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Volume 64 Number 2 | January 14, 2019

# LOOKOUT

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## Operation Reassurance

Photo by MCpl Andre Maillet, MARPAC Imaging Services

Leading Seaman Brianna Lagace unloads the Multi Ammunition Softkill System (MASS) on board HMCS Ville de Quebec while sailing in the Mediterranean Sea during Operation Reassurance on Jan. 6. MASS is a naval self-defence system connected to the ship's sensors and protects the ship from attacks by advanced, sensor-guided missiles by launching decoys that operate in all relevant wave lengths of the electromagnetic spectrum: ultraviolet, electro-optical, laser, infrared, and radar.

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# New pictorial book captures futility and cost of war



Photo by Kimberley Peterson-Kuhn  
Photographer Justine Macdonald.

**Peter Mallett**  
Staff Writer

**A** Nova Scotia photographer who captured images of Europe's most famous battle sites wants her work to be a permanent reminder of the horrific human cost of war.

Justine Macdonald, a self-described military brat, says the inspiration and vision for her newly released pictorial book *Remembrance Road: A Canadian Photographer's Journey Through European Battlefields* draws heavily from growing up on Canadian Forces bases in the 1980s.

"Not every military child develops an interest in military history, but I did. I think my interest in history in general and my love of travel mixed with my family background led me to this point," says the 40-year-old resident of Annapolis Valley. "A better photographer now than when I visited these sites with my family as a young adult, I wanted to return and re-photograph them – to try and do the sites justice and share the

experience with those who are unable to make the journey themselves."

Her parents met in Cyprus in the early 1970s while her father, Stephen MacDonald, was part of the Canadian Army's United Nations Peacekeeping mission, and her mother Moira was a Leading Aircraft Woman with the Women's Royal Air Force.

When they married and returned to Canada her father transferred to the Royal Canadian Air Force working as a flight engineer before eventually retiring as a Sergeant at CFB Greenwood in 2002. Prior to that, the family lived on military bases in Cold Lake, where Justine was born, Winnipeg, and Geilenkirchen, Germany.

Though never a member of the military herself, MacDonald had a front-row view of life on military bases at the end of the Cold War. She says those experiences had a lasting impact and spurred her interest in travel, writing and photography.

"It piqued my interest and I never would have had this experience if my father was not posted to Germany," she says. "When I was young, we

observed Remembrance Day in a Commonwealth Graves Cemetery and attended the Nijmegen March [in Holland], and I think that was the start of it."

*Remembrance Road* is based on MacDonald's tours of battle sites, cemeteries and monuments in Western Europe in 2001 and 2017. It features a combination of black and white and colour imagery, and short essays organized chronologically.

She began as hobbyist photographer, but after years of experimentation she learned to use her camera to create photographic art with each image offering a deeper message.

She references an image taken at Tyne Cot military cemetery near Ypres, Belgium, in 2017 entitled *Countless*.

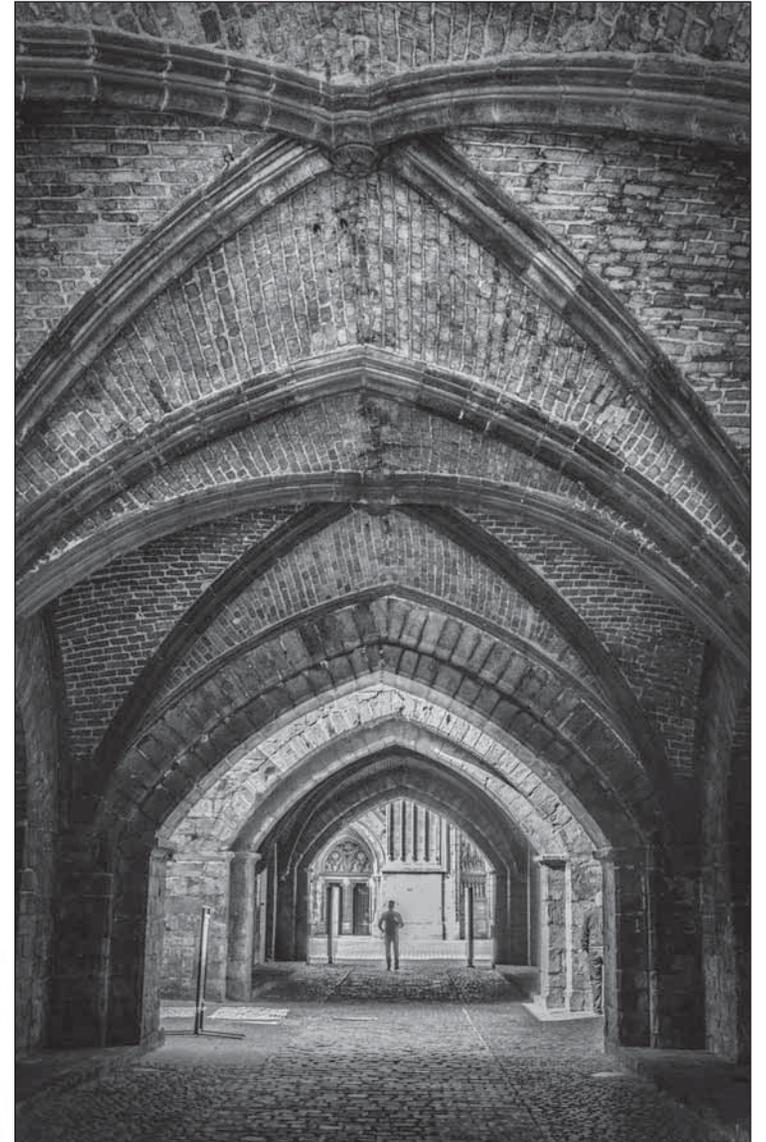
"The photo is filled with headstones from corner to corner as if they go on forever. The headstones in the first few rows of the photograph are nameless, blank, as just a small portion of the bodies buried in that cemetery were ever identified. Out of all the images this one I feel best represents the First World War for me."

Other favourites include *Ghosts of Flanders* shot in black and white in 2017

at a cloth market in Ypres, Belgium, that was destroyed during the war and now houses the Flanders Museum. The symmetry of the bricks and arching architecture enhance the contrast of a narrow corridor in the centre of the photo that features a ghost-like figure off in the distance.

*Trench Warfare* was shot in colour and is more direct and in your face. It depicts a muddy, flooded out trench that has been preserved at Sanctuary Wood Museum. Macdonald says it drives home the point about the terrible living conditions and harsh weather conditions soldiers faced.

She became fully focussed on photography about 10 years ago and advanced her skills through practice, YouTube videos and attending photography workshops in Nicaragua (2014),



Justine Macdonald's photo entitled *Ghosts of Flanders*.

Turkey (2015), Morocco (2015) and Jordan in November (2018).

To pay for her hobby she has two jobs: an administrative assistant at Nova Scotia Community College and a file clerk the Victorian Order of Nurses.

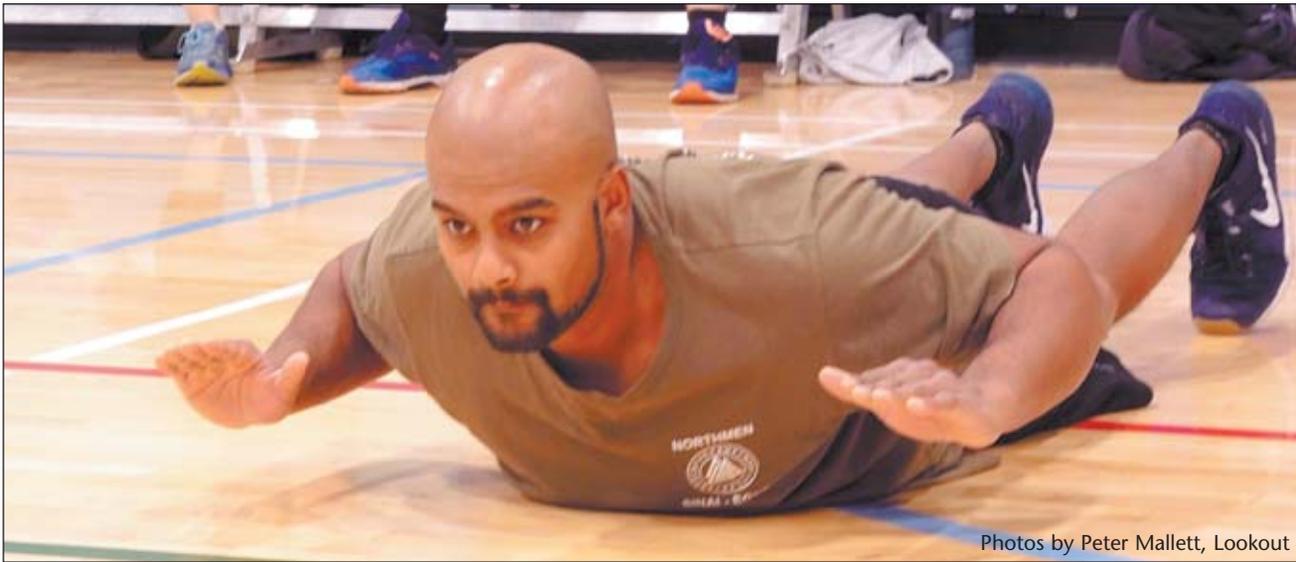
"People have found the photographs striking and educational, giving them a unique perspective on what they may have only seen through text books," says MacDonald. "I'm glad to be able to offer more context."

*Remembrance Road* is published by SSP Publications, a small Halifax-based publisher, and is available for purchase at <http://sspub.ca/book-remembrance-road.html> and in Indigo, Chapters and Coles locations.

**98.5**  
OCEAN

**Robin&AJ**  
Good morning. Good times.





Photos by Peter Mallett, Lookout

# FORCE test reward program launched

**Peter Mallett**  
Staff Writer

A new rewards program is giving Canadian Armed Forces (CAF) members added incentive to do well on their mandatory fitness and operational readiness test.

On Jan. 1 the FORCE Rewards Program was rolled out at military bases across Canada, enabling military personnel a chance to receive prizes and special recognition for registering high scores in their FORCE (Fitness for Operational Requirements Canadian Armed Forces Employment) test.

All Regular Force and Class B Reservists are eligible to participate in the rewards program.

Alyssa Jesson, a Personnel Support Programs Fitness coordinator who works at the Naden Athletic Centre, thinks the rewards program will be a motivating factor to improved fitness.

"I think it was definitely time for some sort of rewards [system] to come into play," said Jesson. "I am excited that in the coming weeks PSP staff will be seeing members coming through the front doors of our athletic facilities already wearing their FORCE Rewards gear."

After completion of their FORCE



Evaluation test the results of members are plotted on their FORCE Fitness Profile and placed in one of four classification categories: Bronze, Silver, Gold and Platinum. That placing is based on their performance in comparison to how others of the same age and gender score on the test.

Those who place in the top three categories receive the following prizes: Silver, high-performance t-shirt; Gold, high-performance hoodie; Platinum: high performance hoodie, certificate of recognition, and a pin to be worn on dress uniform (not CADPAT).

The Force Rewards Program was developed in consultation with members in uniform, and relies on scientific evidence about what motivates people. Over 15,000 questionnaires and seven focus groups were under-

taken to determine what motivates CAF members. The findings demonstrated that rewards provide a sense of accomplishment for people attaining their fitness goals, as well as the pride of being recognized by their colleagues for their achievement.

PSP staff members will inform those eligible for a prize and how to claim it on the FORCE Rewards Logistik Unicorp website.

For more information about the FORCE Rewards program, visit [www.cafconnection.ca/FORCErewards](http://www.cafconnection.ca/FORCErewards).



The reward for achieving Silver is a t-shirt, for achieving Gold is a long sleeve hoodie, and for Platinum the reward is a long sleeve hoodie, a pin (top inset), and a certificate of recognition.



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# matters of OPINION

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## WHAT SAY YOU

### People Talk

The Victoria Grizzlies Junior 'A' Hockey team have designated their Jan. 25 game against Cowichan Valley as Military Appreciation Night with a portion of ticket sales going to the Esquimalt MFRC. With that in mind, Lookout asked Grizzlies players and staff:

**Why is it important for their team to pay tribute Canadian Armed Forces members?**



They put their lives on the line 24-7 for the wellness of our country and quality of life. It's a great opportunity to recognize and show appreciation and support for our military and their families and to thank them for their continued support.

**Craig Didmon,  
General Manager  
and Head Coach**



These men and women are potentially sacrificing their lives for our country, giving up their social lives and time with their family. Their commitment is remarkable.

**Cole Noble,  
Defenceman**



It helps recognize them for what they do in our community and around the world. They serve with selflessness and sacrifice to ensure our country's security and freedom.

**Jason Reimer,  
Goaltending and  
Assistant Coach**



These are the people protecting our country and keeping us all safe. It's important for us to show our support to them and let them know we are mindful of all they are doing for us.

**Zachary Rose,  
Goaltender**

## WHAT SAY WE



### West Coast NWO Symposium

**Lt(N) Jim Smith  
HMCS Winnipeg**

In what has become an annual tradition, the Naval Warfare Officer (NWO) community will come together for the annual west coast Naval Warfare Officer Symposium held at Venture NOTC from Jan. 23 to 24.

This is a way to celebrate a profession that has been the foundation of the navy from its very inception in 1910. The event will look at current

events involving the Royal Canadian Navy, but, more importantly, it is a way to bring new ideas and concepts to the forefront to openly debate and discuss.

This year the focus will include collaboration, operations abroad, and new technologies. For the first time at a NWO symposium the use of an interactive polling app will be introduced allowing audience members to interact with the presenters in real time. It is highly encouraged

and recommended that everyone bring their smartphones and BlackBerrys along with them to take part during the two days.

Attendance and participation is critical to the success of the event and promises to break new ground with the use of the app, which will allow more open and dynamic discussions to develop. To end off the event there will be a Mess Dinner held at the Wardroom on the evening of Jan. 24.

### Letter to the Editor

#### Thank you to an anonymous sailor

In the late afternoon of Jan. 8, my wife and daughter were travelling home on West Burnside when the electrical system failed on the vehicle and they were left stranded on a dark narrow section of the road in the midst of rush hour traffic. A NCO immediately recognized the situation and came to their assistance, setting up traffic control and generally managing what was a potentially dangerous situation.

Wished we could have gotten his name as his assistance was greatly appreciated.

**Mike Dohm**

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# Upgrades coming for frigate threat detection systems

**Ryan Melanson**  
Trident Newspaper

New radar equipment, soon to be installed on Halifax-class frigates, will allow for better detection and faster response when dealing with incoming threats at sea, says RAdm Craig Baines, Commander Maritime Forces Atlantic and Joint Task Force Atlantic.

The upgrade will add a new electronically-stabilized antenna set to the Sea Giraffe 180 radar currently installed on the ships. The federal government announced the news, along with the \$21.7 million contract to procure the equipment from Saab Microwave Canada, during a press conference aboard *HMCS Charlottetown* on Dec. 7.

“When we’re out on the water, we have to be very concerned about aircraft and other ships that are out

there; and if a missile ever gets fired at us, the ability to detect that missile and have a reaction ready is critical to saving the ship. This equipment will allow us to do that much more efficiently,” said RAdm Baines. “We know the Canadian Navy needs to modernize to be able to face modern-day threats. Getting this new piece of equipment will help us do that.”

The new antenna will increase the range of the existing radar from 150 to 180 kilometres and provide the crew with more data, including elevation levels and the surrounding environment for any incoming potential threats.

Dave Monahan, DND’s Project Manager for the Halifax-class Modernization Frigate Life Extension, said the first installation should take place in 2021 on *HMCS Ville de Quebec*.

“Once we prove the sys-

tem, we’ll carry on with the remaining ships as they enter their docking work periods,” he added.

The initial \$21.7 million contract with Saab includes the option to purchase 12 more antenna sets for the fleet, which would bring the total up to \$97.5 million.

The announcement was also attended by government representatives Halifax MP Andy Fillmore, Dartmouth-Cole Harbour MP Darren Fisher, and Sackville-Preston-Chezzetcook MP Darrell Samson.

“Our modernized Halifax-class frigates safeguard and protect Canada’s waters, and they contribute to peace and security around the world,” Fillmore said. “This upgrade to one of the critical sensor systems will allow them to keep doing that work, and allow the Sea Giraffe system to remain functional until the end of the life of the ships.



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# A resolution to conflict is only steps away

As some of you may be aware, the Conflict and Complaint Management Services (CCMS) Centre opened its doors at CFB Esquimalt on June 4 as part of the newly created Director General Integrated Conflict and Complaint Management directorate under the Vice Chief of the Defence Staff.

CCMS is a new service offered to members of the Canadian Armed Forces and their Chains-of-Command, where anyone with an issue (conflict or complaint) can talk to an agent who will listen in a safe and confidential environment, and if necessary, offer possible options on how a member can seek resolution or to move ahead with their issue or concern.

The CCMS Centre at CFB Esquimalt should be the first stop if you feel a workplace conflict or a complaint, regardless of size, is not, or cannot be addressed in a timely and suitable manner, or if someone feels that it cannot be or is not being addressed effectively.

CCMS offers a resource to the member, and the chain-of-command, to ask those questions on how conflict and complaints can be resolved, early, locally and informally, when appropriate.

How do we do this? First off, we listen.

You tell us your side of the story in a confidential and controlled setting, to an impartial intake agent who has been trained in conflict and complaint resolution processes - whether you are a complainant, a respondent or as someone who saw or heard the conflict and wants to put an end to it (third-party).

The advantage of tackling an issue sooner rather than later is that most conflicts and complaints start out as something, which if dealt with early and informally, can be resolved before spiraling out of control. This possibly saves the member and the chain of command bigger headaches, as the issues can become larger and less manageable. This in turn can consume individuals and groups, creating an atmosphere of stress and anxiety and possibly moving towards a rights-based complaint (grievance, harassment complaint, human rights complaint etcetera), which takes up time and considerable resources to deal with the issue.

So what types of conflict and complaints are we talking about?

These can include, but are not limited to: Operation Honour issues; sexual misconduct; grievances; human rights complaints; harassment complaints; official language issues, access to information/privacy requirements; general safety; workplace violence; performance evaluations; inter-office squabbles; personal differences. Any conflict or complaint that is causing you, or someone you know, to not be giving their 100 per cent at work because their mind is somewhere else.

Agents then provide some options, and the pros and cons of those options, to help a person find the possible path to the solution they are seeking. These options can be as simple as a self-help aspect on how to ask the right questions and conflict coaching to help you figure it out; seeking a solution via facilitated supervisor intervention of a conflict or complaint; providing guidance on resources available; to looking at either a rights based approach; or an interest-based approach, in getting the various parties to have a dialogue in an informal or formal mediated, facilitated, or full-out Alternative Dispute Resolution process.

Some other self-help processes could include the option of taking various dispute resolution or health and wellness courses and other aspects of education and awareness in conflict resolution processes. All of which can provide tools to help a person resolve conflict or complaints in the workplace.

While CCMS is currently designed for the Canadian Armed Forces member, civilian members of the department can still come in to seek options on their conflict or complaint and the way ahead. The current spectrum of Alternative Dispute Resolution Services available has not been diminished. However, the intake function will now take place via the CCMS agents and not the Alternative Dispute Resolution practitioner - freeing up valuable time to be able to help people resolve their issues and concerns.

The CCMS Center in Esquimalt is quite fortunate to have an Alternative Dispute Resolution practitioner on location.

If you are a chain of command, we are here to assist you in the resolution of conflict and complaints in your workplace. We are not here to take away or replace the authorities invested in you as a commanding officer or chain of command, but simply to be another tool in your leadership toolkit.

We use a state-of-the-art national Integrated Complaint Reporting Tracking System (ICRTS), which is protected by PKI infrastructure, to be able to ensure your conflict or complaint is dealt with effectively, from opening to conclusion.

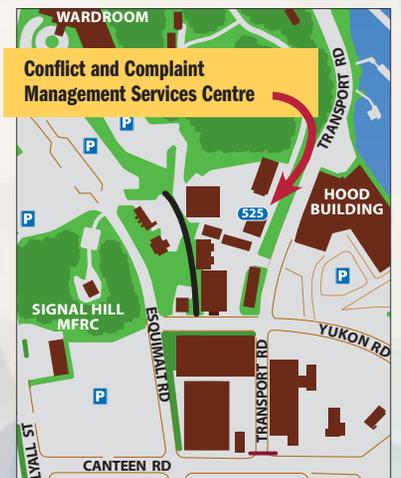
Director General Integrated Conflict and Complaint Management and CCMS Agents will utilize ICRTS to assist members and leaders by ensuring issues do not get lost or stagnate and to and provide the chain of command tools and data to quantify, qualify and manage any complaint portfolio.

The CFB Esquimalt/19 Wing Comox CCMS Centre is located at Signal Hill, building 525. Rhoda Carruthers, Grant Whittla and Ken Ashdown are available in person, or via their positional email account '+CCMS Esquimalt@CFB Esquimalt'. Feel free to drop in for a chat, or to look for information on how you can help resolve conflict and complaints in the workplace.

## The Conflict and Complaint Management Services Centre

IN ESQUIMALT AT SH525

The centre provides a one-stop shop for military members seeking support on workplace conflict including Human Rights and Diversity Issues, Harassment and Grievance Complaints, as well as offering Alternative Dispute Resolution services.



If you have any problems or concerns, CCMS can help!



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# Keel-laying marks another milestone for AOPS program

**Ryan Melanson**  
Trident Newspaper

Construction has officially begun on the third of the Royal Canadian Navy's new Arctic and Offshore Patrol Ships (AOPS).

A keel-laying ceremony on Dec. 6 at the Irving Shipbuilding Assembly Hall in Halifax marked the beginning of work on the future *HMCS Max Bernays*. The ship will follow the future *HMC ships Harry DeWolf* and *Margaret Brooke*, which are both currently under construction, with *Harry DeWolf* set for delivery in late 2019.

Keel laying is an important moment in the early life of a ship, marking its birth and the start of full production work. The ceremonial action itself was performed by Irving Shipbuilding welder Vicki Berg, who laid a Royal Canadian Mint Second World War Battle Series coin into the first keel unit of the future ship's centre module, and then announced the keel to be "well and truly laid."

The coin will stay embedded within the ship through the duration of its life and is meant to bring good fortune and luck to all those who sail in it.

The small, informal ceremony was attended by Irving Shipbuilding representatives including President Kevin McCoy, along with RAdm Craig Baines, Commander Maritime Forces Atlantic (MARLANT), MARLANT Formation Chief CPO1

Derek Kitching, AOPS Project Director Cdr Guillaume Cote and Deputy Director LCdr James Brun.

As the future *Max Bernays* will be the first of the AOPS to join the RCN's Pacific Fleet following its delivery, the keel laying was also attended by West Coast Fleet Chief

CPO1 Sylvain Jaquemot and CPO1 Mike Miller of the Naval Personnel and Training Group.

In naming the future ship after CPO Max Leopold Bernays, the navy is continuing with the AOPS theme of honouring Canadian naval heroes.

Bernays, originally from Vancouver, first joined the Royal Canadian Naval Volunteer Reserves in 1929 and was serving as the Coxswain of *HMCS Assiniboine* in August 1942 during the Battle of the Atlantic. He was awarded the Conspicuous Gallantry Medal by the British Admiralty for his actions while engaging the German submarine U-210. Under heavy fire and while breathing in smoke, Bernays ordered his junior sailors to safety and manned the helm on his own, steering the ship and eventually getting in position to ram and sink the U-boat. Only one sailor from *Assiniboine* was killed during that battle, with 13 more injured; *Assiniboine's* fate could have been very different if not for the heroic actions of Max Bernays.

In addition to the honours he's already received, Bernays' legacy will now live on through the ship that will bear his name.

"It is fitting that an Arctic and Offshore Patrol Ship has been named in the honour of Chief Petty Officer Max Bernays, a hero renowned for his valour and dauntless devotion to duty," said VAdm Ron Lloyd, Commander Royal Canadian Navy, in a media release. "The keel-laying of the future *HMCS Max Bernays* is another notable milestone on the road towards Canada's future fleet. The *Harry DeWolf*-class will enhance the Royal Canadian Navy's ability to safeguard the interests and security of all Canadians."



Photo by Mona Ghiz, Marlant PA

**From left: CPO1 Derek Kitching, Atlantic Fleet Chief; RAdm Craig Baines, Commander Maritime Forces Atlantic; Irving Shipbuilding employee Vicki Berg; CPO1 Sylvain Jaquemot, Pacific Fleet Chief, and Rene Belliveau, Irving Shipbuilding VP, Production, at the keel-laying ceremony on Dec. 6, 2018, with a plaque as a memento.**

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Photo courtesy of Kristin Laser

MCpl Ryan Plamondon of 39 Signal Regiment and his Aunt, Elaine Bennett, share a laugh with the crowd during the 2019 World Junior Championships in Vancouver Jan. 2. MCpl Plamondon was honoured as the Canadian Forces Member of the Game in a contest that saw Russia overwhelm Slovakia 8-3.

## Defence scientists team up for underwater sensor trials

**Mark Baldin/Michael Simms**  
DRDC – ARC

In September and October of 2018, Sweden hosted research teams from Canada and Norway to conduct the second of three joint international trials of the Distributed Underwater Sensor Network (DUSN).

The Swedish Defence Research Agency (FOI) and SAAB teams worked with the Canadian research team at DRDC – Atlantic Research Centre (ARC) and the Norwegian (FFI) team to test the ability of each agency's underwater nodes to perform surveillance, to track targets, and to be interoperable with all other nodes.

Canada hosted the first of these trials back in 2017 at the Canadian Forces Maritime Experimental Test Ranges (CFMETR) with the third planned for 2020. All nodes, regardless of where they were developed, are autonomous passive sonar systems capable of communicating with each other's underwater using acoustic modems. These nodes work together as a group for detecting a contact, obtaining its location through cross fixing, and then relaying the information to an operator.

Each country designed and built nodes for operating in their own national waters. DRDC-ARC constructed six DUSN nodes. FOI and FFI each brought four nodes. These 14 independent nodes formed an underwater acoustic network over a small area.

Sept. 19, 2018, was the first time that nodes from all countries successfully worked together to acoustically cross fix and track a contact in an autonomous manner.

FOI and the Royal Swedish Navy (RSN) provided test facilities and four vessels while SAAB provided and operated an Autonomous Underwater Vehicle (AUV) in support of the field trial. The four vessels helped deploy and recover the nodes and other equipment while also acting as contacts for tracking purposes.



A Canadian sound source is deployed. It simulates the acoustic signature of a passing vessel.

One vessel was also used to deploy and tow a Canadian sound source used to simulate the acoustic signature of a passing contact. The AUV was also loaded with predefined signatures and tones to simulate different types of contacts and was sent through the sensor field.

Preparations for these trials began years ago. Every trial undertaken by DRDC – ARC is the culmination of the efforts of multiple internal sections such as procurement, administration, material and technical support. Outside agencies such as Base Logistics and HAZMAT staff worked with DRDC to ensure that the equipment made it safely to Sweden and back.

The 2018 field trial demonstrated many achievements in autonomous tracking and highlighted a few areas that need improvement upon moving forward. The scientific successes achieved during this trial are proof that strong collaborative relationships with international partners act as multipliers in research efforts.

**DND EMPLOYEES**

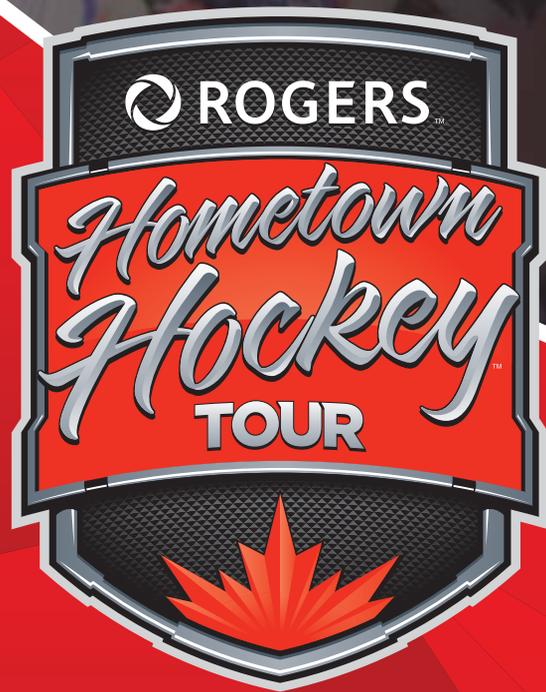
# CANNABIS by the numbers

Cannabis consumption is prohibited by a DND employee during the following periods:

Period of Prohibition	Duty
<p><b>8HRS</b></p> <ul style="list-style-type: none"> <li>Cannabis consumption during the 8 hours before any known or expected performance of ...</li> </ul>	<ul style="list-style-type: none"> <li>Any known or expected performance of work.</li> </ul>
<p><b>24HRS</b></p> <ul style="list-style-type: none"> <li>Cannabis consumption during the 24 hours before any known or expected performance of ...</li> </ul>	<ul style="list-style-type: none"> <li>Operation or handling of a loaded firearm, ammunition, explosive ordnance or explosive;</li> <li>Operation or handling of a weapon system;</li> <li>A scheduled base emergency response duty, including firefighting, medical first response, or chemical, biological, radiological or nuclear defence;</li> <li>Participation in a scheduled operational military exercise;</li> <li>Operation of a wheeled or tracked vehicle, or mobile support equipment;</li> <li>Servicing, loading, testing or involvement in maintaining a military aircraft or component of a military aircraft;</li> <li>Operation of a civilian vessel requiring a certificate of competency or piloting of a military vessel in a harbour;</li> <li>Operation of a laser of class 3B, 3R or 4, as classified under the American National Standards Institute Z136.1, Safe Use of Lasers;</li> <li>Operation of a fuel farm or handling petroleum;</li> <li>Using or handling any hazardous material as defined in DAOD 4003-1, Hazardous Materials Management;</li> <li>Operation of heavy duty equipment, including the performance of technical duties in a maintenance or engineering facility; or</li> <li>Operation of a base heating, power or water treatment plant.</li> </ul>
<p><b>28DAYS</b></p> <ul style="list-style-type: none"> <li>Cannabis consumption during the 28 days before any known or expected performance of ...</li> </ul>	<ul style="list-style-type: none"> <li>Operating in a hyperbaric environment, i.e. diving, submarine service or use of a recompression chambers; or</li> <li>Controlling or directing an aerospace platform or asset.</li> </ul>

Learn more:

**DAOD 2007-2, Use of Cannabis by DND Employees**



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# Bravo Zulu

## MARTECH Graduation

Commander Julian Elbourne, Commanding Officer of Naval Fleet School Pacific, presented certificates during the Marine Technician course ceremony on Dec. 14, 2018.

Photos by LS Billanes RS, NFS (P)



OS Huynh receives the Top Student award.



LS LeClair receives his Certificate of Completion.



OS Bae receives her Certificate of Completion.



OS Convery receives his Certificate of Completion.



OS Dupas receives his Certificate of Completion.



OS Hawley receives his Certificate of Completion.



OS Hessel receives his Certificate of Completion.



OS Huston receives his Certificate of Completion.



OS Huynh receives a Certificate of Completion.



OS Liesch receives his Certificate of Completion.



OS Puxty receives his Certificate of Completion.



OS Strang receives his Certificate of Completion.



OS Turngunbaev receives his Certificate of Completion.

# Bravo Zulu

## Naval Fleet School Graduation

Commander Julian Elbourne, Commanding Officer of Naval Fleet School Pacific, presented certificates during the Marine Engineer Supervisor course ceremony on Dec. 13, 2018.

Photos by LS Billanes RS, NFS (P)



MS Rae (left) & MS Beaton (right) both receive the Top Student award.



MS Beaton receives his Certificate of Completion.



MS Childs receives his Certificate of Completion.



MS Graham receives his Certificate of Completion.



MS Haines receives his Certificate of Completion.



MS Holton receives her Certificate of Completion.



MS A. Marin receives his Certificate of Completion.



MS D. Marin receives his Certificate of Completion.



MS O'Connor receives his Certificate of Completion.



MS Onucky receives his Certificate of Completion.



MS Rae receives his Certificate of Completion.



## Base Information Services Awards



Lt(N) Heather McDonald receives her Certificate of Competency for Combat Systems Engineering Head of Department from Cdr Manley.



Rob Lyons receives his 35 years of service to the Government of Canada from Cdr Nicholas Manley.

# Bravo Zulu

## Navigating Officer Graduation

Photos: MCpl Carbe Orellana, MARPAC Imaging Services



Commander Julian Elbourne, Commander of Naval Fleet School (Pacific), presents the certificate of achievement to Lt(N) Joshua Asckett.



Commander Julian Elbourne, Commander of Naval Fleet School (Pacific), presents the certificate of achievement to Lt(N) Graham Austin.



Commander Julian Elbourne, Commander of Naval Fleet School (Pacific), presents the certificate of achievement to Lt(N) Matthew Noonan.



Commander Julian Elbourne, Commander of Naval Fleet School (Pacific), presents the certificate of achievement to Lt(N) Andrian Thow accompanied by his spouse.



Vice-Admiral (Retired) Bob Davidson presents the top student award plaque to Lt(N) Graham Austin.



Vice-Admiral (Retired) Bob Davidson presents the top student award Divider to Lt(N) Graham Austin.



### Sea Training Pacific Change of Command Ceremony

Photos courtesy of LS Valerie LeClair, MARPAC Imaging Services



Reviewing Officer, Commodore Angus Topshee, Commander Canadian Fleet Pacific, signs the Change of Command Certificates along with the Outgoing Commanding Officer, Capt(N) Christopher Peschke (left) and Incoming Commanding Officer, Cdr Paul Francoeur (right).



MS Lemus, Canadian Fleet Pacific Headquarters, is promoted to A/L PO2 by Commodore Angus Topshee, Commander Canadian Fleet Pacific.



### Joint Rescue Coordination Centre Awards

Photos: LS David Gariepy, MARPAC Imaging Services



MCpl Aubrey Hachey is promoted to his current rank by Capt(N) Steve Jorgensen at the Joint Rescue Coordination Centre.



WO Daniel Verret is promoted to his current rank by Capt(N) Steve Jorgensen and by Maj Kevin Howe at the Joint Rescue Coordination Centre.

# Bravo Zulu

## Fleet Maintenance Facility Cape Breton

All awards were for outstanding work and dedication put forth during this year's National Defence Workplace Charitable Campaign.



PO1 Lee Richardson receives an FMF CB Bravo Zulu from Capt(N) Ed Hooper, Commander FMF Cape Breton.



MCpl Sarah Thomson receives an FMF CB Bravo Zulu from Capt(N) Ed Hooper, Commander FMF Cape Breton.



Ross Todd receives an FMF CB Bravo Zulu from Capt(N) Ed Hooper, Commander FMF Cape Breton.



## Regional Cadet Support Unit (Pacific) Change of Appointment



CPO1 Dave Bliss was appointed the new Regional Chief Warrant Officer for Regional Cadet Support Unit (Pacific) by Cdr Brad Henderson on Dec. 6, 2018, taking over from CPO1 Will Slater.

# Bravo Zulu

## Naval Ocean Processing Facility Whidbey Island



LS Epple was promoted to MS by LCdr MacDonald, Detachment Commander, and MS Epple's wife Madeleine.



LS Learning was promoted to MS by LCdr MacDonald, Detachment Commander, and MS Learning's wife Maggie.



LS Park was promoted to MS by LCdr MacDonald, Detachment Commander, and MS Park's wife Kyra.



MS Grilo Peredo was promoted to PO2 by LCdr MacDonald, Detachment Commander, and PO2 Gillan.



## Naval Pacific Training Group



MS Erin Rautenstrauch was promoted to her current rank by LCdr Robert Freistadt, Combat Divisions Commander at Naval Fleet School (Pacific), and PO1 James Simon.

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