

Alpha Company – South West Area
Royal Marines Cadet Staff Conference
11th December 2010

1. Welcoming

Maj Benton welcomed everyone to the 2010 Alpha Company Conference, with a Special welcome going to Cdr P Patterson, South West Area Senior Staff Officer.

Present

Coy Cdr – Major I Devenish RMR
Coy 2IC – Major A Benton RMR
CSM – WO2 P Wagstaff RMR
Coy Clk – Lt V Wagstaff RMR
Coy TO – Lt P Edwards RMR
SWA DAO – Cdr C Smith RN
SWA SSO – Cdr P Patterson RNR

CSgt K Cooper
SLt C Girling RNR
Lt Cdr S Lawes RNR
Sgt S Stevens
PSgt Balfour
ASgt P Gurney
Sgt S Kent
Sgt C Cardus
CSgt N Hignett
Mr D Kelly
ASgt W Flynn
ASgt K Farley
PO M Evemy

Sgt L Kesterton
CSgt A O'Connor
CSgt P McEllin
PCI A Shakespeare
Lt J Thurland RMR
Sgt L Vidak
Sgt J Throop
Sgt A Scholes
Sgt G Orchard
Mrs T Oulds
CPO W Monteith
PCI A Rhodes
PPO Julie Smith

PSgt R Burlace
Sgt P Bird
PO O Chambers
PCI L Bissell
Capt D Scholes RMR
Sgt N Thompson
Sgt D Edwards
CSgt C Morgan
PCI J Boulton
Lt S Vokes RNR
CPO T Austin
ASgt Cai Scivyer
Sgt D Wallace

Mne G Lewis RM

2. Format of the Conference

This was explained by Maj Benton. The conference was to go ahead as per the agenda.

3. Apologies

AO – Cdr J Reece RN
Sgt P McBride RE
Sgt S Scholes
WO1 T Neslen RNR

MCSO – Maj D Poke RMR
Lt Cdr D Hall RNR
CSgt M Claridge
ASgt D Fulcher

SLt S Glover RNR
Sgt K Caddick
CSgt M Webley

4. Security and Health & Safety Brief

The Security brief was given by WO2 P Wagstaff.

The Health and Safety brief was given by Lt Cdr S Lawes, Commanding Officer Bristol Adventure.

5. Minutes of the last conference & Matters Arising

The Minutes of the last Conference are published on the Alpha Company website www.acoy.co.uk.

There were no matters arising.

6. SSO's Brief

Cdr P Patterson RNR, South West Area Senior Staff Officer introduced himself.

- The 2011 budget for the Sea Cadet Corps was detailed, which covered an explanation as to why the Area would possibly have an annual budget lower than initially planned. This was all due to the recent Government cuts throughout the Royal Navy
- The UR & RNP Process is currently being reviewed to make it as simple as possible, utilising Westminster as best as possible. However, this will only be effective if the Input within Westminster is correct and up to date.
- The Officer Selection process is due to change slightly, moving towards a 4 phase process. Phase 1 will still be the POAC. Phase 2 will be HQ driven, where a task will be provided to the individual's and needed to be completed and presented for Phase 3, the NOSB. Phase 4 is still being drafted, but is looking at being a Probationary Period after successfully passing the National Board. This could possibly mean that as a new Officer you hold a position of Training Officer, Detachment Commander or Commanding Officer or you are allocated a mentor for 12 months before being signed off for the substantive rank.
- The Warrant Officers selection board is currently a National board process; however the National board is going to be removed and will just be an Area board for promotion.
CSgt K Cooper – *I have recently been informed by HQ Coy Cdr that the RMC Warrant Officers Selection board will still be a National Board.*
Answer: National Boards are now removed, Area Boards only. SCR's Chapter 4 Being Updated to reflect.
- The Boating Policy is currently being looked into and reviewed as it currently covers all SCC boating aspects, including Offshore.
- National Competitions are currently being reviewed as to "are we running the correct competitions"

7. Training

Lt P Edwards RMR, Alpha Company Training Officer introduced himself.

The following attached was presented by Lt Edwards. All questions below



Conference2010Training.ppt

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- Going forward Alpha Company will not be charging course fees for Promotions Boards & Core Adult Modules, however if candidates do not turn up without notice (after cut offs) there may be a charge leveled to that Unit/individual. Persistent offenders will be put on reserve lists for all future training.
- Alpha Company camps will still incur a cost at a subsidised rate.
- All staff need to attend the Core modules as a 5 year refreshers, otherwise you will not be able to train within your units

Training Questions:

Sgt A Scholes – *The Cpl Cadre is currently slotted between the Field Assessments, is there any way that can be reviewed?*

Lt P Edwards – Unfortunately these dates were the only ones available due to other courses. It may be possible to change around the Adult and Cadet Cadre to accommodate this.

8. RMC Core Modules

Sgt S Kent, Alpha Company Training Officer and Sgt L Kesterton introduced themselves.

The following attached was presented by Sgt Kent and Sgt Kesterton. All questions below



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RMC Core Modules Questions:

Capt D Scholes – *Is there a minimum fitness level requirement for the Train the Trainer course?*

Sgt L Kesterton – Able bodied and physically robust was suggested to all applicants.

Capt D Scholes - *Where does the DDA (Disability Discrimination Act) fit into this as our organisation isn't for physically fit soldiers...we are volunteers.*

Sgt L Kesterton – There were candidates on the course that couldn't physically partake in everything, however as long as they had a good understanding and could deliver the subjects well they were still assessed.

Coy Cdr - This is a national course and it wouldn't go live if it doesn't meet the required DDA measures

Capt D Scholes – *IM certificates, if you've already got one are these valid?*

Sgt S Kent - Yes

Capt D Scholes – *Is this live now, therefore does it mean that all Fieldcraft within units should cease until this qualification is gained?*

Sgt S Kent - This course is aimed at new instructors, however within 5 years everyone would've either done this course or a refresher

DAO – *You mentioned that if you fail the course the member of staff is not allowed to teach unsupervised, therefore that means that they can still teach & train if supervised.*

Sgt S Kent - Correct, but this is what HQ have passed down.

SLt C Girling – *So all of this needs to be down within the 2 year slot for new instructors? It's going to be very intense!*

Sgt S Kent – Yes

Coy Cdr – But achievable

Capt D Scholes – *If we have an existing EL/ET qualification, would these count towards the Military Map Skills qualification?*

Sgt S Kent – No as the EL/ET qualifications are going to be scrapped. However we would possibly take into account ML/BELA qualifications and ask those who have them to attend the course as DS

PCI A Rhodes – *If we already have an equivalent qualification can we incorporate it into these qualifications?*

Coy Cdr - They can come along as DS

DAO – *The qualification still needs to be on Westminster, regardless of your civvie street or job qualifications. Therefore they still need to be signed off on Westminster to be insured to train your Cadets.*

9. **RMC Syllabus review update**

WO2 P Wagstaff, Alpha Company Sergeant Major introduced himself.

A presentation was given, explaining how the Royal Marines Cadet syllabus may change, incorporating new modules and assessment levels. However this presentation is not available due to it being a suggested syllabus only. All questions below

MC Syllabus Review Questions:

Capt D Scholes – *The proposal then is that the RMC Manual is moving away from the ACF manual?*

CSM – *Yes, as the ACF manual is no longer being kept up to date by the ACF*

Capt D Scholes - *Will there be a suggestion that on top of all the Core modules, instructors will be expected to go away and get qualifications for Rock & Rope etc?*

Coy Cdr – *The very same point has already been raised, but they're looking at the cadets going to indoor walls and using the local centres and their staff.*

Capt D Scholes – *Who would run the Watermanship and Amphibious acquaint?*

CSM - *We would be looking at this being a National course/weekend due to the skill set being higher.*

DAO – *Who produced this proposal?*

CSM – *This was produced at the Coy Cdrs Conference in June 2011 by all the Company Training Officers.*

DAO - *Is the colour coded relating to requirements for advancement?*

CSM - *The Rock & Rope skills and watermanship are not essential for promotion, but more of an interest skill.*

DAO - *Is this not going over the top then and would it not require extra resources that we couldn't offer?*

CSM - *Basically we were asked to put suggested ideas down and this is an accumulation of all of the ideas. This is not a final document.*

SLt C Girling – *The Sea Cadet syllabus is introducing new ranks which will fall out of line with the Marines, will this be addressed?*

CSM – *Yes, It is possible that the SCC Ranks will mirror the RMC Ranks.*

Sgt D Edwards – *Where it says the assessment is run at Det/Troop level, does this mean that the Troop Cdrs/Sgts will come out and assess?*

CSM - *Potentially, yes*

Capt D Scholes – *Currently recruits are not allowed to do weapons handling training? Does this new syllabus mean that the rules will change?*

CSM - *Yes*

10. **DAO's Brief**

Cdr C Smith RN, South West Deputy Area Officer introduced himself.

- Finance – We are currently in tough position regarding finance. South West Area has been asked to ring fence a sum of money, meaning we have had to stop all further training which isn't already on Westminster. This should not affect Alpha Company due to our forward planning. We should know what our budget is possibly in June 2011.

- SRMO's Inspections – I was very impressed with what I've seen this year, however I am disappointed at the lack of CO's & DO's who turned up to support their detachments.
- SCC41's – These need to be kept up to date and have correct entries, i.e. no multiple entries with only one signature. Although Westminster is our database we need to keep our SCC41 in line with Westminster, as these documents may be required in the event of an accident.
- Warrant Officer selection – I wasn't aware that the RMC were to be dealing with this differently to the Blue jackets, therefore I shall look into this.
- Standards & Marks of Respect – I would like to ask that all Marks of Respects are paid to people correctly by both Staff and Cadets. The standards of behaviour must also be upheld.
- Unit Assistants are not instructional staff, therefore they should not be instructing cadets nor should they be attending courses as instructional DS.
- Quality of training – We have a very good level of training. However, please don't allow cadets to go to assessments if they are not fully prepared...make sure they are up to the standard to avoid disappointment.
- 5 year refreshers – Please don't leave these until the last minute as you may run out of time.
- Changes & Proposals – We can all look at new proposals and come up with reasons why they won't work and quickly dismiss the ideas. Therefore, please provide us feedback both positive and negative on any new changes & processes. We are here to support you.
- Finally, thank you to Lt Cdr Lawes and everyone at the conference for your continuing support.

11. CTCRM Stores

CSgt K Cooper introduced himself.

- CTC now has a new process which involves a booking system, incorporating a list of who, when and where someone can attend CTC Stores. This is to be adhered to and not have people just turning up whenever they wish.

Coy Cdr – In addition, can we still keep our current process as is for now though, i.e. If you need something, please go through the CQMS first. If we don't have it, then we can approach CTC etc.

CSgt P McEllin – *Does this mean we now have 2 systems in place, if so which one are we to use?*

CSgt K Cooper - Please go through the CQMS

Sgt D Edwards – *Where should we go if we want to get made to measure?*

CSgt K Cooper – You need to go to Cash clothing, but this is a totally separate method

Lt S Vokes – *I think what Pete is saying is should we just have one method?*

CSgt K Cooper – Agreed.

Company Commander – All Stores requests for CTCRM or any RMR Unit are to be made through the CQMS keeping the Troop Commanders informed.

12. DP Weapons

The Area has now taken charge of the DP L98 A2's. Every detachment is scaled for at least 2 weapons; however please note that this is based on a demand from 15 years ago.

THESE ARE NOT TO BE USED AS DRILL WEAPONS OR IN THE FIELD!!

To receive these weapons the detachments must have an armoury up to Navy security specification. The detachment must also have a Weapon Handling Instructor/Trainer/SAAI on your unit books.

13. Finance Report

Lt V Wagstaff presented the Company Accounts:

South West Area Marine Cadets – This is Alpha Companies main account, funded by MSSC, Scava, and Course Fees etc

- Closing Balance of FY 09-10 was xxxxxxx
- The Balance as of 30th Sept 2010 xxxxxxx

Staff Fund – This is a merchandise fund for Alpha Company and primarily goes back to the Staff within the Company.

- Closing Balance of FY 09-10 was xxxxx
- The Balance as of 30th Sept 2010 xxxxx

Coy Cdr – if any Detachments feel that they need assets, please ask and it will be reviewed, as the funds are there to be used.

14. Question Time

Sgt S Stevens – *What is happening with Drill Competitions and weapons?*

SSO – Troop and Area level will run using the current weapons, National Drill will run with the new weapons.

Lt P Edwards – *When are we getting the new weapons?*

SSO – The weapons were supposed to be delivered last week, but they keep getting delayed. Unfortunately I don't believe we will have them this side of Christmas.

Sgt S Stevens – *Would the Company consider putting some money aside to help with the Gibraltar Cup nominee to help with kit etc?*

Coy Cdr – Historically we put aside £500 for this, however that eventually eroded down to £50. Unfortunately we can't give you money to purchase stores, therefore we decided to support this with pay and travel instead. If there is a need for kit and ancillaries, please discuss direct with myself.

Sgt S Stevens – *Congratulations to Guy Lewis, an ex-cadet from Truro, who has recently passed his Commando Training as Kings Badgeman.*

Sgt D Edwards – *Corps Colours sticky back plastic can be purchased at £2.75 per metre*

CSM – *There has recently been a suggestion of having a Summer Ball for charity and the Company. More details to follow.*

PO M Evemy – *Please recognise Help Our Wounded charity, which is specifically for wounded Royal Marines.*

15. Awards 2010

The Following Trophies were presented. These nominations have been put forward from Alpha Company nationally:

- | | |
|---------------------------------------|----------------------------------|
| ▪ McCarroll Trophy (Zeebrugge Shield) | Lt P Edwards – Alpha Coy TO |
| ▪ Gibraltar Cup (Speanbridge Trophy) | Bristol Filton Detachment |
| ▪ SRMOs Award (Port Stanley Cup) | Redditch & Bromsgrove Detachment |
| ▪ Indefatigable Shield | MC2 R Isaacs – Rugby Detachment |

16. Any Other Business

CSgt P McEllin – There will be surplus kit up for grabs after the conference, please help yourself.

Coy Cdr – Next year Marine Cadets from Alpha Company will be presenting the Guard at the London Trafalgar Parade. CSgt Cooper (Alpha Coy DL) will be getting together a training plan for this, to select 48 Marine Cadets to attend this event.

17. Way Forward 2011

Staff training – We have to get our skills up to a level where we can provide the cadets excellent training. Embrace the Core Modules they are they to improve your skills, keeping you current and competent. This also improves the experience and the skills of your cadets. DC's with the help of CO's need to get your staff on this modules.

If you have any concerns please get in touch with your Troop Commanders. Don't let problems fester.

Merry Christmas & Happy New Year

18. Date of next Conference

Saturday 10th December 2011, HMS Flying Fox