

We will remember them

To all whom we have lost this month. Our sincere condolences to family and friends.
We remember Mr Tom McEniry, past Branch Chairman and Mr Alan Ward
of Southampton Branch



Our mission is to safeguard the welfare, interests, and memory of those who are serving or who have served in the Armed Forces



Remembrance

Remembrance and the Poppy unifies all people and communities of Britain and the Commonwealth since the First World War. The RBL supports and recognises the contributions of the Armed Forces from all of these nations in times of conflict. We must continue to remember this contribution to the freedoms we enjoy today and need to continue to do so through the work of the RBL and all veterans organisations. The RBL is a non-partisan and non-sectarian organisation and focuses on the experiences of those who serve or have served in the military, and those affected by their service, without considering the politics of conflict.

The RBL recognises the service and sacrifices of all those who have served or are serving in His Majesty's British Armed Forces, including members of the Commonwealth in the Royal Navy, British Army and Royal Air Force, both living and deceased, regardless of the length of their service. The RBL also recognises the service and sacrifices of civilian individuals, communities, services, and organisations from Britain and the Commonwealth during times of conflict or acts of terror. The RBL is committed to acknowledging their contributions in Remembrance, such as the support of emergency services and the Merchant Navy. The RBL also recognises the families of British and Commonwealth Armed Forces personnel; this includes those who have been bereaved.

The RBL respects the rights and freedoms of groups and individuals to make their own decisions on how to observe Remembrance. It is the RBL's wish that red poppies are not included within wreaths of non-red poppies or other flowers but remain separate. This is because red poppy wreaths are inclusive of all people and communities. The poppy is a universally recognised symbol of Remembrance and hope for a peaceful future since it was first worn as an act of Remembrance. It unites us in remembering all those from the British and Commonwealth Armed Forces who have served and sacrificed; and do so today, to defend democracy and freedom. The poppy also acknowledges the wider impact of



**They shall grow
not old, as we
that are left grow
old.**

**Age shall not
weary them, nor
the years
condemn.**

**At the going
down of the sun
and in the
morning, We will
remember them.**

Drawing by Peter Badcock

the conflict. It represents the contribution of civilian services and uniformed emergency services that contribute to national security in times of war, conflict or terrorism and acknowledges innocent civilians who have lost their lives at such times.

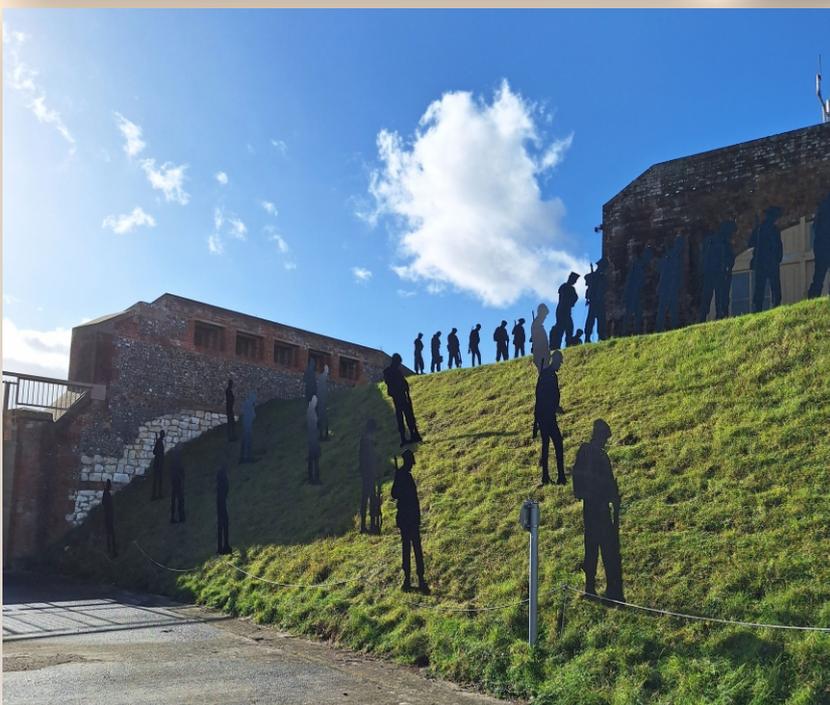
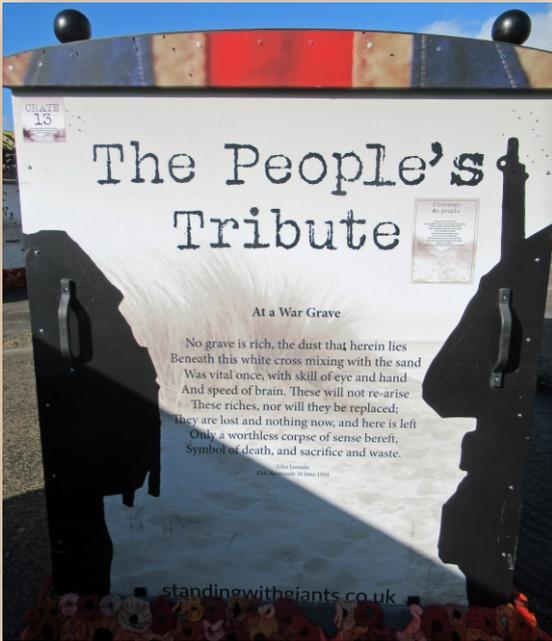
There is no right or wrong way of wearing a poppy. It can be worn throughout the year to show support for the British and Commonwealth Armed Forces, past and/or present. The decision to wear a poppy is voluntary. The red poppy is inclusive of all people from all backgrounds. Source - RBL website.



11 November. Remembrance Day

The War in Bosnia 1992 - 1995





The Bosnian War took place in Bosnia and Herzegovina between 6th April 1992 and 21 November 1995. The country is now known as the Republic of Bosnia and Herzegovina. The war ended when the Dayton Accords were signed to halt hostilities. The main opposing forces were the government of the Republic of Bosnia and Herzegovina, and those of the breakaway proto-states of the Republic of Herzeg-Bosnia and the Republika Srpska which were led and supplied by Croatia and Serbia, respectively. The war was the result of the breakup of the former country known as Yugoslavia.

In 1991 Slovenia and Croatia were seceded from the Socialist Federal Republic of Yugoslavia. The multi-ethnic Socialist Republic of Bosnia and Herzegovina (44% Muslim Bosniaks, 32.5% Orthodox Serbs (32.5%) and 17% Catholic Croats passed a referendum for independence on 29 February 1992 which was boycotted by the Bosnian Serbs. The Bosnian Serb leadership then proclaimed the "Republic of the Serb People of Bosnia and Herzegovina" on 9 January



1992 laying the foundation of modern day Republika Srpska. The Republic of Bosnia and Herzegovina declared independence on 1st March 1992. This resulted in the Bosnian Serbs, led by Radovan Karadžić and supported by the government of Slobodan Milošević mobilising their forces in Bosnia and Herzegovina. They were supplied by the Yugoslav People's Army (JNA). This force then seized control of approximately 70% of the country's territory conducting widespread ethnic cleansing of Bosnian Croats and Bosniaks to do so.



To start with the fighting was between Yugoslav Army units in Bosnia that became the Army of Republika Srpska (VRS) and the Army of the Republic of Bosnia and Herzegovina (ARBiH). This second force consisted of Bosniaks, who were against the Croat forces in the Croatian Defence Council (HVO). By late 1992 the resulted in an escalation of the Croat-Bosniak War. The conflict resulted bitter fighting using the tactics of indiscriminate shelling of cities and towns as well as ethnic cleansing, and systematic mass rape, largely committed by the Serbs and to a lesser extent, Croat and Bosniak forces. The siege of Sarajevo and the July 1995 Srebrenica



massacre were major events of the conflict. More than 8,000 Bosniak males were murdered by Serb forces in Srebrenica. This event is the only European incident that is recognized as a genocide post World War II.

The Serbs were in a better position at the beginning of the war as they had been equipped by the JNA. In 1994 the Bosniaks and Croats joined together against the Republika Srpska by creating the Federation of Bosnia and Herzegovina directly as a result of the Washington Agreement. However, Pakistan ignored the UN ban on supplying weapons of war and airlifted anti-tank missiles to the Bosnian Muslims to allow them to continue fighting. The Srebrenica and Markale massacres took place thereafter. NATO intervened in 1995 by launching Operation Deliberate Force. NATO forces targeted Army of the Republika Srpska positions and this resulted in the end of the war. A cease-fire was agreed on 14 September 1995. On 5 October 1995, negotiations were held in Dayton, Ohio resulting in the signing of the General Framework Agreement for Peace in Bosnia and Herzegovina, negotiated at Wright-Patterson Air Force Base in Dayton, Ohio between 1 and 21 November 1995.

In early 2008 the International Criminal Tribunal (for the former Yugoslavia) conducted war crimes prosecutions and convicted 45 Serbs, 12 Croats, and 4 Bosniaks of war crimes. Estimates indicate that over 100,000 people were killed during the war. Approximately 2.2 million people were displaced. An estimated 12,000-50,000 mainly Bosniak women were raped, DW

On the 5th August 1928 the first Great Pilgrimage was organised by the British Legion took place. 11,000 veterans and war widows went to the battlefields of France and Belgium to visit the graves of their comrades and loved ones who had lost their lives. This was the first time that family members were allowed to visit the graves of husbands, sons, fathers, and brothers since the war had ended. A ceremony was held in Paris and the Chairman of the British Legion attended the Rekindling of the Flame on the Tomb of the French Unknown Warrior, under the Arc de Triomphe, and laid a wreath. A similar ceremony was also attended in Brussels and a wreath was laid on the Tomb of the Unknown Warrior there. Local ceremonies were held in various towns across northern France. Local people provided accommodation for the pilgrims.

On 6 August 1928 trains transported the 11,000 men and women of the British Legion to Vimy Ridge before they split into their touring groups. Mayors of the nearby towns met with Colonel Crossfield (British Legion Chairman) on the Ridge where he thanked them for all they had done to welcome the British visitors. Almost every pilgrim who had wanted to find a specific grave managed to do so; one woman finding her son's headstone which had been recorded in the War Graves Commission with a spelling error, so she had not known the exact location until that day.

In August 2018 over 1,000 RBL members (including my brother and myself,



both veterans of later wars) visited the battlefields of the Somme and Ypres to mark the 90th anniversary of the Great Pilgrimage. It was particularly striking that there were so many graves and how neatly they have been looked after. That men and women from the entire Empire fought and died for Great Britain is reflected in the numbers of graves of those who died so far from their own countries out of loyalty and allegiance to the Crown. They fought for what they believed was good and right. It is a pity that some are now relegated to the mists of a dim and distant past, because those values are no longer of significance for some of the younger generation. DW

This November we invite you to personalise and plant your own poppy tribute in honour of someone you may have loved and lost, and in recognition of what others have given and sacrificed for us all. Bring friends and family together to celebrate the lives of Service men and women and help raise much-needed funds, as we share a moment of personal reflection on a sociable walk.

Location. Southampton Common, The Avenue, Southampton, SO15 7NN

10am: Event Village open and arrival

10.55am: Collective moment of Remembrance

11am: Walk sets off

11.30am: Planting of poppy tributes

1.30pm: Event Village closes

Access. By public transport. There are regular buses from Southampton Central station to Southampton Common. You can take the U2B, U2, U1A or U1E. By car. If you are travelling by car, there is parking on Cemetery Road.

These events have been designed so that everyone can take part, however parts of the route will be on grass and gravel. Please let us know in the registration form if there are additional considerations, we can make on the day to improve your experience. Alternatively, get in contact with us at myevent@britishlegion.org.uk.



Walking, Remembrance. 2 November 2025. Southampton Common. £10, under 18s free

Tribute to past Chairman of the Southampton Branch



The Southampton Branch of the RBL has recently suffered the loss of one of their long serving and most loyal members. Tom McEniry served in the RAF and has been a Legion member for over forty years. He was Chairman of the Woolston Branch for many years before transferring to the Southampton Branch. He immediately joined the Branch Committee and served as Chairman until he stood down two years ago. Tom was a staunch supporter of the Poppy Appeal and for many years could always be found, regardless of the weather, stood in the same place in the city centre during the two week collection period. He also worked with the City Council in arranging the annual Remembrance Parade and never missed a Remembrance Sunday Service. Tom was a very special person with a wonderful sense of humour who was always available to give help and advice to other members. He will be sadly missed, not only by his family, but by everybody else he touched during his life. Tom, we will always remember you. Archie Parsons and member of the Southampton Branch



Rank hath its Privileges

Ranks in the British armed forces have evolved over hundreds of years; they can confuse the military, let alone civilians! There are far too many ranks but attempts to simplify the structure have been complicated by the need for equivalence across the Services and with NATO allies. The British system is replicated by most Commonwealth countries and widely used across the world. The accompanying chart shows the current rank equivalents across the three UK Services together with civil service grades as a guide when working alongside civilians. Some of the Army's rank titles differ slightly between regiments and the RAF now uses gender-neutral Air Specialist 1 and 2 in lieu of Senior Aircraftman and Aircraftman.

Ignoring the RAF for a moment, military rank basically started with captains and lieutenants: captain literally 'head man' and lieutenant from the French lieu (in place of) and tenant (holding), so 'in place of the holder of a position' – i.e. a deputy. The Royal Navy correctly pronounces the rank 'loo-tenant' while the Army uses 'left-tenant'. Basic military units were commanded by captains with lieutenants as deputies with a 'unit' probably based on 100 men as once commanded by a Roman Centurion: an army company in more modern parlance. At sea, a captain embarked with his soldiers, and the ship was sailed by a professional seaman called a master but with the captain in overall command. Once hand-to-hand combat was replaced by broadside gun batteries, the captain evolved into the generic term for the officer commanding a ship – regardless of size or the substantive rank of the incumbent. When a rating system for ships was introduced based on number of guns, rated ships (frigates and ships of the line) were commanded by post captains - so called as they only assumed the substantive rank of captain when posted to a rated ship. Smaller vessels were commanded by lieutenants; the infamous Captain Bligh of HMS Bounty was in fact a substantive lieutenant at the time of the mutiny. He subsequently made post and ended up as a vice-admiral. If you're confused, don't worry, it only gets worse!

Once 'made post', captains RN could progress to admiral as

vacancies occurred. Those not offered a flag appointment were 'yellowed' – promoted rear-admiral on half pay and reputed to fly a 'yellow flag'. Admiral is a very old title deriving from the Arabic amīr-al-baḥr (prince of the seas) and four grades of flag officer eventually evolved: admiral-of-the-fleet, admiral, vice-admiral and rear-admiral in that order of seniority. They were then sub-divided into three squadrons – red, white and blue – flying the appropriate coloured ensign and admiral's flag. The latter was worn at the foremast for a vice-admiral, mainmast for a full admiral and at the mizen for a rear-admiral. In 1864, squadrons were disbanded and, although the Red Ensign was the most senior, the White Ensign was adopted by the Royal Navy and Royal Yacht Squadron. When steam replaced sail and the number of masts was reduced, flagships became distinguishable by the Cross of St George; a rear-admiral had a red ball in both upper and lower cantons, a vice-admiral one ball in the upper canton and a full admiral had no balls at all (so to speak!). Admiral-of-the-fleet was suppressed as an active rank in 1995 but is still used by HM The King who is also Lord High Admiral.

Like admiral, the term general preceded formal rank structures and derives from the Latin generalis (pertaining to all). In addition to field marshal (now also suppressed and only held by HM The King), 3 or 4 levels evolved as determined by the size of force commanded. An army (2 or more corps) is commanded by a full general, a corps (2 or more divisions) by a lieutenant-general and a division (about 10,000 men) by a major-general. A fourth level called brigadier-general was an ad hoc appointment. It was discontinued in the British Army after the Great War and replaced by the field rank of brigadier, commanding a brigade (2 or more battalions or equivalent).

So, what about the gap between army captain and general? As already mentioned, a captain commanded about 100 men (an infantry company, cavalry squadron or artillery battery) and several companies were called columns. The head of a Spanish column was called cabo de columna from which it is believed the rank of colonel derived. Regiments became

commanded by colonels and constituent battalions by lieutenant-colonels supported by majors. The term major seems to have derived from sergeant major. Majors, lieutenant-colonels and colonels (and now brigadiers) are known collectively as field officers, commanding formations above the basic unit (company) level. In the aftermath of the Great War and reflecting the complexity and manoeuvrability of modern warfare, the British Army raised company command level to major with captains as second-in-command.

To enable command of ad hoc formations of units commanded by post captains (Royal Navy) or army colonels, the non-substantive ranks of commodore and brigadier general evolved. In theory appointments could be made in any substantive rank but usually conferred on senior post captains or colonels. Brigadier became a substantive field rank in 1947. There were two classes of commodore in the Royal Navy: commodores first class wore similar rank insignia to rear admirals. Commodore first class was discontinued in 1958 and the appointment as commodore (formerly 2nd class) continued until it became a substantive rank in 1997. Unlike flag officers, commodores fly a broad pennant – a swallow-tailed burgee based on the Cross of St George with a red ball in the upper canton. Commodores 1st class had no balls.

Below commissioned rank, the navy employed standing officers who remained with a ship even when 'in ordinary' (reserve). Serving under Navy Board warrant, these comprised the Carpenter, Boatswain and Gunner. Other warrant officers appointed to rated ships in commission included the Master (navigator), Purser, Surgeon and Chaplain who messed in the wardroom with the lieutenants. Others messed in the Gunroom with midshipmen. In unrated ships, the responsibilities of Master and Purser were subsumed by the lieutenant in command, hence the term Master and Commander, and in 1794 the substantive rank of commander was introduced to command larger unrated ships – e.g. sloops. In 1877, it was decided that lieutenants with 8 years seniority would be entitled to wear an extra half ring which, in 1914, evolved into a new substantive rank of lieutenant-commander.

Junior commissioned officers, or subalterns in the army, comprised lieutenants and 2nd lieutenants with sub-lieutenants (a later addition) and midshipmen in the navy. Some army regiments still unofficially call 2nd lieutenants ensigns (infantry) or cornets (cavalry).

At the other end of the rank scale were private soldiers. These eventually became privates generically but many adopted designations applicable to their regiment, arm or corps such as guardsman, gunner, rifleman, trooper, sapper, etc. The senior non-commissioned rank was sergeant (sometimes spelt 'serjeant') meaning literally 'servant' or maybe 'trusted servant' with sergeant-major eventually used to denote the senior sergeant in a unit and, more formally, regimental sergeant major (RSM), company sergeant major (CSM), etc. The latter are now also designated warrant officers 1st and 2nd class respectively. Exceptional sergeants could be entrusted with the regimental colour, hence colour-sergeant mainly in infantry regiments (staff

sergeants elsewhere). Below sergeant, trusted soldiers could become capo corporale (head of a body) or corporal and, eventually for smaller bodies, lance-corporal. The Household Cavalry use corporal in place of sergeant, but I won't confuse you with that! The navy was different. Below the warrant officer structure, sailors were recruited by individual ships and rated according to their experience. An able seaman was deemed capable of performing all the duties of a seaman while inexperienced volunteers were rated landsmen (later ordinary seamen). Ships with successful captains had little difficulty recruiting as the prospect of prize money had considerable allure but shortfalls sometimes had to be impressed by the infamous press gangs. Promising able seamen might be rated petty officer which, in turn, could be a route to warrant and very exceptionally commissioned rank. Although still called ratings, the navy now employs a formal rank structure equivalent to their Army and RAF counterparts. The separate warrant officer structure (although by then much amended) ended in 1956 with the creation of the Special Duties List, giving ratings easier access to commissioned rank. Until 1971, the most senior rating was Chief Petty Officer.

To meet a perceived need to match the other two Services and the Royal Marines, the warrant rank of Fleet Chief Petty Officer (FCPO) was created. FCPOs have since been redesignated warrant officers 1st class and former technical chief artificers became warrant officers 2nd class. Now all branches have WO2s. Below petty officer are leading ratings (colloquially called leading hands) but with an added branch designator such as seaman, marine engineering mechanic, chef, etc. Similarly, able ratings have the same branch designators and are split into 1st and 2nd class with removal of ordinary rating.

After its formation on 1st April 1918 with the merger of the army's Royal Flying Corps (RFC) and the Royal Naval Air Service (RNAS), the RAF adopted a mishmash of ranks from both services. This caused some confusion as a lieutenant RN is equivalent to an army captain. The current system of RAF ranks was finalised in 1919 with officers' ranks and insignia much like the navy and other ranks akin to the army. The officers' cap badge is similar to that worn by the RNAS and other ranks' cap badge similar to the RFC. Despite rank titles, actual command functions are now different in that a Group is commanded by an air vice-marshal not a group captain and a squadron is normally commanded by a wing commander not a squadron leader.

Although part of the Naval Service, Royal Marines ranks are now fully aligned with the army. Until 1999, RM officers held an equivalent rank one higher than the army up to the rank of colonel which equated to a senior RN captain. Lieutenant-colonel equated to a junior captain, major to commander, captain to lieutenant-commander with lieutenant on a par. This was understood by the Royal Navy but, not surprisingly, caused confusion when serving with or alongside the army when often local higher rank had to be conferred. Cdr Rob Scott RN, Branch Secretary, Droxford & District RBL

DefenceFocus

| | ROYAL NAVY | ROYAL MARINES | ARMY | ROYAL AIR FORCE | MOD CIVIL SERVANTS |
|---|----------------------|-------------------------|-------------------------|--------------------|--|
| **** | ADMIRAL | GENERAL | GENERAL | AIR CHIEF MARSHAL | PUS SECOND PUS |
| *** | VICE ADMIRAL | LIEUTENANT GENERAL | LIEUTENANT GENERAL | AIR MARSHAL | SENIOR CIVIL SERVANT PAY BAND 3 |
| ** | REAR ADMIRAL | MAJOR GENERAL | MAJOR GENERAL | AIR VICE-MARSHAL | SENIOR CIVIL SERVANT PAY BAND 2 |
| * | COMMODORE | BRIGADIER | BRIGADIER | AIR COMMODORE | SENIOR CIVIL SERVANT PAY BAND 1 |
| (Stars are allocated to the most senior ranks across defence) | | | | | BAND B1 |
| | CAPTAIN | COLONEL | COLONEL | GROUP CAPTAIN | BAND B2 |
| | COMMANDER | LIEUTENANT COLONEL | LIEUTENANT COLONEL | WING COMMANDER | BAND C1 |
| | LIEUTENANT COMMANDER | MAJOR | MAJOR | SQUADRON LEADER | BAND C2 |
| | LIEUTENANT | CAPTAIN | CAPTAIN | FLIGHT LIEUTENANT | BAND D/SKILL ZONE 4 |
| | SUB LIEUTENANT | LIEUTENANT | LIEUTENANT | FLYING OFFICER | (Within the MOD Civil Service there are also band E1 (skill zones 2 & 3, and band E2/skill zone 1 staff. However, no equivalent military ranks have been established for these grades) |
| | MIDSHIPMAN | SECOND LIEUTENANT | SECOND LIEUTENANT | PILOT OFFICER | |
| | WARRANT OFFICER 1 | WARRANT OFFICER CLASS 1 | WARRANT OFFICER CLASS 1 | WARRANT OFFICER | |
| | WARRANT OFFICER 2 | WARRANT OFFICER CLASS 2 | WARRANT OFFICER CLASS 2 | | |
| | CHIEF PETTY OFFICER | COLOUR SERGEANT | STAFF SERGEANT | FLIGHT SERGEANT | |
| | PETTY OFFICER | SERGEANT | SERGEANT | SERGEANT | |
| | LEADING HAND | CORPORAL | CORPORAL | CORPORAL | |
| | | LANCE CORPORAL | LANCE CORPORAL | SENIOR AIRCRAFTMAN | |
| | ABLE RATE | MARINE | PRIVATE | AIRCRAFTMAN | |

Design: David Barber

THE PECKING ORDER

AS ANYONE who works in defence knows, there are clearly defined rank structures. But, while the pecking order may be clear within your own Service, equivalent ranks or grades in the other Services may be less apparent. With

mix of uniformed and civilian MOD staff, you need to know where you stand. If nothing else, we hope this poster helps you to know whom you should salute, and to find your way to the correct mess.





Petersfield Branch Poppy Appeal Launch



The Petersfield branch of the RBL held its Poppy Appeal launch at the Petersfield Town Hall on the 23rd October. The event took place in the town hall due to inclement weather. The Mayor, Town Crier and RBL members were present. Photo from David Lloyd

Petersfield was number 3 on RBL Ambassador, Mike Homer's list of 100 Railway Stations in 7 Days campaign to collect at for this year. The Mayor, Town Crier, RBL President, Petersfield Post reporter and David Lloyd were at Petersfield rail station at 0715 to meet him. Photo from David Lloyd.



County Standard Bearers Competition

The County Standard Bearers competition was held recently on Saturday 18th October, and Sunday 19th October. The results are as follows - 1st Pete Pullin of Fawley, 2nd Andy Wells of Brockenhurst, 3rd Andy Dawes of Old Basing, 4th Benn Hitchin of Sutton Scotney and 5th Rick Patient of Andover. The Woman's Section and Youth competition took place on Sunday 19th October. The results are 1st Karen Graham of Milford on Sea and 2nd Karen Ralph of Sutton Scotney. The Hampshire Youth Standard Bearer Competition results are 1st Amelie Neal of Winchester, 2nd William Wells of Fawley & District, 3rd Sam Bradley of Eastleigh and 4th Natalia Szymkiewicz of Lymington. Well done to all for their achievements. Photos and information from the County Facebook site.



Poppy Stones



These Poppy Stones are painted by Gina Hart of Basingstoke as a token of remembrance. She puts them in various places around Basingstoke for people to find and then rehide them to perpetuate the act of remembrance. She asks for people to take a photo of where they have been found and post it on the local Facebook groups of the town. DW

Postal Address for Hampshire County Committee
Hampshire & IOW MEO (or Name), Royal British Legion, 199 Borough High St, London SE1 1AA

RBL Website: www.BritishLegion.org.uk, County Website: <http://counties.britishlegion.org.uk/counties/hampshire>

Facebook Page: www.facebook.com/groups/hantscountyrb/ Facebook Email - Hampshire.web@rbl.community

Poppy Appeal - www.facebook.com.poppys.HampshireRBL

Contact us

It's your newsletter!!!

If anyone has any articles that they would like published in the Newsletter then please contact the editor
Colonel (Retd) Dudley Wall MSM (Rhodesia), MMM (SA) with any information or articles by the 20th of the month at:
HampshireLinkDW@yahoo.com

ALL LEGION ENQUIRIES

(including Welfare requests) should be directed to the national call centre
0808 802 8080

County Personnel

Patron Lt Gen Sir Mark Mans KCB CBE DL

County President Col Andrew King

County Vice President Brian C.N. Soffe

County Vice President Robert G. Knight

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Deputy Youth Officer Melvyn Cole

Clubs Liaison Paul Holyoake Hampshire.clubs@rbl.community

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Committee member Brian Mansi Ringwood.chairman@rbl.community

Membership Council Representative ((Dorset, Hampshire and Isle of Wight) David Taylor DTaylor2@britishlegion.org.uk

Parade Marshall: David Graham, Deputy Parade Marshall: Andy Cassidy

County Standard Bearer: Pete Pullin, ppullin@britishlegion.org.uk

Deputy County Standard Bearer: Andy Dawes

County Youth Standard Bearer: Amelie Neal

Ceremonial Support: David Graham, Karen Graham

County Padre: Reverend David Roache

Golf Officer: Rick Bourne

Membership Engagement Officer: Holly Church, Membership Engagement Manager: None

Membership Council Representative: Gerry Nunn

Public Relations Officer: VACANT

Independent Examiners: Ges Brown, John Davies, Pat Prior, Malcolm Brunnsden and Avril Mitchell.

UK Honours Awards: County President, County M.E.O.

Committee members - David Barton, Melvyn Cole, John Davies, Paul Holyoake, Brian Mansi, Avril Mitchell, Tim Russell

County Management Board: Ges Brown, Avril Mitchell, John Davies

Conference Committee: Brian Mansi, Avril Mitchell, Melvyn Cole, Pat Prior, Nigel Thomas, Patti Cunningham

Independent Examiners - G.S. Brown and M. Davis

Cups Sub-Committee: Avril Mitchell, Pat Prior BEM QVRM. Brian Mansi

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Errors and Omissions Excepted

