus provide the 'real life' comms wrap around for the exercise, vital for the HQ in projecting its profile and capability outward to both reassure friendly nations and deter potential aggressors."

"I also realise the HQ will need to adapt some current working practices to be more Reserve-friendly, for example running MATTs and NATO induction courses on weekends. However, with our own 25m range, plenty of mess socials, worldwide adventure training and battlefield tours on offer it is my intent that HQ ARRC should be seen as the HQ in which to gain not only multi-national and joint professional experience but also to participate in the full range of extra-curricular activities the Army and our NATO partners can offer."

The strategic level at which HQ ARRC operates is one of its great attractions as is its multi-national composition, as Maj Martine McNee, a Reservist serving as a civil servant at Army HQ Scotland, and part of the newly established 77 Brigade, explained:

"I was employed right in the centre of things on Exercise Trident Jaguar 15, as the public affairs expert in the Combined Joint Operations Centre and was able to have a complete theatre overview of what was going on in the scenario - something you would never be afforded in any UK headquarters, and certainly not in a Reserve unit. I was making decisions which had implications at the highest level and involved the very reputation of NATO. Being brought into planning meetings as the expert providing public affairs advice in the immediate aftermath of major incidents was daunting but thrilling, exactly what I'd trained for!"

There are opportunities for the Reserves to work in all staff branches at Innsworth, with career opportunities opening up at Senior NCO to Colonel level. As the integrated Army develops, wearing the ARRC spear as your formation flash can only enhance your military professionalism and career prospects.



"ARRC is NATO's oldest rapid reaction force headquarters. It deployed to command multi-national forces first in Bosnia in 1995/96, then again in Kosovo in 1999 and more recently in Afghanistan in 2006/07. Our aim is to provide a credible and capable headquarters that is adaptable, agile and configured to meet the complex challenges of the contemporary operating environment. Critical to our capability is the quality, skills and commitment of those who augment us when we deploy, either on exercise or on operations, in particular personnel from the Reserves who bring their additional civilian skills, the number of which we are now seeking to increase from across all three Services."

Lieutenant General Evans



Major Andrew Every, a Chartered Quantity Surveyor from Bedford deployed with the Headquarters of the NATO Allied Rapid Reaction Corps (ARRC) as part of Exercise Arrcade Fusion 15. He worked alongside the Public Affairs Office team, where he utilised his experience with 100th (Yeomanry) Regiment Royal Artillery to provide insight into battle damage assessment of different weapon systems.

"This type of role puts you totally out of your comfort zone - you are attending high-powered meetings where important decisions are being made. My input is to think 'What will tomorrow's papers say? How will they report what is being proposed?' and step in where appropriate - although it may not be what they want to hear!"

"Working with HQ ARRC you are in a NATO 3-Star environment, shoulder-to-shoulder with foreign nationals where the scale and size of the exercise keeps you constantly busy. When I tell my colleagues back in the UK what I have been up to they don't believe me".



Major Martine McNee running the public affairs desk during Ex Arrcade Fusion 15.



Mission Planning on Arrcade Fusion,



Joint UK/German JTAC team

National Reserve Headquarters Royal Artillery *Not just Gunners!*

National Reserve Headquarters Royal Artillery (NRHQ RA), based in Woolwich, is evolving to meet the demands of Army 2020. The regiment, formerly known as CVHQ RA, now comprises an All Arms Staff Pool, an RA specialist Battery and a Tactical Air Control Party (TACP) Battery, and provides Army Reserve officers and soldiers in support of operations and exercises in the UK and worldwide.

In the last few months, members of the All Arms Staff Pool have deployed to Norway, the Baltic States, France, Spain and there are extensive opportunities for deployments at home and abroad. It's all a far cry from the days when it was thought to just provide Watchkeepers for Regular Army Brigades on operations and exercises. Lieutenant Colonel Bill Bolam, the Commanding Officer of NRHQ RA, highlighted the variety on offer within the Pool:

"A small but critical element of the Whole Force concept, the All Arms Staff Pool supports all Reaction and Adaptable force Brigades, Divisional HQs, HQ ARRC and HQ UK SJC with dedicated Staff Officers. Demonstrable output and utility to the Regular Army is key, and that utility comes in a variety of forms. Increasingly we are involved in UK Resilience operations with a growing footprint in HQ UK SJC, and the Regiment provides Staff Support in the widest sense - be that in niche areas such as media operations, or re-writing tactical doctrine, SOPs or updating publications. Many of the staff have deep experience from decades of Regular service, which is proving invaluable as the



255 Battery Naval Gunfire Liaison Officers dropping in to an exercise in Gibraltar.

Army re-focuses on major combat operations and divisional level war-fighting."

Another part of the regiment that continues to epitomise the best the Whole Force concept has to offer, is 221 (Wessex) Battery RA. Based in Larkhill, it provides gunnery staff support to 1st Artillery Brigade, the Royal School of Artillery, the RA Gunnery Training Team and regiments on operations and exercises. There are opportunities for all soldier ranks from Gunner to Warrant Officer Class 1, as well as Reserve officers. The Battery provides training teams, Naval Gunfire Liaison Officers (NGLOs), Gunnery Safety Staff, Battlespace Managers and Targeteers. Over the past year it has deployed to the USA, Australia, Croatia, Malaysia, Canada, Kenya, Latvia, Austria, Norway and Italy. Adventurous training has also been undertaken on three separate continents. Life in the Battery doesn't look like slowing down in 2016 either; Major Brett Bader, Battery Commander said: "It is an extremely exciting time to be a member of the Battery as we continue to play an increasingly integral role in support of operations and exercises all over the world."

255 (Somerset Yeomanry) Battery RA, a Tactical Air Control Battery based in Bath, is another new addition to NRHQ RA. The Battery has the job of supporting operations and exercises by providing Tactical Air Control Parties (TACP), as well as individual Joint Terminal Attack Controllers (JTAC). These are highly skilled personnel who control combat aircraft in support of ground troops. Members of the Battery have deployed all over the world over the past year, working with fighter aircraft and attack helicopters from many countries including the United States, Estonia, Germany, Canada, and Kenya.

JTAC-Instructors from the Battery are in high demand to instruct and supervise Regular Army JTACs on training exercises, and Staff Sergeant Nathan Timbrell has



Member of the All Arms Staff Pool at work

recently returned from exercises in the US and Estonia in this role. He has deployed all over the world in support of not just British Forces, but our NATO and coalition allies.

Staff Sergeant Timbrell said: "I joined the Army Reserve in 1999 and after a tour of Iraq in 2003, I decided I wanted to train as a JTAC. It has been hard work to gain my qualification as a JTAC-Instructor, but having deployed to Afghanistan it has been worth it. 2015 has been an amazing year with some once in a lifetime deployments working with our NATO allies. The highlights will always be the exercises where you are working with the Americans, like on Exercise Eagle Strike recently in Estonia. Calling in American fast air and A10s in support of ground troops is not something many people have the opportunity to do."

Major Nick Sparks, Battery Commander, said: "255 Battery is the only dedicated TACP and JTAC unit in the Army, and we currently hold some of the most experienced JTACs in Defence. It has supported operations and training worldwide for more than 15 years, and at one point more than half the unit strength was mobilized."

The Battery has already got some firm plans in place for 2016. "We will be taking part in some high profile exercises with key



UK allies," Major Sparks commented. "Our main exercises next year are in the UK, USA, Germany and the Czech Republic, where we will be working with a number of NATO partners. These deployments will give our soldiers the chance to work with JTACs and aircraft from all over Europe as well as the US."

NRHQ RA is an extremely diverse unit that has opportunities for all ranks and ages. If you are interested in finding out more, please email Captain Yogprasa Thapa at NRHQRA-RCMO@mod.uk or call Major John Eldridge on 0208 781 3421.



Horns of Jericho.

Army Photographic Competition

Two Reservists from 77 Brigade scooped top prizes in the 2015 Army Photographic Competition.



The Old Guard.



Bdr Murray Kerr

Bombardier Murray Kerr (*left*) won Best Amateur Portfolio and Major Andrew Whitehead-Hughes won Best Amateur Sport and Adventurous Training category with his portrait of Afghan Officer Cadets playing tug of war in Kabul.

Bombardier Kerr said: "I've come runner up a couple of times, which is very good as well, but it's really good to have that acknowledgement, knowing that the standard was really high within the competition. *Horns of Jericho* is definitely my favourite image. I was working at Horse Guards and there was an Easter concert at the Guards Chapel. After it had finished and the guys were packing up,



Tug of War by Major Andy Whitehead-Hughes



Major Whitehead-Hughes's winning photograph was taken during an organised competition between the officer cadets of the Afghan National Army Officers Academy in Kabul when he was Officer Commanding Officer Selection at the Academy.

"I like this shot because, as with a lot of the Afghan imagery I was able to capture during my time in Qargha, the subjects are very colourful and animated. This image is typical of the drama they

can portray through their faces and physicality in the moment. I have taken some pictures on this tour I am really proud of, but this one is the best I have within the criteria of Army and Sport."

I jumped in and asked if there was any chance I could try a few different angles. The chapel has this ornate ceiling so I had an idea to shoot it from the ground looking up. It's probably my favourite image I've ever taken for the Army."

Both Bombardier Murray and Major Whitehead-Hughes serve in No 5 Column in the Hermitage-based 77 Brigade. Commanding Officer, Lieutenant Colonel Rolf Kurth, said: "Major Whitehead-Hughes and Bombardier Kerr are accomplished photographers, a skill they bring to the British Army in this world where images are so important in shaping narratives. This public recognition of their talents is most fitting and thoroughly deserved."



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REGULAR & RESERVE

Build up to the Cambrian Patrol

As part of a new Defence Engagement concept, 6 Rifles sent a team to Georgia to train the Georgian Armed Forces entrant for the 2015 Cambrian Patrol. Serjeant Yaz Zaza, explained why 6 Rifles undertook this task.

The aim of the engagement was to assist Georgian commanders in selecting the most competent soldiers and give them the best chance possible at succeeding in the competition.

At our first introduction with 1st Georgian Brigade, we conducted a UK military swim test in order to highlight the importance of this skill when it comes to the river-crossing stand on the Cambrian Patrol. The Georgian soldiers showed professionalism and enthusiasm from the outset, although they didn't seem quite sure of our role or what to expect from the week.

Initially, they seemed baffled at why they were involved in lessons relating to battle-procedure and orders, as this is seen as something that only concerns their patrol commander, however they soon caught on to the 'thinking Rifleman' concept and were encouraged to be inquisitive and ask questions throughout.

The difference between our tactics was marked, with the Georgians usually adopting a full frontal advance in a section attack with SF provided by a platoon machine-gun.

Their officers and soldiers were impressed by the flexibility of our tactics - the concept of flanking attacks and our ability to conduct a successful patrol attack independent of SF. By this stage, the Georgian team had already started to adopt our 'thinking Rifleman' concept.

The training continued at a fast pace, with a five-mile endurance march carrying 25kg to be completed in an hour, which aimed

to introduce the Georgians to the arduous nature of the competition and to allow their commanders to select those soldiers with the most stamina, fitness and grit. They soon realised that the Cambrian Patrol would be no walk in the park - particularly after conducting five hours of section attacks on the last day, followed by a two-mile individual best effort run, carrying all their kit and equipment.

After a long week in a very hot and humid training area, it was a relief to spend the second week of the exercise trekking in the much cooler Georgian mountains. Reflecting on the experience, I found it invaluable and it certainly helped in my development as a new Serjeant, particularly with regards to planning training, battle exercises and attack lanes.

6 Rifles training clearly paid dividends as the Georgian Army successfully completed the Cambrian Patrol and were awarded a 'finishers certificate'.

Sjt Yaz Zaza training the Georgian Army's Cambrian Patrol team.





Cambrian Patrol

Arguably one of the toughest Army tests, this year's Cambrian Patrol saw 119 entrants, including 15 Reserve units, attempt to complete the arduous course across the Welsh Black Mountains.

The Cambrian Patrol originated in 1959 when a group of Welsh Territorial Army soldiers designed a weekend training event featuring long-distance marching over the Cambrian Mountains, culminating in a shooting match on the Sennybridge training area.

Having developed over the years, Exercise Cambrian Patrol is now open to all three services (Regular and Reserve), as well as international participants, with an overall aim to provide a challenging patrols exercise in order to enhance operational capability. Teams of eight, including a patrol commander (Senior NCO, Warrant Officer or an Officer), a second in command (Junior NCO) and

six private soldiers must make up the composition of the group. Team performance is assessed throughout and scores are awarded on the conduct of the patrol, quality of reports and actions at each task.

Each phase lasts 48 hours and in that time each patrol will cover approximately 50km (climbing and descending about 1000m), carrying on average 30kg per person.

Patrols are faced with a number of military scenarios, such as dismounted close-combat skills, river crossings, first-aid and casevac drills, night navigation, IED awareness, CBRN drills, patrol techniques and helicopter drills, to name a few. They are assessed on military skills (70% of total marks), Orders (15%) and Debriefing (15%).

With three levels of award - Gold, Silver and Bronze, patrols must achieve 75% or more of the points available to attain



3 PWRR's bronze medal winning team.



Gold, 65-74% to achieve Silver and 55-64% to gain a Bronze. Those patrols who complete the course in the time allowed, but have scored less than 55%, receive a finishers certificate.

Of the 15 Reserve unit entrants, three managed to complete the course - a testament to its extreme difficulty. Of those, 3rd Battalion The Royal Anglian Regiment achieved a silver award, 3rd Battalion Princess of Wales's Royal Regiment achieved bronze and 103 Battalion REME received a finishers certificate.

Exercise director, Brigadier Martyn Gamble, Commander 160th Infantry Brigade and Headquarters Wales, said: "The patrols who did well should be rightly proud of their efforts and achievements, from certificate finish upwards. Those who failed to finish can learn the lessons from this year and come back more determined next year."



New Virtual Weapons Locker brings the Army into the 21st Century

Army Training has sponsored the development of four Virtual Task Trainers (VTTs) for the SA80, HMG, GPMG and Glock 17 weapons, enabling soldiers to familiarize themselves with the equipment at home.

Hosted on the Defence Gateway, the Weapons Locker can currently be accessed via a PC (Windows) or MAC (Apple) and will be available on all devices, including mobile phones, by June 2016.

The VTTs offer users a virtual 'hands-on' exploration of the weapons, which are 100% accurate in dimension, scale and look and enable them to rotate, move and zoom 3D model components through 360 degrees. Users can now practice procedures such as removing and replacement of parts in real time, and go through the Observation, Practice and Testing elements of the Weapons Handling Test (WHT), with the added benefit that there's no weapon cleaning required afterwards!

The main three elements comprise:

Observation:

The observe element of the VTT presents the user with a 3D animation of the procedure chosen, the animation runs through the procedure and is supported by audio and text to enhance and enforce the learning experience.



Practice:

This model allows the user to practice the procedures and drills learned during the observe element. Each step must be followed exactly and feedback is provided during the practice if the steps are not in the correct order. There is no audio support during the practice, but there are text hints and tips at the bottom of each screen.

Test:

The test section is exactly the same in function as the practice section apart from the fact that the user is not presented with any text hints and tips. On completion they are given a score sheet that displays their performance, and any failed elements are displayed in red text.

All the VTTs require a pass rate of 100%.

This new technology is particularly beneficial for Reservists as it offers greater opportunity to gain the virtual 'hands-on' experience required to become proficient, from any location with internet connectivity, helping build confidence and developing and refreshing skill levels.

For further information on the Weapons Locker, contact: Bob Stephens, Training Branch at: army_trg-trgdev-Irntech-so3@mod.uk, or robert.stephens953@mod.uk, Tel: 94391 7210 or 01264 381210

Army Reserve marks new beginning on the Isle of Man

Almost half a century after the closure of the island's last military unit, a new Army Reserve Centre has opened on the Isle of Man.

More than 30 newly recruited Reservists, all Manx men and women, took part in their first parade during a flag-raising ceremony at the new Army Reserve Centre in Douglas.

With the support of the Manx Government and employers on the island, the Army launched its recruitment initiative, with a view to re-establishing Reserve Forces on the island. The aim was to create several sub-units of different military trades all under one roof. The Isle of Man Army Reserve Centre offers the chance to work in roles across several trades: Infantry, engineering, artillery, logistics, communications, medicine and even military intelligence.

Brother and sister Liam and Caitlin Dunn were among the new Reservists who took part in the ceremony held at Government Building on Lord Street. Both have joined the island's Royal Logistic Corps troop.

Caitlin, aged 20 and a store assistant, said: "I'm about to start the training course that will get me qualified as a soldier and then I'll train in logistics too. I've really enjoyed my first few weeks with the unit and I'm looking forward to gaining more skills, like my HGV licence."

Liam, aged 24 and an apprentice railway engineer in civilian life, previously served as a Reservist on the UK mainland. He explained: "I had to travel some distance at weekends to train with my unit there, and it was difficult to arrange the time away from work, so when this opportunity came up I went for it. I'm really glad it's opened; it's our home."

Brigadier Christopher Coles, 42 Infantry Brigade and HQ North West, attended the ceremony. He said: "There's a strong tradition of military service on the Isle of Man. With the expansion of our Reserve forces I feel we've got a duty to come here and show people what we do, and the early evidence is there are lots of people here who are willing to serve. The people I've met so far are very clear about what they're signing up to and they each bring that classic ingredient of a Reservist - wider experience."



New Reservists, brother and sister, Liam and Caitlin Dunn.

Former personnel who served with the island's last Army unit, which closed in 1968, attended the ceremony to meet with their successors and pass on some of their own experiences. William Kneale, 83, did his national service with the island's artillery unit until 1954 and welcomed the establishment of a modern force there. He said: "It's fantastic. If ever they are needed, we will now have the Reservists to call on as well as the police and civilian authorities. I'm very pleased to see this happening."



Veteran, William Kneale.

INITIAL TRAINING GROUP



ARMY TRAINING UNIT NORTH EAST

Army Reserve Unit praised by OFSTED

Army Training Unit (North East) was praised by OFSTED in their first ever inspection of a Reserve training establishment, receiving 'Good' judgements in all three aspects:

- outcomes for recruits,
- quality of welfare and duty of care
- effectiveness of leadership and management for recruits

The unit was inspected by a team of HMI inspectors during initial recruit training and was graded 'Good' overall - an exceptional achievement for the unit, which faces the same rigorous challenges of Regular military training establishments.

Lt Col Simon Moss, CO ATU (NE) and a strategic analyst for North Yorkshire County Council in his civilian life, said: "To achieve 'Good' in all three aspects as well as an overall judgement of 'Good' in what is the unit's first inspection by Ofsted, is an excellent achievement and reflects the hard work of the Reservists and Regular staff who work here. I am particularly pleased that the quality and dedication of the instructors was recognised by the inspectors. Our challenge now is to continue to make improvements in order to meet our ambition of being graded as 'Outstanding'."

LCpl Adam Argile, who in his civilian career is a finance manager for Sheffield City Council, said: "It's great news to be

acknowledged by OFSTED. I believe it accurately reflects the high standard here at the unit and it is very rewarding to play a part in contributing and delivering increased numbers of Army Reserves through Op Fortify."

The centre was praised for having highly motivated instructors delivering lessons with extreme skill. OFSTED's report also identified areas of 'Good Practice' that should be fed back into the wider Army training establishments for adoption. The unit's success comes on the back of sustained achievement and an ongoing continuous improvement plan.

ATU (NE) is based at Strensall near York and provides the initial training for Reservist recruits from all Reserve units in the North East of England. It is one of the Army's eight regional training establishments for Reserve forces, having an average annual throughput of around 430 recruits. Training for recruits follows the Common Military syllabus (CMS) and is run over four weekends or by undertaking a seven-day consolidated course.

LCpl Adam Argile.





Elaine Harries, MD Action Express.

Engaging with Employers

By Lt Col Curly Dillon, SO1 Employer Engagement

The MOD has lots of links with private industry. It buys huge amounts of equipment and contracts for services in the UK and on deployed operations. It also has links with other government departments and public organisations like the NHS or local government. But the MOD has special reasons for engaging with employers: the Career Transition Partnership for service personnel leaving the Regular Forces, the Wounded, Injured and Sick scheme for those invalided out of Regular or Reserve service, and importantly for all the Reservists who must juggle work commitments with Reserve service and the rest of their personal life.



Keri Preece of Harper MacLeod, an Edinburgh law firm, flanked by Pte Stephanie Dalgouette RAMC and Tpr Jonathan Gemmell, SNIY.



L-R Martin McPhee of EBB Paper, Paul Burk from Antalis and Steven McLure from Litho Supplies - all employers of Reservists in Scotland.

The Army is engaging with employers to make it easier to be a Reservist. If employers are supportive, more people will join and more will stay longer. Employer Engagement (EE) is about better communication, whether formally with the Commanding Officer's annual notification exercise to be completed each January, or informally through events and constant dialogue throughout the year.

Small businesses will find local engagement meets all their needs. However large companies, or groups, sometimes with subsidiaries, often have human resources

policies applying across the country. To make it easier for them, the MOD has set up the tri-service Defence Relationship Management organisation to work with the largest 200 companies. This doesn't mean that units don't need to maintain local links with large organisations, but they need to keep DRM informed about what they are doing, usually via the Employer Engagement team at their Regional Brigade HQ, or the Employer Engagement director at their RFCA.

Recent EE activity

There is a huge amount of EE going on weekly across the UK, ranging from sub-units inviting their soldier's employers to see them in action at the local Army Reserves Centre, to visits to

overseas training exercises. For example, in October, over 30 employers spent two days on Salisbury Plain and at Warminster watching a combined arms manoeuvre and live firing exercise, gaining a better understanding of the skills acquired by Reservists during military training and how skills critical to successful business can be transferred.

Elaine Harries, MD of Action Express, a transport business based in Northampton, that needs LGV drivers, said: "For me, what came out was the sheer professionalism of our Armed Forces. The reason I want to work with the military is because the soldiers have been well trained, they're responsible, they have the right behaviours and right skill set. When I'm putting somebody out in one of my vehicles I need to be certain that they're going to look after the vehicle. I've recently started working with our local Army Reserve Centre because I can offer the ability for someone to work as a driver for me, but they can then take the time off they need to do the training that the Army needs them to do."

Clifford Masey, a divisional manager with Complete Group's recruitment business went further: "It was a case of coming down here and gaining further insight into the Army and Reservists. We're looking at Reservists to come into our business on the project management side of things. They've got a huge amount of experience, knowledge and skills that we can draw on, so we would look to find and recruit Service Leavers and





Employers examining a UAV capability close up.

Reservists into positions that maybe they wouldn't have thought of before. It could be beneficial to both parties to match up the skills and experience and any lacking industry knowledge can then be trained."

Involving your boss is a hugely important part of Reserve service. Maj Phil Croager R SIGNALS is a programme manager at Fujitsu. He commented: "My line manager is very supportive in terms of being flexible, so I manage to prioritise my day job with my commitments to the Reserve. The unit is very careful to programme a long way in advance

what your commitments are so you can plan your working life as best you can."

Building a relationship with an employer, large or small, is a long-term investment. Human capital is as important to successful employers as it is for the Army. Enduring dialogue is the key to employers understanding what we can do for them, so that we understand their needs and priorities. Ultimately, engagement is a two-way relationship underpinned by good communication, started by the Reservist with his or her boss or line manager. The stronger this is, the better positioned we are likely to be when exposed to the stresses of providing capable and motivated Reservists for operations in the future.



Pte Rosie James and Eddie Mewies.

Private Rosie James

P rivate Rosie James joined 203 Transport Squadron, based in Loughborough, in 2014, completing Phase 1 training in June 2015 and has already gained a Class C driving licence.

In civilian life, Rosie is an environmental consultant with Mewies Engineering Consultancy, a company specialising in preparing noise, air quality, odour and vibration assessments for potential development sites. Eddie Mewies, Managing Director at M-EC, commented:

"We have actively been supporting the Reserve Forces since 2013 and have found many mutual benefits of employing Reservists, particularly in terms of leadership and organisational skills."

M-EC has been selected to receive a gold award, the highest in the MOD's Employer Recognition Scheme, and is the only small business in the UK to receive this award.



Employers watch a live firing demonstration



Sapper Anthony Gaunt lays bricks.

This was the show's biggest ever project. Over £1 million was raised to transform a street of 26 empty council houses in Manchester to make them available to veterans suffering from PTSD or physical injuries as a result of conflict.

With a goal to complete the first phase of the project in just two weeks, 299 PARA Sqn RE, provided volunteers who gave up their time to chop trees, build walls or do general labouring to help complete the first two houses within a challenging time-frame. Charity organisations, individual tradesmen,

Glasgow Taxis show support for Scottish Army Reserves

Glasgow Taxis Ltd demonstrated its support for Scottish Army Reserve units by wrapping two taxis in Army Reserve branding to promote this year's recruitment campaign.

The advertisements, known in the trade as 'super-sides' will embellish two of the city's iconic hackney cabs which will circulate Glasgow's streets around the clock.

Sergeant Major David McFarlane from 6 SCOTS said: "Reserve units in Glasgow have something to offer anyone who is looking for excitement and to do more than the usual with their spare time."

Professor Frank Pantridge.





Sapper Anthony Gaunt and Cpl Howard Luxford.



3. Prince Harry and Sapper Vikas Dhani.

DIY SOS

When the TV programme DIY SOS put out a call for volunteers to help re-furbish a run-down estate for ex-servicemen to move in to - Reserve Engineers stepped up to the plate.

local companies and royalty in the form of Prince William and Prince Harry united to deliver the homes in Canada Street, now known as 'Veterans Street'.

When the first two homes were handed over to their new occupants, it was a proud moment for everyone who had helped - right down to the morale-boosting ice-cream van who supplied free cones to the workforce!

John Borge, formerly a corporal in the Queen's Royal Lancers, suffers from PTSD following a tour of Iraq in 2004. He and his family were one of the first to move in to the street, to a property that had been formerly used as a cannabis farm, but now boasts a garden laid with paving slabs by Prince Harry himself. John said: "This project should be replicated everywhere, there are that many

guys out there suffering from this who need this help."

299 Squadron's Capt Phillip Taylor, one of the volunteers, said: "It was a great honour to be involved and 299 will be there for the next call to support."

The project will be completed in 2016 and it is hoped that 24 families will move in to the refurbished properties.

Northern Irish Reserves commemorate Ulster medical hero

A Belfast Army Reserves Centre has been renamed in recognition of a former Northern Irish soldier with the Army Medical Corps, who was to become globally famous for developing the first ever portable defibrillator - a device which has saved countless lives since first being used in the mid 1960's.

Professor Frank Pantridge CBE MC, was born in Hillsborough, County Down in 1916 and served as a Lieutenant in the Second World War. Taken hostage in the fall of Singapore he spent time as a POW forced to work on the infamous Burma Railway.

After studying for a time in the USA at the end of the war he returned to Northern Ireland's Royal Victoria Hospital and to Queen's University Belfast. His first portable defibrillator was installed in a Belfast ambulance and later refinements were to come into use around the world. He passed away in 2004, aged 88.

The newly named Pantridge Army Reserve Centre is home to 253 (North Irish) Medical Regiment, which has strong links with the medical world in Northern Ireland. The official re-naming ceremony was performed by the Lord Lieutenant of Belfast, Fionnuala Jay-O'Boyle,

who explained to guests that her uncles were treated on the front line by Royal Army Medical Corps troops and went on to live full lives.

CO, Lt Col Jamie Baxter, commented: "The work of Professor Frank Pantridge is not recognised enough by the international audience and I hope in a small way the re-naming of the Army Reserve Centre in Belfast will go some way to rectifying that."



Lord Lieutenant of Belfast, Fionnuala Jay-O'Boyle.



Thumbs up for a great day - Cpl Matt Symons makes a new friend.



The Sembal House community and the team from 266 Sqn RLC.



The team from 266 Sqn RLC (L-R) Pte Tanya Bowyer, Pte Greg Jardine, Sgt Gavin Dobson, WO1 Sam Payne and Cpl Matt Symons

Port and Maritime recruiters spread some cheer at Sembal House, Southampton

Sembal House is a day centre that opens its doors and facilities to the elderly and disabled. To help brighten up the morning and introduce something a bit different to the normal weekly programme, Army Reserves from 266 Sqn RLC took some of the kit along to the centre; bergens, body armour, camouflage and some of their specialised maritime equipment was produced for the centre users to try out.

Sergeant Gavin Dobson, who served in the Regular Army for 22 years, is a trained Port Operator and the Squadron's full time recruiting SNCO. He explained why he had organised the initiative: "I pass the centre most days and thought it might be a good

Five members of 266 Squadron Royal Logistic Corps, Port and Maritime Army Reserve unit, entertained Sembal House Resource Centre users in Southampton.

idea to pop in to ask if we could come along and brighten the day - bring along some of our kit, and show everyone there what we do - something a bit different and out of the ordinary."

The Army Reserves from 266 Sqn who went along on the day are all currently members of the Squadron's recruiting team. They spent the morning chatting, enjoying the interaction and doing one of the things that the Army Reserve do best - making a difference to their local communities.

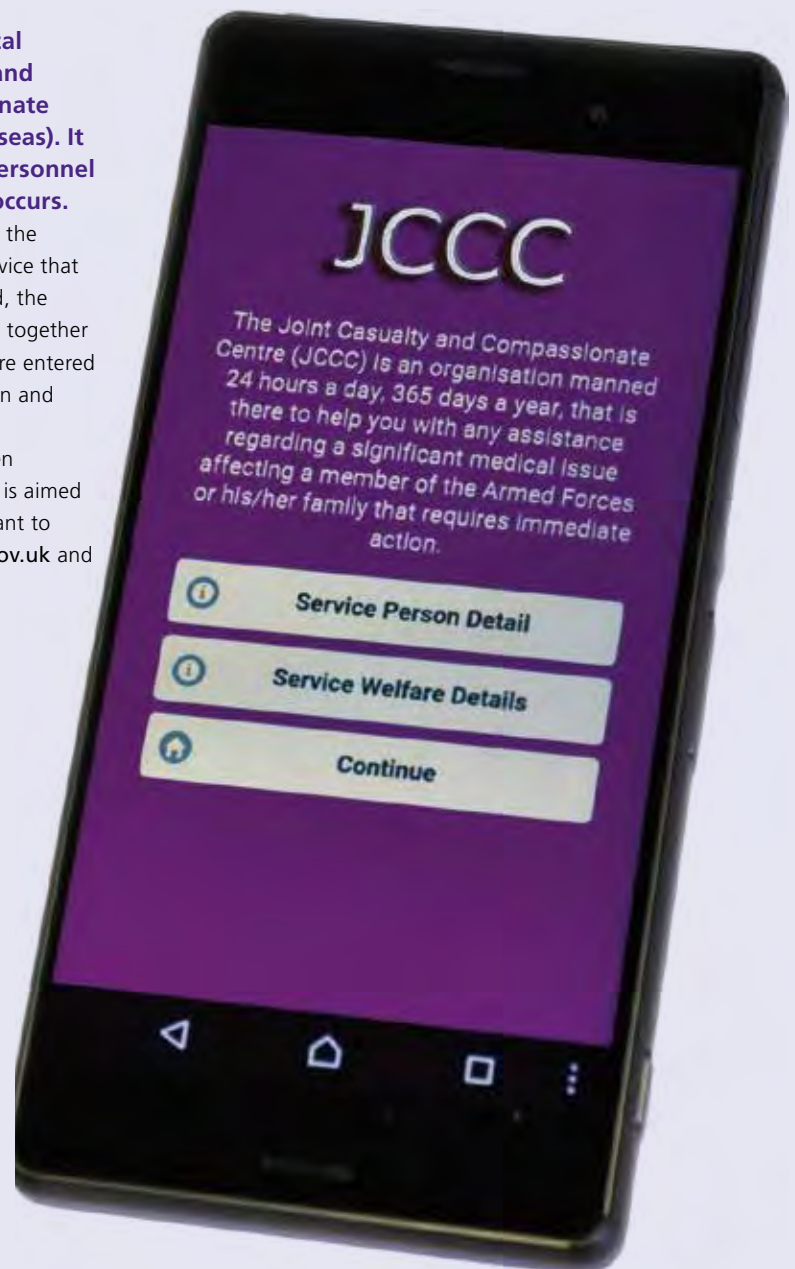
JCCC launches new app and briefing films

The MOD's Joint Casualty and Compassionate Centre (JCCC) has launched a new mobile app, 'MOD ICE' and two briefing films to help service personnel and their families access their services.

The JCCC provides a 24/7 service to all service personnel and is the focal point for casualty administration and notification and requests for compassionate travel (for those personnel serving overseas). It will take immediate action for service personnel and their families when an emergency occurs.

The new app can be downloaded by visiting the 'Defence Gateway' website using the mobile device that they wish to host the app on. Once downloaded, the service person's name, rank and service number, together with the most relevant welfare officer's details are entered into the app. It can be used by the service person and their wider family at any time.

Alongside the app, two short films have been produced which highlight the JCCCs work. One is aimed at service personnel and the other is more relevant to families. They can be viewed by visiting www.gov.uk and searching for 'JCCC'



Time to quit

Stopping smoking has a number of personal benefits, particularly to your health, so why not consider making a resolution to stop



Fitness is a requirement of serving in the military and essential to living a healthy life, whatever your role. It provides many benefits that support a person's health - some of which are particularly beneficial to those involved in active roles, such as resilience to adverse environmental conditions, stress and improved recovery times from injury.

Effects of smoking

Smoking has a huge negative impact on a person's fitness, health and wealth, including;

- Immediate and long-standing detrimental effects on exercise and physical activity.
- Smokers have less endurance, poorer physical performance, and increased rates of injury and complications from physical activity.
- More prone to injury and longer recovery times.
- More susceptible to heat and cold injury.
- Shortness of breath.

Benefits of stopping smoking

Quitting smoking has been shown to help reverse the effects of bone loss, and giving up smoking can have immediate benefits for your health and wellbeing, including;

- Within 20 Minutes your blood pressure and pulse rate return to normal.
- Eight hours since you last smoked and the nicotine and carbon monoxide levels in your blood will drop by 50% and your blood oxygen levels will return to normal.
- Two days without smoking and your lungs will start to clear out any mucus and related debris.
- Over time, your circulation will improve as well as smoking related coughing, wheezing and breathing issues.

Gunners celebrate 300 years of The Royal Artillery

On 16 May 2016, the Royal Artillery will celebrate its 300th anniversary. As part of the celebration of this significant milestone, a west-to-east circumnavigation of the globe known as 'UBIQUE 300' commenced at its birth place of Woolwich in the summer of 2015 and will finish at its regimental home, Larkhill, in spring 2016.

To commemorate the occasion, a baton designed to represent the Regiment's 300 years, will be carried around the globe, before being presented to the Captain General, Her Majesty The Queen, when she reviews the Regiment on the date of its foundation. Known as the Captain General's Baton, it is being passed from unit to unit across the world and embodies the spirit of 'UBIQUE' - meaning 'everywhere'.

As part of UBIQUE 300, Reservists from 101st (Northumbrian) Regiment Royal Artillery, 203 (Elswick) Battery, took part in Exercise Northern Elswick, a level three trekking expedition around Johannesburg, the Free State and the Transvaal in South Africa, where their predecessors 'The Elswick Battery' deployed during the South Africa wars.

The main body of 203 Battery arrived in Johannesburg after a long journey from the UK and set off the following morning for the Mnweni Hiking Centre, for a final brief and admin check before setting off for a three-day trek through the Drakensburg Mountains, taking in heights of up to 3000 metres.

Having a local guide for the duration of the trek proved invaluable as Captain Graham Donkin, PSAO explained: "Ian Shooter, the guide, was an outstanding asset as his knowledge of history and the local area was endless. He would often stop and give a quick insight into a tree, shrub or rock formation and how it was used by the Zulus. We took advantage of a short stop at a cave in the rock face that was used for refuge and a vantage point by the Zulus - and made sure the Captain General's Baton (that we had picked up from 1 Royal Horse Artillery on a boat in the middle of the South Atlantic) was rested there."

The journey took the group along the border of the Kingdom of Lesotho, an enclaved, landlocked country, completed surrounded by South Africa.

The remoteness and total silence of the location was felt by all, although that silence was broken in the early hours of the morning. LBdr Arron Gore, a chef in civilian life described a noise 'that sounded like a thousand horses galloping through our harbour area.' In fact it turned out to be a mule train of 30 donkeys travelling through the mountains carrying a cargo of marijuana. Thankfully the handlers from Lesotho passed by with their wares without concern.

Trekking and sleeping under canvas in such remote locations was a first for the majority of the young Reservists taking part in the expedition. LBdr Gore said "Never in my life did I imagine that joining the Army Reserve would lead to me trekking round the mountains in South Africa. Simply outstanding!"

The trek continued, but got progressively harder as the days passed. The Tugela Falls stretch was particularly challenging, with the trail ascending to a summit of 3200 metres and taking six-and-a-half hours to climb.

Captain Steve Phillips, expedition leader, said: "This was the most challenging day of the exercise but at the same time was the most awe-inspiring and rewarding for the guys. The gully up to Tugela Falls and the chain ladders back down were pretty scary and the scenery resembled something from the Jurassic era."

After a hard five days slogging around the foothills and heights of the mountains, a change in dynamics saw the exercise take on a different tone, with some less arduous, but nonetheless

important activities. A visit to the Spion Kop memorial and battlefield enabled the group to pay their respects to the fallen during the Boer War. The Battery has a lasting memory of this conflict as one of the original guns used during the conflict and believed to be the only one remaining on display, is in the 203 (Battery) drill hall in Blyth.

Having completed the expedition, 203 Battery, handed over the Captain General's Baton to 47 Regt RA to continue its global journey.



Sgt Mark Ferron scales the 40m chain ladder to the top of the Tugela Falls.



Where there's an up, there's a down.



LBdr Arron Gore holding the Captain General's baton at the summit of the Sentinel in the Drakensburg mountains.

Riflemen engage in the Caucasus

By Capt Justin Mantle, 6 RIFLES

6 RIFLES defence engagement role in the South Caucasus provided an excellent opportunity for the British Army's first adventure training expedition into the Georgian mountains.

" **A** recce established that we needed to choose routes and accommodation within four hours of a major hospital (just in case!), so we selected the west coast location of Batumi, bordering the Black Sea.

Twenty-two students split into two groups would spend five days trekking, with a mixture of roughing it in the mountains and experiencing Georgian hospitality in a lodge.

It all started for each group with the issue of their rations, waterproofs, tent and cooking gear before they headed to Heathrow and met each other for the first time. A military sense of humour was essential from the start, as the journey to Batumi is not a nice one. A four-hour flight to Istanbul, followed by a nine-hour wait in the small hours before completing the rest of the journey, meant they arrived 20 hours after leaving London. The very last thing they wanted was an arrival brief, but sorry, that came next.

Home for the next night was in the Georgian Military Barracks - it was no Hilton Hotel, but after a long journey everyone slept well. The groups then headed to Bahkmaro, a three to four-hour drive away, which allowed for plenty of time to experience Georgian driving - made more interesting by the constant manoeuvring around pigs, cows, horses and goats lying in the road!

For the next four days and three nights the groups were in the mountains. Their main aim was to 'develop individual courage and leadership skills through controlled exposure to risk in a challenging outdoor environment'.





Cooling off at the Mtirala waterfall.

All of the students managed to attain the Summer Mountain Foundation qualification, which entails having five quality mountain days, being able to use a compass and guide a group, gain over 600m in height and have an understanding of the weather and its effects. This was a fantastic achievement and great to see for all involved.

Both groups were greeted in the mountains by friendly villagers who offered refreshments and a warm welcome. They trekked to heights of 2755 metres on Mount Sakornia and

2599 metres on Mount Khino, enjoyed a dip in Mountain Lake and a cultural chat with the Georgian trekking guide who talked about life in Georgia since its independence in 1992.

The group's fourth mountain night was spent at 'Shoka Lodge' in Mtirala National Park. They had beds again and were able to freshen up, so were very pleased. They also enjoyed a local Georgian BBQ, and as you'd expect there was lots of meat! It was an early night for most after an exhausting few days. A continental-style breakfast was served

the next morning followed by a trek to a waterfall. This was a welcome respite for all concerned as it was the first time they hadn't had to carry a tent, cooker and clothing. We all enjoyed cooling off under the waterfall and relaxing for a while there, before trekking out of the National Park to meet the transport and head back to Batumi.

As an added bonus, the Salamanca Band of the RIFLES were on their annual camp in Georgia at the same time, so we were able to see them play at the Piazza. A great way to end an enjoyable week."



Rfn Adkin takes a bearing.



The view!

3.

Climbing Mount Charleston.

Welcome to cowboy country...

A very different side of Las Vegas and San Diego for 204 Field Hospital



Raising the Stars and Stripes in NEMTI.

Over 100 members of Northern Ireland's 204 Fd Hosp left the wintry shores of the Emerald Isle for the much more agreeable climate of California, to embark upon an annual camp involving trauma training, tactical combat casualty treatment and a bit of adventure training thrown in for good measure.

With the interoperability of UK/US troops of key importance across all cap-badges, 204 Fd Hosp made the most of the opportunity to learn from and share knowledge with their American counterparts. First stop was the Naval Expeditionary Medical Training Institute (NEMTI) in Camp Pendleton, a major US marine base a short distance (so near but yet so far!) from San Diego. NEMTI is a vital stop in the pre-deployment training continuum for American personnel deploying in support of overseas contingency operations.



Dinner night on USS Midway.

Temperatures at the camp reached around 100 degrees even as early as the daily 0800hrs hoisting of the flag ceremony when everything stopped for the Stars and Stripes to be raised and the US national anthem played.

The first part of the training involved the setting up of a field hospital in the desert and running through scenarios in which 204 Fd Hosp members had to cope with large numbers of traumatic battle injuries. The second phase was a visit by the whole Fd Hosp to the Los Angeles County Hospital (LACH). This involved working with the very latest in medical technology with the world's leading trauma experts, who also ran a bespoke five-day training course in their medical training facility for selected medical personnel from 204 Fd Hosp.

The last phase was a brutal training exercise: the Tactical Combat Casualty Course (TCCC) at Camp Pendleton. The TCCC provides personnel with the knowledge and skills to provide medical care in a combat environment, starting off in the classroom and moving in the final stage to a number of practical scenarios on the training area.

Visiting journalists were offered ear plugs as protection against the simulated gunfire as 204 Fd Hosp took part in the trauma treatment training exercise. From the moment it started it was as realistic as you could get - the first patrol was under fire in no time, taking several 'casualties' (dummies with various traumatic injuries typical of those treated in Afghanistan in recent years). The casualties were extracted to relative safety, although still being subjected to

shouting, death metal music, strobe lighting and smoke, in a darkened room whilst performing life saving treatments. The next scenario was a surprise rocket attack, preceded only with a yell of "incoming". The ensuing ordeal took participants through gunfire, explosions, water and mud to finally rescue and treat the victims of the blast.

Captain Rachel McAuley said: "It is nothing like this in the City Hospital. There is no bluffing, the sound effects and the atmosphere made it very realistic."

A challenging adventure training package was also incorporated into the programme and members of 204 Fd Hosp took part in rock climbing, mountain biking, horse riding and trekking just a few miles away from the bright lights and searing temperatures of Las Vegas.

Happily, when the exercise was over, 204 Fd Hosp managed to get to San Diego where

a regimental dinner was held in their honour at the spectacular venue of the landing deck on USS Midway. An unforgettable ending to an amazing annual camp.



Major Kate McLaughlin from 204 Fd Hosp and Lt Col Tom Trinick, US Army, treat a casualty during a trauma treatment exercise.



Pte Scoulding takes a breather.

2 MED Brigade's 'Grand' Expedition

By Pte J Scoulding, 243 Fd Hosp

Exercise Northern Whitney Serpent was an expedition to the United States, aiming to develop leadership qualities of members of 2 Med Brigade. The original intent of the expedition was to complete two separate challenges: Climb Mount Whitney in California to a height of 14,496ft, and trek from the South Rim to the North Rim of the Grand Canyon in Arizona. Unfortunately, the former was cancelled due to poor weather, however, we were determined to make the most our trip and the second challenge in the Grand Canyon.

We set off from rainy Manchester and landed in baking hot Las Vegas. After some acclimatisation training in the Spring Mountains, and the occasional sightseeing opportunity, we headed to the Grand Canyon via the historic Route 66. That night we camped on top of the rim, and after waking up to a group of 350 kg elk five metres away from our tents, we set up our equipment, bought our rations and made final preparations for our four-day hike in the Grand Canyon.

The first stretch was a six-mile descent to our first camp site, where we could see the sun setting over the Colorado River. Each morning, we set off at around 0300 hrs to take advantage of the cooler temperatures, often hiking in the moonlight under a cloudless sky. We walked each morning through huge gorges, dried river beds, rock falls and precarious foot trails with 200 metre drops to the side. With temperatures reaching 45 degrees Celcius at midday, it was too

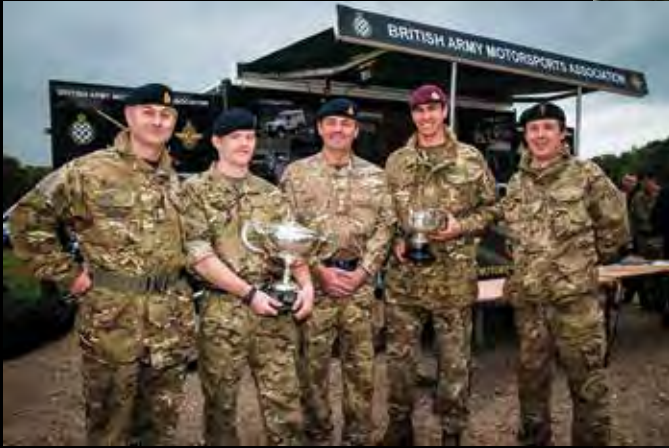
dangerous to hike between 1000-1600 hrs. Instead we took any opportunity to stay cool, often lying in the Canyon's streams or under waterfalls. This was the pattern that would dictate the rest of the trip.

It was fair to say that most of the group were a little nervous about the deadly wildlife we could encounter during the trek, including the venomous rattlesnake or a 65kg mountain lion. However, thanks to the numerous warning signs and graphic posters, it was apparent that it was the rabid plague-carrying Grand Canyon squirrel of which we were meant to be most fearful. Posters depicting gruesome photos of mutilated hands that got closer than the squirrel appreciated, plastered boards over the route. Safe to say we tried to stay clear of these creatures, which proved difficult as they were everywhere on the main trails.

The ascent out of the Canyon was the most challenging part; it equates to the same altitude of Ben Nevis and took us nine hours to reach the top, including a few stops to take in the view. All members of the group managed well with no problems, and when we reached the top we treated ourselves to a meal of 12 ounce steaks in true American style. To top off the whole trip, we spent two nights in Las Vegas!

Being a Reservist at 243 Fd Hosp, and having only completed basic training four months before the expedition, I jumped at the chance to travel to the States and achieve something I would rarely get to do in civilian life - having the opportunity to hike the Grand. My colleagues at work in the NHS are a little envious of the travel opportunities I am getting, I simply tell them don't envy me, join up too!





Army Motorcycle Championships 2015

By Capt JC Thompson, 299 PARA Sqn RE

The 2015 Army Motorcycle Championships held in October proved to be as exciting as ever and drew in teams from many regiments and also from the RAF, with personnel travelling from all over the UK and Germany to take part in the competition

The competitors had to cover a three-stage trial on their motorcycles to gather the least amount of penalty points on a challenging 10 mile course set out over the Longmoor Training area. Sapper Jordan Wright and Sapper Wesley Cockcroft made up the team from 299 PARA Sqn RE, with a small but merry band of 'Pit Crew' to assist.

Day one saw the riders getting used to the course and setting good times over the Enduro stages whilst the Trail phases saw some spirited efforts to clear the obstacles set out by members of the British Army Motorsports Association (BAMA). What struck me was the genuine encouragement from all spectators and competitors towards each other and in particular the large contingent of sappers that assisted the 299 entrants with many aspects of the competition.

The final day was excellent, with consistent high speed circuits of the course to be completed within a set time which demanded focused levels of concentration that challenged the riders. Sapper Cockcroft at one point was leading the Novice Class until he had a puncture and despite the best efforts of the pit crew, he could compete no further. However, sapper Wright finished the day as top Royal Engineer rider winning the Turner Trophy and also the Holden Trophy as best Reserve Forces rider. For good measure 299 PARA Sqn took home the Silver Cup as the 3rd placed Team, all on our first time at the Championships.



Sapper Wesley Cockcroft.



Sapper Jordan Wright on trophy-winning form. (above) and bringing home the silverware for 299 Para Sqn (left).

Gunner Greg sets his sights on Tokyo 2020

Reservist Gunner Greg Pitt, 106 (Yeomanry) Regiment Royal Artillery, has been a Senior GB Canoe Slalom Athlete since 2015. Canoe Slalom is one of the most spectacular water sports, demanding skill, stamina and courage. The aim is to run a rapid river course as fast as possible, without touching the 'gates'.



Competing at U-23 GB Level, he won a Junior World Bronze Medal and European Silver Medal, and was only 0.5 of a second off winning Gold. He has competed at four World and seven European Championships, consistently winning team medals. Ranked 'Top 15' in all Championships Individual Classes, he recently took part in the Inter Corps Championships Llandysul (Joint Forces) winning C1, C2, taking 2nd place in the individual K1 and winning Gold as part of the K1 team.

Greg and his C2 canoeing partner Adam Burgess, (C2 meaning two paddlers, kneeling and with single-blade paddles), were UK Champions in 2014 and recently took part in the World Championships at Lea Valley where the three-boat team took the C2 Team Bronze Medal, being narrowly beaten by France and Germany.

Unfortunately, Greg just missed out on qualifying for the Olympic Games in Rio 2016, as only one boat per canoeing category can be entered by Team GB. His sporting focus is now firmly fixed on the next four-year cycle and qualification for Tokyo 2020.



aekwondo

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Venue: Combermere Barracks, Windsor



태권도

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**For further information,
please contact:**

Mr Hussain (Course Director)
Mil: 94253 5115
Civ: 01753 755115
Email: HCR-TKD@mod.uk



'Out of practice' sappers enter Army Judo Championships... with surprising results

Sapper Damien Howden, 299 PARA Squadron, Royal Engineers, talked to ARQ about his return to the sport

It was only recently that I found out about the Army's judo programme after reading an article about it in *Soldier* magazine. Having enjoyed the sport many years ago, I thought it would be nice to get involved again and mentioned it to the unit's 2IC, Captain JC Thompson. He was very enthusiastic about the idea, and I soon found a fellow 299 member who had also done it previously.

Sapper David Scobbie had competed as a junior, though hadn't trained for the past 10 years, an even longer break than my seven years! With this deemed a 'minor' issue - we decided to enter the Army Judo Championships.

We were lucky enough to get some practice in before the competition as the Royal Engineers judo team invited us down to Chatham for a couple of days of pre-training. It was painful for both of us after so many years absence, but the coaching was first rate and it was good to get back into the swing of things before travelling on to Shrivenham for the big event itself.

The tournament was a real eye-opener, with some very

talented Judoka taking part. But Scobbie and I plugged away - often against much larger opposition and in the end came away with a handful of medals. Sapper Scobbie earned Bronze in the Novice Team event, and another well-deserved Bronze in the very hard-fought U90 kg Novice Individual category; and I managed to get Silver in the Intermediate Team event, a Bronze in the U90kg Masters, and another Bronze in the U81kg Intermediate category.

Five events between us and five medals was an extremely pleasing result, and we were both glad to do 299 PARA Sqn proud. The Royal Engineers as a whole also did a tremendous job, coming away with by far the lion's share of the day's medals.

The pre-training course and the Army Championships presented a steep learning curve, but Scobbie and I enjoyed every minute and I also signed up to represent the Army at the Inter-Service Judo Championships, held at RAF Cosgrove at the end of October. Unfortunately as there was no-one to fight in the same weight category as me, it meant I was entered into a higher weight category and I didn't fare so well as in the Army Championships.

Overall I took home a Bronze medal and the Army team came second to the RAF.



Sapper David Scobbie.



Sappers David Scobbie and Damien Howden bring home the medals.

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First United World Karate Championships

Five members of the British Army Karate team, including Reservist Sargeant Hayley Just, were selected to represent England at the First United World Karate (UWK) World Championships held in Slovenia in October.

The action kicked off with the preliminary Kata and Kumite events and the nerves were apparent. However, Sgt Just powered her way through to the finals in both the 'Female Veterans Shotokan Kata' and 'Veterans Female Team Rotation Kumite'. The remaining team members, SSgt Brian Hall, Pte Chris Rowan, LCpl James Nash, and LCpl Stephen Broadbridge, narrowly missed out on medals.

The next phase of the competition saw the individual veterans (over 35s) in action. SSgt Hall and Sgt Just have dominated these divisions within the UK and Europe and now were up against the best in the world. Sgt Just was first on the mat and after some hard-fought fights against tough opposition, made it through to the finals of the Kumite.

Unfortunately, SSgt Hall didn't fare so well and was unlucky to lose in a tough and very close fight.



Sgt Hayley Just with her stash of medals.



The Army contingent of the England Team.

Finals day saw four out of five of the Army team make it through and LCpl Nash, (freshly released from hospital after having his collar bone broken during the competition) was there to cheer them on. Kata was the first category to be called and the standard was amazing - a true spectacle to watch. SSgt Hall, Sgt Just and LCpl Broadbridge all took home bronze medals in their respective categories. With only the individual fights left, Sgt Just, competing in her second final of the day, was up against a formidable Italian opponent. It was a tough fight against a very experienced and fast competitor and Sgt Just missed taking home Gold by only one point.

With two finals in one day not being enough - she joined her England teammates for the final of the 'Team Rotational', going on to outclass their opponents to secure her third world medal and first Gold.

At the end of an amazing week of competing at the highest standard, the Army team took home a combined medal tally of two golds, one silver, and four bronze medals. A truly outstanding achievement for all involved.



Calling all netballers

By Capt Emma Bowes-Crick

What's been happening in Army Reserve netball? With the reinvigoration of sport within the Reserves there have been seven new secretaries appointed to drive sport forward. One of those is myself as Army Reserves Netball Secretary. My aim is to get as many Army Reserve and OTC teams as possible playing throughout the year.



Capt Emma Bowes-Crick in goal defence for the AMS.



Lt Rachel Hockenull in mid-air playing for 256 Fd Hosp.

This year, two Reserve teams entered the Army Inter Unit competition held in Aldershot in October. One was 167 Sp Regt RLC and the other was 256 Fd Hosp, as well as Exeter and London UOTCs. 256 Fd Hosp came a very credible third out of 19 teams, being beaten in the semi-final by the eventual winners.

256 Fd Hosp also took a team to the Army Medical Services (AMS) Inter Unit competition in May and came second overall. Within the AMS team there are currently four Reservists playing (myself, Capt Vadita Raihan, Lt Rachel Hockenull and Capt Trish Hamblin) and all were part of the Corps team that enjoyed a very successful tour to Cyprus in early October where the First Team won all of their matches. This tour was a warm up for the Army Inter Corps a few weeks later, where all four of those Reservists were selected to represent the AMS.

Currently I am encouraging teams from the OTC and Army Reserve to get matches going amongst themselves. The plan is then to run a tournament in October 2016,

with the top four teams going through to the Inter Units. This is all very much in the planning stage so will depend on numbers. I would then hope to select an Army Reserve team to play some matches throughout the year and eventually go on tour.

If anyone plays netball please get in touch. Even if you don't have a team we

are able to amalgamate units and are able to play Regular Army personnel if they are attached to a Reserve unit. I will be mailing all Reserve units and putting info on various websites including the Army netball association website, which will have a Reserves section to keep you up to date.

For further information, please contact me at: e_bowes_crick@hotmail.com



Warming up for the Army Inter-Corps, the AMS team in Cyprus.



L-R Professor Martin Binks,
Major Oliver Ng and
Steve Chapman from the
University of Nottingham

Spotlight on.. **Major Oliver Ng RAMC**

Officer Commanding the Nottingham detachment of 144 PARA Med Sqn RAMC, Major Oliver Ng's accomplishments in both his Reserve and civilian careers would put most of us to shame.

A surgeon specialising in colorectal cancer, he has recently scooped top prize in an ingenuity competition run by Nottingham University, for developing software to save the lives of people with bowel cancer - while also running trials which could improve the effectiveness of chemotherapy.

Major Ng's software programme streamlines the pathway for people diagnosed with cancer and speeds up the time it takes to go through referrals and tests. It does this by cutting down on the number of medics that patients need to see and by collating and sharing information. It has so far saved the NHS £60,000.

"It's nice that the work is being recognised," he said; "but more importantly that it is already being put to practical use

in Nottingham's hospitals and is having a positive effect on patient care."

Referred to as a 'modern day superman' in the Nottingham Post, it's easy to see why. Currently in his second year of a PhD, investigating whether iron injections improve patients' red blood cell count before surgery and during chemotherapy, he is also studying for a diploma in conflict and catastrophe medicine. In addition to this, his extra-curricular activities involve providing medical care at Donnington Park race course, running ultra-marathons, commanding his Reserve unit and earning his Para wings.

"I like to keep myself reasonably busy, I get restless otherwise," he said. "As far as my Reserve career goes, I've recently been promoted to Major, completed P Company and passed my jumps course.

Life is pretty full, but I wouldn't have it any other way."

DINs and ABNs

2015DIN009-018 The use of the post nominals by Reserves

2015DIN01-093 Explains the Army Reserve Group A Senior Soldier Entry Commissioning Process.

2015DIN01-142 Policy Guidance on the use of Reserves carrying out obligatory Annual Training, Voluntary Training and Other Duties, Additional Duties Commitments and Full Time Reserve Service Commitments

2015DIN01-157 Joining the Army Reserve: A Process Guide for individuals with previous military service (including details of incentives available)

ABN 66/15 Info on the new Reserve Professionally Qualified Commissioning Course

ABN 86/15 Army Reserve – selection for promotion to Major

ABN 090/15 Reserve AMS MTD flexibility requirements

ABN 162/15 International attachment and exchanges

ABN 163/15 Reserves MATT policy update

ABN 167/14 Army Reserve Group A: Age Upon Entry

ABN 170/15 The new Service Complaints (SC) System

ABN 172/15 Reserve Valedictory letter

ABN 173/15 Re-introduction of the Gap Year Commission

ARQ welcomes stories from Army Reserve units and personnel.

We need to be able to follow up stories easily, so reports should have contact details for someone who was actually involved in the event/activity, not just refer us to the PSAO, Bn HQ or a PR firm.

Your write up should cover:

- **What** it was;
- **Why** it happened;
- **Where** it happened;
- **When** it happened;
- **Who** was involved;
- **How** it was organised.

You should include quotes from participants, and the name of the author if they want it to appear with the article.

You must have authority to submit the story.

Photographs.

You must have the authority of those pictured to use photographs showing identifiable people.

Photographs must be at least 300 dpi, at least 1MB and sent as attached JPEGs or on a disc.

Please do not send photographs by dropbox or embed them in documents, just send them as attachments. Metadata can not be read so please send captions as a word document

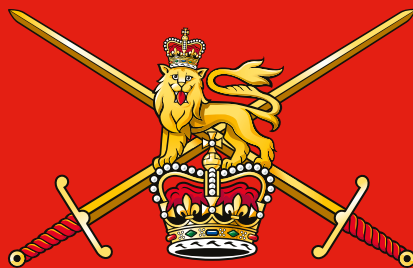
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Deadline for articles for **ARQ**:

Spring 16	-	23 Mar
Summer 16	-	22 Jun
Autumn 16	-	28 Sep
Winter 16/17	-	07 Dec



ARMY

ARQ is published by:

Army Media & Communication
Army Headquarters
Blenheim Building
Monxton Road
ANDOVER
Hampshire SP11 8HT

Correspondence, articles etc should be sent to the address above or emailed to editorarq@mail.com

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Front Cover: Private Stephanie Dalgouette, RAMC.

Creative Media Design ADR005509