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LOOKOUT

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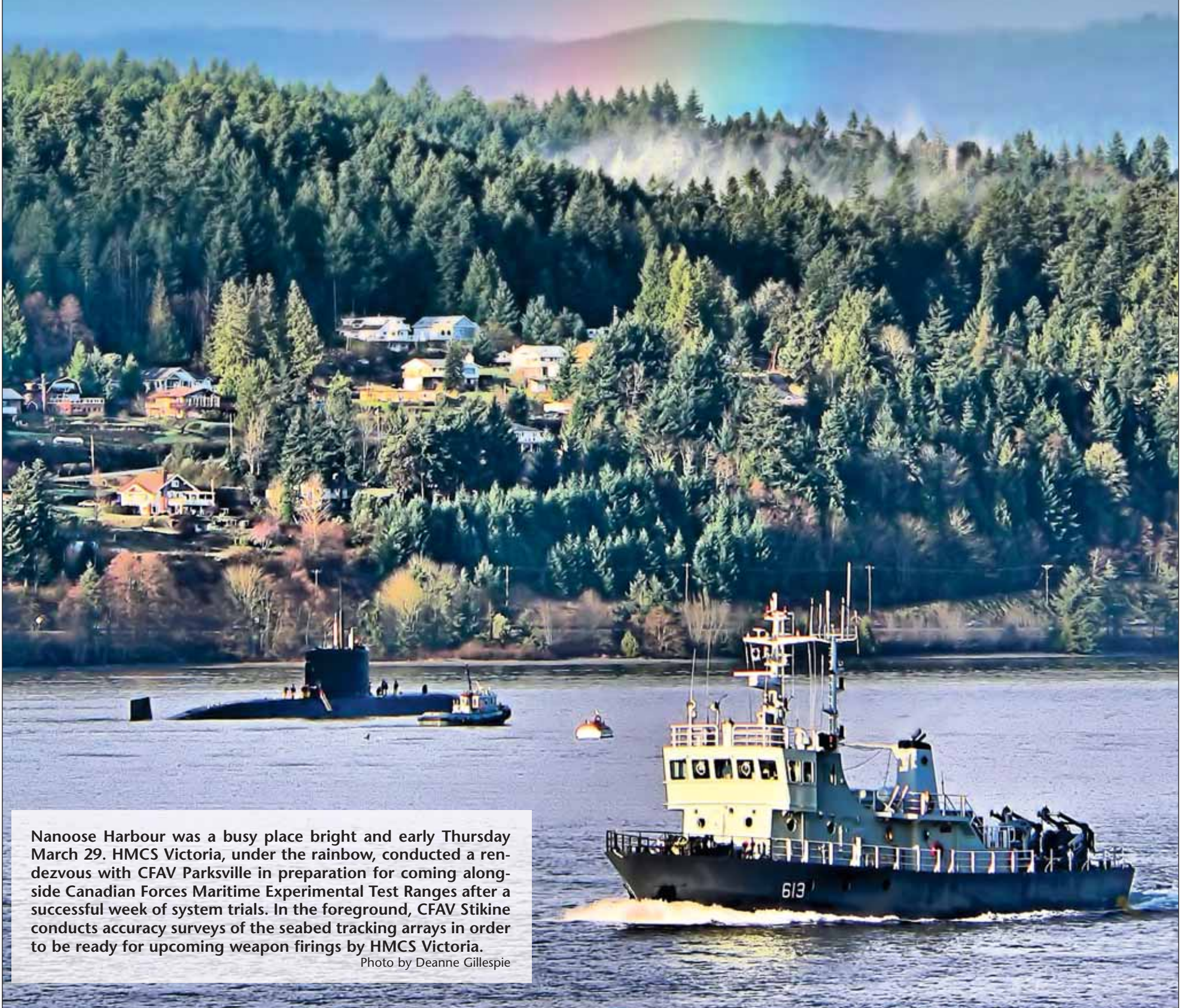
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Nanoose Harbour was a busy place bright and early Thursday March 29. HMCS Victoria, under the rainbow, conducted a rendezvous with CFAV Parksville in preparation for coming alongside Canadian Forces Maritime Experimental Test Ranges after a successful week of system trials. In the foreground, CFAV Stikine conducts accuracy surveys of the seabed tracking arrays in order to be ready for upcoming weapon firings by HMCS Victoria.

Photo by Deanne Gillespie

AFC 8 VENGENCE

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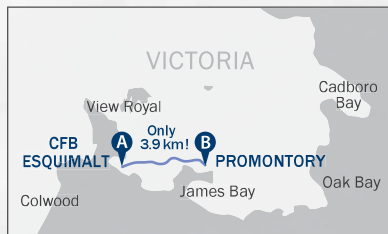
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NATO FRIGATES CHALLENGE THE BIG E

Photo by Cpl Ronnie Kinnie, Formation Imaging Services

HMCS Charlottetown conducts manoeuvres during Operation Active Endeavour with Standing NATO Maritime Group 1 in the Mediterranean Sea.

SLt Emily Todd
HMCS Charlottetown

HMCS Charlottetown goes silent on all emitters — no radar, no Automatic ID System transmissions, no communications of any kind. Early detection would be catastrophic.

A mighty enemy has just cleared the Straits of Gibraltar and is now hunting the four frigates of Standing NATO Maritime Group 1 (SNMG1): flagship HMNLS De Ruyter from the Netherlands, HMCS Charlottetown from Canada, the FGS Rheinland-Pfalz from Germany, and the SPS Álvaro de Bazán from Spain.

Who is this enemy?

Cue the gulp and the dramatic chords: it's the USS Enterprise Carrier Strike Group. We're talking serious fire-power. The guided-missile cruiser USS Vicksburg, the Arleigh Burke-class destroyers USS Nitze, USS Porter and USS James E. Williams, and of course Big E herself, the aircraft carrier USS Enterprise.

Considerably out-gunned, SNMG1's only real hope is to find Enterprise and its con-

sorts and shoot first. Fortunately for the NATO ships, this is training, not an alternate reality.

It's March 24, and SNMG1 and the USS Enterprise Carrier Strike Group are taking advantage of a meeting in the middle of the Mediterranean Sea to conduct a group-on-group battle exercise. For 24 hours, the Mediterranean Sea is a simulated war zone.

"[The mission is] to detect, report, and destroy the U.S. carrier strike group, with the priority being USS Enterprise, the crown jewel," says Lt (N) Matt Woodburn, one of Charlottetown's Operations Room Officers. "Whenever operating with multiple units and employing new assets while being covert, coordination is always the forefront of challenges. However, thoughtful positioning of units and utilizing covert methods of communications greatly enhances and maximizes the interoperability amongst the task force."

Coordination among allied navies is a challenge because of varying procedures and potential language issues. This time, however, the SNMG1 commander, Cmdre Ben Bekkering of the Netherlands, has

prepared a sequence of events that gets maximum benefit from each ship's capabilities. The plan was distributed early to give ample time for preparation.

The crew of Charlottetown rig her for deception, using spaced lights to make the warship look like a fishing vessel. The Canadian frigate takes the point position, ready to get the drop on Big E.

In a later interview, Cdr Wade Carter, the commanding officer of Charlottetown, describes the warship's task in this mission.

"Charlottetown was stationed forward for early detection," he said. "We acted as the radar picket and guard ship, launching our helicopter, and subsequently the [ScanEagle unmanned aerial vehicle], in order to detect and pinpoint the enemy early as they transitioned from the Atlantic through the Straits of Gibraltar into the Mediterranean Sea."

The other ships of SNMG1 — De Ruyter, Rheinland-Pfalz and Álvaro de Bazán — disperse and lie in wait, missiles at the ready, tracking the enemy by their own passive sensors as well as Charlottetown's active reporting. They strike just before dawn, with simultaneous (simulated) mis-

sile releases that overwhelm the Carrier Strike Group.

With Charlottetown's job of detection-and-reporting complete, the Operations Room Officer watches the display on his command and control system fill with the tracks of the (simulated) surface-to-surface missiles raids on Vicksburg and Enterprise.

What looks like a game to the uninitiated is actually serious business. Modern navies play a crucial role in maritime security, an essential element of regional stability, protection of national interests abroad, and international peace, and they face a wide range of varied threats. Exercises such as the simulated battle between the USS Enterprise Carrier Strike Group and the frigates of SNMG1 hone defensive responses and tactics as a group and within each crew.

As they celebrate their (simulated) victory, the crews of the four NATO frigates know they got a lucky break: for the Carrier Strike Group, it was a no-fly day.

SLt Emily Todd is a maritime surface/subsurface officer serving in HMCS Charlottetown.

Lt(N) Matthew Woodrow, an Operations Room Officer, sits at his set on board Her Majesty's Canadian Ship Charlottetown.

Photo by Cpl Ronnie Kinnie, Formation Imaging Services, Halifax



Mediterranean Sea (March 24, 2012) - (Left to right) Guided-missile cruiser USS Vicksburg (CG 69), aircraft carrier USS Enterprise (CVN 65), Royal Canadian Navy frigate HMCS Charlottetown (FFH 339), German Navy frigate FGS Rheinland-Pfalz (F 209) and Royal Navy frigate HNLMS De Ruyter (F 804) maneuver into formation during a passing exercise. Enterprise is deployed as part of Enterprise Carrier Strike Group supporting maritime security operations and theatre security cooperation efforts in the U.S. 6th Fleet area of responsibility.

Photo by Mass Communication Specialist Seaman Brian G. Reynolds/Released, U.S. Navy

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Sgt Benoit Rheume

Military Police Community Relations

Summer is upon us and with the Canadian dollar almost at parity with the U.S. dollar, some people may choose to go to the States for a few weeks. Here are a few rules to know before you leave:

Identification

The Western Hemisphere Travel Initiative (WHTI) is a U.S. law that requires all travellers, including U.S. and Canadian citizens, to present a valid passport or other approved secure document when entering the United States from within the western hemisphere.

When entering the United States by land or water, Canadian citizens are required to present one of the following valid documents: a passport, NEXUS card (a NEXUS card is designed to expedite the border clearance process for low-risk, pre-approved travelers into Canada and the United States), a Free and Secure Trade (FAST) card (a FAST program is a commercial clearance program designed to ensure safety and security while expediting legitimate trade across the Canada-U.S. border) or an enhanced driver's licence/enhanced identification card or a Secure Certificate of Indian Status (when this certificate is available and approved by the United States).

Canadian citizens flying to the United States must present a valid passport to confirm their citizenship and identity. A NEXUS card is also acceptable when using a self-serve kiosk located in the pre-clearance area at designated Canadian airports.

Members of the NEXUS program are still required to carry appropriate documentation

when travelling into Canada by air in addition to their NEXUS card.

The Government of Canada continues to recommend that Canadian citizens carry a valid Canadian passport for all visits abroad, including visits to the United States. A passport is the only universally-accepted identification document, and it proves that you have a right to return to Canada.

Canadian citizens aged 15 years or under are only required to present proof of Canadian citizenship, such as an original or a photocopy of a birth certificate, or an original citizenship card, when entering the United States by land or water. Canadian citizens 18 years of age or under who are travelling with a school or other organized group, under adult supervision with parental/guardian consent may also present proof of Canadian citizenship alone.

What are your personal exemptions?

• After each absence of 24 hours or more

You can claim up to \$50 Cdn worth of goods without paying any duties. This is your personal exemption. You must have the goods with you when you arrive in Canada and you cannot include tobacco products or alcoholic beverages in this exemption. If the goods you bring in are worth more than \$50 Cdn in total, you cannot claim this exemption. Instead, you have to pay full duties on all goods you bring in.

• After each absence of 48 hours or more

You can claim up to \$400 Cdn worth of goods without paying any duties. You must have the goods with you when you arrive in Canada. Although you can include some tobacco products and alcoholic beverages, a partial exemption may apply to cigarettes, tobacco products and manufactured tobacco.

• After each absence of seven days or more

You can claim up to \$750 Cdn worth of goods without paying any duties. Although you can include some tobacco products and alcoholic beverages, a partial exemption may apply to cigarettes, tobacco products and manufactured tobacco. With the exception of tobacco products and alcoholic beverages, you do not need to have the goods with you when you arrive.

To calculate the number of days you have been absent, do not include the date you left Canada but include the date you returned. Dates matter but not times. For example, we consider you to have been absent seven days if you left Friday the 7th and returned Friday the 14th.

You are eligible for a personal exemption if you are one of the following:

- Canadian resident returning from a trip outside Canada;
- former resident of Canada returning to live in this country; or
- temporary resident of Canada returning from a trip outside Canada.

Even young children and infants are entitled to a personal exemption. As a parent or guardian, you can make a declaration to the CBSA for a child as long as the goods you are declaring are for the child's use (alcohol and cigarettes cannot be declared by a child).

These few points are only to be used as guidelines and are not intended to replace specific laws that may or may not apply to you upon coming back to Canada.

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PAY/ALLOWANCES INCREASE AND CHANGES TO SEVERANCE BENEFITS

Pay Increases

Effective with a March 1, 2012 decision of the Treasury Board, most CF members will see pay increases retroactive to April 1, 2011 (in mid May pay), and additional pay increases effective April 1, 2012, (in end-May pay), and April 1, 2013. Moreover, there are approved increases to certain allowances. These increases are summarized in the following tables.

PAY INCREASE TABLE

OCCUPATIONAL GROUP	EFF 1 APR 11	EFF 1 APR 12	EFF 1 APR 13
NCMS, GSO AND PILOTS IN THE RANK OF LCOL AND BELOW, AND MEDICAL AND DENTAL	1.75%	1.5%	2.0%
GENERAL OFFICERS, COL, AND LEGAL OFFICERS IN THE RANK OF BGEN, COL AND LCOL OF THE LEGAL BRANCH	1.75%	1.5%	No decision yet
LEGAL OFFICERS IN THE RANK OF CAPT AND MAJ	No decision yet	No decision yet	No decision yet

ALLOWANCE INCREASE TABLE (includes Casual)

ALLOWANCE	EFF 1 APR 11	EFF 1 APR 12	EFF 1 APR 13
ENVIRONMENTAL ALLOWANCES: Paratroop; Rescue Specialist; Aircrew; Land Duty; Sea Duty; Diving; Hypobaric Chamber; Submarine; Exceptional Hazard; Special Operations; and Survey.	1.5%	1.5%	1.5%
SPECIAL OPERATIONS ASSAULTER ALLOWANCE	1.5%	1.5%	1.5%
SUBMARINE CREWING ALLOWANCE	1.5%	1.5%	1.5%
STRESS ALLOWANCE FOR TEST PARTICIPANTS	1.5%	1.5%	1.5%
SPECIAL ALLOWANCE CFS ALERT	1.5%	1.5%	1.5%

Changes to Severance Benefits

Severance benefits for the purpose of resignation and retirement are infrequent in other jurisdictions in Canada. In addition, the ending of the severance entitlement for retirement and resignation will provide financial predictability for the Government in times of fiscal restraint for federal employees. In this context, the Government signed collective agreements with bargaining units representing over 95,000 public servants that included the elimination of severance for voluntary departures.

Since compensation for the CF is benchmarked to that of public servants, these severance benefits changes now apply to CF members.

Cessation of Accrual of Eligible Years of Service
Severance benefits for retirement and resignation will cease to accrue eligible years of service. The accumulation ceases:



- Effective Oct. 1, 2011, for General Officers, Cols, and Legal Officers in the rank of LCol and above;
- Effective the date of promotion, for members promoted to the substantive rank of Col and Legal Officers to the substantive rank of LCol after Sept. 30, 2011, and before March 1, 12; and
- Effective March 1, 2012, for all other CF Officers and Non-Commissioned Members (NCMs), excluding Military Judges.

Exception: the accumulation of years of eligible service continues for a member who is released under item 3(a), 3(b), 5(b), 5(d), 5(e), or 5(c) where the member has not reached retirement age under QR&O Chapter 15 but has completed the period of obligatory service because of a change in classification or trade specifications or in the establishment requirements of the CF. For these release items, and for death, the severance benefit will be calculated at seven days pay per year of eligible service and paid at the rate of pay for the substantive rank at release to a maximum of 30 years.

Payment in Lieu of Severance Benefits

CF members will have an opportunity to receive a one-time payment in lieu of their accumulated severance benefits. The calculation of a severance benefit will be based on a CF member's years of eligible service, including prorated partial years, to a lifetime maximum of 30 years.

Under the new provisions, members will be able to receive a full or partial payment of their severance benefits by indicating their choice during the election period mid-December 2012 to mid-March 2013, rather than waiting to receive this payment at release. This can give members greater flexibility in financial planning prior to retirement.

Under previous severance benefit provisions, all members voluntarily releasing (item 4(c)) with less than ten years of eligible service received no benefit. Reg F members releasing voluntarily with ten or more years of eligible service received a benefit calculated at 3.5 days of pay per year. An RFRG benefit for eligible Res F members releasing voluntarily with ten to twenty years of eligible service was calculated at 3.5 days of pay per year; with twenty or more years of eligible service, it was cal-

culated at 7 days of pay per year. Under the new provisions, all severance benefits will be calculated at 7 days of pay for every year of eligible service, including partial years. The requirement to have a certain number of years before being eligible for severance benefits when voluntarily releasing has been eliminated. In addition, eligible Res F service will be calculated based on elapsed time rather than paid service.

Options Available to Members

Members will have three options during the election period regarding the payment of a severance benefit:

- Elect to be paid a full severance benefit;
- Elect to be paid part of a severance benefit and to receive any remaining severance benefit at release, or
- Receive all severance benefits at release.

The payment in lieu of a severance benefit will be based on the CF member's substantive rank and pay increment on the following effective dates:

- Oct. 1, 2011, Col and above or LCol Legal and above;
- Date of promotion if promoted to Col and above or LCol Legal and above between Oct. 1, 2011, and Feb. 29, 2012, and
- March 1, 2012, NCMs and all other Officers.

Should a CF member elect to receive their severance benefit upon release, then the monthly rate of pay and pay increment for the member's substantive rank in effect on the date of release from the Reg F or PRes F will be used to calculate the final severance benefit to a lifetime maximum of 30 years.

In early fall, members will receive an estimate of their eligible service for severance benefits by mail. On the basis of this information, during the election period, they will be able to choose how much of their severance payment they wish to receive while in service or at release.

Members will be concerned about their estimates, and when they can anticipate payment, amongst other considerations. As you can appreciate, an initiative of this magnitude demands extensive co-ordinated effort to create new processes, to change system requirements, and to obtain the data necessary to support payments. The administrative processes are in development; as soon as information regarding dates and timings are available, it will be communicated by CANFORGEN and other mechanisms.

I ask for your support in communicating available information to members and in encouraging them to be patient with their questions until details of the administrative processes are announced.



Make your suggestions known in Our Base. Follow the link on the MARPAC Notice Board.

Croxall glides into gold finish

Ben Green
Staff Writer

Third time really was the charm for Pte Kyle Croxall last month as he hoisted the championship trophy at Red Bull Crashed Ice. The past two seasons he finished in the silver spot.

"I knew after the first two wins of the season this was my year," says the firefighter from CFB Comox.

Pte Croxall and his competitors had to battle their way to the bottom of an urban ice track built with massive drops, hairpin turns, big-air jumps, drop-offs, and gaps at speeds of more than 60 kilometres an hour, all on skates.

After victories at St. Paul, Minnesota, and Valkenburg, The Netherlands, he faltered in the third race of the season finishing a distant 13th in Are, Sweden. The poor outing left the door open for defending champion Arttu Pihlainen of Finland and sibling Scott Croxall to claim this year's top spot at the season finale in Quebec City.

Despite what was on the line, Pte Croxall went into the March 17 race cool headed. Among the boisterous crowd swarming the track at the Fairmont Le Chateau Frontenac were a few familiar faces, which added to his confidence.

"My brother and I had about 50 friends and family come to watch us in the final race," he says. "It was great having over 100,000 Canadians cheer us on every time they heard our name in the starting gates."

After fairly uneventful qualifying runs, Pte Croxall found himself in the final heat against some common competitors – Pihlainen, brother Scott, and fellow Canadian Adam Horst. To guarantee the overall championship, he needed to secure at least second place in the run.

"I was the most relaxed in the final race," he says. "You need to be a bit nervous to get the adrenaline going, although at the same time it's not good to be too nervous."

Pte Croxall says the 584-metre track in Quebec City was the least difficult on the Crashed Ice circuit, alluding to its less-technical obstacles and gentler slope. However, this didn't seem to do him any favours. The final run he found himself chasing Pihlainen and his brother. Picking up speed in the second half of the course, he managed to close the gap on Scott. Rounding one of the final turns, Scott couldn't reduce his speed in time and rubbed along one of the side walls eventually losing his footing. Only strides behind, Pte Croxall coasted to the finish unchallenged for second place, and taking the overall championship.

"I knew I had won the championships, so I was extremely happy and relieved at the same time," he says describing the emotions at the finish line. "It was nice to get a win when I had finished second overall the last two years."

Along with bragging rights and an impressive championship trophy, Pte Croxall received a three-year lease on a Mini for taking the title.



Photo by Andreas Schaad/Red Bull Content Pool
Kyle Croxall celebrates his victory at the Red Bull Crashed Ice World Championship 2012 in Quebec City, Canada on March 17.

Although he's finally reached the pinnacle of ice cross downhill, he says he's not going to change his mindset for next year. He'll be spending much of the summer training in the gym and he'll also compete in the Pacific Region FireFit Challenge May 26-27 in Aldergrove, B.C. The competition gathers firefighters from across the province, and eventually the country, to compete in a variety of events simulating emergency situations such as a stair climb, a hose hoist, a forcible entry, a run, a hose advance, and a victim rescue.

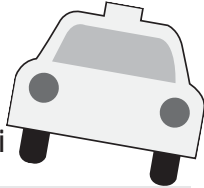
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The term "skylarking" was used to describe the antics of young navy men of days past who climbed and slid down the backstays for fun. The ancient word "lac" means "to play" and the game started high in the masts, hence the term "skylacing."

However, later due to corruption of the word it changed to "skylarking." Today, it's generally looked upon with disfavour on both ship and shore.

Now us gnomes were notorious for skylarking. We loved the antics on board the ships, but unfortunately could rarely participate as our size constraints meant the masts were far out of reach. Instead, we used to stow away in various parts of the vessel and surprise any unsuspecting passerby just to see the fright on their face. You had to tread carefully though. A scared officer, or worse yet captain, could often provide swift punishment for letting out a startled cry in front of the crew.

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Life at sea: honouring home

SLt Emily Todd
HMCS Charlottetown

A light morning breeze laps at the hull of *HMCS Charlottetown*. Thousands of miles from home, the dedicated crew, like many before them, rise and prepare for their daily watches. Thoughts of home inevitably come to mind, but they can't dwell on them for long; their job needs to be done.

This is the inevitable challenge of serving in an operational warship: balancing the imperatives of the mission with the needs of the crew. Missing home, and how people deal with missing their loved ones during a lengthy deployment, are big pieces of the puzzle.

"I miss kissing my son goodnight," says SLt Danielle Turner, who plays the dual role of mother and bridge watchkeeper. "I miss being his mom, being his hero, and giving him everything I've got, because I know in a short while I will be at sea again."

Regardless of occupation, we all share this burden — sailors, soldiers, airwomen and airmen. Everyone in the Canadian Forces eventually sacrifices precious time with family and friends to accomplish the mission. It's the nature of what we do.

It is important, however, to recognize that we aren't the only ones affected by separation: our families and friends are in it with us. Our spouses miss us as much as we miss them, while also shouldering the responsibilities of the household on top of working at their own career.

Service in the CF is more than a job, it's a commitment. We make our sacrifices together, for shared purposes, and the experience binds us not just as individuals and families; but also as a crew. It is how we make up for lost time with those who matter most in our lives, and the fact that we do so collectively, that make it easier to soldier on.

"I make up for lost time by writing in a journal to my son," SLt Turner says.

"Even if he doesn't appreciate it as much as I'd want him to when he is older, it helps to get through the long, lonely nights. I write so I will be able to answer his questions about what I do, where I go, and — most importantly — why I do what I do, and to assure him that he was never far from my thoughts and heart during my time away."

Sonar operator LS Matt Stark is a father of two daughters: a 12-year-old and a toddler who just turned one.

"I call home almost every night. My 12-year-old, Mackenzie, loves to hear about where I've been," he says proudly. "I have four pre-recorded DVDs that I watch once or twice a week before bed, of my girls and family. It gives me an escape for even a few minutes, which is priceless."

Charlottetown is currently deployed in the Mediterranean Sea for Operation Active Endeavour, the NATO counter-terrorism mission.



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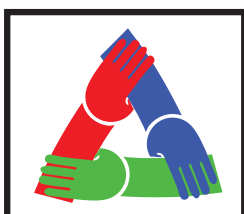
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"Rescue 907" Aircraft Commander, Capt Jean Leroux (left) and SARTech, Sgt George Olynyk (centre) are presented with the 2012 SAR Award for Operational Rescue Excellence by Chris Reynolds, Director General of the Irish Coast Guard.

Photo Courtesy AgustaWestland



Heroic rescue earns international award

AgustaWestland, a Finmeccanica Company, extends congratulations to the members of Royal Canadian Air Force 442 Squadron at CFB Comox, on winning the SAR Award for Operational Rescue Excellence at the 2012 Shephard's Search and Rescue Conference in Dublin.

"The crew of Royal Canadian Air Force Cormorant, call sign 'Rescue 907' of 442 Squadron, were the clear choice of the judges for this year's SAR Award for Operational Rescue Excellence," said Alex Giles, CEO of U.K.-based Shephard Media. "Their rescue of an injured hiker from Hat Mountain, B.C., at night and in the most demanding of weather conditions, displayed exceptional flying skill, crew coordination and personal bravery."

On hand to receive congratulations and the rescue award were Aircraft Commander Capt Jean Leroux stationed at CFB Comox and SARTech, Sgt George Olynyk, who is now stationed at CFB Gander. They were presented with the award by Chris

Reynolds, Director General of the Irish Coast Guard, the host organization for the conference. The other members of the crew who were honoured by the award are Maj Troy Maa, First Officer; Sgt Carl Schouten, Flight Engineer; and search and rescue technician (SARTech) MCpl Nicholas Nissen.

"For that mission, we had all the complicated elements: high winds, icing, severe down flow, at night, high altitude and low visibility, but we had the right crew and the best machine to do the job - I pushed my crew to the maximum, but we pushed also the [Cormorant] to the maximum, and neither let us down," said Capt Leroux at the award ceremony. "That night we had a bit of time on the long return transit to talk about the mission, and we all said that we hoped we'd never have to do that again."

The crew was dispatched on the night of Dec. 23, 2010, to rescue a 23-year-old man who was stranded on a steep side of Hat Mountain in Cypress Provincial Park, B.C. The

Cormorant crew were racing against time, with powerful winter storm approaching. The stranded hiker was located at 1,600 metres up the mountain, 150 metres into dense clouds, in a narrow and steep bowl. As the crew approached in their Cormorant helicopter, they were battered by the turbulence of 85 kph wind gusts blowing straight down the mountain.

This is the second rescue award for the crew. They were presented the 2011 Cormorant Trophy in November in a ceremony at CFB Comox in the presence of Canada's Chief of Defence Staff, General Walter Natynczyk, and base commander Col Jim Benninger.

"This crew is fully deserving of the national and international recognition for this extremely difficult rescue," said AgustaWestland Canada Head of Region Jeremy Tracy. "It is also rewarding to us that Canada's brave search and rescue crews put their faith in the capabilities of the Cormorant so they can confidently focus on their primary task of saving Canadian lives."

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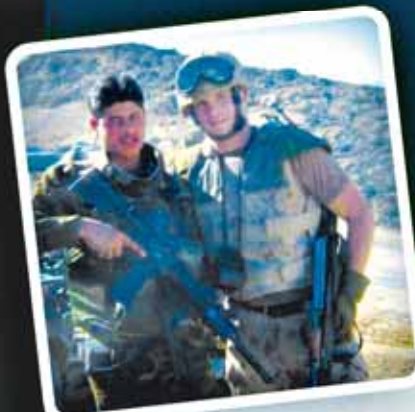
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Fleet Maintenance Awards

On March 28, Capt(N) D.F. Smith, Commanding Officer, held a Fleet Maintenance Cape Breton's Awards and Presentations event.



25-Years Long Service Awards, left to right: Darryl Farquhar, Stephen Ellington, Bob Duchesne, Capt(N) D.F. Smith, Barry Cooper, and Rob Harman.



GCWCC FMF CB Awards for 2011
 Front left to right: Tim Wiltshire, Barry Bridden, and Rick Noir.
 Middle left to right: Janice Beljanski, Andrea Croft, Susan Plato-McLean, Capt(N) D.F. Smith, Bruce McIlldoon, Tara Latimer and Brent Cline.
 Back left to right: Dianne Blanchard, Sean Williams, Damon Forster-Stone, PO2 D. Ryman, Alison McKenzie and Paul Vis.

Above: Apprenticeship Awards, left to right: Ted Angus, Kevin Gibbons, Capt(N) D.F. Smith, Timothy Wiltshire, Jesse Brown and Paul Kobierski.



Right: 45 and 35-Years Long Service Awards, left to right: Rod Jorgensen, Gary Gillespie, Capt(N) D.F. Smith, Barrie Kirkland and Ed Court.



15-Years Long Service Awards, left to right: Vijendra Naidu, Heng Phosy, Capt(N) D.F. Smith, Daryl Conklin and Curtis Riess.

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All eyes on North Korea

Ashley Milburn
Office of the Asia-Pacific Advisor

In the final weeks of 2011, the international community's attention was focused on North Korea. As the world learned of the death of the country's "Dear Leader" Kim Jong-Il many wondered what was next for the isolated regime and its nuclear program under the new leadership of Kim's successor and youngest son, Kim Jong-Un.

Two months later, under the direction of Kim Jong-Un, North Korea and the United States reached a deal that was hailed as a promising development in nuclear stalemate on the Korean peninsula. During talks in late February, North Korea agreed to freeze all nuclear and missile testing programs and allow nuclear inspectors access to its facilities in return for U.S. food aid. In fact, the agreement marked the first substantive step in Pyongyang-Washington relations in years and was seen as paving the way for the possible resumption of the Six Party talks (6PT) on North Korean denuclearization.

However, last month, North Korea announced plans to fire a long-range rocket between April 12 and 16, causing the international community to reassess the sincerity of the promises made by Pyongyang with regards to its nuclear program. While North Korea maintains that the planned rocket launch is strictly for scientific purposes and will launch a satellite into orbit as part of a large national celebration for the 100th anniversary of the birth of the founder of the ruling Kim dynasty, the U.S., South Korea, Japan, and others, have loudly protested the launch, claiming it is really meant to test delivery systems for nuclear warheads.

Despite calls for North Korea to abandon its launch plans, satellite imagery appears to show preparations for a long-range rocket launch at the Dongchang-ri site in north-western North Korea. As a result, concerned countries in the region have taken action.

In South Korea, the planned rocket launch has sparked renewed calls to extend the country's conventional missile capability to match the reach of North Korea's

long-range missiles. According to the terms of a treaty signed with the U.S. in 1979 and revised in 2001, South Korea is only permitted to have ballistic missiles with a maximum range of 300 kilometres; however, Seoul is optimistic that Washington will agree to increase the range limit given recent developments in the North. In addition, the South Korean navy has deployed two destroyers to monitor the launch from the west coast, with orders to use their SM-2 surface-to-air missiles against the rocket if it violates South Korean territory. However, the assumed launch angle will make it more difficult to intercept with seaborne missiles, so the army has also readied its PAC-2 Patriot missile systems to intercept the wayward rocket if necessary.

Japan has also bolstered its defences in expectation of the launch, and has deployed three Aegis-equipped destroyers to the East China Sea to prevent the rocket from entering Japanese airspace. Land-based missile defence systems are also on high alert, with some systems moved to the southernmost Okinawa islands to provide better coverage.

In addition, the U.S. announced that it has suspended its plans to send 240,000 tons of nutritional assistance to North Korea. Food aid packages are often key when negotiating with the military-strong, but famine-struck country on its nuclear program.

Nearly four months after the death of Kim Jong-Il, the world is watching North Korea yet again, and, it appears, that not much has changed. As evidenced by the continued preparation for next week's highly contentious rocket launch, Kim Jong-Un, seems set to follow in his father's footsteps.

Eager to solidify the legitimacy of his power with senior officials in Pyongyang, the young Kim is poised to entrench his power in the eyes of North Koreans by holding up the country's nuclear and military capability, and, it appears, placing blame on the west for the continued isolation and impoverishment of citizens.

The Office of the Asia-Pacific Advisor provides unclassified daily news summaries on security events around the world. Email Ashley.Milburn@forces.gc.ca to sign up.

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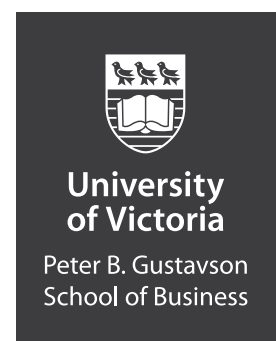
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Change: moving from denial to commitment

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As many of us know, dealing with change—any kind of change—can be difficult.

We can look to our own lives as examples of this, since nearly every person can recall some upheaval that sent their world spinning.

Whether the change is wanted or inevitable, if we take the time to examine how we felt during those periods, we can see the emotional patterns we went through were probably similar in each example.

In fact, experts say most people move through the four phases of the change process in stages, and that each stage has distinguishing features. Progressing through the four stages is normal, even if the change is a desired thing, says Marie Drapeau, transformational change strategist at Assistant Deputy Minister (Human Resources – Civilian).

The change transition curve

During times of change within the workplace, also called organizational change, individuals at all levels normally experience the following four stages:

- Denial
- Resistance

In these two phases people try to preserve the past.

- Exploration
- Commitment

In these two phases people begin to

explore the future.

However, for some people, getting stuck in the denial or resistance phases can be problematic. Resistance to change is often thought of as a negative thing that should be avoided. The reality is you cannot circumvent resistance, as it is a natural and necessary part of any change effort. In order to move past resistance, we must understand where it is coming from, and learn how to handle it properly.

“Resisting something new is a natural self-preservation tool that all humans use,” Drapeau says.

Change triggers a subconscious core human need, which then triggers resistance. Drapeau notes human beings have five core emotional needs – meaning, security, recognition, connectedness and action. When these core emotional needs are threatened, people react in predictable ways, which culminate in resisting the change.

“Whether you are an employee, a manager or a senior leader, everyone will resist in an organization,” she says. “The thing to remember is that everyone will not go through the same phases at the same time.”

The marathon effect

Drapeau explains that senior managers go through these same four phases of change, just like everyone else. However, because they have likely worked on the

change initiative itself for some time before its announcement, they have already entered the commitment stage by the time it becomes official. Although the manager is already committed, the rest of the staff are just at the beginning of the earlier stages.

A two-way street

Moving through these phases is a shared responsibility, as well as necessary in order to attain success. It is the manager’s role to coach and listen to resistance, but it is the employee’s responsibility to explain what need is being threatened, and the fear behind it.

If you have concerns, discuss them with your manager and encourage your manager to keep an open line of communication throughout the process.

“Once the issue is out in the open, it can be discussed and the manager can support the person going through the phase,” she says.

In order to move forward, you must first recognize that you are indeed in denial or are resisting. At that point you can begin to move towards thriving in the change.

How do you recognize these stages?

Take a look at the following signs and see if you can recognize how you are feeling. Chances are you can find yourself in one of the four following stages or perhaps straddling two. Consciously understanding what phase you are in

can empower you to move through the change process.

- Denial
- Minimizing
- Ignoring
- Carrying on as before
- Resistance
- Anger, resentment
- Fear, anxiety
- Withdrawal, numbness
- Confusion
- Sadness, depression, guilt
- Exploration
- Energized but unfocused
- Trying new things
- Enthusiasm
- Making plans
- Commitment
- Making decisions
- Taking action
- Clarity
- Following through on plans

Managing change means dealing with uncertainties, Drapeau advises managers to constantly keep the “change dialogue” open with employees. Allow employees to raise questions. If you don’t have all the answers, let them know that.

It is important to understand that during times of transition, people are not completely present intellectually and emotionally because they are still reacting, she notes. “In times of change, you have to repeat the same message 13 times before it can really be heard.”

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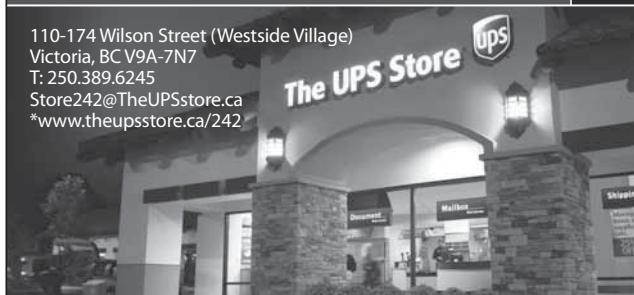
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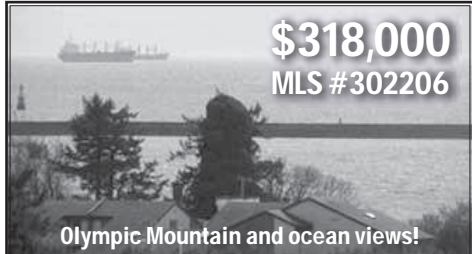
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Non-profit org is seeking a dynamic, motivated F/T Employment, Education and Intake Coordinator for a one year pilot project.

The successful candidate must have:
• A combination of relevant education and experience
• Excellent interpersonal, organizational, facilitation and program planning skills
• Exceptional Intake and assessment skills
• Bilingualism and knowledge of the military lifestyle is an asset.

Full job description available on request. Interested applicants should forward resume by April 16th to:

Name: Anne-Marie Breton
Esquimalt Military Family Resource Centre
Phone: 250.363.3590
Fax: 250.363.3108
E-mail: mfrc.admin@shawcable.com
Only short-listed applicants will be contacted.

ESQUIMALT Military Family Resource Centre
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EMPLOYMENT OPPORTUNITY

The Esquimalt Military Family Resource Centre is seeking a full-time Operations Manager.

The successful candidate will possess the following:
• Relevant education and experience with a solid understanding of non-profit family services
• Previous experience working in a military environment
• Previous experience supervising and supporting a diverse staff team
• Excellent organizational, interpersonal and communication skills
• Strong management, development and evaluation skills
• Proficiency in French is an asset.

Full job description available on request. Interested applicants should forward resume by April 16th to:

Anne-Marie Breton
Esquimalt Military Family Resource Centre
Phone: 250.363.3590
Fax: 250.363.3108
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Job title: Daycare Team Leader
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Job Qualifications: Applicants for this position should have valid ECE/ITE License and/or related experience and education. The successful candidate should possess strong leadership and supervisory skills, be reliable, available for daytime shifts, work well independently and as a team player and energetic. It would also be an asset if applicant had some knowledge of military lifestyle and were bilingual. Knowledge of community resources and ongoing childcare issues.

Job description: Will be working supervising an Infant & Toddler and a 3 to 5 Early Childhood Education centre. Duties will include frontline supervision, staff development (including mentoring and coaching), program development, administrative duties and evaluation of program and child care educators.

Please apply by mailing in resume
ATT: Children's Services Coordinator
Military Family Resource Centre
PO Box 17000 Stn Forces, Victoria V9A 7N2
Only short-listed applicants will be contacted.

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NEWS Nuggets

Coast Guard saves 18 lives

At the end of March, Nanaimo Coast Guard Auxiliary volunteers saved 18 people from the waters in Departure Bay after their dragon boat capsized. The group of volunteers were preparing to go for a training exercise when the call came in, allowing them to reach the scene within five minutes. The capsized boat was about 90 metres from Newcastle Island, but only one of the 18 had managed to swim to shore. The rest of the crew was found clinging to the boat or life jackets. The volunteers brought everyone back to auxiliary headquarters to warm up, and one person was treated by paramedics for hypothermia.

Homecoming Bricks for Sale

Those interested in purchasing a brick to display at the Homecoming Statue downtown for Battle of the Atlantic in May must place an order with the Military Family Resource Centre by April 24. After May, the next scheduled brick-laying won't be until early November for Remembrance Day. Funds raised from brick sales will help fund programs and services at the Esquimalt MFRC. To order, call 250-363-2640 or visit www.esquimaltmfrc.com

and click on Fundraising. A downloadable form is available and can be filled in and dropped off at any MFRC location.

Fleet Video Challenge
Personnel Support Programs (PSP) Fitness staff have put forth their Fleet Fitness on Board Video Challenge, where one member of a ship will record their ship mates working out on board. Videos must be digitally recorded, two to five minutes in length, and will be graded on creativity, safety, functionality, fun, and adaptability. A first, second, and third prize will be awarded to the organizers of the top three videos. Video submission deadline is April 30. For more information, or to submit a video, contact Matt Kingstone at the PSP fitness office (250-363-4485 or matthew.kingstone@forces.gc.ca) or Meg Larsen, PSP fitness coordinator (250-363-4495 or megan.larsen@forces.gc.ca).

Health Warning
A health warning has been issued to members of the general public who consumed non-pre-packaged food from the Fairway at Quadra's delicatessen. Hepatitis A immunizations will be offered in the coming days to employees of

the Fairway Markets located at 2635 Quadra Street and to eligible members of the general public who consumed non-pre-packaged food from that store's delicatessen. This follows confirmation that a food handler in the delicatessen has tested positive for hepatitis A.

For more information: www.viha.ca/about_viha/news/news_releases/hep_a_nr_march12.htm.

Garage Sale
The Maritime Museum of B.C. in partnership with the Greater Victoria Harbour Authority is holding its 9th Annual Massive Marine Outdoor Garage Sale located at the warehouse building on Pier A at Ogden Point terminal on April 21 from 9 a.m. to 1 p.m.

Entrance fee for buyers is \$5 (children under 12 are free). Table rental, boats on trailers, car toppers and items displayed outdoors is \$35 for sellers with a \$25 early bird fee option if table rental purchase is made before April 16th. All commercial tables are \$80.

Parking is free
Pack it in and Pack it out: any unsold items must be removed by the seller at the end of the sale. To register, contact ajones@mmbc.bc.ca or phone 250-385-4222, ext. 111.

Naden Gym Running Group

Every Thursday at 1205-1250 hrs Starting Now!



The Navy 10K is upon us. Race date is Sunday June 3rd. This group will help those that are working their way up to a 10k. It will be a walk/run group to start and gradually increasing to a run group closer to race date. If you are an experienced runner looking for some more intense training please come on Mondays from 1145-1300hrs.

For more information, please contact Megan Larsen, Fitness Coordinator, Naden Gym. Tel 363-4495, megan.larsen@forces.gc.ca

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