

# South West Area Marine Cadet Staff Conference 08<sup>th</sup> December 2006

## 1. Welcoming

Captain Benton welcomed everyone to the 2006 Alpha Company Conference, with a Special Welcome going to Cdr J Binns, All Blue Jacket Staff and a Thank you to CSgt Claridge for allowing the use Bristol Filton unit for the weekend.

### Present

Coy Cdr – Major I Devenish RMR  
Coy 2IC – Captain T Benton RMR  
CSM – CSgt P Wagstaff  
DAO – Cdr J Binns RN

Capt D Scholes RMR  
Lt S Lawes RNR  
Lt C Sheppard RMR  
SLt L Jefferies RNR  
SLt M Dixon RNR  
CSgt P McEllin  
CSgt M Claridge  
CSgt P O'Connor  
CSgt D Cook  
CPO J Townend

PO L Perry RN  
Sgt V Wagstaff  
Sgt L Kesterton  
CSgt M Webley  
Sgt P Edwards  
Sgt A Findlay  
CSgt N Hignett  
Sgt S Scholes  
Sgt G Orchard  
Sgt N Rayer

Sgt C Morgan  
PSgt M Cann  
PSgt C Kelley  
PSgt A Lawrence  
PSgt P Sage  
PSgt D Austin  
PSgt A Blackmore  
PSgt A Scholes  
TI J Taylor  
TI S Mills

## 2. Apologies

Cpl P McBride 59 Ind Cdo RE  
2<sup>nd</sup> Lt J Thurland RMR  
CSgt K Cooper  
CSgt C Shorters

CSgt J Coles  
Sgt P Bickley  
Sgt D Green

PSgt G Lewis  
PSgt P Whitehead  
PO L Hughes

### Nil Returns

### Plymouth Manadon

## 3. Security and Health & Safety Brief

This was given by CSgt Wagstaff.

## 4. Format of Conference

This was explained by Captain Benton.

## **5. Matters Arising from the Minutes of the last conference**

Capt Scholes – Para 6, any movement on this?

Sgt Kelley – A paragraph within the minuted from last years meeting suggests that she made some accusations of discrimination, this was not the case.

## **6. DAO Address**

The following points are directly from the Area Officers Meeting:

- The Canada Trophy is suspended until further notice and a decision is being made whether to carry it on.
- Certificates of Commendation – The Area and Sea Cadet Corps is not very good at recognising these. If anyone has any suggestions can you please think about putting them forward. If you require any further help, please ask at Area.
- BMD – We are looking at all the Units within the Area to see if any can excel to become a centre of excellence, or the poorer Units to help bring them up to an Average Standard.
- Health & Safety – Nick Thompson is no longer working for the MSSC. The new officer, Andrew Lockett is now based in the South West Area Office and covers the whole of the MSSC.
- Pay – This is being looked into to see if the pay scales are correct. Mainly In relation to Petty Officers (for example) teaching courses etc. There is also thoughts of allowing CI/TI's to claim Volunteers Allowance and have a Mileage Allowance.
- District Reserves – These are being disbanded.
- Age – You can now get to the age of 65 without needing an extension and are entitled to wear uniform until the age of 70.
- Money Matters – The Area will be looking into all Monetary Accounts within the Area as these will all be auditable.
- Warrant Officers Rank – All Area Officers are in agreement to bring in the WO Rank, HQ are still looking into this. We believe that it gives extra recognition within certain jobs.
- Training – We will be looking at making Training more mobile by taking into consideration time & locations. Modular courses are also going to be considered.
- The current Appeal for the NEW Jerwood is going well.
- MSSC Questionnaires – The results for these will be broken down at the forth coming Area Conferences.
- Project Westminster – Feedback on this was good, It should turn out to be a useful system. It will also be a superb data base for everyone to comply with. It also has the ability to plan a course, book it online and confirm the booking.

## **.....DAO Address (Cont)**

The following points are relating to Area Meeting Policies:

- Area Conference – To be held on 10<sup>th</sup> February 2007 @ 40 CDO Taunton.
- Area Management Team – They will be meeting up quarterly which will include the MCSO.
- District Officers Meeting – These will be every 4 months. An invite goes to the MCSO & D/MCSO.
- Training Meeting – This will mainly look at Specialisations
- Marine Cadet Conference – Still to be held annually
- RNP & UR Policy – Because of the change with the RNP Policy, Area Staff will now have more time to Interface at Troop and District Level.
- Only half the Area Units will hold an RNP this year, the others to hold a UR which will be conducted at District Level.
- Efficiency Awards will still be awarded the same. Hopefully after a few years, these will be presented at the RNPs.
- Marine Cadets will be assessed equally to the Blue Jackets and will mainly be marked on the following:
  - Advancements
  - Qualifications
  - D of E
  - BTEC
  - National Camp Attendance – BRNC & Frimley Park being 2 of the best for Cadets. Frimley Park more for the Marines but Blue Jackets have the opportunity too. Both of these look very good on Curriculum Vitaes and future Careers.
- Equipment Bids – We have recently secured a fair sum of money for the Area Fund. The MCSO has already put forward a bid for equipment.
- If and when we provide the kit, it needs to be looked after. Whoever uses the equipment signs it out, signs it back in and the condition will be thoroughly checked on its return. (Especially weapons).
- Area Programme – If you feel anything is missed or you would like something added, please put your suggestions forward and we will try and include them.
- We don't have a Marine Cadet Input into the RFCAs. If anyone can find good venues please put them forward.

- Flying Fox Meeting – It has been discussed that Weapons Distribution should be a lot easier at weekends. One suggestion was by having mini armoury which some Marine Staff will have access to secure weapons in temporarily.
- Cadet Weapons – Within the next 2-3 years we are hoping for the following within the Area:
  - Dummy Versions which will be issued to all Units for Drill Purpose.(Parade Purpose)
  - Non Firing Weapons with full moving parts in every Marine Cadet Unit for Weapons Handling Training.(DP)
  - Firing Weapons, hopefully 60. (Live Firers)

It has been rumoured that the LSW will probably be obsolete within a few years but this has been addressed as currently there is no word on any replacements.

Sgt Rayer – Regarding Project Westminster and booking online, How will we send our deposit and will we get confirmation?

DAO – Before the Deposit is sent you will receive confirmation stating the booking has been accepted and is pending. Once the Deposit is sent your confirmation will change to Fully Confirmed. However please remember that the Deposit needs to be in before the end date.

## **7. Appointments/Orbat**

- The position of AMCSO 2 Troop has become available as Major Minett has stepped down.
- Troop Sergeant Positions are available; however these are to be sorted out by the respective AMCSO's. The Role of Troop Sergeant is to help out with the Troop Training and Organising of Troop weekends.

Sgt Cann – Is this position external to Unit Positions?

Major Devenish – No, this will be as well as Unit Duties. Terms of Reference are available if required.

- The position of Company Training Officer is available.
- We have received 1 Application for the position of CQMS, 1 Application for the position of Armourer and 2 Applications for the position of Medic.
- Once the position of Medic has been appointed we will be looking at providing some Combat Medic Courses for cadets. We have also ordered some new Medical equipment.
- Physical Training – This needs to be pushed as we do not have many qualified Instructors within the Area. We also need Obstacle Course Supervisors.

## **8. MCSOs & CSMs National Conference 2006 Report**

- Major Andy Tannock passed comment that all Candidates (both Staff & Cadets) have been turning up for their National Courses at CTCRM ill prepared.
- The Adult Basic Course held at CTC Lympstone is going to be no more. This will now be held at Area level; however it will still be to the same syllabus.

- The Adult Advanced Course is to be binned in its present format and will eventually be replaced as a paperwork course. There will also be an Interim course added which will require candidates to have the knowledge of at least Corporal. A test will be conducted by the training staff from CTCRM first thing on the Monday of the course. Anyone failing the test will be returned to unit ASAP.

PLEASE SEE ATTACHED SCC SENIOR RATES CAREER PLAN

SLt Jefferies – Are the ages set or are they just guidelines?

Major Devenish – They are just guidelines, but they are looking at highering the ages for CPO's and CSgts. They will also be looking at getting PPOs and PSgts to do their SCIQ course within the set 3 years.

Capt Scholes – How will they implement the set 3 years for PPOs and PSgts?

Major Devenish – Not quite sure, probably as they go along.

Lt Shepherd – How will the change in boards effect those who have recently taken the Adult Advanced Course?

Major Devenish – The date is now set. As of the 25<sup>th</sup> November 2006, unless you are a CSgt you will need to do the CPO/CSgt selection board.

Capt Scholes – But the CSgt Interim course hasn't been written yet?

Major Devenish – There is currently a hold on CSgt promotions until this course is provided.

DAO – Something to think about, the 1<sup>st</sup> CPO Board held this year had a 67% Failure rate as candidates didn't go prepared thinking it would be an easy course.

PLEASE SEE ATTACHED SCC OFFICERS CAREER PLAN

SLt Dixon – When will these career paths take effect?

Major Devenish – When it comes out in HQTMs, however the CSgts stoppage is definite as per SRMO.

- When Transferring from Blue to Green, If you are an SNCO respective of what rank you are you shall enter as a Full Sergeant.
- Officers shall enter as a 2<sup>nd</sup> Lt, however this is being questioned and might change to Lt.

Sgt Edwards – Does this mean that they will have to do all the courses again?

Major Devenish – Yes, but it will also include the Military Skills course which CPOs wouldn't have done.

- Badges - SRMO is looking into Royal Marines Specialist Qualifications of a 2 and above. You will be permitted to wear these as an SNCO only.
- Drill Leaders who have only passed the SCC course will only be permitted to wear the SCC Drill Instructors badge with the SCC cut off.
- The SC on Blues will be going and instead we will have new shoulder titles. This is currently in development.
- Uniform & Dress Regs - As of now Army Berets or Army Badges are not to worn whilst in uniform. Marine Cadet Staff will only wear the same badges that Royal Marines wear.

- Union Flags on Combat 95 Shirts & Jackets are only to be moved if they are out of alignment. We can wear them as issued.
- Recruit Uniforms – We need something set in stone as to what our New recruits are to wear. If detachments can spare uniforms they can wear a full uniform but without Berets and the Beret is then awarded on their promotion.
- MC1s shall continue to wear White Tabs on their Blues but wear Green whilst in the field.
- There is talk in bringing in Blue Tabs for cadets who have a medical condition to ease identification in an emergency.

Capt Scholes – Will this be a compulsory Order?

Major Devenish - Yes

Capt Scholes – What if a Cadet refuses to wear it?

Major Devenish – We lay on that it is there for Health and Safety purposes.

DAO – Would it be better if the Cadet wears something a little less obvious like a wrist band which could be hidden from other Cadets?

### **The above will take effect at all Area Events**

Sgt Morgan – Is this for all Uniforms? If it is, MC1s will end up wearing a Blue Tab, White Tab and their Titles on their Blues. Won't this look stupid?

Major Devenish – This will be purely for field training.

- Gibraltar Cup Nominees will be identified by the nominated detachment wearing a white lanyard on their Left shoulder from the date of nomination to the next Gibraltar Cup Event. This is to be worn by all 6 teams nominated by their respective areas.
- National Drill Winners will be identified by the winning detachment wearing their Chin Stays down.
- Terms of Reference – TOR's have now been completed and sent via email for the posts of MCSO, DMCSO & AMCSO.
- An Area Organisation list will shortly be released on HQTMs
- Units without a Marine Cadet Detachment **WILL NOT** take on Marine Cadet Staff. There may however be a leeway regarding distances of Units but the member of staff will need to stay involved with the Company Activities.
- Equipment – Pyrotechnics are banned and will only be booked out by divers for diving usage. However Major Paul Totty is looking into what the ACF can book out to compare. There is also talk about introducing a Pyrotechnics Course as part of the BFSS course.
- Are Entrenching Tools banned? No!! If a Unit requires a couple they can book them out however they will not be issued one per cadet.
- ACF Manuals – We now have access codes for all the manuals and updates on the ACF Website. These will be emailed to the Alpha Company Contacts.

- Signals - Sgt Cooper raised the topic of Signals stating that Eastern Area are the only ones who currently run an Marine Cadet Signals Course. We will now be looking at running these courses too which will enable the Cadets to wear the 2<sup>nd</sup> Class Badge.
- Thanks goes out to PO Tim Bissell of Bristol Filton for supplying us with some Radios, however these cannot be used until they are chipped. There are some Clansman sets waiting to be disposed of at Bicester; The SRMO is looking into having these signed over to Sea Cadet stores for all Marine cadets to use.
- Field Assessments – It has been queried regarding Amalgamated Detachments both receiving a Very Good Grade. This is possible as long as both Detachments provide a set of Orders and take part in an attack.
- Another question was raised in relation to a detachment having many cadets but only bringing a handful to the field assessment, would they still be eligible for a Very good?  
Maj Devenish - No as the unit would be penalised.
- The Grading system is also going to be changed soon as currently the marking is scored out of 200 over a period of 12 months, however the Field Assessment (which normally last around 30 minutes) contributes to 100 of those marks. Instead of the 100, this will be changed to a maximum of 5.
- Gibraltar Cup 2007 – This is to be held on 2<sup>nd</sup> – 4<sup>th</sup> March between CTCRM and Woodbury Common. The Section will consist of 8 men and NO reserves. Alpha Coy this year may be asked to provide Staff to cover the different stances.

The Competition is to change slightly in a similar format to the Pringle Trophy, A CCF competition. There will be no Drill phase of the competition, only 2 staff per detachment are allowed for travelling purposes. Once at CTCRM the detachment will have no contact with their staff. Visitors are also encouraged to go, however the competition will probably be run in one day rather than over the whole weekend and based on Woodbury Common.

- Camp 2007 – This Camp is focusing on Adventure Activities for the Cadets and Training for the staff. However, there isn't much available for the Staff so they may be adding WI, BFSS & IM.

PSgt Cann – Are all the Staff Training Courses graded or will there be an option to gain a Full Qualification?

Major Devenish – Awaiting decision from SRMO

Capt Scholes – What about having an Area Camp as some of us might not want to attend the national camp?

Major Devenish – HQ will not fund us to have our own Area Camp. We need to support national camp.

- Camp 2008 – There is going to be a Military Camp held at Okehampton in 2008. It is intended to be modular training by rank and will not be a Company Run camp.
- National Training Team – This has come into force and will be made up from the existing Company Training Teams. Alpha Company may take the lead with this as it seems that we are the only Area with a Substantial Training Team set in place.

- Replacement Rifles – Three types of weapon

Nationally:

333 x GP (Live Firers)

270 x DP (Weapons Handling) (3 per detachment)

3564 x PP (Parade Purpose) (9 per unit)

LSW's – Debate ongoing

## **9. Training**

- This year all but one AMTAC has been cancelled due to lack of numbers. We need at least 8 on an AMTAC to run it.
- All applications for future AMTACs and Cadet Advancement boards need to go directly to Captain Benton.
- The cut off date for the Jan MC1/Cpls board at Bristol Filton has been put back due to lack of applications. It is now the 31<sup>st</sup> Dec 2006.
- Captain Benton ran through the dates and venues for this year's AMTACs and Boards. Everyone now has these so there are no excuses!
- We need Staff to start thinking about their future and the possibilities of becoming an Officer. The Company currently only has 5 active Officers and 3 passive Officers.
- There is plenty of Troop Training which has been organised for the Cadets. You need to take advantage of these as a priority.
- There is a possibility of running an AMTAC which will involve an update on Voice Procedures. Staff need to look at this.

## **10. Alpha Company Website**

- The Company did have a website, but we have now been offered a HQ website which is to be run alongside the Area one by Daz Jaundrill of Dudley unit SCC.
- We will need full detachment information, Photos, Feedback, Downloadable Documents and anything else you feel will be advantageous. Send all information to Major Devenish and he will pass this on.
- We are also looking for an Administrator for the website. Names to Major Devenish

## **11. Weapons Handling & RCO Qualifications**

Capt Scholes explained the current Qualifications that can be gained through the Area:

- qCWHT – This allows you ONLY to assess Weapons Handling Tests  
You can only assess if you are with someone else, you need to prove you are competent and it needs to be re-validated every 6 months.
- WI – This allows to you teach AND assess Weapons Handling Tests  
You can also assist Adult WHT that are run locally, again you need to prove you are competent and it needs to be re-validated every 6 months.

Major Devenish – Staff need to start attending courses to gain these as currently only 1/3 of the Company have these qualifications and BFSS.

qCWHT & WI Courses will take place throughout 2007 and will be run in the following format:

- 1<sup>st</sup> Weekend – This will consist of a weekend of Weapons training purely so that everyone is up to the same standard and has the exact same understanding as each other.
- 2<sup>nd</sup> Weekend – First thing Saturday morning will be a WHT, if this is failed you go home.
- Range Conducting Officers Course – The 0.22 RCOs Course will not be happening for a while as authorisation to sign off has been removed by the DOT of UK Land Forces. These are not likely to start again until the late spring.
- Ranges – Small Bore firing is changing to Short Range which will include the 5.56 on a 25m range. Full Bore is changing to Long Range.
- Removal of Magazines – In the event of an IA it states that you MUST leave a magazine on as per the ACF manual.

## **12. Phase Two Development Meeting**

Lt Sheppard & PSgt Cann attended the Phase Two Development Meeting in relation to Project Westminster. The following information has come from the MSSC Questionnaires that were produced throughout the Corps in the summer of 2006:

- SCC Staff give an average of 26 hours per week to the Corps.
- Cadets have put forward the following thoughts:
  - ⇒ Staff do not set a good example in relation to their Uniforms.
  - ⇒ Staff need to set an example with Drill
  - ⇒ There is too much bickering between Staff
- Why does the majority of Staff become Instructors? The main reason was to keep a connection with the Forces, Ex Cadets who have come of age or for the sheer satisfaction of teaching.
- What does the majority of Staff enjoy? The main reason was a satisfaction of passing information, knowledge and achieving a goal.
- Project Westminster – There is no funding for Units towards computers that will assist with this, however if you have the appropriate clearance you can access the information from a home based computer. Alternatively, there is the BT Award Scheme currently available which enables you to apply for a computer package.

- What do we regard ourselves as? The main answers were Youth Workers, Youth Leaders or Youth Instructors. However, if we are to apply for grants its best to put down Youth Leader as this will get more funds than a Youth Instructor would.
- Marine Cadets – There has been concern over the promotion timescales, but mainly it was questioned that why can Marine Cadets use wooden training aids (as in copy weapons) but not plastic training aids (as these are classed as replicas)??

There is due to be a review for Marine Cadet Development within the New Year to address any issues the cadets may have.

### **13. Finances**

The CSM gave a brief over view of all the Company Accounts.

It was asked if anyone objected to closing the Old Account as it is no longer needed. The General consensus of this was ‘Yes, close the Old Account’.

### **14. Alpha Company Merchandise**

The Company currently offer merchandise in the form of T-Shirts, Pin Badges & Shoulder Flashes.

Please put forward you thoughts for any further profitable merchandise we could invest in.

### **15. Company Stores**

- Over the last few years the Company had lost a considerable amount of Kit. It has been agreed that the Company should hold an amnesty to try and build up our kit supplies. Anyone with equipment that belongs to the company should contact either the CSM – CSgt Wagstaff or the CQMS – CSgt McEllin to arrange collection ASAP.
- CSgt McEllin has tried to recuperate as much missing kit as possible and this will eventually be placed into a central store so everything will be accounted for and available to everyone.

CSgt McEllin – We now have a Company Store which is based at HMS Flying Fox, Bristol. This was taken over from December 2006. Anyone requiring equipment please contact me and I will try and meet your requests.

**“Stores are not for Storing, they are for using – therefore ask for the kit”**

**“WE AIM TO PLEASE” – New Stores Motto !!**

## **16. Exercises & Camp 2007**

- Exercise Waelas Revenge - This year's Easter Camp will be held at Caerwent Training Camp, Fri 6<sup>th</sup> – Mon 9<sup>th</sup> April 2007. The camp will be fully tactical.
- Everyone is Welcome and it will include Pay & Travel.
- Applications need to be sent to the CSM, both T24s & T25s and the cost is £10 each.
- National Camp 2007 – Previously discussed

Sgt Edwards – On the C64 course I got some information from a Tony Smith (Lt RNR) who could help get access on some helicopters. This is going to be looked into further.

CSgt McEllin – Should we have different themes each year to keep the cadets interested? Something to think about.

## **17. South West Area Forums 2007**

We need feedback to put forward to these forums.

- Do we want Troop Meetings? In an ideal world they would be good!

## **18. RNPs & URs**

- Quarterly Returns – We are still having problems receiving the Quarterly Returns on time. These are important as they help determine what Grade a detachment gets at the end of the year.
- The deadlines have been slightly modified and shown on the new Company Calendar.
- D of E and BTEC needs to be pushed and shown more.
- General Remarks need to be more in depth and should relate to everything, including Cadet Activities outside normal training times i.e. Parades, Flag Days, and Bag Packs etc.

SLt Jefferies – I really like the idea of the Return as it keeps the CO in touch with what the Detachment are involved with. Also think that the blue jackets should do something very similar.

PSgt Cann – Regarding the D of E, could the Company arrange assessment weekends as it seems that the cadets get so far and then struggle to get assessed? Sgt Scholes – The ASO D of E is currently holding assessments which are advertised through the Sou Westers.

- RNP & URs – As of the 1<sup>st</sup> Jan 07 the formats are changing, some Units will receive a Unit Review and others will receive a Royal Naval Parade.
- Capt Scholes will be attending all 1 Troop RNPs as the DMCSO (N) and will attend all URs with 1 Troop AMCSO, CSgt Wagstaff.

## **19. Awards 2006**

The following nominations have been put forward from Alpha Company:

- McCarroll Trophy CSgt Wagstaff
- Gibraltar Cup Plymouth Drake Detachment
- Indefatigable Shield MC2 Barber – Rugby Detachment
- SRMO Award Rugby Detachment
- Leadership Trophy NONE

We should hear the results of these within the next month.

## **20. Any Other Business**

- PSgt Scholes – Regarding the District Drill Colour Party, if it is a Marine Colour Party are they judged on Sailor drill or Marine drill?  
PO (WS) (AWW) L. Perry – They are judged on Marine Drill
- Sgt Rayer – With District Reserve going, what will happen to people who cannot commit to a unit but want to stay within the SCC?  
Major Devenish – If you cannot commit you can apply for leave for up to 3 months, but this must be granted by Area. After the 3 months if your situation hasn't changed you need to resign and then you can re-apply to a unit if circumstances change.  
Major Devenish – If you can agree something like 1 night a week with the CO then you could get away with it, however this will effect the overall % on the RNP paperwork.
- Sgt Edwards – Have the Company ever thought about organising a Company Camp Abroad?  
Major Devenish – If funds permit than something could possibly be organised as there are Units who do this annually.
- Captain Benton – Just a reminder about the MC1/Cpl board applications for January. The closing date is 31<sup>st</sup> December 2006.

## **21. The Way Forward**

Within the next 12 months I would like to achieve the following:

- Provide Stability for the Company
- Concentrate on Staff Training
- Everyone to gain new skills
- Standardisation

**This meeting was closed at 16:00**

**The next meeting has been arranged for 7<sup>th</sup> – 9<sup>th</sup> December 2007**