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Volume 57 Number 7 | February 13, 2012

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## A Diamond detour for one Vancouver sailor

Photo by Sgt Ronald Duchesne, Rideau Hall

MS Christopher Switzer, a hull technician from HMCS Vancouver, stands proud in between Prime Minister Stephen Harper and David Johnston, Governor General and Commander in Chief of Canada, during the Queen Elizabeth II Diamond Jubilee Medal presentations at Rideau Hall on Feb. 6. The ceremony, marking the 60th anniversary of Her Majesty Queen Elizabeth II's accession to the throne as Queen of Canada, presented the first 60 recipients from across the country and various walks of life with the medal.

**Ben Green**  
Staff Writer

As HMCS Vancouver transits back to Esquimalt from its deployment in the Mediterranean Sea, one sailor on board found himself on Canadian soil days ahead of the rest of the crew.

MS Christopher Switzer, a hull technician, was named amongst the first 60 Canadians to receive the Queen's Diamond Jubilee Medal, prompting a quick detour flight from Panama City to our nation's capital for the ceremony last Monday.

In the senate foyer of the Parliament Buildings, David Johnston, Governor General and Commander in Chief of Canada, presided over the ceremony with Prime Minister

Stephen Harper. MS Switzer received his medal for his contributions to his shipmates and to numerous local charitable activities.

"MS Switzer has been the sharp end of the sword with instructing ship's staff on several shipboard systems, damage control, being the voice of the commanding officer in the Junior Ranks Mess, [as well as] planning and presenting the junior ranks on official functions when visitors have come to HMCS Vancouver throughout the past year," says Lt(N) Lance Mooney, Vancouver's Marine System's Engineering Officer. "His personal sense of ownership and professionalism often brings him to the ship in his off hours to ensure the Marine Systems Engineering Department is ahead of the curve and prepared for key milestones."

PO1 Donald Anderson, Vancouver's Senior Hull Technician, says MS Switzer selection reflects the dedica-

tion he brings to the vessel and crew on a daily basis.

"Although an expert within his trade, his true quality has been shown in his willingness to go the extra mile to help out his shipmates and to promote a positive atmosphere," he says. "MS Switzer has an immediate positive effect on a ship's morale in that he is able to generate momentum amongst his peers with the strength of his character and personality."

MS Switzer will rejoin his fellow crew members on board Vancouver in San Diego this week. The frigate is making its final port visit in Southern California before returning to Esquimalt.

Throughout the Diamond Jubilee Year, 11,000 deserving members of the Canadian Forces will receive the medal for having made a significant contribution within Canada, or an achievement abroad that brings credit to Canada.

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# Expo draws record crowd



On Feb. 8, the Naden gyms were packed with more than 100 booths from local businesses as the base hosted its MARPAC Expo.

**Above:** Lois from the Heart and Stroke Foundation helps OS Zakaria Madouch take his blood pressure at their booth.

**Right:** Shane Isbister (right) from Elite Electric Bikes explains some specs of their product to an Expo attendee.

Photo by Ben Green, Lookout



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**Above:** Garth Matheson (left), a field service representative, observes Pat Brophy, Director UAV Services, operating the support legs of the recovery system for the UAV in order to secure it to the flight deck.

Photo by MCpl Robin Mugridge, Formation Imaging Services



**Right:** An Unmanned Aerial Vehicle is launched from a Canadian warship.

Photo by Cpl Ronnie Kinnie, Formation Imaging Services

# Charlottetown can scan from above

**SLt Emily Todd**  
HMCS Charlottetown

We have seen the future, and it has tip-tilted wings. When HMCS Charlottetown deployed to the Mediterranean Sea for Operation Active Endeavour, she took with her a potent surveillance and reconnaissance capability that is new to Canadian warships: the ScanEagle unmanned aerial vehicle, a small, low-cost, long-endurance UAV built by Insitu, a subsidiary of Boeing.

Among its many tasks during this deployment, Charlottetown is exploring the feasibility of integrating UAVs aboard HMC ships and developing expertise in operating UAVs at sea.

Charlottetown will use ScanEagle for general maritime surveillance in international waters and airspace.

"The ScanEagle was originally designed for fishing vessels to search for and locate schools of fish," said Sgt Michael Jenkins, leader of the UAV detachment embarked in Charlottetown. A member of 4 Air Defence Regiment, Royal Canadian Artillery, Sgt Jenkins has worked with the ScanEagle since 2008 when he deployed to Afghanistan with the UAV detachment supporting Canadian combat operations in Kandahar Province.

The ScanEagle team also includes civilian technicians, employees of ING Engineering, a Canadian business that delivers unmanned systems tailored to the needs of clients around the world.

"It is an excellent piece of kit that will provide my team with increased safety, which is a priority," said Lt(N) Adam MacIntyre, Naval Boarding Party Officer in Charlottetown. "The overall picture of the situation will be up to date. I can liaise with the ScanEagle detachment to see what I want, when I want, through the video display. The more information I get that is accurate and relevant, the better."

"[The UAV] allows us to see in the dark much further for longer periods of time," added Cdr Wade Carter, Commanding Officer of Charlottetown. "Back in World War I, in the Battle of Jutland, two gigantic battle fleets sailed past each other in the dead of night. The challenge has always been locating the enemy before he locates you. ScanEagle gives us a definite edge in this area."

"Confirmation of the enemy, his intent and his location, without him even knowing it," said Cdr Carter, summarizing what a UAV could bring to operations at sea. "ScanEagle is a game-changer in terms of rapidly developing situational awareness with low risk."

The ScanEagle has been in service with the U.S. Navy since 2005. The most famous case in which it has been used to date was the April 2009 rescue by the USS Bainbridge of Captain Richard Phillips, master of the cargo vessel MV Maersk Albama, who was taken hostage by pirates.

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# matters of OPINION

## MPCORNER Clearing up misconceptions about us

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Published each Monday, under the authority of Capt(N) Craig Baines, Base Commander.

Le LOOKOUT est publié tous les lundis, sous l'égide du Capt(N) Craig Baines, Commandant de la Base.

The editor reserves the right to edit, abridge or reject copy or advertising to adhere to policy as outlined in CFAO 57.5. Views and opinions expressed are not necessarily those of the Department of National Defence.

Le Rédacteur se réserve le droit de modifier, de condenser ou de rejeter les articles, photographies, ou annonces publicitaires pour adhérer à l'OAF57.5. Les opinions et annonces exprimées dans le journal ne reflètent pas nécessairement le point de vue du MDN.

**LOOKOUT**  
NEWSPAPER

Circulation - 4,500

One year subscription - \$37.<sup>36</sup>

Six month subscription - \$18.<sup>84</sup>

Three month subscription - \$12.<sup>56</sup>

A Division of Personnel Support Programs  
CFB Esquimalt, PO Box 17000 Stn. Forces,  
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### Sgt Benoit Rheume Military Police Community Relations

As I sit with another patrolman for lunch at a local restaurant, I couldn't help but overhear comments about the Military Police. Two women, both of them service members a few tables over, were discussing that MPs were not "real" police officers. So, I decided to write an article to better inform our community and alleviate some misconceptions about our trade.

First and foremost, the Canadian Military Police provide police services to the Canadian Forces: patrol duty, physical security, counter intelligence service and a national investigation service.

Canadian Military Police (officers and non commissioned officers) are classified as Peace Officers in the Criminal Code of Canada, which gives them the same powers as civilian law enforcement officers to enforce Acts of Parliament on DND property or in relation to DND property anywhere in the world.

They have the power to arrest anyone who is subject to the Code of Service Discipline, regardless of position or rank under the National Defence Act. MPs also

have the power to arrest non-Code of Service Discipline bound civilians, but only in cases where a crime is committed on or in relation to DND property, or at the request of the Minister of Public Safety, Commissioner of the Correctional Service of Canada or Commissioner of the Royal Canadian Mounted Police.

Although MP jurisdiction is on military establishments across Canada and throughout the world, any civilian accessing these areas falls under MP jurisdiction and are dealt with in the same manner as any civilian policing agency.

If in fact a crime is committed on or in relation to DND property, MPs have the power to arrest and charge the offender, military or civilian, on or off DND property. It is important to note though that the purpose of the MPs is not to replace the job of a civilian police officer, but rather to support the Canadian Forces through security and policing services.

What powers do military police have to enforce traffic laws "off" DND property?

There is a number of driving offences in the Criminal Code of Canada, such as impaired, prohibited and dangerous driving,

or criminal negligence in the operation of a motor vehicle.

If a Military Police member was to observe such offences, the patrolman would alert the civilian police who has jurisdiction and maintain surveillance until the civilian police arrive and assume control.

If the situation is serious enough, the Military Police will take action in the form of a "citizen's arrest" and turn the offender over when civilian police arrive. The responding police officer would then issue a traffic ticket or take appropriate actions as required.

Yes, you have to stop for the Military Police. The definition of emergency vehicle in the Motor Vehicle Act includes a vehicle driven by a member of the police branch.

Understand that Military Police members are not actively patrolling civilian areas or seeking service members in the wrong. We will, however, respond to requests from other police agencies in regards to service members involved in crimes or various other offences.

CFB Esquimalt Military Police: (250) 363-4032 or 9-1-1.

To report information relating to any crime, visit: [www.victoriacrimestoppers.com](http://www.victoriacrimestoppers.com) or call 1-800-222-8477.

### WHAT SAY WE

## Donor thanks from chair

Thank you very much for supporting the 2011 GCWCC campaign. The campaign is just one way in which many of you exercise leadership roles in your immediate and/or distant community depending on affiliation you may still have with your place of birth or your previous posting. I would like to take a few moments to explain the significance of your contribution.

At the Dec. 15, 2011, wrap up breakfast we announced a total of \$630,000 of donations. On Jan. 25, 2012, as the accounting and reporting efforts continued, our total stood at \$707,000; a truly significant sum. The local DND community participated at a rate of 18.1%, which can be expressed as 1,292 donors, 622 leadership donors and 138 retiree donors. The DND total represents 12% of the United Way of Greater Victoria \$5.9 million total contribution. This is the fifth consecutive year in which the DND team has raised more than \$600,000.

The funds you donated to the United Way will help support children and youth with the resources and opportunities they need to grow up healthy and achieve well-being. You are also helping develop the

capacity of people to care for themselves and their families and build an inclusive community, as well as increasing their capability to move toward self sufficiency and well-being in creating stronger and safer communities.

Almost a third of your donations will go towards our Health Partners to assist medical research and the provision of care. The rest of your donations will support important charities such as the MFRC and other initiatives across our large village that is Canada.

Again, many thanks to all the volunteers and donors who made this campaign a dynamic one. If you still want to donate, volunteer to help for the 2012 campaign, or have feedback or ideas for the 2012 campaign, please contact our Campaign Coordinator, Vicki Laidlaw, to make arrangements.

I look forward to working with you all again soon.

Warm regards,  
Luc Cassivi  
Captain (Navy)  
Leadership Chair  
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# Belmont Park residents, be bear aware

**Shelly Lipke**  
Staff writer

B.C. conservation officers are actively pursuing a bear that has been sighted in the Belmont Park area on several occasions since January.

The bear has been staying in wooded areas during the day, but is coming out at night to forage for garbage in the subdivisions.

Live traps have been set at Fort Rodd Hill and Lagoon Road in an attempt to capture the bear, in order to evaluate its suitability for potential relocation.

"We believe the bear probably came from the Albert Head area where we had sightings of a bear

in the fall. So we think the bear moved along the shoreline and came over to the Esquimalt Lagoon area," said Provincial Conservation Officer Peter Pauwels.

"I have been doing this job for 20 years and we have never had a bear in this area before that has hung around."

Pauwels said residents of Belmont Park and surrounding areas should be really careful with their garbage and other sources of food such as pet food and bird feeders.

"It's important that people keep their garbage inside or in a secured location until the morning it is to be picked up. Should you encounter the bear in

the evening, or at anytime, don't approach the bear, give it lots of space, and allow it to leave the area on its own," he said.

This bear has not been acting aggressive or unusual. "We have no way of know-

ing if the bear or bears are going to go in these traps or not," he said. "It's about all we can do at this point in time, so people need to be patient. We might be dealing with this situation for quite a while to come."



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# Slow down, or face a hefty fine

**Shelley Lipke**  
Staff writer

Victoria Police are enforcing speed limits on residential streets near CFB Esquimalt.

On Feb. 2, radar speed traps were set up on Lockley Road and Colville Street to enforce the residential speed limits of 30 and 40 kilometers per hour. Vehicles travelling over the speed limits received tickets ranging in price from \$138 to \$450.

"We have received citizen complaints and complaints through council in regards to speeding specifically on Lockley Road as well as other

streets in the area," said Victoria Police Inspector Keith Lindner.

In late January, Lindner's team came out to investigate the traffic on Lockley Road. "We pulled over cars using the reader board. We didn't use enforcement that day, but called it public education day. We let people know we were here to enforce the speed," he said. "We told them if you don't slow down and abide by the speed limits, we are going to be writing tickets."

A week later many motorists were handed tickets in the first of many planned speed traps.

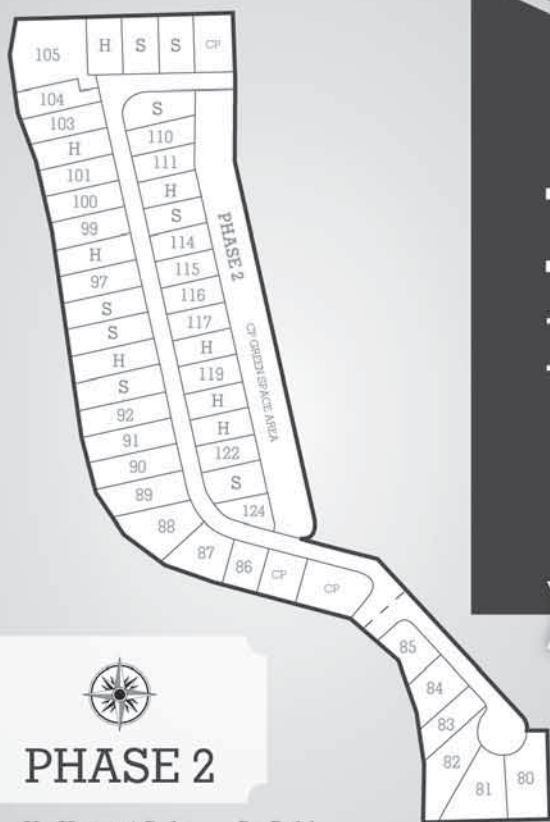
The traffic is at peak volume around

4 p.m. Lindner said the majority of drivers stopped worked on the base and many were wearing uniforms.

Lindner believes that Lockley Road is being used as a short cut for motorists wishing to avoid the Admirals Road and Colville Road intersection.

Enforcement will be set up on Old Esquimalt, Admirals, Colville, Esquimalt and other streets around the base.

"We will continue to be here with the traffic section from Victoria and integrated road safety unit. All the tributaries in and out of the base will be monitored. Speed is a safety issue. Speed kills, so please slow down."



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## MFRC prepares sailors for upcoming reunion

**Ben Green**  
Staff Writer

While passing through the Panama Canal at the beginning of the month, HMCS Vancouver picked up two additional "sailors" for their final journey north along the continent's western coast.

On Feb. 2, Linda Scott and Steve Lawrence, both from the Military Family Resource Centre (MFRC) at CFB Esquimalt, integrated into the ship's company to provide a series of reintegration workshops aimed at preparing the crew for their much-anticipated reunions with friends and loved ones.

"It helps the CF member prepare for re-connecting with family, friends, and community after a long deployment," says Scott.

Workshops specifically address issues associated with deployed personnel transitioning from a high-stress, high-focus operational environment to their home surroundings.

"One member described coming home as standing outside a merry-go-round and trying to find a way to get on board," says Lawrence. "This process takes time, patience, and the willingness to be open to growing together."

The workshops are broken down into five, one-hour sessions and are scheduled as many times as required to ensure all crew to have access. The five sessions – Return and Reunion, Singles Homeward Bound, Re-establishing Your Relationship,

Returning to Children, and Stressbusters: From Stress to Resilience – are all optional, except for the basic Return and Reunion, which is mandatory for all personnel returning from Canadian Expeditionary Force Command (CEFCOM) missions.

"CF members and families say the reunion tips provide valuable information if it's the first deployment, and good reminders for those with more experience," says Scott. "Each deployment is different, just as each reunion is different."

The training, which was first conducted in 2009 in HMCS Winnipeg, is offered to any warship's crew deployed for six months or longer. While the workshops provide important information for those taking them, Lawrence says the opportunity to sail is beneficial for MFRC staff as well.

"We appreciate the opportunity to come on board and spend time with the CF members as they head home," he says. "It helps us understand their perspective and the environments they work and live in, so that we can better serve the entire military family."

It's not just the sailors that are offered this resource. On the home front the MFRC conducted a Deployment Signature Series of seven similar workshops for family members. In conjunction with a ship's company, Lawrence says families undergo the deployment cycle as well and the shared information presented in the workshops helps them communicate with their loved ones about deployment.

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Steve Lawrence (above) and Linda Scott (right) run some Vancouver crew members through reintegration workshop's in preparation for the frigate's return to Esquimalt.



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# Childhood memories at Belmont Park

**Ben Green**  
Staff Writer

For any unassuming passerby, 646 Galiano Crescent is no different than the throngs of row houses that inhabit the military housing grounds of Belmont Park. White siding complimented with decorative trim, a large, inviting window at the front, it looks identical to the one beside it and to many spotted along these streets.

However, to the Huzzey family this particular unit is unique in every way. It was home.

For 11 years, between 1960 and 1971, the Huzzey's were the first tenants of 646. Last Monday, mother, Pat, and son, Jim, returned to tour the home that provided them with some of their family's most revered memories over 40 years ago.

"[Walking through the home], it struck me in two ways," says Jim, the Formation Internal Audit Officer at CFB Esquimalt and an energetic three year old when his family moved in. "One, it was indeed a long time ago that we lived there and a lot of water had passed under the bridge. But on the other hand, it was like I had simply come home, in that this was, and in a way will always be, my house, my bedroom, etcetera. It had a reassuring comfort to it all because of the great memories and simpler times it represented."

The opportunity to view the home came at a convenient time as it's

currently vacant until new tenants move in mid-month. After noticing it empty during one of his frequent walks through the Belmont Park and Fort Rodd Hill area, Jim liaised with the Canadian Forces Housing Agency (CFHA) to get the key for the afternoon.

As Jim and Pat wandered through the home room-by-room, each square foot seemed to carry with it a tender story, an adventure, or even a bout of mischief. For a portion of the afternoon, Jim was even fortunate enough to show off his old stomping grounds to his wife and daughter, who had only heard of his childhood exploits through stories.

"I've spoken to my family about growing up in the Park, so it meant a lot for them to be able to see where some of my tall tales actually took place," he says. "Although I think they were surprised at how small the rooms were, housing standards and expectations were quite different back then. But as a kid, I thought I was living in the best place on earth."

But it wasn't just the home that was so special to the Huzzey's, it was the neighbourhood. Pat says the Belmont Park area was a community within a community, all families going through similar stresses as husbands and fathers left for months on end. For Jim, the neighbourhood provided a real Tom Sawyer-like boyhood as he and his friends spent their days building rafts, tree forts, and Tarzan swings, fishing

at Fisgard Lighthouse, exploring the old buildings of Fort Rodd Hill, and running from the Commissionaires for sneaking onto the Colwood jetties.

"Whenever I meet someone who was there during those years there's without fail an instant bond, a shared understanding of what exactly we had," says Jim. "It's hard to explain to others, but between us Belmont Park baby boomers, there's a quiet acknowledgement that we were the richest kids on earth."

Pat shared her son's sentiments. "It was a world unto ourselves, I didn't regret it for one minute," she says. "Whoever moves in hopefully has the same memories we do."

As the front door closed on 646 Galiano Crescent, it probably did so for the final time on the Huzzey family. But for Jim, the hour was enough to relive a lifetime.

"This was a great opportunity to see where I grew up, so I'm very grateful to the good folks at CFHA for letting us do that," he adds. "It was sad that my dad, who passed away in 2001, and my sister, who lives in Ottawa, weren't here to share it with us. To share this moment with my 84 year-old mom meant the world to me though."

**Here, a four-year-old Jim stands with mom Pat out back of their Belmont Park home in 1961.**



Photo by Ben Green, Lookout



**Above: On Feb. 6, Jim Huzzey visited his childhood home in Belmont Park with his mom Pat. The housing unit, 646 Galiano Crescent, had its first tenants, the Huzzey's, in 1960 and is currently empty as it awaits a new one on Feb. 15. Here Jim and Pat stand outside their old home. Almost nothing has changed except for some decorative trim and new windows and doors.**

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MFRC practicum student Jamie Newman (far left) with some of the adults and children from the Playing Together group.

**Parents pack up your kids and come play at CPAC**

**Jon Chabun**  
 MFRC

A new parent-toddler-baby group from the Military Family Resource Centre (MFRC) called Playing Together is looking for more participants when it returns on March 6.

Started based on feedback from parents, the group

gives them an activity to do with their children and creates an environment for parents to network with each other. The drop-in group runs Tuesdays from 10 to 11 a.m. at the Colwood Pacific Activity Centre and is open to anyone in the military family community.

"It gives parents something to do with their kids and an opportunity to meet new people," said Jamie Newman, who runs the group every week. Newman is a practicum student on loan to the MFRC from the University of Victoria's child and youth care program. She is also a mother, a member of the reserve forces and a military spouse.

Playing Together started as a spin-off of the MFRC's popular Comfort, Play and Teach activity program based on participant feedback. The group is less structured than Comfort, Play and Teach and the room includes a half dozen toys for the young

ones to explore.

Marie Kreiszi brings her year-old grandson Nathan to the group. When she pulls into the parking lot each Tuesday, she says that "a smile hits his face because he knows where he is." Marie feels it is important for the children to learn about sharing and playing together, and that this is the perfect environment for it.

"It gets me out of the house and gives me the opportunity to have adult interaction," said Stephanie Tomlinson who moved to Victoria last summer with her family.

Also new to Victoria, Christine Duggleby seconded those thoughts saying the best part of the group is "meeting people" and that it "allows for the adult talk too."

During one group in January, the parents talked about a range of topics. The conversation flowed casually from topic to topic and

included children and their sleep patterns, where to get second hand kid's clothes in town, colds, breastfeeding, beds, and even children and their fascination with doors. They also used the opportunity to share information and resources. Someone mentions the Books for Breakfast group and another person recommends "The Happiest Baby on the Block."

"I find he develops faster," added Stephanie on her son Seth's participation in the weekly group. "He's doing more. Seeing more. He has more confidence in himself after each visit."

Parent participation is required for the group and, though there is no formal age range, it is recommended that children be under the age of five. Interested families are welcome to drop-in. For more information, please contact the Military Family Resource Centre (MFRC) at 250-363-2640 (toll free: 1-800-353-3329).

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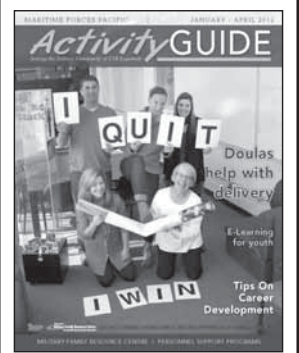
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# Move to daily routine more than covered by benefits

**Ben Green**  
Staff Writer

On Nov. 22, 2011, navy personnel serving in Maritime Forces Pacific (MARFAC) and Maritime Forces Atlantic transitioned back to a daily 8 to 4 routine for the first time in almost a decade.

To compensate sailors for their strenuous work and operational tempo during Operation Apollo, from 2001 until 2011, the daily routine for ships was modified to 8 a.m. to 3 p.m. with frequent Friday “sliders.” This eventually became the norm for some military personnel working on the Base and in dockyard.

However, this created a lack of symmetry between the military and civilian sectors. The civilian workforce had remained on the eight to four daily routine in accordance with their collective agreements. This resulted in decreased production and efficiency between the two sectors.

With Operation Apollo complete and projected changes to the Pacific Fleet on the horizon, a need to have all base assets in harmony is more vital than ever says CPO1 Paul Helston, MARFAC Formation Chief. Moving military personnel back to a daily routine will result in workforce realignment and increased productivity and efficiency throughout the base, he says.

While this transition has caused some objections within the Formation, Chief Helston says it's important military personnel be aware of the entire benefits package and compensation elements they already receive to balance such a routine.

## Origins of Benefits Package

In 1998, the Standing Committee on National Defence and Veterans Affairs suggested to the House of Commons five pillars to improve the quality of life of Canadian Forces members. Their suggestions eventually resulted in the structuring of the current benefits package military personnel enjoy today. These pillars are:

- Pay and Allowances – compensation for work.
- The Housing Portfolio – accommodation.
- The Injured, Retired, and Veterans – care of injured and retired personnel.
- The Military Family
- Transitions – recognition, work expectations, and conditions of service.

## Overtime Pay

Built directly into the pay structure of military personnel is a certain percentage dedicated to the inevitable overtime they'll put in during the year.

A total of 7.5 per cent of a member's annual pay is dedicated to the Total Value of Military Factor, or the hardships one has to endure as part of the profession. These include:

- Personal Limitations and Liabilities – 3% of annual salary.
- Separation from Family – 2.5% of annual salary.
- Posting Turbulence – 2% of annual salary.

In addition to the 7.5 per cent in Total Military Factor, another 6 per cent of a member's annual wage envelope is factored into extra hours one accumulates over the course of their career. When combined, there is a 13.5 per cent bump in military pay over the equivalent Public Service classifications.

## Compensation Elements

There is an extensive list of both salary related and non-salary related compensation elements that military members receive. Some items are accrued during a year while others are paid into during a career.

Salary related compensation elements include pension, disability insurance, severance pay, acting pay, overtime pay, extra-duty premiums, military factor, posting allowance, and environmental allowances.

Non-salary related items include health benefits, such as supplementary health and dental care, while other benefits are centred on leave such as total days worked, annual leave, statutory holidays, sick leave, Christmas/New Years leave, and personal leave.

## Special Leave

Leave packages for military personnel can be divided into three categories and can add up to weeks off during a calendar year. Leave is accumulated in working days and can be earned through an annual leave package, special leave relocation, and special leave in lieu of mission leave.

*Annual Leave Package* – a new entry level member is

allowed 20 working days off for leave each year. A member with five-plus years experience is given 25 working days and a long-serving member with 28-plus years is given 30 working days.

*Special Leave Relocation* – when a member is on duty during training exercises or operations, within or outside of Canada, they receive additional leave granted at the Commanding Officer's discretion based on how long the member will be away for:

## In Canada

- 14-30 days away – 1 working day of pre-deployment leave and 2 working days of post-deployment leave.
- 31+ days away – 2 working days of pre-deployment leave and 2 working days of post-deployment leave.

## Outside Canada

- 14-30 days away – 1 working day of pre-deployment leave and 3 working days of post-deployment leave.
- 31-60 days away – 3 working days of pre-deployment leave and 4 working days of post-deployment leave.
- 61-89 days away – 4 working days of pre-deployment leave and 5 working days of post-deployment leave.
- 90+ days away – 5 working days of pre-deployment leave and 7 working days of post-deployment leave.

*Special Leave in Lieu of Mission Leave* – this is used in lieu of unused mission leave for operational deployments such as those under command of Commander Expeditionary Force Command (CEFCOM). For this type of leave, two to three working days per month are accrued.

Example: If a member returns from a 180 day deployment, much like the crew of *HMCS Vancouver*, those who didn't use mission leave on leave travel allowance could receive 12 working days in leave. These days would be in addition to the special leave relocation described above, which in this case would be seven days. When added together, the member could potentially have 19 working days total for post-deployment leave plus any annual leave they wish to use. While this may not compensate a member for missed anniversaries or other special occasions the overall package is intended to provide a reasonable level of compensation given the nature of military service.

## Compensatory Time Off

Under discretion from Commanding Officers, short leave may also be granted to military personnel, once per month up to 48 hours, to compensate for long hours worked during periods of training or operations on otherwise normal rest days. Short leave can also be awarded to provide some time away from duties for urgent personal business or reward outstanding work.

Time off for appointments, unlike the public sector, must be granted by command, as well as required in recognition of the demands of service.

## Comparative Pay

Initial pay in the Canadian Forces is comparative, if not greater, than many positions in the public sector. Without including pay level incentives, allowances, or specialists pay, salaries can range from \$4,476 per month for a Leading Seaman to \$7,810 per month for a Chief Petty Officer First Class, and \$1,487 per month for an Officer Cadet to \$9,226 per month for a Commander.

None of these figures include additional allowances such as qualifications and graduate posting allowances that many sailors receive. Some of these allowances include:

- An extra \$536 per month for a Specialist Level One.
- An extra \$422 per month in Sea Duty Allowance for more than five years.
- An extra \$194 per month in Diving allowance.
- An extra \$627 per month in Clearance Diver allowance.
- An extra \$542 per month in Submarine allowance for more than five years.
- An extra \$816 per month for Post Living Differential in Victoria (subject to annual adjustments).

While returning to daily routine can be a difficult change after years of operational routines, CPO1 Helston says CF members are given incentives that many outside the military never see. And while it's impossible to give back the birthdays and anniversaries missed through deployments, he says military leadership tries to ensure these benefits provide some level of comfort to all serving personnel.

“The CF provides an outstanding pay, benefits, and com-



penetration package to its members in addition to support to its families,” he adds. “The CF, unlike the civilian sector, is expected to serve under trying conditions in service to its country and is thus unique in Canadian society. Since it is not just about the pay and benefits but also service to Canada the mantra of service before self applies to the RCN.”

*This article was put together in conjunction with materials from CPO1 Helston and CPO2 Christine Lareau, J02 Assistant Staff Officer 1 Formation Administration.*



# Bravo ZULU



Lt(N) Liza Sprang (CFP HQ Executive Officer), promoted to LCdr by Cmdre Peter Ellis (Commander Canadian Fleet Pacific), assisted by her son Dylan.



PO1 Mike Deschamps (F4 Log Minor War Vessel Logistics Support Chief Clerk), promoted to Chief Petty Officer 2nd Class by LCdr Glen Thomas (CO CFPHQ), assisted by CPO2 Dale Crewe (JTFF J8).



## Spirit Awards

DND Group winner of the Half Million Dollar Spirit Award. This award is given to a workplace campaign that raises over \$500,000 in one United Way campaign.



LS Edward Gonzales (F4 Log Minor War Vessel Logistics Support), promoted to Master Seaman by LCDR's Glen Thomas (CO CFPHQ) and Malcolm Smith (F4 Log).



A/SLt Jacqueline Holland (F4 Log Minor War Vessel Logistics Support), promoted to Sub Lieutenant by LCdr Glen Thomas (CO CFPHQ) and LCdr Donna Crossman (F4 Log MWV Spt).



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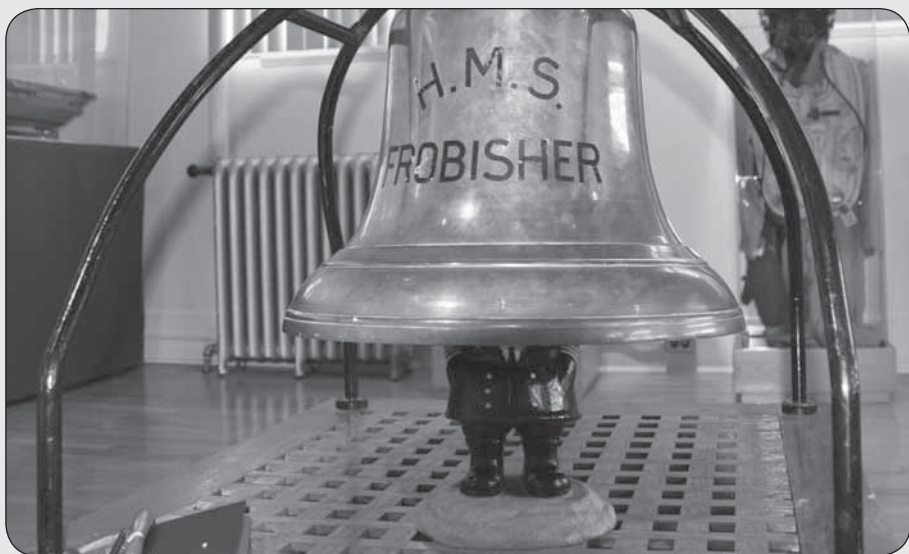
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To break this habit, Lord Nelson ordered large brass buttons sewn on the sleeves of all midshipmen and cabin boy uniforms. The decoration soon took off and London tailors were adding the buttons to frocks, coats, and dinner jackets.

Now, the buttons did little to quell the problem with us gnomes. Our small stature allowed us easy access to other parts of our jackets to wipe our noses. This got us in some hot water each time the evidence dried and a crusty trail gave away our habit to a passing officer.

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**Above:** Cdr Roberts receives advice from CPO1 Bombay, CPO1 Ferguson, and CPO1 Gregory, on how to best cut the cake.

The Logistics Branch celebrated its 44<sup>th</sup> birthday on Feb. 1 with cake and coffee for all ranks at the CFB Esquimalt Wardroom. The branch was born out of the Canadian Forces Reorganization Act when, on Feb. 1, 1968, the Royal Canadian Ordnance Corps and Royal Canadian Army Service Corps merged, and, along with associated support sections from the Navy and Air Force, became known as the Canadian Forces Logistics Branch.

The scope of Logistics community is widespread throughout the CF having impact on all expeditionary and domestic operations.



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# NEWS Nuggets

## Shipwreck hunter hits the jackpot

A U.S. shipwreck hunter, Greg Brooks, says his Sub Sea Research salvage firm has found \$3 billion in platinum ingots from a Second World War merchant vessel torpedoed off the coast of Cape Cod, Mass, in 1942. The British-flagged Port Nicholson was being escorted by HMCS Nanaimo and other warships when a German U-boat sunk it during a voyage to New York City from Britain via Halifax. The vessel was carrying 1.7 million ounces in plati-

num bars as well as gold and copper.

### Top of Podium Once More

On Feb. 4, Pte Kyle Croxall, a firefighter at CFB Comox, won his second consecutive race in the Red Bull Crashed Ice World Championships. The race, held in Valkenburg, Netherlands, was second in the schedule of four races on the year. The next race will be on Feb. 18 in Aare, Sweden, and the finale will take place Mar. 17 in Quebec City.

### Father/Daughter Dance

On March 3, the Colwood Pacific Activity Centre's MFRC will host the Father Daughter Sweetheart Dance. The event features dancing, great music, prizes, games, a photo booth, and light refreshments. The dance will be from 6-9 p.m. and tickets are \$25 per father and free for daughters. Tickets are available at any MFRC location, and those who purchase by Feb. 17 will be entered to win a limo ride to and from the dance.

## You could win \$15,000 in prizes!

CANEX and SISIP Financial Services have generously donated thousands of dollars in prizes for winners of the March 1st I Quit tobacco cessation challenge!

This initiative challenges you to give up tobacco for the month of March. Participation is easy, at least registering is; apply online with two non-smoking supporters, using the website

<http://hr.ottawa-hull.mil.ca/health-sante/iquit-jarrete/>. Those who stay tobacco free for the month of March will be eligible to win one of several prizes from a pot of \$15,000 from CANEX and SISIP Financial Services.

You must register by the end of February. Tobacco users who quit after Sept. 1, 2011, are also eligible. The challenge is open to military and civilian DND

members. Please see the website and/or brochure for eligibility criteria, rules, and more details. Non-smoking supporters are also eligible to win prizes!

Make 2012 the year you quit! If you have been thinking about quitting, it's time to translate your thinking into action! Need help quitting? Sign up for Health Promotions self-help Butt Out program Mondays or

Wednesdays between 9 and 11 a.m. at the Naden Athletic Centre or contact Heather Williams at 3-5532 or email Heather.Williams@forces.gc.ca.

Thanks to the CANEX and SISIP Financial Services for their continued sponsorship and fantastic encouragement to be tobacco free! What are you waiting for? Find two non-smoking supporters and register today!

## Celebrate Black History month

**Padre Eloi Gunn, PhD.**  
Contributor

February is Black history month in Canada and the U.S.A. During this month in Canada, we celebrate the contribution of the Black Canadians who, overcoming racial prejudices, served their country with integrity and honour.

We remember people such as the five Carty Brothers who followed the footsteps of their father Albert Carty by serving in the Second World War. In fact, Albert served during the First World War as a member of the No 2 Construction Battalion, a Canadian Expeditionary Force formed in Pictou (N.S) with 1,049 Black men of all ranks.

Among those who saw action in the frontline trenches from that battalion is Sgt Seymour Tyler who fought for Canada in both wars. He received a British War Medal, the Victoria Cross, a Canadian Volunteer Service Medal and a Defence Medal.

We also remember all the Black women who formed the Black Cross Nurses after being denied participation in Canada's Second World War effort. The Black Cross Nurses followed the Red Cross model and served in communities providing,

among others, medical aid and child care.

As a chaplain, I will not do justice to my trade if I finish this short historical refresher without mentioning a Black Canadian military chaplain who has distinguished himself on the battlefield. Indeed, Rev

Captain William Andrew White, an American-born Canadian missionary, was the only Black military chaplain in the entire British Army during the First World War. He was enlisted with the No2 Construction Battalion, and returned to serve at

Cornwallis Street Baptist Church for 17 years.

Join us in a service of celebration of Black History Month at St. Peter's Chapel at Belmont Park on Sunday Feb. 19 at 10:30 a.m. and at the CFFSE theatre for a discussion on Feb. 16 at noon. All are welcome.

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## Call 363-3014 to book your display or word ad

### ANNOUNCEMENTS

**CAREGIVING FOR SOMEONE with dementia?** The Alzheimer Society of B.C. has support groups for caregivers, Contact the Alzheimer Resource Centre at 250-382-2052 for info and to register.

**VIEW ROYAL READING CENTRE.** Conveniently located at Admirals Walk Shopping Centre. We have books, audios, videos, & DVD's for all ages. Internet is also available. For hours of operation and other information please call 250-479-2723.

**TREAT YOURSELF TO A VISIT FROM WELCOME WAGON!** IT'S FREE. a community service whose aim is to bring you greetings, gifts, and information regarding the area you live in. Call Welcome Wagon 1-866-518-7287 and arrange a short visit. I look forward to bringing you my basket of goodies!

**3005 11 Svc Bn ARMY CADETS** has a great, fun, safe, purposeful program. There is no cost and youth M/F 12-18 years of age are eligible to join. Weekend and Summer Camps, Band, First Aid, and Marksmanship are all offered. Thursday 6:30 - 9:00 pm, 724 Vanalman Ave Victoria. Call 250-363-3194 or email 3005army@cadets.net.

**EXPERIENCING THE EARLY SYMPTOMS of dementia?** Would you like information and support? Contact the Alzheimer Resource Centre at 250-382-2052 about education, support groups, and information.

### Lookout Classifieds Work!

Call 363-3014 to advertise.

### VOLUNTEER

**RECREATION INTERGRATION VICTORIA** is looking for volunteers of all ages to assist individuals with disabilities to get out and be active! Time commitments are as little as 1 hour a week. No experience necessary as orientation, disability specific information and support is provided when matched. Planning on running in one of the Good Life Fitness Victoria Marathon events? Join the RIV "Equalizers" to help fundraise for our Inclusion Service for Children & Youth and our Volunteer Services! For more info or to volunteer please call the Leisure Assistance Coordinator at 250-477-6314 or volunteers@rivotonline.org

### IN MEMORY

**Patrick Woodruff, aged 54, died suddenly and unexpectedly Tuesday, 7 February 2012, leaving behind his wife Satoko, six-year-old twins (boy and girl) Lucca and Mila, and Andrew, age 26 (an Offensive Guard with the Montreal Allouettes). Patrick was with the FMF/SRU for 26 years and was employed as a 171 Work Center Supervisor for the last 9 years. Patrick was well respected and admired by members of Group 7, as well as the entire FMF CAPE BRETON family. His dedicated and conscientious approach to tasks, his care for employees, commitment to service and great sense of humour all contributed to the high esteem in which he was held. He will be greatly missed, by his many friends and colleagues at FMFCB, and in other organizations with which he worked.**

### SERVICES OFFERED

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**QUADRA/MCZIE AREA, 3 BDRM SUITE upstairs, \$1200/mo. + Utils. 2 BDRM SUITE DOWNSTAIRS, \$1000/mo.+ Utils. 250-595-7077 NP/NS phone for details aft. 5pm.**

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**BRAND NEW TWO BEDROOM downtown location. \$1,485 a month. 5 appliances. Private fenced yard. One pet ok/NS. References required. 6 month or 1 year lease. Available March 1. 250-383-8800**

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 Train for the Navy 10k on June 3 this year. Work your way up gradually and get closer to your goal as you get closer to the race date.  
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Anti-Valentine's Day  
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