

CHAPTER 4

WELFARE

GENERAL

1. One of the key 'objects' of the Regimental Association is to provide welfare support to Grenadiers, be it a Serving, Branch or General Member of the Regimental Association who has left the Regiment without registering with a formal Branch. Para 3 to the Association rules (Objects of the Association) states the following in regards to welfare :

To assist distressed and needy beneficiaries or their dependents by way of grants, gifts, supplementary allowances or otherwise and where necessary to promote their education and advancement in life.

To pay for such items, services and facilities by way of donations or subscriptions to charitable institutions or organisations which provide or which undertake in return to provide such items, services or facilities for distressed and needy beneficiaries.

2. Given the often complex issues surrounding the individuals requiring welfare provision, coupled with the fact that formal Regimental Association branch structure is becoming diminished with the closure of branches, thus leaving large areas of the country without the cover of an Association Branch Welfare Officer. To that end a more flexible approach is needed.

3. Where substantial welfare provision is required the arrangements laid out in para 5 to this chapter should be used. That said there are often cases which simply require a social visit or a telephone call etc, which is a function that has been carried out by Association branches for decades.

4. Given the geographic spread of some of our veteran Grenadiers and the fact that a lot come from a generation that will not engage with a formal branch, a lot of the welfare issues that are being presented are manifested through Social Media platforms such as Facebook or Instagram. The General Secretary has a pool of people in most areas of the country that can be called upon if required to carry out house visits etc if required in an area a Branch can not cover.

WELFARE ASSISTANCE

5. Applications for more substantial forms of welfare assistance, beyond that of visits carried out by Branch Welfare Officers or as documented in para 4 to this chapter, are to be referred to the Soldiers, Sailors, Airmen and Families Association (SSAFA) or The Royal British Legion (TRBL). These organisations have trained case workers that can carry out a home visit to an individual, fully assess the issue and carry out a 'means test' if required.

6. Full details of these organisations, including their referral process etc can be found at the following website's. Additionally more information can be obtained from the General Secretary if needed.

a. SSAFA – www.ssafa.org.uk

b. TRBL – www.britishlegion.org

WELFARE GRANTS POLICY

7. Although the aims of the Regimental Association in regards to welfare is to support veteran Grenadiers in line with the Regimental Association 'objects' the policy is that support will not generally be provided to the following cases.

a. **Funerals.** The Regimental Association will not directly fund the funeral costs of a veteran Grenadier as given the numbers involved and the costs of a funeral this would be totally unsustainable.

b. **Monthly recurring costs.** Although the Regimental Association often provides for priority debt cases, the Regimental Association will not take on monthly payments for individuals such as monthly mortgage payments of care home fees etc.

OTHER ALLOWANCES

8. **Supplementary Allowance Scheme.** The Association has for many years had a supplementary allowance scheme. This scheme was intended to assist those of state retirement age who exist solely on the State Retirement Pension (a small occupational pension is normally disregarded), who for some other reason (usually poor health) find it difficult to manage.

9. Allowances are payable quarterly at a rate of £107.50 in January, April, July and October each year. Payments for successful applicants are forwarded by the General Secretary to Branch Secretaries each quarter in sufficient time for these monies to be passed on by the first day of the new quarter.

10. This allowance is being phased out and the few that remain on this allowance will be the last to receive this allowance. Any cases that would have been eligible for this allowance will now be considered for any grant on a case by case basis.

11. **Christmas Gifts.** Applications are invited by 1st November each year for those Grenadier Branch members or their widows of State Retirement age to receive a Christmas Gift (currently £35). Branches may add to this sum as they choose. It is not a 'means tested' gift, nor is it an automatic one on reaching State Retirement age, but intended for those the Branch consider would benefit from a little extra at that time of the year. It is also not to be used in the context of 'services rendered'.

12. Branches should give very careful consideration to those selected and are advised to form a small committee to do so. Branches should also consider including

a Regimental Christmas card (at the expense of the Branch) with the gift, which will invariably be handed to the recipient by the Branch Secretary or Welfare Officer.

WREATHS

13. Regimental or Association poppy wreaths for the funerals of branch members are provided through Association HQ with the cost borne by the Central Fund. Branch Secretaries may order two wreaths at a time and retain them for their eventual need. Wreaths will also be provided direct from Association HQ for those who do not belong to a Branch, although invariably the nearest Branch will be given the funeral details in order to provide a wreath and to send a representative as appropriate.

14. Branch Secretaries should note that poppy wreaths are supplied for Grenadier members only, and not for wives, widows or for local memorial services. In these instances Branches should bear the cost themselves.

MUSICAL SUPPORT AT FUNERALS

15. Requests for a Drummer or Musician to sound Last Post and Reveille at the funeral of a Grenadier will only be entertained if the Grenadier has completed 22 years' service or has been awarded a Campaign Medal, which is as laid down in Joint Service Publication 813.

16. It should be noted that musical support will only be provided to Grenadiers, it will not be provided by Association HQs for Associate members from other Regiments, in such a case this should be requested from the RHQ of the member concerned.

17. The provision of such support will be dependent on the availability of a suitable Musician or Drummer at the time of the request/funeral. Although the Drummer/Musician will come from the Regiment where possible, operational commitments may not allow and a Musician from another unit may have to be sourced.

18. Bids are to be made by the fastest possible means to the General Secretary. When requesting musical support it should be at the earliest opportunity and the request must contain the following information:

- a. Date and time of funeral
- b. Location with full postal address including postcode
- c. Details of the family member who is the point of contact (mobile number)