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Volume 61 Number 7 | February 15, 2016

# LOOKOUT

MARPAC NEWS CFB Esquimalt, Victoria, B.C

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Katelyn Moores, MARPAC PA  
 Base Commander Capt(N) Steve Waddell, far right, presents the grand cheque from the base's GCWCC campaign to the United Way of Greater Victoria. Beside Capt(N) Waddell is Vicki Kellsey, Cpl Thorpe, Patricia Jelinski, United Way CEO; Therese Boullard, HealthPartner representative; Damon Forster-Stone, CPO2 Koblun and CPO1 Gino Spinelli, Base Chief Petty Officer.

## CFB Esquimalt wraps up another successful GCWC Campaign

**Katelyn Moores**  
 MARPAC PA

Members of CFB Esquimalt gathered last Thursday to mark the conclusion of this year's Government of Canada Workplace Charitable Campaign (GCWCC).

With a drum roll playing, Captain (N) Steve Waddell, Base Commander and Chair of the 2015 GCWCC, unveiled the large cheque that declared a total of \$448,000 has been raised.

This money will help support the United Way, HealthPartners and a number of other registered Canadian charities, including Esquimalt's Military Family Resource Centre.

Capt(N) Waddell presented the cheque to Patricia Jelinski, CEO of United Way

Greater Victoria, and Therese Boullard, HealthPartners B.C. representative, and expressed his appreciation for the phenomenal contributions made this year by the Defence community.

"I'd like to recognize everyone who participated in the campaign, including the dedicated volunteers," said Capt(N) Waddell. "Once again, we have achieved success, and all of these funds will go to communities we are attached to, and to the people each of you were thinking about when you made your donations."

Part of the success of this year's campaign can be attributed to the outstanding involvement of the Formation, with all individual units and ships throwing their own GCWCC kick-off events and developing unique fundraising options that

made it easy for members to participate in the campaign.

These events included weekly soup challenges, barbecues, Dress with a Difference Fridays and 50/50 raffles. In addition, Canadian Armed Forces members, including Rear-Admiral Gilles Couturier, Commander Maritime Forces Pacific, joined forces with the Victoria Royals in October for a charity hockey game that packed the rink with over 200 fans. From senior leadership to crews away at sea, the entire Defence Team came together during this campaign to help those in need.

"Your dedication to public service is evident, not only your service to your country, but in the \$448,000 you have raised," remarked Therese Boullard.

Taking place in federal workplaces across

the country, the GCWCC is the largest and most successful workplace fundraising campaign in Canada. The funds raised will help change the lives of thousands of people in the community and fund a number of programs and services that support those in need.

Although this year's campaign may be over, the coin mosaic with the slogan "Keep Calm Campaign On" will continue to travel to different fundraising events around the base, and everyone is encouraged to continue donating their toonies and loonies to help complete the mosaic.

"We can't say enough thanks for the support we get from CFB Esquimalt," said Patricia Jelinski. "You are our largest campaign and we really couldn't do the work we do without you."

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# DART leader in town to talk emergency response

**Peter Mallett**  
Staff Writer

Coordination and preparation were crucial to the success of last year's international effort to assist Nepal earthquake victims, says Lieutenant-Colonel Ed Izatt who headed Canada's military response to the international humanitarian crisis.

The Commanding Officer of the Canadian Armed Forces' Disaster Assistance Response Team (DART) was in town last Tuesday as part of a three-day educational speaking tour of southern Vancouver Island and the Lower Mainland.

The tour brought together community leaders, military personnel, and emergency services workers.

To the gathered crowd at the Victoria Conference Centre's Saanich Room he spoke of Operation Renaissance, Canada's response to last year's deadly series of earthquakes and aftershocks that caused widespread devastation in the mountainous Asian nation, killing about 8,000, injuring 20,000 and causing an estimated \$20 billion in damage.



LCol Ed Izatt

"The biggest question in running this organization is can DART be used effectively, and how can it be used?" posed LCol Izatt. "It's not always about our plan being prefabricated; coordination is really about getting the team out the

door and prepared to do the job."

The first quake on April 25, a magnitude 7.8 violently shook the western city of Lamjung. Then on May 12 a second quake measuring 7.3 struck in the eastern region of Nepal near the

city Kodari, further rattling the already frayed nerves of the Nepali people.

LCol Izatt noted during his address there was widespread destruction to over 80 per cent of the buildings in the regions DART was deployed.

"We don't show up for rescue; we arrive on the scene far too late for that and aren't designed for it," said LCol Izatt. "The primary reason we get involved in international disaster efforts is for relief and recovery."

During his address LCol Izatt emphasized the key goals of any DART deployment is to stabilize the primary effects of the disaster in cooperation with national and regional government and non-governmental agencies, prevent the onset of secondary effects of the disaster, and to provide international assistance while national and international humanitarian aid organizations ready themselves to deliver long-term recovery programs.

"We must plan to integrate and this integration takes place in a very com-

plex environment with substantial pressures," said LCol Izatt. "Leaders and stakeholders need to be well informed to enable wise decision making, discussion and understanding of CAF operations."

LCdr Raymond Trotter, officer in charge of Regional Joint Operations Centre Pacific, attended the briefing and felt LCol Izatt's presentation highlighted the importance of properly preparing emergency response plans before disasters strike.

"Disasters can be very dynamic situations and there is no cookie cutter solution. Each one is different," said LCdr Trotter. "The more the CAF interacts and coordinates with outside agencies, the better we understand one another's systems and processes. Here at home the more coordination we can achieve with outside agencies before a disaster strikes, the better situated we will be to respond."

Two hundred soldiers, sailors and aviators assisted in various tasks such as engineering, medical aid, liaison services and mapping. DART used the giant C-17 heavy-lift transport airplanes to airlift over 36,000

kilograms of medical and humanitarian relief supplies to Nepal.

Those on the DART team are pulled from their regular duties at bases across Canada.

"DART doesn't exist until there is a disaster," said LCol Izatt. "I am an engineer by trade."

By the end of the mission on June 5, 2015, DART had distributed 75 water filtration units, enabling access to clean safe drinking water for approximately 3,400 people; treated more than 700 Nepalese patients; provided 750 maps and imagery products to the Nepalese and foreign militaries, NGOs and UN agencies; removed more than 3,000 cubic meters of rubble, and cleared roads allowing access to approximately 204,000 Nepalese; enabled more than 300 public safety announcements; and distributed more than 355 crank radios to connect with relief efforts.

DART was founded in 1996 as part of an international response to the 1994 genocide in Rwanda and has also responded to other crisis including a 1999 Hurricane in Honduras, a 2013 Typhoon in the Philippines, and earthquakes in Turkey (1999), Sri Lanka (2004), Pakistan (2005) and Haiti (2010).



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Cpl Brent Kenny, MARPAC Imaging Services

Members of Base Logistics fall in behind the Logistics' birthday cake, celebrating 48 years, for a group cake-cutting photo in the upper Wardroom Feb. 3. From left to right: Cdr Wes Golden, Cpl Melanie Nicole, Sgt Mathieu Lortie, MCpl Annie Bleney, Cdr Jeffrey Watkins, Base Logistics Officer, and Cdr Brigitte Boutin, Base Administration Officer.

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## Go Pink - dress up for anti-bullying day

**Rachel Lallouz**  
Staff Writer

It's expected on Feb. 24 that a sea of pink wearing runners will trot the five kilometre fleet run route.

To support National Anti-Bullying Day in Canada, the Fleet Run has moved from its usual Thursday time slot to Wednesday, and everyone across the Formation can wear pink to work, the colour that represents taking a stand against bullying.

"The pink t-shirt identifies those participating as part of organized opposition to bullying," says Michael Holt, Director of the Civilian

Human Resources Centre (Pacific).

Holt believes the run is a crucial step for CFB Esquimalt to promote the importance of having a safe and respectful workplace for all.

"I think it's necessary to understand that a respectful workplace really does involve everyone," says Holt. "So having that endorsement from the Formation for people to wear pink really shows a demonstrated effort to support the cause."

In order to accommodate the pink civilian wear for military members, Dress with a Difference Day will

move from Friday, Feb. 26 to the 24.

Special anti-bullying pink t-shirts can be purchased at London Drugs for \$9.80. Net proceeds from the sale will go to the Boys and Girls Club of Victoria.

As per its usual route and time, the fleet run begins at A Jetty at 8:30 a.m. and finishes at the Dockyard gym. Snacks will be provided at the gym for runners.

**The genesis of Pink Shirt Day:**

Anti-Bullying Day or Pink Shirt day is a day when people wear a pink shirt to symbolize a stand against bullying, an idea that originated

in Canada. It is celebrated on various dates around the world.

The original event was organized by David Shepherd and Travis Price of Berwick, Nova Scotia, who in 2007 bought and distributed 50 pink shirts after Grade nine student Charles McNeill was bullied for wearing a pink shirt during the first day of school.

Bullying continues to be a major problem in our schools, workplaces, homes, and over the Internet. On Pink T-Shirt Day wear something pink to symbolize that you will not tolerate bullying, anywhere.

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Published each Monday, under the authority of  
Capt(N) Steve Waddell, Base Commander.

Le LOOKOUT est publié tous les lundi,  
sous l'égide du Capt(N) Steve Waddell,  
Commandant de la Base.

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or reject copy or advertising to adhere  
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Circulation - 3,800  
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One year subscription - \$66.<sup>94</sup>

Six month subscription - \$33.<sup>47</sup>

Prices include tax.

A Division of Personnel Support Programs  
CFB Esquimalt, PO Box 17000 Stn. Forces,  
Victoria, BC V9A 7N2

Web: www.lookoutnewspaper.com

Fax: 250-363-3015

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## WHAT SAY YOU

### People Talk

Lookout asked this question:

*What was your favourite thing about the 2016 MARPAC Health and Wellness Expo*



Excellent and informative displays and especially the free stuff and giveaways. The cheeseburger I had from Coast Lunchbox was both delicious and mouth-watering.

**Bruce Bagley,**  
PSP Arena Supervisor



Getting here. I love to travel, so making the 6,178 kilometre coast-to-coast journey to beautiful Victoria and the Expo for the third time was pure joy for me.

**Jennifer McInroy,**  
Lord Nelson Hotel and Suites, Halifax



My favourite thing so far has been the Taco Justice. It's hitting the spot for me right now. I made sure to come early and hungry to take advantage of the free food voucher.

**Kevin Rasmussen,**  
FMF



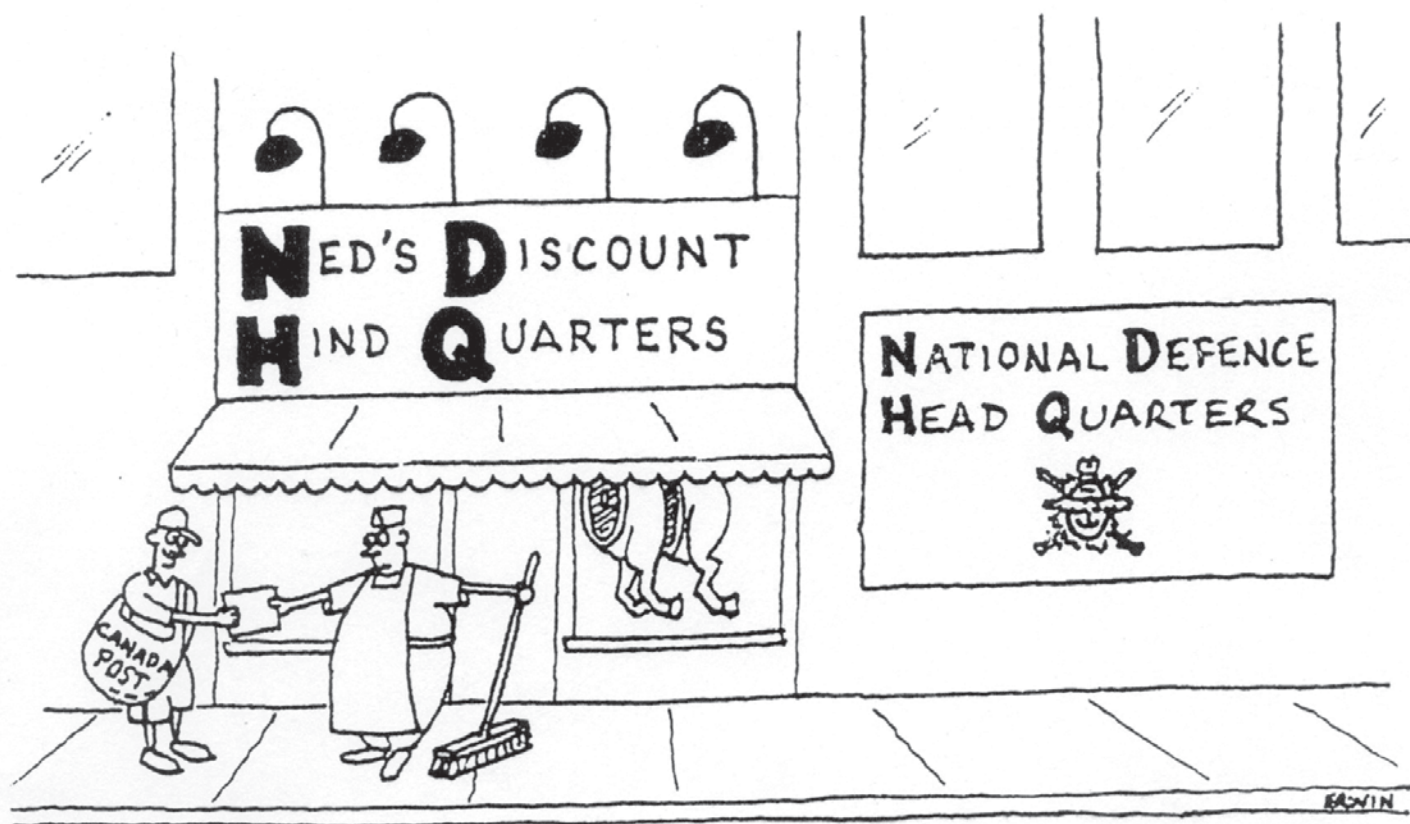
I like that people are thinking about staying healthy. The base does an excellent job at promoting a healthy lifestyle and this Expo is a perfect example of this effort.

**AB Alishia Reid,**  
Student at CFFSE,  
HMCS Hunter



I was surprised there are such diverse exhibits here such as registered acupuncture and massage therapists, and then high tech industrial displays like one that I really liked from Wurth Canada Ltd.

**MCpl Darlene Svendsen,**  
BLOG



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Proceeds from this event will support the PPCLI Foundation for programs  
that help serving and former service members and their families.

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# New system underway to manage conflicts and complaints

**Cdr William Mercer**  
IC2M Project Team Lead

*In recent Chief of the Defence Staff leadership talks to senior Canadian Armed Forces (CAF) leaders on Operation Honour, General Vance stated: "None of you will be judged by how free you are in terms of complaints ... You're going to be judged by what you're going to do about it."*

Under development for the last four years, The Integrated Conflict / Complaint Management (IC2M) model proposes a new way to manage complaints more effectively through an integrated complaint management system that is responsive to, and trusted by, Canadian Armed Forces members and the chain of command.

IC2M originated during transformation initiatives to force a rationalization of personnel policies and procedures while taking the opportunity to modernize primary CAF Human Resources processes. One of the areas targeted early for overhaul was CAF complaints management.

In 2011, the Vice Chief of the Defence Staff (VCDS) and the Chief of Military Personnel launched the Integrated Conflict Management Working Group (ICMWG) with appropriate L1 representation. The ICMWG employed a business process redesign methodology to holistically review existing conflict management mechanisms. The review focused on the military grievance system, the harassment complaint resolution system, and the alternative dispute resolution system. The ICMWG concluded that existing mechanisms are complex, lengthy and ineffective, with no single oversight.

The chain of command also reported inadequate situational awareness on the conflict portfolio and lacked capacity to make informed decisions early in the process. The business process redesign effort produced a concept that integrates the three processes in an efficient, comprehensive and collaborative manner, while ensuring that every effort

is made to resolve complaints early, locally and informally. The IC2M project was established in 2014 by the VCDS with a two-year mandate to fully define the concept.

The new IC2M model

offers a one-stop-shop process guided by local staff at formation levels trained in complaint management/ resolution and supported by a central agency. CAF members will know where to go when they have

issues that requires resolution. They will receive assistance early in the process. IC2M will help members help themselves.

Should that not suffice, CAF members will be assisted with full engagement of the chain of command to ensure the matter they identified is formally acknowledged and resolved. The model also calls for a centrally controlled harassment/discrimination/abuse of authority investigation capacity, apportioned as required, to provide the chain of command with CAF-wide consistent investigation standards and advice.

The IC2M will not let the institution neglect our members' challenges.

It will aim to bring closure early through a new collaborative resolution process. If unsuccessful, IC2M will shepherd the matter through the formal resolution system for determination by an appropriate authority. A more effective complaint management system will yield a more effective force. It will also strengthen the loyalty of

our members towards the chain of command and the institution.

With the operating model almost complete and war-gaming scheduled, the project will deliver a master implementation plan in 2016. Once approved, it is envisioned that an initial operating capability will start with a prototype model at a base and eventually, roll-out pan CAF over a few years.



***None of you will be judged by how free you are in terms of complaints ... You're going to be judged by what you're going to do about it.***

General Vance  
Chief of the Defence Staff  
Leadership

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# Out drive your competitor - join the base golf club

Whether you're a beginner or an old pro, a membership in the CFB Esquimalt Golf Association has many advantages.

The club has corporate membership at Olympic View, Arbutus Ridge and Glen Meadows Golf Clubs. In addition, thanks to local golf courses, club members enjoy reduced rates at Bear

Mountain, Cowichan and many more golf courses. The end result is reduced green fees and membership privileges making the game of golf more accessible and affordable to the MARPAC/DND community.

"I think we are the best kept secret on the base. And thus, I want people to know that anybody can

become a member of our club," says club president Lt(N) Mohamed Ali Gudal. "More than anything else our club allows you to enjoy the game at greatly discounted rates and also make new friends and socialize."

Also included with the membership is an opportunity to become BCGA

and Golf Canada member for only \$20, giving members an opportunity to post scores online and track an official handicap with the governing body.

The 500-member club is celebrating its 20<sup>th</sup> anniversary this year, and the club's incoming president is calling on all MARPAC military, DND public servants,

veterans, serving RCMP and Honorary Colonels and Captain(N)s and their families to join their ranks in 2016.

The three-tiered annual membership begins at \$35.

The club organizes a season opening tournament in early May, an annual road trip in early June – this year in the Whistler B.C.

area, and an annual championship tournament in early September. The club subsidizes these events, thus enabling its members to enjoy more golf at a reduced rate. In addition, every tournament participant wins a prize, or two.

To find out more about the CFBEGA visit their website at: [www.cfbega.ca](http://www.cfbega.ca)



Peter Mallett, Lookout  
Lt(N) Mohamed Ali Gudal, CFB Esquimalt Golf Association president.

## Life on the links a labour of love for new association president

**Peter Mallett**  
Staff Writer

The path to the 18<sup>th</sup> hole has not been an easy one for CFB Esquimalt Golf Association president, Lt(N) Mohamed Ali Gudal.

He was 26 years old when he experienced his first chip on the green.

He had only been living in Canada for six years when a group of fellow naval reservists in Halifax introduced him to golf on a weekend excursion to P.E.I. one summer day back in 1999.

"Prior to that point I had only played soccer and volleyball in my native Ethiopia," he says.

But he was willing to swing a club on the sandy, scenic, crescent-shaped

course, and like so many golf newbies who have comically fanned on the ball like a mesmerized batter at the plate during their first attempt at the tee, his initiation to the links didn't go any smoother.

"At first I didn't like anything about golf," he says. "They gave me the ball and I swung at the ball 12 times and couldn't hit it."

With his favourite soccer jersey on, he persevered.

"I finally hit that little ball with my club on the 13<sup>th</sup> attempt; I only advanced the ball about 20 yards," he says. "At first I thought to myself 'I don't like anything about this game'."

He wouldn't play for another year.

While stationed in Victoria he made an excursion to Mount Douglas Golf Course. The challenge to conquer was stronger than the desire to pack it in.

***The challenge of golf was appealing to me more than anything else just because it wasn't easy.***

Lt(N) Mohamed Ali Gudal  
CFB Esquimalt Golf Association president

sion to Mount Douglas Golf Course. The challenge to conquer was stronger than the desire to pack it in.

"The challenge of golf was appealing to me more than anything else just because it wasn't easy," he said. "I bought my own clubs and eventually started taking lessons in an effort

to improve. The more I learned, the more I got hooked. I studied, watching videos and tournaments."

After a few years he made an above-average 13 handicap.

He joined the base golf club for the socializing and the ability to improve his game on local courses. Last December, he put his name in for the presidency and was elected at the association's annual general meeting, replacing outgoing president CPO2 Carl Girard.

"This is a great honour for me and I am thrilled to help in this capacity for the club, but it's also a great challenge," he says. "It will take a lot of time, but you have to sacrifice the time for something you now love."

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# Navy impresses young engineer, so she joins the ranks

**Katelyn Moores**  
MARPA PAC PA

"This is awesome!" That was Lieutenant(Navy) Haley van Poorten's reaction the first time she went on board a Royal Canadian Navy (RCN) frigate when it was alongside Vancouver in 2011.

She was taken on a tour of *HMCS Winnipeg* by a friend, a Maritime Surface and Sub-Surface Officer, who wanted to show her the ship after telling her for years she should join the navy.

After working for six years as a structural engineer in Victoria and Vancouver, the Ontario native was ready for a change. She decided to join the RCN three-and-a-half years ago.

"With my last job, every year I would think about moving to a different company until I realized it wasn't the company's fault, I just wasn't enjoying what I was doing," says Lt(N) van Poorten, now an Assistant Marine Systems Engineering Officer. "I don't think that at all now. Every day I come to work with a smile, just happy to be here, and that's what was missing before."

She is currently posted to *HMCS Vancouver*, completing a year-long training billet to become a Marine Systems Engineering Officer.

The Marine Systems Engineering department is responsible for the readiness, operation and maintenance of all the ship's systems not involved in combat or reconnaissance. These include propulsion systems, power generation and distribution, ship and machinery control systems, ship stability, and damage control.

"Basically, we are responsible for everything that allows the ship to become a home, and that allows it to move through the water," explains Lt(N) van Poorten.

She had a wealth of useful knowledge with a Master of Engineering in Structural Engineering, but lacked the in-depth understanding of specific marine systems that her new position required. To gain this knowledge she completed an intensive two-year training program at the Canadian Forces Naval Engineering School in Halifax, Nova Scotia, and a one-year technical training phase onboard *HMCS Calgary*.

It's an interesting time to

be on board a Halifax-class frigate. They were commissioned between 1992 and 1996, and are currently undergoing a planned mid-life modernization that includes a new command and control system, new radar capability, a new electronic warfare system and upgraded communications and missiles. In the Pacific Fleet, *HMC Ships Calgary, Vancouver* and *Winnipeg* have all completed their modernizations and are currently conducting operations.

Lt(N) van Poorten and the rest of her department now work with a user-friendly point-and-click approach that enhances the interface for remote control over most of the ship's systems they maintain.

It's not just the work, but also the people that makes her job rewarding. Although life on ship is not always easy – bad sea states have been known to keep her away from meal times – the camaraderie that comes with ship life has outweighed the bouts of seasickness.

"You'd think being stuck in a steel tube for weeks on end with the same people would be bad, but my



Lt(N) Haley van Poorten in HMCS Vancouver's engine room.

department is so much fun," she says.

Although her career change required rigorous training and an initial pay cut, Lt(N) van Poorten has no regrets about her decision to join the navy. After leaving a career that no longer challenged her, she has found a job that is both

dynamic and interesting.

In early February, *Vancouver* deployed from its home port of Esquimalt to participate in operations with allies in South America. This summer, the ship will join a number of other navies in the waters off Hawaii for Exercise Rim of the Pacific (RIMPAC), the

world's largest international maritime exercise. The ship will then continue conducting exercises and operations in the Pacific Ocean until late this year.

All these deployments mean a lot of sea time for the crew, something Lt(N) van Poorten is not complaining about.

## Welcome Phoenix! Pay Transformation is coming to National Defence

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 this month. As of this time frame, all civilian pay services will be provided through the Pay Centre.

Training courses for Phoenix are available 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) has provided additional direction about myKEY and MyAccount alternatives.

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](mailto:paycentre.centredepaye@pwgsc-tpsgc.gc.ca))

## Phoenix Training For all employees and their managers

Ready for the new pay system? Act now to avoid a pay interruption later.

Less than 10 percent of employees and managers have completed the necessary Phoenix training in preparation for system launch on Feb. 24, 2016.

This training is critical, for civilian employees and their managers (both civilian and military). To ensure that you understand your role in the transition to the new pay system, and that your pay is uninterrupted, take the following action:

Employees are expected to take both the Canada School of Public Service (CSPS) Phoenix Self-Service for Employees course (C601).

Civilian Managers are expected to take the CSPS Phoenix Self-Service for Employees course (C601) AND the Phoenix Manager Self-Service course (C602).

Military managers, with civilians reporting to them, are expected to take the Phoenix Self-Service for Employees course on the Defence Learning Network under the title: Phoenix for Military Managers.

They will be expected to take the

Phoenix Manager Self-Service course once they obtain access to Phoenix (later in 2016). Alternate processes have been developed to support military managers until access to Phoenix is granted. Please review the presentation slides on the ADM(HR-Civ) Intranet site by clicking on the Phoenix Interim Processes for Military Managers link and contact your Human Resources Officer (HRO), if you have any questions.

If you experience difficulties accessing the training using your CSPS MyAccount or are experiencing delays in obtaining a MyAccount, a PowerPoint version of the training material has also been posted to the Pay Transformation section of the ADM(HR-Civ) intranet site for ease of access (in each of the employee and manager portals).

As managers and employees are responsible to ensure they are prepared for this transition, completing this training prior to the Feb. 24, Phoenix launch date is strongly advised.

**Kin Choi**  
Assistant Deputy Minister (Human Resources – Civilian)









Capt(N) Steve Waddell, Base Commander, readies for the ceremonial opening puck drop at the Oldtimers Pacific Region hockey finals. Taking the drop is Tritons' LCdr Bill Ansell and Capt Roger for the Silver Totems.

## Tritons advance to Oldtimers hockey finals at Wurtele

**Peter Mallett**  
Staff Writer

The Men's Senior Tritons hockey squad are kings of the Pacific region, and now have a shot at national glory.

The Senior Tritons scored a convincing 6-1 win in game three of their best-of-three series against the Comox Silver Totems, Feb 10 at Wurtele Arena.

With the victory, the Tritons now advance to the Canadian

Armed Forces Oldtimers Hockey Championship, which will be hosted on base March 6 to 10.

The Tritons started the regional playoffs strong with a 3-1 victory in the series opener on Feb. 9, but their up-island rivals made them sweat in the second game when they leveled a 4-3 overtime win in game two later that day.

"We came out flat in that game and we took a ton of bad penalties which Comox capi-

talized on," said Senior Tritons assistant coach MS Andrew Johnston. "We got our discipline back for game three and returned to doing many of the crucial things it takes to be successful in hockey, like staying disciplined and buying into our system and game plan."

MS Johnston credited the game three turnaround to some standout play by CPO2 Ken Simoneau, along with some good "chemistry" between for-

wards RAdm Gilles Couturier, LCol Gordon Peckham, and Capt(N) Jason Boyd.

MS Johnston is remaining up-beat about the fortunes for this year's national tournament chances despite a fifth place finish at last year's nationals at CFB Borden in Angus.

"I think we can compete with the competition at this year's finals," said MS Johnston. "But we will need to play with greater intensity from the opening puck

drop to the final horn because our opponents have much bigger player pools to draw from and have bigger rosters."

This Canadian Armed Forces Oldtimers Hockey Championship at Wurtele Arena will also feature regional champions from the Atlantic, Quebec, Ontario and Prairie regions. Further details of the tournament field and schedule will be announced in the coming weeks.

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# Creating a culture of health and wellness

**Katelyn Moores**  
MARPA PAC PA

Members of the Defence community and their families crowded the Naden Athletic Centre last Thursday for the MARPA PAC Health and Wellness Expo. This annual event was organized by the Lookout Newspaper and the MARPA PAC Health and Wellness Strategy team, and showcased over 100 local vendors specializing in education, fitness, recreation and health services.

Last week's Expo is just one of the ways the MARPA PAC Health and Wellness Strategy team works to promote a culture of health and wellness within the Formation. The team consists of six working groups that concentrate on five key priorities: active living, addiction free living, healthy nutrition and weight wellness, organizational wellness, and social and mental wellness.

One of their main goals is to break down barriers that might prevent people from improving their mental and physical health.

In April 2015, they worked with senior leadership to introduce a new smoking policy that brought MARPA PAC in compliance with the Non-Smokers Health Act. CFB Esquimalt was one of the first military bases to align with this policy, which prohibits smoking on DND property except in designated smoking areas. According to Maryse Neilson, Health Promotion Manager

*If it was simply about education we wouldn't have the issues we see, so we know there are cultural issues as well. It's not about shaming a person who smokes, but about creating a culture that promotes healthy choices.*

Maryse Neilson  
Health Promotion Manager

and strategy team member, there were over 240 areas on base that allowed smoking prior to the new policy. This number has since been reduced to 39 designated areas.

"If it was simply about education we wouldn't have the issues we see, so we know there are cultural issues as well," says Neilson. "It's not about shaming a person who smokes, but about creating a culture that promotes healthy choices."

In addition to the new smoking policy, the team has also significantly increased the number of healthy food options available within the Formation. These changes included increasing the number of fruit and vegetable options available to sailors

at sea while decreasing the availability of desserts, and working with Fleet Diving Unit (Pacific) to create a healthier meal plan for their Clearance Diver QL5A course. In addition, one-third of available vending machine choices on the base have now been designated as healthy options.

Although the team is already seeing a shift towards a healthier culture, they realize that transformation takes time, and they will continue to work to improve Formation policies to support the overall health and wellness of the MARPA PAC community.

"We need to continue to implement policy changes that back up the behaviour we want to see," says Neilson. "So far people have been very receptive to the changes."

One of their most recent initiatives is aimed at increasing the use of active transportation. They are currently looking for members interested in contributing to a community forum that will help identify the challenges cyclists face, and develop ways to improve their daily commute.

They will also be recognizing Anti-bullying Day on Wednesday, Feb. 24. Both Dress for a Difference and the Fleet Run have been moved to coincide with the event, and the entire Formation is encouraged to wear pink and participate in the run to show their support for the cause.

To learn more about these or other health and wellness initiatives available to you, contact Maryse Neilson at Maryse.neilson.forces.gc.ca

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**Feb 26 - Bill Johnson's Blues Band**

**Feb 28 - Kid's Movie**

**Kids m Minions Kids m**

**Mar 5 - UFC 196**



**Mar 18 - St Patrick's Day featuring the Tom Morrissey Band**

**Mar 27 - Kid's Easter Party**

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# Bravo Zulu



**CPO2 Richard Swann**  
HMCS Ottawa

Congratulations to LS Jason Chambers who successfully completed the Shipborne Air Controller Delta course from Aug. 26, 2015, until Jan. 22, 2016.

This marks a special time in the Shipborne Air Controller community and the Royal Canadian Navy as a whole, as he is the first sonar operator to attempt, and pass this difficult and complex course.

Due to the limited exposure of the operating system on Her Majesty's Canadian ships and shipborne helicopter operations at sea, it would be a challenge to anyone. LS Chambers overcame the

many obstacles of learning a new system, understanding the capabilities and limitations of the different military aircraft such as the CH-124 Sea King and the CP-140 Aurora, and also integrating himself with a helicopter air detachment onboard HMCS Athabaskan to complete the sea phase assessment.

This is the first course opened to sonar and NESOPs, and LS Chambers was the only West Coast sailor to attempt it. Later this year another course will be held and the interest is much higher with several NCIOs, NESOPs and Sonar Ops attending.

Well done to LS Chambers.



Captain Beth Curtis, Deputy Commanding Officer of 2289 Royal Canadian Army Cadet Corps (RCACC), received the Canadian Decoration from Commander Andy Muir, Commanding Officer of Regional Cadet Support Unit (Pacific), during a parade at the Bay Street Armoury Feb 4. She was also promoted to her current rank.



Lt(N) Jenna McGrath, Public Funds Accounting Officer, receives her promotion to that rank from Cdr Brigitte Boutin, Base Administration Officer, and LCdr Sean Keoughan, BPAdmO/XO.



PO1 Nena Dahlgren, Chief Clerk Naval Reserve Coordination Centre, receives her promotion to that rank from Cdr Brigitte Boutin, Base Administration Officer. Also on hand for her promotion were her parents Dianna and Ken Johnston.



The Liquor Control and Licensing Branch of British Columbia was presented with a Canadian Forces Liaison Council Certificate of Appreciation on Feb. 4 for its support of their manager Captain Brad McRobert, a Cadet Instructor Cadre (CIC) Officer. Capt McRobert has been afforded time away from his civilian position to work in the Cadet Expedition Programs, instruct in the Cadet Pipes and Drums Program and instruct other CIC Officers as an e-learning facilitator.

**Left to right:** Captain Brad McRobert, Cadet Instructor Cadre officer with Regional Cadet Support Unit (Pacific); Doug Scott, Assistant Deputy Minister and General Manager of the Liquor Control and Licensing Board of British Columbia; L.E. "Skip" Triplett, Regional Director British Columbia, Canadian Forces Liaison Council; and Lieutenant Colonel Don Stedford, British Columbia Liaison Officer, Canadian Forces Liaison Council; with the Employer Certificate of Appreciation.



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## FMF CAPE BRETON Awards Ceremony

Captain(N) Christopher Earl, Commanding Officer of Fleet Maintenance Facility Cape Breton, made presentations at the unit's award ceremony Jan. 26.

LS Ogle Henry, MARPAC Imaging Services



Gary Knight receives his 35 year Recognition Award.



David Dronsfield receives his 35 year Recognition Award.



Bruce Johnson receives his 35 year Recognition Award.



Ronald Bradshaw receives his 35 year Recognition Award.



Mike Nyeste receives his 25 year Recognition Award.



Kenneth Dalzell receives his 25 year Recognition Award.



Maria Green receives her 25 year Recognition Award.



George Seaton receives his 15 year Recognition Award.



Pierre Bernier receives his 15 year Recognition Award.



Andrea Croft receives her 15 year Recognition Award.



Gordon McKinney receives his 15 year Recognition Award.



Larry Green receives his Certificate of Appreciation.



Greg Evans receives his Certificate of Appreciation.



Zach Mallett receives his Certificate of Appreciation.



Antonios Papadopoulos receives his Apprentice Fifth Year Certificate as an Electronics Repairman.



Matthew Oldroyd receives his Apprentice Fourth Year Certificate as a Metal Fabricator.



FMF CAPE BRETON Awards Ceremony



Eric Grandbois receives his Apprentice Fourth Year Certificate as a Machinist with his wife Erica and daughter Teija present.



Quinn McCullough receives his Apprentice Fourth Year Certificate as a Machinist.



Alex Flatman was presented with the Apprentice Fourth Year Certificate as a Metal Fabricator.



CPO2 Devon Simpson receives his Bravo Zulu Certificate.



Cal Campbell receives his Bravo Zulu Certificate.



PO1 Andre Aubry was presented with the Operational Service Medal-Expedition.



LS Colin Scheidl was presented with the Canadian Forces' Decoration Second Clasp.



CPO1 Peter Chartier was presented with the Canadian Forces' Decoration Second Clasp.



CPO2 Craig Foley was presented with the Canadian Forces' Decoration First Clasp.



PO2 Ryan MacLellan was presented with the Canadian Forces' Decoration.



MCpl Megan Ronaldson was presented with the Sea Service Insignia Level One Gun Metal.



Cpl Chelsie Whalen was presented with the Sea Service Insignia Level One Gun Metal.



LS Martin Charlebois was presented with the Sea Service Insignia Level One Gun Metal.



Lt(N) Natalie Mailhot-Montgrain was presented with the Sea Service Insignia Level One Gun Medal.



MS Cody Travis was presented with the Sea Service Insignia Level One Gun Metal.



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# Umingmak: inspiration from a life lived

**Lt(N) Gwil Roberts**  
HMCS Discovery

A memorial service was held for a Canadian legend, Stuart M. Hodgson at HMCS Discovery in Vancouver Jan. 14.

Hodgson was grandfather to Able Seaman Evan Hodgson, a naval reservist.

The large gathering of family, friends, dignitaries, colleagues, military and RCMP members was an opportunity to commemorate the man who believed so strongly in one ideal: service to Canada.

While best known for his time as the Commissioner of the Northwest Territories (1967-1979); Hodgson also served as the Chairman of B.C. Transit and B.C. Ferries, and was a citizenship judge, and before all those careers, a sailor in the Royal Canadian Navy (RCN).

He was born in east Vancouver in 1924. He dropped out of high school to work as a labourer in a local plywood mill. In 1942, at the age of 17, he joined the navy, much to the dismay of his Quaker father, but to the delight of his Anglican mother. Recruited at HMCS Discovery, Stuart was trained as a naval gunner and sent to Northern Ireland for convoy duty on board HMCS Monnow, which included the harrowing and bitterly cold Murmansk run.

"It was there that he got a taste for the Arctic air," quipped the Honourable Suzanne Anton, Attorney General and Minister of Justice for British Columbia.

The Monnow was credited with sinking a German U-boat and Hodgson's gunner crew downed a German Junkers Ju 88 aircraft. That action and the ensuing death of a German survivor would affect Hodgson for decades to come.

Discharged at Discovery as a Petty

Officer in 1945, he returned to work at a south Vancouver plywood mill.

"The navy set the course for the rest of his life," said Commodore Marta Mulkins, Commander of the Naval Reserve.

"He joined as a boy and left as a man," added Eugene Hodgson, Stuart's son.

Hodgson later became financial secretary of local 1-217 of the International Woodworkers of America, and fought hard for workers' rights in B.C. for 16 years.

In 1964, he was called upon by Prime Minister Lester Pearson to be the next Commissioner of the North West Territories. Hodgson lamented that he knew nothing about government. "That's why I'm sending you," Pearson famously replied.

For the following 12 years, Hodgson transformed the north and overcame mammoth obstacles. He was a great communicator who listened and genuinely cared about the people around him, and gradually earned the respect of the northern community people. Hodgson's imposing figure, determination and forthright approach earned him the Inuit name "Umingmak" or muskox.

"He planted flags, built cairns, and looked for the Franklin expedition before it was fashionable," recalled Eugene.

He was appointed to the Order of Canada and received dozens of awards and accolades over his life. He finally retired to Richmond, B.C., where he entertained his grandkids. In 2014, his grandson, Able Seaman Evan Hodgson, joined the RCN as a member at HMCS Discovery, carrying on the family's naval tradition.

*He was a great communicator who listened and genuinely cared about the people around him, and gradually earned the respect of the northern community people. Hodgson's imposing figure, determination and forthright approach earned him the Inuit name "Umingmak" or muskox.*

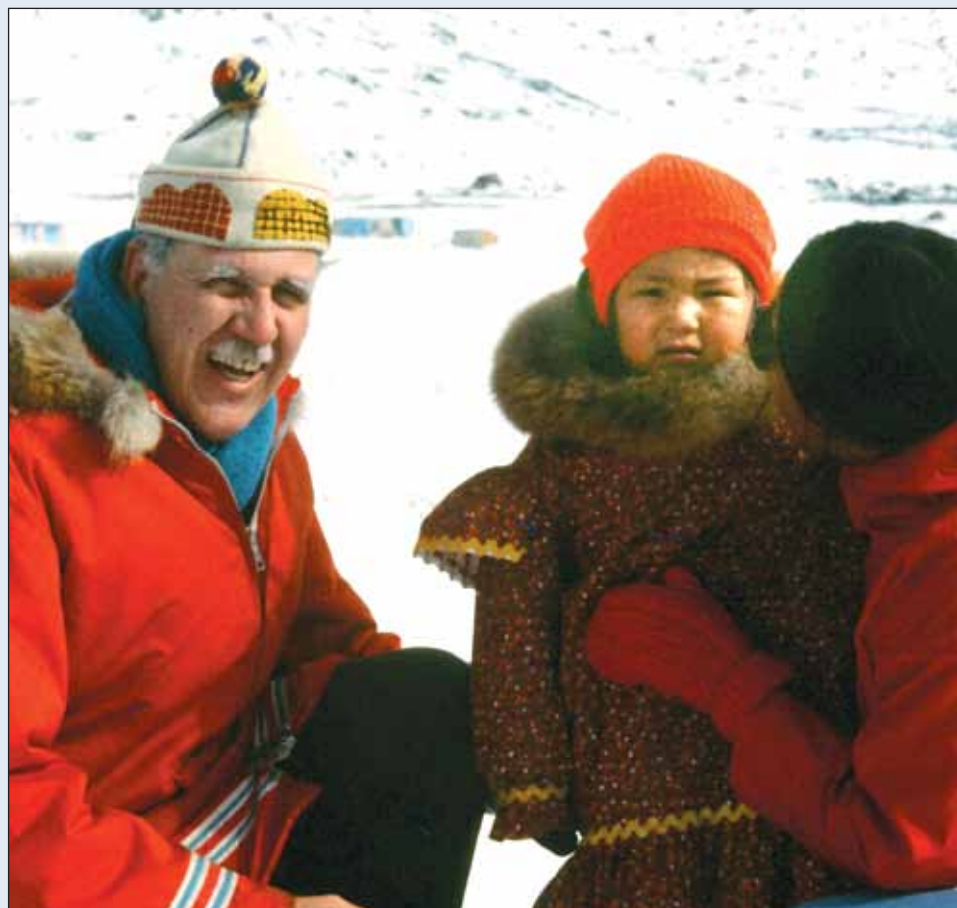


Photo by Ed Ogle

Stuart Hodgson speaks with an Inuit mother and daughter at Grise Fiord on Ellesmere Island, Nunavut.



Photo by Lt(N) Gwil Roberts

Commander Bryan Price, Stuart Hodgson and AB Evan Hodgson at the Battle of Atlantic commemoration ceremony, May 3, 2015, in North Vancouver, B.C.

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