

- (d.) The Dominions to be responsible for the organisation of a system of Reserve training on lines similar to the present Royal Air Force system. This arrangement might also provide training for officers of the Royal Air Force Reserve who have emigrated to the Dominions.
- (e.) The financial arrangements to be discussed between the representatives of the British and Dominion Governments.

Permanent Commissions—

- (a.) The Dominions to nominate suitable entrants to Cranwell.
- (b.) The Royal Air Force to train these entrants at Cranwell and employ them for some four years. They would then be given permanent commissions in the Air Force of the Dominion concerned. The British Government would bear the cost of their pension rights for the period of their service with the Royal Air Force.
- (c.) Any officer trained under this scheme who, at the end of his four years' service with the Royal Air Force, was found to be surplus to the requirements of the permanent Air Force of the Dominion concerned could be retained in the Royal Air Force.
- (d.) The financial arrangements to be discussed between the representatives of the British and Dominion Governments.

It will be remembered that the Governors-General of the Dominions have already the privilege of nominating Dominion candidates for entry to the Royal Air Force Cadet College with a view to their making a permanent career in the Royal Air Force. No candidates have, so far, been forthcoming from this source, and it is thought that it may become more attractive to Dominion candidates if it is made to include, as suggested in paragraph (b), an ultimate return to service with the Air Force of the parent Dominion.

8. To allow for specialist training it would probably be necessary for some officers to extend the period of their time of service with the Royal Air Force beyond the four years suggested, but the advantage would lie in the fact that these regular long-service officers, when they had reached an age at which they would no longer be of great practical value as pilots, would be in a position to do useful work as Commanders or Instructors in the more specialised branches of air force work.

If a scheme on these lines could be mutually agreed upon, the career of an officer cadet selected by a Dominion for training at Cranwell and subsequent attachment to the Royal Air Force prior to returning to the Dominion Regular Air Force would be somewhat as follows:—

Age.	Employment.
17½–19½ ..	Cranwell Disciplinary, educational, general technical and service-type flying training.
19½–21½ ..	Service squadron .. Continued flying training in service types, general training in bombing, fighting and formation flying, &c., Army or Fleet co-operation course, and/or seaplane training and/or flying instructors' course.
21½–22½ ..	 If selected as suitable, any of the twelve months' courses detailed in paragraph 16.
22½–23½ ..	 Service squadron overseas—probably employed on duties in connection with the technical training just completed.
23½ ..	 Returns to Dominion Regular Air Force.

A scheme on the above lines would confer many advantages; for example:—

- (a.) It would bring about a constant interchange of personnel and ideas between the Dominions and Great Britain, and would ensure a community of doctrine and method between the various air forces of the Empire which would greatly facilitate their mutual co-operation.
- (b.) It would provide the Dominions with a reserve of highly-trained pilots at a smaller cost than if each Dominion provided on its own behalf full facilities which would necessarily be elaborate and costly.
- (c.) It would assist the Royal Air Force in maintaining a flow of temporary junior officers.

The foregoing suggestions would involve charges and liabilities both on the Imperial and the Dominion Exchequers. Should they be accepted in principle the incidence of such charges would require careful consideration by the financial authorities on both sides.

TRAINING.

9. In order to fit air forces for war, training in peace must be organised to produce the following main categories:—

- (i.) Commanders and Staff Officers.
- (ii.) Personnel to fly aeroplanes and operate their armament.
- (iii.) Personnel to supervise the provision and accounting of stores and pay.
- (iv.) Higher technical experts in aircraft, armament and allied technical matters.
- (v.) Personnel for the maintenance of aircraft.
- (vi.) Reserve for (ii) above.
- (vii.) Reserve for (v) above.

All officers of the above categories, with the exception of those in (iii), who belong to a "Stores List," are on a "General List," and are trained pilots, thus ensuring that all concerned with the more technical aspects of equipment have had air experience.

10. *Commanders and Staff Officers* will eventually be drawn from officers who have passed through the Royal Air Force Staff College at Andover.

The subjects taught at this college are as follows:—

- Air Strategy and Tactics.
- Organisation and Training of the Royal Air Force.
- Imperial Strategy.
- Elements of Naval and Military Strategy and Tactics.
- Organisation of the Army, Navy and Dominion Forces.
- Writing Appreciations.
- Operation Orders.
- Drafting of Letters.
- Staff Organisation and Staff Work in General.

There are at present twenty Royal Air Force officers, two military, two naval and one officer from each of the Canadian and Australian Air Forces, undergoing the twelve months' course at Andover. The next course begins on the 1st May, 1924. The attachment of an officer of the Australian Air Force has already been arranged and the attendance of an officer from other Dominion Air Forces as a student will be welcomed.

11. The sources from which are drawn the personnel to fly aeroplanes and operate their armament have been explained under the heading of "Personnel."

The system of training is as follows:—

- (a.) *Permanent Commissioned Officers.*—Before receiving their commissions these officers undergo a course of two years as Cadets at the Royal Air Force Cadet College, Cranwell. The course comprises instruction in all the duties of a pilot officer, including the flying of a service aeroplane.
- (b.) *Short Service Commissioned Officers.*—These officers are obtained by a system of direct entry from civil life for a period of five years' service in the Regular Air Force followed by four years' service in the Reserve. On appointment to Short Service Commissions they are sent to one of the four Flying Training Schools for a course of one year and are trained in the duties of a pilot officer including the flying of a service aeroplane.
- (c.) *Airmen Pilots.*—These are trained on a course of one year at a Flying Training School on lines similar to the Short Service Commissioned Officers above. They are drawn from the "skilled" ranks of the Royal Air Force, and, while under instruction at Flying Training Schools, and subsequently when with a Service Squadron, they keep in touch with their original "trade."
- (d.) *Aerial Gunners.*—These are drawn from the non-commissioned and other ranks of the Royal Air Force and are trained both at home and abroad in a course of ground gunnery, and in camera gun practice in the air. Conditions abroad permit of aerial firing being carried out in the unit, but at home this part of the training has to be done at the Armament and Gunnery School at Eastchurch. This school also carries out the elementary training of a certain proportion of the aerial gunners required for home units.