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More details on page 2.

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LOOKOUT

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More details on page 5.

Operation Projection

Photo by Master Corporal Brent Kenny, MARPAC Imaging Services

Leading Seaman Kowmien Sellathurai organizes a hawser onboard HMCS Vancouver, as the ship starts its entrance into Singapore during Operation Projection Asia Pacific in the Strait of Malacca. Vancouver is deployed to the Asia-Pacific region from April to June. During the deployment, the crew is strengthening relationships with Canada's partners in the region. Read more on page 11.



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Commissionaire low key about remarkable milestone

Peter Mallett
Staff Writer

If you are passing by the Fleet Maintenance Cape Breton security gate don't forget to wish Commissionaire Gerry Ratchford a Happy Birthday.

Major (Retired) Gerard Lawrence Ratchford celebrated his 90th birthday last Thursday. Instead of opting for retirement Ratchford still works his regular full-time Monday to Friday security job.

"I love the interaction. Going to work gives me something to look forward to and keeps me busy," said Ratchford.

He and his security booth co-worker Corporal (Retired) Austin Henneberry, 81, have been working together for six years. The two are kept busy checking identifications and monitoring the comings and goings at CFB Esquimalt's industrial complex in HMC Dockyard. Henneberry enjoyed a 13-year career in Canada's army and marvels at Ratchford's health and level of fitness.

"When I first met Gerry he took me for a tour around the base, and I was panting," said Henneberry. "As I was busy catching my breath after my third set of stairs he joked to me and said 'We don't take elevators'."

While his longevity may seem remarkable to most and a cause for celebration, ahead of his birthday Ratchford said he really wasn't expecting much of a fuss over milestone marker Number 90.

"No special plans, it's just another day to me because I don't make a big deal about birthdays," he said. "If someone gives me a

card or a slice of cake I would be pleasantly surprised."

His humble, down-to-earth outlook may have something to do with his military career that spanned more than 40 years and included service to Canada's Merchant Navy, Royal Canadian Navy, Canadian Army, and Army Cadets.

Born on May 24, 1928, in New Westminster, Ratchford says he developed a keen interest in all things military early in life. At the age of 12, during the Second World War, he sold newspapers and maga-

zines on the corner of Tenth Avenue and Eighth Street to the soldiers stationed at the army barracks located there.

He became so enamored with the soldiers and their way of life, he had a local tailor design a replica army uniform that he would wear while he marched alongside his heroes from the various regiments. The Duke of Connaught's Own Rifles were so impressed with his interest they had a service book made for him and adopted him as their mascot.

He joined the Royal Canadian Sea Cadets

in 1942 and was one of the originals of RCSC Fraser. He served in the Canadian Merchant Navy from September 1946 to July 1949 and his service aboard seven different vessels took him to such faraway places as England, Japan, Jamaica, South Africa, Singapore and Zanzibar.

Ratchford had a brief spell in the Royal Canadian Navy from July 1949 to November 1950. He then joined the Canadian Army in 1952 until his release in 1993. During that time his tours of duty included being a member of The Black Watch (Royal Highland Regiment) and serving in Korea in the years after the truce was signed between North and South, and being part of Canada's United Nation's Peacekeeping mission in Cyprus in 1970 and 1971.

"They were just great years, I loved them," he said. "One of the best posts I ever had was in Cyprus, and we were lucky enough to be there when it was peaceful and quiet."

After his release from the army, he became an instructor with the Canadian Scottish (Princess Mary's) Cadet Corps in 1972 and stayed in the organization, eventually rising to the rank of Major before his retirement in 1993. In a military career spanning more than 40 years he was awarded 10 medals including a Canadian Peacekeeping Service Medal, Canadian Volunteer Service Medal (Korea), and a Queen's Diamond Jubilee Medal.

Shortly after retiring from the military he returned to B.C. and started working as a security commissionaire, a job he has worked ever since.

Ratchford says he has no plans to retire any time soon.



Photo by Peter Mallett, Lookout

Security Commissionaire and Royal Canadian Navy veteran Gerry Ratchford at his post at the Fleet Maintenance Facility security booth. The 90-year-old recently celebrated his 90th birthday.

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BASE EMPLOYEE wins big ON TV GAME SHOW

Photo Credit: FremantleMedia North America
George Morris, left, and his wife Tanya are joined by their friends Elliott Roggers and Nancy Roggers on the Price Is Right set at CBS Television Studios in Los Angeles. They attended a taping of the show on March 5 with Morris earning a spot on Contestant's Row and on the main stage.

Peter Mallett
Staff Writer

A Queen's Harbour Master employee waited two months to hear the words "George Morris, c'mon down" echo from his television set.

Last Thursday, friends and family gathered around the TV with Chief Petty Officer (Retired) George Morris to watch his appearance on The Price Is Right and win \$9,400 (U.S.) in cash and prizes.

The live show took place March 5 after Morris, his wife Tanya and two friends applied and received tickets to the show. They travelled to Los Angeles as part of a vacation. Morris eventually earned himself a spot in Contestant's Row after passing a screening test from the show's judges. He and the other contestants were interviewed by the show's production staff prior to the taping but had

no idea when or if their name would be called.

"I have some hearing difficulties, so I had no idea my name was called. My wife and friends were jumping around, saying 'it's you, they called your name,'" said Morris, 55. "After I realized they had called my name I was taken aback and thought 'Oh my Gosh, this is really happening! They actually called my name' and from that point on the nervousness was gone and off to Contestant's Row I went. Like a typical Canadian, I was in it to win it."

He would eventually find himself on stage after successfully bidding on a collection women's watches valued at \$1,400. He bid \$1 over the highest bid to win the jewelry and to earn his ticket on stage alongside host Drew Carey.

"I was already nervous when I was in the audience and heard my name being

called, but now it was getting even more exciting," Morris recalls.

He won \$8,000 after playing a game that required him to match five grocery items with the correct price tag.

With his appearance already a financial victory – minus 37 per cent in federal taxes – it was now Morris' turn to spin the big wheel. The contestant that spins the wheel and comes closest to a dollar without going over qualifies to compete in the Showcase segment of the show, where they can win more money and prizes.

But Morris was eliminated in the spin-off against the show's other contestants after registering 60 cents.

Despite not making the cut for the Showcase portion, Morris says he was pumped by simply having a chance to compete in the iconic game show, which first aired on network television in 1956. Morris grew

up in Sept-Îles, Quebec. Like many kids of his generation, he spent hours in front of the family Zenith watching former host Bob Barker work his quizmaster magic on the popular late morning game show that features contestants vying for cash and prizes by guessing the prices of popular merchandise.

He and his wife had also attended the show in 2001 but were passed over by the show's judges for Contestant's Row. He learned from that experience and came prepared for the full day at CBS Television Studios. He went to sleep early the night before the show and was among the first to line up outside the studio ahead of the taping.

"It was just such a cool experience and definitely on my bucket list," said Morris. "Everyone seems to be really excited when I tell them I was on the show."

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WHAT SAY YOU

People Talk

As base employees prepare for Bike to Work Week - May 28 to June 3 - and the June 1 Navy Bike Ride Lookout asked:

Why do you ride your bike to work?



I bike for a couple of reasons: for health, for saving money and it's good for the environment.

CPO1 Bob Anderson, AJAG



I'd rather enjoy the fresh air on the bike trails than be stuck in traffic. Plus I save a ton of time and money thanks to the bike.

PO2 Brian Hill, MARPAC HQ



I bike to work for the physical and mental fitness because I enjoy being in the moment on my bike. Also, biking from the Westshore is significantly faster than driving. My kids love it too as we have a cargo bike and I can drop them off at daycare on my way to work.

Krista Durand, PSP



I bike to work because it keeps me fit, it's just as quick as the car, it's cheap and it's fun!

LCdr Simon Brown, MARPAC HQ

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Local sailors dominate in Navy Sports Achievement Awards

Peter Mallett
Staff Writer

Two naval officers from CFB Esquimalt have captured three of five achievement awards in the Royal Canadian Navy category for the Canadian Armed Forces sports awards program.

The 2017 RCN Sports Achievement Awards were announced May 18 in Ottawa and Lieutenant (Navy) Krista Seguin, who works for Base Administration, made it a double play when she was named Female Athlete of the Year and Coach of the Year. Also capturing top honours is Lt(N) Nicholas Lightbody of

Base Information Services, who took the title for Male Athlete of the Year.

Lt(N) Seguin was being recognized for her participation on the sitting volleyball team and her gold-medal performance in powerlifting at Invictus Games Toronto 2017, and for her coaching of the CFB Esquimalt Tritons women's volleyball team. The Base Accommodations Officer suffers from a medical condition in her right leg coupled with many complications and is in the process of being medically released from the Canadian Armed Forces.

"Being acknowledged with two awards was very surprising and also inspiring

for me since I am someone who has had an injury and lots of setbacks along the way in my recovery," said Lt(N) Seguin. "I don't play for recognition like this, but instead for my passion and efforts to help others achieve their goals."

She was named Invictus Games 2018 sitting volleyball coach earlier this year by the Soldier On program. This week she is off to Ottawa to coach the Invictus team in a display match at a Volleyball Nations League tournament where her team will face Canada's Paralympic team.

Lt(N) Lightbody - a successful long-distance runner, swimmer and triath-

lete - is a former Combat Systems Engineer. He currently works for BIS and is posted to the Naval Reserve Unit *HMCS Discovery* in Vancouver.

Last October, he finished 26th overall at the Miami 70.3 half ironman race that qualified him for this September's world championships in South Africa. He also took second place in the Canadian Armed Forces National Triathlon Championships held last July in Gatineau, Quebec, and five gold medals and one silver at the Canadian Armed Forces Swimming Nationals in Unionville, ON, in April 2017.

More recently he finished

in 20th place overall out of 9,000 runners at the BMO Half Marathon in Vancouver on May 6. He is now preparing for the Victoria 70.3 half ironman race on June 3.

The honours put both athletes in the running for the Canadian Armed Forces national sports awards, which will be announced later this year. In his congratulatory remarks, Chief Petty Officer First Class Robert Spinelli, Base Chief, noted the uniqueness and significance of Maritime Forces Pacific (MARPAAC) / CFB Esquimalt in dominating this year's awards.

"It's really quite remarkable that at one base we are celebrating both male and female athlete of the year titles and coach of the year as well," said CPO1 Spinelli. "Both winners set excellent examples for others because both Lt(N) Seguin and Lt(N) Lightbody exhibit outstanding leadership skills at work and balance that with an unparalleled spirit of determination in athletics."



2017 RCN Sports Achievement Awards

Established to recognize military members who have achieved impressive results as competitors, coaches or officials in military or civilian sports programs. Winners will be considered for selection for CAF Overall Award winners.

- Male Athlete of the Year: Lt(N) Nicholas Lightbody, CFB Esquimalt
- Female Athlete of the Year: Lt(N) Krista Seguin, CFB Esquimalt
- Coach of the Year: Lt(N) Krista Seguin, CFB Esquimalt
- Official of the Year: Capt Steven Stuart, CFB Halifax
- Team of the Year: CFB Halifax Basketball Team



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The Pipes and Drums of the Canadian Scottish Regiment (Princess Mary's) march down Douglas Street during the May 21, 120th Victoria Day Parade.

Victoria Day Parade

Photos by Ed Dixon, MARPAC Imaging Services



Royal Canadian Legion Flag Party, representing Canada's veterans, march in the parade.



From the dais at Centennial Square, Commander Sam Sader, Base Logistics Officer at CFB Esquimalt, returns the salute from the Naden Band of the Royal Canadian Navy.

Cyber security specialists investigate navy needs

NCdt S.L. Delaney
Contributor

Two weeks ago, representatives from the cyber security industry visited Maritime Forces Pacific (MARFAC).

They began their day by exploring Venture Division's training facilities and engaging in a series of information sessions.

Staff in the Navigation and Bridge Simulator (NABS) described the training system capabilities to the visitors, and aspiring naval warfare officers brought the NABS to life with a real-time training exercise.

Venture instructors and the cyber security specialists discussed the cyber security requirements unique to naval fleet operations.

"When it comes to cyber security, it's going to take everyone," said Gary Perkins, the Government of British Columbia's Chief Information Security Officer. "In order to protect our networks, we have to proactively address threats. The Government of B.C. alone sees 240 million unauthorized access attempts per day."

After a few briefs at MARFAC, visitors boarded *HMCS Calgary* for a tour with the crew who highlighted the communications and monitoring equipment throughout the ship.



"When I transitioned to the civilian side of cyber security, my military background provided me with a holistic perspective of security," said Christine Wilson-White, a Telus security consultant and a former communication electronics engineering officer in the Royal Canadian Air Force. "Because of my experiences, I'm able to consider physical and cyberspace

threats as different pieces of the same system."

The future of cyber security within the Canadian Armed Forces is a focus of Canada's new defence policy - Strong, Secure, Engaged - which names cyberspace as a critical component of modern military operations and a recognized domain for operations, comparable to air, sea, land,

and space. Canada's cyber security considerations extend beyond national initiatives.

As Deputy Secretary General of NATO, Rose Gottemoeller shared at a convention earlier this year in Brussels that "NATO must be able to operate effectively in a new and constantly changing environment."

She explained that NATO's

approach to cyberspace is in keeping with its broader defence and deterrence mission, and that "our goal is to nurture, develop, and strengthen a stable and peaceful cyberspace."

Forging relationships with cyber security specialists in the civilian sector helps to build awareness and mutual interest in pursuing Canada's cyberspace operations.



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Be sold on expertise.



Rear Admiral John Martin, New Zealand Chief of the Navy, shakes hands with Leading Seamanship Combat Specialist Emily Maxwell during his visit to the Naval Boarding Party cell at Work Point. He was in town to see the progression of the Te Kaha refit.

New Zealand sailors train with naval boarding party

SLt M.X. Déry
MARPAC PA Office

Last week, 18 sailors graduated from the Naval Boarding Party (NBP) course at Work Point.

The graduation number was unusually high this time around, but that stemmed from eight Royal New Zealand Navy completing the training.

They are in Victoria as their ship HMNZS Te Kaha is alongside Seaspan Shipyard undergoing a midlife refit.

The opportunity to undergo this highly sought after training was not to be missed.

One of the primary roles of a navy during an operational deployment is maritime interdiction operations, and specially trained NBP teams are the ones to board and search commercial vessels of interest.

The five-week intensive course covered small arms handling, close-quarters combat, search procedures, and interview techniques. Trainees spent days at the shooting range to improve their weapon proficiency, and weeks in the indoor trainer building scaling and searching sea containers and interviewing

mock suspects.

“Back in New Zealand they talk about this course as the bee’s knees,” said Leading Seamanship Combat Specialist (LSCS) Emily Maxwell. “Everyone wants to do this course, so they fight for the opportunity to come here and do it.”

The course, she says, will help in the performance of her duties as boarding ships is a big part of her trade.

“I feel a lot more confident and competent in that aspect of my job,” said LSCS Maxwell.

Even for seasoned sailors with boarding experience the course is not easy. She said it was tough physically, but more importantly trainees need mental toughness. “You need that mental fortitude of not giving up,” she says.

Senior instructor, Petty Officer First Class Timothy Rose said he was happy to have such motivated New Zealand trainees.

“They showed up ready to work and integrated seamlessly with the course,” said PO1 Rose, adding they pushed the Canadian sailors to step up their game and perform even better.



Canadian and New Zealand sailors on a practice run during the course prior to their final assessment.



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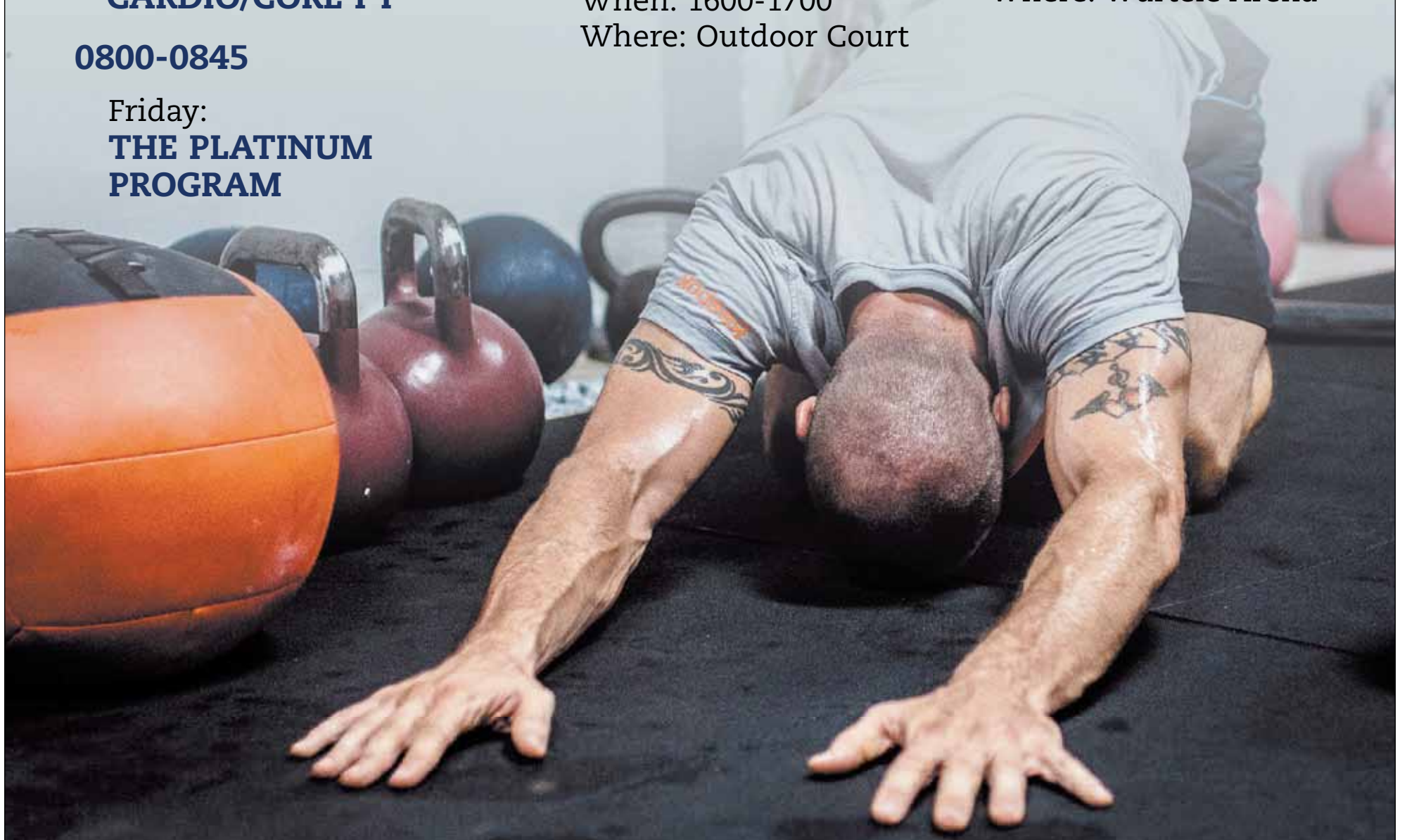
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Operation Projection

— in a nut shell —

SLt M.X. Déry
MARPAC PA Office

Since leaving Esquimalt Harbour April 2 on Operation Projection, *HMCS Vancouver* and crew have charted a course throughout the Asia-Pacific region, making ports of calls along the way in support of Canada's desire to strengthen relationships with partners in the region.

The ship is currently en route to Darwin, Australia, having left the last port in Singapore.

While alongside in Hong Kong, and then Singapore, ship and crew hosted round table discussions with local delegates about regional challenges, and while at sea, they conducted exercises with these nations to perfect working together should an emergency arise.

This was the third time since 2007 that a Royal Canadian Navy warship has visited the Hong Kong Special Administrative Region.

During the six-day port visit, Canadian sailors hosted tours of *Vancouver*, visited schools and charity events, partook in a friendly sports competition, and laid wreaths at the Sai Wan War Cemetery to honour Canadian soldiers who died defending Hong Kong from Japan during the Second World War.

Operation Projection is part of a renewed navy strategy.

During the FELEX mid-life ship refit program, Royal Canadian Navy presence in the Asia-Pacific diminished, and now that the program is over, the

navy is ramping up its presence in the region.

"We're getting to know these partner nations before we're working with them in a crisis, because it is too late once a crisis has happened," explains Capt(N) Steve Jorgensen, chief of staff for operations at Maritime Forces Pacific.

Vancouver will handoff the operation to *HMCS Calgary* at the end of July.

"Our mandate is to have a steady rotation and presence into Asia-Pacific," said Capt(N) Jorgensen. "We provide the Government of Canada and the Chief of the Defence Staff with some options, and some flexibility."

Ports of call are chosen in collaboration with Global Affairs Canada to maximize the influence of having a Canadian warship work with foreign navies, while also serving as a floating embassy for defence diplomacy.

"It isn't just the navy going out there to do navy business," said Capt(N) Jorgensen. "It is now the Canadian Armed Forces (CAF), whole of government business. We've taken it from a pure RCN deployment, to a CAF deployment, and ultimately a Government of Canada deployment."

Later in the deployment, *Vancouver* will meet up with the newly minted Naval Security Team in Fiji to conduct capacity building.

The ship will then participate in the Rim of the Pacific Exercise around the Hawaiian Islands and Southern California, the world's largest international naval exercise, before returning to home port in Esquimalt.



Photo: Master Corporal Brent Kenny, MARPAC Imaging Services
Chief Boatswain Mate, Chief Petty Officer Second Class Horne instructs members of the refueling team on proper procedures during a fueling layout onboard *HMCS Vancouver*.




Leading Seaman Duvall (left) and Leading Seaman Santos (right), both Naval Communicators on board *HMCS Vancouver*, send a message to Her Majesty's Australian Ship *Toowoomba*, as the ship starts its entrance into Singapore during Operation Projection.

Working for our community



Mitzi Dean
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Lieutenant Commander Collin Forsberg, Outgoing Commanding Officer of HMCS Whitehorse, speaks to his crew and guests.



Photos by Cpl Andre Maillet, MARPAC Imaging Services

HMCS Whitehorse

CHANGE OF COMMAND



Crewmembers of HMCS Whitehorse cheer their former Commanding Officer LCdr Forsberg as he is paddled ashore after the formal Change of Command Ceremony.



Left to right: Lieutenant Commander Jeffrey Chura, Incoming Commanding Officer; Commander Lucas Kenward, Commander Coastal Forces (Pacific); Lieutenant Commander Collin Forsberg, Outgoing Commanding Officer, sign the Change of Command certificates.

Minecraft: Operation Open Spirit 2018

Capt Matt Zalot
Operation Open Spirit PAO

During the First and Second World Wars, thousands of naval mines were laid by military forces in the Baltic Sea, and in waters around the world. It was a tool to cripple shipping and hinder ship movement in order to gain a strategic advantage in the conflict.

This, combined with aerial bombardment and naval gunfire, resulted in potentially dangerous pieces of unexploded ordnance (UXO) being left off the shores of the three Baltic nations – Latvia, Lithuania, and Estonia.

These relics of war still pose a risk to commercial shipping and fishing.

Operation Open Spirit works to lessen that risk.

The annual operation is in the spirit of NATO's Partnership for Peace. Although it has been conducted since 1997, this is Canada's fifth year participating. It is also the second time the Royal Canadian Navy's (RCN's) clearance divers have worked jointly with their Allies off the coast of Estonia.

Along with divers from Estonia, Latvia, Poland, the UK, and the US, the Canadians—largely drawn from Fleet Diving Unit (Atlantic) (FDU(A)), based out of Halifax—spent two weeks searching for, marking, and detonating UXOs to increase safety in the region. They also gained valuable experience in a very challenging environment.

Lieutenant (Navy) James "JR" Gallant, Commander Operation Open Spirit Task Force, is no stranger to Estonia, and certainly no stranger to ordnance disposal. A member of FDU(A) for nine years, this was his fifth time in

Estonia and his third anti-mining operation. He previously deployed on Operation Open Spirit in 2014 and 2015.

Along with the clearance divers, his team of 12 also includes a supply technician, a marine engineer, and a doctor; together, they followed a rigorous daily routine of searching for mines in the murky Baltic waters, and marking any "mine-like contacts" they found. When they positively identified a mine, they built, placed, and detonated explosive charges to ultimately render it safe.

The team used hand-held sonar technology to identify more than 200 mine-like contacts that required further visual inspection to sort dangerous UXOs from harmless objects such as a large rock or an oil drum.

"I think Canadians would be surprised to realize how many mines are actually remaining from the two World Wars in the Baltics," said Lt(N) Gallant.

The RCN's work on Operation Open Spirit is important because those mines pose a risk to navigation, and a risk to fishermen in the region, he says.

Aside from the obvious benefit of reducing the threat from explosive remnants of war, the operation also aims to foster goodwill and relationships with defence partners in the region.

"We get along very well with the divers of the other nations and I've met several of them more than once because of this operation," said Lt(N) Gallant.

Operation Open Spirit is an annual, combined and joint operation. It is hosted on a rotational basis by one of three Baltic State NATO members.



A diver from the Fleet Diving Unit (Atlantic) assembles an underwater explosive charge.



A clearance diver from the Fleet Diving Unit (Atlantic) conducts a final kit verification during Operation Open Spirit, May 21.



A clearance diver from the Fleet Diving Unit (Atlantic) prepares to dive.

Royal Canadian Navy clearance divers detonate explosives to clear unexploded ammunition from the First and Second World Wars near Muhu Island, Estonia.

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Bike to Work Week (BTWW) has wheeled its way into Victoria this week. Commuters are greasing their bicycle gears and riding to work rather than driving; increasing their fitness, reducing pollution, and improving their overall wellness.

Last year, CFB Esquimalt was named BTWW champions, with 407 employees cycling to work. That's up from 267 participants in 2016.

Captain (Navy) Jason Boyd, Base Commander, sees no reason not to win it this year.

"I told them last year, you might as well put our name on the trophy now," said Capt(N) Boyd, who makes the seven-kilometre bike ride to his office each day part. "It's no first leg of the Tour de France, but it is enough in the morning to wake me up on the way in. Plus, I find it is a good way to decompress on the way home, blow off some stress after the end of a long day."

With new bicycle lanes in downtown Victoria, and the recent upgrades along Admirals, not to mention the ample bicycle parking throughout the base, it has never been easier to skip the drive and cycle instead.

"You can choose to ride your bike over driving your vehicle into work, and you can choose to eat healthy. Choose to make time in your schedule to go over to the gym at lunch, choose to take every opportunity to make good choices, to do something more active."

Making those choices is critical to maintaining physical fitness, he says, which has a marked benefit on operational effectiveness and readiness.

Last week's weather in Greater Victoria was pristine and this pattern should hold through BTWW, making every morning ride a joy.

"That's why I love biking," said Capt(N) Boyd. "I love it in the morning. It's beautiful, the sun is coming up, and it's quiet. It gets me in the right frame of mind to start the day."

Join your shipmates, colleagues and friends in biking to work this week. Be sure to register at www.biketowork.ca/victoria and join Capt(N) Boyd for the second annual Navy Bike Ride on June 1 starting from the Naden Drill Shed at 7:30 a.m.





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Base Administration Awards



Cpl Samantha Rogers receives her promotion to her current rank from LCdr Colleen O'Brien, Acting Base Administration Officer, and CPO2 Gaetan Bouchard, Acting Branch Chief.



AB Amanda Hanley receives her first chevron from LCdr Colleen O'Brien, Acting Base Administration Officer, and CPO2 Gaetan Bouchard, Acting Branch Chief.



Able Seaman April Davis receives her first chevron from LCdr Colleen O'Brien, Acting Base Administration Officer, AB Davis' son Gretzky Davis, and CPO2 Gaetan Bouchard, Acting Branch Chief.

NPTG Headquarters Awards

Photos by CPO2 Yannick Gagné



PO1 MacDonald receives the Canadian Forces' Decoration from Capt(N) Drews.



CPO2 Kuyper receives the Physical Fitness Bronze Award for Aerobic Excellence from Capt(N) Drews.

MARPAC Headquarters Awards

Photos by Leading Seaman David Gariepy, MARPAC Imaging Services



Chief Petty Officer First Class Daniel Mason is promoted to his current rank by his wife, Angela Mason, and by Commander Jeffrey Watkins, Commanding Officer of Maritime Pacific (MARPAAC) Headquarter.



Warrant Officer Benoit Simard is promoted to his current rank by Commander Jeffrey Watkins (left), Commanding Officer of Maritime Pacific (MARPAAC) Headquarters, and by WO Richard Randall.



Major Anthony Bone receives his Canadian Forces' Decoration first clasp from Commander Brad Henderson, Commanding Officer of Regional Cadet Support Unit (Pacific).



CPO1 Will Slater receives his Canadian Forces' Decoration second clasp from Commander Brad Henderson, Commanding Officer of Regional Cadet Support Unit (Pacific).



PO2 Travis Welda from CFB Esquimalt Detachment Matsqui is presented the Canadian Forces' Decoration by Major Grant Whittla, Commanding Officer Base Information Service Esquimalt.



CPO1 Ferguson is promoted to his current rank by Cdr Everts, F3, CANFLTAC Headquarters.



MS Michael Shae is promoted to his current rank by Cdr Jeffrey Watkins, and LCdr Allan Wilson.



Phoenix pay update

DND

Kin Choi, Assistant Deputy Minister Human Resources Civilian (ADM HR-Civ), recently visited CFB Esquimalt to lead an armchair discussion with civilian employees about the current pay situation.

The discussion panel included HR-Civ senior management, senior managers at CFB Esquimalt, and bargaining agents representatives.

The lively discussion highlighted options to alleviate personal pay issues, as well as respond to employees' questions.

Several initiatives were outlined that will help civilian employees address their pay problems. The discussion also identified ways that HR-Civ could more effectively get information to employees in the regions, including messages on TV and bulletin boards.

Key communications handouts were shared

with employees that explained the steps to follow if they have a problem with their pay, as well as the support available while their pay issue are being resolved. These handouts have also been posted on bulletin boards around the base.

Additionally, Compensation Team agents were on hand to answer personal pay questions from employees, including specific support to resolve issues. This opportunity to speak face to face with a compensation advisor was well received by employees in attendance.

All CFB Esquimalt civilian employees will have the opportunity to connect locally with Compensation Team Agents in the coming weeks.

For more information and support on pay, visit the Compensation and Benefits Intranet site. Civilian employees are also encouraged to read the Phoenix section of the weekly Defence Team updates email for the latest news.

How DND is supporting employees:

- We are building a team of 110 compensation staff from compensation advisors, to timekeepers, Trusted Source, communication and training experts to better support employees.
- We aim to augment from 20 to 35 advisors to work on Phoenix issues, including resources working directly in Public Services and Procurement Canada (PSPC) satellite offices. Our Compensation Advisors at the Pay Satellite offices have resolved over 2,000 cases in the last year.
- Our timekeepers support military managers who do not have access to Phoenix, and complete over 3,000 transactions per pay cycle.
- HR-Civ revamped the Compensation site to provide employees with quick and easy access to tools and support, as well as the latest updates from PSPC.
- We developed training to inform managers and employees on using the Phoenix system.

Support for pay issues:

If you have a problem with your pay, speak to your manager and follow the steps outlined on the Compensation and Benefits Report, your Pay Issue webpage, or watch the video for a step-by-step guide.

Support is available to you while your pay issue is being resolved.

If you are missing basic pay, you can request an Emergency Salary Advance and funds can be provided to you within 48 hours.

If you are owed non-basic pay, such as an acting, overtime pay or a promotion, you can obtain a Priority Payment, which provides up to 66 per cent of the amount owed. Employees do not need to demonstrate financial hardship to receive a priority payment.

Timing is important in preventing pay issues – ensure that transactions are submitted and approved in the system on time.

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MFRC piloting online parenting course



Jon Chabun
MFRC

If you are a parent experiencing a deployment this summer, the Esquimalt Military Family Resource Centre (MFRC) invites you to participate in a new online pilot program.

Triple P (Positive Parenting Program) Online is for parents wanting more parenting tools and strategies but need a flexible format that fits their schedule.

This pilot program marks the first time Triple P will be delivered online to support a deployment.

"Triple P is helpful for those day-to-day parenting challenges," said Pauline Sibbald, social worker at the MFRC. "If you have concerns about behaviour and want to maintain a healthy, positive relationship with your child, you can benefit from the program."

The MFRC is specifically looking for families experiencing a deployment such as the upcoming RIMPAC exercise or HMCS Vancouver's current deployment.

"We really want community members to help us evaluate the effectiveness of the online version," said Sibbald. "It will help inform future programming and a flexible service delivery model."

In collaboration with Triple P Canada, MFRC has access to 20 licenses available for Triple P Online for parents of children aged four to 12. An additional five licenses are

available for those wanting to take the course in French and another five for parents of teens age 13 to 16.

Each participant will receive a unique login and password to access the program. Material in the Triple P online course is separated into eight modules that take between 60 to 90 minutes to complete. You can start a module one day and pick up where you left off at a later time. The pilot program is giving each parent 16 weeks to complete the coursework.

Triple P Online will start the week of June 18 to 25 and run until October 8 to 15. Once an account is created, participants will have two weeks to activate it. There will be a check-in with participants at the midpoint and at the conclusion of the program. Options for check-in include attendance in a virtual group, an on-site group, or via one-on-one phone conversations. There is a required evaluation component for both Triple P Canada and the MFRC to help assess the effectiveness of the online program for the Canadian Armed Forces community. The MFRC has four Triple P trained practitioners available to provide support to participants throughout the pilot. Upon completion of the program, participants will receive a certificate.

"Triple P has done an excellent job creating an engaging online platform," said Sibbald. "It is a new way for families to access services. A new way to provide flexible parenting support through deployments."

If you are interested in signing up for the pilot program, call the MFRC at 250-363-2640 (toll free: 1-800-353-



3329). An initial meeting will review if the program is right for you and your family. Families can learn more about Triple P at triplep.net.

MFRC note: The MFRC respects your privacy, and complies with the requirements of the Federal Privacy Act.

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