



Ministry of Defence

Air Command Secretariat
Spitfire Block
Headquarters Air Command
Royal Air Force
High Wycombe
Buckinghamshire
HP14 4UE

Ref. 2015/03916

[REDACTED]

Email: [REDACTED]

15 May 2015

Dear [REDACTED]

Thank you for your email of 16 April 2015 requesting the following information:

A copy of all emails sent between No.22 (Trg) Group, HQAC and ATC Region HQ's between 1 January 2013 and 1 April 2015 regarding the proposal and plans to move the adult staff SNCO cadre into the RAFVR(T). I also request any information which shows the implementation date of this transition.

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

A search for the information you requested has been completed within the Ministry of Defence and I can confirm that information within the scope of your request is held. Please find attached all recorded information relating to your request. Personal data has been withheld under Section 40 – Information which is personal data whose release is governed by the Data Protection Act. Air Commodore McCafferty's name has not been redacted as personnel at 1 star and above are already in the public domain.

If you are not satisfied with this response or wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance, 1st Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website,

<http://www.ico.org.uk>.

Yours sincerely,

[Original signed]

Air Director Resources Secretariat 2b
Air Command

[REDACTED]
From:

Sent:

19 May 2014 15:11

To:

ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)

Cc:

Subject:

RE: 20140519-SNCO SURVEY-Note to [REDACTED]

Ma'am,

The survey was closed on the 2nd of May. This would give me time to collate and deliver the results to the RAVERA team during the meeting on the 10th May. However after receiving approximately 80 more responses after the cut off date, the figure issued to RAVERA were preliminary as a guide to how the survey was shaping with the remaining responses to be added to the summary for final issue which you have now received.

I will send an email out as a survey update I'm sure that the cadre will be grateful for the more detailed feedback.

I was also asked by a number of responders if we would be releasing the results. I have issued 1 update so far regarding to how the survey was progressing to let the cadre know that it wasn't being sat on, but I have not indicated or made any of the results public, I was going to ask your permission to release the final figures at a later date.

In the meantime, I am glad that the survey was of use to you and your team and if anything it has given the SNCO cadre a platform to discuss how their future will be shaped.

Best Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED] On
Behalf Of ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)
Sent: 19 May 2014 14:09
To: [REDACTED]
Cc: [REDACTED]
Marsh
Subject: 20140519-SNCO SURVEY-Note to [REDACTED]

[REDACTED]

I have now had time to quickly scan the results of the ATC to VRT survey and it makes for really interesting reading - some really insightful comments and very balanced. Not sure how much longer you were planning to hold it open but, if now closed, suggest you send a note out to all SNCOs along the following lines:

Thanks for taking part in the recent survey that sought to explore the appetite amongst the ATC SNCO cadre for a potential move into the VRT. The Comdt has seen the results and thanks all who participated for their helpful comments and votes. As you know, this is an option currently being considered by the Defence Youth Engagement Implementation Team as part of wider, tri-Cadet Force work on the status of adult volunteers in the Cadet Forces. If this option is taken further, and the vast majority of you were in favour of it, we will provide more information on what the changes would mean. As many of you pointed out, a change in status would have no impact on the cadets and little impact on your roles or your personal commitment to the Corps. However, it would place SNCOs alongside their commissioned counterparts, Reservists, subject to AF law and authorised to perform a wider range of roles, which might benefit delivery of the cadet experience. Current legal advice is that, if we were to introduce this revised status, it would be optional initially, with new SNCOs joining the VRT and existing SNCOs opting in if they wish, or opting out until their next re-engagement point, promotion, etc, at which point they would be asked to accept the new status. At this stage, we are unsure which way the work will go, so wait out. However, your responses have helped shape how we will present our evidence in the tri-Cadet Force arena. The Comdt was keen that she had stats and comments to back up her stance and you have provided that, so thank you. Having consulted, she now feels more confident in representing us.

D

Dawn McCafferty
Air Cdre
Comdt ACO

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[REDACTED]

From: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre) <ACO-HQAC-Comdt@mod.uk>
Sent: 19 May 2014 10:16
To: [REDACTED]
Subject: SNCO/WO(ATC) Survey

Thanks [REDACTED] had already copied me in on that one as it was so good!

D

Message sent from a MoD Blackberry device.

From: [REDACTED]
Sent: Monday, May 19, 2014 10:06 AM
To: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)
Cc: [REDACTED]
Subject: RE: SNCO/WO(ATC) Survey

Ma'am

As requested folder 1 of 4.

Please also see attached the comments from [REDACTED]. This was the most detailed response that I received and also from a [REDACTED] RAF,

[REDACTED]

Best Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre) [mailto:ACO-HQAC-Comdt@mod.uk]

Sent: 19 May 2014 09:57

To: [REDACTED]

Cc: [REDACTED]

Subject: SNCO/WO(ATC) Survey

Thanks [REDACTED]. The comments didn't make it through but if you can send in smaller packages that would be great. Suggest you do a printed report and send it to RCWW as our lead on DYER. We may need this evidence if this option remains viable and we want to prove the aspirations of our SNCOs. We may not include all comments - a judgement as to what is helpful internally which may be less so with an external audience!

Thanks

D

Message sent from a MoD Blackberry device.

From: [REDACTED]

Sent: Monday, May 19, 2014 08:54 AM

To: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]

Cc: [REDACTED]

Subject: RE: SNCO/WO(ATC) Survey

Ma'am

Please see attached as requested the final figures for the SNCO Survey.

Unfortunately only 384no were filled or complete enough to warrant putting forward although those who didn't complete the question part of the survey did have some comments which I have included on a separate email.

I have the comments to you already however I am assuming that it may not have gone through due to the size of file. I shall break it down into smaller file sizes and email them to you under 2-3 separate emails.

I can also present a bound document of the filled in questionnaires, summary breakdown with the calculations and post them to HQAC for audit trail if this is required.

Best Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre) [mailto:ACO-HOAC-Comdt@mod.uk]
Sent: 16 May 2014 15:24
To: [REDACTED]
Cc: [REDACTED]
Subject: SNCO/WO(ATC) Survey

[REDACTED]. I have opened and results are very much what I expected and hoped for. Not sure if you intended to also attach summary of comments but I can't seem to see that? Am I being dense? No worries if not but I would be interested in reading the SNCOs' views, warts and all!
D
Message sent from a MoD Blackberry device.

From: [REDACTED]
Sent: Friday, May 16, 2014 02:47 PM
To: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]
Cc: [REDACTED]
Subject: RE: SNCO/WO(ATC) Survey

Ma'am / Sir

PSA the survey summary which included all responses up to the RAVERA meeting on Saturday, I have another 82 to put into the final figures which shall be finalised for you this weekend.

As I have mentioned previously the percentages may change but not drastically.

Best Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: 16 May 2014 12:57
To: 'ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)'; [REDACTED]
Cc: [REDACTED]
Subject: RE: SNCO/WO(ATC) Survey

Ma'am

Please see all of the legible responses as requested. I shall have access to the interim survey summary sheet shortly and send it across, from memory 92% of the cadre were for the transition to VR(T) . The mixture of SNCOS who responded was split to approx 30-35% Sgt, FS and WO (ATC) . All might change with the remaining responses but I doubt it will change by much.

The most detailed response that may serve you well [REDACTED]
[REDACTED]
[REDACTED]

I wanted to keep the survey short. If I'd have gone into too much detail then it would potentially stirred a hornets nest with the VR(T) element of the ACO and judging by some of the comments my decision was well made hence a few questions with an option for the SNCO cadre to air their views. I was relying on the SNCO cadre to find out for themselves what benefits being VR(T) would bring and answering accordingly.

Having had a lot of conversations around the corps with SNCO's I generated the questions in line with the current issues that I had witnessed amongst the Corps.

Happy reading and [REDACTED]

Best Regards
[REDACTED]

From: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre) [mailto:ACO-HQAC-Comdt@mod.uk]
Sent: 16 May 2014 12:00
To: [REDACTED]
Cc: [REDACTED]
Subject: SNCO/WO(ATC) Survey

Hi [REDACTED]

Happy to receive whatever you have by midday Monday so I can peruse before the 1* mtg on Tue. Would not wish to have comments filtered - I need to know raw truth and can then determine if its appropriate for external or higher agencies.

Thanks for your work in support of RAVERA.

D.

Message sent from a MoD Blackberry device.

From: [REDACTED]
Sent: Friday, May 16, 2014 11:44 AM
To: [REDACTED]
Cc: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]
Subject: RE: SNCO/WO(ATC) Survey

Sir

Sorry for the delay, I have been flat out this week with no chance to get the final figures added into the final results. We had 404 responses with 303 inputted for the DYER meeting, I shall finalise the last 101 responses tonight and issue them as requested immediately.

I can send out the interim results up to the DYER meeting as soon as I can get access to my laptop this afternoon.

I have collated all of the responses into 1 pdf file for issue if this would be of interest although some of the responders have been a little over enthusiastic with their comments. I can leave that to your and the CACWO's better judgement before that is issued. That said they are speaking to me with an honest opinion.

Best Regards

[REDACTED]

[REDACTED]

-----Original Message-----

From: [REDACTED]

Sent: 16 May 2014 11:12

To: [REDACTED]

Cc: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre);

Subject: FW: SNCO/WO(ATC) Survey

[REDACTED]

Please see Comdt's comments below.

Please send her as requested (and to me and CACWO) a copy of the questionnaire and the results so far.

Many thanks

Regards

[REDACTED]

-----Original Message-----

From: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)

Sent: 16 May 2014 09:31

To: [REDACTED]

Cc: [REDACTED]

Subject: Fw: release-authorized: FW: 20140515-ACO Convention Accom

[REDACTED] now you have confirmed that a RAVERA survey did go out to ATC SNCOs on their status, grateful if you could provide a copy of the survey and results so far. This note below, very positive, was presumably triggered by the survey. As I am 1*SG next week and DYER is on agenda, I would welcome visibility, espec as last DYER RODs referred to ACO intent to survey rather than actually already in train.

D

Message sent from a MoD Blackberry device.