



Volume 61 Number 1 | January 4, 2016

LOOKOUT

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Welcome Phoenix! Pay Transformation is coming to DND

DND

A more modern pay system is rolling out for public servants and civilians across the Department of Defence (DND).

As a part of the Blueprint 2020 action plan, the government has been working towards the implementation of Phoenix, a modern, commercial and industry-standard pay system for federal employees, replacing the current 40-year-old regional system.

One part of the Transformation of Pay Administration Initiative is the introduction of Phoenix to users.

The Pay Modernization project has been ongoing gradually since having been

announced in August 2010. The second part of this initiative is to move a total of 184,000 pay accounts from 46 government organizations to the new Public Service Pay Centre in Miramichi, New Brunswick.

By spring 2016, Phoenix will be implemented in 102 federal departments and agencies, with the implementation for DND taking place in February 2016. As of this date, all civilian pay services will be provided through the Pay Centre.

Training courses for Phoenix will be available soon and civilian employees and managers are encouraged to participate to better understand how to navigate through the new system. The training course consists of an hour-long

session and can be accomplished at one's own pace from any network, including those outside the government. For military managers of civilian employees, ADM(HR-Civ) will provide additional direction about myKEY and MyAccount alternatives in the near future.

Signing up for myKey and MyAccount now and taking the training will have users out ahead of the pack to lead off 2016 on the right foot. For questions regarding Phoenix or details regarding the training sessions, visit the Pay Transformation page (<http://hrciv-rhciv.mil.ca/en/e-compensation-pay-transformation.page>).

The Phoenix system reduces process time and paperwork and has increased

self-service features that allow users to access and manage their pay information from their computer.

There are three things civilian employees and managers need to do to get ready for this change.

All employees will need a myKEY, to access the new Phoenix pay system through Compensation Web Applications.

Employees will need a MyAccount, from the Canada School of Public Service so that they can access the upcoming training on how to use the new system.

Employees will need to know how to contact the Pay Centre regarding their pay questions, once the file has been transferred. (1-855-686-4729 or paycentre.centredepaye@pwgsc-tpsgc.gc.ca).



Peter Mallett, Lookout

Rear-Admiral Gilles Couturier and CPO1 Mike Feltham present 92-year-old Rudi Hoenson with a Bravo Zulu Certificate of Appreciation for his numerous philanthropic endeavours at Veterans Memorial Lodge at Broadmead and other organizations across Victoria. During the Dec. 19 ceremony, RAdm Couturier also presented a \$1,000 cheque to Hoenson for his self-initiated dollar-matching contribution to pay for overhead lifts ceremony at the Saanich seniors' facility, bringing the 2015 fund-raising campaign total to \$215,117.

Get your teen active with army cadets

Does your teenager (ages 12-18) crave exciting outdoor activities where their personal limits as individuals and team-members will be tested? Consider the army cadets.

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- Phone: 250-363-8005 (at Armouries)
- www.2136cadets.ca
- Contact Captain Stephan Jones at communications@2136cadets.ca.



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Building from the top-down: Expanding horizons for future chiefs

DND

On Aug. 13, 2014, then Chief of the Defence Staff, General Tom Lawson, signed the initiating directive for the Chief Petty Officer First Class / Chief Warrant Officer Strategic Employment Model Project.

This three-year task will examine how the CPO1/CWO Corps must evolve in an increasingly complex and ever evolving operating environment.

The focus of this project is to implement an optimized and sustainable framework for the CPO1/CWO Corps that will formalize how they will be developed, managed and employed to meet the future needs of the Canadian Armed Forces (CAF). This initiative has grown in scope since its inception and will involve empirical research to support its findings and recommendations. The aim is to better prepare our most senior Non-Commissioned Members (NCMs) for the ever changing environment which we live in.

A little over a year into the project we sat down with Chief Warrant Officer Kevin West, Canadian Forces Chief Warrant Officer, to discuss this initiative and what it will mean to the CAF.

Q1. The CPO1/CWO Strategic Employment Model initiative is a very ambitious project, what was it that prompted the decision to undertake this initiative?

CWO West: It certainly didn't start out as an ambitious project. From day one as Canadian Forces Chief Warrant Officer, one of my concerns has been succession planning, which is essentially the way we generate, develop, select and employ our senior NCMs. It is one of my objectives to improve our processes in this area. But when we started looking into the best way to do this, we realized that there was an opportunity to not only make the process better, but to better prepare our people as well. We started looking at policies around a number of issues that have been of some concern such as pay, terms of service, education, and more. There's nothing necessarily bad about the way we currently do things, but we are looking to evolve and improve.

Q2. This initiative is certainly a long term project; what are you hoping it will achieve when completed?

CWO West: Put simply, the goal of this initiative is to add and enhance the current roles of CPO1/CWOs, with a focus on critical thinking. We want someone who can understand and work in their commander's headspace, providing added value and contributing to the bigger picture. Our traditional roles are still key, however we want to put added focus on expanding their body of knowledge and experience. This will allow our senior NCMs to develop into their jobs, and ensure that once a member reaches the level of CPO1/CWO, they will be equipped with everything they need in order to carry out this role.

Q3. Clearly CAF members at the CPO1/CWO rank will be impacted by this initiative, but will it affect anyone else?

CWO West: More than anything, this initiative is about



MCpl Daniel Merrell, Canadian Forces Support Unit (Ottawa) Imaging Services

CWO Kevin West, Canadian Forces Chief Warrant Officer.

our CPO1/CWOs of the future. In order to have the type of member we want at the top of the NCM ranks, we need to know where to start and how to get there. This project will provide the roadmap for future CPO1/CWOs to build competencies throughout their career in order to get where they want to go.

Q4. What methods are being employed to achieve this initiative? Why were these methods chosen and not others?

CWO West: This initiative is putting a large focus on empirical and provable data. Too many decisions in the past have been made on a gut feeling, without enough foresight. We are open to possibilities, and are willing to change paths if needed. Bias will be kept out of the decisions being made. To this end, the project has been built as a collaborative process that includes stakeholders from every command and partners across the CAF. Crucial to this collaboration is the engagement of the NCM Corps, with their input being solicited in a variety of ways.

Q5. We are now a year into the project. What has been accomplished thus far?

CWO West: We have stood up a project office. The project is formalized, with high level buy-in from CAF senior leadership. Right now, we're analyzing methods and best practices, in order to determine the best way forward. We're gathering information by speaking with institutions such as the Canadian Forces College, the Royal Military College of Canada, and the Chief Warrant Officer Oside Profession of Arms Institute, among others. The project still has a ways to go, but the accomplishments thus far have been very promising.

The project office is located in the Cumberland building in Ottawa. If you have any questions, comments, or concerns, you can contact the project manager CWO Sherman Neil at dnd.semproject-mesproject.mnd@forces.gc.ca.

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WHAT SAY YOU

Remembering Aboriginals - Island ceremony

Our Indigenous people from every region of Canada served during all major battles and campaigns involving the Canadian Armed Forces. Aboriginal service men and women were noted for their dedication, courage and sacrifice.

However, when returning to Canada, many of them received the opposite welcoming for heroes. While non-Aboriginal veterans were given various supports and benefits, these brave Indigenous veterans came back as second-class citizens.

There was a time during days of remembrance across Canada, when our warriors were not permitted to attend many sites of mourning, and not welcomed to participate in many Remembrance Day ceremonies held at cenotaphs.

So, they began to host their own Aboriginal Remembrance Day ceremonies to honour all

veterans. Generations gathered in the forest to honour and acknowledge our warriors, our veterans, serving members and their families and everyone affected by war, as well as to restore balance and promote healing.

My personal favourite ceremony is the one I attended in November, hosted by the Sampson family in Goldstream Provincial Park on Vancouver Island near Victoria.

The annual ceremony dates back long ago when the park had three standing longhouses and was inhabited by the Malahat First Nation people. Elder Tom Sampson once told me it is most important to host these ceremonies on the land of our ancestors, so as we call the spirits of our fallen they will recognize their way home.

The ceremony starts with various teachings and healing songs on the Big Drum near the fire. All cultures and age groups are welcome

to assist and pray to restore balance. The ceremony then moves by the stream, as the salmon fight their way to meet the other side.

The ceremony carries on with Hand Drums where a traditional dancer places the fern wreaths onto the stream for the children, the spouses, the innocent, the elders and the ones who are lost.

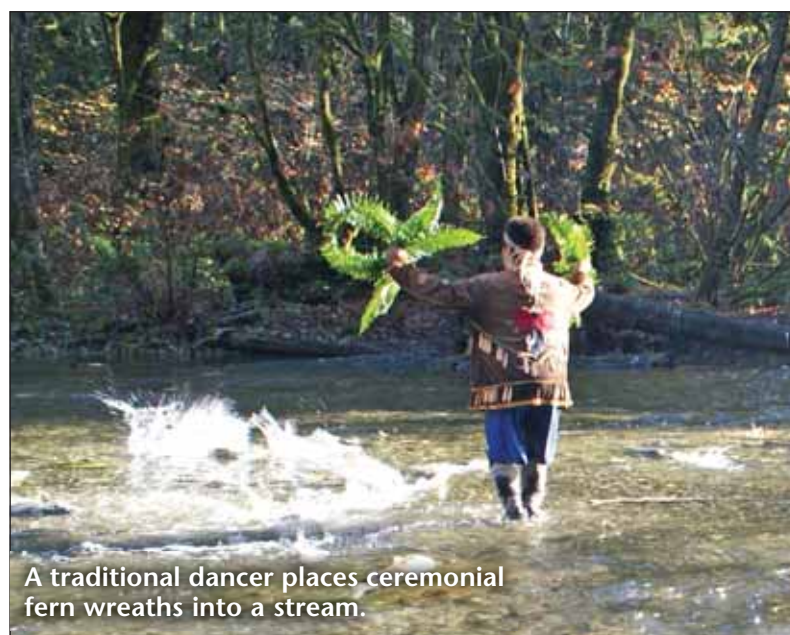
Passing by all the dead and dying salmon, representing those who did not make it back, the wreaths are filled with loving prayers.

Floating on the current, they will eventually be reaching and travelling across the ocean to bring the lost souls home.

Sergeant Moogly Tetrault-Hamel, Regional Military Co-Chair, Defence Aboriginal Advisory Group for the Province of British Columbia, and Aboriginal Champion for 39th Brigade Group.



Photos provided by Sergeant Moogly Tetrault-Hamel
Above: A group of military members, their families and community members assemble at the Aboriginal Remembrance Day Ceremony held in Goldstream Provincial Park.



Below: A traditional dancer performs to the beat of Hand Drums.



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LS Ogle Henry, MARPAC Imaging Services

Rear Admiral Gilles Couturier, Commander Maritime Forces Pacific/Joint Task Force Pacific, along with his wife Sylvie, gathered with the cooks and servers during an interlude to the Christmas reception they hosted at their official residence Dec. 11.

Nijmegen 2016 team initial callout

DND

The international four-day Nijmegen march is conducted annually in the Netherlands. It is a rigorous and prestigious event that draws approximately 45,000 marchers from 50 countries, with over one million spectators.

The Nijmegen march was created in 1909 in the Netherlands to increase the load carrying capability and marching speed of infantry troops. It has since evolved into the largest marching event in the world. This year is the 100th anniversary of international participation in the march with Canada participating since 1952.

The Nijmegen march will be held July 2016.

Maritime Forces Pacific (MARPAC) is submitting a team for Nijmegen 2016 and is soliciting for marchers. MARPAC teams have a proud record and will once

again represent Canada in the Nijmegen march.

An information brief will be given in early February for all interested participants at a date to be announced soon. It is expected that the MARPAC Nijmegen march team training will commence early spring.

Team selection will be conducted by the team leader and second in charge and approved by Personnel Coordination Centre (Pacific). Final MARPAC team composition will

draw from all Joint Task Force Pacific integral and lodger units, ships, and area reserve units.

Marchers will meet the following criteria:

- Nominated by the unit commanding officer as deserving of this unique opportunity to represent Canada internationally.
- Current force test.
- Preferably be a first time marcher.
- Be available for a rigorous team training programme commencing in spring 2016 and be pre-

pared to complete approximately 1,000 kilometre of workup marching. Training is normally conducted in the early morning time-frame.

- Be available, without hindrance, to train and participate in Nijmegen during July 2016.
- Be able to smile through all the blisters and demonstrate esprit de corps.

Personnel interested in becoming marchers on the JTF(P) team are to forward by email, including the chain of command approval, their names and particulars to MARPAC team leader Lt(N) Marianne Knai, 250-363-4411.

Team leader will be responsible for all aspects of team preparation, liaison with the national Nijmegen march leadership, and for the conduct of the team.

Further questions may be directed to CPO2 James Griffin, at 250-363-7005.



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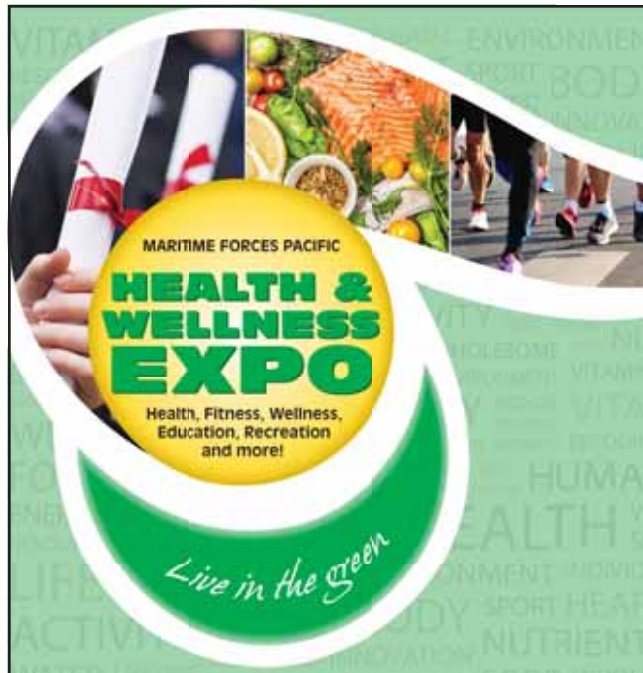
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New Mint coin commemorates British Commonwealth Air Training Plan

RCAF Public Affairs

The Royal Canadian Mint has launched a new \$20 silver coin commemorating the British Commonwealth Air Training Plan (BCATP).

The Plan, as it came to be known, arose from Prime Minister William Lyon Mackenzie King's desire to see Canada contribute meaningfully to the Allied war effort while, hopefully, maintaining control of Canadian personnel rather than seeing them absorbed into British units, and avoiding the terribly high casualty rates of the First World War. The BCATP agreement was signed in late 1939, and ran until 1945.

It was a simple plan, on the surface. Once Commonwealth nations around the world had determined through their own Elementary Flying Training Schools (EFTS) that enrollees did, indeed, have "the right stuff", candidates arrived at BCATP schools throughout Canada for advanced flying training, and air gunnery, wireless operator and air observer instruction. Upon graduation, aircrew travelled to England where they formed units and entered the fray under their own nations' banners.

Beneath this ordered surface was one of the most demanding efforts undertaken by Canada during the Second World War.

Airfields and schools were repurposed or constructed throughout Canada. These facilities and their supporting infrastructure would employ some 33,000 military personnel and about 6,000 civilians, and require about 5,000 aircraft – at a staggering cost of more than

\$607 million.

By war's end, BCATP schools had trained 131,553 Allied aircrew, and Canada had become known as "the aerodrome of democracy". The Plan was one of the most successful efforts undertaken by Canada during the Second World War. A legacy of the BCATP is visible in the many airfields and regional airports that dot our nation today.



Coin image © 2016 Royal Canadian Mint. All rights reserved.

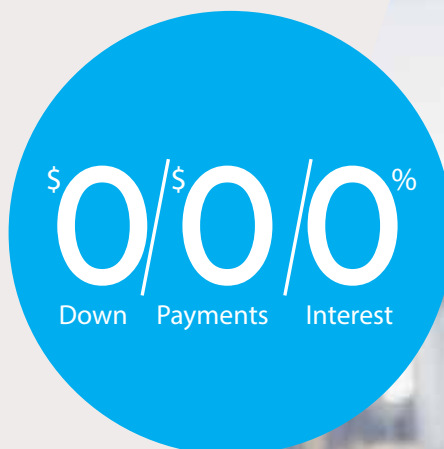
The Royal Canadian Mint's new British Commonwealth Air Training Plan commemorative \$20 silver coin is a fitting tribute to The Plan and to the Canadians who brought it to life.

With thanks to the Royal Canadian Mint for the use of its images. Coin images © 2016 Royal Canadian Mint. All rights reserved.

ABOUT THE COIN

The reverse of the new \$20 coin produced by the Royal Canadian Mint to commemorate British Commonwealth Air Training Plan depicts two airmen flying in a de Havilland DH82A Tiger Moth biplane, which was used as a basic trainer for would-be pilots training in Canada during the Second World War. The close view shows the struts and flying wires that held the wooden wings in place in their stacked position. This "winterized" version also includes adaptations that were typical of the models produced in Downsview, Ontario, including a sliding cockpit canopy and a tailwheel instead of the usual skid. Here, the two-place, fixed-wing aircraft flies above the communities of southern Ontario, as outlined by the engraved map in the background. Below the two flyers is an overhead view of No. 1 Elementary Flying Training School in Malton, Ontario (now part of Toronto West), which illustrates the layout of that British Commonwealth Air Training Plan facility and runways.

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RCAF Postal Corps a morale-booster

In this day of internet communication, fast food outlets and doughnut shops in theatres of operation, and mail delivery, while important, is no longer the sole link to life back home for most military personnel. But at Christmas time, military personnel and their families still rely on the mail for exchanging gifts and cards, and on Forward Operating Bases and other technologically challenged postings, the mail is often the only line of communication year-round. In 1943 in the British Isles, it was essential to the war effort.

Ruthanne Urquhart
RCN PA

In 1942, the Royal Canadian Air Force was in full swing in Europe. Based in England, RCAF aircraft, aircrew and ground crew waged a daily battle for the skies over Occupied Europe and the British Isles. Hitler had relinquished his dream of invading England but the Luftwaffe still pounded that green and pleasant land.

From the vibrant industrial midlands north to Scotland, factories rolled out replacement parts, and aircraft and ships, at an astonishing rate. Every other week, there was a drive across the British Isles; citizens surrendered their copper pots and iron fences, their woolens and silks to the war effort.

The infrastructure of England, Wales, Scotland and Ireland was war-torn and, given the number of Allied troops and support personnel stationed in the British Isles – a fluctuating three quarters of a million or so at any given time – the infrastructure of those forces was also taking a beating. One of the services deemed most essential, not necessarily directly to the war effort but to the people waging the war, was postal service.

Mail was a problem. Though the Army Postal Corps did its best to keep up with the volume of mail and packages, Canadian military members were widely scattered. RCAF personnel especially were serving on Royal Air Force Stations all over England, Wales and southern Scotland, and pilots, aircrew and ground crew were moved around as needed. Their personnel records followed them, sometimes behind by days or weeks.



Photo: DND Archives

Leading Aircraftman G.A. Argue (Lemberg, Saskatchewan) empties parcel bags at the Base Post Office in the Midlands area of England on Jan. 14, 1943. There were a lot of happy members of the RCAF Overseas when this large shipment of mail was distributed.

The RCAF stood up its own postal corps to ensure that letters and parcels reached the personnel to whom they were addressed as quickly as possible.

In late summer 1942, recognizing that regular mail and packages from home boosted morale like nothing else, the RCAF stood up its own postal corps to ensure that letters and parcels reached the personnel to whom they were addressed as quickly as possible. A postal officer was established on each squad-

ron, and a separate Base Post Office was opened in the Midlands area of England – and a vast improvement in secure delivery was seen within only a few months.

The final step of the set-up process was enlisting the assistance of the recipients themselves. Much of the backlog of mail at depots arose from personnel fail-

ing to send the post office a change-of-address card. However, this situation improved dramatically after Christmas 1942, when 4.2 per cent of RCAF personnel stationed throughout the British Isles had not received mail and packages because they had not submitted change-of-address cards.

By mid-1943, the RCAF Postal Corps was winning the mail war. And RCAF aircrew, ground crew and support personnel, whose spirits were lifted by frequent hand-written, home-scented letters, and packages of jams and jellies, tinned meats, and coffee and tea, were helping to win the air war.

The Winter Activity Guide is hot off the press!



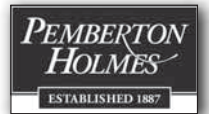
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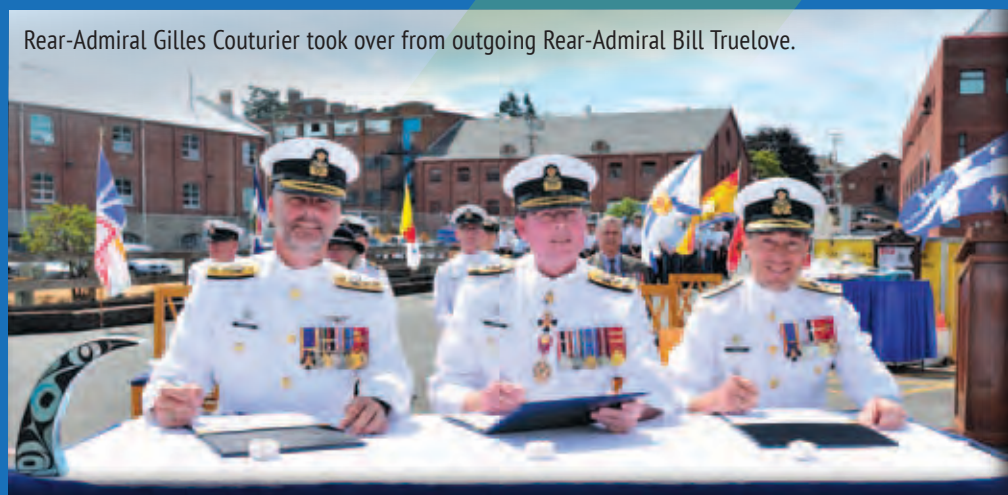
APRIL

- Former HMCS Annapolis, decommissioned in 1996, was sunk by the Artificial Reef Society. The ship came to rest at the bottom of Halkett Bay Marine Provincial Park on Gambier Island, British Columbia, to start its new life as an artificial reef.
- Twenty of B.C.'s top cadet sailors competed in teams of two to earn one of eight spots on the Pacific National Sailing Team during the three-day National Qualifying Regatta held at the Royal Victoria Yacht Club.
- HMCS Whitehorse assisted the United States Coast Guard in a major drug seizure of more than 5,200 kilograms of narcotics off the coast of Costa Rica, in the waters of the Eastern Pacific Ocean.
- Naval war veteran Gerry Butler received the Arctic Star award, a military honour granted to him for operational service in the Arctic Circle from September 1939 to May 1945. The award recognizes the particular severity of the conditions experienced by those who served in the Arctic during the Second World War.

JULY

- Governor General and Commander-in-Chief of Canada David Johnston announced that Her Majesty Queen Elizabeth II approved the creation of the Polar Medal. The new medal celebrates Canada's Northern heritage and gives recognition to persons who render extraordinary services in the polar regions and Canada's North.
- CFB Esquimalt's Naval and Military Museum celebrated its 30th anniversary on July 4. To honor the event, a new display about early naval interest in Esquimalt Harbour was opened the same day.
- In a change of command ceremony on July 14, Rear-Admiral Gilles Couturier took over from outgoing Rear-Admiral Bill Truelove. The former MARPAC Commander continues his career in Washington, D.C.

Rear-Admiral Gilles Couturier took over from outgoing Rear-Admiral Bill Truelove.



OCTOBER

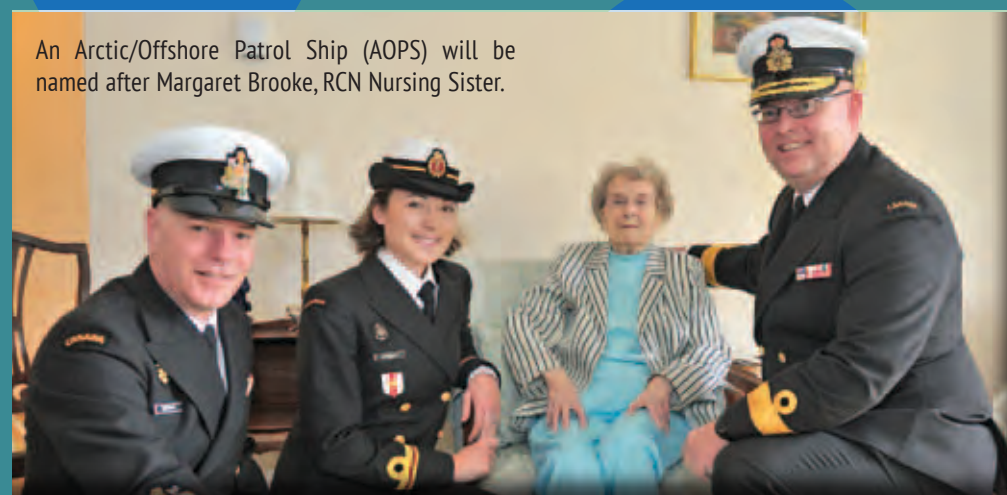
- Tour de Rock riders successfully ended their grueling 1,100-kilometre journey across Vancouver Island on Oct. 2. Captain Pam Harris, Leading Seaman Rod Carper, Major Michael Lemire, and Corporal Devin Fidler rode into a crowd of cheering supporters and were personally thanked for their efforts by Rear-Admiral Gilles Couturier.
- The new Periodization Program began its trials on Oct. 15, designed as a fitness package to enhance job performance. The program seeks to physically prepare Fleet School students for tasks required of them upon graduation, such as lifting boxes, carrying heavy supplies, or pulling ropes.
- Army Cadet League of B.C. Cadet Master Warrant Officer Christy Chow received the B.C. Army Cadet League President's Trophy from LCol (Ret'd) Phil Sherwin. The trophy was created in 2005 and is traditionally awarded to an outstanding army cadet in the Pacific Region.

JANUARY

- CFB Esquimalt became a little more environmentally friendly, banning the disposal of organic waste from the regular garbage stream. Following new Capital Regional District (CRD) regulations, the base is seeking to reach a goal of diverting 70% of waste material from the landfill.
- Defence Research and Development Canada (DRDC) developed the DRDC Flight Deck Motion system, specialized to increase the safety of complex at-sea operations, ensuring smoother and safer helicopter landings on board ships.
- CFB Esquimalt became home to the Naval Personnel Training Group (NPTG) and the future of Reserve and Regular Force training in the Royal Canadian Navy.



An Arctic/Offshore Patrol Ship (AOPS) will be named after Margaret Brooke, RCN Nursing Sister.



AUGUST

- HMCS Oriole celebrated a change of command ceremony on July 30, where outgoing Captain Lieutenant-Commander Jeff Kibble bid farewell to the ship he had sailed on for almost four and a half years. LCDr Kibble handed over command to LCDr Michael Wills.
- Peruvian volunteer fire fighters toured HMCS Calgary, invited by Firefighters Without Borders. The two visitors were given the opportunity to learn about firefighting techniques and other emergency protocol exercised on board the ship.
- Missing helicopter pilot Sergey Ananov was rescued by the Joint Rescue Coordination Centre (JRCC) Halifax from an ice floe en route to Nuuk, Greenland. The pilot waited close to two days for help after his helicopter crashed into the ocean.

NOVEMBER

- The Royal BC Museum organized a series of special events and educational experiences to commemorate wars past, and honour the experiences and lives of men and women from B.C. who served. Events included a concert by the Naden Band: "Lest We Forget: A Musical Tribute to the Great War", musical scenes staged by the Pacific Opera Victoria to commemorate the First World War, and the Transcribe project which documents the letters and diaries of soldiers.
- The Department of National Defence and Canadian Armed Forces Eagle Staff was present at the Remembrance Day Ceremony in Ottawa. The staff is a symbol of unity among Aboriginal women and men in the defence community.
- Retired Air Commodore David Prowse of the Royal Air Forces Association presented Brigadier-General Matthew Overton, Commander of the Canadian Defence Liaison Staff at Canada House in London, U.K., and Lieutenant-Colonel Tressa Home, Vice-Chief of the Defence Staff Assistant Air Force advisor at Canada House, with commemorative Battle of Britain medals. The medal pays tribute not only to the airmen and airwomen but also to the ground crew, operational support, logistics, communications, engineering, and medical crews from the 16 countries represented among the ranks of the RAF.



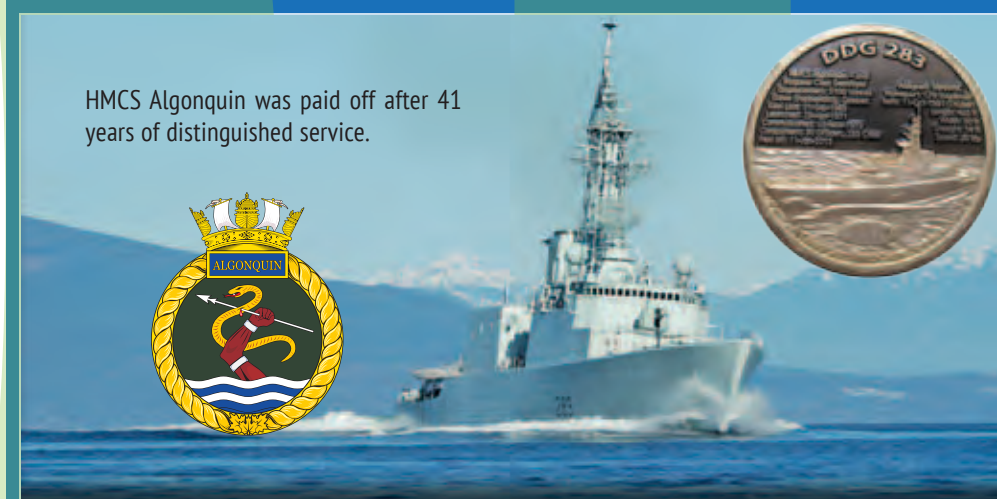
FEBRUARY

- Sunday, Feb.15 marked the celebration of the 50th anniversary of the Maple Leaf as the national flag of Canada.
- HMCS Winnipeg began its deployment for Operation Caribe 2015 this month, beginning its patrol of the Eastern Pacific to support anti-drug smuggling.
- The Navy League of Canada bestowed the 2014 Lockheed Martin Centennial Award to Leading Seaman Alecia Barlow from HMCS Queen Charlotte from Charlottetown, Prince Edward Island. LS Barlow earned the award due to her commitment to both her shipmates and the local community.
- Defence Minister Jason Kenney had his first official visit with the Royal Canadian Navy and first look at the modernized Pacific Fleet on Feb. 27.

MAY

- Chief of Defence Staff Tom Lawson released an action plan to address inappropriate sexual behaviour in the Canadian Armed Forces following several incidents. He also publicly released the independent external review authority's report into sexual misconduct and sexual harassment.
- An Arctic/Offshore Patrol Ship (AOPS) will be named after Margaret Brooke, a Royal Canadian Navy Nursing Sister decorated for gallantry during the Second World War after attempting to save the life of a fellow nursing sister after their boat capsized.
- The naval ensign of HMCS Iroquois was lowered the last time after the Tribal class destroyer paid off. The ship completed an astounding 43 years of service in the navy, acting as an anti-submarine warfare destroyer.
- HMCS Protecteur was decommissioned at a farewell ceremony on May 14, 2015. The ship was commissioned in August 1969. An engine fire in 2014 forced it to be prematurely paid off.

HMCS Algonquin was paid off after 41 years of distinguished service.



DECEMBER

- Fleet Mail Office personnel loaded bags of mail into the waiting mail truck in early December. The mail was destined for eagerly waiting sailors on board HMCS Winnipeg who were deployed on Operation Reassurance.
- Master Corporal Michael Bastien won the inaugural Military Photographers Achievement Award in the Canadian Armed Forces Photo Contest. He was recently deployed on Operation Reassurance, where he used his time at sea to compose operational shots.
- Defence Research and Development Canada scientists and technologists recently collaborated on underwater international trials in Halifax, Nova Scotia. The trials provided data that could eventually save the lives of Royal Canadian Navy divers, providing insight as to distance measurements divers must adhere to from underwater explosives.
- HMC Ships Brandon and Whitehorse arrived home after being on operation Caribe, Canada's 2015 annual contribution to the multinational campaign against illicit trafficking in the eastern Pacific Ocean and the Caribbean.

MARCH

- Leading Seaman Adam Flegel, a Boatswain aboard HMCS Protecteur, was selected from a group of 10 peers for the Canadian Fleet Pacific Sailor of the Year Award for 2014. LS Flegel was selected for his tremendous work ethic, outstanding performance, numerous achievements, professionalism, and volunteer service.
- The United States Navy awarded HMCS Toronto with the Meritorious Unit Commendation for their efforts resulting in seizures of illicit narcotics. The commendation is traditionally awarded to units for exceptional meritorious conduct in the performance of outstanding services for at least six continuous months.



LS Adam Flegel, 2014 Sailor of the year

JUNE

- The third Harry DeWolf-class vessel was named for Max Bernays, who was a Chief Petty Officer serving as Coxswain on board HMCS Assiniboine during the Battle of the Atlantic. During close range action with a German submarine in August 1942, CPO Bernays was able to successfully ram and sink the vessel.
- The Royal Canadian Navy was prominently featured in the Portland Rose Festival's Fleet Week festivities. Showing off alongside the ship were HMC Ships Calgary, Whitehorse, Saskatoon, and Oriole.
- HMCS Algonquin was paid off after 41 years of distinguished service. More than 300 current and former crew members attended the ceremony to pay their respects to the ship.

SEPTEMBER

- HMCS Chicoutimi, a Victoria-class submarine stationed at CFB Esquimalt, was officially commissioned into the Royal Canadian Navy on Sept. 3. Dignitaries present included B.C. Lieutenant-Governor the Honourable Judith Guichon, Deputy Commander of the Royal Canadian Navy Rear Admiral Ron Lloyd, and Commander of the Maritime Forces Pacific Rear-Admiral Gilles Couturier.
- Police personnel within the south island police services, including Military Police from Military Police Unit Esquimalt, began rewarding good behaviour with "Positive Tickets." Good teen deeds like cycling with a helmet, picking up litter, or helping others started being awarded with tickets redeemable for a day pass at local community centres.
- The Naden Athletic Centre celebrated the grand opening of the new outdoor fitness equipment area on Sept. 29. A group of 30 Fleet School students were first to test out the equipment, which includes a wide range of strength and cardio focused machines.





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Is the RRSP a good option?

Pierre S. Goulet
SISIP Financial

SISIP Financial advisors are used to hearing this question from Canadian Armed Forces (CAF) members who think they don't need RRSPs because they have a very good pension plan.

Unfortunately, misconceptions like these may cause CAF members to make decisions that could affect their financial security and financial goals, without all the facts.

Registered Retirement Savings Plans (RRSPs) provide the foundation for many people's retirement savings and have at least two benefits no investor should overlook:

- The tax refund when you make a contribution; and
- The tax-deferred growth for as long as the money remains in the account

Therefore, getting an account started, even if your budget only allows you to contribute \$50 per month, should be a priority for most. Less taxes, more savings...

What makes RRSPs so attractive is that they allow you to defer tax on up to 18 per cent of your previous year's income - to a maximum of \$24,930 (for the 2015 tax year). As a CAF member, your contribution room is reduced by a pension adjustment formula because you are a participant in a defined benefit pension plan.

The money in your RRSP will eventually be taxed when you withdraw

One of the most effective ways to build up your RRSP is to set up an automatic pay allotment so money goes into the RRSP before you have a chance to spend it, and you'll barely miss it.

it, but because most members and their spouse will earn less income in their post-working years than while actively employed, those withdrawals should end up being taxed at a lower rate. If you are in a higher tax bracket today, an RRSP is the way to go.

Another major benefit of RRSPs is they allow your contributions to grow tax-free. This means you don't have to pay capital gains taxes when you sell stocks or funds at a profit, and you don't have to pay tax on dividends or interest you receive in cash. Indeed, you will only be taxed on income you withdraw from your RRSP.

Put your finances on "autopilot"...

Younger investors who plan to be working for several decades can afford to fill their RRSPs with growth-oriented equities because they can ride-out market dips.

One of the most effective

ways to build up your RRSP* is to set up an automatic pay allotment so money goes into the RRSP before you have a chance to spend it, and you'll barely miss it. This strategy of "paying yourself first" not only establishes good savings habits, it also has the major benefit of dollar-cost averaging (by making contributions on a regular schedule, you buy more shares when prices are low and fewer when prices are high), not to mention the added satisfaction of watching your money grow more steadily.

Should you invest in a TFSA* instead?

The Tax-Free Savings Account (TFSA) is yet another way to grow your investments tax-free.


When is it more suitable than RRSPs?

The key difference between the two is when your contributions are taxed. Putting money in a TFSA earns no up-front tax refund: your contributions are made with after-tax dollars. But unlike RRSPs, withdrawals from TFSA's are not taxed as income. For more on the TFSA, visit the SISIP Financial online Learning Centre at www.sisip.com.

*For either of these options, consider the "simple savings solutions" available to all CAF members via the Canadian Armed Forces Savings Plans (CAFSP); you can make an appointment online with a SISIP Financial advisor at www.sisip.com to determine which is the best option for your investment purposes.

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Army reservists keen to welcome incoming refugees

Steven Fouchard
Army Public Affairs

As the first Syrian refugees arrive in Canada, Army Reservists are on the ground and eager to help keep them safe and comfortable while they await permanent resettlement in their new home.

The reservists have volunteered to be part of Operation Provision, the Canadian Armed Forces' (CAF) contribution to the resettlement initiative, which is being led by Immigration, Refugees and Citizenship Canada (IRCC).

Most are serving in auxiliary security roles or augmenting staff on the various CAF bases where refugees may be temporarily housed should the need arise. Several say they feel a personal connection to the mission.

"I signed up for Op Provision because I wanted to welcome the Syrian refugees to Canada," said Gunner Markus Hale, a member of 56 Field Regiment, Royal Canadian Artillery (RCA), based in Brantford, Ontario. "As an immigrant and a Canadian soldier, I felt it was my duty to volunteer."

"I joined Op Provision because my parents were refugees to Canada and had a better life," added Corporal Dardal Malushaj, with the Toronto Scottish Regiment. "I want to give back and help the Syrian refugees have a better life as well."

Canada's resettlement plan will continue to evolve as it moves forward. CAF members have both the

training and high level of readiness needed to evolve with it.

The multi-faceted resettlement plan starts with the identification and processing of the approximately 25,000 displaced Syrians that IRCC estimates Canada will be taking in. A contingent of CAF members are deployed in Lebanon, Jordan and Turkey to assist.

According to IRCC, the 25,000 were to be identified by Dec. 31 and the expectation was that 10,000 of those would be welcomed to Canada by the end of 2015. The remaining 15,000 are expected to arrive by the end of February 2016.

Refugees are travelling on commercial airliners, the most efficient and affordable option, but Royal Canadian Air Force officials have a plan in place to provide additional airlift support every 48 hours as needed.

The CAF has the capacity to temporarily house as many as 6,000 refugees in Ontario and Quebec, and a further 7,000 elsewhere in Canada, if necessary. Most of the facilities that have been identified for possible use as temporary housing are Canadian Army. They are: Canadian Forces Base Kingston, Garrison Petawawa, and the 4th Canadian Division Training Centre (Meaford), all located in Ontario.

In Quebec, personnel at the 2nd Canadian Division Support Base in Valcartier and the 2nd Canadian Division Support Base in Montreal are ready to receive refugees if called upon.

Should they be needed, CAF personnel will be drawing on the experience of Operation Parasol, which included housing refugees from the Serbian province of Kosovo in 1999.

Approximately 5,000 people fleeing fighting in the region stayed for three months at various CAF facilities in Ontario (the Canadian Forces bases at Trenton, Kingston and Borden, Ontario) as well as Nova Scotia (the Canadian Forces Bases at Halifax and Greenwood, and Canadian Forces Station Aldershot) and New Brunswick (5th Canadian Division Support Base in Gagetown).

CAF personnel were also involved in large-scale operations supporting refugees from Vietnam. During Operation Magnet, as it was named, they oversaw the airlift and resettlement of more than 50,000 Vietnamese refugees between 1978 and 1981 following the fall of the South Vietnamese government.

Master Bombardier Jeff Roos, a reservist with 56 Field Regiment, RCA said he chose to join Op Provision to honour that legacy and to pass his knowledge and experience along to his younger comrades.

"I volunteered to go on Op Provision as it's an excellent chance to welcome people from a war-torn part of the world to our peaceful country," he said. "I wanted to continue to carry on the Canadian Armed Forces legacy in helping refugees as well as mentoring and developing younger soldiers to be as effective as possible."



Cpl Darcy Lefebvre, Canadian Forces Combat Camera

Members of Joint Task Force Forward, operate the bioscan systems for processing refugees in Beirut, Lebanon, during Operation Provision.

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Master Seaman Amber Anderson receives her graduating certificate.



Students Graduate from PLQ

Reviewing officer, Captain(Navy) Michael Knippel handed out graduation certificates at the Primary Leadership Qualification (PLQ) Course 0062 Graduation held at the Naden Drill Shed, Dec. 8.

Images by LS Ogle Henry, MARPAC Imaging Services



Master Corporal Donna Barrett receives her graduating certificate.



Corporal Michael Beauchamp receives his graduating certificate.



Master Corporal Karen Beckingham receives her graduating certificate.



Leading Seaman Jason Boisvenue receives his graduating certificate.



Master Seaman Orlando Chavarria receives his graduating certificate.



Master Seaman Daniel Clarke receives his graduating certificate.



Master Corporal Kenneth Coleman receives his graduating certificate.



Master Corporal Chad Connerty receives his graduating certificate.



Leading Seaman Daylen Cossette-Bourassa receives his graduating certificate.



Leading Seaman Kevin Dignard receives his graduating certificate.



Leading Seaman Franklyn Gosse receives his graduating certificate.



Master Corporal Shannon Graves receives her graduating certificate.



Corporal Cody Jones receives his graduating certificate.



Master Seaman Katlin Manion receives her graduating certificate.



Bombardier Gregory Moffat receives his graduating certificate.



Master Corporal Eric Nicol receives his graduating certificate.



Master Corporal Laura Parkinson receives her graduating certificate.



Master Corporal William Ripley receives his graduating certificate.



Corporal Alasdair Robertson-More receives his graduating certificate.



Master Seaman Derek Robbins receives his graduating certificate.



Corporal Alex Rogers receives his graduating certificate.



Leading Seaman Bryan Rozon receives his graduating certificate.



Corporal Peter Sargent receives his graduating certificate.



Leading Seaman David Shackell receives his graduating certificate.



Master Seaman Seyi Shinaba receives his graduating certificate.



Leading Seaman Clarisa Smallwood receives her graduating certificate.



Bombardier Ian Smith receives his graduating certificate.

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PLQ grad
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Right: Corporal David Thompson receives his graduating certificate from Reviewing officer, Captain(Navy) Michael Knippel.

Far Right: Corporal Connor Twomey receives his graduating certificate.

Images by LS Ogle Henry, MARPAC Imaging Services



Corporal Nicole Spencer receives her graduating certificate.



Master Corporal Thierry Balthazar receives his graduating certificate.



Leading Seaman Jason Boisvenue receives the Sea Service Insignia (Gun Medal).



Cpl Twomey receives the Top Student Award for achieving the highest academic standing and displaying exceptional leadership from CPO1 Robert Spinelli, Base Chief Petty Officer.



Cpl Jones is awarded the Operational Service Medal Expedition for service on Operation Caribbe from Capt(N) Knippel.



MS Smallwood is promoted to her current rank by Capt(N) Knippel.



LS Franklyn Gosse receives the Formation Chief Petty Officer's Award for displaying exceptional leadership qualities from CPO1 Mike Feltham, Formation Chief Petty Officer.



LS Gosse receives the Drill Award for displaying exceptional qualities in military drill and deportment from CPO2 Nathalie Scalabrini, Primary Leadership Senior Instructor.



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