Leading Seaman Sarah Parsons, from HMCS St. John’s, removes debris from a house devastated by Hurricane Irma on South Caicos Island Sept. 20. The ship and crew deployed to the island for Operation Renaissance Irma, a relief mission after the hurricane. For more images, see page 17.

Photo by: MCpl Chris Ringius
Formation Imaging Services Halifax

The Wrath of Irma Recovery
It’s that time of year...

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Pancakes, sausage, hash browns and juice or coffee

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**GOVERNMENT OF CANADA WORKPLACE CHARITABLE CAMPAIGN (GCWCC)**

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Silhouetted figures on Afghanistan memorial brought to fore

Peter Mallett
Staff Writer

Playing a prominent role in this Saturday’s dedication ceremony for the B.C. Afghanistan Memorial will be Lieutenant Michael McCauley, a signals officer with the 4th Engineering Support Regiment based in Gagetown, N.B.

That’s because he is one of two central figures silhouetted in black on the 3.5 metre by 2 metre, 8,600 kilogram solid granite monument. The other figure is of an Afghani child shaking his hand.

On July 13, 2007, Lt McCauley was in Afghanistan as a reservist deployed as a member of the Canadian Armed Forces Operational Mentor and Liaison Team (OMLT) when renowned Reuters combat photographer Finbarr O’Reilly snapped an image of him greeting the Afghanistan child.

“I don’t think I stopped walking for more than a few seconds when I reached out, took his hand and the photographer snapped the picture,” says Lt McCauley.

The image shows Lt McCauley conducting a Presence Patrol with members of his unit and Afghan National Security Forces (AFNS) in the highly volatile and dangerous Panjwai district of Kandahar Province. As the soldiers passed through a small town, Lt McCauley noticed a couple of young children playing by the roadside. As he and AFNS members greeted the children, one child took a particular interest in Lt McCauley and extended his hand to him.

The image of Lt McCauley and the child was chosen as the centrepiece of the monument shortly after the Greater Victoria Afghanistan Memorial Project (GVAMP) was formed in early 2016.

The soldier says the selected photo could have been one of the thousands of other Canadians who served there. He insists the imagery on the monument really has little to do with himself and more to do with the spirit of Canada’s humanitarian efforts in Afghanistan. He believes it is a good way to celebrate the comrades and friends he lost or were injured during the war, and hopes other provinces and communities across Canada follow GVAMP’s lead with similar monuments.

“I knew eight people personally on that monument that died in Afghanistan and many more that bear invisible scars,” says Lt McCauley. “So for me to be able to come to Victoria on their behalf and represent the guys who can’t be there to see it, it means so much to me.”

About the ceremony
The preliminary program begins at 1:15 p.m. on Sept. 30, at Courthouse Park (located at Quadra and Courtney St.) with a performance by the band of the 5th (BC) Field Regiment, RCA, and the choir of the Cathedral School. The military parade will arrive at 1:45 p.m. led by the Pipes and Drums of the Canadian Scottish Regiment (Princess Mary’s). The dedication ceremony gets underway at 2 p.m. The monument will be unveiled by Her Honour, The Honourable Judith Guichon, Lieutenant Governor of British Columbia, and Memorial Cross father Dr. Richard Nuttall.

It becomes the province’s official recognition of the more than 40,000 Canadian military personnel and civilian employees who served their country in Afghanistan, and the 163 who lost their lives during the mission.

Other officials attending the dedication ceremony will include British Columbia Premier John Horgan, Her Excellency Shinkai Karokhail, Afghanistan’s ambassador to Canada, senior leadership from CFB Esquimalt, and approximately 100 family members of 16 different British Columbians who died during Canada’s efforts to help the people of Afghanistan.

Through our website, members of the Defence community can now book a telephone appointment with one of our intake officers, for any time between 8:00am-3:30pm, in any time zone in Canada.
Joseph McDonald Lescene passed away suddenly on September 10th, 2017.

Predeceased by his father George Lescene. Survived by his loving wife Sarah. Joe is remembered by his daughters Ofelia and Sofia, his mother Iris Lescene, brothers Frank (Jacqueline) and Cleveland, sister Barbara (Tyrone), and many nieces and nephews.

Joe spent 26 years serving his country in the Royal Canadian Navy. He enjoyed woodworking, playing hockey, volunteering, and riding his Harley. Joe loved spending time with his wife Sarah and daughters Sofia and Ofelia, investing and nurturing the love of his family.

Funeral services will be held at McColl Gardens, 4665 Falaise Drive on Wednesday September 27th, 2017, at 1:30 pm; a private interment to follow at Royal Oak Memorial Gardens.

A Celebration of Joe’s Life and reception will be held at the Chiefs & POs’ mess at 1575 Lyall Street, Esquimalt, from 3 to 6 p.m.

In lieu of flowers, contributions in memory of Joe may be made to the Military Police Fund for Blind Children.
Canada’s Healthy Workplace Month®

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1. Increase awareness of the need for a comprehensive approach to workplace health in Canada that is influenced by the four elements of a healthy workplace:
   a. Healthy Lifestyles
   b. Workplace Culture and Mental Health
   c. Physical Environment
   d. Corporate Social Responsibility
2. Provide healthy workplace tools, resources and best practice examples, through Canada’s Healthy Workplace Month website, to help organizations create healthy workplaces with benefits for employees and themselves.
3. Increase the number of healthy workplaces in Canada.

For more info visit: healthyworkplacemonth.ca/en/

These initiative are supported by the MARPAC Health and Wellness Strategy

**WEEK 1:**

**OCT 4, 5, 6 - FALL BIKE TO WORK DAYS**

- 6 am to 8:30 am: Free coffee and morning snack at the Celebration Station outside the MP Gate (Naden)
- 11:30 am to 1 pm: Additional bike check up at Dockyard FMF bike rack

**WEEK 2:**

**OCT 9-13 - RESOURCES TO SUPPORT A HEALTHY WORKPLACE**

**WEEK 3:**

**OCT 16-22 - FAMILY VIOLENCE AWARENESS & PREVENTION WEEK**

**OCT 17 - COMMUNITY DISCUSSION** - Chiefs’ & Petty Officers’ Mess

- 11:30 am to 1:30 pm: Bring your lunch and join our community discussion, RSVP to Andrea.Lam@forces.gc.ca

**OCT 20 - CAF NATIONAL SPORTS DAY RUN AND SKILLS TOURNAMENT**

- 8:30 am: 5K Fleet Run, Drill Shed
- 10:30 am to 2:30 pm: Mini Tournaments & Sport Skills, Drill Shed.

Participation counts towards Unit Cock of the Walk points. Mini Tournaments must be pre-registered by Oct. 16 with heather.catte@forces.gc.ca

**WEEK 4:**

**OCT 23-27 - RESOURCES TO SUPPORT INDIVIDUAL HEALTH**
**Veteran Affairs minister visit a family affair**

*Peter Mallett*

Staff Writer

In early September, Minister of Veterans Affairs Seamus O’Regan made a one-day stop in Esquimalt. The recently appointed cabinet minister was in town to meet with senior naval leadership, tour dockyard, and drop by the Military Family Resource Centre (MFRC) to discuss the rollout of the Veteran Family Program.

Meeting him at the MFRC was his younger brother, Lieutenant Commander Danny O’Regan, Commandant of Naval Fleet School (Pacific).

A gaggle of O’Regan family members were in Ottawa just days before to witness Minister O’Regan’s swearing-in ceremony at Rideau Hall.

“Now he is essentially my boss,” said LCdr O’Regan. “I was on leave in St. John’s after taking the red eye when he called me and said he had been named minister and we had to come to Ottawa for the ceremony.”

The representative from St. John’s South-Mount Pearl, not only heads Veterans Affairs Canada but is also the Associate Minister of Defence as part of his first-ever cabinet appointment. The cabinet appointment came following the resignation of Minister of Public Services and Procurement Judy Foote, precipitating a cabinet shuffle by the Prime Minister.

LCdr O’Regan remarked how the ceremony in Ottawa was also a family celebration of courage and recovery. That’s because back in January 2016, when Seamus was still a back bencher, he announced to the nation on social media that he was seeking treatment for alcoholism.

“Family, friends, and Prime Minister Justin Trudeau rallied around him throughout his recovery process. That’s why the swearing in was an especially proud moment for myself and the entire family,” said LCdr O’Regan. “My brother has gone through a lot over the last few years and to see him work hard for his constituency, and to see it all come to a pinnacle was exhilarating.”

Minister O’Regan takes over his new post from former Minister of Veteran’s Affairs Kent Hehr, who saw the department through a major transition phase. The big changes included the re-opening of nine previously mothballed regional Veterans Affairs Centres, the hiring of 400 support staff, and the implementation of multiple new support programs, including the MFRC’s Veteran Family Program.

That program was piloted in Esquimalt and six other centres for a year-and-a-half before rolling out to all 32 MFRCs across Canada in May 2017. It is designed to support medically-releasing veterans and their families with resources made available through the MFRC.

“I was grateful for the opportunity to have a discussion about the challenges of the new program,” said Jackie Carle, MFRC Esquimalt Interim Executive Director, who also says Minister O’Regan’s visit provided an opportunity to have a discussion about the challenges of the new program.

“The minister was genuinely interested in finding out more about this portfolio and we were grateful for the opportunity to meet with him and talk about our community focused approach to this and other services at the MFRC,” she said.

Minister O’Regan spent the evening with his brother where he was treated to a home-cooked meal that included turkey burgers prepared by LCdr O’Regan’s wife Tesh. The next morning he witnessed his nephew Daniel Jr. set off for his first-ever day of school.

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Photo by Jon Chabun, MFRC

Lieutenant Commander Danny O’Regan, Commandant of Fleet School; Seamus O’Regan, Minister of Veterans Affairs; Jackie Carle, Military Family Resource Centre (MFRC) Interim Executive Director; Kaitlyn Ross, MFRC Veteran Family Program Coordinator; Pauline Sibbald, MFRC Social Worker; and Base Commander Capt(N) Jason Boyd gather outside the MFRC building on Signal Hill for a group photograph.
JAPANESE SAILORS GREETED WITH
Diamonds, Goals and Cheers

Peter Mallett
Staff Writer

Junior officers from two Japan Maritime Self-Defense Force (JMSDF) warships visiting Vancouver made the trek to CFB Esquimalt last Monday to showcase their passing, dribbling, crossing and shooting skills in friendly soccer and baseball games against their Canadian counterparts.

More than half the ships’ crew from JS Kashima and JS Harusame strapped on their cleats, shin guards and gloves and took to the Colville Road sports field and ball diamonds for some non-competitive games against junior officers attending Venture, The Naval Officer Training Centre.

To ensure the “friendly” part of the matches, there was no official scorekeeping.

“The non-competitive games were all about the fun factor and served as a good ice-breaker for sailors from the two countries,” said Lt(N) Eric Dignard, who works as a training officer at NOTC and helped organize the event with Personnel Support Programs staff.

“Sports is an international language and this event helped break down the communication barrier between the two groups of sailors. It was an encouraging sign to see them exchanging contact information and making new friends after the games concluded.”

At the conclusion of the sports program, spectators and participants posed for a group photograph on the baseball diamond.

The day-long event also included a tour of Venture’s simulators where Royal Canadian Navy junior officers learn ship navigation and basic warfare. Japanese sailors were given the opportunity to try the system and attempt to maneuver a virtual ship alongside. Venture staff also briefed the Japanese sailors on the daily life of an officer trainee, the equipment, and facilities used to assist during their training.
Lt Catherine Drover
406 (M) Operational Training Squadron

The first round of Aircrew Conversion Training at 406 Maritime Operational Training Squadron in 12 Wing Shearwater started Sept. 11 for pilots in preparation for operational employment on the CH-148 Cyclone.

Pilot Conversion Training Courses 1 and 2, consisting mostly of CH-124 Sea King experienced airmen and women, will spend the next 90 training days learning new aircraft systems and tactics, while transferring their knowledge and skills from the Sea King to the CH-148 Cyclone. This cadre of pilots will form the first operational Cyclone air detachments ready to deploy on Her Majesty Canadian Ships starting the summer of 2018.

406 (M) Operational Training Squadron is responsible for all Cyclone aircrew and technician conversion training programs and have already completed a number of courses for Avionics Systems Technicians (AVS Tech) and Aviation Systems Technicians (AVN Tech).

Through the fall, 406 (M) Operational Training Squadron will continue to increase technicians throughput by adding an additional AVN serial, and introducing Air Weapons Systems (AWS) and Aircraft Structure (ACS) Technicians in 2018.

With two AVS serial already in-house and four AVN serials starting through the fall, 406 will be running eight type courses by the winter of 2018.

This represents the next step in continuing the Squadron’s mission to generate the technicians and aircrew behind the “Wings for the Fleet”.

Photo by: Leading Seaman Dan Bard, Formation Imaging Services

Photo by LS Upshall
Cdr Tremblay. “We will now be able to in the past,” says Tremblay, NETE will extend to CFB Esquimalt, and the environmental testing area. It was a crucial component of the upgrade project in order to further improve NETE’s ability to test ships networks at sea, develop tailored solutions, and provide additional office space. The new Multi-Purpose Combat Systems Area will give NETE greater flexibility for running tests on controlled goods, such as weapon systems, along with communications and sensor equipment, including electro-optic sensors. NETE will be able to test different combat systems simultaneously, which will speed up its response time. Cdr Tremblay says the welding shop, machine shop and the environmental testing area were “significantly enhanced” as a result of the project. “Now we will be able to build a wider array of test-jig components, therefore, enabling tests to be completed faster.” At the end of August, Cdr Tremblay and his staff welcomed Minister of Transport Marc Garneau and Parliamentary Secretary Jean Rioux, who represented the Minister of National Defence, to a ceremony celebrating the launch of the modernized facility. Guests were given a tour of the new site, including the new submarine escape system test facility, diesel test facility, and environmental testing area. Guests were also given a demonstration of a mechanical shock test meant to simulate an explosion on the hull of the ship.

The visit also helped officially had the creation of 30 new permanent high-skilled jobs at the facility in fields such as mechanical, electrical and computer engineering, naval architecture, engineering modelling and simulation. “The Government of Canada is focused on renewing and replacing the fleet equipment of the Royal Canadian Navy,” said Rioux. “In so doing, defence investments support not only naval engagement, but also technological innovation, as well as provide middle-class jobs in the Montreal region.” Cdr Tremblay is one of the very few military staff at this unique government-owned, contractor-operated facility that employs approximately 130 civilian workers in Lasalle, QC, and 311 in total across Canada. He says he and his staff are happy to leave the five-decade-old worn out wooden structure and work in what is now a 2,900 square-metre steel and concrete state-of-the-art facility.
On a bright and sunny Saturday, hundreds of families from the base turned out for CFB Esquimalt’s annual Formation Fun Day. The Sept. 16 event, hosted by Personnel Support Programs, featured a multitude of activities, displays, exhibits and vendors that took place in and around the Naden Drill Deck.

Six-year-old Khloe greets a drenched and submerged Master Corporal Owen Edwards of Esquimalt’s Military Police Unit through the looking glass of the dunk tank.

Seven-month-old Cordelia is all giggles and smiles after trying on a blue pair of sunglasses at the teddy bear clinic.

Members of Enchanted Fables Arielle Parsons, as Peter Pan, and Amy Culliford, as Tinker Bell, take a lunch break at the Red Barn Market’s Barn-B-Que truck.

Firefighter Matthew Arnsdorf of CFB Esquimalt Fire and Rescue helps Ahriya, 5, shoot water out of a fire hose.

It was “all aboard” for fun at the always popular train ride.

A group of passengers set off from the small boat jetties in a Rigid Hulled Inflatable Boat (RHIB) for a tour of Esquimalt Harbour.

Photos by Peter Mallett, Lookout
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Fire inspector uses vacation to fight wild fires

Peter Mallett
Staff Writer

“There was so much smoke in the air it was almost apocalyptic because the sun was blotted out,” said Jason Humphries of the fires raging in B.C.’s interior. “We couldn’t see the fire itself because of all the smoke, but we could see the damage that extended for miles and miles. As far as the eye could see were charred hillside, burned out trees and whole forested areas completely obliterated.”

The thirty-six-year-old fire inspector from CFB Esquimalt Fire Rescue spent a week this summer battling the fires near Cache Creek with members of the Sooke and Metchosin volunteer fire departments.

They were part of a massive provincial effort to contain multiple wildfires that broke out in the tinder-dry Okanagan region this year.

Both departments supplied a pumper truck staffed with four volunteer firefighters, making the seven hour 440-kilometre trek to the region at a moment’s notice. Humphries has battled the occasional brush or spot fire over his 13 year career, but says those blazes pale in comparison to this year’s wildfires that devastated a huge swath of central B.C.

Volunteer firefighting teams were tasked with protecting homes from the fires and making sure emergency sprinklers in homes and businesses were operating properly.

Besides a few hours battling a brush fire burning out of control near Lake Leon midway through his trip, he credits the forestry fire fighters from B.C., Alberta, Ontario and New Brunswick, along contingents from Australia, New Zealand and the United States with doing the lion’s share of the front-line work.

“They were doing most of the more dangerous work containing the larger blazes and I have utmost respect for them,” says Humphries. “The biggest takeaway from my experience was the amount of resources and people that converged on this place, and the organization required to manage a situation like this.”

Since April 1, there have been 1,249 fires destroying nearly 1.2 million hectares of land, and more than $510 million spent in suppression efforts. Progress has been made in containing most of the big blazes.

DONATE TO THE RED CROSS:

The Red Cross is supporting the Province of British Columbia and local authorities in providing assistance to those affected by the wildfires. Donations help provide immediate relief such as cots, blankets, family reunification and financial assistance for food, clothing and personal needs. Beyond meeting immediate needs, donations may also help re-entry and go towards more long-term recovery, resiliency and preparedness.

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Ottawa recognizes Army units with Freedom of the City

Steven Fouchard
Army Public Affairs

The City of Ottawa has shown its gratitude to local military units and cadet corps with a rare honour that saw them march through the city’s streets on Saturday, September 16. Municipal officials in the capital granted those units Freedom of the City, a historical honour with origins in 15th-century Britain that is usually given to just one unit at a time. However, with the convergence of both Canada 150 celebrations and Canada Army Run, which took place the following day, the city extended the honour to all of the 18 military units and three cadet units it has previously honoured since the late 19th century.

Lieutenant-Colonel Christopher Jackson, Commanding Officer of the Cameron Highlanders of Ottawa (Duke of Edinburgh’s Own), which is the City of Ottawa’s official regiment, led the units in a parade. In keeping with tradition, LCol Jackson had the additional privilege of taking a ceremonial walk up to the doors of city hall, where he received the mayor’s permission to march before leading the parade itself.

“For me personally, being asked to be the Parade Commander, having my Regimental Sergeant Major, Chief Warrant Officer Michael Lever, appointed as the Parade Sergeant-Major, and having the privilege of leading a number of distinguished Canadian Armed Forces units and cadet units is a great honour,” he said.

“The Cameron Highlanders is the city’s regiment,” LCol Jackson added. “We have always had a special attachment to Ottawa and the various communities that make up our spectacular National Capital.”

Also in attendance were former Commander Canadian Army Lieutenant-General (Retired) Andrew Leslie, now a sitting Member of Parliament; Mayor-General Simon Hetherington, Commander Canadian Army Doctrine and Training Centre Headquarters; Mayor-General Paul Bug, Chief Reserves and Cadets; and Colonel Richard Goodyear, Commandant of Canadian Forces Support Unit Ottawa.

The practice of granting military units Freedom of the City began during the Wars of the Roses, a series of conflicts between powerful British family dynasties with competing claims to the throne. City officials of the time would meet the king to determine whether or not their intentions were friendly. If so, the unit would be granted Freedom of the City and thus had permission to march through the streets to the beat of their drums, flying their colours and with bayonets fixed.

The City of Ottawa granted its first Freedom of the City to the 14th Battalion of Kingston in 1894. Current Mayor Jim Watson has given the honour to five units, including 3rd Battalion, The Royal Regiment in 1999, and 33 Canadian Brigade Group in 2013. Last year, it was given to the Governor General’s Foot Guards and 7 Intelligence Company (Ottawa).

“The Freedom of the City Parade is a fitting way to mark Canada’s 150th anniversary, while highlighting our residents’ trust in our local military,” said Mr. Watson. “The ceremony is a great opportunity to recognize and thank the military troops that have proudly served and represented not only Canada, but Ottawa specifically.”
Public Service Employee survey: why you should participate

Are you a DND Public Service Employee? Would you like to influence and improve the Public Service? Would you like to express your opinion about the leadership, workforce, and work environment in the Public Service? If so, you have until Sept. 29 to complete the 2017 Public Service Employee Survey.

Do you have more questions? Please see the Q&A below and visit the Public Service Employee Surveys web page at http://intranet.mil.ca/en/lets-talk/pses/index.page

About the Survey

The Public Service Employee Survey (PSES) provides employees the opportunity to anonymously voice their opinions about their leadership, workforce and work environment. Through the triennial PSES, employees and managers provide valuable information for senior leaders at Defence to identify areas requiring workplace improvements.

The 2017 PSES will be conducted from Aug. 21 to Sept. 29, 2017 and the resultant departmental and Public Service-wide results will be released in the spring of 2018.

The three-year cycle

As the survey is conducted every three years, the implementation of action plans also works on a three-year cycle. Within DND, the cycle begins at year one with the survey’s release, the subsequent analysis of the results, engagement of employees, and action plan development. Over the next two years, solutions to address issues raised in the survey will be implemented, results will be communicated, annual progress reports will be submitted, and implementation results will be assessed yearly.

Employees have a say

Implementing workplace improvements that address the issues raised by employees in the PSES cannot happen from the top down. One of the key ways to improve Defence is through engagement with employees – by using the wealth of knowledge and experience that employees bring to the department to improve their workplace, which will benefit not only themselves, but all Canadians.

How can I fill out the survey?

You will receive an e-mail invitation from Statistics Canada with a unique identifier to access the online survey.

How long will it take to fill out the survey?

The Public Service Employee Survey takes approximately 20 to 25 minutes to complete. Employees are to be given time to complete the survey during their working hours.

Your Opinion Counts!

Are my responses confidential?

Yes. Statistics Canada is required under the Statistics Act to protect the confidentiality of employees’ responses and ensure that no data is released that can be traced to individuals. In order to safeguard respondents’ identity and to ensure the confidentiality of responses, responses provided to the Department will always be grouped, and no data will be made available for groups of fewer than 10 respondents. Furthermore, if there are not at least 50 employees responding from a given organisational unit, results will be merged with another unit to maintain confidentiality.

Responsibility

The Deputy Minister (DM) and the Chief of the Defence Staff (CDS) are committed to using the PSES results to make continuous workplace improvements, particularly in areas where less positive results were obtained. The DM is responsible for the development of the Public Service within Defence and for advancing the priorities in the Clerk of the Privy Council’s Annual Report to the Prime Minister. As such, the Treasury Board Secretariat has made it mandatory for all departments and agencies that take part in the PSES, to create action plans to address issues arising from the survey. Given that many civilians within the Defence Team are managed by military members, the CDS also has a vested interest in ensuring that CAF managers of civilians are engaged in the PSES process.

What will my department do with the results?

Senior management will use your organization’s PSES results to inform the development of corporate and human resources plans. Departments and agencies are invited to discuss the survey findings with their employees, and to work with them and other stakeholders to develop and put in place solutions to issues raised in the survey.

Sexual assault charges laid against military member in Esquimalt

DND

On Sept. 14, the Canadian Forces National Investigation Service charged a member of the Canadian Armed Forces with sexual assault under the Criminal Code. The charge relates to a reported incident involving the accused and another member of the Canadian Armed Forces during training at Canadian Forces Base Borden in August 2011.

Master Corporal Dylan Lafeber of Canadian Forces Base Esquimalt faces one count of Sexual Assault under section 271 of the Criminal Code, punishable under section 130 of the National Defence Act.
IBM i2 Training

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- i2 Analyst’s Notebook Overview (V8.5): [https://www.youtube.com/watch?v=CI2zPKEL6gE](https://www.youtube.com/watch?v=CI2zPKEL6gE)
- i2 Analyst’s Notebook V9 What’s New: [https://www.youtube.com/watch?v=rHF9qNi2ulI&t=6s](https://www.youtube.com/watch?v=rHF9qNi2ulI&t=6s)

**INCLUDED IN THE i2 TRAINING:**

- 5 Days of training at IBM’s office in Victoria, BC 23 October to 27 October 2017
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- Notebook Essentials provides the critical skills required to use IBM i2 Analyst’s Notebook; while focusing on analytical search, analyze, data dissemination, and link analysis
- Advanced Importing & Analysis provides a deeper understanding of the Analyst’s Notebook importing and analysis tools; while concentrating on association, timeline charts, and analysis tools
- Each student will take the certification exam at the conclusion of the training
- Certificates to be awarded to passing students.

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Below is a list of highly sought after skills and attributes to help you decide if you are an ideal i2 candidate. Given the nature and evolution of the field of data analytics, there is a vast spectrum of possible careers. If you think your experience and skills are a good fit and you have a genuine interest after reviewing the lists below, we invite you to apply. Don’t have all the attributes listed below? Don’t count yourself out, apply! We have created an industry-driven assessment that will measure your ability to obtain IBM certification and increase your ability to gain employment in this field.

**EXPERIENCE**

- Experience in performing data mining and data analytics on data-sets
- The ability to see data and reports in terms of their business and commercial value, displaying key findings to the management
- Excellent written and verbal communication skills, including presentation skills
- Business acumen to understand client’s needs and their relationship with vendors and internal departments
- Experience participating on a team to gather, create and analyze data to establish key findings and develop specific recommendations around results; identifying and recommending process improvement measures based on data analysis
- Adherence to project deadlines and schedules
- Understanding the necessity of project, data, and standards and how to apply them consistently
- Effective prioritization of multiple tasks
- Effective, efficient, accurate, high quality, and on time completion of assigned tasks
- Critical thinking, creativity, and independent judgment are expected
- Ability to build and maintain strong peer relationships within a team and across an organization

**SKILLS**

- Systems experience: diverse systems, mining data between systems
- Experience with high volumes of data
- Experience with Data Center terminology
- Ability to gather business requirements, develop reports, metrics, scorecards, dashboards, adhoc pivot tables, models
- Exceptional data analysis, data management and problem solving skills
- Able to look at the big picture, speculate and conceptualize outcomes and identify trends
- Intermediate proficiency with Business Intelligence reporting and analysis applications
- Strong verbal and written communication/documentation skills
- Exceptional work ethic
- Highly detail-oriented, analytic, energetic and self-motivated individual
- Ability to follow through on commitments and foster mutual trust within the team and clients
- Ability to work and cooperate with a variety of people and personalities and achieve results
- Ability to work independently with minimal supervision; assumes additional responsibility without prompting
- Comfortable working in an environment in which businesses processes, tools, deadlines etc. are continually evolving

**DESIRED**

- Exposure to Data Analytics Software
- Advanced Excel Visual Basic Macros/Pivot tables and V-Lookup
- Microsoft Power Point experience
- Understanding database relationships and concepts for mining/extracting data from environment
- Familiarity with SQL commands for queries
- Security Clearance

Review the information for the ideal i2 candidate and if you think this is for you, send an email to: DND.Transition.MDN@forces.gc.ca.

Write IBM’s i2 Training Program and your last name in the subject line. Include your Full name, Service Number and a civilian email address. Your information will be verified and used for selection. Online assessments may be used during the selection process. Note that spaces are limited for each session. Please apply by 02 October 2017.

The course will be held at IBM Canada, 103 – 1803 Douglas Street, Victoria BC V8T 5C3
We are hiring!

Home and Electronics Sales Consultant

What we are looking for:

PRODUCT KNOWLEDGE – Looking for someone who has a basic understanding of how home appliances, computers, and other electronics work. Must be able to set up electronics, computers, and appliances.

EDUCATOR AND ADVISOR – Provide technical and professional advice on sales and products offered and share expertise with the team

WARRANTIES – offers, explains, and sells extended warranties

PROCESS AND TRACK REPAIRS – Deal with vendors to secure repair or replacement credit for defective/damaged/recalled merchandise.

MAKE RECOMMENDATIONS for new merchandise for managers

ASSIST WITH DAILY STORE OPERATIONS – This includes cash handling, merchandising, tracking inventory and coordinating repairs.

Qualifications:

- College diploma or certificate in business marketing or related field AND some years of experience in the retail sector or in a related field OR
- High School diploma AND several years of experience in a related field OR
- An acceptable combination of education, training, and experience will also be considered

Experience Requirements:

- In sales
- In visual merchandising
- In setting up department of Electronics, Computers, Appliances, and Furniture
- In cash handling
- In using basic office equipment
- In using software for word processing, spreadsheets, presentations, databases, e-mail, and Internet browsing

SALARY $13.40/hr - $19.23/hr

CONDITIONS OF EMPLOYMENT: The successful incumbent will be required to work a variety of shifts, including days, evenings and weekends.

START DATE As soon as possible

APPLICATION DEADLINE Open until filled

We want your information, NOT YOUR NAME

Completely voluntary, completely anonymous. No one will call you unless you want to be called.

Do you have information on illegal drug activity?

CALL THE CANADIAN FORCES NATIONAL INVESTIGATION SERVICE

1-855-504 DRUG (3784)

Suspect. Location. Vehicle Information. Types of Drugs. Any Other Details Known.
CAF National Sports Day

At CFB Esquimalt - Naden

Celebrate the Power of Sports!
FRIDAY, OCTOBER 20 2017

5K Fleet Run
Start at Drill Shed 0830 HRS

Followed by
Mini Tournaments & Sport Skills

Skills/Tournaments start after Fleet Run ~1030 - 1430 HRS

Participation Numbers to:
Heather.Catte@forces.gc.ca

Sport Skills Include:
Basketball, Rowing, Squash, Volleyball, Swimming, Spin, Cricket

Drop In:
No registration required.
Naden Athletic Centre

Tournaments Include:
3 on 3 Ice Hockey
7/Side Soccer
Softball

Must register for Tournaments by Oct. 16
Heather.Catte@forces.gc.ca

Plus Three Food Trucks
Will be serving a Free Lunch to Participants Only!
Call 250-363-3127 to book your display or word ad

ANNOUNCEMENTS

THE JUAN DE FUCA & CRAFTS GUILD is still accepting vendors for our 42nd Annual Holiday Gifts Galore Christmas Craft Sale. Please send photos of your work with a short description to the following contact email address and information will be provided to you: holidaysgiftsgalore@gmail.com – http://www.facebook.com/juan-de-fuca-arts-crafts-guild

THE 42ND ANNUAL CHRISTMAS Craft Sale of the Juan de Fuca Arts & Crafts Guild will be held Saturday, November 11, 2017 from 9 a.m. to 4 p.m.; Sunday, November 12, 2017 from Noon to 4 p.m.; Wednesday, November 15, 2017 from 9 a.m. to 4 p.m. at the Pearkes Rec Centre, 3100 7th from 9:30 a.m. to 12:30 p.m., and 1:00 p.m. to 4:00 p.m. Unframed, No pets. Free parking, on site.

VICTORIA PREGNANCY CENTRE
Free Services Include: • Pregnancy Tests • Pregnancy Counseling • Post Birth Counseling • Practical Help - Diapers, wipes, formula, clothing, baby gear • Pregnancy Loss Counselling • Community Referrals

CAREER TRANSITION Coach & Resume Writer, former SCAN Coord Judy, Masters 10%. Military Discount, www.norwexmilitary.ca or 250-488-7733

ROSS ROYAL ROADS AIRCADETS invite all youth aged 12 – 18 from Westshore and Sooke. Participate in gliding, marksmanship, woodcraft and summer camps, ground school, drill band, and more! Join us on Tuesday from 6:30 – 9:00pm at 2041 Langford Lake Rd, Belmont Secondary. Find us on Facebook: Air Cadets – Ross Royal Roads Royal Canadian Air Cadet Squadron Website: http://www.royalroadcadets.com Contact: 848cadetparents@gmail.com or 250-350-3690

FREEMASON New to Victoria. Contact us at camo-society@icloud.com. We meet the 2nd Monday of each month.

BUSINESS OPPORTUNITIES

PROFITABLE & SEASONAL, well established Victoria camping business, mini-bus tour & overnight sales. For sale. With market and training, $60,000 down. hichael@ Panoramic Vacations.com

FOR SALE

Canadian Forces Morale and Welfare Services (CFMWS)

C FMWS is always hiring. Have you considered working with us?

For a list of our current opportunities, please visit us at www.cfmws.com or submit your resume directly to NPHR@resumecity@ctcmws.com

MISCELLANEOUS

FANTASTIC MID 40’S Fabulous mid 50’s East Coast Ladies. Starting Biweekly Evening Socials. Join 16 group “Sassy Old Scotswomen” to learn more about “Dressed Mess SOS 3500”.

INTERESTED IN JOINING A coffee or social group for military veterans and military in Cowichan Valley? For info contact Bob Hadley on Facebook. The intention of the group is to meet-up with other veterans and present serving members to exchange stories and facilitate fun get-togethers. Facebook Group: cowichan valley coffee.

VIEW ROYAL READNG CENTRE, 266 Island Hwy. We have books, audio, video, & DVD’s for all ages. Internet is also available. For hours of operation and other information please call 250-479-7721.

VOLUNTEER

HABITAT FOR HUMANITY AND THE RESTORE are seeking volunteers to help out with customer service, warehouse and driver assistance. We are also looking for ambassadors for special events. Please contact Nancy volunteer@habitatvictoria.com or 250-480-7688 ext. 305

SUMMARY

A place where you can grow

CFMWS is always hiring. Have you considered working with us?

For a list of our current opportunities, please visit us at www.cfmws.com or submit your resume directly to NPHR@resumecity@ctcmws.com

Direct

19
A SPECIAL FORMATION FUN DAY!

THANK YOU TO:

- Formation Manual Party
- Real Property Operation (Pacific)
- TEME
- PSP Staff
- Event Organizer
  Christine Farrington

- Lookout Newspaper and Creative Services
- Seaspan Victoria Shipyard
- Babcock Canada
- SISIP
- CANEX
- Base Information Services

- Naval Personnel and Training Group
- Base Logistics
- Military Police
- Base Operations
- Port Operations and Emergency Services Branch