

The Organisational Culture Standing Committee (OCSC) met on the 14th of July.

DF Organisational Survey

Lt Col Martin (OC PSS) outlined that the DF internal survey doesn't conflict with the IRG Benchmarking Survey, but that there must be some white space between the IRG Benchmarking Survey closing and the DF internal survey opening. There is a meeting with the external company on the 13 JUN '22, to decide on a final draft. This will be sent to the OCSC and a pilot of 50 pers will take place, 10 from each formation. The pilot will take 10 days.

Advertising campaign will take place from the 11 JUL '22, with the survey going live from the 25 Jul '22 and closing on the 08 AUG '22.

Communication Planning

Lt Col Cooke (OC PRB) updated on the communications plan to support the survey. It will be advertised on all social media and internal platforms. The internal platforms will use a QR code for accessing the survey.

A discussion took place around the security of the QR code but the consensus was that the code will make it easier to access for all members of the DF and will facilitate maximum uptake.

The 'It Stops Now' posters are completed and will be distributed through the CoC.

The feedback received online to the '5 Key Messages' was not overly negative. The campaign will be rolled out again in Jul.

Update on Regulations

Capt McMorro (GMO) presented the draft document on the review of the complaints procedures that's presently taking place. Followed by a discussion amongst the group around the complaints procedures presently in place.

Standardised A7 Brief

Lt Col Fitzpatrick (J7) briefed on the progress of the standardised DFR A7 brief and the development of the pack. This work is still to be reviewed by the GENAD and DLS. D J7 to provide a timeline for the completion of the pack to the ACOS. Formation EO's and the DF Sgt Maj will provide a recommendation on the roll-out of the new material. Capt (NS) Roberts will co-ordinate this element of the review.

OCSC Workshop Development

Lt (NS) Campbell presented on the updated documents for the workshop which had been circulated to the group. ACOS informed that he had discussed the workshop with the COS & Sec Gen and the likely need for external supports to deliver the training.

PSS staff at formation level will play a critical part to the success of the workshop and a pilot programme will be essential. The updated Behaviour Continuum was presented to the group, and there was agreement by all as to the importance that this one document will give in providing a handrail for all members of the DF as to what is acceptable and what is NOT. The Continuum will be promulgated through a GRO and will become a command responsibility. Formation OCSC are requested to study the Continuum and provide feedback to Lt (NS) Campbell NLT 23 Jun '22; it will then be sent to DLS by the ACOS for legal opinion.

PO Hanna outlined the scenario cards that will be used in the workshop. PSS had already provided feedback on the scenarios.