

23 Apr 15

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MINUTES OF THE 2nd MEETING OF THE RAF CLOTHING AND DRESS POLICY STEERING GROUP (DPSG) HELD AT RAF HIGH WYCOMBE ON 25 FEB 15

Present	[REDACTED]	Gp Capt A4 Ops Plans OC Spt RAF Halton SO1 A4 Log Spt RAF Ceremonial AIR A4 Clothing & Gen Stores SO2 COS Pers Pol D&I CASWO Air A4 Clothing & Gen Stores Cer & Pol	Chairman Female Rep Secretary
Apologies	[REDACTED]	([REDACTED] representing)	

	Action
<p>Item 1 – Welcome And Introduction</p> <p>1. The Chairman explained that the purpose of the SG was to take decisions on the issues and recommendations from the WG or refer them to D Com Cap as Chair of the RAF Dress Policy (DP) Board.</p>	
<p>Item 2 – Approval Of Minutes Of Last Meeting</p> <p>2. The minutes of the last meeting were accepted and approved.</p>	
<p>Item 3 – Matters Arising From Last Meeting</p> <p>3. Communication. Communication of dress policy matters was important to ensure that all personnel we aware of the correct forms of dress. Methods of communication were to vary depending upon the issue but, as a minimum, the minutes were to be published on the C&GS website.</p> <p>4. Decision. SO3 C&GS was to publish the SG minutes on the C&GS website.</p>	SO3 C&GS
<p>5. RAF Workwear Project. Following a requirements workshop last Jul, product development work was continuing with regard to RAF Coverall (general improvements including possible addition of Hi/Viz/Reflective capability) and General Purpose Jacket (Soft Shell version including Reflective capability); these, together with any general introduction of a 'workwear' solution, were longer term activity with shorter term work focusing on over-issues of current combat uniform layer items where Gps will support the financial commitment.</p> <p>6. Decision. SO2 C&GS was to continue to liaise directly with Gp staffs on the shorter term solutions and draft a briefing note on the broader 'workwear' requirement that can be considered for central support funding.</p>	SO2 C&GS
<p><i>Sec's Note:</i></p> <p><i>Subsequent to the meeting, improvements to cold and wet weather clothing for personnel that spend extended periods working outside was to be separated from the Workwear Project and delivered as quickly as possible.</i></p>	
<p>7. Utility Jersey. The AP1358 had been amended to reflect the SLT intent that jerseys were to be worn with a shirt and tie with the exception of women wearing the blouse with the V-neck jersey. Where the CoC specified that No2 SD was to be worn then that was to be with a long sleeve shirt – on other occasions, it was permissible to don a jumper</p>	

over a short sleeve shirt and add a tie. Consideration was still required on the continued inclusion of the round neck jersey in the forms of dress.

8. **Decision.** SO2 C&GS was to include consideration on the continued use of the round neck jersey on the briefing notes to the DP Board.

SO2 C&GS

9. **Warrant Officer's SD Hat.** A proposal to adopt the male officer SD pattern hat, with WO badge for WOs to align with the Army approach was not endorsed by the WG. Female WOs however, were issued with a female officers SD pattern hat with WOs badge accordingly, it was also proposed that an alternative hat be introduced for female WOs that, as with the male hat, had a gloss peak. Although the SG considered that the proposal had merit, it was identified that DE&S would not consider an addition to the headwear range, especially in light of the quantities required and that external sourcing would be cost prohibitive.

10. **Decision.** It was agreed that:

SO2 C&GS

a. Adoption of a male officers SD hat with WOs badge for use by WOs was not endorsed.

b. A review of the female WOs SD hat was not endorsed.

11. **Court Mounting of Medals.** The SG endorsed the WG proposal for court mounting of medals at public expense where individuals had been awarded 6 or more. The SG wished to examine cost implications in order to support possible proposals to the DP Board.

12. **Decision.** SO2 C&GS was to provide a cost estimate to SG by 30 May 15.

SO2 C&GS

13. **Other Arms Head Dress.** Currently RAF personnel are not permitted to wear any other arms accoutrements but the use of RMs and Para berets were the routine within those organisations. Changes to allow RAF personnel serving in such organisations to dress appropriately was to be included in the revised DIN on the Wearing of RAF Uniform covered at para 49.

14. **ACO Embroidered Badges.** The use of ACO embroidered badges, vice gilt, had been previously approved.

Item 4 – Steering Group Topics

15. **Wet Weather Jacket.** The possible conversion to an RN design (in RAF colour) of wet weather jacket to include reflective capability required consideration by the DP Board.

16. **Decision.** SO2 C&GS was to include the re-designed wet weather jacket on the briefing to the DP Board.

SO2 C&GS

17. **High Visibility Belts.** Evidence had shown that the hi-viz belt was in airfield use and the item presented a potential FOD hazard. Current direction provided in AP1358 Ch 1 para 0128 prohibited such use and that only hi-viz jackets and vests met the required PPE regulations for high hazard areas.

18. **Wristbands.** The SG approved the annual endorsement of the wearing of one Service charity wristband vide AP1358 Ch1 para 0159.

19. **Decision.** The wearing of one Service charity wristband was approved and was to be reviewed 2016.

Steering Group

20. **SNCO/WO Waistcoat.** The SG remained undecided on the proposal to adopt a waistcoat for SNCO/WO mess dress, noting anecdotally that male officers were issued one and it was seldom worn unless directed. A cost estimate would be required and the SG was to consider the potential for withdrawing the officer waistcoat.

<p>21. Decision. SO2 C&GS was to provide cost estimate for consideration at the DP Board.</p>	SO2 C&GS
<p>22. SNCO/WO No5. While introduced as an initial issue from 2009, no provision for sustainment for SNCO/WO No5s was made. The SG dismissed a tax relief plan in favour of a replacement uniform on promotion to WO with consideration of a 'reachback' of 12 months and a minimum 3 years remaining service. Costings would be required for the DP Board to consider.</p>	
<p>23. Decision. SO2 C&GS was to provide cost estimates for consideration by the DP Board.</p>	SO2 C&GS
<p>24. Telecommunications Badge. The telecommunications badge was worn on No1 by all TG4 qualified personnel up to the rank of FS and it was proposed that this should be extended to include WOs. The significance of the badge and the proposal to enable trade qualified WOs to wear it was determined appropriate for AMP's decision.</p>	
<p>25. Decision. SO3 Cer & Pol to provide background information to support a proposal to the DP Board.</p>	SO3 Cer & Pol
<p>26. Sniper Badge. The SG acknowledged the intensive nature of the military sniper course but did not consider itself sufficient informed enough to make a recommendation. This matter would be directed to AO FP for clarification. It was noted that the RAF Marksman badge (crossed rifles) remained in clothing literature although marksmanship annotations had long been out of use. Concerns were raised about a creeping proliferation of badges.</p>	
<p>27. Decision. The Chair agreed to discuss the proposal to introduce a snipers badge to be worn on No1s with AO FP.</p>	Chairman
<p>28. MPGS. The SG rejected further consideration of MPGS employed at RAF units to wear RAF berets (with own cap badge) as MPGS personnel adhere to Army Dress Regulations.</p>	
<p>29. Decision. The wearing of RAF berets by MPGS personnel at RAF units was not be considered further.</p>	
<p>30. Greatcoat Ranking. The SG approved the use of full size rank chevrons by all personnel donning greatcoats at the direction of RAF Ceremonial. The SG recognised that development of a WO badge would be a long term project.</p>	
<p>31. Decision. SO3 Cer & Pol was to amend the uniform specification for greatcoat ranking and investigate the provision of a larger WO badge.</p>	SO3 Cer & Pol
<p>32. Pace Sticks. The SG rejected a proposal to allow the carriage of pace sticks as a 'staff of office' for NCO Discip posts, countering that every officer and NCO was responsible for Service discipline. The pace stick was for use only by QDIs in the process (or transit) of delivering drill instruction or parade preparation.</p>	
<p>33. Decision. SO3 Cer & Pol was to advise the WG members that the carriage of pace sticks by those serving in NCO Discip posts was not approved.</p>	SO3 Cer & Pol
<p>34. Canes. The SG expressed concern that a proliferation of cane carriage was being considered for a variety of appointments and upheld the current list provided in AP1358 Ch1. The use of canes by ATC WOs was also reviewed and the SG agreed that only one appointment; that of the Commandant Air Cadets WO, would be permitted to carry a cane during their tenure.</p>	
<p>35. Decision. SO3 Cer and Pol was to clarify when and where canes may be carried and by whom. ACO HQ to be advised.</p>	SO3 Cer & Pol
<p>36. Summer and Winter Dress Dates. The SG rejected further examination of a return to seasonal dress states.</p>	

37. Decision. Reintroduction of winter and summer dress dates was rejected.	
38. RAF Reserves Insignia. The SG were advised of the anomaly within AP1358 and its subsequent correction to reflect that 'A' badges were worn on ceremonial and mess uniforms only.	
39. Decision. SO3 Cer & Pol was to amend the AP1358 to detail that 'A' badges were to be worn by Reservists on ceremonial and mess uniforms only.	SO3 Cer & Pol
40. Berets. The proposal to allow officers to wear berets with No2 dress was considered to have historical significance. More information was required to properly understand all the implications.	
41. Decision. SO3 Cer & Pol was to research the full background and produce a short brief on the matter to SG members to include set of options for further consideration.	SO3 Cer & Pol
42. Hosiery. The SG was advised that nearly black hosiery was, contrary to reports, easily obtained. A proposal to permit lesser denier hosiery with No 2 dress was supported.	
43. Decision. SO3 Cer & Pol was to amend the AP1358 to permit lesser denier hosiery (vice 15) with No 2 SD.	SO3 Cer & Pol
44. Clothing Range Utilisation. The SG approved the issue and use of No 2 male pattern trousers by females on grounds of fit. DMS pattern shoes could also be worn in lieu of Gibson where considered best for fit and comfort.	
45. Decision. SO3 Cer & Pol was to draft suitable amendment for inclusion in the AP1358 that allows for females to wear male pattern trousers and DMS pattern shoes on fit and comfort grounds.	SO3 Cer & Pol
46. Combat Uniform. The SG was advised that AP1358 had been amended to include direction that PCS trouser hems were to be bloused over the top of the boot using fitted draw cords or privately purchased bands.	
47. Warm Weather Clothing. The SG acknowledged that a review of warm weather clothing was in progress but that it was a low priority. The need for a KD uniform range was questioned accordingly CASWO agreed to seek CAS' views on the subject. Plans to develop a lightweight No1 uniform were in progress but secondary to other ongoing projects.	
48. Decision. CASWO was to consult CAS on the matter of warm weather uniforms.	CASWO
49. Wearing of Uniform IBN. The complexities surrounding the content and reinvigoration of the 2008 IBN, particularly in light of security concerns, were considered of sufficient importance to warrant an internal review and for CASWO to raise this with CAS for direction.	
50. Decision. CASWO was to request direction from CAS on issuing a revised IBN for the wearing of uniform.	CASWO
51. Embroidered WO Badges. The SG was shown a sample of commercially available wire embroidered rank slides available as private purchase items to WOs. The Chair expressed concern regarding the slide colour, which C&GS took as a task to ensure that commercial were informed of the correct pantone. The development, at the behest of CAS, of an enhanced badge for the CASWO was discussed with particular regard to the use of the Royal Arms. The SG concluded that the proposed embellishment, a wreath, did not constitute a change to the Royal Arms badge granted by The Sovereign and that development should proceed.	
52. Decision. SO3 Cer & Pol was to continue development of embroidered WO badges and a specific design for CASWO and submit proposals to the SG members.	SO3 Cer & Pol

53. **ID Cards on Uniform.** The recent directive to wear ID cards has resulted in request for a modification to uniforms to allow a clear 'pocket' to facilitate their wearing. While this is technically feasible it would require a large range of differing solutions depending on the uniform type. The current use of armbands and lanyards was a more flexible solution.

54. **Decision.** The introduction of modified uniforms to include the facility to display ID cards was rejected.

55. **Future Aircrew Clothing System (FACS).** The SG was issued a brief on the introduction of two distinct flying clothing modes; coverall and a two piece combat dress. The SG would need to consider the dress implications of the variations within the combat clothing system particularly headwear and certain PPE items such as kneepads.

56. **Decision.** SO3 Cer & Pol was to draft a revised Chap 14 of AP1348 for consideration.

SO3 Cer & Pol

Item 5 - Any Other Business

57. **Name Badges.** The RAF Branding Guidelines contain the specifications and designs of the official RAF name badges.

Item 6 – Date Of Next Meeting

58. The next meeting will take place after the DP WG Jun meeting at a date in mid Jul 15.

59. **Decision.** SO3 Cer & Pol was to determine dates for both at the next WG and SG and advise the SG members.

SO3 Cer & Pol

{original signed on DII}

AIR 38 Gp A4 GC & GS Cer & Pol
For DACOS A4 Ops

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07 Aug 15

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MINUTES OF AN EXTRAORDINARY MEETING OF THE RAF CLOTHING AND DRESS POLICY WORKING GROUP (DPWG) HELD AT RAF HIGH WYCOMBE ON 06 AUG 15

Present	[REDACTED]	CASWO SWO, RAF Brize Norton AMS, RAF Brize Norton Corps WO, RAF Regiment D&I WO RTS, RAF Halton Air A4 Clothing & Gen Stores Cer & Pol	Chairman Female Rep Secretary
Apologies	[REDACTED]	SO2 GC&GS Cmd WO Reserves SWO, RAF Honington HQ Air Cadets	
ITEM 1 – WELCOME AND INTRODUCTION			Action
1. The Chairman welcomed all to the meeting and invited all present to introduce themselves to the other attendees of the RAF DPWG.			
ITEM 2 – APPROVAL OF MINUTES OF LAST MEETING			
2. The minutes of the last meeting were accepted and approved.			
ITEM 3 – MATTERS ARISING FROM LAST MEETING			
3. Cold/wet weather clothing. The Secretary informed the WG that a financial application supporting the procurement of cold/ww clothing had been submitted and approval was expected by Nov 15.			
4. Decision. Ongoing.			SO2 GC&GS
5. SNCO No5 waistcoat. The WG were informed of the Steering Group decision to close the question of introducing a waistcoat to the SNCO No5 ensemble.			
6. Decision. Closed..			SO2 GC&GS
7. Issue of No5 on promotion to WO. The WG endorsed the proposal to issue a free No5 uniform to FS promoted to WO, within the parameters of a minimum three years to serve. A retrospective window of 12 months was approved.			
8. Decision. GC&GS to staff business case for contract amendment.			
9. Utility Jersey. The WG were asked to consider a date to declare older versions of the issue jersey obsolete and not to be worn. Recognising the potential implications the WG concluded that a widely advertised date (1 Oct 16) would enable gradual transition to reduce supply chain problems. The WG questioned free exchange for officers.			
10. Decision. Sec to prepare IBN for promulgation.			GC&GS/Fem Rep
11. Court Mounting of 6 or more medals at public expense. Noting a concern over the strength of the medal brooch pin that was to be raised with Defence Clothing, the WG agreed on the concept and would be informed of the personnel affected and financial implications before the next WG meeting.			
12. Decision. Ongoing.			Steering Group

<p>13. Wristbands. Recognising the use of wrist worn electronic devices, the WG endorsed an amendment to AP1358 to allow for the wearing of an inconspicuous wristwatch and one other wrist accoutrement (to be listed) at the discretion of the individual. A Band directed by religious observation may be worn in addition.</p>	
<p>14. Decision. Draft amendment for comment by 14 Aug 15.</p>	GC&GS
<p>ITEM 4 – AGENDA ITEMS</p>	
<p>15. RAF Regt OR shoulder slides. RAF Regt representatives proposed a return to the light blue shoulder board (shown below) in lieu of the machine embroidered current version (below right) which was deemed not fit for purpose. Sec to ascertain depot stocks of the shoulder board (8455-99-130-4540).</p>	
<p>16. Decision. Sec investigated NSN finding 900 items in circulation, however, this is legacy stock of an obsolete item maintained solely for Regt Officer use and will require a business case submission to reintroduce for OR use.</p>	Steering Group
<div style="display: flex; justify-content: space-around; align-items: center;">   </div>	
<p>17. PCS Barrack Dress shirt (CS95 cut). RAF Regt representatives asked why the Corps, as a dismounted close combat arm, had been excluded from the roll out of the Barrack Dress shirt worn for non-operational/training duties. No funding allowance had been made.</p>	Steering Group RAF Regt (SUR)
<p>18. Decision. Sec to raise with SO2 GC&GS.</p>	
<p>19. RAF Branded PT wear. WO RTS briefed the WG on the intent to introduce sports clothing featuring the RAF Brand Logo as core issue items at recruit training. The project is subject to financial approval before DC are engaged to procure. It was noted that the current issue cotton t-shirts have been superseded by modern wicking fabrics and the WG requested the withdrawal of the cotton version.</p>	GC&GS
<p>20. Decision. CG&GS to investigate cotton t-shirt with intent to declare obsolete.</p>	
<p>21. The WG expressed concern at a lack of feedback from Steering Group level and the slow progression of a variety of projects endorsed by the WG. The WG agreed that Gp Capt A4 Ops should be invited to WG meetings for Cmd level input.</p>	GC&GS
<p>22. Decision. Sec to invite Gp Capt A4 Ops to next WG meeting.</p>	
<p>23. Gp Capt A4 Ops attended a short discussion regarding dress policy governance. The Chair thanked the Gp Capt for the short notice attendance.</p>	Cer & Pol
<p>24. Appearance. WO I&D informed the WG of recent changes to Army Dress Regulations in respect of religious observances and directives, noting the RAF was at increasing risk of legal challenges and cautioned that future recruitment targets could be disadvantaged by exclusionary regulation. The WG acknowledged that RAF dress regulations (Appearance) needed review.</p>	
<p>25. Decision. Sec to liaise with WO D&I to review AP1358 Ch1.</p>	
<p>26. The WG asked for progress on the reissue of IBN 27 2008 'Wearing of Uniform'.</p>	

<p>a. Decision. 1 Gp Safety to be approached.</p>	GC&GS/Fem Rep
<p>8. WO/SNCO No5 waistcoat. A proposal to introduce a waistcoat option to WO/SNCO evening dress had been considered by the previous Steering Group and the proposal had been rejected.</p>	
<p>a. Decision. Closed.</p>	Steering Group
<p>9. No5 replacement on promotion to WO. A requirement had been raised to issue a replacemt No5 mess dress to SP promoted to WO. The business case was expected to receive financial support late 2016.</p>	
<p>a. Decision. Ongoing.</p>	
<p>10. Head dress with No5 dress. The WG were invited to consider the enforcement of wearing SD hat with mess dress as the accepted practice of transit to and from functions was contrary to AP1358. This was of particular concern for personnel at Joint establishments and considered appropriate for ratification by the SLT via the Steering Group.</p>	GC&GS
<p>a. Decision. For SG to list for AMP.</p>	
<p>11. Utility jersey. The WG were informed of the SG decision to maintain the status quo apropos the v-neck supercession of crew neck, but highlighted the number of personnel continuing to use the latter in spite of the deteriorating appearance.</p>	
<p>a. Decision. Ongoing.</p>	Steering Group
<p>12. Court mounting of 6 or more medals at public expense. Costing the number of qualifying personnel along with unit tailoring options had proven difficult, however, it had been agreed to present the risk to the SLT for consideration.</p>	
<p>a. Decision. Ongoing.</p>	
<p>ITEM 4 AGENDA ITEMS</p>	
<p>13. Ties. The specification and materials used in the current issue black tie were raised in respect of appearance, knot tying and general sizing.</p>	
<p>a. Decision. GC&GS to review specification in favour of narrower tie.</p>	
<p>14. RAF Regt shoulder slides. The proposal to return to the RAF Regt stiffened shoulder slides had been endorsed by the SG and now awaited FPHQ business case to progress with procurement.</p>	Steering Group RAF Regt (SUR)
<p>a. Decision. FPHQ to submit business case to GC&GS.</p>	
<p>15. RAF Branded Sports Wear. SWO RAF Halton showed the WG the locally funded t-shirt and shorts in use at RTS and IOT. While endorsed by the WG it was noted that local procurement was not a long term solution and that 22 Gp would need to submit a financially sound business case to bring the clothing under Defence Clothing management.</p>	
<p>a. Decision. Business case by 22 Gp.</p>	GC&GS
<p>16. Maternity Wear. SO2 GC&GS briefed the WG that prototype maternity wear was in production for trial by a tri-Service group. A wet weather jacket with gussets to accommodate expansion was also in final development.</p>	
<p>a. Decision. Ongoing.</p>	
<p>17. Softshell replacement for GPJ. The WG endorsed the concept of a softshell outer garment that featured Service branding and reflective materials.</p>	GC&GS
<p>a. Decision. Ongoing – prototype to be considered by SG.</p>	
<p>18. Quality of working dress. SWO RAF Odiham challenged the specification requiring a permant crease in No2 trousers. Shirt quality was also</p>	

<p>mentioned and it was noted that in some cases, units were not taking defective clothing report action where appropriate.</p> <p>a. Decision. GC&GS to investigate.</p>	
<p>19. MAcr Op rankslide. The WG were informed that the MAcr Op rank slide was not compatible with the parachutists' smock as it is produced as a single item with the result that one eagle would face forwards.</p> <p>a. Decision. GC&GS to investigate a local purchase solution.</p>	
<p>20. Communications Badge. AMP had approved the wearing of the Comms Badge by trade Warrant Officers.</p> <p>a. Decision. AP1358 to be amended to reflect policy change.</p>	Cer & Pol
<p>21. Berets. The wearing of berets with No2 dress by officers was rejected. RAF Regt Officers are the only commissioned personnel afforded this option. No objections were raised.</p> <p>a. Decision. Closed.</p>	
<p>22. Aircrew Clothing System. The WG endorsed the proposal that only berets should be worn by aircrew wearing the two piece combat flying ensemble.</p> <p>a. Decision. For SG consideration.</p>	All WG members
<p>23. Wearing of Uniform in Public. The Internal Briefing Note was with Gp Capt A4 for review.</p> <p>a. Decision. Ongoing.</p>	
<p>24. RAuxAF. CAS had endorsed the removal of all 'A' badge from all modes of Service dress for RauxAF personnel.</p> <p>a. Decision. AP1358 to reflect policy change.</p>	Steering Group
<p>25. Warm Weather Clothing. The WG were informed of a development project for khaki drab (KD) replacement..</p> <p>a. Decision. In progress.</p>	
<p>26. Canes. The WG endorsed the proposal that the RAF Regt Force and the Provost Marshall's Warrant Officers could carry a light coloured (ash) walking stick.</p> <p>a. Decision. AP1358 to reflect policy change.</p>	
<p>ITEM 05 – DATE OF NEXT MEETING</p>	
<p>27. The next meeting will take place after the DPC SG in August.</p>	GC&GS


 AIR 38 Gp A4 GC & GS Cer & Pol
 For DACOS A4 Ops

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