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A holiday tradition played out again this year when the base opened its doors last week and united veterans with Junior Ranks personnel for a festive meal. Part of the tradition included the Base Commander (Capt(N) Jason Boyd) and the most junior member of the day (Private Gabriel Vallee) switching ranks, carving the turkey and making the egg nog. See more photos on page 6.

Photo by Leading Seaman Ogle, MARPAC Imaging Services



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Christmas comes early for HMCS Calgary and school children

Peter Mallett
Staff Writer

THERE were presents to open, food, caroling and plenty of holiday cheer to go around as a group of area school children boarded *HMCS Calgary* for the ship's 32nd annual Children's Christmas Party.

Approximately 25 deserving students from six area elementary schools, along with teachers and Esquimalt Lions Club volunteers, attended the Dec. 5 party aboard the Royal Canadian Navy (RCN) frigate.

Festivities included a tour of warship led by Master Seaman Rene Pittet, a fire-fighting demonstration, Christmas cookie-decorating workshop, followed by lunch in the ship's galley. *HMCS Regina's* mascot Gunner even popped by for a visit with the children.

Cdr Blair Saltel, *Calgary* Commanding Officer, stopped by to extend warm holiday greetings to the visi-

tors during lunch.

The party culminated with a visit from 'Jolly Old' Saint Nicholas himself.

Santa's surprise visit came just after lunch; as the children began to sing Christmas carols, the jingling of his sleigh bells could be heard approaching the galley. Father Christmas didn't arrive at the party empty handed. He brought an oversized sack of presents to distribute, much to the delight of the young party goers.

The Christmas Party included invitees from Macaulay, View Royal, Craigflower, George Jay, Tillicum and Vic West Elementary Schools. Retired firefighter and Lions Club member Daryl Driemel helped facilitate this year's visit and said the goal was to provide a "safe and rewarding" experience aboard a RCN ship.

"It was plain to see the party had a positive impact on the students again this year," said Driemel. "When the kids left their schools for the bus ride to the ship they were quiet and reserved; however, we noticed a big change on the way back home as they were openly engaging in conversation, laughing and smiling from ear to ear."



Photos by Peter Mallett, Lookout

Smiles and laughter were in abundance at the 32nd annual HMCS Calgary Christmas Party, Dec. 5. Twenty five deserving students from Victoria area elementary schools boarded the RCN warship for the festive celebration facilitated by the Esquimalt Lions Club. Above: Santa Clause hands out a present to one delighted party goer. Inset: a young visitor proudly displays his present, a Ninjago Lego set.



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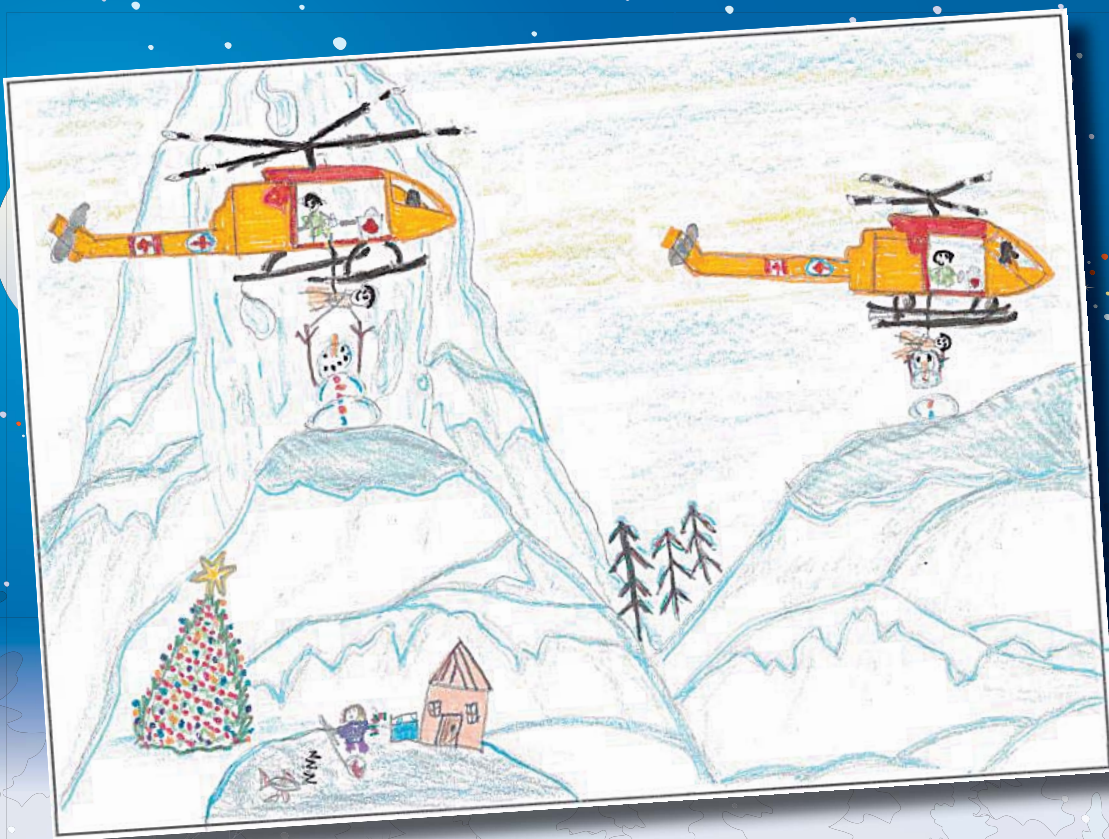


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AT NADEN



Christmas card winner announced

And the Christmas card winner is...

It was a difficult decision to make, but Deputy Minister Jody Thomas and Chief of the Defence Staff, General Jonathan Vance are happy to

announce that nine-year-old Kaylee McQuiggan is this year's Christmas card design winner.

Kaylee's description of her artwork: "Someone ice fishing saw the Canadian military helicopters and

soldiers rescue all the people stranded by an avalanche and they even rescued the snowmen for the children's Christmas."

The contest launched in November for a child from a military family

to design their holiday greeting card this year.

A special thank you to all of the children for the beautiful artwork they sent in. With over 130 submissions, it was indeed a difficult decision.

NORAD set to track Santa Christmas Eve

The North American Aerospace Defense Command is celebrating the 62nd anniversary of tracking Santa's yuletide journey.

The NORAD Tracks Santa website, www.noradsanta.org, has launched. It features Santa's North Pole Village, which includes a holiday countdown, games, activities, and more. The website is available in eight languages: English, French, Spanish, German, Italian, Japanese,

Portuguese and Chinese.

Official NORAD Tracks Santa apps are also available in the Apple and Google Play stores, so parents and children can count down the days until Santa's launch on their smart phones and tablets! Tracking opportunities are also offered through social media on Facebook, Twitter, YouTube and Instagram.

Starting at 2:01 a.m. EST on Dec. 24, website visitors can watch Santa

make preparations for his flight. NORAD's "Santa Cams" will stream videos on the website as Santa makes his way over various locations. Then, at 6 a.m. EST, trackers worldwide can speak with a live phone operator to inquire as to Santa's whereabouts by dialing the toll-free number 1-877-Hi-NORAD (1-877-446-6723) or by sending an email to noradtrackssanta@outlook.com.

Any time on Dec. 24, Amazon Alexa users can ask for Santa's location through the NORAD Tracks Santa skill for Amazon Alexa, and OnStar subscribers can press the OnStar button in their vehicles to locate Santa. Bing and Cortana users can also find Santa's location on Dec. 24.

NORAD Tracks Santa is truly a global experience, delighting generations of families everywhere. This is due, in large part, to the efforts and services of numerous program contributors.

It all started in 1955 when a local media advertisement directed children to call Santa direct - only the number was misprinted. Instead of reaching Santa, the phone rang through to the Crew Commander on duty at the Continental Air Defense Command Operations Center. Thus began the tradition, which NORAD has carried on since it was created in 1958.



Photo by Dennis Carlyle, NORAD

The Royal Canadian Air Force's Major-General Christopher Coates listens intently to a caller during the 2016 NORAD Tracks Santa Event at Peterson Air Force Base in Colorado. Major-General Coates is director of NORAD Operations at NORAD's bi-national headquarters at Peterson AFB.

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WHAT SAY YOU

People Talk

Lookout asked:

What is your fondest memory of Christmas?



I grew up in Ottawa and every year my father would take us deep into the woods outside of the city to get our own family Christmas tree. We would take a Coleman stove and have hot chocolate out in the woods while tree hunting. One year the snow was so deep our car got stuck and my dad was forced to hike to the nearest town to get a tow truck, and I'll never forget it. My Dad died earlier this year, so when I recently saw a Christmas card featuring a car with a Christmas tree on top all those memories of hunting for a Christmas tree with Dad came flooding back to me.

Anne Corkery,
Canadian Forces
Housing Authority



My mother always made our family Christmas tree and it was always meticulously decorated like a perfectly iced cake. She used lots of tinsel and just wouldn't throw it on any branch. It had to be precisely placed and always looked so beautiful. I recently saw a Christmas picture that said "don't get your tinsel in a tangle" and immediately sent it to her - she loved it and we both had a good laugh.

Patricia MacDonald,
SISIP Financial



I moved to Canada from Ethiopia in 1951 with my brother and mother. Although we went to church each year to observe Christmas services back in Africa, we had never really had a traditional Christmas with a tree, presents or a turkey. We had only seen Christmas celebrations in movies and books, but when we came to Canada and celebrated our first Christmas it was truly a wonderful experience for me. The excitement and good wishes made us realize what Christmas was really all about.

Mia Larsen,
CANEX Tailor Shop



When I was 16 my father brought home a tree that was so bad we called it the 'Charlie Brown Christmas Tree'. I took upon myself to find a better tree, so I took the snowmobile out in the back 40 of our property in Elliott Lake to get a better one. It was freezing cold outside and it took me a long time to chop it down, but I eventually attached it to the Ski-Doo and hauled it back to the house. It was a Balsam Pine and wasn't the Spruce tree my father was hoping for, but looked much better the other one.

Raye Anderson,
Canadian Forces
Housing Authority

WHAT SAY WE

SPORTS trivia RUGBY AND SOCCER

By Tom Thomson, Contributor

Questions

1. This team is the current Canadian University Women's Rugby Union champion.
2. This woman scored three tries on November 19, 2017 as Canada made history by defeating Papua New Guinea 22-8 for its first ever win at the Rugby League World Cup.
3. Although Rugby Union uses 15 players a side, how many are used in Rugby League?
4. What country is the most successful Rugby Union Women's World Cup team?
5. In what year did the Canadian Women's Rugby Union team post its best World Cup result?
6. What is the name of the international Rugby League challenge series between the United States Tomahawks and the Canada Wolverines?
7. Since the inauguration of the Canadian Men's Rugby Union team, how many times has it qualified for the World Cup?
8. In what year did the Canadian Men's Rugby Union team post its best World Cup result?
9. Which team did Canada beat to win the Singapore tournament in the Sevens World Series XVIII?
10. Since Rugby Sevens was introduced into the Pan American Games in 2011, how many times have Canadian sides medalled and what medals did they win?
11. This Canadian soccer player has appeared in 261 international matches and has scored 168 goals.
12. He was the first footballer to win 100 international caps and went on to appear 105 times for England, 90 of them as captain.
13. In Canadian women's university soccer this trophy is awarded annually to the national champion.
14. In Canadian men's university soccer this trophy is awarded annually to the national champion.
15. Which university has the best record in women's soccer?
16. Which university has the best record in men's soccer?

- Answers**
1. University of Ottawa Gee-Gees. They are the first team from the Réseau du Sport Étudiant du Québec (RSEQ) to win the championship.
 2. Natasha Smith.
 3. 13.
 4. New Zealand with five titles.
 5. 2014 - runner-up to champion England.
 6. The Colonial Cup.
 7. Eight - in other words all of them.
 8. 1991 - quarter finals.
 9. The United States 26-19.
 10. Three - 2011 - men's gold, 2015 - men's and women's gold.
 11. Christine Sinclair. She is second on the all-time scoring list.
 12. Billy Wright of Wolverhampton Wanderers.
 13. The Gladys Bean Memorial Trophy.
 14. The Sam Davidson Memorial Trophy.
 15. University of British Columbia Thunderbirds - six titles.
 16. UBC Thunderbirds - 13 titles.

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Follow RAdm McDonald on Twitter @comd_marpac

to get updates on your Navy!



SISIP earns top merit award

Peter Mallett
Staff Writer

Larry Mohr, Senior Vice President of Commercial Services, Canadian Forces Morale and Welfare Services (CFMWS) (left), presented Esquimalt SISIP Financial Manager Wade Walters and members of SISIP Financial, B.C. Region, with the Commercial Services Division Award of Merit, at

the CANEX Military Supply Store in Naden Dec. 4.

The honour is awarded for outstanding results, member service, and reflecting core values of service excellence, teamwork, professionalism and compassion.

During the ceremony, Walters congratulated his staff for their creative and successful local marketing initiatives, as well as “outside-the-box-

thinking”, including establishing a scavenger hunt for members as part of an education quiz, bringing the SISIP Financial Office to individual units at the base, and building an Angry Bird game for visitors’ children to play during Family Day.

“Their outstanding business results are making British Columbia one of SISIP Financials’ top markets,” said Walters.

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24 December

10:30hrs- Fourth Sunday of Advent Mass

24 December

19:00hrs- Children’s Christmas Pageant
19:30 hrs- Vigil Mass of Christmas

25 December

10:30hrs- Christmas Day Mass

31 December

10:30hrs- Holy Family of Jesus, Mary & Joseph Mass

1 January 18

10:30hrs- New Year Mass

7 January 18:

10:30hrs- Mass of Epiphany

2018 WEEKDAY MASS SCHEDULE

Wednesdays @ 09:00hrs
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Hungry Junior Ranks members await their festive meal, hand-delivered by senior leadership.



As part of the yearly holiday tradition, Base Commander Capt(N) Jason Boyd exchanges ranks for the day with Private Gabriel Vallee during the Dec. 6 special Junior Ranks festive event.

Junior Ranks and Veterans

Holiday Cheer

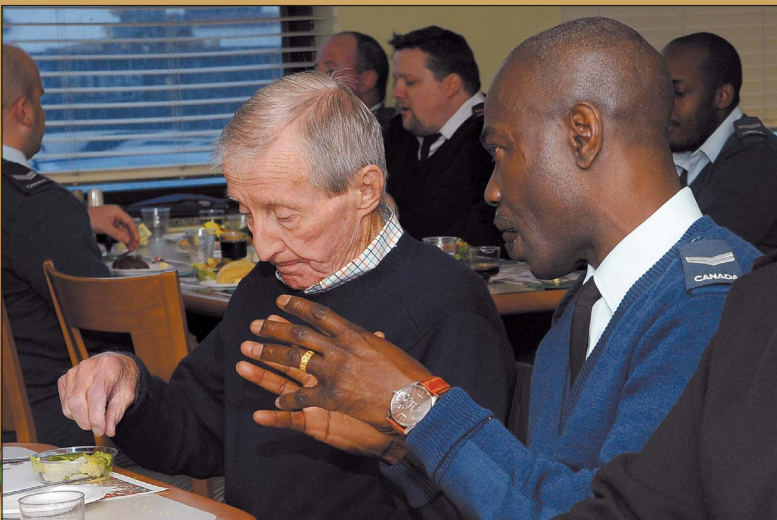
Photos by Leading Seaman Ogle Henry



The next day he changed ranks with Ordinary Seaman Michael Reasbeck, signing over his command for the day under the watchful eye of Chief Petty Officer First Class Gino Spinelli, Base Chief.



Veterans are served a turkey dinner with all the fixings from a currently serving member.



A guest shares a conversation with a serving member of the Air Force during dinner.



Current and former members of the Canadian Armed Forces pose for a picture during the Dec. 6 dinner.



A personalized dog tag that was handed out to all of the young visitors is proudly displayed.



LS Edward Gates gives visitors a tour of PCT 62 bridge.

Photos by Peter Mallett, Lookout

Students discover navy life from the vantage of the sea

Peter Mallett
Staff Writer

A typically blustery and rainy Pacific coast winter day didn't dampen the spirits of area students who boarded an Orca-Class patrol training boat for a day sail.

Sixteen special needs and special education students, ages 11 to 13, from Victoria middle schools (Grades 6 to 8), were accompanied by five adult chaperones as they sailed the waters of Southern Vancouver Island aboard *PCT 62 Moose*. The Nov. 30 event was organized by the Esquimalt Lions Club.

As heavy rains pelted down for most of the day, and strong winds made for choppy seas, guests were given a taste of what life is like aboard a navy training vessel.

"I was really excited to be here today because some of my family

members have served in the navy and it was really cool getting my own dog tags," said a Grade six student from Dunsmuir Middle School. "I know I want to be part of the navy someday, but am not yet sure what I want to do for a job."

Activities onboard included a full guided tour of the vessel, a demonstration of its maneuverability, a man-overboard exercise, and an emergency firefighting demonstration.

Lieutenant-Commander Todd Bacon, Commanding Officer of the vessel, welcomed his visitors to the bridge and showed off the ship's instrumentation, watch operations, and the captain's seat and helm.

"It was our duty and our pleasure to have them here today," said LCdr Bacon. "We truly enjoyed taking them out to sea and showing them what our sailors do on

a daily basis. It gives the sailors onboard this patrol craft training unit an ability to showcase what we do on behalf of the Fleet and also teaches them what 'right' looks like in terms of basic seamanship."

After their visit to the bridge, the young visitors retired to the ship's mess for a lunch. Prior to their meal, Leading Seaman Clayton Morrell, a Marine Systems Engineer, presented each student with personalized dog tags and an RCN baseball hat to commemorate their visit, which proved to be a big hit.

Master Seaman Roger Robicheau, a Marine Systems Engineer, helped organize the event with the Lion's Club. He became the student's ambassador and tour guide for the day.

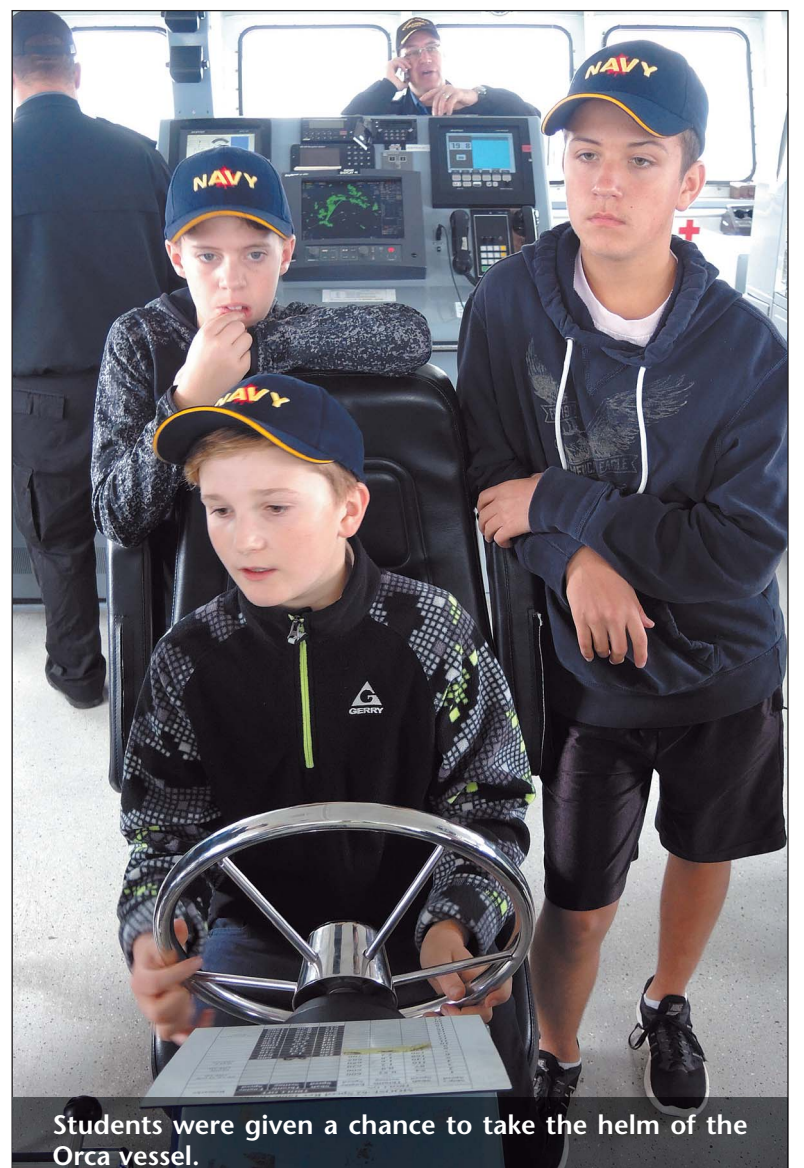
"We knocked it out of the park and you can tell that by looking at the smiles on the faces of these

kids," said MS Robicheau. "Being a father I know it's hard to keep a bunch of kid's attention, but not with today's event. I used to take special education speech therapy classes when I was a student growing up in Digby, N.S., and I know where some of these kids are coming from."

Several weeks ahead of the event, MS Robicheau organized a meeting with his crewmates to gauge interest in hosting the students and got a unanimous "full-speed ahead". MS Robicheau says he and fellow Lions Club members are now hoping to make the day sail an annual tradition.



A student plots a course forward on the bridge using navigation equipment.



Students were given a chance to take the helm of the Orca vessel.



Captain (Navy) Jason Boyd and his family: wife Deborah, daughter Grace, and son Taylor.

Photo by Master Corporal Carbe Orellana, MARPAC Imaging Services

WITH THE HOLIDAY season just around the corner, I would like to take this opportunity to thank the whole Defence Team for all the perseverance and dedication you have displayed over the past year.

While I have only been Base Commander for a few short months, I know how hard all of you work and believe that your efforts deserve to be recognized. As 2017 comes to a close, it is important that you take pride in all that you have accomplished and look forward to what 2018 has to offer.

Today, Canadian Forces Base Esquimalt is engaged in a number of projects to make the base more flexible and efficient for years to come. Included among our endeavours is the Esquimalt Harbour Remediation Project, which not only ensures that our harbour will be cleaner and healthier for future generations, but is also uncovering a number of historical artifacts. These items tie us to those who came before and ensure that we will never forget their service or sacrifices.

Alongside this is the replacement of A and B jetties and the ongoing construction at Fleet Maintenance Facility Cape Breton. All of this means that CFB Esquimalt will remain a busy place for the next several years, while guaranteeing us that we will have the tools and infrastructure necessary to support the fleet far into the foreseeable future.

With all of the work going on inside our base, it is important to acknowledge all the effort that has gone into strengthening ties with the community outside our fences. I am proud of how members from so many different units and organizations come together to participate in events including everything from the Victoria Pride Parade to the Defence Team Appreciation Night.

Of special note is all the volunteering that so many of you do, be it with a local sports team or an organization such as HeroWork. Participating in these events and giving back to our community are crucial in educating our neighbours about what we do and establishing connections with our fellow Canadians.

CAF and DND members have always given their utmost in this regard and I could not be happier with the results.

With all of these projects and events on the go, as well as our day-to-day requirements, it is not surprising that many of us find ourselves very busy at work. This is why I urge you all to find some time over this holiday period to relax and recharge your batteries.

Our Defence Team people are our first priority, so take this opportunity to reach out to others, spend quality time with your families and friends, and celebrate the holidays in whatever way you see fit. You are an integral part of our group and your health and wellbeing is my number one concern.

From my family to yours, I wish you a relaxing and fulfilling holiday period. I hope that you come back in January replenished, re-energized, and eager to take on all the challenges that a new year brings.

Have a safe and enjoyable holiday season and all the best in 2018!

Jason Boyd
Captain (N)
Base Commander

A holiday message
from the Base Commander

A holiday message

from the Admiral



Rear-Admiral Art McDonald and his wife Sabina.

AS THE YEAR comes to a close, here in Maritime Forces Pacific, we all rightly look forward to celebrating the holiday season with our families and friends.

In pausing for the holidays, we can also all look back over the past year with great pride in everything that we have accomplished to deliver a truly spectacular operational capability/output for Canada.

Enabled and sustained by world-class logistics and engineering efforts by Base Logistics and FMF Cape Breton respectively, Canadian Fleet Pacific ships have once again demonstrated excellence at sea - including in furnishing persistent Canadian presence across Indo-Asia Pacific, in disrupting the finances of transnational criminals through drug busts off the Eastern Pacific coasts of Central America, and here in our own waters too in Arctic deployments and activities such as B.C.'s largest ever at-sea search and rescue exercise.

As well, *HMCS Oriole* completed a challenging and highly successful long distance deployment from Esquimalt through the Panama Canal to the Great Lakes to participate in Canada 150 celebrations.

In addition, our Maritime Tactical Operations Group and Naval Security Team deployments across the globe have been both ground-breaking and successful. In all of this we've embraced and profited from our "One Navy," Regular and Reserve Force, approach.

Further, *HMCS Chicoutimi* remains deployed - conducting the furthest deployment in VCS history and conducting the first Canadian submarine visit to Japan in more than half a century.

We need be equally proud of our leadership of the more than

2,200 Canadian Armed Forces personnel and air assets assigned to Joint Task Force Pacific to support provincial authorities during the summer's unprecedented summer of wild fires. Recall this Christmas, your role in helping ensure many British Columbians are in their own homes this holiday season.

Reflect as well that we were applauded for executing the Pacific Command Chiefs of Defence Conference brilliantly and then supporting the United Nations' Peace Keeping Defence Ministerial Conference equally well.

Meanwhile, our NPTG team has been extremely busy training about 1,400 sailors daily while also advancing the Future Naval Training System - arguably the most critical element of the Royal Canadian Navy's current transformation - in such visible ways as in the roll-out of MARTECH training.

Likewise, Naval Reserve transformation has continued apace having revised organizational structure and C2, implemented a modern regenerative training regime and, delivered impressive expedited enrolment results in support of a long-term NavRes growth plan.

Of course, while there's much to be proud of in what we've done, there's even more to be proud of in how we go about being one of the nation's best employers.

Driven by the watch-words of six "ships," we've made great progress and remain absolutely committed to ensuring that our workplaces - from deck plates to shop floors to office cubicles - are free of inappropriate behaviours while also championing/celebrating diversity and inclusion.

Further, under CFB Esquimalt leadership we've refreshed and revitalized our NDWCC effort - celebrating our enormous volun-

teerism efforts in the local community as well as our financial contribution.

In retrospect, I'm sure you'll agree that we can be justly proud of our Defence Community and our personal and collective contributions to its past year's successes. And so, I want to thank each and every one of you, both Canadian Armed Forces members and our civilian employees, for the work you put in, this year and every year, to uphold the standard of excellence that we expect - a standard that through your hard work we routinely exceed! Bravo Zulu.

Of course, I need also recognize and thank our families for the love and commitment they show us every day. They keep us supported, energized, and motivated to serve our country to the best of our abilities. Without them, we simply could not serve so well. For this, I salute their service and sacrifices.

Having accomplished so much and endured so many sacrifices, you and your families all deserve to enjoy a respite via a wonderful holiday season this year! My wish for each of you, shipmates, is that you'll get exactly that in this Holiday Season. Enjoy the festive season.

As you do, please do take the time though to remember your shipmates deployed around the world and their families too - especially the *Chicoutimi* team and family.

Shipmates, my wife, Sabina and I, wish you and your families a very Merry Christmas and Happy Holidays!

Thank you for your service successes in 2017. I am looking forward to seeing you build on these good results with continued success in 2018.

Season's Greetings,
Rear-Admiral Art McDonald
Commander Maritime Forces Pacific

Happy Holidays



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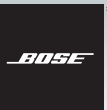
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Photo by Peter Mallett, Lookout

Invictus Games 2017 gold medal winner Lt(N) Krista Seguin is joined by Esquimalt Tritons' Capt(N) Jason Boyd (right) and Comox Flyers' MCpl Alex Coles for the ceremonial opening puck drop to commence the Men's Pacific Region Hockey qualifier at the Wurtele Arena Dec. 4.

Old Timer's advance, men's Tritons eliminated last week

Peter Mallett
Staff Writer

Esquimalt's Old Timer's hockey team advanced to the National Canadian Armed Forces Championship Tournament with a 2-0 series sweep of the Comox Silver Totems in Pacific region qualifying action last week.

The senior Tritons opened their best-of-three series at Wurtele Arena with a 1-0 win on Dec. 4 and then eliminated their Royal Canadian Air Force rivals with a 4-1 win in Game 2 the next day.

Tritons goaltender, Chief Petty Officer Second Class Ken Simoneau earned series Most Valuable Player (MVP) honours for allowing just one goal over two games.

Esquimalt now moves on to face the four other regional tournament winners in the national championship tournament at CFB Borden, March 17 to 22, 2018.

Esquimalt's men's Triton team were not as fortunate and suffered a 2-1 series defeat to 19 Wing Comox Flyers with a 4-3 Game 3 loss on Dec. 6. The Flyers

took a 4-0 second-period lead by scoring three of their goals in a span of 68 seconds despite a three-goal, last-gasp rally by the Tritons late in the third period.

Comox opened the series with a 4-3 win over the Tritons on Dec. 4, but Esquimalt then rallied for a 6-3 Game 2 win to force the tie breaker.

Master Corporal Alex Coles, a forward with the Flyers, earned series MVP Honours.

This season's Men's championship tournament will also be hosted by CFB Borden, March 3 to 8, 2018.



Photo by Corporal Blaine Sewell, MARPAC Imaging Services

Leading Seaman Graham (foreground) and a parade Guard of Honour fire a 21-gun salute during a Saint Barbara's Day ceremony held on board HMCS Calgary in HMC Dockyard Dec. 4.



Morale and Welfare Support - generous donation to the Base Fund

Esquimalt SISIP Financial Manager Wade Walters and CANEX Base Store Manager Sara Johnson present Base Commander, Captain (Navy) Jason Boyd with a \$164,018 contribution to the Base Fund. The cheque is presented annually from proceeds raised by the financial arm of CFMWS, SISIP and CANEX. The funding is used to provide for morale and welfare activities throughout the upcoming year.

Photo by Will Chaster

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IN THE COURTS

Mensah pleads guilty

Peter Mallett
Staff Writer

A former Royal Canadian Navy Commander at CFB Esquimalt pleaded guilty to engaging in an inappropriate relationship with a subordinate.

The Dec. 4 court martial proceedings in Esquimalt ordered that Cdr (Retired) Nord Mensah receive a severe reprimand and pay a fine of \$2,500 in instalments over five months.

The former Base Logistics Officer pleaded guilty to the charge of Conduct to the Prejudice of Good Order and Discipline after the court

heard of his sexual relationship with a woman directly under his supervision between August 2015 and September 2015.

He was removed from his position immediately after being charged for breaching the National Defence Act. Two other charges were dropped.

Mensah first joined the Royal Canadian Navy in 2000. He had worked as a Sea Training Logistics Officer in both Maritime Forces Atlantic and Pacific and also as a Senior Fleet Logistics Officer and Special Operations Officer with Joint Task Force 2.

Standing court martial

A standing court martial (SCM) has been ordered to try LS Kenidson Derival, Naval Fleet School Pacific Esquimalt.

The SCM will take place at 9:30 a.m. on April 9, 2018, in building N30. LS Derival has been charged with the following offences under the National Defence Act (NDA):

a. Section 90 NDA - an offence punishable under section 90 of the National Defence Act, that is to say, absented himself without leave;

b. Section 90 NDA - an offence punishable under section 90 of the National Defence Act, that is to say, absented himself without leave;

c. Section 125(a) NDA - an offence punishable under section 125(a) of the National Defence Act, that is to say, wilfully made a false entry in a document made by him that was required for official purposes; and

d. Section 130 NDA - an offence punishable under section 130 of the National Defence Act, that is to say, uttering a forged document contrary to section 368(1) of the Criminal Code 3.

Spectators are encouraged to attend. Military spectators are to wear the dress of the day and are to be seated by 0915 hrs. The trial will be conducted in English.

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Female commander ranks top 100 women

Lt(N) Melissa J Kia
MARPAC Public Affairs
Officer

Commander Michele Tessier was recognized Nov. 23 as one of Canada's Most Powerful Women: Top 100 Awards in Toronto.

This award is presented to female leaders whose efforts to succeed continue to motivate others.

"Being the recipient of this award is an extremely humbling experience, and one which I could have never imagined," says Cdr Tessier. "I feel very lucky to have done the things I have in my career with the Royal Canadian Navy. I think I was at the right place at the right time for a lot of them.

"It feels overwhelming to be a part of such a prestigious group of leaders; especially when I compare myself to all the women who have been nominated with me, and the military members who have received it in the past.

"There are so many incredible people on this list; I'm just a girl from Grand Bank who goes to Tim Horton's in my sweats every morning. I feel extremely honoured to be a part of this."

A native of Newfoundland,

Cdr Tessier is no stranger to breaking through barriers. At the age of five she underwent major surgery to correct a hip defect she had struggled with since birth. The medical procedure left her in a body cast for eight months, and afterwards she had to learn to walk again.

"I guess I had to develop that perseverance to overcome obstacles from the very beginning, and I guess I never stopped," she says.

From an early age Cdr Tessier was interested in the structure and opportunities the navy offered. She joined the Naval Reserves at HMCS Cabot following her undergraduate at Memorial University in 1996.

"I went down to Cabot in St. John's and decided to give the navy a try. I never would have thought that giving it a try would lead me on a path to command at sea."

The Top 100 Awards recognizes women who have achieved high levels of excellence, and promotes that with determination and dedication opportunities increase for women when female leaders have an impact at the highest organizational levels.

Cdr Tessier's naval career

includes command tours at sea from 2010-2013 with HMCS Nanaimo, and ashore, in the "stone frigate" HMCS Griffon, a Naval Reserve Division (NRD) in Thunder Bay, Ontario. She also served at Canadian Fleet Pacific as Commander Coastal Forces Pacific, and recently returned from her second trip to the Arctic with the Canadian Coast Guard. She is currently looking forward to her appointment as Commanding Officer of the new Arctic Offshore Patrol Vessel HMCS Margaret Brooke in 2018.

"It wasn't until I sailed in the Arctic with Canadian Coast Guard this year that I really got an appreciation of what I was being given the privilege to do with my upcoming appointment in Margaret Brooke. I am beginning to understand the isolation, complexity of logistics, the beauty, and ultimately the fragility of the Arctic. I also realize what an extreme honour it is to have the ability to command a ship that will operate in this environment, because not many Canadians will ever get to see this part of our country."

As Cdr Tessier looks to the future in a continued leadership role in the Royal



Canadian Navy, she is determined to have a continuing positive impact, and to help the sailors who work under her command grow as individuals.

"The advice I would give anyone looking to excel in their field is do what you are good at, and do what you love. We are fortunate to live and work in a country where anyone can become anything if they work hard at it. As the commander of a ship, or in any position I have served in, I have always wanted the people I work with to succeed, and to know that I care. I think it's important that as a leader, I help them reach their potential, and celebrate with them when they achieve their goals. People first. There will always be a mission, but without healthy, happy, informed people, the mission is unachievable."

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BE SAFE AND PLAN AHEAD FOR A HAPPY HOLIDAY SEASON

Cpl Dustin Renz
Military Police Unit Esquimalt

The time of year is once again upon us when we find our schedules busy with holiday parties and visits with friends and family. During these occasions, gifts will be exchanged, laughs will be shared, and drinks will be enjoyed.

With so much going on in the holiday season, we urge you to remember something very important: Don't drive while under the influence of alcohol or other intoxicating substances.

Mothers Against Drunk Driving (MADD) Canada estimates there are between 1,250 and 1,500 impairment-related crash deaths in Canada each year (3.4 - 4.1 deaths per day).

It only takes a few minutes and a couple of extra dollars to arrange a safe ride home, and with so much at stake (lives, mobility, careers, etc.), it is well worth it.

It is a criminal offence to operate, or be in care or control of, a motor vehicle whether it is in motion or not while your ability to operate the vehicle is impaired by alcohol or drugs.

Military Police have seen an increase in cannabis-related impaired driving incidents in recent months, and these matters are dealt with no differently than alcohol-related impaired driving incidents.

If you are at fault for a death as a result of impaired driving, you will be eligible for life imprisonment. The consequences for impaired driving include imprisonment, severe fines, driving prohibitions and vehicle impoundment.

The best thing you can do to stay safe is to plan ahead. There are many options to get you home safely, such as taxis, sober friends, designated driver services, or dial-a-driver. Remind your guests and friends of these options to ensure they have a safe ride home at the end of the night.

It is important to be aware that even the morning after you have consumed alcohol, you still may be over the legal limit to operate a motor vehicle. Alcohol takes time to be eliminated from the body, and the time it takes is different for everyone. Although you may feel like you're fine to drive, this is often not the case. If you're ever uncertain, give yourself more time until you're absolutely positive.

Please remember, if at any time you see a driver who appears impaired, call 911. You could potentially save a life.

The Military Police will be conducting random impaired driving checkpoints at CFB Esquimalt and in the residential housing areas to combat impaired driving and to make sure everyone enjoys their holiday season in a safe and responsible manner.

The Military Police Unit Esquimalt wishes you all happy holidays and a happy New Year.

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Income tax relief for deployed members

As part of Canada's new defence policy, *Strong, Secure, Engaged*, the Government of Canada announced an enhanced income tax relief measure for all Canadian Armed Forces (CAF) personnel who deploy on named, international missions.

I am happy to advise that all arrangements are now in place to make this initiative a reality for members of the CAF on these named missions.

What this means in practical terms is that soon you will no longer have to pay income tax while deployed on named international operations.

Here's how it will work:

CAF members who deployed outside of Canada on a named international operational mission since Jan. 1, 2017, are eligible for income tax relief. This means they will be refunded the income tax they paid during the period of their deployment via their 2017 income tax submission to CRA.

For those deploying after Jan. 1, 2018, the military pay system will automatically calculate the income tax to be withheld (if any).

Importantly, this new measure de-links tax relief

from risk levels, and raises the eligible deduction from income up to and including the maximum pay incentive level of Lieutenant Colonel (General Specification Officers – GSO).

For those on missions in 2017 already eligible for tax relief, this change in pay incentive levels will also be captured through your 2017 tax return.

Commander MILPERSCOM will soon be issuing a CANFORGEN to provide further technical details, and in the coming days, your respective chains of command will communicate more information on how these tax relief measures apply specifically to you.

Below you will find a list of frequently asked questions - should you need further clarification.

Thank you for the incredible work you do on these important operations across the globe.

General Jonathan H. Vance
Chief of the Defence Staff



Frequently Asked Questions

Q1.

What is tax relief?

A1. As was announced in *Strong, Secure, Engaged*, CAF members on deployed international operations do not have to pay Canadian federal, provincial or territorial income tax earned during the period of time they are deployed. In the past, the decision on who qualified for the relief was tied to the risk level associated with a mission. This new measure de-links tax relief from hardship and risk allowances and increases the maximum amount of tax relief, up to the highest level of pay earned by a Lieutenant-Colonel (General Specification Officers – GSO) in the CAF. These new tax-relief measures aim to ensure all members of the CAF are treated equally and recognize the commitment CAF members and their families make for the defence of Canada.

Q2.

What are Hardship and Risk Allowances?

A2. The intent of the Hardship Allowance (HA) is to compensate for the living conditions at a specific post. It is based on an assessment of how much harsher and more difficult the living conditions are in-theatre compared to the home base in Canada. There is also a Hardship Bonus that is a percentage of the HA, and is based on a member's accumulated months of service on operations. This rate fluctuates according to an individual's circumstances and previous operational rotations. The intent of the Risk Allowance (RA) is to compensate for the risks associated with a specific post, and is based on the combination of both the probability of a hazard occurring and the severity of the hazard should the CAF member be affected by it.

Q3.

When will the new tax measures be implemented?

A3. Based on the Ways and means motion, the Canada Revenue Agency and the Ministère du revenu du Québec have agreed to allow the immediate implementation of these new measures, as announced by both the Ministers of Finance and National Defence. This means Federal income tax will continue to be deducted from the pay of the affected members (those whose missions were not previously considered tax exempt) while they are deployed. However, they will be able to claim the amount they are owed when they file their tax return.

Q4.

Who will get the tax relief under the new legislation?

A4. All CAF members deployed on international operations named by the Chief of the Defence Staff (CDS) will receive the tax relief. The new measures will be implemented for the upcoming tax season, and will be retroactive to January 1, 2017. This will be reflected on the affected member's T-4 or Relevé 1. Examples of such missions are: Operation IMPACT (CAF's support to the Global Coalition against Daesh in Iraq and Syria) and Operation SOPRANO (CAF's participation in the United Nations Mission in the Republic of South Sudan). Tax relief will also apply to those who are temporarily assigned to a mission and are required for the conduct and administration of the operations, such as Staff Assistance Visits (SAVs), Staff Inspection Visits (SIVs) or Technical Assistance Visits (TAVs).

Q5.

What's the process for CAF members to get the money?

A5. CAF members affected by the new measure will be able to claim the amount they are owed on their tax return for the 2017 taxation year. The amount of their total income that is tax exempt will be reflected on their T-4 (Box 43) or Relevé 1 (Box A-7). When they file their income tax return, they will be entitled to a refund for the amount of income tax deducted during their deployment. As of 1 Jan 2018, CAF member deployed on eligible operations will not have income tax deducted, up to the highest level of pay earned by a Lieutenant-Colonel (General Specification Officers – GSO) for the period of time they are deployed. This will align them with those members on missions currently considered tax exempt.

Q6.

Will civilian members, such as Personnel Support Programs (PSP) staff and political advisors, who deploy to the same operations with military members receive the tax benefit?

A6. The tax relief only applies to members of the Canadian Armed Forces and police officers deployed on international operations.



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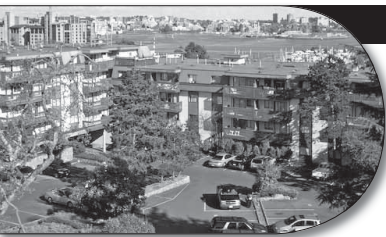
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