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Volume 58 Number 5 | February 4, 2013

# LOOKOUT

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# Fresh sea air



Cpl Rick Ayer, Formation Imaging Services  
Marine engineer LS Jeffrey Snook removes the air intake filters on board HMCS Regina, which is currently deployed in the Arabian Sea on Operation Artemis. Read more on page 10.

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## Big LIFE plans this year?



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**THIS THURSDAY AT THE NAC! SEE INSERT INSIDE!**

# Soldiers deep in avalanche country keeping roadways clear

**Shawn O'Hara**  
Staff Writer

Operation Palaci is the contribution by the Canadian Forces (CF) to Parks Canada's avalanche-control program in Rogers Pass, where the Trans-Canada Highway and the Canadian Pacific Railway cross the Selkirk Mountains.

The objective of Operation Palaci is to prevent naturally occurring avalanches, and to ensure road and rail links between coastal B.C. and the rest of Canada are not blocked.

This is done by firing shells from C3 105mm Howitzer cannons into rock formations to reduce natural avalanches.

"If Parks Canada is surprised by an avalanche, roads and railways can stay closed for days," says MBdr Rebecca Bliss-Roth, a member of 10<sup>th</sup> Field Regiment Artillery unit of Regina, Saskatchewan, who has been stationed in the Rogers Pass since Nov. 21. "This way they're ready for them and can clear the road relatively quickly while keeping the pass safe."

So far this season, 52 controlled avalanches have been triggered and 82 rounds have been fired.

Op Palaci draws upon reserve and regular forces members from across Canada. The first rotation started Nov. 21 and includes members from BC, Alberta, Manitoba, and Saskatchewan.

They are stationed in a Parks Canada compound near the Rogers Pass Discovery Centre. The compound includes separate rooms for each participant, a full kitchen, full laundry, and common room with amenities such as satellite TV and movies. Despite these creature comforts MBdr Bliss-Roth says cabin fever tends to set in from time to time.

"We're basically in the middle of nowhere. The nearest town is something like 30 kilometres away, so we don't really get out there too often."

When not performing avalanche control, military personnel undertake periods of professional development, occasionally busying themselves in the woodworking shop also located at the Parks Canada compound.

"It's a good way to take our mind off things," says MBdr Bliss-Roth. "I made a butterfly board one day, which we use to site the guns."

When things really get slow, Operation Palaci personnel are able to take some time to enjoy the snow.

"Sometimes our Parks Canada colleagues will haul us up the hill on tubes tied to the back of Bobcat snow ploughs," says MBdr Bliss-Roth, laughing. "That's a good time, unless you go off the side of the trail, which I did. I ran right into a tree. Luckily I just got a little banged up."



Capt Patrick Lévis

Operation Palaci personnel load and fire the 105mm Howitzer artillery cannon used by Operation Palaci for avalanche control in the Selkirk Mountains.

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Lt(N) Bruno Snow brushes up on his nautical history at the Esquimalt Public Library, while sporting his new uniform complete with Executive Curl.  
Shawn O'Hara, Lookout

## Change of dress for Lt(N) Bruno Snow

**Shawn O'Hara**  
Staff Writer

The cuddliest officer in the Canadian Forces is receiving a change of kit.

Lt(N) Bruno Snow, a stuffed polar bear that was donated to the Esquimalt City Council by Honorary Naval Captain Cedric Steele in 2008, will receive the Executive Curl.

The Executive Curl returned to the uniforms during the Centennial of the Royal Canadian Navy.

Along with a new jacket and epaulettes, Lt(N) Snow also received a new winter sweater to replace the old ribbed one, and a War of 1812 pin.

"It was definitely one of the weirdest requests we've ever gotten," says Donna Bird of Mia's Taylor Shop, the shop responsible for the majority of uniform tailoring at CFB Esquimalt. "We modified a bunch of existing clothes to fit him. It's weird making uniforms for things that small because everything we're used to had to be scaled down."

The new uniform was commissioned just before Christmas, and will be formally presented along with his new kit to Esquimalt City Council in a presentation on a date to be determined.

Capt(N) Steele picked up the bill for the alterations, and says that Lt(N)

Snow is an important symbol of the relationship that exists between the Township of Esquimalt and the Canadian Forces.

"The base and the town are so interconnected. Their relationship is quite inspiring," says Capt(N) Steele. "I'm very impressed with the time and energy the Base Commander has spent in keeping the Esquimalt Council up to date on base activities."

Lt(N) Snow can be seen reclining in his glass case at the Esquimalt Public Library. He has always sported the apparel denoting his rank, including dress uniform, a cold weather sweater, and a beret.

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# matters of OPINION

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## WHAT SAY YOU

### People Talk

Lookout asked this question:

*What food can you not bring yourself to eat and why?*



Oysters. They're raw, and slimy, and they gross me out.

**LS Malisa Oguinaya**



Chickpeas. I can't stand the consistency or the taste, and they look weird.

**Joel Livingstone**



There's no food that I can't eat. I'll eat anything.

**Sgt Christine Pelletier**



I can't stand to eat anything from the Dockyard Canteen. It's just too expensive.

**Rich Pendlebury**



I can't stand to eat fish anymore, because they serve it on the ship everyday.

**Lt Malorie Olbury**

## Well done Regina for Operation Artemis Roto 1

As you commence the transit home to your families and to some much deserved rest, I wish, as I said during hands fall-in while alongside in Mumbai, to sincerely congratulate *HMCS Regina's* entire team on a highly successful mission.

You have done your navy and your nation proud throughout your extended deployment. In preparation for deployment, *Regina* demonstrated the tremendous flexibility that is a great hallmark of our navy. New capabilities, such as ship borne UAV, were embarked at short notice and numerous technical challenges were met with ingenuity and poise.

Upon entering the Artemis JOA in August

2012, *Regina* seamlessly integrated with CTF 150. In the conduct of your assigned duties over the past five months on station, you have done much to advance ship borne UAV operations, disrupt the illicit drug trade and ensure maritime security, all in a complicated multinational environment.

Your professionalism, dedication and flexibility were instrumental to your success in overcoming all obstacles faced in theatre.

In addition to these commendable efforts, *Regina* advanced Canadian interests in a region of the globe that is of great importance to our government, through strategic engagement efforts during port visits to Singapore,

Kuwait and India, among others. The success of such visits is directly related to the support and dedication of the ship's company.

*Regina* has made a significant contribution to the security of the global maritime commons and enhanced Canada's stature abroad with our allies. You have brought great credit not only to yourselves but to the Royal Canadian Navy and to Canada as a whole.

Fair winds and following seas for your transit home to your families. Bravo Zulu and Floreat *Regina*.

**VAdm Paul Maddison**  
Commander,  
Royal Canadian Navy

## HOROSCOPES

**ARIES - Mar 21/Apr 20**  
There are a few things you need to work out this week, but then you will be set for quite a while. Take the opportunity to recharge your batteries.

**TAURUS - Apr 21/May 21**  
Sometimes the things that are the hardest to come by are the ones that are most worth the effort. Think about this as you face obstacles.

**GEMINI - May 22/June 21**  
Contrary to what you believe, things at work will go on even if you take a few days off for a vacation. There may be some catching up afterward, but you can handle it.

**CANCER - June 22/July 22**  
Your mind may be churning, but worrying excessively over something will not help the situation. Therefore, focus on something else for a while.

**LEO - July 23/Aug 23**  
Just when you think the week will go on without any excitement, something pops up and it's just what you need to beat the doldrums. Expect time with friends.

**VIRGO - Aug 24/Sept 22**  
Sometimes you need to be tough on yourself to get things done, but you will be satisfied with the results when you push yourself. Focus on goals this week.

**LIBRA - Sept 23/Oct 23**  
A risk you take this week will pay off in a big way. You might be anxious to take a significant risk, but the eventual reward will be well worth it.

**SCORPIO - Oct 24/Nov 22**  
It may be challenging to find some initial support for a new idea because you are essentially charting new territory. Just give it time and people will come around.

**SAGITTARIUS - Nov 23/Dec 21**  
Slow down a little. Moving faster will not get the job done to your satisfaction and then you only will have to do it all over again. Think through your options.

**CAPRICORN - Dec 22/Jan 20**  
Shift your focus to your family for the next few days because you have to make some decisions that will affect them all. Listen to your gut feeling when making these decisions.

**AQUARIUS - Jan 21/Feb 18**  
There are some things around the house that need your attention, but you may be having trouble finding the motivation to tackle them just now.

**PISCES - Feb 19/Mar 20**  
Pisces, when an opportunity comes your way, you may want to take a pass because something better is on the horizon.

## SUDOKU PUZZLE

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ANSWERS ON PAGE 19 Level: Beginner

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**GOOD PEOPLE TO KNOW IN TIMES OF TROUBLE**

# Craigflower Bridge closure opens up alternative travel means for commuters

**A/SLt Ron MacDougall**  
BPAO Trainee

Time is running out for the 80-year-old timber trestle Craigflower Bridge as the District of Saanich and the Town of View Royal are readying to replace it with a modern, aesthetic and functional steel bridge.

The bridge will be closed from approximately May 1 to Dec. 1, 2013. The first phase, the construction of a temporary pedestrian bridge for local school children and cyclists, begins April 15.

In anticipation of the bridge closure, commuters to the base are encouraged to look at alternatives to using their vehicles for travelling to and from work, as it is expected traffic around the bridge will be substantially disrupted.

"We closed Admirals Road in 2009 when we built the bridge over Colquitz, so we have a pretty good idea of what's going to happen," says Jim Hemstock, project manager at the Saanich District Engineering Office. "About 80 per cent of people will have to go over to Tillicum and about

20 percent will go the other way over toward Helmcken or Six Mile."

This will cause traffic choke points in those areas and significant delays surrounding Craigflower Road, Admirals Road and Lampson Street. The evening traffic is anticipated to be even less appealing with heavy trucks coming from the base being diverted onto Craigflower Road, essentially transforming Island Highway and Helmcken Road into temporary truck routes.

The good news is there are alternatives for commuters to avoid the traffic chaos, especially for those in the Western Communities travelling to CFB Esquimalt.

For example, the Victoria Regional Transit System has bus routes (#6, #24, and #25) departing the Juan de Fuca Recreation Centre and travelling to different locations around the base.

With common destinations and schedules, carpooling is also a viable option.

For the more athletically motivated, the Galloping Goose Trail offers bicyclists a direct route to the base.

Bicycles are also permitted on the

Baseline Connector Ferry, which offers one of the quickest and most efficient alternatives to driving, with regular sailings from D-Jetty at Colwood to Dockyard and Naden. For DND and Victoria Shipyard employees, the Baseline Connector is a reliable, cost-effective and proven means of transportation found to be indispensable by regular passengers.

Despite extended traffic disruptions, the outcome of the lengthy bridge construction project will greatly improve overall traffic flow and enhance the beautiful Gorge Waterway making the new bridge an attractive and important component in the landscape. The new planned bridge will have three vehicle lanes, and cycling and pedestrian lanes on either side with the downstream side of the bridge curving gently outward allowing for a wide amenity space for water viewing and fishing.

Hemstock explained that, by late May, regular traffic updates surrounding the construction project will be found on the District of Saanich website ([www.saanich.ca](http://www.saanich.ca)) and through a Twitter account.



The 80-year-old Craigflower bridge is due to be replaced this year and will result in further traffic delays during its closure from May to December, 2013. The above image is an artist's rendering of the new bridge.

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## Re-visit childhood with dodge ball

Shawn O'Hara  
Staff Writer

CF personnel and civilians alike now have the chance to dip, duck, dive, and dodge at Naden's new drop-in dodgeball program.

Everyone's favourite grade school pastime is taking place each Thursday from 6-8 p.m. at Naden's Upper Gym. The price of entry is only \$2, and the games are open to both CF personnel and civilians.

"We wanted to give people a fun alternative exercise program," says Natalie Vincent, Recreation Coordinator for CFB Esquimalt. "This way people can come down, meet new people, get some exercise, and have some fun."

Dodgeball has been a popular pastime in Victoria for a number of years, with the 9th annual Victoria Dodgeball Championships taking place this summer. The idea for the Naden program came after conducting a survey for potential programs.

"We asked around the base and people

seemed really interested in the game," says Vincent. "It's important to us that we know what CF personnel really want out of their programs, so it made sense to go with this one."

Vincent says one of the appealing aspects of the program is its casual nature.

"Since its drop-in there's no need to commit to a ten-week program," she says. "Military members and civilians are free to come and go as they please."

While there aren't any plans for an official Naden team, Vincent hopes that players will be inspired to take part in the championships.

"It would be great if this program were able to get people up and active outside the scope of base activities," she says. "If we can do that for people, and they can make a positive change in their life because of it that's great."

For more information on Dodgeball and other recreational programs offered by PSP contact Natalie Vincent at 250-363-2989 or [Natalie.Vincent@forces.gc.ca](mailto:Natalie.Vincent@forces.gc.ca)

## NEWS Nuggets

### Formation Master Seaman position needs filling

Nominations are now being accepted for the position of Formation Master Seaman (FMS) of the Pacific Fleet Club.

The FMS will be a key advisor to the Formation CPO and should be energetic, dynamic, ethical, and articulate in regards to the everyday operation of the Fleet Club. Nominations for this high profile position must be submitted to the BAdm office by March 13. For more information contact CPO1 P.D. Helston at 3-2799 or CPO2 T.P. Gallinger at 3-4075

Information Brief for PO2/Sgt and Above Feb. 25

The Chief of Military Personnel, CWO Dalcourt, and the Canadian Defence Academy CWO, CWO Thibault will be providing an information brief to all PO2/Sgt and above on Feb. 25. The brief will take place at the Pacific Fleet Club from 8:30 a.m. to noon and will involve personnel policies and professional development from a CF perspective. Senior NCMS or interested officers are encouraged to attend the briefing. For more informa-

tion contact CPO1 Helston at 3-2799.

**Man Pulled From Sooke Waters**

A man was taken to hospital for hypothermia last Tuesday night after he was rescued from the water off of Sooke.

The Victoria Joint Rescue Coordination Centre (JRCC) reports that the call was received just before 11 a.m. Tuesday night.

A JRCC rescue vessel headed for the site; however, a civilian vessel had intercepted and retrieved the man.

RCMP are investigating and believe the man lives on a boat anchored near Sooke and he may have been taking a dinghy back to the boat when he capsized.

**Nanaimo Search and Rescue Saves Kayakers**

Two kayakers owe their lives to Search and Rescue personnel who were in the right place at the right time Jan. 20

The Royal Canadian Marine Search and Rescue units from Nanaimo and Ladysmith were training in waters off Boat Harbour in the Georgia Strait when they received a call about trouble near their location.

The crews soon spotted two men waving from the waves, after they'd been tossed into the chilly water after their kayak capsized.

Rescuers say the men were already suffering from hypothermia by the time they were rescued.

The usual response time for a rescue call is about 20 minutes and rescuers say if they hadn't been in the area the outcome could have been much different.

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Cpl Rick Ayer, Formation Imaging Services  
 HMCS Regina is docked in Mumbai, India, during Operation Artemis on Jan. 21, 2013. Operation Artemis is the Canadian Forces participation in maritime security and counter-terrorism operations in the Arabian Sea region as part of a multinational Combined Task Force 150, one of the three task forces operated by Combined Maritime Forces. CMF is a 27 nation naval partnership, which exists to promote security, stability and prosperity across approximately 2.5 million square miles of international waters in the Middle East, which encompass some of the world's most important shipping lanes. The presence of HMCS Regina in the Arabian Sea region also gives Canada the flexibility and capability to respond quickly to emerging crises in the region.

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## Calling all Marchers

The Nijmegen International March will take place in the Netherlands July 16-19.

A Joint Task Force Pacific contingent of 11 military volunteers will be assembled to reflect a diversity of units, ranks, trades, environments and gender.

Teams must complete the four day 160-km (4 x 40 km) march in CADPAT carrying a minimum rucksack load of 10 kg.

Interested volunteers are encouraged to attend an information brief at 11 a.m., Feb. 8 in the Rutherford Theatre at CFFS(E), building N92. Team training will start Feb. 25.

## Nijmegen Briefing Feb. 8 at 11 a.m.

For further information contact  
CPO2 Chris Koblun  
250-370-4556  
DND@camosun.bc.ca

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# HMCS Regina's work explained

**PO2 Brad Breland**  
HMCS Regina

The Gulf of Aden, situated between Yemen and Somalia, contains one of the world's busiest shipping lanes. With an average of 21,000 ships transiting annually, it is part of the waterway that connects the Mediterranean Ocean with the Arabian Sea.

Determining which of these ships is engaged in legitimate commerce and which may have more detrimental intentions is one of the challenges faced by Combined Task Force 150 (CTF-150).

CTF-150 is part of the Combined Maritime Forces (CMF) and consists of ships from countries such as Australia, Canada, Pakistan, the United Kingdom and the United States. Tasked with counter-terrorism and maritime security operations, the task force works to prevent and stop illicit activity in the region.

HMCS Regina, Canada's contribution to CTF-150, is currently conducting what is referred to as maritime interdiction operations. The aim of these patrols is to prevent illicit activity by observing and investigating the local shipping activity. By determining the normal trade routes and routines of the various types of vessels that pass through the region every day, CMF is better

**The aim of these patrols is to prevent illicit activity by observing and investigating the local shipping activity.**

able to determine which activity is suspicious or illegal.

A typical patrol consists of recording and observing the behavior of the region's merchant mariners. In order to gain the information about the vessels, the crew uses many tools available, such as the ship's radar and Sea King helicopter. The Sea King's primary function is to extend the range of the ship's sensors by surveying the area of operations. A secondary function is to help determine if other vessels in the vicinity are behaving suspiciously.

In addition, local information can be gained by talking to mariners. This is accomplished by hailing the vessel and communicating over the radio. During a hail, Regina will contact the vessel and ask a series of questions. The answers will be compared to confirm the information provided is correct. Should additional information be required, the ship

will send a boarding team to examine documents and question the crew in person.

Regina's boarding party is trained to conduct two types of operations if they suspect suspicious activity: information operation approaches and full boardings. An approach operation establishes direct communication with a vessel to visually ascertain the crew and determine the material that can be seen on the upper decks. Full boardings are conducted on vessels to verify the crew, the cargo manifest and the ship's holdings and documents.

Much like a police constable walking "the beat," these operations are the front line component of maritime security operations.

An important part of being the front line component is increasing the visibility of CMF and allied forces. Visibility is fundamental to demonstrating to the people of the region that the international community is aware of the threats they face daily and is taking measures to ensure their safety as well as to show those conducting illicit activity that it will not be tolerated.

Through these patrols, Regina and her CTF-150 allies are helping to prevent terrorism and provide stability, safety and security to the region.



Cpl Rick Ayer, Formation Imaging Services Halifax

**Above:** Members of the Naval Boarding Party from HMCS Regina, deployed in their Ridged Hull Inflatable Boat, approach a fishing dhow.

**Right:** A member of Regina's Naval Boarding Party is welcomed on board a Pakistani fishing dhow while in the Arabian Sea.



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# HMCS Toronto exercises with Brazil

**Lt(N) Mitch Dingwell**  
HMCS Toronto



HMCS Toronto (background) exercises with an American vessel.

drove the best set of approaches, even under challenging weather conditions.

The respective ships also took the opportunity to show their enthusiasm of working together by communicating in each other's normal operating language – so English for the Brazilians and Portuguese for the Canadians.

“It was an exceptional opportunity to work with the Brazilian Navy in the Mediterranean, and these exercises demonstrate Canada's capacity to operate with our friends,” said Cdr David Patchell, Commanding Officer of Toronto, when asked his thoughts on the PASSEX. “In an ever changing and dynamic security environment, it is vital that we are capable of working side by side with our Allies from around the world.”

Toronto is in its final preparations for Op Artemis, where the ship will conduct counter-narcotics and counter-terrorism patrols as an integrated member of Combined Task Force 150, an international task force ensuring freedom of shipping and Maritime Security in the Arabian Sea.

How is your Portuguese?

Not a question most sailors expect to be asked when walking down the flats. That is unless you get the opportunity to conduct a passing exercise (PASSEX) with a warship of a different nation.

This was the exact situation for sailors on board HMCS Toronto while enroute to the Arabian Sea for Operation Artemis, Canada's contribution to an international security mission

Toronto and the Brazilian Navy Ship Liberal took the opportunity to conduct training while operating in the Mediterranean.

One exercise performed was a replenishment at sea where ships maneuver in close proximity around each other to enable parts, food, or other commodities to be exchanged. These evolutions provide excellent ship handling training for the bridge watchkeepers. They are also important to ensure the Royal Canadian Navy is able to work with ships from

other countries in close quarter situations, safely and effectively.

It also never hurts to have a bit of personal and national pride on the line with discussions on who

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# Royal Canadian Navy aids NCMs in their professional development

**CPO1 Randy Mansfield**  
RCN NCM PD CPO1

The Directorate of Naval Training and Education's (DNTE) Professional Development Cell is committed to advancing the professional development of Royal Canadian Navy (RCN) NCMs. In partnership with the Canadian Defence Academy (CDA), DNTE is developing opportunities to achieve the vision of the Canadian Forces Non-Commissioned Member in the 21st Century (NCM corps 2020).

Over a year has passed since the completion of a comprehensive review of the Canadian Forces Manual of Military Employment Structure for Non-Commissioned Members. It contains both the NCM General Specifications (NCMGS) and the Sea Environmental Requirements (SER) which specify the common training and education for RCN NCMs. These leadership documents follow the direction provided by Armed Forces Council, have been endorsed by the Commander of the Royal Canadian Navy and approved by the Chief of the Defence Staff. The SER in particular serves as the foundation for the newly created Naval Environmental Leadership Programme (NELP) that will commence in 2013.

To enable mission success, DNTE is pleased to welcome two coastal PD chiefs to its staff. CPO1 Steeve Lespérance is the RCN MARPAC NCM PD CPO and CPO1 Pat Devenish is the RCN MARLANT NCM PD CPO. Both of these dedicated chiefs are well-positioned to support the various NCM PD initiatives and will ensure that effective education and training is delivered to RCN NCMs. These CPO1s are the primary points of contact for any and all NCM professional development issues on their respective coasts.

## Leadership Programs

At the CF level, CDA has recently enhanced junior NCM leadership capabilities by significantly improving the Primary Leadership Qualification (PLQ) through the addition of a Distance Learning (DL) module. This new DL module will develop junior leaders' capacities to conduct research, write effectively

and think critically. With the addition of DL, CDA has been able to reduce the residential portion of the PLQ by one week, which has allowed the RCN to offer the Junior Naval Environmental Leadership Programme (JNELP). The first JNELPs are scheduled to commence in April 2013, immediately following the residential PLQs in Halifax and Esquimalt.

To ensure that senior RCN NCMs are better positioned for the challenges of tomorrow's navy the RCN will soon offer two courses, the Intermediate Naval Environmental Leadership Programme (INELP) and the Advanced Naval Environmental Leadership Programme (ANELP) aimed at PO2s and CPO2s respectively. As with the JNELP, the INELP and the ANELP will meet the mandated education requirements of the SER. The INELP and ANELP courses are under final review and the first pilot courses are tentatively scheduled for September 2013. Further details on the NELPs will be forthcoming in a MARGEN.

## OPME

As detailed in CANFORGEN 218/12, the Officer Professional Military Education Programme (OPME) will cease in April 2013. The Canadian Forces Junior Officer Development (CFJOD) will replace the OPME programme and will not be available for NCMs. The CF acknowledges that many NCMs are working toward an OPME certificate and NCMs may still attain this goal by completing one or more of the equivalent courses offered through RMC.

## NCM Professional Military Education (PME)

Some confusion may exist concerning NCM PME and the belief that it will be an NCM replacement for the OPME. NCM PME is not a replacement for the OPME programme. In fact, NCM PME is comprised of the various CF common courses provided through the NCM Developmental Periods (DP) and includes: Basic Military Qualification, Primary Leadership Qualification, Intermediate Leadership Programme, Advanced Leadership Programme, Senior Leadership Programme, Senior Appointment Programme and the Executive Leadership

Programme.

## Arts and Science College Diploma Program

CDA has initiated this diploma programme offered in both official languages via e-learning through Algonquin College and la Cité Collégiale. Both colleges will offer a 13 credit programme and will grant nine credits for NCMs who have completed BMQ and two years of service. To earn this diploma, members must complete a business course, two communications courses and one political science course through either college.

Both colleges consider this as an entry programme to their institutions and will encourage CF members to apply this diploma toward additional studies at Algonquin, la Cité Collégiale or the University of Ottawa. CDA continues to research additional pathways for senior NCMs who have completed more advance leadership programmes.

## Second Language Training

The RCN is presently testing a second language training programme that will reside on the SHIPLAN of all RCN deployable units. This programme will be available in the coming months and will permit sailors to enhance their second language skills while deployed or alongside.

As stated in the Official Languages newsletter, Let's Talk, "commitment and participation at all levels of leadership and supervision are essential to promoting a bilingual culture and influencing subordinates to follow the example of their supervisors." CF members who have attained a second language profile are strongly encouraged to use these new skills in the workplace.

The RCN has also initiated a French language mentoring programme that is designed to allow English speaking personnel to practice conversational French. For more information, please contact either of the coastal NCM PD CPOs who seek additional franco-phone volunteers.

## Communications Courses

The RCN is currently developing a programme that will offer a limited number of senior naval NCMs

Continued on page 15



# NCM development on the radar

Corporal Rick Ayer, Formation Imaging Services, Halifax

## LS Guillaume Vallée repairs a fridge compressor on board HMCS Regina.

From page 14

the opportunity to attend a professional writing and presentation course which will be offered through selected post-secondary institutions. Tentative plans call for one course to be offered on each coast begin-

ning early in 2013. Should the initial course prove successful, a similar course may be offered via e-Learning.

One of the key goals of DNTE is the effective development of RCN NCMs. DNTE's PD Cell will continue to investigate and develop various PD

programmes and initiatives that will provide opportunities for NCMs to obtain the skills and knowledge necessary for career success. Major David Last captures it best in Leadership in the Canadian Forces when he writes, "The uncertain future environment puts

a premium on a broad understanding of politics, economics, military affairs, and information in the context of our own society, and those we deal with. Soldiers cannot expect to be successful if they confine themselves to the study of military or technical subjects."

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Commander of the Royal Canadian Navy (RCN), Vice-Admiral Paul Maddison presents members with awards.

**Top left:** A/SLt Gino St-Gelais receives a Chief of Defence Staff Commendation.

**Above:** LCdr Pascal Belhumeur receives a Commander RCN Commendation.

**Left:** WO Christine Claire Orr receives a Commander RCN Commendation.

Photos by Cpl Alex Croskery, MARPAC Imaging

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AB Soltau receives his level one Engineering Certification.



OS Dietrich receives his level one Engineering Certification.



AB Biller receives his level one Engineering Certification.



PO1 Drew receives his Chief Engineer level 4 Certification.



Lt(N) Zeyrek receives his MSE Officer Certificate of competency.



MS McCulloch receives his Canadian Forces Decoration.



AB Reid receives his new shoulder slip-ons for his new rank of Leading Seaman.



LS Schnob receives his new shoulder slip-ons for his new rank of Master Seaman.



OS Reilly receives his new shoulder-slip ons for his new rank of Able Seaman.



PO1 Aubry receives the Queen's Diamond Jubilee Medal. He was promoted to his new rank at the same time.



MS Schnob receives the Queen's Diamond Jubilee Medal.

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**LANGFORD, MAIN FLOOR** of house. 2 Bdrm both with ensuites, large den. \$1250/mo. + 2/3 Hydro - close to VGH, 10 min to base, NS/ NP, avail March 1st, ample parking. 250-391-7655.

**ESQUIMALT 954 DINGLEY DELL.** Lg. 2 Bdrm Apt with view, 4th Floor. \$949/mo. Incl. HT/HW & prking. NS, Neutered cat indoors ok. Near bus/park, not far from base, crime free multi housing blg. Quiet area. Resident Mgr. Avail Feb 15th. Contact Elizabeth @ 250-479-9383 or meb1@shaw.ca.

**WALK TO WORK** — Very high quality one bed ground floor suite on Lyall St, 3 blocks from CFB Esquimalt. March 1st. In-suite laundry, under floor heating, 8 foot ceilings, etc.. \$1200(utilities included). Non smoking. Pet by interview. 250-507-0907.

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**NEWLEY PAINTED, 4 BDRMS, 2 BTHS,** beautiful large recreation room with wood burning stove, on acreage. One yr lease, \$1200/mo, avail. Mar. 1st, 2013. Please call 250-516-4894.

**AVAILABLE IMMEDIATELY, NEW TOWNHOUSE.** Granite kitchen counter-top, stainless steel appliances, Gas stove, Gas Fireplace, 2 Lg. Bdrms, master has its own large en-suite bathroom. Two more bathrooms also. Washer/Dryer, underground parking. 1400 sq. ft. Centrally located in Langford. Non-smoking, small pet considered. \$1500/mo. plus utils. 250-727-1581 or fisker65@hotmail.com.

**QUIET, RESPECTFUL TENANTS** wanted for 2 Bdrm lower suite in Westshore. Separate driveway/parking. In-suite laundry, 6 appliances, lg bathroom, hydro/water, 3 tier satellite incl. Bus stop outside door. Close to walking trails/ Millstream mall. NS/ NP \$1075/mo. Inclusive. 250-478-3020 cell:250-213-6011.

**\$975/MO. NEAR VIC GENERAL, Camosun.** Lg clean, bright suite, LHHW incl. Laundry, parking, NP/ NS. 2 references. 250-220-5787.

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**SHARE YOUR RECREATIONAL INTERESTS** this fall by supporting a person with a disability to become more active! By donating only 1-2 hrs a week you have the opportunity to change someone's life while having a great time doing it. To get involved or for more info, please call Kim at 250-477-6314 ext. 15 or email volunteers@rivonline.org or visit <http://www.rivonline.org/Volunteering.htm>.

**WOMAN MENTORS WANTED!** Are you a working woman in the community and would like to share your knowledge, skills, & experience with another woman. By being a career mentor you will support women in building self esteem and working towards achieving economic self sufficiency. Contact Bridges for Women 250-385-7410 or [www.bridgesforwomen.ca](http://www.bridgesforwomen.ca).

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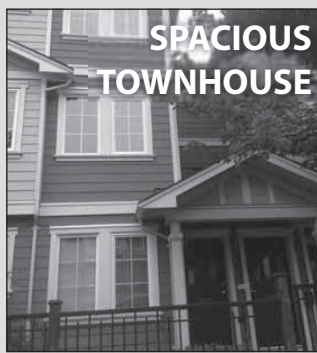
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Holds cannot be processed online. If an item you want to borrow is out, call 363-4095 or email [irwin.sl@forces.gc.ca](mailto:irwin.sl@forces.gc.ca) to place a hold.

A REAL GEM! 54 ACRES, 28K OBO. East Coast N.S., South Shore. Great for hunting and fishing! Listing #: B-B977, 2012 new survey. Call Monica toll free: 1-877-637-2553, or, 1-902-637-2553 or fax: 1-902-637-3797.

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1	8	4	7	6	3	9	5	2
7	5	2	9	4	8	6	1	3
4	7	8	2	9	1	5	3	6
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6	1	9	8	3	5	2	4	7

ANSWERS ON PAGE 4

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**Habitat for Humanity Victoria ReStore**

**Military Families**  
**Strength Behind**  
**the Uniform**



Drop by your local Military Family Resource Centre to find out what they can do for you. Join them for coffee breaks, support groups, second language training and special events.



Contact the Family Information Line at **1-800-866-4546** for answers to your questions, concerns and support.



Browse [www.familyforce.ca](http://www.familyforce.ca) - a site for and about military families.



Communiquez avec votre centre de ressources pour les familles des militaires pour découvrir ce qu'ils peuvent faire pour vous. Rejoignez-les pour des pauses-café, des groupes de soutien, de la formation en langue seconde et des événements spéciaux.

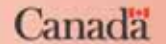
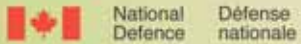


Contactez la Ligne d'information pour les familles au **1-800-866-4546** pour obtenir des réponses à vos questions, préoccupations ou lorsque vous souhaitez avoir de l'appui.



Naviguez [www.forcedelafamille.ca](http://www.forcedelafamille.ca) - un site pour et au sujet des familles des militaires.

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