

**Green, Dennis AIRCDRE 1**

**From:** Green, Dennis AIRCDRE 1  
**Sent:** Tuesday, 25 June 2013 3:49 PM  
**To:** oc.3wg@aafc.org.au  
**Cc:** Watson, Sean FLTLT 1  
**Subject:** RESPONSE TO QUESTIONS FROM PARLSEC STAFF [SEC=UNCLASSIFIED]  
**Categories:** UNCLASSIFIED  
**UNCLASSIFIED**

Wayne

email below contains questions from PARLSEC's staff, and I have attempted to develop answers. Request you check my answers and confirm the roles of LAC Adams and the two female cadets at the camp in January.

Dennis

Hi Jo,

As discussed could the Senator please have some more details around the age of the AAFC Instructor and RAAF Member who allegedly had inappropriate relationships with female Cadets whilst on a promotion course.

- 1.) His age
- 2.) Was he an AAFC himself and was he a cadet along side these female cadets?
- 3.) Are AAFC conducting a review into this?
- 4.) Is the situation of a 17 year old acting as in Instructor common and if so what are the structural arrangements when this happens? Are there separate sleeping/eating quarters i.e. are they treated as equals to the other adult instructors?
- 5.) Any other relevant information so we can have a more fulsome understanding of the situation.

Thanks so much.

Cheers,

Dimity

The following information is provided by DGCADETS-AF who is available for any follow up questions. In response to the questions the following information is provided:

- 1.) His age
  - 1). The LAC (AAFC) Staff member is 23 years of age.
- 2.) Was he an AAFC himself and was he a cadet along side these female cadets?
  - 2). The LAC Instructor of Cadets was NOT a cadet alongside the cadets who have submitted complaints.

The LAC (AAFC) is an AAFC Instructor of Cadets at 308 City of Maitland Squadron which parades at Rutherford. He currently holds the rank of Leading Aircraftsman in the AAFC and in the Permanent Air Force. He was appointed as an Instructor Cadets on 1 July 12 and completed the Staff Initial Course Instructor on 9 Jul 12. He had previously spent time as an AAFC auxiliary instructor as an ADF member after completing a NSW Working With Children Check issued on 22 July 2011. He had completed the staff Safeguarding Children Awareness Package on 2 Nov 12. Before joining the Permanent Air Force the LAC was a Cadet Warrant Officer in the AAFC at 308 Squadron.

For the two cadets on camp at RAAF Wagga who have made allegations against the LAC, one of the female cadets is from 310 Squadron Tamworth, and one from 302 Squadron at Rockdale.

A third complaint was received on 19 Jun from a female cadet in the presence of a parent at 308 Squadron Maitland. The allegation is the relationship occurred outside the AAFC while the LAC was providing tutoring for schoolwork, and it has been suggested that the relationship may have developed through the AAFC.

- 3.) Are AAFC conducting a review into this?

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3). The AAFC investigation commenced an investigation into the first two matters. As soon as the allegations were confirmed by the female cadets in the presence of a support parent, and noting the age of the female cadets was 17, the investigation was suspended and referred to the NSW Police for further action and review. The NSW Police were also informed of the third female cadet complaint.

Executive action (Show Cause) by the AAFC will resume when the NSW Police action is completed.

4.) (A) Is the situation of a 17 year old acting as an Instructor common and if so what are the structural arrangements when this happens?

4A) Yes the 17 year old providing instruction is a normal part of the AAFC.

As part of the youth development system in the AAFC cadets are trained on promotion camps and given increasing responsibility for the training and development of more junior cadets under the management and supervision of Officers of Cadets and Instructors of Cadets. They apply this learning by delivering instruction at the weekly home cadet parades.

Suitable high performing Cadet Warrant Officers and Cadet Under Officers continue their personal training and development by being part of the instructional team on promotion courses. These Cadet Warrant Officers and Cadet Under Officers, when in this instructional role on promotion camps are still under the care and supervision of Officers of Cadets and Instructors of Cadets. In this case, the LAC (AAFC) staff member, an Instructor of Cadets, was appointed as the Detachment Warrant Officer on the promotion camps, a position responsible for the drill, discipline, dress and bearing of the cadets on the camp. One of the female cadets was a drill instructor for the Cadet Junior Non Commissioned Officer Promotion Course. The other female cadet was.....

Regardless of the role or rank of the cadet on a camp, at all times the Officers of Cadets and Instructors of Cadets are required to abide by the Staff Code of Conduct and the AAFC Behaviour Policy which prohibits any relationship with cadets at any time, including outside cadet activities.

(B) Are there separate sleeping/eating quarters i.e. are they treated as equals to the other adult instructors?

4B). Cadets were accommodated in separate blocks from Officers of Cadets, who were also accommodated separately from Instructors of Cadets during the promotion camps at RAAF Wagga in January 2013.

The female cadets were accommodated in a separate floor to the male cadets in the cadet accommodation block. Cadets are accommodated with two to three cadets per room.

Cadet Under Officers were accommodated in the Officers' Mess with Officers of Cadets, all in separate rooms.

Each of the Officers of Cadets and Instructor of Cadets is rostered for 24 hours as Duty Staff member. The Duty Staff member overnights in a room at the entrance to the Cadet Accommodation at RAAF Wagga to provide short notice response to any emergency. The LAC Instructor of Cadets was part of that roster of Duty staff members.

When all the on base messes are open the following arrangements occur. Officers of Cadets and Cadet Under Officers may eat in the officers Mess. SNCO Instructors of Cadets may eat in the SGTs Mess. All other Instructors of Cadets and all cadets of rank Warrant Officer and below eat in the Airman's mess. For the first few days of the camp at RAAF Wagga in January 2013 only the Airmen's mess was open for all personnel. Cadets in the Airmen's mess eat in a separate area to the Permanent Air Force staff.

5.) Any other relevant information so we can have a more fulsome understanding of the situation.

5). There was some initial hesitancy from the NSW Police about investigating these matters as they had no formal complaint from the female cadets, and the cadets were above the age of consent, and some if not all relationships had been consensual, and the cadets on the camp were involved in delivering instruction.

The NSW Police require that the girls make a formal complaint about the matter. The parent of the cadet from 302 Squadron made such a complaint to Police on 25 June. The other parents are being encouraged to make a similar complaints.

To assist the female cadets and the NSW Police, DGCADETS-AF is preparing to formally write to NSW Police outlining the formal relationship of the Officers of Cadets and Instructors of Cadets to cadets regardless of age 13 to 20. The letter will outline the development philosophy for cadets includes them delivering instruction to more junior cadets but all cadets regardless of rank or position remain at all times under the management and duty of care of Officers of Cadets and Instructors of Cadets.

The focus of the AAFC from when this matter was first raised has been on providing support to all parties involved with these matters. Support staff members are keeping in regular contact with the cadets, and an AAFC clinical Psychologist specialising in suicide for teenagers is providing ongoing support. Additional support is being offered through extant civilian agencies for each of the female cadets. ADF support is in place for LAC.

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**From:** Hanrahan, Jo MS **On Behalf Of** RAAF MLO

**Sent:** Monday, 24 June 2013 15:05

**To:** Green, Dennis AIRCDRE 1

**Cc:** CB-AF Admin

**Subject:**

Afternoon Dennis,

Senator Feeney's office have approached me for some further information concerning the inappropriate relationship incident between the AAFC Instructor and the female cadets. I realise that some of the questions may be difficult to answer particularly number two. However are you able to provide some information for me to respond back to Dimity?

Cheers

Jo

Hi Jo,

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