



Ministry  
of Defence

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

Ref: 2017/02885

[REDACTED] by email]

03 May 2017

Dear [REDACTED]

Thank you for your e-mail of 01 March 2017, which has been considered to be a request for information under the Freedom of Information Act 2000 (FOIA) requesting the following information:

*I request copies of All communication to and from HQAC regarding the changes of the RAFVR(T) and SNCO (ATC) insignia.*

A search for the information has now been completed within the MOD, and I can confirm that information in scope of your request is held.

As previously explained in my letter of 31 March 2017, Section 35(1) of FOIA states that information held by a government department is exempt information if it relates to the formulation or development of government policy. Section 42(1) of the Act provides that information is exempt if a claim for Legal Professional Privilege could be made in respect of it. The Act requires that we have to carry out a Public Interest Test (PIT) in these respects to show that the reasons for withholding the information outweigh the reasons for releasing the information.

A PIT has been conducted against each exemption and I have found that, under S.35, the balance lies in favour of withholding the information as releasing it could damage the 'safe space' around decision-making to enable officials to engage, confidentially, in full and frank discussion of policy. Additionally, regarding S.42, I have found that the balance lies in favour of withholding the information as discussions between a client and their legal advisor need to be frank and candid, without fear of disclosure.

In accordance with the Data Protection Act, third party data (except those of public-facing, 1 Star and above, personnel) has been redacted under S40(2). This is an Absolute Exemption and not subject to the PIT.

Information outwith the scope of your request has not been provided and, therefore, been redacted as appropriate.

Please see the response at attached Annexes.

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 Team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail [CIO-FOI-IR@mod.uk](mailto: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,

Air Command Secretariat

Enclosures:

Annex A – Letter dated February 2017 (Information withheld under S42(1))

Annex B – Attachments from e-mails

Annex C – E-mails

**From:** Air Commodore Dawn McCafferty RAFR  
Commandant

 **ROYAL  
AIR FORCE  
AIR CADETS**  
the next generation

Air Cadet Organisation  
Headquarters Air Cadets  
Royal Air Force Cranwell  
Sleaford  
Lincolnshire  
NG34 8HB

Tel: [REDACTED]  
Fax: [REDACTED]  
email: [REDACTED]  
[www.raf.mod.uk/aircadets](http://www.raf.mod.uk/aircadets)

Mrs F White BSc Hons  
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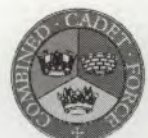
February 2017

## **CIVIL SERVANTS EMPLOYED IN SUPPORT OF AIR CADET ACTIVITY - ELIGIBILITY FOR NEW CADET FORCES COMMISSION**

### **Introduction**

1. I write to seek your advice and support in addressing the status of my Civil Servants who currently hold, on a voluntary basis, a Queen's Commission in the Volunteer Reserve (Training) Branch (VR(T)) which enables them to wear uniform when conducting their primary roles. As you know, this situation evolved over many years as the status of the permanent staff in the ACO gradually changed from Retired Officers with Civilian Component Commissions to Military Support Function personnel, many of whom had no former commissioned service in the Armed Forces but who were permitted to take a VR(T) Commission to enable the Organisation to provide a uniformed staff presence when dealing with uniformed adult volunteers and uniformed cadets. This arrangement has no legal status but has simply become accepted "custom and practice" across the ACO. I now wish to place this on a more formal footing and have sought DLS (RAF) advice before writing to you. I mentioned my intent at a recent AOC 22 () Gp Command Board to [REDACTED] who offered her support in principle subject to a formal submission to provide an appropriate audit trail.

2. We have made it very clear over recent years that the posts in the ACO are Civil Servant posts, not military, and therefore, when recruiting to these posts, we do not mandate the wearing of uniform or the taking of a commission but simply offer that opportunity to the successful candidate. Most, but certainly not all, take up the offer and wear their VR(T) uniform and rank with considerable pride. This is most welcome in an Organisation that supports some 45,000 uniformed volunteers and cadets with only a very small team of Regular and FTRS personnel who wear uniform as a consequence of their military status. It is particularly welcome in the CCF arena, where we have CS personnel operating in a tri-Cadet Force environment, where the other Cadet Forces employ more uniformed staff and where a consistent military ethos is therefore all the more important.



3. We have also made it very clear that, when operating in their primary CS role, the staff are employed and administered as pure CS, with entitlement to CS pay and allowances, etc. They remain subject to the Civil Service Code of Conduct and any disciplinary or administrative processes connected with their primary role are governed by DBS policy. For those who opt to volunteer with the air cadets beyond their CS primary role, this is done very much in their own time and they are then entitled to claim volunteer allowances and undertake appropriate training or support cadet activity as volunteers.

#### **New Commission**

4. The reason I need your advice and support is that you may be aware that the Cadet Forces are about to introduce a brand new commission which will replace the VR(T) commission and the equivalents in the other Cadet Forces. The new commission is due to come into effect on 1 Apr 17 for new adult volunteers and we expect the rest of the adult volunteers to transfer across by Oct 17. Therefore, with effect from 1 Apr 17, any new permanent CS staff recruited into posts where we have traditionally invited the incumbent to wear uniform will be offered the opportunity to take the Cadet Forces Commission and, with effect from Oct 17, all existing staff (approximately 50 across my CS cadre) will be invited to convert to the new commission. This will be entirely voluntary and we have worked with the Centre staffs to ensure that the rules underpinning the new commission permit permanent staff employed in direct support of cadet activity to take on the commission. I make this point so you understand that the scale of this issue is very small. Any CS employed in any other role across the MoD or beyond who wished to take a Cadet Forces Commission would be able to volunteer alongside any other member of the public but this would not confer any entitlement to wear uniform in their primary CS employment, since it is not linked to support of cadet activity. For your information, we understand that the ACF intend to allow their Crown Servants employed in support of the cadets to apply for the same commission on similar terms, replacing the TA Type B commission that was previously used by permanent staff holding a voluntary commission.

5. [REDACTED]

#### **Conclusion**

6. I seek your authority to continue to allow CS staff employed in support of cadet activity to volunteer to take a commission and to wear uniform and rank accordingly. Any member of staff who does not wish to take on the new commission, either on initial recruitment or on transfer later this year, will simply revert to wearing civilian attire and will lose the entitlement to wear uniform and rank when conducting their primary roles. Once I have your support, I need to seek authority from the RAF Dress Policy Committee, as my investigations into this issue have revealed that authority for VRT staff to wear uniform is restricted to No 1 SD. My staff have routinely worn No 2 WD and also CS95/MPT as appropriate for their cadet support duties so that is another loophole I need to close to ensure that my CS in uniform are working within extant regulations.

7. As always, very happy to discuss further.

# Internal Briefing Note



**Serial No:** (Issued by SO2 IC)  
**Date:** (as at transmission)

**Source:** ( [REDACTED] )  
**Released by:** M&C

## HM THE QUEEN APPROVES NEW COMMISSION FOR CADET FORCE VOLUNTEERS

HM The Queen has approved an historic new commission for Cadet Force volunteers.

The new commission will be introduced for adult volunteer officers in the RAF Air Cadets<sup>1</sup>, the Sea Cadets, the Army Cadet Force and the Combined Cadet Force Contingents in schools and colleges from April.

Her Majesty has approved in principle the adoption of a single bespoke commission for officers of the cadet forces of the United Kingdom – the first of its kind created for 155 years – to recognise the immense contribution made by volunteer staff as leaders of national uniformed youth organisations sponsored by the Ministry of Defence.

In the RAF Air Cadets the new commission will replace the existing commission whereby officers are appointed into the Training Branch of the RAF Volunteer Reserve.

The change should allow the RAF Air Cadets to reduce the myriad of different and complex rules, regulations and procedures accompanying commissions and will allow for the introduction of simpler administrative processes, in order to reduce the administrative burden on our volunteers.

### BACKGROUND

The new process will see officers commissioned into the RAF Air Cadets and then appointed to service with the Air Training Corps or Combined Cadet Force (RAF).

All new officers commissioned from April will be awarded the new Cadet Forces Commission.

RAF Air Cadet officers will no longer be subject to the Armed Forces Act and a simplified, swifter complaints procedure will be introduced to replace the current overly complex Service Complaints system. Authority for termination of service will be vested in the 1\* Comdt RAF Air Cadets, with an appeal to the Air Officer Commanding 22 (Training) Group.

The new commission is a military commission of equal status to the previous commission and adult volunteers in the Cadet Forces retain their entitlements to access military Mess facilities etc. RAF Air Cadet Commissioned Officers will be entitled to wear RAF uniform and are to be accorded

<sup>1</sup> The RAF Air Cadets comprises the Air Training Corps, Combined Cadet Force (RAF), 2 Flying Training School and Headquarters RAF Air Cadets.

by members of the Armed Forces and others the appropriate respect and privileges appertaining to their rank when undertaking training and volunteer related activities.

To mark the change, the RAF Air Cadets will introduce new insignia on uniforms – for both officers, warrant officers and senior non-commissioned officers (SNCOs) - strengthening its wider branding.

The insignia has been developed after consultation with adult volunteers and senior RAF personnel.

One of the changes will see the term VR(T) - indicating a member of the Training Branch of the RAF Volunteer Reserve - changed to RAF Air Cadets on embroidered RAF rank slides.

Current plans are for all existing RAF Air Cadets officers, (warrant officers and SNCOs) to use the new insignia before October 2017.

RAFAC - the accepted abbreviation for RAF Air Cadets – will be used on lapel pins to be provided for No1 and No5 uniform.

An option to provide “mud guards” reading RAF Air Cadets for use on No1s and No 5s (in addition to the lapel pins), is under consideration.

## **BRANDING**

For many years, the collective administrative term for the Air Training Corps and the Combined Cadet Forces (RAF) has been the Air Cadet Organisation (ACO).

From October 2017, all branding throughout the organisation will reflect the corporate logo “RAF Air Cadets” with the abbreviation RAFAC as required.

## **ADDITIONAL INFORMATION**

For further information please contact [REDACTED] or call [REDACTED]

~~OFFICIAL~~

20161209-ACO\_Cmd\_Circ

9 Dec 16

Copy to:

Comdt ACO

ACO CMD CIRC - 9 DEC 16

Headlines:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- **Transition to new Cadet Forces commission imminent and eagerly anticipated; and**
- [REDACTED]

Detail

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

5. **People.**

[REDACTED]

The new Cadet Forces commission is imminent, which will get us past some difficult CS/uniform issues, where a survey is running to clarify titles ('RAF Air Cadets' is the favourite). We would wish to induct new personnel into the new scheme from Apr 17 and hold a mass commissioning moment perhaps in Summer/17.

[REDACTED]

[REDACTED]

AOC 22 Gp



## CADET FORCES COMMISSION – HOW WILL IT AFFECT ME?

What effect will the new Cadet Forces Commission have on me?

The new Commission is a bespoke Queen's Commission, Queen's Cadet Force Warrant and Queen's Cadet Force Certificate of Appointment within a generic construct of the Queen's Cadet Forces which will embrace all current constituent forces whilst retaining their identities and titles.

- The Air Training Corp will retain its strong links to the Parent Service and will remain a key part of the RAF Family, comprising Regulars, Reserves and Cadet Forces.
- Officers, Warrant Officers and SNCO will be appointed into the Air Training Corps.
- On appointment, all Officers, and Warrant Officers will received a new Commissioning Scroll / Royal Warrant. Officers will continue to be gazetted.
- Queen's Cadet Force Commissioned Officers will be entitled to wear military uniform and rank appropriate to their sponsoring single Services, and to be accorded by members of the Armed Forces and others the appropriate respect and privileges appertaining to that rank when undertaking training and volunteer related activities in uniform.
- The precedence of Cadet Force Officers for the purposes of military ceremonial will be junior in rank to all Regular and Reserve Officers of the same rank, and senior to all officers of lower rank in the Regular and Reserve Forces.
- Officers will no longer be subject to the Armed Forces Act. Termination of Commission for disciplinary or administrative reasons will be at OF5 level, with an appeal level to the Comdt. A fairer, swifter complaints procedure will be introduced to replace the current overly complex Service Complaints system.
- Uniformed personnel will retain their CFAV MoD 90 and Civilian Personnel will receive a new identity card, reflecting their membership of the Air Training Corp.
- Membership of the Messes, including entitled rates (when on duty) will remain.
- Uniform entitlements will remain unchanged.
- Consultation is currently underway regarding what insignia members of the Air Training Corp will wear. Ranks and titles will continue to reflect those of the parent service.
- Volunteer Allowance and other allowances will remain unchanged.

The Air Cadet Organisation lead for the introduction of the new Commission is:

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Further details will be published as and when they are available.

## CADET FORCES COMMISSION – HOW WILL IT AFFECT ME?

What affect will the new Cadet Forces Commission have on me?

The new Commission is a bespoke Queen's Commission, Cadet Force Warrant and Cadet Force Certificate of Appointment within a generic construct of the Cadet Forces which will embrace all current constituent forces whilst retaining their identities and titles.

- The Air Training Corps will retain its strong links to the parent Service and will remain a key part of the RAF Family, comprising Regulars, Reserves and Cadet Forces.
- Officers, Warrant Officers and SNCO will continue to be appointed into the Air Training Corps or Combined Cadet Force (RAF).
- On appointment, all Officers, and Warrant Officers will received a new Commissioning Scroll / Royal Warrant. Officers will continue to be gazetted.
- Cadet Force Commissioned Officers will be entitled to wear military uniform and rank appropriate to their sponsoring single Services, and to be accorded by members of the Armed Forces and others the appropriate respect and privileges appertaining to that rank when undertaking training and volunteer related activities in uniform.
- The precedence of Cadet Force Officers for the purposes of military ceremonial will be junior in rank to all Regular and Reserve Officers of the same rank, and senior to all officers of lower rank in the Regular and Reserve Forces.
- Officers will no longer be subject to the Armed Forces Act. Termination of Commission for disciplinary or administrative reasons will be at OF5 level, with an appeal level to the Comdt. A fairer, swifter complaints procedure will be introduced to replace the current overly complex Service Complaints system.
- Uniformed personnel will retain their CFAV MoD 90 and appointed Civilian Personnel (Civilian Instructors and Chaplains) will receive a new identity card, reflecting their membership of the Air Training Corp or Combined Cadet Force (RAF).
- Membership of the Messes, including entitled rates (when on duty) will remain.
- Uniform entitlements will remain unchanged.
- Consultation is currently underway regarding what insignia members of the Air Training Corps / Combined Cadet Force (RAF) will wear. Ranks and titles will continue to reflect those of the parent service.
- Volunteer Allowance and other allowances will remain unchanged as a result of the introduction of the new commission, although a review of volunteer allowances is scheduled as part of the 2025 strategy.

The Air Cadet Organisation lead for the introduction of the new Commission is:

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Further details will be published as and when they are available.

## HM THE QUEEN APPROVES NEW COMMISSION FOR CADET FORCE VOLUNTEERS

HM The Queen has approved an historic new commission for Cadet Force volunteers.

The new commission will be available to all adult volunteer officers in the RAF Air Cadets, the Sea Cadets, ~~the~~ and the Army Cadet Force and the Combined Cadet Force Contingents in schools and colleges from April.

Her Majesty approved the creation of the new commission – the first of its kind created for 200 years ~~several decades~~ – to recognise the immense contribution made by volunteer staff as leaders of a national uniformed youth organisations sponsored by the Ministry of Defence.

Commented [ 1]: I think its over a century. please can you clarify?

In the RAF Air Cadets, the new commission will eventually replace the existing commission whereby officers are appointed into the Training Branch of the RAF Volunteer Reserve.

The change should allow the RAF Air Cadets to reduce the myriad of different rules, regulations and procedures accompanying commissions and will allow for the introduction of simpler administrative processes.

The new process will see officers commissioned into the RAF Air Cadets and then appointed to service with the Air Training Corps or Combined Cadet Force (RAF).

All new commissioned officers commissioned from April onwards will be awarded have the new Cadet Forces Commission and wear the new insignia.

### NEW INSIGNIA

In ~~mark the line with~~ the change, the RAF Air Cadets will ~~also~~ introduce new insignia on uniforms – for both officers, warrant officers and senior non-commissioned officers (SNCOs) - ~~plus~~ strengthening its wider branding.

The insignia has been developed after consultation with adult volunteers and senior RAF personnel.

One of the changes will see the term VR(T) - indicating a member of the Training Branch of the RAF Volunteer Reserve - changed to RAF Air Cadets on embroidered RAF rank slides.

It is planned for all existing RAF Air Cadets officers, (warrant officers and SNCOs) to transfer ~~move~~ across to the new commission and insignia before October 1<sup>st</sup> 2017.

“RAFAC” ~~the~~ accepted abbreviation for RAF Air Cadets – will be used on lapel pins to be provided for No1 and No5 uniform.

Commented [ 2]: Yes, but not been formally agreed yet. DPH to check with before uploading story on Friday am.

“An option to provide “mud guards” reading RAF Air Cadets for use on No1s and No 5s (in addition to the lapel pins), is under consideration.”

### BRANDING

For many years, the collective administrative term for the Air Training Corps and the Combined Cadet Forces (RAF) has been the Air Cadet Organisation (ACO).

From October 2017, ~~the latter will change~~ and all branding throughout the Organisation will reflect the corporate logo “RAF Air Cadets” with the abbreviation RAFAC as required.

## HISTORIC MOMENT

Commandant RAF Air Cadets, Air Commodore Dawn McCafferty said: "This is a truly historic moment as it is the first ~~time~~ a new commission ~~to has been~~ introduced for some 200 years and the first time we have badged all our adult volunteers with the same insignia, demonstrating their membership of one organisation, the RAF Air Cadets. ~~decades/over a century (BEING VERIFIED).~~

"The commission is especially for our adult volunteers who commit so much of their time to running activities for more than 41,000 RAF ~~a~~ Air c Cadets across the UK and beyond.

"There are a number of advantages to the new commission but mostly it provides a dedicated more specific commission for the adult volunteer officers in the Cadet Forces which differentiates them from Regular and Reservist personnel who undertake very different roles and have different Terms & Conditions of Service, and eases administrative processes. For the RAF Air Cadets it also gives us the opportunity to strengthen our corporate brand, which is already well established but was occasionally confused by the use of ACO.

"The new commission and branding are symbolic of our willingness as an organisation to embrace change and modernise to better meet the needs of current and future generations. The RAF Air Cadets a forward-moving organisation which has enjoy an excellent global reputation and I welcome this as we move forward with our 2025 Vision."

## MORE INFORMATION

See [here](#) for more information on the commission and insignia changes.

## HM THE QUEEN APPROVES NEW COMMISSION FOR CADET FORCE VOLUNTEERS

HM The Queen has approved an historic new commission for Cadet Force volunteers.

The new commission will be available to all adult volunteer officers in the RAF Air Cadets, the Sea Cadets, the Army Cadet Force and the Combined Cadet Force Contingents in schools and colleges from April.

Her Majesty approved the creation of the new commission – the first of its kind created for over 100 years – to recognise the immense contribution made by volunteer staff as leaders of national uniformed youth organisations sponsored by the Ministry of Defence.

In the RAF Air Cadets, the new commission will eventually replace the existing commission whereby officers are appointed into the Training Branch of the RAF Volunteer Reserve.

The change should allow the RAF Air Cadets to reduce the myriad of different rules, regulations and procedures accompanying commissions and will allow for the introduction of simpler administrative processes.

The new process will see officers commissioned into the RAF Air Cadets and then appointed to service with the Air Training Corps or Combined Cadet Force (RAF).

All new officers commissioned from April onwards will be awarded the new Cadet Forces Commission and wear the new insignia.

### **NEW INSIGNIA**

To mark the change, the RAF Air Cadets will introduce new insignia on uniforms – for both officers, warrant officers and senior non-commissioned officers (SNCOs) - strengthening its wider branding.

The insignia has been developed after consultation with adult volunteers and senior RAF personnel.

One of the changes will see the term VR(T) - indicating a member of the Training Branch of the RAF Volunteer Reserve - changed to RAF Air Cadets on embroidered RAF rank slides.

It is planned for all existing RAF Air Cadets officers, (warrant officers and SNCOs) to transfer to the new commission and insignia before October 1<sup>st</sup> 2017.

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## **HISTORIC MOMENT**

Commandant RAF Air Cadets, Air Commodore Dawn McCafferty said: "This is a truly historic moment as it is the first new commission to be introduced since 1862 and the first time we have badged all our adult volunteers with the same insignia, demonstrating their membership of one organisation, the RAF Air Cadets".

"The commission is especially for our adult volunteers who commit so much of their time to running activities for more than 41,000 RAF air cadets across the UK and beyond".

"There are a number of advantages to the new commission but mostly it provides a dedicated commission for the adult volunteer officers in the Cadet Forces which differentiates them from Regular and Reservist personnel who undertake very different roles and have different Terms & Conditions of Service. For the RAF Air Cadets it also gives us the opportunity to strengthen our corporate brand, which is already well established but was occasionally confused by the use of ACO.

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The new process will see officers commissioned into the RAF Air Cadets and then appointed to service with the Air Training Corps or Combined Cadet Force (RAF).

All new officers commissioned from April will be awarded the new Cadet Forces Commission and wear the new insignia.

### NEW INSIGNIA

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The insignia has been developed after consultation with adult volunteers and senior RAF personnel.

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It is planned for all existing RAF Air Cadets officers, (warrant officers and SNCOs) to transfer to the new commission and insignia before October 1<sup>st</sup> 2017.

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From October 2017, all branding throughout the Organisation will reflect the corporate logo “RAF Air Cadets” with the abbreviation RAFAC as required.

## **HISTORIC MOMENT**

Commandant RAF Air Cadets, Air Commodore Dawn McCafferty said: "This is a truly historic moment as it is the first new commission to be introduced for 155 years<sup>1</sup> and the first time we have badged all our adult volunteers with the same insignia, demonstrating their membership of one organisation, the RAF Air Cadets.

"The commission is especially for our adult volunteers who commit so much of their time to running activities for more than 41,000 RAF air cadets across the UK and beyond.

"There are a number of advantages to the new commission but mostly it provides a dedicated commission for the adult volunteer officers in the Cadet Forces which differentiates them from Regular and Reservist personnel who undertake very different roles and have different terms and conditions of service. For the RAF Air Cadets it also gives us the opportunity to strengthen our corporate brand, which is already well established but was occasionally confused by the use of the term ACO.

"The new commission and branding are symbolic of our willingness as an organisation to embrace change and modernise to better meet the needs of current and future generations. The RAF Air Cadets enjoy an excellent global reputation and I welcome this as we move forward with our 2025 Vision."

## **MORE INFORMATION**

See [here](#) for more information on the commission and insignia changes.

For more information on the RAF Air Cadets see [www.raf.mod.uk](http://www.raf.mod.uk)

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<sup>1</sup> The Commissioning Act of 11<sup>th</sup> April 1862 was the last time a commission was created. All UK Armed Forces commissions appear to date back to that point. Source: DRFC.



## HM THE QUEEN APPROVES NEW COMMISSION FOR VOLUNTEERS

HM The Queen has approved a historic new commission for volunteers.

The new commission will be available to all adult volunteer officers in the RAF Air Cadets, the Sea Cadets and the Army Cadet Force from April.

Her Majesty approved the creation of the new commission – the first of its kind created for several decades – to recognise the immense contribution made by volunteer staff as leaders in national youth organisations.

**Commented [ 1]:** I think its over a century, please can you clarify?

In the RAF Air Cadets, the new commission will eventually replace the existing commission whereby officers are appointed into the Training Branch of the RAF Volunteer Reserve.

The change should allow us to reduce the myriad of different rules, regulations and procedures accompanying commissions and will allow for the introduction of simpler administrative processes.

The new process will see officers commissioned into the RAF Air Cadets and then appointed to service with the Air Training Corps or Combined Cadet Force (RAF).

All new commissioned officers from April onwards will have the new Cadet Forces Commission and wear the new insignia.

In line with the change, the RAF Air Cadets will also introduce new insignia – for both officers, warrant officers and senior non-commissioned officers (SNCOs) - on uniform plus strengthening its branding.

The insignia has been developed after a lengthy consultation process with adult volunteers.

\_\_\_\_\_ who is leading the commissioning project on behalf of the RAF, said: “The biggest change will see the term VR(T) - indicating a member of the Training Branch of the RAF Volunteer Reserve - changed to RAF Air Cadets on embroidered RAF rank slides.

It is planned for all existing RAF Air Cadets officers, (warrant officers and SNCOs) to move across to the new commission and insignia before October 1<sup>st</sup> 2017.

“RAFAC - the accepted abbreviation for RAF Air Cadets – will be used on lapel pins to be provided for No1 and No5 uniform.

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“An option to provide “mud guards” reading RAF Air Cadets for use on No1s and No 5s (in addition to the lapel pins), is under consideration.”

## BRANDING

For many years the collective administrative term for the Air Training Corps and the Combined Cadet Forces (RAF) has been Air Cadet Organisation (ACO). The latter will now change and all branding throughout the organisation will reflect the corporate logo RAF Air Cadets with the abbreviation RAFAC as required.

## MORE INFORMATION

See here for more information of the commission and insignia changes.

## CADET FORCES COMMISSION – HOW WILL IT AFFECT ME?

What affect will the new Cadet Forces Commission have on me?

The new Cadet Forces Commission - as approved and appointed by the Sovereign – is an appointment within a generic construct of the Cadet Forces which will embrace all current constituent forces whilst retaining their identities and titles.

**Commented [ 1]:** Whilst this is correct, it is not a strapline and therefore should not be regularly used in this context.

- The Air Training Corps will retain its strong links to the parent Service and will remain a key part of the RAF Family, comprising Regulars, Reserves and Cadet Forces.
- Officers, Warrant Officers and SNCO will continue to be appointed into the Air Training Corps or Combined Cadet Force (RAF).
- On appointment, all Officers will receive a new Commissioning Scroll and will continue to be gazetted. Further work relating to recognition of non-Commissioned Cadet Force Adult Volunteers will be undertaken as part of CF2020.
- Cadet Force Commissioned Officers will be entitled to wear military uniform and rank appropriate to their ~~sponsoring~~ single Services, and to be accorded by members of the Armed Forces and others the appropriate respect and privileges appertaining to that rank when undertaking training and volunteer related activities in uniform.
- The precedence of Cadet Force Officers for the purposes of military ceremonial will be junior in rank to all Regular and Reserve Officers of the same rank, and senior to all officers of lower rank in the Regular and Reserve Forces.
- Officers will no longer be subject to the Armed Forces Act. Termination of Commission for disciplinary or administrative reasons will be at Group Captain level, with an appeal to the Comdt. A simplified, swifter complaints procedure will be introduced to replace the current overly complex Service Complaints system.
- Uniformed personnel will retain their CFAV MoD 90, and ~~a~~ Appointed Civilian Personnel (Civilian Instructors and Chaplains) will receive a new membership card which will be used to validate their identity and role as members of the Air Training Corp or Combined Cadet Force (RAF).
- Membership of the Messes, including entitled rates (when on duty) will remain.
- Uniform entitlements will remain unchanged.
- Consultation is currently underway regarding what insignia members of the Air Training Corps / Combined Cadet Force (RAF) will wear. Ranks and titles will continue to reflect those of the parent service.
- Volunteer Allowance and other allowances will remain unchanged as a result of the introduction of the new commission, although a review of volunteer allowances is scheduled as part of the 2025 strategy.

**Commented [ 2]:** ACO business but are SNCOs appointed?

**Commented [ 3]:** This requires further discussion at 1\* level – DO NOT PUBLISH IN CURRENT FORM

The Air Cadet Organisation lead for the introduction of the new Cadet Forces Commission is:  
~~████████████████████~~ – Regional Commandant North - [cadetforcescommission@aircadets.org](mailto:cadetforcescommission@aircadets.org)

Further details will be published as and when they are available.

## CADET FORCES COMMISSION – HOW WILL IT AFFECT ME?

What affect will the new Cadet Forces Commission have on me?

The new Cadet Forces Commission - as approved and appointed by the Sovereign – is an appointment within a generic construct of the Cadet Forces which will embrace all current constituent forces whilst retaining their identities and titles.

- The Air Training Corps will retain its strong links to the parent Service and will remain a key part of the RAF Family, comprising Regulars, Reserves and Cadet Forces.
- Officers, Warrant Officers and SNCO will continue to be appointed into the Air Training Corps or Combined Cadet Force (RAF).
- On appointment, all Officers will receive a new Commissioning Scroll and will continue to be gazetted. Further work relating to recognition of non-Commissioned Cadet Force Adult Volunteers will be undertaken as part of CF2020.
- Cadet Force Commissioned Officers will be entitled to wear military uniform and rank appropriate to their single Service, and to be accorded by members of the Armed Forces and others the appropriate respect and privileges appertaining to that rank when undertaking training and volunteer related activities in uniform.
- The precedence of Cadet Force Officers for the purposes of military ceremonial will be junior in rank to all Regular and Reserve Officers of the same rank, and senior to all officers of lower rank in the Regular and Reserve Forces.
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The Air Cadet Organisation lead for the introduction of the new Cadet Forces Commission is:

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Further details will be published as and when they are available.

*ACC Members*

*Jan 17*

**IMPLEMENTATION OF NEW CADET FORCES COMMISSION AND IMPACT ON EXTANT RAF AIR CADET INSIGNIA – INFORMATION NOTE**

1. ACC members will recall that a new Cadet Forces Commission has been approved in principle by HM The Queen and will be introduced for new adult volunteers with effect from 1 Apr 17. Given the demise of the VR(T) Commission, it was decided to take the opportunity to review the insignia (pins and rank slides) currently worn by both VR (T) and ATC WO and SNCOs with a view to replacing both with a common badge and rank slides.
2. We have consulted widely with our Cadet Force Adult Volunteers via two on-line surveys and, in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have agreed that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the RAF Air Cadets and recognises the valuable role within the RAF family which they perform.
3. From 1 Apr 17 onwards, ACC members can expect to see new volunteers wearing the embroidered rank slides, with gilt pins for ceremonial dress abbreviated to RAFAC. It is anticipated that all existing volunteers will transition to the new insignia in Oct 17 to align with the transfer of all commissioned volunteers to the new Cadet Force Commission. A note to all Stn Cdrs will go out in the next month to advise them of the changes and confirm that the status of our adult volunteers remains unchanged.
4. To align the entire brand of the RAF Air Cadets, from Oct 17, once all existing uniformed volunteers have transitioned, we will refer to the Organisation as The RAF Air Cadets, embracing the ATC and CCF (RAF). This brand is already well established across the RAF but has been confused over recent years by the addition of Air Cadet Organisation (ACO) as the umbrella term. We will simply refer to ourselves as The RAF Air Cadets and our insignia will now support this.
5. I trust this information note is helpful and I look forward to updating the ACC at our scheduled meeting in July.

D A McCAFFERTY  
Air Cdre  
Commandant  
RAF Air Cadets

*ACC Members*

*Jan 17*

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## Insignia Survey Results

The results of the latest Insignia Survey are:

2907 Responses in total:

Insignia Choice	Average ranking
RAFV	6.14
RAF ACO	5.46
RAF AC	5.13
RAFC	5.26
RAF Air Cadets	5
RAF CF	4.66
RAF CFAV	4.49
RAF Cadet Forces	4.48
RAF Cadets	4.39

Type of Insignia

Type	Percentage
Lapel Pins	80%
Mud Guards	13%
Sleeve Badge	6%

Response Status

Type	Percentage
WO/SNCO	28%
VRT	48%
CI	15%
Civ Comm	2%
Chaplain	1%
Staff Cadet	3%
Cadet	4%

Thank you to everyone who took the time to complete the survey; your opinions matter and were taken into account by the Command Board and Senior Leadership. Although you will see that RAFV was the top scorer, the Command Board and RAF Senior Leadership felt that this was still too close to RAFVRT and, therefore, would not accurately explain what our organisation does. Indeed, given that there are other RAF Volunteers (RAUXAXF, RAFR, RAF ADC), it was felt that we needed insignia that even the casual observer could understand and that would better differentiate and recognise our uniformed volunteers. On balance, the middle scoring option, which enjoyed strong support from volunteers and was the preference of the AOC, Comdt and other senior leaders, was considered the best method of defining our role since the other abbreviations could be mistaken for other organisations or ranks. What the survey did, was ensure that there was sufficient support from our volunteers to make this option viable

Consequently, with effect from 1 Apr 17, all new members of the Air Training Corps will be commissioned into the RAF Air Cadets and appointed into the Air Training Corps. New members of the CCF (RAF) will also be commissioned into the RAF Air Cadets and appointed into the CCF (RAF). The new insignia for all Cadet Force Adult Volunteers will be embroidered RAF rank slides with **RAF Air Cadets** on as shown in the example here:  
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RAFAC ~~L~~lapel pins will additionally be provided for No1's and 5's. An option to provide RAF Air Cadets 'Mud Guards' for use on No1's and 5's (in addition to the lapel pins), is also currently being considered.

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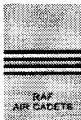
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**Commented [ 1 ]:** These are not Volunteers; they are Reserves

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**From:** [REDACTED]  
**Sent:** 09 February 2017 13:33  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
[REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** [REDACTED]  
**Subject:** 20170209-RankSlides and OC Wg Response on Wearing with Immediate Effect

[REDACTED]

Excellent work here!

[REDACTED]

My preference is use of Officer Cadet and the use of white slides with no rank. I do note the proposed slides for SNCO show Sergeant and a white band. Do we need to consider how we approach this for consistency with the officers? Under/Training (U/T) SNCOs? Status akin to NCO Aircrew U/T?

Also, if someone has previous regular, reserve or VRT commissioned service, I assume they do not wear white tabs and are commissioned immediately, albeit they may need to attend the OIC. A line to consider if not already thought through.

Hope this helps,

[REDACTED]

[REDACTED]

[REDACTED]

*This e-mail, and any files transmitted with it, is to be treated in accordance with its protective marking (if any) and is intended for the addressee(s) only. If you are not a named addressee please notify the originator as soon as possible as this communication may contain privileged information. E-mail traffic on Ministry of Defence (MOD) systems is subject to monitoring, recording and auditing for lawful purposes. While this communication is believed to be free from viruses, the MOD accepts no liability in this respect for any loss or damage. The statements expressed in this communication are personal and do not necessarily reflect opinions or policies of the department.*

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**From:** [REDACTED]  
**Sent:** 09 February 2017 13:20  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
[REDACTED]  
**Cc:** ACO-HQAC [REDACTED]  
**Subject:** FW: 20170207-RankSlides

Ma'am, Gents,

PSA. [REDACTED] has done some great work here, but we now need to think about what we call our potential officers after they have successfully completed OASC, but before they complete the OIC. I would suggest that we stick with Officer Cadet, but Under Officer has also been suggested. I would also suggest that the u/t officer only wears a white band and no rank braid. As ever, I would be grateful for your thoughts.

Regards

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 08 February 2017 19:30  
**To:** [REDACTED]  
**Subject:** FW: 20170207-RankSlides

Sir

Please see the attached posters for the new Officer and SNCO rank slides.

The standard SNCO rank slides can be obtained through service contract as we are already scaled for the same number of slides. However, there will be a slight increase in cost of around 5p per slide to give a unit cost of 55p to cover the addition of the RAF AIR CADETS lettering. The Aircrew slides will be at additional cost, but as we are looking at sub 200, this can be absorbed within existing budgets. The cost of a current set of 2 x RAF Regt slides through service contract is £2.75 and the RAF AIR CADETS ones should be a similar cost. I have gone to [REDACTED] for a quotation and [REDACTED] has gone to existing service contactors. MTP slides will be provided for all officers within the SATTs, RIAT and JL as they are the only ones scaled for MTP. [REDACTED] will pursue the option for MTP slides to be privately purchased through stores, but it is likely that staff will go through private enterprises anyway. There is no requirement for SNCOs to place a blue rank slide onto any of the RAF AIR CADETS blank slides.

I am currently looking at the titles we give to new Plt Offs and Sgts and I have added acting under each slide. The term under training and Officer Cadet all appear to have been used at some point, but we now have the opportunity to address this properly, particularly given that new officers are gazetted after OASC and not after ATF training.

[REDACTED] has prioritised the production of a short run of Acting Sgt, Sgt, WO, Command WO and Wg Cdr so we have them in advance of 01 Apr 17 and he has already asked for a sample of the pins for No1 and No5.

Regards

[REDACTED]

---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 24 February 2017 13:20  
**To:** [REDACTED]  
**Subject:** 20170224-RAFAC Rank Slides SNCO  
**Attachments:** 20170224-RAFAC\_WO\_SNCOrankSlides.pdf

Sir

I have altered the colouring of the SNCO slides as the previous ones looked a little too white. They now reflect the correct silver grey colouring.

Regards

[REDACTED]

---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 07 March 2017 16:40  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** 20170307-FOI Insignia-OS  
**Attachments:** RankSlideExamples-01.jpg; RankSlideExamples-02.jpg; RankSlideExamples-03.jpg; RankSlideExamples-04.jpg; RankSlideExamples-05.jpg; RankSlideExamples-06.jpg; RankSlideExamples-07.jpg; RankSlideExamples-08.jpg; RankSlideExamples-09.jpg

[REDACTED]

PSB&A this is all I have.

Kind regards

[REDACTED]

[REDACTED] Headquarters Air Cadets, RAF Cranwell, Lincoln, LINCOLNSHIRE, NG34 8HB

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 30 November 2016 10:03  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** FW: Wording for Mock-Up ATC Rank Slides

Sir,

PSA from [REDACTED] – I haven't asked him yet about the RAF Regt 'Mud Guard' Style version yet!!!

Kind regards

[REDACTED]

[REDACTED] - Headquarters Air Cadets, RAF Cranwell, Lincoln, LINCOLNSHIRE, NG34 8HB

[REDACTED]

This e-mail was sent from an e-mail address under the control of MOD. Privileged/in confidence information may be contained in this message. If you have received this message in error, please destroy all copies in your possession or control and kindly notify the sender by reply e-mail. The addressee (or individual responsible for the delivery of the message to such person) may not forward, disclose or copy this e-mail to any third party without the prior consent of the MOD. Furthermore the MOD does not accept liability for any changes made to this e-mail after it was sent. Please advise immediately if you or your employer do not consent to e-mail for messages of this kind.

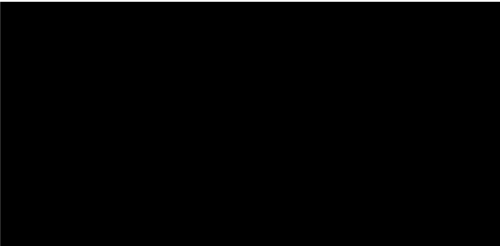
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**From:** [REDACTED]  
**Sent:** 30 November 2016 09:02  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Wording for Mock-Up ATC Rank Slides

██████████, sorry for the delay on this.

Please see attached. Is this what the ██████████ is after?

**Kind regards**

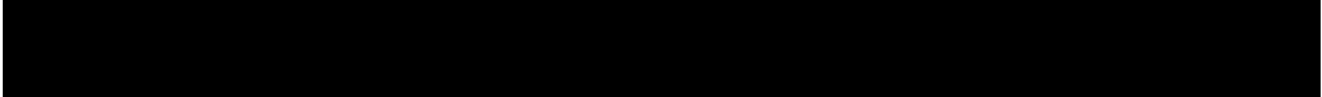


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**From:** ACO-HQAC-██████████  
**Sent:** 23 November 2016 10:28  
**To:** ██████████  
**Subject:** FW: Wording for Mock-Up ATC Rank Slides



██████████ - Headquarters Air Cadets, RAF Cranwell, Lincoln, LINCOLNSHIRE, NG34 8HB



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**From:** ██████████  
**Sent:** 23 November 2016 10:04  
**To:** ACO-HQAC-██████████  
**Subject:** Wording for Mock-Up ATC Rank Slides



I have spoken to ██████████ and emailed her. Do you think you could use your contacts please and get this done for me? What I am after is mock-ups of ranks slides (RAF Flt Lt) with the following titles on:

- RAF ACO
- RAF Air Cadets – RAF on Top, Air Cadets underneath.
- RAF AC
- RAF Cadets
- RAFC
- RAF Cadet Forces
- RAF CF
- RAF CFAV
- RAFV

I have attached a rough example that I did but it's not very good and this would not take long for someone who knows what they are doing.

Kind Regards



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---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 19 January 2017 12:02  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** Article on commissioning, insignia and branding  
**Attachments:** 20170119 - New Commission and Insignia Article-RCN- DPH - DMc.docx

Comdt, [REDACTED]

Please see the amended copy attached. If you are all content I will now discuss with [REDACTED] and get a copy of this across to our the ACF, CCF and Sea Cadet Comms Teams.

Kind regards,

[REDACTED]

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 19 January 2017 11:17  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding

Happy – [REDACTED] cited 200 years yesterday and I confess I did not do the maths!  
D

---

**From:** [REDACTED]  
**Sent:** 19 January 2017 11:13  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding

Ma'am,

A few suggested corrections, typo's attached. It's the first new commission since 1862, so have changed 200 to over 100 and your statement to *since 1862*.

Yours Aye

[REDACTED]

[REDACTED]

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

**Sent:** 19 January 2017 10:25

**To:** ACO-HQAC- [REDACTED]

**Cc:** ACO-HQAC- [REDACTED]

**Subject:** RE: Article on commissioning, insignia and branding

Here is my reworked version with tracked changes for consideration.

If happy, please proceed, if not, happy to discuss.

Thanks for the email clarifying tri-Service comms....as long as the RF&C staffs are aware and content, I am happy.

---

**From:** ACO-HQAC- [REDACTED]

**Sent:** 18 January 2017 16:36

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

**Cc:** ACO-HQAC- [REDACTED]

**Subject:** Article on commissioning, insignia and branding

Comdt,

Please see the article on commissioning, insignia and branding attached which will have a link to the insignia note produced by [REDACTED].

[REDACTED] has approved with amendments and I have inserted a quote from you (I know you will wish to change but it's a starter for 10).

We are just checking the number of decades/centuries with DRFC but otherwise a strong but positive story on change.

Most grateful for any amendments asap, we aim to post this up on Friday morning in line with the other Cadet Forces Media Teams and to co-relate with the note to the ACC.

[REDACTED]

[REDACTED]

HQAC

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 07 November 2016 16:40  
**To:** [REDACTED]  
**Cc:** [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** ATC Briefing Note on Cadet Forces Commission  
**Attachments:** DRAFT ACO Cadet Forces Commission Brief-OSP (Final).docx  
**Importance:** High

Sir, Gents,

We would like to send out the attached Briefing Note to our CFAV as soon as possible as there is currently a vacuum of information out there and a great deal of conjecture and rumour abounds. However, (and as agreed at the last WG meeting) before I do so, I wanted to expose this to you for comment. I would be extremely grateful for a swift turn around on this.

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC- [REDACTED]  
**Sent:** 01 February 2017 14:39  
**To:** [REDACTED]  
**Subject:** 20170201-Provision of New Rank Slides

Sir

Cranwell graphics are making up 2 posters to show the new WOs / SNCOs and Officers ranks slides. They should be completed by 7 Feb and I will forward them on to you.

[REDACTED] will be able to obtain the WOs and SNCOs slides from our current suppliers and I have spoken with the procurement manager at [REDACTED] to request some initial quotations for the embroidered Officers slides. I am aware of the requirement from 01 Apr 17 when our new ATF students graduate, but I am not aware of something else that was mentioned yesterday regarding the WOs and OC Wgs also receiving new slides from this date. Could you let me know what plans have been agreed so I can ensure we have a smooth transition for those included. I not aware of the funding that has been made available for the slides and again I would appreciate an update regarding funding, how many slides have been agreed to give to each volunteer and if they will also receive replacement rank braid.

Regards

[REDACTED]

[REDACTED] | HQ Air Cadets | RAF College Cranwell, Sleaford, Lincolnshire,  
NG34 8HB  
[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 02 December 2016 15:20  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** BADER announcement

[REDACTED]

Please could the next insignia survey be put out on BADER etc – Link is here  
<https://www.surveymonkey.co.uk/r/LKGXGXV>

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 05 December 2016 10:38  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** Bader Email - Second Survey

**Importance:** High

[REDACTED]

Please could you send the following message and link out to all Bader emails for the next Insignia Survey :

Have your say. The next Royal Air Force Air Cadets Insignia Survey is out for you to consider how we might change our Insignia. The survey can be found here: <https://www.surveymonkey.co.uk/r/LKGXGXV>

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 17 January 2017 15:24  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** Brief to ACC  
**Attachments:** 20170113\_New Insignia for Air Cadet Adult Volunteers - HDMC input.docx

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 07 November 2016 09:11  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Cadet Forces Commission  
**Attachments:** DRAFT Cadet Forces Commission Brief-OSP.docx

Ma'am,

I have had over 2500 responses to my survey (so far) and a significant number of emails on the subject as well, over the weekend. Consequently, to fill the vacuum of information and to dispel some of the myths and rumours out there, I think we should issue a 'so what' brief ASAP. Attached is my first stab at a draft, which is currently clinical and to the point; I have done this deliberately as I have quickly discovered that any ambiguity just leads to more questions. This has not been seen by the MOD yet and I did agree to inform them of any information we released, so once you have had a chance to amend, I will then seek the other RC's comment and then send to RF&C for approval, provided you are content.

Yours Aye

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 07 November 2016 09:44  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); ACO-HQAC-[REDACTED]  
**Subject:** Draft - Cadet Forces Commission Briefing Note-OSP  
**Attachments:** DRAFT Cadet Forces Commission Brief-OSP.docx  
**Importance:** High

Ma'am, Gents,

My survey has generated thousands of responses and emails and there remains an insatiable appetite for information from our CFAV. Consequently, I have produced the attached short brief to try and kill off some of the rumours and conjecture that is rife at the moment. As ever I would be grateful for your thoughts and comments before I release this to the Centre for approval – if you could reply ASAP that would be greatly appreciated.

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 10 January 2017 11:37  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
[REDACTED]; ACO-HQAC-[REDACTED]  
[REDACTED]  
**Subject:** Draft New Insignia Briefing Note  
**Attachments:** Insignia Survey Results Briefing Document V2.docx

Gents, [REDACTED]

Draft briefing note on the new choice of insignia attached. As ever, I would be grateful for any comments or thoughts you might have ASAP.

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 12 January 2017 12:10  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** Final Version - Insignia Decision Brief  
**Attachments:** Insignia Survey Results Briefing Document V3.docx

[REDACTED]

This is the approved insignia brief, which is ready for release.

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 07 March 2017 16:55  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** FW: 20170210-OC Wgs and wearing of New RAF Air Cadets Insignia

[REDACTED]

Insignia for FOI response.

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 10 February 2017 17:51  
**To:** [REDACTED]  
**Cc:** [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); ACO-HQAC-[REDACTED]  
**Subject:** 20170210-OC Wgs and wearing of New RAF Air Cadets Insignia

[REDACTED]

For your information, and as requested by the Comdt, I have canvassed my OC Wgs in my routine Conference Call regarding the above. Four of my 5 OC Wgs were present [REDACTED] and they all agreed that they would wear the new insignia from the initial implementation date onwards - akin to the action being taken by the CACWO and the WOs.

Two of them mentioned they would prefer the 'big bang' change approach but I explained the required 2 stages. All of them highlighted the obvious point on the availability of the insignia.

Hope this helps,

[REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 21 February 2017 08:30  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** FW: AIrcrew Rank Insignia  
**Attachments:** image001.png

Ma'am,

PSA – I don't recall any of this!

Yours Aye

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 21 February 2017 08:28  
**To:** [REDACTED]  
**Subject:** RE: AIrcrew Rank Insignia

[REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 21 February 2017 08:01  
**To:** [REDACTED]  
**Subject:** AIrcrew Rank Insignia

[REDACTED]

[REDACTED]

[REDACTED]

[Redacted]

[Redacted]

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**From:** ACO [Redacted] Command [Redacted]  
**Sent:** 20 February 2017 21:01  
**To:** [Redacted]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Fw: Matter of concern

Sir,

[Redacted]

On my second point his evening, the new rank slides, personally I don't see an issue with the type offered as we would look similar to the Rgt style which already exists, HAVE of my cadre agrees/ half disagrees, as long as we all wear RAFAC which was agreed by all, Officer braid needs to sit on a backing plate, or it would simply look ridiculous. There is a need to be practical in the choice, and cost for rebranding/badging the ACO, and also time sensitive for the potential role out in April.

Regards

[Redacted]

Regards

[Redacted]

[Redacted] | HQAC RAF Cranwell,  
NG34 8HB | [Redacted] |  
[Redacted]

---

**From:** [Redacted]  
**Sent:** 20 February 2017 18:52  
**To:** ACO [Redacted] Command [Redacted]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 18 January 2017 16:39  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED] ACO-HQAC-[REDACTED]  
**Subject:** FW: AOC's Comd Circ Report  
**Attachments:** 20161209-ACO\_Cmd\_Circ.doc

[REDACTED]

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Wednesday, January 18, 2017 01:12 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

PSA as requested.

Regards,

[REDACTED]

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 18 January 2017 13:08

**To:** [REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Send the AOC's tweaked report to me, I will link with mine and sort distribution.  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Wednesday, January 18, 2017 11:54 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

[REDACTED]

Thank you.

Kind Regards,

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 15 January 2017 14:06  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], could you ask the AOC to cast his eye over the attached note which, with his approval, I intend to send to the ACC members to alert them to the new insignia resulting from the introduction of a new Cadet Forces Commission. He will be pleased with the result as it is the one he wanted and briefed to AMP!

[REDACTED]



[REDACTED]

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Sunday, January 15, 2017 09:25 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

[REDACTED] input attached. All seems to make sense.

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 12:23  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED] My suggested note – to go to the AOC for clearance first.  
[REDACTED] this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

**From:** [REDACTED]  
**Sent:** 13 January 2017 09:19  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 15 January 2017 14:06  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets  
**Attachments:** 20170113\_New Insignia for Air Cadet Adult Volunteers - HDMC input.docx

[REDACTED] could you ask the AOC to cast his eye over the attached note which, with his approval, I intend to send to the ACC members to alert them to the new insignia resulting from the introduction of a new Cadet Forces Commission. He will be pleased with the result as it is the one he wanted and briefed to AMP!

[REDACTED]

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Sunday, January 15, 2017 09:25 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

[REDACTED] input attached. All seems to make sense.

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 12:23  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED] My suggested note – to go to the AOC for clearance first.  
[REDACTED] this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

**From:** [REDACTED]  
**Sent:** 13 January 2017 09:19  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 21 February 2017 09:24  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** FW: Emailing: 20170216-Ltr to Fiona White HR  
**Attachments:** 20170216-Ltr to Fiona White HR.doc

[REDACTED], please distribute to RCs x 6 and to [REDACTED], [REDACTED], [REDACTED], copy to [REDACTED] AOC.

Team,

The next step in the prolonged saga to sort out the status of our CS who hold the VRT commission is to seek DBS authority for transfer to the new Cadet Forces Commission. The letter attached, sanity checked by [REDACTED], lays out our stall. I am hopeful that Fiona White will authorise the use of the CFC by our CS who wish to volunteer to wear uniform in support of their primary duties but this is the first proper test of this status so we may get some push back.

If all goes to plan, it is my intent to invite all CS currently holding a VRT commission to switch to the new commission when the majority of our volunteers transfer (still planned for Oct 17). New CS staff joining us from 1 Apr will be invited to take the new commission if they wish. Depending on the background of the new recruit, selection via OASC and training at ATF may be required - you may recall that [REDACTED] produced a helpful selection and training flow chart which we will introduce once we have DBS authority to proceed.

You are asked to note that those CS who may currently hold the VRT but do not wish to take the CFC (and wear the associated insignia) will be required to wear civilian attire for their CS role. I will no longer permit staff to wear plain RAF rank slides without the RAF Air Cadets insignia as to do so risks confusion with Regular and Reservist commissioned personnel, whose status, training and experience are necessarily different to the Cadet Force volunteers and consequently attract very different T&CoS.

[REDACTED], SA for the AOC - he knows I have been pursuing this for a very long time but the time is now right to tackle the CS commission issue head on.

Thanks

D

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

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 21 February 2017 09:10  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** Emailing: 20170216-Ltr to Fiona White HR

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 27 January 2017 14:39  
**To:** [REDACTED]  
**Subject:** FW: IBN - Cadet Forces Commission and Insignia Change  
**Attachments:** 20170124 - RAF IBN - RAF Air Cadet - Commissioning-DRAFT.doc

[REDACTED], the boss asked that we prepare an IBN for the new cadet commission and insignia. Attached version cleared by RF&C and should go out soon. Thought he would appreciate confirmation. Can I assume he has kept AMP up to date (he will have received recent briefing note from me as member of ACC). You may wish to forward a copy of the IBN to his outer office?  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Friday, January 27, 2017 11:21 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** IBN - Cadet Forces Commission and Insignia Change

Ma'am,

IBN has been approved for release by RF&C, latest version attached for your final approval. I was just wondering if we want to drop the sentence about the mud guards being considered, as this might scare the Regt?

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-  
**Sent:** 08 February 2017 19:30  
**To:**  
**Subject:** FW: 20170207-RankSlides  
**Attachments:** 20170201-RAFAC\_WO\_SNCO\_RankSlides.pdf; 20170206-OFFICER\_RankSlidesBlank.pdf; 20170207-RAFAC\_OfficerRankSlides.pdf

Sir

Please see the attached posters for the new Officer and SNCO rank slides.

The standard SNCO rank slides can be obtained through service contract as we are already scaled for the same number of slides. However, there will be a slight increase in cost of around 5p per slide to give a unit cost of 55p to cover the addition of the RAF AIR CADETS lettering. The Aircrew slides will be at additional cost, but as we are looking at sub 200, this can be absorbed within existing budgets. The cost of a current set of 2 x RAF Regt slides through service contract is £2.75 and the RAF AIR CADETS ones should be a similar cost. I have gone to for a quotation and has gone to existing service contactors. MTP slides will be provided for all officers within the SATTs, RIAT and JL as they are the only ones scaled for MTP. will pursue the option for MTP slides to be privately purchased through stores, but it is likely that staff will go through private enterprises anyway. There is no requirement for SNCOs to place a blue rank slide onto any of the RAF AIR CADETS blank slides.

I am currently looking at the titles we give to new Plt Offs and Sgts and I have added acting under each slide. The term under training and Officer Cadet all appear to have been used at some point, but we now have the opportunity to address this properly, particularly given that new officers are gazetted after OASC and not after ATF training.

has prioritised the production of a short run of Acting Sgt, Sgt, WO, Command WO and Wg Cdr so we have them in advance of 01 Apr 17 and he has already asked for a sample of the pins for No1 and No5.

Regards

---

**From:** [REDACTED]  
**Sent:** 18 January 2017 15:55  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** FW: Air Cadet Council  
**Attachments:** 20170113\_New Insignia for Air Cadet Adult Volunteers - HDMC input.docx

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 18 January 2017 09:37  
**To:** [REDACTED]  
[REDACTED] ACO-HQAC-[REDACTED]  
[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** Air Cadet Council

Ma'ams, Sirs,  
Please find attached an information note from the Comdt Air Cadet Organisation on the implementation of the new Cadet Forces Commission and the impact on the extant RAF Air Cadet insignia. I you have any questions please don't hesitate to get in touch.

[REDACTED]

[REDACTED]  
Headquarters Air Cadet Organisation  
RAF Cranwell, Sleaford, Lincs NG34 8HB

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 08 November 2016 13:10  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** FW: ATC Briefing Note on Cadet Forces Commission  
**Attachments:** DRAFT ACO Cadet Forces Commission Brief-OSP (Final).docx; ACO Cadet Forces Commission Brief-OSP (Final).docx

Ma'am,

Final approved version, [REDACTED]  
[REDACTED]

Yours Aye

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 08 November 2016 12:47  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: ATC Briefing Note on Cadet Forces Commission

[REDACTED]

[REDACTED]

[REDACTED]

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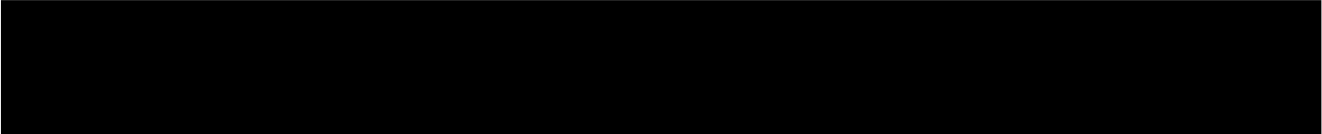
**From:** [REDACTED]  
**Sent:** 07 November 2016 16:40  
**To:** [REDACTED]  
**Cc:** [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)

**Subject:** ATC Briefing Note on Cadet Forces Commission  
**Importance:** High

Sir, Gents,

We would like to send out the attached Briefing Note to our CFAV as soon as possible as there is currently a vacuum of information out there and a great deal of conjecture and rumour abounds. However, (and as agreed at the last WG meeting) before I do so, I wanted to expose this to you for comment. I would be extremely grateful for a swift turn around on this.

Yours Aye



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**From:** [REDACTED]  
**Sent:** 08 March 2017 17:48  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** FW: IBN on new Insignia

[REDACTED]

PSA

Regards

[REDACTED]

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

**From:** [REDACTED]  
**Sent:** Monday, March 06, 2017 03:12 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: IBN on new Insignia

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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

**Sent:** 06 March 2017 14:51

**To:** [REDACTED] ACO-HQAC-[REDACTED]

**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]

**Subject:** RE: IBN on new Insignia

Ok. My letter can't really go until the IBN is published but as new commission comes in wef 1 Apr, let's hope they get a wiggle on.

[REDACTED] how are you doing collating images of rank slides and [REDACTED] to add to the letter which I think is now final bar the annexes?

D

D A McCafferty

Air Cdre

Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

---

**From:** [REDACTED]  
**Sent:** 17 November 2016 16:33  
**To:** Command [REDACTED] Air Cadets [REDACTED]  
**Subject:** FW: Insignia Survey Results @ 16 Nov 16

[REDACTED]

Forwarded to you for info only. Interestingly, the WO cadre also seem seized by the WO insignia and there have been a number of comments about why the ATC WO insignia is the only non-recognised RAF rank we use. Not sure what your thoughts are on this and suspect that in the past it was because non-commissioned adult staff came straight in at WO. Is there any appetite to change this do you think?

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 16 November 2016 13:55  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** Insignia Survey Results @ 16 Nov 16

Ma'am, All,

Please find below the latest survey results, which I have spent more time and effort in getting accurate this time, so there are some differences to the 6 Nov table. As you will see the response has been very high with a total of 3737 responses so far. Some of these (249) are spurious or duplicate and I have eliminated them but the headlines are:

1388 VRT have responded – over 40% of the VRT Strength on Bader.  
758 WO / SNCO have responded – 39% of the SNCO / WO Strength on Bader.  
524 CI have responded – 8.9% of the CI Strength on Bader.

No insignia remains the most popular choice amongst the VRT (374), followed by RAFC (257). However, given the breath of choices containing RAF (in full or otherwise) the total opting for an RAF related option was 2320 or 62% of those surveyed.

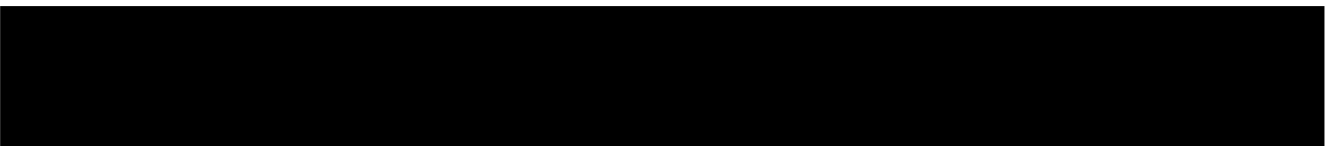
Completion of the survey is starting to tail off and I will close it at the end of the month. If I have not had a statistically significant change to the figures, I will not update the percentages further.

Next steps, I would suggest that early next month we publish the headline figures and create another survey further narrowing the selection down to the RAF Choices, maybe with pictures of mock rank slides as examples. Naturally I will socialise the draft survey with you all as before.

*Insignia Survey Results @ 16 Nov 16*

		<i>VRT</i>	<i>Adult WO/SNCO</i>	<i>CI</i>	<i>Chap</i>	<i>Civ Comm</i>	<i>Staff Cadet</i>	<i>Cade</i>
<i>No Insignia</i>	592	374	115	50	0	1	20	29
<i>VRT</i>	135	110	6	2	1	2	1	1
<i>Air Training Corps</i>	23	11	8	2	0		2	0
<i>ATC</i>	84	24	37	11	0	3	4	4
<i>RAF Air Cadet Organisation</i>	27	6	5	9	0	2	0	5
<i>RAF ACO</i>	292	100	74	67	0	4	21	24
<i>ACO</i>	52	24	19	6	0	0	1	1
<i>RAF Air Cadet Volunteer</i>	20	3	3	10	0	0	1	1
<i>RAF ACV</i>	41	17	4	13	0	0	4	2
<i>Royal Air Force Air Cadets</i>	327	79	72	76	0	8	29	62
<i>RAF Air Cadets</i>	193	56	32	45	0	8	15	36
<i>RAFAC</i>	329	133	106	42	1	2	18	24
<i>Air Cadets</i>	13	6	3	3	0	0	0	1
<i>Royal Air Force Cadets</i>	189	35	40	44	0	9	10	46
<i>RAF Cadets</i>	105	25	21	22	0	4	7	24
<i>RAFC</i>	477	257	117	58	1	2	12	28
<i>RAF Cadet Force Adult Volunteer</i>	37	8	6	19	0	2	0	2
<i>RAF CFAV</i>	281	118	90	45	0	6	6	13
<i>Royal Air Force CFAV</i>	2	2	0	0	0	0	0	0
<i>Various Alternatives</i>	269	0	0	0	0	0	0	0
<i>Spoilt / Voted more than Once</i>	249	0	0	0	0	0	0	0
<b>Total</b>	<b>3737</b>	<b>1388</b>	<b>758</b>	<b>524</b>	<b>3</b>	<b>53</b>	<b>151</b>	<b>303</b>

Regards



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**From:** [REDACTED]  
**Sent:** 18 January 2017 16:00  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** FW: New commissioning and insignia article  
**Attachments:** 20170118 - New Commission and Insignia Article-RCN.docx; image002.png

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 18 January 2017 15:05  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** New commissioning and insignia article

[REDACTED]

Please see attached the article for use on the official external website, in Air Cadet magazine and on Bader linking to your document.

Please note, I have added quotes from you as the Project Lead.

Most grateful if you can let me have any changes asap as we intend to publish this online on Friday.

Kind regards

[REDACTED]

[REDACTED]

ACO

HQAC, RAF Cranwell, Sleaford, Lincs, NG34 8HB

[REDACTED]

DII: ACO-HQAC-[REDACTED]

Email: [REDACTED]

[www.raf.mod.uk/aircadets](http://www.raf.mod.uk/aircadets)

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**From:** [REDACTED]  
**Sent:** 06 March 2017 09:12  
**To:** 'ACO [REDACTED] Command [REDACTED] Air Cadets [REDACTED]  
**Subject:** FW: NEW INSIGNIA

**Importance:** High

[REDACTED]  
We spoke.

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 10 February 2017 10:43  
**To:** [REDACTED]  
**Cc:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** NEW INSIGNIA  
**Importance:** High

Sir,

I spoke with [REDACTED] yesterday in regards to the new insignia requirement. I have the quotation that he acquired from [REDACTED] for the supply and delivery of new epaulettes with various officer rank braid attached. Just so that you are aware, under Low Value Purchase (LVP) Regulations I have to acquire two additional quotes and must accept the lowest quoted bid for these items. Also, with the value certainly above £5K, this request will have to go to Air Cmd for approval with a copy of the business case so, we are pushing the Time line for delivery, if at all possible. Companies are already warning that, orders for items are coming in as everyone is trying to spend budgets before the end of the Financial Year. I have however, already submitted quotation requests to companies for the following with a delivery date no later than 3 April 2017;

- 500 Pairs Light Blue RAF Air Cadets Epauletttes
- 500 Pairs Blue/Grey RAF Air Cadets Epauletttes
- 500 Pairs Acting Sergeant Rank Slides
- 500 Pairs Sergeant Rank Slides
- 300 Pairs Warrant Officer (ATC) Rank Slides
- 100 Pairs Warrant Officer (RAF) Rank Slides
- 200 Pairs Sergeant (VGS) Rank Slides
- 500 Pairs Aluminium Anodised Gold RAFAC Lapel pins

If you are content, I intend to leave the bids for epaulettes open whilst I try and obtain new bids. I'm aware that they will have no rank braid but, the quantities above should hopefully meet the course requirements for 2017 and the Comdt's wish for Wing CO's to be dressed accordingly and VVIP Event Teams such as RIAT to be issued the new designs. To avoid duplication of effort, may I ask if a Business Case has been submitted already for the funding required.

Regards

[Redacted]

[Redacted]

> Headquarters Air Cadets

[Redacted]

>

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---

**From:** [REDACTED]  
**Sent:** 17 February 2017 10:20  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** FW: New Rank slides

[REDACTED]

Please give me a ring about this when you can.

Regards

[REDACTED]

[REDACTED]

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

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** Thursday, February 16, 2017 03:22 PM GMT Standard Time  
**To:** [REDACTED]  
**Subject:** FW: New Rank slides

[REDACTED] not sure if you have seen this exchange but it implies that contracts have yet to be placed? Do we therefore have wriggle room to go for one set of insignia across the board? I am not clear as to what has been ordered or quotes invited for but if we are yet to place the order for both types, it seems we could still go for the all of one company approach which is very much my preference.  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** ACO-HQAC-[REDACTED]  
**Sent:** Thursday, February 16, 2017 03:02 PM GMT Standard Time  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); ACO-HQAC-[REDACTED]  
[REDACTED]  
[REDACTED]

**Subject:** RE: New Rank slides

Ma'am,

I can't confirm anything at the moment other than I have placed quotation requests with companies and await their replies.

Regards

[REDACTED]

[REDACTED]

> Headquarters Air Cadets

[REDACTED]

>  
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---

**From:** [REDACTED]  
**Sent:** 15 February 2017 13:18  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); ACO-HQAC-[REDACTED]  
[REDACTED]

**Subject:** New Rank slides

Afternoon [REDACTED]

The Comdt has asked the senior Volunteers to rebrand from 1 April with RAF Air Cadets rank slides. The senior WOs have agreed to rebrand from that date also.

My team have all agreed to rebrand but we do not have any rank slides. I asked around HQAC for details on how to get the new rank slides and been pointed in your direction.

If our senior teams are to be rebranded from 1 April I would like [REDACTED]  
[REDACTED]

This will no doubt be requested from all the other Regions.

Can I have confirmation that we will have these rank slides in time for the Big Bang effect that the Comdt would like to see.

[Redacted]

Regards

[Redacted]

[Redacted]

[Redacted]

[Redacted]

---

**From:** [REDACTED]  
**Sent:** 16 January 2017 15:23  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
[REDACTED]  
**Subject:** FW: Uniform Options on Change of Commission  
**Attachments:** 20170116-Proposed Rank Slides & Insignia-U-TG7.pdf  
**Importance:** High

Ma'am, all,

Mock-ups of the actual suggested rank slides have been produced and are attached – normal RAF rank slides will simply go over these inserts, proposed pins on page 2. I would be grateful for your thoughts on colours of text – yellow / gold looks good and helps to distinguish from RAF Regt? Straw poll of Mudguards not hugely popular with the CFAV but in addition to RAF AC would actually explain what they are.

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC- [REDACTED]  
**Sent:** 30 November 2016 10:03  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** FW: Wording for Mock-Up ATC Rank Slides  
**Attachments:** RankSlideExamples-01.jpg; RankSlideExamples-02.jpg; RankSlideExamples-03.jpg; RankSlideExamples-04.jpg; RankSlideExamples-05.jpg; RankSlideExamples-06.jpg; RankSlideExamples-07.jpg; RankSlideExamples-08.jpg; RankSlideExamples-09.jpg

Sir,

PSA from [REDACTED] – I haven't asked him yet about the RAF Regt 'Mud Guard' Style version yet!!!

Kind regards

[REDACTED]

[REDACTED] - Headquarters Air Cadets, [REDACTED]  
[REDACTED]

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---

**From:** [REDACTED]  
**Sent:** 30 November 2016 09:02  
**To:** ACO-HQAC- [REDACTED]  
**Subject:** RE: Wording for Mock-Up ATC Rank Slides

[REDACTED] sorry for the delay on this.

Please see attached. Is this what the [REDACTED] is after?

Kind regards

[REDACTED]

---

**From:** ACO-HQAC- [REDACTED]  
**Sent:** 23 November 2016 10:28  
**To:** [REDACTED]  
**Subject:** FW: Wording for Mock-Up ATC Rank Slides

[REDACTED]  
[REDACTED] - Headquarters Air Cadets, [REDACTED]  
[REDACTED]

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**From:** [REDACTED]  
**Sent:** 23 November 2016 10:04  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** Wording for Mock-Up ATC Rank Slides

[REDACTED]

I have spoken to [REDACTED] and emailed her. Do you think you could use your contacts please and get this done for me? What I am after is mock-ups of ranks slides (RAF Flt Lt) with the following titles on:

RAF ACO  
RAF Air Cadets – RAF on Top, Air Cadets underneath.  
RAF AC  
RAF Cadets  
RAF C  
RAF Cadet Forces  
RAF CF  
RAF CFAV  
RAFV

I have attached a rough example that I did but it's not very good and this would not take long for someone who knows what they are doing.

Kind Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 09 November 2016 10:36  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
 [REDACTED]  
**Subject:** Initial Insignia Survey Results-OS

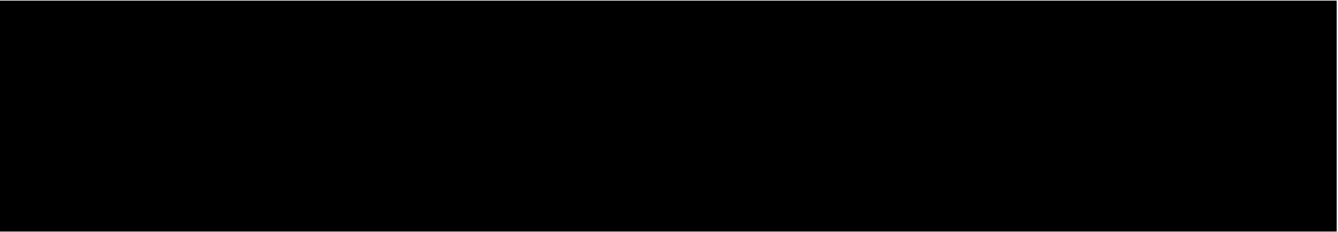
Ma'am, Colleagues,

Please find attached a first look at analysing the current survey responses regarding insignia. Insignia with RAF in the title seem most popular, albeit No Insignia was also popular, but this option would not be acceptable to MOD as the other Cadet Forces will retain their existing ACF SCC insignia etc. Please do not share this information further at the moment as there are enough hares running already and I have no wish to add to my growing pile of hate mail!

*Insignia Survey Results @ 9 Nov 16*

		<i>VRT</i>	<i>Adult WO/SNCO</i>	<i>CI</i>	<i>Chap</i>	<i>Civ Comm</i>	<i>Staff Cadet</i>	<i>Cade</i>
<i>No Insignia</i>	515	305	128	62	0	1	17	0
<i>VRT</i>	117	38	57	9	0	6	5	2
<i>Air Training Corp</i>	13	4	5	2	0	0	2	0
<i>ATC</i>	114	37	56	9	0	4	4	3
<hr/>								
<i>RAF Air Cadet Organisation</i>	22	3	2	7	1	4	1	2
<i>RAF ACO</i>	237	77	63	51	0	4	20	20
<i>ACO</i>	40	18	17	3	0	0	1	0
<hr/>								
<i>RAF Air Cadet Volunteer</i>	18	2	2	10	0	0	1	1
<i>RAF ACV</i>	29	9	4	10	0	0	4	1
<hr/>								
<i>Royal Air Force Air Cadets</i>	286	66	63	63	0	8	27	58
<i>RAF Air Cadets</i>	158	47	26	38	0	5	13	28
<i>RAFAC</i>	280	116	85	36	1	0	18	21
<hr/>								
<i>Royal Air Force Cadets</i>	158	47	26	38	0	5	13	28
<i>RAF Cadets</i>	89	20	20	18	0	2	7	21
<i>RAFC</i>	406	218	99	45	1	0	12	27
<hr/>								
<i>RAF Cadet Force Adult Volunteer</i>	26	10	3	12	0	1	0	0
<i>RAF CFAV</i>	248	104	82	38	0	4	6	11
<hr/>								
<i>Various Alternatives</i>	143	0	0	0	0	0	0	0
<i>Spoilt</i>	168	0	0	0	0	0	0	0
<hr/>								
<i>Total Survey Responses</i>	3067	1121	738	451	3	44	151	223

Regards



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**From:** [REDACTED]  
**Sent:** 16 November 2016 13:55  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC- [REDACTED] ACO-HQAC- [REDACTED]  
**Subject:** Insignia Survey Results @ 16 Nov 16

Ma'am, All,

Please find below the latest survey results, which I have spent more time and effort in getting accurate this time, so there are some differences to the 6 Nov table. As you will see the response has been very high with a total of 3737 responses so far. Some of these (249) are spurious or duplicate and I have eliminated them but the headlines are:

- 1388 VRT have responded – over 40% of the VRT Strength on Bader.
- 758 WO / SNCO have responded – 39% of the SNCO / WO Strength on Bader.
- 524 CI have responded – 8.9% of the CI Strength on Bader.

No insignia remains the most popular choice amongst the VRT (374), followed by RAFC (257). However, given the breath of choices containing RAF (in full or otherwise) the total opting for an RAF related option was 2320 or 62% of those surveyed.

Completion of the survey is starting to tail off and I will close it at the end of the month. If I have not had a statistically significant change to the figures, I will not update the percentages further.

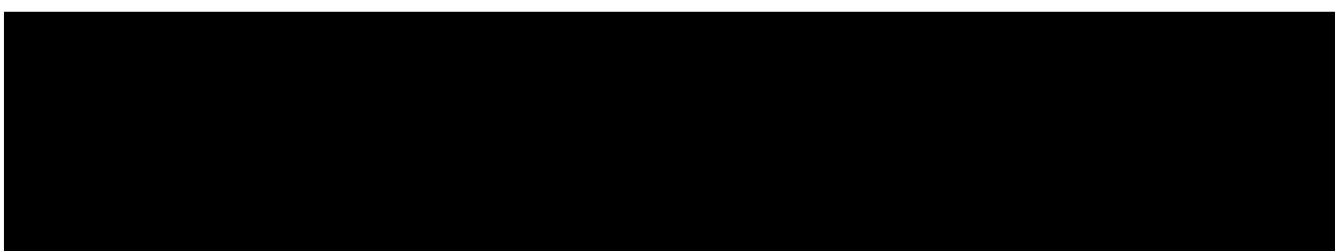
Next steps, I would suggest that early next month we publish the headline figures and create another survey further narrowing the selection down to the RAF Choices, maybe with pictures of mock rank slides as examples. Naturally I will socialise the draft survey with you all as before.

*Insignia Survey Results @ 16 Nov 16*

		<i>VRT</i>	<i>Adult WO/SNCO</i>	<i>CI</i>	<i>Chap</i>	<i>Civ Comm</i>	<i>Staff Cadet</i>	<i>Cade</i>
<i>No Insignia</i>	592	374	115	50	0	1	20	29
<i>VRT</i>	135	110	6	2	1	2	1	1
<i>Air Training Corps</i>	23	11	8	2	0		2	0
<i>ATC</i>	84	24	37	11	0	3	4	4
<i>RAF Air Cadet Organisation</i>	27	6	5	9	0	2	0	5
<i>RAF ACO</i>	292	100	74	67	0	4	21	24
<i>ACO</i>	52	24	19	6	0	0	1	1
<i>RAF Air Cadet Volunteer</i>	20	3	3	10	0	0	1	1
<i>RAF ACV</i>	41	17	4	13	0	0	4	2
<i>Royal Air Force Air Cadets</i>	327	79	72	76	0	8	29	62
<i>RAF Air Cadets</i>	193	56	32	45	0	8	15	36
<i>RAFAC</i>	329	133	106	42	1	2	18	24
<i>Air Cadets</i>	13	6	3	3	0	0	0	1

<i>Royal Air Force Cadets</i>	189	35	40	44	0	9	10	46
<i>RAF Cadets</i>	105	25	21	22	0	4	7	24
<i>RAFC</i>	477	257	117	58	1	2	12	28
<i>RAF Cadet Force Adult Volunteer</i>	37	8	6	19	0	2	0	2
<i>RAF CFAV</i>	281	118	90	45	0	6	6	13
<i>Royal Air Force CFAV</i>	2	2	0	0	0	0	0	0
<i>Various Alternatives</i>	269	0	0	0	0	0	0	0
<i>Spoilt / Voted more than Once</i>	249	0	0	0	0	0	0	0
<i>Total</i>	3737	1388	758	524	3	53	151	303

Regards



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**From:** [REDACTED]  
**Sent:** 04 November 2016 12:11  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Insignia Survey

Ma'am,

Survey tweaked a bit to reflect some additions and changes from [REDACTED]

Yours Aye

<https://www.surveymonkey.com/r/L29VS99>

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 17 January 2017 15:21  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** Insignia Brief  
**Attachments:** Insignia Survey Results Briefing Document Final.docx

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 13 January 2017 14:05  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** Insignia Brief to ACC  
**Attachments:** 20170113\_New Insignia for Air Cadet Adult Volunteers.docx

[REDACTED]

PSA.

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 12 December 2016 16:15  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]

**Subject:** Latest Insignia Survey Data @ 12 Dec 16  
**Attachments:** Data\_Q1\_161212.pdf

Ma'am, All,

The latest survey stats (as at today) are attached. Headlines:

2671 responses - I designed this survey to prevent multiple entry, so suspect this is having an impact.

RAFV most popular choice, with 36% as first choice and a score across the rankings of 6.11

RAF Air Cadets next most popular with 19% and a score of 5.01

80% want to retain lapel pins.

Given the AOC's wish to resolve this quickly, we may need to make a decision soon. For what it's worth, my preferences remain RAF Air Cadets (with RAFAC for the lapel pins) or RAF Cadet Forces (with RAFCF for lapel pins), but the latter has not been popular with only 6% of votes as first choice. However, whatever we choose we need to be able to explain the reasons (if we do not go with the most popular) as in my opinion if we have RAFV we might as well make everyone VRT or ATC and save the angst and costs, although neither of these 'do what they say on the tin' and for RAFV I would argue that they are not really Volunteers in the RAF. Either way I suspect that someone will put in an FOI request to see the actual results at some point, so I am keen to be as transparent as possible throughout this process, even if we don't go with the majority.

Yours Aye

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 23 January 2017 17:54  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** New Commission and Brand

[REDACTED], when I briefed the boss on our current and planned comms regarding the new commission, insignia etc, he suggested that, in addition to my planned letter to the Stn Cdrs, the subject merited an IBN. Can you check with the M&C staff to see if they agree and, if so, work with [REDACTED] to craft a suitable IBN?

Thanks  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

---

**From:** [REDACTED]  
**Sent:** 04 January 2017 09:12  
**To:** Command [REDACTED] Air Cadets [REDACTED]  
**Subject:** New Insignia and Post Nominals

[REDACTED]

Your thoughts please. The new insignia for the Corps (although yet to be confirmed) is likely to be RAF Air Cadets on Embroidered Rank Slides and RAFAC on Lapel Pins for No 1's and 5's. One of the next considerations will be post nominals and I wondered what your thoughts on this are for the WO and SNCO's? Currently I understand you sign off as WO (ATC) or FS (ATC) etc. Do you think this is time to change this and if so, what do you think would be best, WO (RAFAC) ?

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 06 March 2017 09:17  
**To:** 'ACO [REDACTED] Command [REDACTED] Air Cadets [REDACTED]  
**Subject:** Rank Slides  
**Attachments:** 20170208-INDIVIDUAL\_WO\_SNCO\_RankSlides -U-TG7.pdf; 20170208-Epaulette-U-TG7.pdf

[REDACTED]

We spoke – Tile 1 WO and SNCo, Tile 2 Officers.

Regards

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 22 January 2017 20:55  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: 20170122-New Insignia Arrangements-Message from [REDACTED]

I, too, have had some very positive messaging both via social media and in direct discussions with volunteers. Onwards and upwards!  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Sunday, January 22, 2017 08:00 PM GMT Standard Time  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Subject:** 20170122-New Insignia Arrangements-Message from [REDACTED]

[REDACTED]

On FB and Twitter, I have noted some very positive messages supporting the above. Also, I had a Region Staff Officers' Meeting yesterday where again, there was positive endorsement of the plans and messages, with recognition of the benefits that the insignia and single RAF Air Cadets brand will bring.

Clearly, as an organisation, we cannot please everyone all the time. However, from my perspective, you have done an absolutely super job here in terms of consultation, agility and responsiveness. Very well done!

Regards,

[REDACTED]

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 10 March 2017 14:09  
**To:** [REDACTED]  
**Cc:** ACO-HQAC- [REDACTED]  
**Subject:** RE: 20170310 [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

D

---

**From:** [REDACTED]  
**Sent:** 10 March 2017 12:28  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC- [REDACTED]  
**Subject:** 20170310 [REDACTED]

Ma'am,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

This e-mail is intended for the recipient only. Access to this message by any other person is not permitted. If you are not the intended recipient you must not use, disclose, distribute, copy, print, or rely upon this e-mail. If an addressing or transmission error has misdirected this e-mail, please notify the author by replying to this e-mail.

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 10 March 2017 11:22  
**To:** ACO-HQAC- [REDACTED]  
**Cc:** ACO-HQAC- [REDACTED]  
**Subject:** RE: IBN on new Insignia

[REDACTED]

D

---

**From:** ACO-HQAC- [REDACTED]  
**Sent:** 08 March 2017 15:00  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: IBN on new Insignia

Ma'am

At the link below is the note to Stn Cdrs complete with track changes– I have added the [REDACTED] – and there is currently an interim Annex A with examples of ID insignia.

I have received the attached posters from SO1 TG would you prefer these instead of Annex A included as separate enclosures alongside the anticipated IBN?

RAF Air Cadets - Note to Stn Cdrs 1 Apr

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 06 March 2017 14:51  
**To:** [REDACTED]; ACO-HQAC- [REDACTED]  
**Cc:** ACO-HQAC- [REDACTED]; ACO-HQAC- [REDACTED]  
**Subject:** RE: IBN on new Insignia

Ok. My letter can't really go until the IBN is published but as new commission comes in wef 1Apr, let's hope they get a wiggle on.

[REDACTED] how are you doing collating images of rank slides and [REDACTED] to add to the letter which I think is now final bar the annexes?

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Monday, March 06, 2017 02:07 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]

**Subject:** IBN on new Insignia

Ma'am,

Just so you are aware the IBN on the new insignia is still stuck at Air Comd awaiting a decision on the change in format that the new 1\* Hd of RAF M&C has directed. I have hastened this multiple times but essentially been told to wait out.

Yours Aye

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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---

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

**Sent:** 10 March 2017 14:09

**To:** [REDACTED]

**Cc:** ACO-HQAC- [REDACTED]

**Subject:** RE: 20170310 [REDACTED]

[REDACTED], thanks very much.



[Redacted]

[Redacted]

D

---

**From:** [Redacted]  
**Sent:** 10 March 2017 12:28  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[Redacted]  
**Subject:** 20170310 [Redacted]

Ma'am,

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[REDACTED]

D

---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 08 March 2017 15:00  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: IBN on new Insignia

Ma'am

At the link below is the note to Stn Cdrs complete with track changes– I have added the [REDACTED] – and there is currently an interim Annex A with examples of ID insignia.

I have received the attached posters from SO1 TG would you prefer these instead of Annex A included as separate enclosures alongside the anticipated IBN?

[RAF Air Cadets - Note to Stn Cdrs 1 Apr](#)

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 06 March 2017 14:51  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: IBN on new Insignia

Ok. My letter can't really go until the IBN is published but as new commission comes in wef 1 Apr, let's hope they get a wiggle on.

[REDACTED], how are you doing collating images of rank slides and [REDACTED] to add to the letter which I think is now final bar the annexes?

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Monday, March 06, 2017 02:07 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** IBN on new Insignia

Ma'am,

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Yours Aye

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 21 February 2017 14:17  
**To:** [REDACTED]; [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Aircrew Rank Insignia  
**Attachments:** image001.png

[REDACTED]

[REDACTED]

[REDACTED], suggest you go back to your cadre and explain that, in separate work to the new commission, endorsed by the AOC over a year ago, revised branding was agreed for the VGS cadre as they moved from CGI to SNCO status. The badging agreed reflects the RAF Air Cadets so I am content they fit within the overall brand and, like the RAF, the aviators have their own distinguishing insignia to show their aviation credentials.

[REDACTED]

Still waiting to speak with [REDACTED] today about wider badging issues – [REDACTED] expressed concern at my staff forum today as there are no contracts in place and no funding and, unless we go for local purchase order, no new badges will be in place by 1 Apr and might also be very difficult to achieve by Oct due to contract-letting process. But I am sure a local company could produce them for us by end Mar....

D

---

**From:** [REDACTED]  
**Sent:** 21 February 2017 10:47  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** FW: Aircrew Rank Insignia

Ma'am,

Please see below.

Yours Aye

[REDACTED]

Regards  
JM

---

**From:** [REDACTED]  
**Sent:** 21 February 2017 08:01  
**To:** [REDACTED]  
**Subject:** AIRcrew Rank Insignia

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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---

**From:** ACO [REDACTED] Command [REDACTED]  
**Sent:** 20 February 2017 21:01  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Fw: Matter of concern

[REDACTED]

[REDACTED]

On my second point his evening, the new rank slides, personally I don't see an issue with the type offered as we would look similar to the Rgt style which already exists, HAVE of my cadre agrees/ half disagrees, as long as we all wear RAFAC which was agreed by all, Officer braid needs to sit on a backing plate, or it would simply look ridiculous. There is a need to be practical in the choice, and cost for rebranding/badging the ACO, and also time sensitive for the potential role out in April.

---

**From:** [REDACTED]  
**Sent:** 22 February 2017 08:38  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Subject:** RE: Aircrew Rank Insignia  
**Attachments:** image001.png

Dear [REDACTED]  
A sensible proposal- pse have your team liaise directly with [REDACTED] my sme on this topic.  
[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 21 February 2017 14:25  
**To:** [REDACTED]  
**Subject:** RE: Aircrew Rank Insignia  
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Regards

[REDACTED]

[REDACTED]

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---

**From:** [REDACTED]  
**Sent:** 21 February 2017 10:43  
**To:** [REDACTED]  
**Subject:** RE: Aircrew Rank Insignia

[REDACTED]

Regards

[REDACTED]

[REDACTED]

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---

**From:** ACO [REDACTED] Commandant [REDACTED]  
**Sent:** 20 February 2017 21:01  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Fw: Matter of concern

Sir,

[REDACTED]

On my second point his evening, the new rank slides, personally I don't see an issue with the type offered as we would look similar to the Rgt style which already exists, HAVE of my cadre agrees/ half disagrees, as long as we all wear RAFAC which was agreed by all, Officer braid needs to sit on a backing plate, or it would simply look ridiculous. There is a need to be practical in the choice, and cost for rebranding/badging the ACO, and also time sensitive for the potential role out in April.

Regards

[REDACTED]

Regards

[REDACTED]

[REDACTED]

[REDACTED] | HQAC RAF Cranwell,  
NG34 8HB | [REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 19 January 2017 12:05  
**To:** ACO-HQAC-[REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding  
**Attachments:** 20170118 - New Commission and Insignia Article-RCN- DPH.docx

[REDACTED]

Wrong one I think as it still talks about 200 years! My latest version attached.

Regards

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 19 January 2017 12:02  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** Article on commissioning, insignia and branding

Comdt, [REDACTED]

Please see the amended copy attached. If you are all content I will now discuss with [REDACTED] and get a copy of this across to our the ACF, CCF and Sea Cadet Comms Teams.

Kind regards,

[REDACTED]

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 19 January 2017 11:17  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding



Happy – [REDACTED] cited 200 years yesterday and I confess I did not do the maths!

D

---

**From:** [REDACTED]  
**Sent:** 19 January 2017 11:13  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding

Ma'am,

A few suggested corrections, typo's attached. It's the first new commission since 1862, so have changed 200 to over 100 and your statement to *since 1862*.

Yours Aye

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 19 January 2017 10:25  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding

Here is my reworked version with tracked changes for consideration.  
If happy, please proceed, if not, happy to discuss.  
Thanks for the email clarifying tri-Service comms....as long as the RF&C staffs are aware and content, I am happy.  
D

---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 18 January 2017 16:36  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** Article on commissioning, insignia and branding

Comdt,

Please see the article on commissioning, insignia and branding attached which will have a link to the insignia note produced by [REDACTED]

[REDACTED] has approved with amendments and I have inserted a quote from you (I know you will wish to change but it's a starter for 10).

We are just checking the number of decades/centuries with DRFC but otherwise a strong but positive story on change.

Most grateful for any amendments asap, we aim to post this up on Friday morning in line with the other Cadet Forces Media Teams and to co-relate with the note to the ACC.

[REDACTED]

[REDACTED]

HQAC

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 18 January 2017 17:04  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding

[REDACTED], this is a much wider comms piece than I had envisaged and is, understandably, tri-Service in tone and content. DCC are supposed to be leading on CFC comms and I worry this will stamp on their toes and upset the other CFs if we don't staff with them before going public. I did not mention this type of comms piece in my update to 1\* SG today as I was unaware it was going to be so broad and I would not wish to catch my colleagues unawares. The result of our insignia survey and rebrand is, arguably, a sS issue, but I believe the broader messaging in the attached draft needs exposure. I thought we were using the same message already cleared with AOC for ACC consumption but this reads differently. Can we speak tomorrow? I have some suggested amends to the draft but it is more the staffing route that I wish to consider,

Thanks

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** ACO-HQAC-AllUsers-MC (MULTIUSER)  
**Sent:** Wednesday, January 18, 2017 04:36 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** Article on commissioning, insignia and branding

Comdt,

Please see the article on commissioning, insignia and branding attached which will have a link to the insignia note produced by [REDACTED]

[REDACTED] has approved with amendments and I have inserted a quote from you (I know you will wish to change but it's a starter for 10).

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[REDACTED]

[REDACTED]

HQAC

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 19 January 2017 10:25  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding  
**Attachments:** 20170118 - New Commission and Insignia Article-RCN- DPH.docx

Here is my reworked version with tracked changes for consideration.  
If happy, please proceed, if not, happy to discuss.  
Thanks for the email clarifying tri-Service comms....as long as the RF&C staffs are aware and content, I am happy.  
D

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 18 January 2017 16:36  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** Article on commissioning, insignia and branding

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[REDACTED]

[REDACTED]

HQAC  
[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 19 January 2017 12:12  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding

Yes – I thought I had already said so....:)  
D

---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 19 January 2017 12:09  
**To:** [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding

Comdt, All,

Please see attached with 200 changed to 155 throughout.

Are you content?

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 19 January 2017 12:05  
**To:** ACO-HQAC-[REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding

[REDACTED]

Wrong one I think as it still talks about 200 years! My latest version attached.

Regards

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 19 January 2017 12:02  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** Article on commissioning, insignia and branding

Comdt, [REDACTED]

Please see the amended copy attached. If you are all content I will now discuss with [REDACTED] and get a copy of this across to our the ACF, CCF and Sea Cadet Comms Teams.

Kind regards,

[REDACTED]

[REDACTED]

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**Sent:** 19 January 2017 11:17  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding

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D

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**From:** [REDACTED]  
**Sent:** 19 January 2017 11:13  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Article on commissioning, insignia and branding

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Yours Aye

[REDACTED]

[REDACTED]

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

**Sent:** 19 January 2017 10:25

**To:** ACO-HQAC- [REDACTED]

**Cc:** ACO-HQAC- [REDACTED]

**Subject:** RE: Article on commissioning, insignia and branding

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D

---

**From:** ACO-HQAC- [REDACTED]

**Sent:** 18 January 2017 16:36

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

**Cc:** ACO-HQAC- [REDACTED]

**Subject:** Article on commissioning, insignia and branding

Comdt,

Please see the article on commissioning, insignia and branding attached which will have a link to the insignia note produced by [REDACTED]

[REDACTED] has approved with amendments and I have inserted a quote from you (I know you will wish to change but it's a starter for 10).

We are just checking the number of decades/centuries with DRFC but otherwise a strong but positive story on change.

Most grateful for any amendments asap, we aim to post this up on Friday morning in line with the other Cadet Forces Media Teams and to co-relate with the note to the ACC.

[REDACTED]

[REDACTED]

HQAC

[REDACTED]



---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 28 February 2017 16:53  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** RE: CF2020 Dashboard Update-[REDACTED]

Thanks [REDACTED], spot on  
D

---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 28 February 2017 16:17  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
[REDACTED]  
**Subject:** FW: CF2020 Dashboard Update-[REDACTED]

[REDACTED]

ACO Comment:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

LOE4. Add RAF Air Cadets drafted IBN and Comdt writing to all Stn Cdrs to explain new commission and associated insignia.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 23 January 2017 14:51  
**To:** [REDACTED]

**Subject:** RE: Colour of Txt on New Insignia,

I am happy to go with the majority view of the volunteers to show that we do listen to them (sometimes!)  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Monday, January 23, 2017 01:49 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]

[REDACTED], ACO-HQAC

**Subject:** Colour of Txt on New Insignia,

Ma'am, Gents,

Unless anyone has any violent objections, I think the easiest option for the text colour on the new rank slides is black – it was a fifty-fifty (ish) split amongst the Comd Board - gold vs black and the example which was in the briefing note (and the various other rank slides that the volunteers have produced themselves and posted on social media) depict black text – these are getting fairly positive responses but gold text might push them over the edge, or am I being soft? We would then use gold lettering if we adopt the mud guards later on, albeit this is subject to cost and isn't universally popular amongst the volunteers, at the moment.

Regards

---

**From:** [REDACTED]  
**Sent:** 23 January 2017 15:24  
**To:** [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]; ACO-HQAC-[REDACTED]  
[REDACTED]  
[REDACTED]  
**Subject:** RE: Colour of Txt on New Insignia,  
**Attachments:** image001.jpg

[REDACTED]

I could be swayed but my preference would be for black. Content to adopt the majority view.

[REDACTED]

[REDACTED]



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---

**From:** [REDACTED]  
**Sent:** 23 January 2017 13:49  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]; ACO-HQAC-[REDACTED]  
[REDACTED]  
**Subject:** Colour of Txt on New Insignia,

Ma'am, Gents,

Unless anyone has any violent objections, I think the easiest option for the text colour on the new rank slides is black – it was a fifty-fifty (ish) split amongst the Comd Board - gold vs black and the example which was in the briefing note (and the various other rank slides that the volunteers have produced themselves and posted on social media) depict black text – these are getting fairly positive responses but gold text might push them over the edge, or am I being soft? We would then use gold lettering if we adopt the mud guards later on, albeit this is subject to cost and isn't universally popular amongst the volunteers, at the moment.

Regards

[REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 24 January 2017 09:54  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]; ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Comd Board face-to-face

[REDACTED]

[REDACTED]

Regards

[REDACTED]

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

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** Tuesday, January 24, 2017 09:07 AM GMT Standard Time  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Comd Board face-to-face

[REDACTED]

[REDACTED]  
[REDACTED] I  
will ensure we know where we are by Comd Board, espec as I wish to include that info in my note to Stn  
Cdrs on new commission and insignia.

[REDACTED]  
Thanks  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Tuesday, January 24, 2017 08:48 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
[REDACTED] ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED];  
[REDACTED]  
**Subject:** RE: Comd Board face-to-face

Comdt,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 20 January 2017 09:42  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: commissioning, insignia and branding - LTT on social media this weekend  
**Attachments:** image003.png; image004.png

[REDACTED]

Got it, was only going to tweet and FB a link to the Bader articles – that won't stop these being published on ACC within minutes though!

Regards

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 20 January 2017 09:31  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: commissioning, insignia and branding - LTT on social media this weekend

[REDACTED]

Totally understood. I best advice I can offer is to take the debate for this away from social media which can be seen by the public and journalists.

Kind regards

[REDACTED]

[REDACTED]

ACO

HQAC, RAF Cranwell, Sleaford, Lincs, NG34 8HB

[REDACTED]

DII: ACO-HQAC-[REDACTED]

Email: [ACO-HQAC-\[REDACTED\]](mailto:ACO-HQAC-[REDACTED])

[www.raf.mod.uk/aircadets](http://www.raf.mod.uk/aircadets)

*\* Please consider the environment before printing.*

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---

**From:** [REDACTED]  
**Sent:** 20 January 2017 09:28  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: commissioning, insignia and branding - LTT on social media this weekend

[REDACTED]

[REDACTED], so perhaps if we just say we have released all the information we are able to do at this time and refer them to Bader as you say. I am patiently waiting for an FAQ and questions page to be created on Bader by the team and will direct many of the questions through that medium so that all can see the answers. I am already anticipating questions about PCS, the tactical flash etc.

Regards

[REDACTED]

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---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 20 January 2017 09:23

**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Subject:** commissioning, insignia and branding - LTT on social media this weekend  
**Importance:** High

Comdt and [REDACTED]

As agreed the launch article and insignia document will go up at 1030 am this morning.

You will no doubt be asked questions about this on social media later today and over the weekend.

In Media Comms we feel the best approach would be to ask volunteers *to refer any queries through their chain of command and to see Bader for further information.*

For Comdt's FB this evening it is recommended that quotes and information from the key article are used but no further detail is given.

All Regional Commandants to follow the same, if that's okay with you. I can email them if you confirm agreement to this approach.

Please let me know if you would like to discuss further.

Kind regards

[REDACTED]

[REDACTED]

HQAC, RAF Cranwell, Sleaford, Lincs, NG34 8HB

[REDACTED]

DII: ACO-HQAC [REDACTED]

Email: [ACO-HQAC-\[REDACTED\]](mailto:ACO-HQAC-[REDACTED])

[www.raf.mod.uk/aircadets](http://www.raf.mod.uk/aircadets)

*\* Please consider the environment before printing.*



---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 12:23  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets  
**Attachments:** 20170113\_New Insignia for Air Cadet Adult Volunteers.docx

[REDACTED] My suggested note – to go to the AOC for clearance first.  
[REDACTED] this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

**From:** [REDACTED]  
**Sent:** 13 January 2017 09:19  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye

[REDACTED]

[REDACTED]

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---

**From:** [REDACTED]  
**Sent:** 16 January 2017 08:52  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Great thanks Ma'am.

Regards,

[REDACTED]

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 16 January 2017 08:51  
**To:** [REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED]

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Monday, January 16, 2017 08:49 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

The AOC is content with your proposed note re the insignia. The AOC is just reviewing his Comd Circ note before proceeding re the 6 monthly report – I will come back to you on that element idc.

Regards,

[REDACTED]

[REDACTED]

---

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

**Sent:** 15 January 2017 14:06

**To:** [REDACTED]

**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]

**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], could you ask the AOC to cast his eye over the attached note which, with his approval, I intend to send to the ACC members to alert them to the new insignia resulting from the introduction of a new Cadet Forces Commission. He will be pleased with the result as it is the one he wanted and briefed to AMP!

[REDACTED]

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]

**Sent:** Sunday, January 15, 2017 09:25 AM GMT Standard Time

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

**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

[REDACTED] input attached. All seems to make sense.

Yours Aye

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 12:23  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], My suggested note – to go to the AOC for clearance first.  
[REDACTED], this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

**From:** [REDACTED]  
**Sent:** 13 January 2017 09:19  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 15:27  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Thanks  
D

---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 13 January 2017 14:20  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,  
I had a conversation in Sep 16 with CAS's [REDACTED], and he advised me to get back in touch towards the end of Jan 17. I will give him a call next week to discuss.

[REDACTED]

[REDACTED]

Headquarters Air Cadet Organisation  
RAF Cranwell, Sleaford, Lincs NG34 8HB

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 12:23  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], My suggested note – to go to the AOC for clearance first.  
[REDACTED], this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

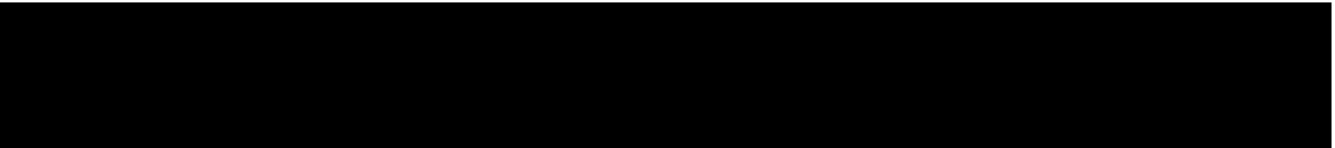
**From:** [REDACTED]  
**Sent:** 13 January 2017 09:19  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye



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---

**From:** [REDACTED]  
**Sent:** 16 January 2017 09:58  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am, [REDACTED]

Agree with the change as the date has yet to be determined, but is likely to be before Oct 17.

Regards

[REDACTED]

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

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** Monday, January 16, 2017 09:55 AM GMT Standard Time  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

I will let [REDACTED] advise!  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** ACO-HQAC-[REDACTED]

**Sent:** Monday, January 16, 2017 09:53 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** [REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,  
Will do. Just one very minor point from me are you happy for me to amend an in to a by in this sentence: It is anticipated that all existing volunteers will transition to the new insignia *in* by Oct 17 to align with the transfer of all commissioned volunteers to the new Cadet Force Commission.

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 16 January 2017 08:55  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** [REDACTED]  
**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], could you take the attached note, [REDACTED]  
[REDACTED]

Thanks  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

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



**Sent:** Sunday, January 15, 2017 02:06 PM GMT Standard Time

**To:** [REDACTED]

**Cc:** ACO-HQAC-[REDACTED]

ACO-HQAC-[REDACTED], ACO-HQAC-[REDACTED]

**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], could you ask the AOC to cast his eye over the attached note which, with his approval, I intend to send to the ACC members to alert them to the new insignia resulting from the introduction of a new Cadet Forces Commission. He will be pleased with the result as it is the one he wanted and briefed to AMP!

[REDACTED]

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]

**Sent:** Sunday, January 15, 2017 09:25 AM GMT Standard Time

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

**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

[REDACTED] input attached. All seems to make sense.

Yours Aye

[REDACTED]

[REDACTED]

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

**Sent:** 13 January 2017 12:23

To: [REDACTED]; ACO-HQAC-[REDACTED] ACO-HQAC-

Subject: RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED] My suggested note – to go to the AOC for clearance first.

[REDACTED] this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

From: [REDACTED]

Sent: 13 January 2017 09:19

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

Subject: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 11:57  
**To:** [REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

TY!  
D

---

**From:** [REDACTED]  
**Sent:** 13 January 2017 09:19  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye

[REDACTED]

[REDACTED]

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---

**From:** [REDACTED]  
**Sent:** 17 January 2017 14:34  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets  
**Attachments:** image002.png

[REDACTED]

No objections from me.

Regards

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 17 January 2017 14:33  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED]

We would write it into a news story for release on the official website and in the magazine but could use this format for Bader. Is that okay?

Kind regards

[REDACTED]

[REDACTED]

HQAC, RAF Cranwell, Sleaford, Lincs, NG34 8HB

[REDACTED]

DII: ACO-HQAC-[REDACTED]

Email: [ACO-HQAC-\[REDACTED\]](mailto:ACO-HQAC-[REDACTED])

[www.raf.mod.uk/aircadets](http://www.raf.mod.uk/aircadets)

*\* Please consider the environment before printing.*

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---

**From:** [REDACTED]  
**Sent:** 17 January 2017 13:39  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Just to confirm, the brief I prepared (attached) is with [REDACTED] for publication and awaits your authority for release – I have taken the liberty of changing the picture of the rank tab to the new one, albeit with black text and added the RAFAC Graphic as well.

[REDACTED]

Pending the Comdt's approval of the changes and authority to release, this is the final version of the Briefing Note.

Yours Aye

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 16 January 2017 08:55

**To:** ACO-HQAC-[REDACTED]  
**Cc:** [REDACTED]  
**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED] could you take the attached note, [REDACTED]  
[REDACTED]

Thanks  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** Sunday, January 15, 2017 02:06 PM GMT Standard Time  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED];  
ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED] could you ask the AOC to cast his eye over the attached note which, with his approval, I intend to send to the ACC members to alert them to the new insignia resulting from the introduction of a new Cadet Forces Commission. He will be pleased with the result as it is the one he wanted and briefed to AMP!

[REDACTED]

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Sunday, January 15, 2017 09:25 AM GMT Standard Time

**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

[REDACTED] input attached. All seems to make sense.

Yours Aye

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 12:23  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED] My suggested note – to go to the AOC for clearance first.  
[REDACTED] this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

**From:** [REDACTED]  
**Sent:** 13 January 2017 09:19  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 15 January 2017 19:05  
**To:** [REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED]

As for Mess kit badges, I think permission was granted in retrospect after lots of VRT put the embroidered badges on their Mess kit in preference to pins but it might be worth checking with some of your older officers to understand the background. I think an embroidered option would be useful. It may be we issue pins but allow those who wish to have badges to purchase themselves? Not sure how the copyrighting works.....

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Sunday, January 15, 2017 06:29 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

[REDACTED]

[REDACTED] As for embroidered insignia, not sure this was ever agreed as official uniform (but could be wrong) but this is not something I had planned on adding because of cost and want to grip the unofficial rank tabs etc, because I don't think it helps. New insignia should be Crown Copyright to help avoid poor copy's. Do you want me to cost embroidered as well as pins?

Regards

[REDACTED]

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

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

**Sent:** Sunday, January 15, 2017 01:52 PM GMT Standard Time

**To:** [REDACTED]

**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Thanks [REDACTED]. I will staff to AOC and, once he is happy, ask [REDACTED] to circ to the ACC.

[REDACTED]

Support for new insignia went down well at the Wg event with many saying those who seek to hang onto the VRT or ATC pins for status are volunteering for the wrong reasons.

One uniform question was raised. Will there be an embroidered version of the RAFAC to go on no 5s as many have got embroidered VRT insignia instead of pins and if they have to remove the badge, they can't afford to buy new jackets which will appear damaged. Also, will the new rank slides be issued for each uniform, ie dark blue version for woolly pilot, light for blue shirts, MTP for MTP? Wasn't sure.....

And as an aside, mudguards were not popular with this audience - similar response to WWOs yesterday. And they were supportive of OC Wgs and WWOs wearing the new insignia from 1 Apr.

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]

**Sent:** Sunday, January 15, 2017 09:25 AM GMT Standard Time

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

**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

[REDACTED] input attached. All seems to make sense.

Yours Aye

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 12:23  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], My suggested note – to go to the AOC for clearance first.  
[REDACTED], this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

**From:** [REDACTED]  
**Sent:** 13 January 2017 09:19  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 18 January 2017 13:09  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Thank you Ma'am will send it momentarily.

Regards,

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 18 January 2017 13:08  
**To:** [REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Send the AOC's tweaked report to me, I will link with mine and sort distribution.  
D

D A McCafferty  
Air Cdre  
Comdt ACO

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Wednesday, January 18, 2017 11:54 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Wrt your second point in the email below the AOC is content to send his ACO Comd Circ report ( I just need to make couple of vv minor tweaks) together with your report to the ACC to act as the 6 monthly report. To that end, please could I ask for 2 pieces of information and I will get this staffed asap: firstly the distribution list for the ACC members I need to send to and also an electronic copy of your report to the AOC?

Thank you.

Kind Regards,

[REDACTED]

[REDACTED]

---

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

**Sent:** 15 January 2017 14:06

**To:** [REDACTED]

**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]

[REDACTED]; ACO-HQAC-[REDACTED]

**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], could you ask the AOC to cast his eye over the attached note which, with his approval, I intend to send to the ACC members to alert them to the new insignia resulting from the introduction of a new Cadet Forces Commission. He will be pleased with the result as it is the one he wanted and briefed to AMP!

[REDACTED]

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]

**Sent:** Sunday, January 15, 2017 09:25 AM GMT Standard Time

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

**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

[REDACTED] input attached. All seems to make sense.

Yours Aye

[REDACTED]

[REDACTED]

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---

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

**Sent:** 13 January 2017 12:23

**To:** [REDACTED]; ACO-HQAC [REDACTED]; ACO-HQAC-[REDACTED]

**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED] My suggested note – to go to the AOC for clearance first.

[REDACTED] this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

**From:** [REDACTED]

**Sent:** 13 January 2017 09:19

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

**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 15 January 2017 19:05  
**To:** [REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Happy  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Sunday, January 15, 2017 06:31 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

In addition, was only going to cost for light blue and dark blue rank tabs to start with to keep costs down. MTP only required when on operations, so don't see why they need them?

Regards

[REDACTED]

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

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** Sunday, January 15, 2017 01:52 PM GMT Standard Time

**To:** [REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Thanks [REDACTED]. I will staff to AOC and, once he is happy, ask [REDACTED] to circ to the ACC.

[REDACTED]

Support for new insignia went down well at the Wg event with many saying those who seek to hang onto the VRT or ATC pins for status are volunteering for the wrong reasons. One uniform question was raised. Will there be an embroidered version of the RAFAC to go on no 5s as many have got embroidered VRT insignia instead of pins and if they have to remove the badge, they can't afford to buy new jackets which will appear damaged. Also, will the new rank slides be issued for each uniform, ie dark blue version for woolly pilot, light for blue shirts, MTP for MTP? Wasn't sure..... And as an aside, mudguards were not popular with this audience - similar response to WWOs yesterday. And they were supportive of OC Wgs and WWOs wearing the new insignia from 1 Apr.

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Sunday, January 15, 2017 09:25 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

[REDACTED] input attached. All seems to make sense.

Yours Aye

[REDACTED]

[REDACTED]

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

**Sent:** 13 January 2017 12:23

**To:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-

**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED] My suggested note – to go to the AOC for clearance first.

[REDACTED] this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

**From:** [REDACTED]

**Sent:** 13 January 2017 09:19

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

**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 13 January 2017 13:45  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Comdt

Happy.

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 12:23  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], My suggested note – to go to the AOC for clearance first.

[REDACTED] this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

**From:** [REDACTED]  
**Sent:** 13 January 2017 09:19  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye



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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 17 January 2017 14:51  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Happy. Please coordinate with [REDACTED] so info note goes to the ACC and internal audience simultaneously.  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Tuesday, January 17, 2017 01:39 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); ACO-HQAC-[REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Just to confirm, the brief I prepared (attached) is with [REDACTED] for publication and awaits your authority for release – I have taken the liberty of changing the picture of the rank tab to the new one, albeit with black text and added the RAFAC Graphic as well.

[REDACTED]

Pending the Comdt's approval of the changes and authority to release, this is the final version of the Briefing Note.

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 16 January 2017 08:55  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** [REDACTED]  
**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], could you take the attached note, [REDACTED]  
[REDACTED]

Thanks  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** Sunday, January 15, 2017 02:06 PM GMT Standard Time  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], could you ask the AOC to cast his eye over the attached note which, with his approval, I intend to send to the ACC members to alert them to the new insignia resulting from the introduction of a new Cadet Forces Commission. He will be pleased with the result as it is the one he wanted and briefed to AMP!

[REDACTED]

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

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

**From:** [REDACTED]  
**Sent:** Sunday, January 15, 2017 09:25 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

[REDACTED] input attached. All seems to make sense.

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 12:23  
**To:** [REDACTED] ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED] My suggested note – to go to the AOC for clearance first.  
[REDACTED] this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

**From:** [REDACTED]  
**Sent:** 13 January 2017 09:19  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one*

*which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye



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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 10 January 2017 16:44  
**To:** [REDACTED]  
**Subject:** RE: Draft Insignia Results Briefing Document-OS

Might be worth a quick consultation before it goes to the wider audience.

D

---

**From:** [REDACTED]  
**Sent:** 10 January 2017 11:12  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft Insignia Results Briefing Document-OS

Ma'am,

Great, really good. Would you like me to situate this with the other RC's and 2FTS as well?

Regards

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 10 January 2017 10:51  
**To:** [REDACTED]  
**Subject:** RE: Draft Insignia Results Briefing Document-OS

[REDACTED], I have tweaked. See what you think....

D

---

**From:** [REDACTED]  
**Sent:** 10 January 2017 08:47  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft Insignia Results Briefing Document-OS


Ma'am,

First stab at the Insignia Results Briefing Document attached.

Yours Aye

[REDACTED]





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**From:** [REDACTED]  
**Sent:** 10 January 2017 17:42  
**To:** [REDACTED]  
**Cc:** [REDACTED]; ACO-HQAC [REDACTED]  
**Subject:** RE: Draft New Insignia Briefing Note

[REDACTED] - good stuff as ever.

Agree note and changes; would add to the RAFV reasoning; one reason is similar to VRT, the other reason is that they are not a volunteer into the RAF as a whole, merely the Air Cadets part. (otherwise it might sound as if we were going to change regardless of what you said in the survey?)

*Rgds*

[REDACTED]

[REDACTED]

Twitter: [REDACTED]  
Face book: [REDACTED]

---

**From:** [REDACTED]  
**Sent:** 10 January 2017 16:09  
**To:** [REDACTED]; ACO-HQAC [REDACTED]  
**Subject:** RE: Draft New Insignia Briefing Note

[REDACTED]

Some tracked changes – for your consideration. I hope these are helpful.

[REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 10 January 2017 11:37  
**To:** [REDACTED]; ACO-HQAC [REDACTED]  
**Subject:** Draft New Insignia Briefing Note

Gents, [REDACTED]

Draft briefing note on the new choice of insignia attached. As ever, I would be grateful for any comments or thoughts you might have ASAP.

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 09 February 2017 09:12  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Re: FEEDBACK

Thanks Dawn - all received and understood. Glad that you could take it for what it was - a snapshot!

[REDACTED]

With regard

[REDACTED]

On 9 Feb 2017, at 08:35, ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre) <[ACO-HQAC-Comdt@mod.uk](mailto:ACO-HQAC-Comdt@mod.uk)> wrote:

[REDACTED]

consulted widely on the new insignia, and an IBN is in staffing,

[REDACTED]

I am encouraging my people to embrace the new commission and new insignia, which will clearly identify our staff as members of the RAF Air Cadets.

[REDACTED]

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

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

**From:** [REDACTED]  
**Sent:** Wednesday, February 08, 2017 07:26 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** [REDACTED]  
**Subject:** FEEDBACK

Dawn

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] Secondly, there is an unsurprising sense of trepidation regarding the emerging arrangements for commissioning. I found not recalcitrance, rather a thirst for further knowledge of the practicality of the new arrangement and the underpinning rationale. If there were to be more information available it would be most helpful. In the meantime, I have encouraged [REDACTED] to continue to lean-in to the new arrangement. And also to be prepared to speak truth unto power when required.

[REDACTED]

[REDACTED]

Best regards

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 27 January 2017 11:37  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: IBN - Cadet Forces Commission and Insignia Change

Happy for if it to go as written - it is only under consideration and if taken forward will never be confused with Regt mudguards.  
Thanks for staffing so promptly.  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Friday, January 27, 2017 11:21 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** IBN - Cadet Forces Commission and Insignia Change

Ma'am,

IBN has been approved for release by RF&C, latest version attached for your final approval. I was just wondering if we want to drop the sentence about the mud guards being considered, as this might scare the Regt?

Yours Aye

[REDACTED]

[REDACTED]

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D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Friday, January 27, 2017 02:40 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: IBN - Cadet Forces Commission and Insignia Change

Ma'am,

TY – I will forward a copy of this to AMP's OO.

Regards,

[REDACTED]

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 27 January 2017 14:39  
**To:** [REDACTED]  
**Subject:** FW: IBN - Cadet Forces Commission and Insignia Change

[REDACTED], the boss asked that we prepare an IBN for the new cadet commission and insignia. Attached version cleared by RF&C and should go out soon. Thought he would appreciate confirmation. Can I assume he has kept AMP up to date (he will have received recent briefing note from me as member of ACC). You may wish to forward a copy of the IBN to his outer office?  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]

**Sent:** Friday, January 27, 2017 11:21 AM GMT Standard Time

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

**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
[REDACTED]

**Subject:** IBN - Cadet Forces Commission and Insignia Change

Ma'am,

IBN has been approved for release by RF&C, latest version attached for your final approval. I was just wondering if we want to drop the sentence about the mud guards being considered, as this might scare the Regt?

Yours Aye

[REDACTED]

[REDACTED]

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---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 06 March 2017 15:30  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: IBN on new Insignia

Thanks [REDACTED]  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Monday, March 06, 2017 03:12 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: IBN on new Insignia

Ma'am,

Having spoken to RF&C they advise we should wait a few days before releasing the IBN in any case pending formal approval of the commission by Her Majesty, as things have moved on since we wrote the original IBN. I have just spoken to [REDACTED] (Media) and he is currently re-writing the IBN to meet the new guidelines etc and will send the draft to me ASAP. I will then forward this to you and [REDACTED] to make sure you and RF&C are still content.

Yours Aye

[REDACTED]

[REDACTED]

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---

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

**Sent:** 06 March 2017 14:51

**To:** [REDACTED]; ACO-HQAC-[REDACTED]

**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]

**Subject:** RE: IBN on new Insignia

Ok. My letter can't really go until the IBN is published but as new commission comes in wef 1 Apr, let's hope they get a wiggle on.

[REDACTED], how are you doing collating images of rank slides and new CI membership card to add to the letter which I think is now final bar the annexes?

D

D A McCafferty  
Air Cdre  
Comdt ACO



HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 06 March 2017 15:59  
**To:** ACO-HQAC-  
**Subject:** RE: IBN on new Insignia

Great.  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** ACO-HQAC-  
**Sent:** Monday, March 06, 2017 03:45 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: IBN on new Insignia

Ma'am

[REDACTED] - absence(s) from office has stalled the rank slides but I am planning to see progress this week.

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 06 March 2017 14:51  
**To:** [REDACTED] ACO-HQAC-  
**Cc:** ACO-HQAC-; ACO-HQAC-  
**Subject:** RE: IBN on new Insignia

Ok. My letter can't really go until the IBN is published but as new commission comes in wef 1Apr, let's hope they get a wiggle on.

[REDACTED], how are you doing collating images of rank slides and [REDACTED] to add to the letter which I think is now final bar the annexes?

D

D A McCafferty  
Air Cdre  
Comdt ACO

[Redacted]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [Redacted]  
**Sent:** Monday, March 06, 2017 02:07 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[Redacted]; ACO-HQAC-[Redacted]  
[Redacted]  
**Subject:** IBN on new Insignia

Ma'am,

Just so you are aware the IBN on the new insignia is still stuck at Air Comd awaiting a decision on the change in format that the new 1\* Hd of RAF M&C has directed. I have hastened this multiple times but essentially been told to wait out.

Yours Aye

[Redacted]

[Redacted]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 08 March 2017 15:00  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: IBN on new Insignia

Ma'am

At the link below is the note to Stn Cdrs complete with track changes— [REDACTED]— and there is currently an interim Annex A with examples of ID insignia.

I have received the attached posters from [REDACTED] would you prefer these instead of Annex A included as separate enclosures alongside the anticipated IBN?

[RAF Air Cadets - Note to Stn Cdrs 1 Apr](#)

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 06 March 2017 14:51  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: IBN on new Insignia

Ok. My letter can't really go until the IBN is published but as new commission comes in wef 1 Apr, let's hope they get a wiggle on.

[REDACTED], how are you doing collating images of rank slides and [REDACTED] to add to the letter which I think is now final bar the annexes?

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Monday, March 06, 2017 02:07 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
[REDACTED]  
**Subject:** IBN on new Insignia

Ma'am,

Just so you are aware the IBN on the new insignia is still stuck at Air Comd awaiting a decision on the change in format that the new 1\* Hd of RAF M&C has directed. I have hastened this multiple times but essentially been told to wait out.

---

**From:** [REDACTED]  
**Sent:** 09 November 2016 11:01  
**To:** [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Subject:** RE: Inital Insignia Survey Results-OS

All,

Please ignore my last message. I have misread [REDACTED] email as the MOD not in favour of all the favoured change options.

Regards,

[REDACTED]

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

**From:** [REDACTED]  
**Sent:** Wednesday, November 09, 2016 10:47 AM GMT Standard Time  
**To:** [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Subject:** RE: Inital Insignia Survey Results-OS

[REDACTED]

Many thanks. I note the MOD position. [REDACTED]  
[REDACTED]

One for further discussion and chain of command support.

Regards,

[REDACTED]

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

**From:** [REDACTED]

**Sent:** Wednesday, November 09, 2016 10:36 AM GMT Standard Time

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

**Subject:** Inital Insignia Survey Results-OS

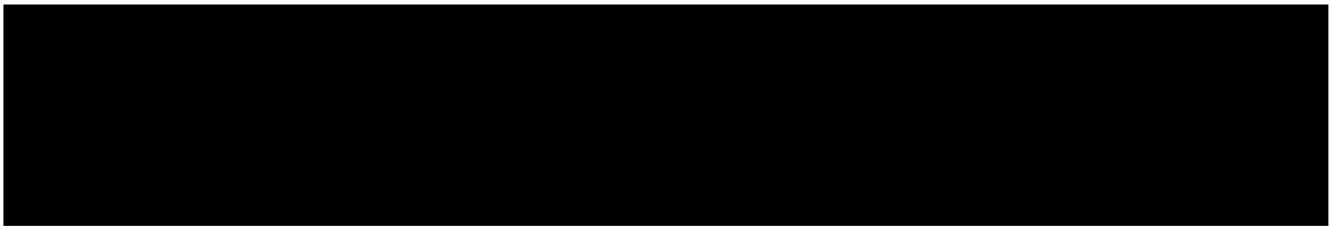
Ma'am, Colleagues,

Please find attached a first look at analysing the current survey responses regarding insignia. Insignia with RAF in the title seem most popular, albeit No Insignia was also popular, but this option would not be acceptable to MOD as the other Cadet Forces will retain their existing ACF SCC insignia etc. Please do not share this information further at the moment as there are enough hares running already and I have no wish to add to my growing pile of hate mail!

*Insignia Survey Results @ 9 Nov 16*

		<i>VRT</i>	<i>Adult WO/SNCO</i>	<i>CI</i>	<i>Chap</i>	<i>Civ Comm</i>	<i>Staff Cadet</i>	<i>Cade</i>
<i>No Insignia</i>	515	305	128	62	0	1	17	0
<i>VRT</i>	117	38	57	9	0	6	5	2
<i>Air Training Corp</i>	13	4	5	2	0	0	2	0
<i>ATC</i>	114	37	56	9	0	4	4	3
<i>RAF Air Cadet Organisation</i>								
<i>RAF ACO</i>	237	77	63	51	0	4	20	20
<i>ACO</i>	40	18	17	3	0	0	1	0
<i>RAF Air Cadet Volunteer</i>								
<i>RAF ACV</i>	29	9	4	10	0	0	4	1
<i>Royal Air Force Air Cadets</i>								
<i>RAF Air Cadets</i>	158	47	26	38	0	5	13	28
<i>RAFAC</i>	280	116	85	36	1	0	18	21
<i>Royal Air Force Cadets</i>								
<i>RAF Cadets</i>	89	20	20	18	0	2	7	21
<i>RAFC</i>	406	218	99	45	1	0	12	27
<i>RAF Cadet Force Adult Volunteer</i>								
<i>RAF CFAV</i>	248	104	82	38	0	4	6	11
<i>Various Alternatives</i>								
<i>Spoilt</i>	143	0	0	0	0	0	0	0
	168	0	0	0	0	0	0	0
<i>Total Survey Responses</i>	3067	1121	738	451	3	44	151	223

Regards



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**From:** [REDACTED]  
**Sent:** 22 November 2016 14:22  
**To:** ACO-HQAC [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC- [REDACTED] ACO-HQAC- [REDACTED]  
**Subject:** RE: Insignia Survey Results @ 16 Nov 16

[REDACTED]

Are you taking the lead on the Business case? It seems that you already have most of the required information/options etc?

---

**From:** ACO-HQAC- [REDACTED]  
**Sent:** 22 November 2016 13:58  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC- [REDACTED] ACO-HQAC- [REDACTED]  
**Subject:** RE: Insignia Survey Results @ 16 Nov 16

Comdt

Before the early introduction of the new CFC put a halt to the work I had already undertaken regarding the introduction of embroidered VRT and ATC rank slides, [REDACTED] had already identified the following;

- The cost saving of removing metal ATC designator from NCO slides would be used to fund the new embroidered ATC slides. No cost.
- The cost saving of removing gilt VRT designator from Officers slides would be used to part fund the new embroidered VRT slides. Additional cost TBC.

If we do not go with the current wish of those surveyed for the no cost option of no designator, and we rule out RAFC due to the close association of the RAF College, then the next clear option appears to be RAFAC. If we went for this option and reduced RAFAC to AC for the designator (as was done for RAFVR(T) to VRT) and continued with the plan for embroidered slides, this would leave the following to be procured for RAFAC to allow for AC designators;

- Procurement of new NCO rank slides with AC integrated into the slide design. No cost.
- Procurement of new Aircrew NCO rank slides with AC integrated into the slide design. Additional cost TBC.
- Procurement of a new gilt AC designator for use on Officers and NCOs No1 and No5 dress etc. Additional cost TBC.

- Procurement of new Officers blue, Wedgewood and green slides embroidered at the bottom edge with AC to allow rank to be added. Additional cost TBC.

[REDACTED] but I will ask him to look at the procurement costs in more detail once he returns. I already have the artwork designs for VRT and ATC rank slides and these can easily be changed to other options.

Regards

[REDACTED]

[REDACTED] | HQAC | RAF College Cranwell, Sleaford, Lincolnshire, NG34 8HB

---

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

**Sent:** 21 November 2016 09:33

**To:** [REDACTED]

[REDACTED] ACO-HQAC [REDACTED]

**Cc:** ACO-HQAC [REDACTED]; ACO-HQAC [REDACTED]

**Subject:** RE: Insignia Survey Results @ 16 Nov 16

Thanks [REDACTED] - as discussed, some refined options with visuals will help us tease out the best option albeit RAFC to me will always mean RAF College!

[REDACTED], flagged to you as we will need to consider the costs of rebadging some 5000 uniformed staff if, as we intend, we replace the VRT and ATC badges with a common RAF Cadet Force(s) option - yet to be agreed. A rough order cost from [REDACTED] would be helpful for FY 17/18 as Big Bang and then costs for routine issue for new uniformed staff in future years, which I assume would cost no more than current badging? [REDACTED]

Thanks

D

D A McCafferty

Air Cdre

Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]

**Sent:** Wednesday, November 16, 2016 01:55 PM GMT Standard Time

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

[REDACTED]

[REDACTED]

**Cc:** ACO-HQAC [REDACTED]; ACO-HQAC [REDACTED]

**Subject: Insignia Survey Results @ 16 Nov 16**

Ma'am, All,

Please find below the latest survey results, which I have spent more time and effort in getting accurate this time, so there are some differences to the 6 Nov table. As you will see the response has been very high with a total of 3737 responses so far. Some of these (249) are spurious or duplicate and I have eliminated them but the headlines are:

1388 VRT have responded – over 40% of the VRT Strength on Bader.

758 WO / SNCO have responded – 39% of the SNCO / WO Strength on Bader.

524 CI have responded – 8.9% of the CI Strength on Bader.

No insignia remains the most popular choice amongst the VRT (374), followed by RAFC (257). However, given the breath of choices containing RAF (in full or otherwise) the total opting for an RAF related option was 2320 or 62% of those surveyed.

Completion of the survey is starting to tail off and I will close it at the end of the month. If I have not had a statistically significant change to the figures, I will not update the percentages further.

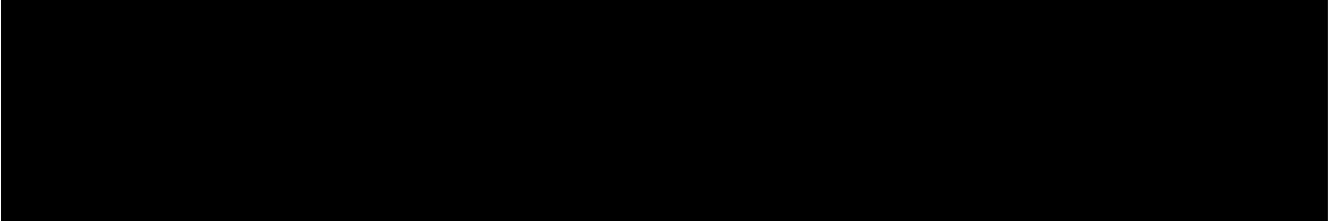
Next steps, I would suggest that early next month we publish the headline figures and create another survey further narrowing the selection down to the RAF Choices, maybe with pictures of mock rank slides as examples. Naturally I will socialise the draft survey with you all as before.

*Insignia Survey Results @ 16 Nov 16*

		<i>VRT</i>	<i>Adult WO/SNCO</i>	<i>CI</i>	<i>Chap</i>	<i>Civ Comm</i>	<i>Staff Cadet</i>	<i>Cade</i>
<i>No Insignia</i>	592	374	115	50	0	1	20	29
<i>VRT</i>	135	110	6	2	1	2	1	1
<i>Air Training Corps</i>	23	11	8	2	0		2	0
<i>ATC</i>	84	24	37	11	0	3	4	4
<i>RAF Air Cadet Organisation</i>	27	6	5	9	0	2	0	5
<i>RAF ACO</i>	292	100	74	67	0	4	21	24
<i>ACO</i>	52	24	19	6	0	0	1	1
<i>RAF Air Cadet Volunteer</i>	20	3	3	10	0	0	1	1
<i>RAF ACV</i>	41	17	4	13	0	0	4	2
<i>Royal Air Force Air Cadets</i>	327	79	72	76	0	8	29	62
<i>RAF Air Cadets</i>	193	56	32	45	0	8	15	36
<i>RAFAC</i>	329	133	106	42	1	2	18	24
<i>Air Cadets</i>	13	6	3	3	0	0	0	1
<i>Royal Air Force Cadets</i>	189	35	40	44	0	9	10	46
<i>RAF Cadets</i>	105	25	21	22	0	4	7	24
<i>RAFC</i>	477	257	117	58	1	2	12	28
<i>RAF Cadet Force Adult Volunteer</i>	37	8	6	19	0	2	0	2
<i>RAF CFAV</i>	281	118	90	45	0	6	6	13
<i>Royal Air Force CFAV</i>	2	2	0	0	0	0	0	0

<i>Various Alternatives</i>	269	0	0	0	0	0	0	0
<i>Spoilt / Voted more than Once</i>	249	0	0	0	0	0	0	0
<i>Total</i>	3737	1388	758	524	3	53	151	303

Regards



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---

**From:** [REDACTED]  
**Sent:** 23 November 2016 08:33  
**To:** ACO-HQAC-[REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Insignia Survey Results @ 16 Nov 16

[REDACTED]

Many thanks, as I said the next phase is to narrow down the options and get the CFAV to vote on the various choices based on mock-ups of the rank slides. Once we have this we can then consider the pins, mudguards, etc issue as for example 'RAF Cadet Forces' won't work on pins (unless it becomes RAFCF, but even then is quite long) but it will work on mud guards etc. If we go down the mud guards option they I would suggest that they will only be worn on No 1's (Blue) and 5's (Gold), not MTP as this is, in my opinion, a nice to have but not essential for implementation and I would argue in any case that we are not all in MTP; blue rank slides would suffice as they did for the first 25 years I was in the RAF. As for those 'entitled' to wear RAF Regt, given that these are our rules we may wish to decide that they must wear one or the other or, you could also argue that as they are no longer part of the RAF Regt then maybe they should just wear the Cadet Force ones, controversial I know, but others with previous service are not acknowledged so blatantly, so why are RAF Regt? Naturally, all of these options and decisions will be put to the Comdt and Comd board before any decision is made.

will keep you informed as things progress, but do not expect to have the level of detail required for a business case particularly soon.

Regards

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 22 November 2016 18:16  
**To:** [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Insignia Survey Results @ 16 Nov 16

Sir

The work I have undertaken over a significant period of time, included many interesting ideas from the previous 20 years but identified a way forward that was previously endorsed by the CEB. As we are now starting the process again, I really need to know the range of options you may wish to explore as there are too many to consider from the survey and some will cost considerably more to produce. From what you might be considering as best options from the survey, and to allow me to give you the range of costs that are likely to influence the final options, could you please let me know the following;

- The range of letters or words to be included on a mudguard, gilt pin and embroidered slide.
- Would a mudguard option need to be provided in different colour ways i.e. green, MTP, wedgewood and blue for jumpers/ No1 Dress
- Would a mudguard be needed in gold for No5 with a full title or would it be reduced like the RAFP badge.
- Would we need some kind of a dual mudguard for those who are entitled to wear RAF Regt mudguards and new ACO type mudguards.
- Any other options to explore.

Once I know the requirements, it will be relatively easy to obtain initial costs for you to include in your business case.

Regards

[Redacted]

[Redacted] | HQAC | RAF College Cranwell, Sleaford, Lincolnshire, NG34 8HB  
[Redacted]

---

**From:** [Redacted]  
**Sent:** 22 November 2016 17:05  
**To:** ACO-HQAC-[Redacted]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [Redacted]  
[Redacted]  
**Cc:** ACO-HQAC-[Redacted]; ACO-HQAC-[Redacted]  
**Subject:** RE: Insignia Survey Results @ 16 Nov 16

[Redacted]

AC is not one of the current options and stands for Aircraftsman in any case. The option is likely to have RAF in the title (as with the other Corps in the RAF the RAF Regiment and with the RAF Police), as for pins or otherwise this is as yet undecided as I may wish to introduce 'mudguards' Instead of pins; again this will be part of the consultation going forward. Consequently whilst a rough order of costs would be useful, please do not expend any significant effort at this time as we are some way off understanding the requirement or being able to submit a business case.

Regards

[Redacted]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]

**Sent:** 22 November 2016 13:58

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

**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]

**Subject:** RE: Insignia Survey Results @ 16 Nov 16

Comdt

Before the early introduction of the new CFC put a halt to the work I had already undertaken regarding the introduction of embroidered VRT and ATC rank slides, [REDACTED] had already identified the following;

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[REDACTED] but I will ask him to look at the procurement costs in more detail once he returns. I already have the artwork designs for VRT and ATC rank slides and these can easily be changed to other options.

Regards

[REDACTED]

[REDACTED] HQAC | RAF College Cranwell, Sleaford, Lincolnshire, NG34 8HB

---

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

**Sent:** 21 November 2016 09:33

**To:** [REDACTED]

[REDACTED]; ACO-HQAC-[REDACTED]

**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]

**Subject:** RE: Insignia Survey Results @ 16 Nov 16

Thanks [REDACTED] - as discussed, some refined options with visuals will help us tease out the best option albeit RAFC to me will always mean RAF College!

[REDACTED], flagged to you as we will need to consider the costs of rebadging some 5000 uniformed staff if, as we intend, we replace the VRT and ATC badges with a common RAF Cadet Force(s) option - yet to be agreed. A rough order cost from [REDACTED] would be helpful for FY 17/18 as Big Bang and then costs for routine issue for new uniformed staff in future years, which I assume would cost no more than current badging? [REDACTED]

Thanks

D

D A McCafferty

Air Cdre

Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]

**Sent:** Wednesday, November 16, 2016 01:55 PM GMT Standard Time

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

[REDACTED]

[REDACTED]

**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]

[REDACTED]

**Subject:** Insignia Survey Results @ 16 Nov 16

Ma'am, All,

Please find below the latest survey results, which I have spent more time and effort in getting accurate this time, so there are some differences to the 6 Nov table. As you will see the response has been very high with a total of 3737 responses so far. Some of these (249) are spurious or duplicate and I have eliminated them but the headlines are:

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Next steps, I would suggest that early next month we publish the headline figures and create another survey further narrowing the selection down to the RAF Choices, maybe with pictures of mock rank slides as examples. Naturally I will socialise the draft survey with you all as before.

*Insignia Survey Results @ 16 Nov 16*

		<i>VRT</i>	<i>Adult WO/SNCO</i>	<i>CI</i>	<i>Chap</i>	<i>Civ Comm</i>	<i>Staff Cadet</i>	<i>Cade</i>
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<i>ATC</i>	84	24	37	11	0	3	4	4
<i>RAF Air Cadet Organisation</i>	27	6	5	9	0	2	0	5
<i>RAF ACO</i>	292	100	74	67	0	4	21	24
<i>ACO</i>	52	24	19	6	0	0	1	1
<i>RAF Air Cadet Volunteer</i>	20	3	3	10	0	0	1	1
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<i>RAF Air Cadets</i>	193	56	32	45	0	8	15	36
<i>RAFAC</i>	329	133	106	42	1	2	18	24
<i>Air Cadets</i>	13	6	3	3	0	0	0	1
<i>Royal Air Force Cadets</i>	189	35	40	44	0	9	10	46
<i>RAF Cadets</i>	105	25	21	22	0	4	7	24
<i>RAFC</i>	477	257	117	58	1	2	12	28
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<i>Total</i>	3737	1388	758	524	3	53	151	303

Regards





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---

**From:** [REDACTED]  
**Sent:** 09 January 2017 22:12  
**To:** [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** [REDACTED]  
**Subject:** RE: Insignia Survey Results  
**Attachments:** image001.jpg

[REDACTED]

Belatedly joining in but I agree your recommendation, RAF Air Cadets (embroidered) for working dress and RAFAC pins for No1s and No5s.



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---

**From:** [REDACTED]  
**Sent:** 03 January 2017 11:54  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** [REDACTED]

**Subject:** Insignia Survey Results

Ma'am, Colleagues,

The final results of the Insignia Survey are:

2907 Responses in total:

Insignia Choice	Average ranking
RAFV	6.14
RAF ACO	5.46
RAF AC	5.13
RAFAC	5.26
RAF Air Cadets	5
RAF CF	4.66
RAF CFAV	4.49
RAF Cadet Forces	4.48

RAF Cadets	4.39
------------	------

Type of Insignia

Type	Percentage
Lapel Pins	80%
Mud Guards	13%
Sleeve Badge	6%

Response Status

Type	Percentage
WO/SNCO	28%
VRT	48%
CI	15%
Civ Comm	2%
Chaplain	1%
Staff Cadet	3%
Cadet	4%

From the comments of both the Comdt and AOC, I am assuming the preferred option for the RAF / Command Board is RAF Air Cadets and if this is correct, would, therefore propose that we adopt RAF Air Cadets embroidered in rank slides for all and provide RAFAC Lapel pins for No 1's and 5's.

Regards

[Redacted signature]

[Redacted contact information]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 12 January 2017 08:44  
**To:** [REDACTED]  
**Subject:** RE: Insignia Survey Results - AL3

Perfect!  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Thursday, January 12, 2017 08:36 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Insignia Survey Results - AL3

Ma'am,

I have accepted all of the track changes in the document and the attached is the final version which should now be easier to read on the iPhone.

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 12 January 2017 08:20  
**To:** [REDACTED]  
**Subject:** RE: Insignia Survey Results - AL3

Just read it again and you will spot an extra "it was" after Command Board felt....just needs tweaking to make sense. Also, double check all spacing as on the iPhone a few words are connected that shouldn't be.

Might just be the view I am seeing. Other than those really minor points, all looks good!  
D

D A McCafferty  
Air Cdre  
Comdt ACO



HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [Redacted]  
**Sent:** Thursday, January 12, 2017 08:13 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Insignia Survey Results - AL3

Ma'am,

AL 3 with the changes from the other RC's incorporated is attached for your comment / approval.

Yours ye



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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 09 January 2017 14:49  
**To:** [REDACTED]  
**Subject:** RE: Insignia Survey Results

I like the idea of mudguards which spell out the full name. Why not use the WWO Conf next weekend as a testing ground? I think they would support.....  
D

---

**From:** [REDACTED]  
**Sent:** 09 January 2017 13:51  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Insignia Survey Results

Ma'am,

[REDACTED]

The only other point I would add is that I have asked [REDACTED] to cost mud guards as well as I still feel that RAFAC does not do what it says on the tin. I would, therefore recommend (subject to affordability) that we have Lapel Pins (as per the overwhelming majority requested) but also have mud guards with RAF Air Cadets on as well and wondered what your thoughts were on this proposal?

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 08 January 2017 12:12  
**To:** [REDACTED]  
**Cc:** [REDACTED]

**Subject:** RE: Insignia Survey Results

[REDACTED], apologies for delayed response but thanks for all your hard work on this. As discussed, following this consultation we need to be transparent about the decisions taken as a consequence and I think a carefully-worded note from you to the wider ACO would be useful. We can confirm that, whilst some options scored higher with CFAV, when the views of the AOC, Comdt and Comd Board were taken into account, the options that had solid support from volunteers AND which met the Organisation's wider brand requirements were the ones selected. It might be helpful to give the example of RAFV as the top scorer with volunteers but not accepted by the hierarchy as it failed to differentiate appropriately between cadet volunteers and

others who also identify themselves as RAF volunteers - many Reservists, etc. We needed insignia that told the casual observer as well as the informed insider exactly what we do and we should all be proud to be associated with the RAF Air Cadets brand.

With effect from Apr 17, therefore, subject to badges being available (I did see an exchange of emails before Xmas concerned about funding?) we will badge our new uniformed volunteers with RAF Air Cadets for normal working dress etc and RAFAC pins for ceremonial and Mess kit. Once designs for both are available, I will write to the wider RAF and other interested parties to explain the new insignia and their status. I assume we are still working to a 1 Oct date for all existing VRT and ATC to switch over albeit CACWO has volunteered to lead by example and wear the new pins and badges from Apr.

As for post noms, I think we agreed that anyone who had been VRT or ATC could use those letters if they wished but new staff and others who wished to identify with the new insignia should all use RAFAC as their post noms. If those letters do not fit into a warning in book or similar, I would not wish to abbreviate to AC - better to simply just use your rank. For instance, when I warn in, I never put RAFR or FTRS after my name and rank - I just put Air Cdre and, if people need to identify me as non-Regular for any reason, they can do so via other means.

Thanks again. Please end your note by advising the volunteers that their contribution genuinely helped shape the new policy and that further consultation about the new Cadet Forces Commission and its supporting construct will be conducted as and when appropriate.

D

D A McCafferty  
Air Cdre  
Comdt ACO



HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [Redacted]  
**Sent:** Tuesday, January 03, 2017 11:53 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** [Redacted]

**Subject:** Insignia Survey Results

Ma'am, Colleagues,

The final results of the Insignia Survey are:

2907 Responses in total:

Insignia Choice	Average ranking
RAFV	6.14
RAF ACO	5.46
RAF AC	5.13
RAFC	5.26
RAF Air Cadets	5
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RAF Cadet Forces	4.48
RAF Cadets	4.39

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From the comments of both the Comdt and AOC, I am assuming the preferred option for the RAF / Command Board is RAF Air Cadets and if this is correct, would, therefore propose that we adopt RAF Air Cadets embroidered in rank slides for all and provide RAFAC Lapel pins for No 1's and 5's.

Regards

[Redacted signature]

[Redacted contact information]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 04 November 2016 12:16  
**To:** [REDACTED]  
**Subject:** RE: Insignia Survey

Wasn't intending to canvass cadets – albeit views of Staff Cadets would be good – is that because access is difficult to control?

[REDACTED]

Otherwise, looks good.

D

---

**From:** [REDACTED]  
**Sent:** 04 November 2016 12:11  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Insignia Survey

Ma'am,

Survey tweaked a bit to reflect some additions and changes from [REDACTED].

Yours Aye

<https://www.surveymonkey.com/r/L29VS99>

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 12 December 2016 16:55  
**To:** [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Subject:** RE: Latest Insignia Survey Data @ 12 Dec 16

[REDACTED]

Thanks for sight.

First, I do not believe that we should be constrained by the majority answer. The purpose of the survey was to give folk the opportunity to have their say, not to determine the way ahead – and certainly not on the sample size of responses gleaned.

Second, I am intuitively drawn to RAF Air Cadets. The descriptor is accurate and on brand. RAF Cadet Forces on the other hand implies – the last word does – that we have the capacity to project strength and can impose. Whilst that may be true in an engagement sense I think it militarises us. I think this is an opportunity to become what we are in the RAF Family. With that said, I can see a counter-view which may espouse the virtues of aligning us with the nomenclature of our new commission. But for me such adoption would be a step too far toward homogeneity.

And third, RAFV is playing tunes on something that no longer applies, and probably never did. As you say, our people are not volunteers in the RAF and drawing such a veil over their contribution shrouds what they are and what they do. They are not in the RAF, they are in the RAF Air Cadets and thus I think we should say that.

So, in sum I err towards RAF Air Cadets and RAFAC.

[REDACTED]

[REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 12 December 2016 16:15  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Subject:** Latest Insignia Survey Data @ 12 Dec 16

Ma'am, All,

The latest survey stats (as at today) are attached. Headlines:

2671 responses - I designed this survey to prevent multiple entry, so suspect this is having an impact.

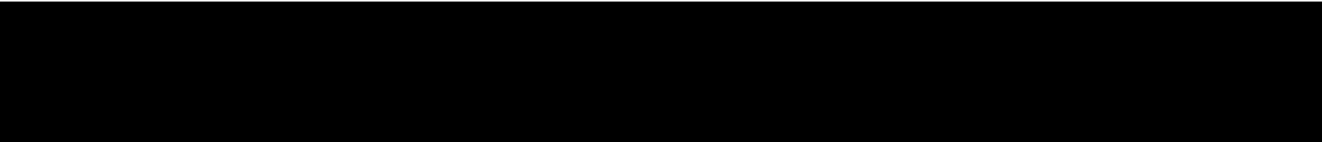
RAFV most popular choice, with 36% as first choice and a score across the rankings of 6.11

RAF Air Cadets next most popular with 19% and a score of 5.01

80% want to retain lapel pins.

Given the AOC's wish to resolve this quickly, we may need to make a decision soon. For what it's worth, my preferences remain RAF Air Cadets (with RAFAC for the lapel pins) or RAF Cadet Forces (with RAFCF for lapel pins), but the latter has not been popular with only 6% of votes as first choice. However, whatever we choose we need to be able to explain the reasons (if we do not go with the most popular) as in my opinion if we have RAFV we might as well make everyone VRT or ATC and save the angst and costs, although neither of these 'do what they say on the tin' and for RAFV I would argue that they are not really Volunteers in the RAF. Either way I suspect that someone will put in an FOI request to see the actual results at some point, so I am keen to be as transparent as possible throughout this process, even if we don't go with the majority.

Yours Aye



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**To:** [REDACTED]

**Subject:** RE: Latest Insignia Survey Data @ 12 Dec 16

Can we discuss at Comd Board tomorrow pm so I can better understand the AOC's input and also gauge your collective views. No need to comment on email in advance of tomorrow's mtg., [REDACTED]

D

---

**From:** [REDACTED]

**Sent:** 12 December 2016 16:15

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

**Subject:** Latest Insignia Survey Data @ 12 Dec 16

Ma'am, All,

The latest survey stats (as at today) are attached. Headlines:

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Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 10 March 2017 12:27  
**To:** ACO-HQAC- [REDACTED]; ACO-HQAC- [REDACTED]  
**Cc:** ACO-HQAC- [REDACTED]  
**Subject:** RE: LETTER TO STN CDRS ET AL ON NEW INSIGNIA

Thank you.

I have checked, accepted most tracked changes and added a bit!

[REDACTED] to please insert the date of the letter I last sent to Stn Cdrs thanking them for their support – Dec 16? Posters to be included as an attachment, along with IBN once received, and CI example membership card to be the Annex. Can you just check with [REDACTED] if the posters include the RAFAC gilt pins? If not, add those to the Annex A with the CI membership card and change the reference in the main doc to show where that is shown. (You will need to send [REDACTED] the posters).

[REDACTED] to arrange distribution once IBN received. Distribution is to all stn cdrs, copy to AOCs, and AMP, ACC members (ACOS Support should have list) and to ACMB for cascade to all in the RAF Air Cadets so they can see what has been sent out to reinforce their status with the serving RAF. [REDACTED] to distribute to RF&C staffs once received. I have included 2FTS in this construct pending further legal advice on their suitability for a CFC commission.

D

---

**From:** ACO-HQAC- [REDACTED]  
**Sent:** 08 March 2017 15:00  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: IBN on new Insignia

Ma'am

At the link below is the note to Stn Cdrs complete with track changes– I have added the new CI ID card as Annex B – and there is currently an interim Annex A with examples of ID insignia.

I have received the attached posters from [REDACTED] would you prefer these instead of Annex A included as separate enclosures alongside the anticipated IBN?

[RAF Air Cadets - Note to Stn Cdrs 1 Apr](#)

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 06 March 2017 14:51  
**To:** [REDACTED]; ACO-HQAC- [REDACTED]  
**Cc:** ACO-HQAC- [REDACTED]; ACO-HQAC- [REDACTED]  
**Subject:** RE: IBN on new Insignia

Ok. My letter can't really go until the IBN is published but as new commission comes in wef 1Apr, let's hope they get a wiggle on.

[REDACTED], how are you doing collating images of rank slides and new CI membership card to add to the letter which I think is now final bar the annexes?

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Monday, March 06, 2017 02:07 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]

**Subject:** IBN on new Insignia

Ma'am,

Just so you are aware the IBN on the new insignia is still stuck at Air Comd awaiting a decision on the change in format that the new 1\* Hd of RAF M&C has directed. I have hastened this multiple times but essentially been told to wait out.

Yours Aye

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 21 February 2017 08:24  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); 'ACO [REDACTED] Command [REDACTED] Air Cadets [REDACTED]  
**Subject:** RE: Matter of concern  
**Attachments:** 20170208-INDIVIDUAL\_WO\_SNCO\_RankSlides -U-TG7.pdf; image001.png

Ma'am,

Will do but suspect that there is some truth in this as the attached poster which [REDACTED] and [REDACTED] produced includes MACR and SNCO AC rank slides. I had just assumed that these already existed so thought nothing of it.

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 20 February 2017 21:14  
**To:** 'ACO [REDACTED] Command [REDACTED] Air Cadets [REDACTED]  
**Subject:** RE: Matter of concern

[REDACTED]

[REDACTED] advise him that any badging proposals for ACO personnel must be considered by ACMB and be coherent with emerging policy on insignia. If that creates issues, I will enter the ring.  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** ACO [REDACTED] Command [REDACTED] Air Cadets [REDACTED]



**Sent:** Monday, February 20, 2017 09:01 PM GMT Standard Time

**To:** [REDACTED]

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

**Subject:** Fw: Matter of concern

Sir,

[REDACTED]

On my second point his evening, the new rank slides, personally I don't see an issue with the type offered as we would look similar to the Rgt style which already exists, HAVE of my cadre agrees/ half disagrees, as long as we all wear RAFAC which was agreed by all, Officer braid needs to sit on a backing plate, or it would simply look ridiculous. There is a need to be practical in the choice, and cost for rebranding/badging the ACO, and also time sensitive for the potential role out in April.

Regards

[REDACTED]

Regards

[REDACTED]

[REDACTED] | Command [REDACTED] Air Cadets [REDACTED] | HQAC RAF Cranwell,  
NG34 8HB | [REDACTED]

---

**From:** [REDACTED]

**Sent:** 20 February 2017 18:52

**To:** ACO [REDACTED] Command [REDACTED] Air Cadets [REDACTED]

**Cc:** [REDACTED]

**Subject:** Matter of concern

[REDACTED]


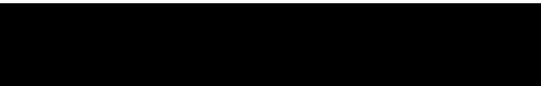
[REDACTED]

[REDACTED]

[REDACTED]


Kind Regards

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 18 January 2017 09:05  
**To:** [REDACTED]  
**Subject:** RE: Post Nominal and Format under the New Commission

Thanks [REDACTED].  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Wednesday, January 18, 2017 08:36 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Post Nominal and Format under the New Commission

Ma'am,

Will do. Insignia brief and note to ACC about to be released by [REDACTED] today.

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 18 January 2017 08:31  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Post Nominal and Format under the New Commission

Voting button not appearing on my iPhone so will complete tomorrow but can I ask you to include the ACMB senior vols in this so they have a voice and we can confirm they had an opportunity to influence. These post noms won't be worn by us so I think it important to ask the ACMB vol reps.

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Wednesday, January 18, 2017 08:24 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]

[REDACTED] ACO-HQAC [REDACTED]

**Subject:** Post Nominal and Format under the New Commission

Ma'am, Gents,

Please could I seek agreement (out of committee) for the agreed new post nominal of **RAFAC** (in that format) for use going forward – ie Flt Lt Joe Smith RAFAC, WO Paul Jones RAFAC using the voting buttons above? Some of the volunteers are getting quite exercised about it and it would be useful to be able to quell the rumour and conjecture swiftly.

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 22 February 2017 14:02  
**To:** ACO-HQAC- [REDACTED]  
**Cc:** ACO-HQAC- [REDACTED]; ACO-HQAC- [REDACTED]; ACO-HQAC- [REDACTED]  
**Subject:** RE: PROCUREMENT OF NEW RANK INSIGNIA

[REDACTED], first of all, my sincere thanks for catching yet another fast ball and for running with it so quickly.

As discussed, our intent is to formally recognise the implementation of a new Cadet Forces Commission wef 1 Apr 17 by awarding new offs and SNCOs passing ATF with their new RAF Air Cadet rank slides and pins. The senior WO cadre (approx. 50 at Wg level up) and the 34 OC Wgs have also indicated their willingness to wear the new insignia wef 1 Apr to show ownership of the new construct and lead by example (albeit not all are happy!).

As discussed, I note you have no funding left in year but I am hopeful that conversations between [REDACTED] have smoothed the way for the public account to absorb this relatively minor additional expenditure (£6k) in order to enable the re-ranking to go ahead as planned. WEF Oct 17 (TBC) we will need to have enough new rank slides and pins to convert all serving offs and SNCOs/WOs to the new insignia and I am assuming you have numbers to hand and will place orders accordingly, albeit I recognise that the cost may increase over previous years, if only in FY 17/18, when the big bang approach will need to be funded as a one-off. Thereafter, we will revert to standard levels of rank slide and badge procurement which I assume will cost similar to the previous regime. I note your concerns with the lead in time for procurement under the new contracts process and ask you to liaise with [REDACTED] to see if we can replicate the LPO in batches through the year to enable us to meet the surge requirement in Oct.

As for the £600 requested from within your GPF corporate clothing budget, I am satisfied that you have the flexibility to use this non-public funding, normally set aside for CI and padre branded clothing, to enable immediate re-ranking of the wg cdrs given that their rank slides may not be ready by Apr and some will make excuses that they haven't had time to sew the rank slides. As we want them to lead the way by donning the new slides and pins on 1 Apr 17, it seems appropriate to issue them with the requisite slides as a free issue. I do not see the need for wider Trustee approval of such a small amount which is already in your existing budget so an happy for you to fund that element of the re-ranking as you suggested at the mtg.

Finally, I think we need to issue a note of guidance on all of this to the CFAV, copied to RCs, Comdt 2FTS and COS, explaining the plan, enclosing images of the new rank slides and pins and confirm what will come as free issue and what will not, reminding offs that the costs of replacing rank slides previously damaged by VRT pins will need to be absorbed from their uniform upkeep allowance. [REDACTED] could you lead on that info note? Please also mention the provision of embroidered versions of the RAFAC pins for No 5 SD, for those who have used embroidered VRT patches over the years – they will need to know where to get these, again at their own cost, as No 5s are not free issue. What needs to be clear is that, once transfer to the new insignia is enacted, the wearing of the former VRT and ATC insignia is to cease and those found still wearing them on any form of uniform will be considered to be incorrectly dressed. CFAV therefore need to engage with the new insignia and ensure they have the necessary rank slides and pins by the time they are due to transfer.

Finally, finally, we spoke about asking our Hon Ambassador to wear the new insignia wef 1 Apr (albeit unlikely to appear in uniform much before the summer due to her global flight). Please therefore procure a set of Gp Capt rank slides (light and dark blue) and new RAFAC pins for her No 1 and No 5 uniforms and I will ask her to join the OC Wgs and WOs in leading the way.

My thanks again for your support in getting this all on track....far more complicated than I ever envisaged.

D

---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 22 February 2017 13:22  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** PROCUREMENT OF NEW RANK INSIGNIA

Ma'am,

As directed, please see below details of the current position in regards to the procurement of the new design of rank insignia for our CFAVs.

I have issued quotation requests to 3 companies, as per MOD Low Value Purchase Regulations (LVP Regs), for the following items with delivery requested by no later than 3<sup>RD</sup> April 17.

- 250 Pairs of 'RAFAC' Lapel Pins for wear with No1 Uniform.
- 500 Pairs of Light Blue Epaulettes with RAF Air Cadets insignia
- 500 Pairs of Blue/Grey Epaulettes with RAF Air Cadets insignia.
- 500 Pairs of Acting Sergeant Rank Slides
- 200 Pairs Sgt(VGS) Rank Slides
- 500 Pairs Sgt Rank Slides
- 300 Pairs WO(Single Crown) Rank Slides
- 100 Pairs WO(RAF) Rank Slides

The above quantities should meet the April 17 requirement however, as the current Clothing Budget is either spent or committed, I will require an immediate £6,000 uplift to this budget to cover the above procurement. I have also released a quotation request for the supply and delivery of Epaulettes complete with officer rank braid. To date I have received only one reply. Time scales will not allow for a separate quotation request for Wg Cdr Rank slides complete with rank braid to be issued under LVP Regs. The only option would be, a possible one off purchase from the GPF Corporate Clothing Budget but, this would need Trustee approval. The sum from this budget would be at most in the region of £600.

[REDACTED]

Regards

[REDACTED]

[REDACTED]

> Headquarters Air Cadets

[REDACTED]

> E-mails: ACO-HQAC-[REDACTED]

> ACO-HQAC-[REDACTED]

>

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 24 February 2017 08:24  
**To:** [REDACTED]  
**Subject:** RE: Rank slides and Aircrew

TY [REDACTED] - appreciated. Rank slides are on order for all WWOs and above, and the OC Wgs, plus newbies, hopefully arriving for 1 Apr.

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Friday, February 24, 2017 08:19 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Rank slides and Aircrew

You have my full backing ma'am and happy to fly the flag from 1st April if required.

Sent from my Windows Phone

---

**From:** Comdt AC - MOD Address  
**Sent:** 24/02/2017 08:03  
**To:** ACO [REDACTED] Command

[REDACTED]

**Cc:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Rank slides and Aircrew

If I can just add to this gentlemen, I apologise if it was me or [REDACTED] who misled you at the WWOs conference but I was under the impression that all the new rank slides would have rank inserts and it was only recently that I realised the offs version would have to have inserts due to the design of the off rank slides. This matches the way the Regs rank the Regt. The non-commissioned rank slides will be embroidered and, I have to say, they look much smarter. Again, this matches the Regs. The key thing for me is that all uniformed CFAV will have RAF Air Cadets on their insignia and the new ranks achieve that.

[REDACTED]

[REDACTED] Again, the key thing for me is that they are all wearing RAF Air Cadets on their shoulders to demonstrate their membership of our organisation. [REDACTED]

[REDACTED]

[REDACTED] The CFC is driven by the Centre for an implementation date of 1Apr and we are all working hard to achieve that, hence the rush to agree and then procure new insignia. [REDACTED]

[REDACTED]

I look to you all to help lead the change programme across the RAF Air Cadets and to help communicate the rationale for change to the best of your ability, be that to cadets, fellow CFAV or external parties. Should you have further concerns, as [REDACTED] says, use him as the conduit and we will continue to do our best to inform and reassure.

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** ACO [REDACTED] Command [REDACTED]

**Sent:** Thursday, February 23, 2017 08:00 PM GMT Standard Time

**To:** [REDACTED]

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

**Subject:** Rank slides and Aircrew

Gentlemen,

firstly we need to draw to a close the Rank Slide issue, initially raised through [REDACTED] this due to a deviation from that which was stated at the WVO conference.

My standing and also that of a few others, would be Rank slides similar to that we already have embroidered with RAFAC, this is a quick fix as there is already similar in the system already, officers by definition will have to wear inner sleeves, this will enable them to attache the various size braid according to rank held, sleeves would be embroidered with RAFAC also, there are going to be some opposition which ever style type chosen, and also you dont (and some won't



agree with me anyway) as much as we try there will always be a difference between SNCO's and Officers, we just need to accept and move on.

Moving on,

Secondly, some of you may have heard through the grape vine that consideration is being given to the position of SNCO Aircrew ranks.

We are now a long way down the road from consideration, myself and [REDACTED] and dare I say Comdt herself were unaware until tuesday, that the introduction of Aircrew insignia( golden eagle above Rank) has already been endorsed by AOC and OC 22 GRP, [REDACTED]

If you have any questions to raise with Comdt or [REDACTED] please forward as usual through me, and I will endeavour to seek answer's in a timely fashion

Regards

[REDACTED]  
[REDACTED]  
[REDACTED] HQAC RAF Cranwell,  
NG34 8HB I [REDACTED]  
[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 02 December 2016 14:58  
**To:** [REDACTED]  
**Subject:** RE: Release of next Insignia Survey

[REDACTED], so sorry, I hadn't realised you were waiting for me to give the green light. Please crack on.  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Friday, December 02, 2016 02:35 PM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Release of next Insignia Survey

Ma'am,

Sorry to be a pain, but as soon as you are content, I will release the next Insignia Survey -  
[https://www.surveymonkey.com/r/?sm=M2qPnJ9xAl5rhdIpFECQcnSAzciSNSH64n4B34N1CYY\\_3D](https://www.surveymonkey.com/r/?sm=M2qPnJ9xAl5rhdIpFECQcnSAzciSNSH64n4B34N1CYY_3D)

RF&C have seen the draft and are content and I am working on a more generic (tri-service) survey with DDC for issue across all of the cadet forces in the next few weeks. Naturally I will let you see it before its released.

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 29 November 2016 16:09  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: 20161129 - ACTION FROM 3\* YCSG - CFC - O  
**Attachments:** image001.png; image002.png

Ma'am,

[REDACTED]

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 29 November 2016 16:05  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: 20161129 - ACTION FROM 3\* YCSG - CFC - O

[REDACTED]

I may be being dense but I am not sure what you want from me/my 3\*? Thought you (Centre) were going to make a go/no go call based on the WG deliberations as to whether or not the 1 Apr 17 timeline was achievable. I don't think we can call that as we don't know how much work your team feel needs to be done. We (ACO) may need to delay if only to organise supplies of new badges....

Copied to [REDACTED] as my lead in case he has a view on launch date feasibility.

D

---

**From:** [REDACTED]  
**Sent:** 29 November 2016 15:52  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]

**Subject:** 20161129 - ACTION FROM 3\* YCSG - CFC - O  
**Importance:** High

Dear All,

[Redacted]

[Redacted]

Yours aye

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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**From:** [REDACTED]  
**Sent:** 10 February 2017 09:30  
**To:** [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: 20170207-RankSlides  
**Attachments:** image001.jpg

[REDACTED]

I'm with [REDACTED] and agree his proposal for all the reasons listed.

[REDACTED]

[REDACTED]



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**From:** [REDACTED]  
**Sent:** 09 February 2017 17:04  
**To:** [REDACTED]; ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: 20170207-RankSlides

[REDACTED]

I am drawn to the logic of Acting Pilot Officer and Acting Sergeant. The nomenclature is...

- easily understood,
- reflective of their non-trained status,
- sympathetic to the illusion of competence (important for their cadet audience),
- not denigrating to the rank wearer.
- and consistent across the cadres.

...and thus recruitment positive.

[REDACTED]

Sterling work.

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 09 February 2017 13:20  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** FW: 20170207-RankSlides

Ma'am, Gents,

PSA. [REDACTED] has done some great work here, but we now need to think about what we call our potential officers after they have successfully completed OASC, but before they complete the OIC. I would suggest that we stick with Officer Cadet, but Under Officer has also been suggested. I would also suggest that the u/t officer only wears a white band and no rank braid. As ever, I would be grateful for your thoughts.

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 08 February 2017 19:30  
**To:** [REDACTED]  
**Subject:** FW: 20170207-RankSlides

Sir

Please see the attached posters for the new Officer and SNCO rank slides.

The standard SNCO rank slides can be obtained through service contract as we are already scaled for the same number of slides. However, there will be a slight increase in cost of around 5p per slide to give a unit cost of 55p to cover the addition of the RAF AIR CADETS lettering. The Aircrew slides will be at additional cost, but as we are looking at sub 200, this can be absorbed within existing budgets. The cost of a current set of 2 x RAF Regt slides through service contract is £2.75 and the RAF AIR CADETS ones should be a similar cost. I have gone to [REDACTED] for a quotation and [REDACTED] has gone to existing service contactors. MTP slides will be provided for all officers within the SATTs, RIAT and JL as they are the only ones scaled for MTP. [REDACTED] will pursue the option for MTP slides to be privately purchased through stores, but it is

likely that staff will go through private enterprises anyway. There is no requirement for SNCOs to place a blue rank slide onto any of the RAF AIR CADETS blank slides.

I am currently looking at the titles we give to new Plt Offs and Sgts and I have added acting under each slide. The term under training and Officer Cadet all appear to have been used at some point, but we now have the opportunity to address this properly, particularly given that new officers are gazetted after OASC and not after ATF training.

██████████ has prioritised the production of a short run of Acting Sgt, Sgt, WO, Command WO and Wg Cdr so we have them in advance of 01 Apr 17 and he has already asked for a sample of the pins for No1 and No5.

Regards

██████████

---

**From:** [REDACTED]  
**Sent:** 06 December 2016 16:35  
**To:** ACO-hqac-[REDACTED]  
**Subject:** RE: CFAV Insignia Survey

[REDACTED]

Do you think I could have a Cadet Forces Commission Page on Bader please? I would like to put FAQs, announcements and notes on it etc?

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-hqac-[REDACTED]  
**Sent:** 06 December 2016 13:08  
**To:** [REDACTED]  
**Subject:** FW: CFAV Insignia Survey

[REDACTED]

I have now put this as an announcement on Bader I couldn't do it yesterday as requested by [REDACTED] as Bader was playing up.

*kind regards*

[REDACTED]

 Be GREEN, keep it on the SCREEN

[REDACTED]  
ACO HQAC [REDACTED]  
E-Mail (Role): ACO-HQAC-[REDACTED]  
[REDACTED]



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**From:** [REDACTED]  
**Sent:** 06 December 2016 12:35  
**Subject:** CFAV Insignia Survey

Have your say. The next Royal Air Force Air Cadets Insignia Survey is out for you to consider how we might change our Insignia. The survey can be found here: <https://www.surveymonkey.co.uk/r/LKGXGXV>

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 21 February 2017 13:27  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Cc:** [REDACTED] ACO-HQAC-[REDACTED]  
**Subject:** RE: Emailing: 20170216-Ltr to Fiona White HR

[REDACTED]

Yes it will.

Regards

[REDACTED]

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

**From:** [REDACTED]  
**Sent:** 21 February 2017 13:24  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: Emailing: 20170216-Ltr to Fiona White HR

I hope this will include the TEST officers who do not wear any insignia on their uniform and although they are D band CS they dress like regular RAF Sqn Ldrs.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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

From: ACO-HQAC-[REDACTED]

Sent: 21 February 2017 13:16

To: [REDACTED]  
[REDACTED]; ACO-HQAC-[REDACTED]  
[REDACTED]; ACO-HQAC-[REDACTED]

Cc: [REDACTED]

Subject: FW: Emailing: 20170216-Ltr to Fiona White HR

Sirs

PSB and attached distributed on behalf of the Comdt.

[REDACTED]

[REDACTED]

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

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

Sent: 21 February 2017 09:24

To: ACO-HQAC-[REDACTED]

Subject: FW: Emailing: 20170216-Ltr to Fiona White HR

Team,

The next step in the prolonged saga to sort out the status of our CS who hold the VRT commission is to seek DBS authority for transfer to the new Cadet Forces Commission. The letter attached, sanity checked by [REDACTED], lays out our stall. I am hopeful that Fiona White will authorise the use of the CFC by our CS who wish to volunteer to wear uniform in support of their primary duties but this is the first proper test of this status so we may get some push back.

If all goes to plan, it is my intent to invite all CS currently holding a VRT commission to switch to the new commission when the majority of our volunteers transfer (still planned for Oct 17). New CS staff joining us from 1 Apr will be invited to take the new commission if they wish. Depending on the background of the new recruit, selection via OASC and training at ATF may be required - you may recall that [REDACTED] produced a helpful selection and training flow chart which we will introduce once we have DBS authority to proceed.

You are asked to note that those CS who may currently hold the VRT but do not wish to take the CFC (and wear the associated insignia) will be required to wear civilian attire for their CS role. I will no longer permit staff to wear plain RAF rank slides without the RAF Air Cadets insignia as to do so risks confusion with Regular and Reservist commissioned personnel, whose status, training and experience are necessarily different to the Cadet Force volunteers and consequently attract very different T&CoS.

[REDACTED], SA for the AOC - he knows I have been pursuing this for a very long time but the time is now right to tackle the CS commission issue head on.

Thanks

D

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

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

Sent: 21 February 2017 09:10

To: ACO-HQAC-[REDACTED]

Subject: Emailing: 20170216-Ltr to Fiona White HR

---

**From:** [REDACTED]  
**Sent:** 07 November 2016 08:26  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Help

[REDACTED]

Thanks – responses over 2500 now!

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 07 November 2016 08:25  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** Help

[REDACTED]

I don't see any reason why this can't be public so am happy to support. I have copied to [REDACTED] as he may have a view on the procurement rules etc from the IT perspective.

Cheers

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 04 November 2016 16:46  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** Help

[REDACTED]

Help please! I have just put a survey out on Survey Monkey to the CFAV about possible changes to their insignia and unfortunately hadn't realised the response I would get or how quickly they would respond. Consequently as I have had over 400 responses in under 20 minutes I now need a professional account at a cost of £300 per year to access

the survey. Not sure which one of you (Public / non-public) I need to beg from, but given all the changes I need to consult on its definitely worthwhile having the service for the next 12 months at least – please, please can one of you help?

Kind regards



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**From:** [REDACTED]  
**Sent:** 04 November 2016 12:20  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Insignia Survey

Ma'am,

[REDACTED] I only included the cadet / staff cadet identifier so that I could filter out those responses that I didn't need, but would be interested in, because of as you say control of the survey.

Yours Aye

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 04 November 2016 12:16  
**To:** [REDACTED]  
**Subject:** RE: Insignia Survey

Wasn't intending to canvass cadets – albeit views of Staff Cadets would be good – is that because access is difficult to control?

[REDACTED]

Otherwise, looks good.

D

---

**From:** [REDACTED]  
**Sent:** 04 November 2016 12:11  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Insignia Survey

Ma'am,

Survey tweaked a bit to reflect some additions and changes from [REDACTED]

Yours Aye

<https://www.surveymonkey.com/r/L29VS99>

[REDACTED]

---

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 07 March 2017 09:24  
**To:** [REDACTED]  
**Subject:** RE: New Commission  
**Attachments:** image001.png; image002.png

Thank you. I will email them.

Kind regards

[REDACTED]

[REDACTED]

HQAC, RAF Cranwell, Sleaford, Lincs, NG34 8HB

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 07 March 2017 09:13  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** RE: New Commission

[REDACTED]

TG have the rank slides (or will) not me.

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 07 March 2017 09:12  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: New Commission

[REDACTED]

As you are our senior photographer, I am more than happy for you to take the photos required by [REDACTED] and those required for future campaigns.

Please contact [REDACTED] to secure the new rank tabs etc (assuming he has them – it may be TG).

Kind regards

[REDACTED]

[REDACTED]

HQAC, RAF Cranwell, Sleaford, Lincs, NG34 8HB

[REDACTED]



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**From:** [REDACTED]  
**Sent:** 05 March 2017 00:03  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** Fw: New Commission

Looks like I need to talk to the HQ Media Team!

[REDACTED]

---

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

---

[REDACTED]

[Redacted]

[Redacted]

[Redacted]

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**From:** [REDACTED]  
**Sent:** 10 February 2017 11:00  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: NEW INSIGNIA

[REDACTED]

Provided, [REDACTED] and the finance Team are content then please go ahead.

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 10 February 2017 10:43  
**To:** [REDACTED]  
**Cc:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** NEW INSIGNIA  
**Importance:** High

Sir,

I spoke with [REDACTED] yesterday in regards to the new insignia requirement. I have the quotation that he acquired from [REDACTED] for the supply and delivery of new epaulettes with various officer rank braid attached. Just so that you are aware, under Low Value Purchase (LVP) Regulations I have to acquire two additional quotes and must accept the lowest quoted bid for these items . Also, with the value certainly above £5K, this request will have to go to Air Cmd for approval with a copy of the business case so, we are pushing the Time line for delivery, if at all possible. Companies are already warning that, orders for items are coming in as everyone is trying to spend budgets before the end of the Financial Year. I have however, already submitted quotation requests to companies for the following with a delivery date no later than 3 April 2017;

- 500 Pairs Light Blue RAF Air Cadets Epauletttes
- 500 Pairs Blue/Grey RAF Air Cadets Epauletttes
- 500 Pairs Acting Sergeant Rank Slides
- 500 Pairs Sergeant Rank Slides
- 300 Pairs Warrant Officer (ATC) Rank Slides
- 100 Pairs Warrant Officer (RAF) Rank Slides
- 200 Pairs Sergeant (VGS) Rank Slides
- 500 Pairs Aluminium Anodised Gold RAFAC Lapel pins

If you are content, I intend to leave the bids for epaulettes open whilst I try and obtain new bids. I'm aware that they will have no rank braid but, the quantities above should hopefully meet the course requirements for 2017 and the Comdt's wish for Wing CO's to be dressed accordingly and VVIP Event Teams such as RIAT to be issued the new designs. To avoid duplication of effort, may I ask if a Business Case has been submitted already for the funding required.

Regards





> Headquarters Air Cadets



>

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**From:** [REDACTED]  
**Sent:** 20 February 2017 14:12  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** RE: New Rank slides

[REDACTED]

Happy for you and [REDACTED] to come and see me Thursday if you wish, but happy to discuss over the phone as well to save you the trip.

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 20 February 2017 14:06  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: New Rank slides  
**Importance:** High

Sir,

This is the current situation as I understand it following direction from [REDACTED]

The RAF Regiment style epaulettes are now for issue to officers only. To meet the April 17 requirement I have placed quotation requests for the supply and delivery of 500 pairs each, of Light Blue and Blue/Grey Epaulettes, (Please see attached Doc Epaulettes). [REDACTED] also indicated that discussions had taken place in regards an alternative route which, I was to look into. This is to provide all current serving VRT Officer's with 1 pair of each of the above mentioned epaulettes but with the respective rank brad attached. I issued quotation requests for these on Friday 17<sup>th</sup> Feb 17. In regards to the WO/SNCO Cadre, I have placed a separate quotation request for the supply and delivery of the following rank slides.

- 500 Pairs Acting Sgt
- 200 Pairs Sgt(VGS)
- 500 Pairs Sgt
- 300 Pairs WO(ATC)
- 300 Pairs WO(RAF)

The designs for the above are on page 1 of the Individual WO SNCO Doc attached. The last item that I have requested quotations for to meet the April 17 deadline is, 250 pairs of 'RAFAC' lapel pins. I will need additional funding to meet these requirements as the current budget is fully committed and I have started to produce a

business case. Longer term, supply will need to be sorted through A4 Air as a number of contracts will need to be amended. Once additional funding has been approved, I'm sure I can have at least the non-ranked epaulettes and the lapel pins here by no later than 3<sup>rd</sup> April 17 although, I can't guarantee the quality due to time constraints. May I suggest Sir, if convenient, [REDACTED] and I come and see you on Thursday 23<sup>RD</sup> Feb 17 so I know what items and route you wish me to pursue particularly, with A4 Air.

Regards

[REDACTED]

[REDACTED]

> Headquarters Air Cadets

[REDACTED]

>

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---

**From:** [REDACTED]  
**Sent:** 20 February 2017 11:37  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** FW: New Rank slides

[REDACTED]

We spoke. I would be grateful for your thoughts.

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 17 February 2017 10:18  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: New Rank slides

Ma'am,

I will discuss this with [REDACTED] on Monday as there will be an additional cost. I must say though I don't see the problem or argument from the WO / SNCO cadre as officers ranks are very different and the proposal matches the Regt as well so there is already precedent. I will let you know the cost implications and whether or not this just adds in more delay and makes the deadline less achievable, as I have said I have only had one negative comment about this from a SNCO.

Regards

[REDACTED]

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

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** Thursday, February 16, 2017 03:22 PM GMT Standard Time  
**To:** [REDACTED]  
**Subject:** FW: New Rank slides

[REDACTED], not sure if you have seen this exchange but it implies that contracts have yet to be placed? Do we therefore have wiggle room to go for one set of insignia across the board? I am not clear as to what has been ordered or quotes invited for but if we are yet to place the order for both types, it seems we could still go for the all of one company approach which is very much my preference.  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** ACO-HQAC-[REDACTED]  
**Sent:** Thursday, February 16, 2017 03:02 PM GMT Standard Time  
**To:** [REDACTED]

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

**Subject:** RE: New Rank slides

Ma'am,

I can't confirm anything at the moment other than I have placed quotation requests with companies and await their replies.

Regards

[REDACTED]

[REDACTED]

> Headquarters Air Cadets

[REDACTED]

>

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**From:** [REDACTED]  
**Sent:** 15 February 2017 13:18  
**To:** ACO-HQAC- [REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); ACO-HQAC- [REDACTED]  
**Subject:** New Rank slides

Afternoon [REDACTED]

The Comdt has asked the senior Volunteers to rebrand from 1 April with RAF Air Cadets rank slides. The senior WOs have agreed to rebrand from that date also.

My team have all agreed to rebrand but we do not have any rank slides. I asked around HQAC for details on how to get the new rank slides and been pointed in your direction.

If our senior teams are to be rebranded from 1 April [REDACTED]  
[REDACTED]

This will no doubt be requested from all the other Regions.

Can I have confirmation that we will have these rank slides in time for the Big Bang effect that the Comdt would like to see.



[Redacted]

Regards

[Redacted]

[Redacted]

[Redacted]

[Redacted]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 09 March 2017 09:41  
**To:** ACO-HQAC-[REDACTED]; 'ACO [REDACTED] Command [REDACTED] Air Cadets  
**Cc:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Rank slides

We need to speak as I am clearly getting duff gen or comms between some TG staff and the WO cadre are sub optimal, leading to misunderstandings. Best to get it from the horse's mouth so I will try to fix a call with [REDACTED] and you can sit in on it so we can uncross wires.....

Are you in this afternoon at 1500?  
[REDACTED] can you call in at that time?  
D

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

**From:** ACO-HQAC-[REDACTED]  
**Sent:** 08 March 2017 15:41  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Cc:** [REDACTED]; ACO-HQAC-[REDACTED];  
ACO-HQAC-[REDACTED]  
**Subject:** RE: Rank slides

Comdt

Just to confirm that I did not include a brief on the new rank slides during my visit to the [REDACTED]. However, I did have a set of the new officer slides in my briefcase, and once one of the eagle eyed staff had spied them, I did confirm that they were the new slides for officers and were the same as those included in the press release. Nothing was briefed regarding NCOs.

[REDACTED]

[REDACTED]

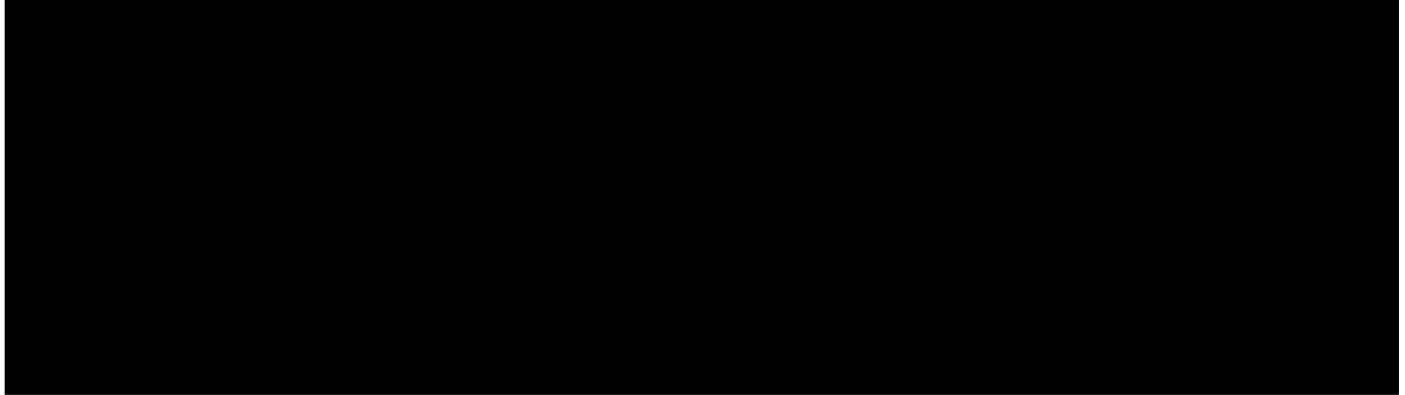
Regards

[REDACTED]

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

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 06 March 2017 21:18  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** [REDACTED]; ACO-HQAC-[REDACTED];  
ACO-HQAC-[REDACTED]  
**Subject:** Rank slides

██████████  
Don't shoot the messenger (me or ██████████) but please pop in tomorrow if you can to discuss the confusion that apparently abounds about the new rank slides. Whether in error or not, apparently you briefed the ██████████ staff this weekend that SNCOs would also have the rank insets rather than embroidered versions and this has put the proverbial cat amongst the pigeons. I feel we need to issue an internal info note ahead of the IBN and letter to Stn Cdrs that are already in preparation to calm the situation. Can't believe that this is causing so much angst. I know ██████████ has discussed with ██████████ and is trying his best to calm false rumours but a note from me as Comdt may be necessary to hold the line until we have consent to release the IBN and letter both internally and externally.



D

D A McCafferty  
Air Cdre  
Comdt ACO



HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

---

**From:** [REDACTED]  
**Sent:** 05 December 2016 10:25  
**To:** ACO-HQAC-[REDACTED]  
ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Uniform Options on Change of Commission  
**Attachments:** 20161130-New Commission Dress Options-U-TG7.doc

[REDACTED]

Many thanks. Just to reassure you the survey is already out there and has over 500 responses already and retention of pins is looking like the preferred option (by a significant margin), so provision of new uniforms is looking unnecessary. As for the other costs, I note the list includes some (what I consider 'nice to haves') and I do not believe that we need anything other than light blue rank slides to start with, we could easily manage without Green, KD or PCS, indeed not sure we should be spending £24k, £1.5k, or even £300 on these as for my first 20 years in the Service we made do with the blue ones on combats and our volunteers aren't going to deploy anywhere! As for the pins, I would suggest we carry on from [REDACTED] work and that for No 2's the rank slides are embroidered with whatever the new insignia is, thus we will only need pins for No 1 and 5's.

I will aim to have the decision to you before your deadline, but would reiterate that the vast majority of the volunteers will transfer over on or after 1 Oct 17, so only need a small stock on 1 Apr 17.

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 05 December 2016 09:50  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** Uniform Options on Change of Commission

Sir/Gentlemen

Please find attached a brief on uniform and insignia replacement options and estimated costs on the introduction of the new CFAV Commission. With no confirmed new title and therefore design, I can only base the costs against the costs of similar items already in use. I must emphasize, that even to meet just the immediate requirements of any new intake of CFAV's from the 1<sup>ST</sup> Apr 17, additional funding will be required. Longer term, we may and should be able to off-set some of the costs against items being replaced. However, until we enter into negotiations, I can't give any assurances or time scales for this process.

Regards

[REDACTED]

[REDACTED]

> Headquarters Air Cadets

[REDACTED]

>

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 23 January 2017 11:58  
**To:** [REDACTED]  
**Subject:** RE: TRF Patch

Sir,

I have started to do some preparatory work on this one as the RAF are changing the current policy in regards to the TRF. Having spoken with A4 Clothing on the matter, under the new policy no CFAV will be allowed to wear the new TRF. In fact we should change the name from TRF to either Force Identifier or Formation Badge. This will help the public to distinguish our CFAV's and Cadets from both Regular and Reserve personnel. As I have one sample of the new RAF TRF, may I suggest that I work with [REDACTED] on proposed designs for an ACO replacement for submission to the ACMB for approval, as it may well need RAF Dress Policy and Branding approval as well. I suggest this route purely and simply because, if we open this up to the ACO as a whole we will be discussing this for months, if we do it the other way [REDACTED] and I can look at any possible objections from within the service before submission.

Regards

[REDACTED]  
[REDACTED]  
[REDACTED]  
> Headquarters Air Cadets

[REDACTED]  
>

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---

**From:** [REDACTED]  
**Sent:** 20 January 2017 11:33  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** TRF Patch

[REDACTED]  
Thanks for all of your assistance so far. Next question will be the TRF. Clearly we feel there should be one in use across the ATC (CCF are changing theirs) so do you have any advice for which one we should adopt?

Regards

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 04 November 2016 09:21  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Survey Wording

Ma'am,

Done and the link should still take you to the new survey.

Yours Aye

[REDACTED]

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-----Original Message-----  
From: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
Sent: 04 November 2016 09:17  
To: [REDACTED]  
Subject: RE: Survey Wording

OK - for our survey, suggest you use an s.....  
D

-----Original Message-----  
From: [REDACTED]  
Sent: 04 November 2016 09:11  
To: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
Subject: RE: Survey Wording

Ma'am,

Actual wording of the Commission with an S or an apostrophe still to be agreed!

Regards

[REDACTED]

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

From: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
Sent: 04 November 2016 08:31  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: FW: Survey Wording

[REDACTED] I have amended but happy to be outvoted by others....Am I right in thinking it will be a Cadet Forces Commission (with the s after Force to indicate the 4 CFs?)

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

From: [REDACTED]  
Sent: 04 November 2016 07:48  
To: ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
Subject: Survey Wording

Ma'am,

Changed wording last night and have sent this to the other RC's for comment last night as well. Currently worded as follows:

Suggestions for New Insignia for the Air Training Corps and CCF (RAF)

With the introduction of the new Cadet Forces Commission, which has been personally approved by HM the Queen in recognition of the value of Cadet Force Adult Volunteers, we have an opportunity to rebrand the Organisation, so that all RAF CFAV come under the same title, whether they be uniformed staff or civilian. We believe we should change the insignia of our CFAV to reflect the new Commission, bring the WO & SNCO cadre into the same construct, and ensure our strong links to our parent Service are visible in our branding. The new Commission may be introduced as early as Apr 17 for new offs and we wish to ensure that everyone will recognise and value the Cadet Forces Commission, which will be equivalent and have equal status to the Commission awarded to Regular and Reserve personnel.

We have several options. What would you deem most appropriate to wear on your RAF Rank slides out of the following choices, or alternatively what title would you suggest?

Have an option that says "wear no insignia" - just to see if that attracts much interest.

[REDACTED]



---

**From:** [REDACTED]  
**Sent:** 30 November 2016 13:30  
**To:** [REDACTED]  
**Subject:** RE: Wording for Mock-Up ATC Rank Slides  
**Attachments:** RankSlideExamples-10.jpg

[REDACTED]

Kind regards

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 30 November 2016 11:05  
**To:** [REDACTED]  
**Subject:** RE: Wording for Mock-Up ATC Rank Slides

[REDACTED]

[REDACTED]

Regards

[REDACTED]

[REDACTED]

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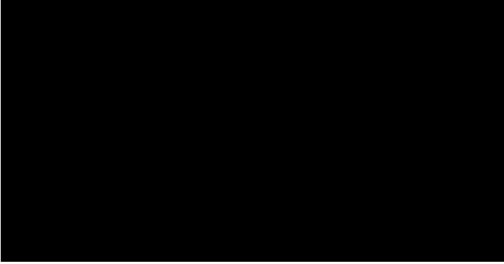
---

**From:** [REDACTED]  
**Sent:** 30 November 2016 10:15  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Wording for Mock-Up ATC Rank Slides

Sir,

Please find attached the updated rank slides as per telephone call.

**Kind regards**



---

**From:** ACO-HQAC [REDACTED]  
**Sent:** 30 November 2016 10:03  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** FW: Wording for Mock-Up ATC Rank Slides

Sir,

PSA from [REDACTED] – I haven't asked him yet about the RAF Regt 'Mud Guard' Style version yet!!!

Kind regards



[REDACTED] - Headquarters Air Cadets, RAF Cranwell, Lincoln, LINCOLNSHIRE, NG34 8HB



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**From:** [REDACTED]  
**Sent:** 30 November 2016 09:02  
**To:** ACO-HQAC [REDACTED]  
**Subject:** RE: Wording for Mock-Up ATC Rank Slides

[REDACTED] sorry for the delay on this.

Please see attached. Is this what the [REDACTED] is after?

**Kind regards**



NG34 8HB

---

**From:** ACO-HQAC- [REDACTED]  
**Sent:** 23 November 2016 10:28  
**To:** [REDACTED]  
**Subject:** FW: Wording for Mock-Up ATC Rank Slides

[REDACTED]  
[REDACTED] - Headquarters Air Cadets, RAF Cranwell, Lincoln, LINCOLNSHIRE, NG34 8HB  
[REDACTED]

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**From:** [REDACTED]  
**Sent:** 23 November 2016 10:04  
**To:** ACO-HQAC- [REDACTED]  
**Subject:** Wording for Mock-Up ATC Rank Slides

[REDACTED]

I have spoken to [REDACTED] and emailed her. Do you think you could use your contacts please and get this done for me? What I am after is mock-ups of ranks slides (RAF Flt Lt) with the following titles on:

- RAF ACO
- RAF Air Cadets – RAF on Top, Air Cadets underneath.
- RAF AC
- RAF Cadets
- RAF C
- RAF Cadet Forces
- RAF CF
- RAF CFAV
- RAFV

I have attached a rough example that I did but it's not very good and this would not take long for someone who knows what they are doing.

Kind Regards

[REDACTED]

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 16 January 2017 19:16  
**To:** ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]  
**Subject:** RE: [REDACTED]

[REDACTED]

[REDACTED]

And can [REDACTED] as I will be writing to stn Cdrs to explain new commission and insignia and [REDACTED]. It can wait a few weeks as [REDACTED] is still consulting on rank tab designs.

Thanks  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** ACO-HQAC-[REDACTED]  
**Sent:** Monday, January 16, 2017 04:05 PM GMT Standard Time  
**To:** [REDACTED]

[REDACTED]

[REDACTED]

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

[REDACTED]

**Subject:** [REDACTED]

[REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 02 December 2016 14:35  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Release of next Insignia Survey

Ma'am,

Sorry to be a pain, but as soon as you are content, I will release the next Insignia Survey -  
[https://www.surveymonkey.com/r/?sm=M2qPnJ9xAI5rhdIpFECQcnSAzciSNSH64n4B34N1CYY\\_3D](https://www.surveymonkey.com/r/?sm=M2qPnJ9xAI5rhdIpFECQcnSAzciSNSH64n4B34N1CYY_3D)

RF&C have seen the draft and are content and I am working on a more generic (tri-service) survey with DDC for issue across all of the cadet forces in the next few weeks. Naturally I will let you see it before its released.

Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 30 November 2016 14:23  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Second Insignia Survey

Ma'am,

Next survey is in draft and can be viewed (in Chrome on DII) here:

[https://www.surveymonkey.com/r/?sm=M2qPnJ9xAI5rhdIpFECQcnSAzciSNSH64n4B34N1CYY\\_3D](https://www.surveymonkey.com/r/?sm=M2qPnJ9xAI5rhdIpFECQcnSAzciSNSH64n4B34N1CYY_3D)

As ever, I would be grateful for your thoughts and guidance.

Yours Aye

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 04 November 2016 14:48  
**To:** ACO-HQAC: [REDACTED]  
**Subject:** Suggestions for New Insignia for the Air Training Corp and CCF (RAF)

[REDACTED]

Please could the following go out to the widest audience possible:

*Please find attached a link to a survey asking for your views and ideas on what New Insignia we should adopt for the Air Training Corps and CCF (RAF) following the introduction of the new Cadet Forces Commission in April 2017. Your views are crucial to the development of our organisation and this survey is just the start of a wide piece of consultation with you, that will take place over the coming months in order that you have a voice and opportunity to influence the changes that will need to be made.*

<https://www.surveymonkey.com/r/L29VS99>

Additionally, comments, concerns or suggestions can be sent to [cadetforcescommission@aircadets.org](mailto:cadetforcescommission@aircadets.org)

Kind Regards

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 09 December 2016 12:07  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** [REDACTED] and Cadet Forces Commission

Ma'am,

[REDACTED]

As for Cadet Forces Commission, AOC wants a decision on new insignia announced ASAP in the New Year (he wanted 6 Jan) as he wants this put to bed soonest as he feels the longer it's out there, the more harm it could cause. We have had 2500 Reponses so far and I sensed that the AOC prefers RAF Cadet Forces or RAF Air Cadets rather than another confusing abbreviation. I will bring the preliminary results to Tuesdays meeting at HW.

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 13 January 2017 14:20  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre); [REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,  
I had a conversation in Sep 16 with CAS [REDACTED], and he advised me to get back in touch towards the end of Jan 17. I will give him a call next week to discuss.

[REDACTED]

[REDACTED]

Headquarters Air Cadet Organisation  
RAF Cranwell, Sleaford, Lincs NG34 8HB

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 12:23  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED] My suggested note – to go to the AOC for clearance first.  
[REDACTED], this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

D

---

**From:** [REDACTED]  
**Sent:** 13 January 2017 09:19  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

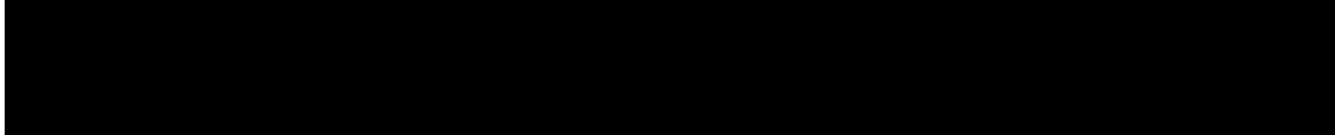
Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new*

*insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye



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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 16 January 2017 08:51  
**To:** [REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED]  
D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Monday, January 16, 2017 08:49 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

The AOC is content with your proposed note re the insignia. The AOC is just reviewing his Comd Circ note before proceeding re the 6 monthly report – I will come back to you on that element idc.

Regards,

[REDACTED]

[REDACTED]

---

**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 15 January 2017 14:06  
**To:** [REDACTED]  
**Cc:** ACO-HQAC-[REDACTED]; [REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** FW: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], could you ask the AOC to cast his eye over the attached note which, with his approval, I intend to send to the ACC members to alert them to the new insignia resulting from the introduction of a new Cadet Forces Commission. He will be pleased with the result as it is the one he wanted and briefed to AMP!

[REDACTED]

D

D A McCafferty  
Air Cdre  
Comdt ACO

[REDACTED]

HQ Air Cadet Organisation | RAF Cranwell | Sleaford | Lincs | NG34 8HB

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

**From:** [REDACTED]  
**Sent:** Sunday, January 15, 2017 09:25 AM GMT Standard Time  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

[REDACTED] input attached. All seems to make sense.

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Sent:** 13 January 2017 12:23  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** RE: Draft - New Insignia for the Royal Air Force Air Cadets

[REDACTED], My suggested note – to go to the AOC for clearance first.  
[REDACTED], this also tackles the issue of rebranding from ACO to RAF Air Cadets, with suggested timeline of Oct to allow changes to documents, etc. Content?

[REDACTED]

**From:** [REDACTED]  
**Sent:** 13 January 2017 09:19  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** Draft - New Insignia for the Royal Air Force Air Cadets

Ma'am,

Starter for ten.....

*Given the impending implementation of the Cadet Forces Commission on 1 Apr 17 and the loss of the VR(T) Commission, we have taken the opportunity to consider what our branding and insignia should be thereafter. Accordingly we have consulted widely with our Cadet Force Adult Volunteers and in order to ensure that the new insignia engenders a better understanding of their role and more accurately reflects their status as RAF uniformed youth workers, we have decided that the new insignia will be **RAF Air Cadets**. This new insignia will see, for the first time, all commissioned and non-commissioned members of the ATC and CCF (RAF) wearing the same insignia; one which clearly identifies them as member of the Air Cadet Organisation and recognises the valuable role within the RAF family which they perform.*

Yours Aye

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 26 January 2017 08:53  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: New badging images  
**Attachments:** image001.png; image002.png

[REDACTED]

I am sure [REDACTED] will be in touch when they are ready for the photo shoot.

Kind regards

[REDACTED]

[REDACTED]

[REDACTED]

ACO

HQAC, RAF Cranwell, Sleaford, Lincs, NG34 8HB

[REDACTED]

DII: ACO-HQAC-[REDACTED]

Email: ACO-HQAC-[REDACTED]

[www.raf.mod.uk/aircadets](http://www.raf.mod.uk/aircadets)

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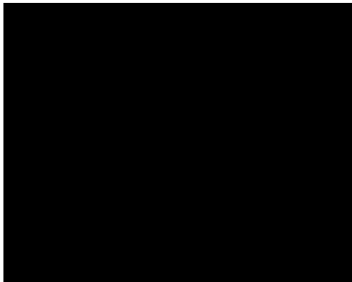
**From:** [REDACTED]  
**Sent:** 25 January 2017 23:30

**To:** ACO-HQAC- [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Re: New badging images

[REDACTED]

Yes that was my thought; to have some pictures ready for the launch date, if I am allowed some stripes "early" I am sure I can find a VR(T) model or two.

I just hope they do not go down the mudguard route.



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**From:** ACO-HQAC- [REDACTED]  
**Sent:** 25 January 2017 16:23  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** New badging images

[REDACTED]

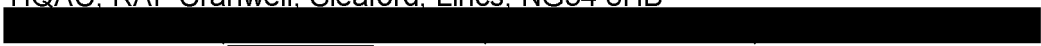
Thank you for asking. I am copying in [REDACTED] who can confirm the position with this.

It would certainly be a good idea to get images of the first ones handed out or even before. I expect they are now in production.

Kind regards



ACO  
HQAC, RAF Cranwell, Sleaford, Lincs, NG34 8HB



DII: ACO-HQAC- [REDACTED]  
Email: ACO-HQAC- [REDACTED]  
[www.raf.mod.uk/aircadets](http://www.raf.mod.uk/aircadets)

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**From:** [REDACTED]  
**Sent:** 24 January 2017 12:10  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** New badging

Dear [REDACTED]

Is there any need of photos of the new Commission badging "in situ"?



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**From:** [REDACTED]  
**Sent:** 07 November 2016 15:26  
**To:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** FW: DRAFT ACO Cadet Forces Commission Brief-OSP (ML-H)  
**Attachments:** DRAFT ACO Cadet Forces Commission Brief-OSP (Final).docx

Ma'am,

Please see RF&C's response to my Brief – [REDACTED]

Latest Version attached for a final 'Teachers' check before I release.

Yours Aye

[REDACTED]

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 07 November 2016 15:20  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: DRAFT ACO Cadet Forces Commission Brief-OSP (ML-H)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[Redacted]

Contact me on Communicator

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**From:** [Redacted]  
**Sent:** 07 November 2016 15:07  
**To:** [Redacted]  
**Cc:** [Redacted]  
**Subject:** RE: DRAFT ACO Cadet Forces Commission Brief-OSP (ML-H)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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**From:** [Redacted]  
**Sent:** 07 November 2016 14:57  
**To:** [Redacted]  
**Cc:** [Redacted]  
**Subject:** DRAFT ACO Cadet Forces Commission Brief-OSP (ML-H)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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**From:** [REDACTED]  
**Sent:** 10 January 2017 11:42  
**To:** ACO-HQAC-[REDACTED]  
**Subject:** RE: Uniform Options on Change of Commission

[REDACTED]

Please can you give me a ring?

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 07 December 2016 16:12  
**To:** [REDACTED]  
**Subject:** RE: Uniform Options on Change of Commission

Sir,

Many thanks for the update. I totally agree with the stance on blue rank slides for all ATC WO's/SNCO's, the differing colour slides are for the officers. The idea is to provide them with a similar slide as the RAF Regiment wear so that all they need to do is slide the appropriate rank braid over the top. The green is for the VGS units which would be seen as a positive by other elements of the ACO, the KD is for the Gibraltar and Cyprus units and the PCS is for the various Shooting Teams, Junior Leaders and RIAT Teams.

Regards

[REDACTED]

[REDACTED]

> Headquarters Air Cadets

[REDACTED]

>

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**From:** [REDACTED]  
**Sent:** 05 December 2016 10:25  
**To:** ACO-HQAC-[REDACTED]; ACO-HQAC-[REDACTED]  
**Cc:** ACO-HQAC-Comdt (McCafferty, Dawn Air Cdre)  
**Subject:** RE: Uniform Options on Change of Commission

[REDACTED]

Many thanks. Just to reassure you the survey is already out there and has over 500 responses already and retention of pins is looking like the preferred option (by a significant margin), so provision of new uniforms is looking unnecessary. As for the other costs, I note the list includes some (what I consider 'nice to haves') and I do not believe that we need anything other than light blue rank slides to start with, we could easily manage without Green, KD or PCS, indeed not sure we should be spending £24k, £1.5k, or even £300 on these as for my first 20 years in the Service we made do with the blue ones on combats and our volunteers aren't going to deploy anywhere! As for the pins, I would suggest we carry on from [REDACTED] work and that for No 2's the rank slides are embroidered with whatever the new insignia is, thus we will only need pins for No 1 and 5's.

I will aim to have the decision to you before your deadline, but would reiterate that the vast majority of the volunteers will transfer over on or after 1 Oct 17, so only need a small stock on 1 Apr 17.

Regards

[REDACTED]

[REDACTED]

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**From:** ACO-HQAC-[REDACTED]  
**Sent:** 05 December 2016 09:50  
**To:** [REDACTED]; ACO-HQAC-[REDACTED]  
**Subject:** Uniform Options on Change of Commission

Sir/Gentlemen

Please find attached a brief on uniform and insignia replacement options and estimated costs on the introduction of the new CFAV Commission. With no confirmed new title and therefore design, I can only base the costs against the costs of similar items already in use. I must emphasize, that even to meet just the immediate requirements of any new intake of CFAV's from the 1<sup>ST</sup> Apr 17, additional funding will be required. Longer term, we may and should be able to off-set some of the costs against items being replaced. However, until we enter into negotiations, I can't give any assurances or time scales for this process.