

14 Feb 2017

All Regt Pers

Copy to:

His Excellency the Governor
Minister of National Security
Chairman of the Defence Board

COMMANDING OFFICER'S DIRECTIVE FOR 2017/2018

References:

A. His Excellency's Directive to the Commanding Officer dated 04 Jul 09.

1. **Introduction.** This directive will be implemented immediately and sets out guidelines for all RBR personnel for 2017 and 2018.

2. **Mission.** As specified at **Ref A**, our mission is:

"To support the Civil Authority with the security of Bermuda, its people, property, livelihood and interests in order to maintain normality."

To achieve Mission Success we must be fully robust and operationally effective in these four main areas:

- a. Emergency Measures Organization (EMO) operations (Hurricanes and disaster relief man made or natural in Bermuda and overseas).
- b. Maintaining an all-volunteer force.
- c. Expanding RBR maritime capability.
- d. Supporting the Americas Cup 2017.

3. The above will be supported by training and administration which will be carried out by commanders at all levels and will be delivered by RHQ, Training Wing and the Company Offices.

4. **Vision.** My vision is a Regiment which continues to enhance its military capability on land and sea, individually and collectively, in times of uncertainty and stability, for the good of Bermuda and her people.

5. **EMO Training and support.** The RBR will continue to support the Island during times of natural and manmade disasters. Training will be expanded to increase our flexibility and agility to adapt to evolving requirements. All kit and equipment must be fully serviceable and operated by a dedicated pool of qualified and competent operators. Inter-agency understanding will be developed to enhance the roles effectiveness of Liaison Officers at Joint Service HQs.

6. **All Volunteer Force.** I am fully committed to ensuring the RBR maintains an all-volunteer force. We have had two successful years (2016 and 2017) of approximately 60 soldiers for each Recruit Camp. We must focus on how to attract, maintain and manage their expectations and this will lead us to high retention rates. Further, we must continuously seek ways to engage with the community in order to positively inform and influence potential recruits about the benefits of service. Options for more frequent recruit training are being evaluated.

7. **Expanded Maritime Capability.** It is my intent to continue to follow up with our Ministry in order to implement a RBR full time Coast Guard Unit. Cabinet had approved it in principle but there are funding issues which still need to be rectified. The option selected was option B which was, a full time force of 14 troops to conduct water operations up to 12 miles out. Once approved, my intent is to provide this new unit with specialist training from United States Coast Guard, Royal Navy and the Bermuda Police Force so that they are fully operational when a start date is selected.
8. **Values and standards.** Our values of: Selfless Commitment, Courage, Discipline, Integrity, Loyalty and Respect for Others are at the bedrock of military service. It is incumbent on all personnel to inculcate these across the Unit.
9. **Long term Absentees (LTAs).** It is my intent to eliminate LTAs in the RBR. This will be done by timing out or dishonorably discharging legacy transgressors and preventing current soldiers from distancing themselves from their sworn service whether they are conscripts or volunteers.
10. **Soldiers' Reports and MATTS.** All annual reports must be conducted properly, submitted on time and using the proper military guidelines. I continue to support the MATTS with Coys having 65%, Band and QM having 55% (across the board) whilst non-attempts will be highly scrutinized at Coy HQ and RHQ level.
11. **Bermuda Police Support and Training.** Conducting trg and ops with the BPS is essential to our duties. Together, we have developed and are currently training, special constables, EOD operators and public order teams. In support of AC 17 we will be working alongside BPS units for the duration of six weeks starting on 26 May 2017. Going forward, I will look at implementing the RBR Diving Unit for AC 17 (and beyond for local dive Operations) and continuing the part time boat troop working summers along the BPS Marine Unit.
12. **Training.** Generic, specialist, and through-career training is essential to our operational success. Tactical, command and leadership courses in the UK or North America will be mandatory for higher advancement within the Unit. Attachments will continue to feature more regularly as the experience of serving alongside foreign units broadens the outlook of our personnel. I will also support UNDSS and UNDAC training for humanitarian and operational disaster relief.
13. **Restructuring.** The Regt's current format has been in existence for over half a century. As the needs of the nation develop the Regiment must be prepared to align itself to respond in the most efficient manner. Following AC 17 duties, options for restructure and will be examined.
14. **Band.** It is my intent to ensure that Band has the necessary resources and training to ensure its success. To that end I will continue supporting the Limited Engagement Programme. I will also pursue opportunities for courses and attachments, including having a soldier qualified as Bandmaster in 2018.
15. **Conclusion.** The RBR will continue to provide dedicated support the civil authority and the security of Bermuda. We look forward to enhancing our operational capability whilst continuing to adhere to our values and standards. We have a rich history of vital duty to the country and overseas; we must continue to dedicate ourselves in all facets of our service for the betterment of the Island and its people.



D F Curley ED
Lieutenant Colonel
Commanding Officer