

Completion of the cadet promotion courses gives cadets opportunities to further develop their skills by delivering training to other cadets at their weekly parade. This delivery of training occurs under the management and supervision of the Officers of Cadets and Instructors of Cadets.

Cadet Warrant Officers and Cadet Under Officers are also given the opportunity to further develop their skills by working as cadet instructors on the promotion courses. While delivering this instruction they are under the management and supervision of Officers of Cadets and Instructors of Cadets.

10. The Staff Code of Conduct for the AAFC is signed by every Officer of Cadets and Instructor of Cadets. The AAFC Policy Manual is explicit in stating:

“The AAFC provides an environment that fosters and develops young people and is one in which it is particularly important for staff to be aware of the potential for severe adverse affects if inappropriate relationships are formed. In general, professional relationships between all AAFC members build upon the team ethic and add to the efficiency and effectiveness of the organisation. These types of relationships are healthy and should be developed and fostered by all levels of management.

However, the AAFC and its staff also have an on-going duty of care responsibility towards all cadets. Parents and the community trust the AAFC and its staff to protect their children’s well being while they are undertaking development and training for which the AAFC is renown. Therefore, under these circumstances, it is highly inappropriate and unacceptable for any AAFC staff member to engage in any form of close, personal relationship of any nature with any cadet. Such relationships are prohibited at all times, including outside AAFC activities. The burden and responsibility for ensuring this requirement is met rests solely with AAFC staff. If there is any difficulty in understanding or accepting this policy, staff are to reconsider their suitability for and continued employment in the AAFC. OCs/COs are to ensure they regularly assess their staff to determine if their staff clearly understand and meet the requirements and criteria of this policy and should seek to remove those staff who do not understand or refuse to accept it. Staff members who breach this policy must be removed from duty and issued with a Notice to Show Cause why their appointment/enrolment should not be terminated.

Inappropriate relationships between AAFC staff members are also prohibited at all times within the workplace. Inappropriate workplace relationships and behaviour include but are not limited to:

- a. a close and exclusive emotional relationship involving public displays of affection between AAFC members;
- b. intimacy between AAFC members;

c. a relationship which involves, or gives the appearance of involving, partiality, preferential treatment or improper use of rank or appointment; and

d. the public expression of intimate relations between AAFC members. This prohibition extends within the precincts of the AAFC workplace and during any absence from the AAFC workplace while on duty. This rule is not intended to inhibit friendships, camaraderie or teamwork (with no sexual connotation) which is a significant attraction in being a part of the AAFC.”

This Behaviour Policy and Code of Conduct applies to all Officers of Cadets and all Instructors of Cadets at all times when dealing with all cadets regardless of their age 13 to 20.

12. In the case of cadets who are under the age of 18, we have a requirement for the parents to sign a permission slip for them to participate in camps and activities outside the weekly parade. This permission slip acknowledges that the Officers of Cadets and Instructors of Cadets will take responsibility for the safety, care training and development of the child for that activity.

13. The analogy here is that the Officers of Cadets and Instructors of Cadets have the same responsibility as a teacher at a school for the safety, care, training and development of the cadets who are in their care for a specific activity. These responsibilities apply regardless of the age of the cadet and regardless of the rank of the cadet, and regardless of the position a cadet may be given to develop their skills by instructing other cadets. At school, if a pupil is appointed to a position of responsibility such as prefect or school captain they remain under the care of the teachers. Likewise an Officer of Cadets and Instructor of Cadets has the enduring duty of care for the safety, training and development of cadets of all ages regardless of the rank or appointment of the cadet within the organisation

Page 2: [2] Deleted

peter.oslear

2/07/2013 15:21:00

In this specific case Leading Aircraftsman (AAFC) Christopher Robert Nisbet Adams was an Instructor of Cadets age 23 and was appointed Executive Instructor for the promotion camps held at RAAF Wagga Wagga over the period 6 to 27 January 2013. As part of the camp, the Detachment Commander reminded all staff of their duty under the Code of Conduct and Behaviour Policy on the first day of the camp. Female cadet CJE, aged 17, and female cadet CJG were appointed to the camp to be a cadet instructors on the promotion courses for cadets. All cadets on the camps regardless of age or rank were under the responsibility of LAC (AAFC) Adams for safety, care, training and development. The parents/guardians of the cadets had signed written permission for their sons and daughters to attend the camp.

The allegations of inappropriate sexual conduct made by the female cadets age 17 in

the presence of their parents to an independent executive of the Australian Air Force Cadets, if correct, are serious breeches of the responsibility of an adult Instructor of Cadets for his duty to deliver training and development of cadets in his care and should be considered to breach NSW law.