



## The Captain Answers Your Questions

Thank you for your questions this month. I am glad to see that those who have asked questions have used this new channel well and broadly as it was intended. I was not inundated as some had thought might be the case; questions have come in from a selection of cadets and adults which I very much welcome and find helpful in my work. Some of the questions cover similar areas so here are the broad answers to the questions you have asked, rather than specific responses to individual questions. I trust you find them helpful and informative.

**Q: Cadet 16, reached POC, would like to know if there are any possible ideas to make cadets instructors?**

A: Yes - the new Cadet Syllabus which should be released early next year will introduce a Cadet Instructor qualification. It will equate to a basic Adult IM qualification so there will be no need to re-qualify on reaching 18.

**Q: My Full Bore shooting course has been cancelled 3 times!, should the course eventually be run for the benefit of the cadet who has had it cancelled?**

A: We are looking at ways of giving those whose courses have been cancelled, priority on subsequent applications.

**Q: Change to UUA regulations, how will the current year be handled?**

A: For those wishing to claim UUA for 2009-10, they should do so as soon as possible, if their anniversary falls before 1 June 2010. They should provide receipts or other evidence where possible, as many have done already. Each case will be assessed on its merits by the APO. Proportionate amounts will be paid appropriately. Similarly the new arrangements for a Uniform Grant to replace an existing uniform will be paid proportionally from 1 June 2010. SCRs will be up-dated and examples included, by the end of August.

**Q: Why on so many Kit lists for the RMCD's in particular does it state that every cadet must have 2 sets of CS 95 when they only get issued 1 set?**

A: Each detachment is only issued one set of CS95 Per Cadet with an extra 10% added to its total holding which is reflected in their PLR S1099 Series, therefore each Cadet should be able to deploy on field assessments and week long courses with an additional set of CS95, (which has been loaned to the individual by their parent Unit), thus enabling one set to be washed at any one time or in the case of emergencies having dry serviceable CS95 clothing to change into. This extra 10% uplift is referenced in ASCR 3 Section 1 Para 104.1. Cadets should not be disadvantaged by Units not providing this extra CS95.

**Q: Since 1st March this year, I have received 128 emails from Area of which slightly more than half have had (sometimes multiple) attachments. This is a heavy load and my CO resorts to keeping abreast of them whilst at work. How can we do better. The scouts appear to do this better with a lighter touch.**

A: We are working hard to reduce all forms and bureaucracy. The intention is for more information to be posted on the T&A website and Area Pages within the T&A website. We will try to do better to reduce impact of paperwork and emails on our hard pressed volunteers.

**Q: Some of the uniform related questions are grouped together here. We provide numbers 1 & 4 rigs to sea cadets or the RM Cadet equivalent but expect the individual to source service pattern shoes or boots. Can this be**

right? Another anomaly is that SC staff cannot buy 'steaming bats' which are ideal for workshop type activities as they are as I understand it an exchange only item. In a similar vein, the issue windproof jacket; the issued WP is a poor substitute and soaks up water fairly quickly. Some time ago the RN moved away from Gold Wire badges over to Gold thread to reduce cost, and I feel that this would also be an option for the SCC.

A: The only people who get an issue of Shoes (and then only on promotion) are Officers. Cadets and Instructors do not get an issue on loan as other Uniform as they are not scaled for footwear -broadly this is a cost issue. Steaming Boots are what used to be called Loan Clothing (now Specialist Clothing) and, as such, cannot be purchased. RN personnel get an issue and have to hand in an old pair to get replacements. The same applies to Overalls, Foul Weather gear, Training Shoes etc. When the RN moved away from Windproof Jackets and Raincoats to the new Foul Weather Jacket (with the reflective strips on the arms) the remaining stock of Windproofs were issued to us to carry on issuing to the SCC so that the residual stocks were not wasted. We are getting near to the end of our stock of these Jackets, and, we are not scaled for anything else to replace the Windproof and the new F W Jacket is again Loan Clothing, so we will not be able to purchase them, and they cost over £50 each, so finance will again be a problem. We are investigating further. The only gold badge we issue is supplied by the MOD, so if they have moved away from Gold Wire then these will be Gold thread as per all RN Badges. All other badges are sold directly from Bauns (see ST13A and ST13C) in Queen Street. They still use Gold Wire, hence the high prices of some of their badges!

**Q: What are the current timeframes for the introduction of minibus driver training. When you last updated Southern Area at conference you mentioned that we would possibly be able to receive training from MOD.**

A: We are awaiting MOD judgement on the inclusion of funds for MOD minibus training under the Memorandum of Understanding. In the meantime if you are desperately in need of minibus training you should bid for it through area and see if they can provide funds for the training.

**Q: Is the rank of warrant officer rank within the Corps under review with a view to increasing numbers. We seem to be in the same position we were in before its introduction because the number of WOs, is so few. Senior CPOs who hold the highest specialist qualifications have a very restricted avenue in which to have these skills highlighted which in turn leads to a feeling of being over-looked and under-valued.**

A: WO was of course always intended to be the pinnacle rank for a senior rate. To have too many WOs could dilute its value. Nevertheless, we should not be afraid of reassessing our rank structure and making changes if necessary. Remember, however, that rank is not the only way of achieving recognition.

**Q: I am sure I will not be the only one to ask this question but who wanted this corporate image change and how much did the charity have to pay to have this done? Who was consulted and who agreed to the funds being spent in this way? Why has it been introduced without the systems in place to allow it to be used? What I mean by that why are the websites still not available after 3 months? There were other questions about the re-brand and the dislike of the "light blue wavy S". Why did anyone feel the need to change a traditional crest and image in the first place?**

A: The re-branding was cost neutral to the charity the head of Comms & Media accommodated it from her existing budget. The cost was also greatly reduced as we



negotiated strongly for it. A snapshot survey of opinions was conducted with adults and cadets in early 2009, which asked what they felt best described the Sea Cadets and what it represented. Anecdotal evidence was also collected, peoples thoughts about the charity and how frustrated they were that they felt it was a 'best kept secret', when in fact, far from it, most people do know of Sea Cadets, but the image was dated and holding the charity back, both in terms of appealing to more young people and more volunteers. A refresh was long overdue and this was agreed by the Trustees. The RN, SSO's and SCC National Advisory Council were briefed on the refresh; feedback was taken and was acted upon. In the past there has been no uniformed approach to using the brand identity of the charity and logos of various quality, sizes, country's (NZ and Australia crests feature heavily for many Units) and distortion of these (because wrong file formats like JPEGS are used carelessly) appear on an array of materials which ultimately presents a very disorderly and untidy image of the Corps. To avoid this the Head of Comms wanted to manage its use and has spent a lot of time working directly with Units and Areas to produce items for them, often supporting all or part of the cost involved, again from her budget.

Marketing materials are available, via your Area Office to order what you need and you can see what is available to order on the T&A. There is no need for you to produce your own, and so no need for you to have the crest or logo to hand immediately and we would want you to use what has been provided, but are happy to have feedback if you think more is needed? Larger items like: vehicle livery, boat stickers, pop ups, banners, signage, T-Shirts, etc examples of designs you can order will be put up on the T&A in the next 2 weeks. Units can then choose what they want and call the Comms team to place an order. The Comms team will supply you with branded items tailored with your Unit info as an eps file for you to give to your preferred supplier (or you can use ours). The Unit websites have taken a longer time to produce. This is mainly because there are only two people to support Comms for the charity and as you can imagine there is a lot of work to get through, so we ask for your support. Having said that, currently we anticipate the unit template to be finalised by end of July, at which point it will pass to the IT department who then will duplicate it 390 times, at this time we cannot say how long the IT department needs to do this but we hope no more than 2 weeks. We are aware that it is not ideal to have a new look at national level but no unit level websites and we are working as fast as our resources and time allows us to get this sorted out. As you know change always illicit response and can take some time to take on board. But we are really proud of the refreshed look and how it works across all of the many materials it appears on and feel that it is far more in keeping with a modern, youth focused and dynamic organisation. One that wants to build on its history by maintaining its future growth and in these cut throat times with stiff competition I believe that is what we have done.

Bottom Line: I ask you all to roll with the new branding and try to make it work. In a few months, I am hoping it will no longer be a talking point. I would reiterate there is no intention to mess around with traditional uniform, badges and insignia.

**Q: As a unit with marines, I am so very proud of them being granted Royal Accent and being titled Royal Marines Cadets. This name reflects the training, uniform and morale that the detachments have and the high esteem that the RM hold their cadet service. The public are in no doubt about what the RMC do and who they are based on. I was hoping that the SCC side of things would follow suit with a change to something like 'Royal Navy Cadets' to reflect the**



**fact we are based on the customs and traditions of the Royal Navy. I heard a rumour that this was discussed at a meeting with Senior Staff Officers but was rejected. If this was the case, the majority of the people in the corps I have spoken would have disagreed with this decision.**

A: There is no intention to change the name of the Sea Cadets to Royal Navy Cadets. Much of the charity's support comes from the broader maritime community so a change to Royal Navy Cadets which I can personally see the merit of is not on the current agenda.

**Q: I fully support the need for the RNP/URV to assess the efficiency of a unit to ensure that the MODs investment in the corps is being maximised. The majority of my time during RNP preparation is the paperwork and the statistical returns (cadet qualifications in past year, numbers and retention, promotions, courses attended, total qualifications by level and type). All of this data is on Westminster and I have to review each cadets file to manually add up qualifications for example. The biggest efficiency saving that could be made in the RNP process would be to contract an IT boffin to create a report generator for the RNP Paperwork. The onus would be on units to ensure that the data is up to date, but the completion of the paperwork would then be at a touch of a button.**

A: My current top priority is to try and reduce the burden of the current inspection regime on volunteers and get Westminster to better support the process. I am taking soundings from the Corps and will soon decide how best to proceed. In the meantime we are moving as much of the process onto Westminster as quickly as we possibly can.