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HMCS MALAHAT DIVE TRAINING

PO2 Scott Bell, HMCS Malahat Port Inspection Diver, gets a helping hand from another diver during a training dive Feb. 20 in Victoria's Inner Harbour. Read the full story on page 6.

Photo by S1 Angel Ruis



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HMCS Calgary discusses gender for International Women's Day 2021

Captain Jeff Klassen
Public Affairs Officer

International Women's Day 2021 did not go unnoticed by the crew of *HMCS Calgary*.

As the ship sailed toward its theatre of operations for Operations Artemis and Projection, Lieutenant (Navy) Anne Day led guided conversations with the crew about gender issues.

On both March 7 and 8, sailors of all ranks, including the commanding officer, gathered in the wardroom to watch video lectures and participate in guided discussions.

People talked about the new 'Sailor' ranks, implicit bias, on being one of a few women in a mess or wardroom, gendered uniforms, gendered perceptions on child care and parental leave, common gendered language heard in the navy such as saying "the guys" or "man overboard", representation of women in the Canadian Armed Forces, recruiting, and more.

"We wanted to engage participants with these ideas, to challenge their own assumptions and biases. Women still face a ton of obstacles, not just in the military but in society in general. As leaders and Canadians we must continually strive to break down

barricades," said Lt(N) Day. "Having people from across all ranks was really important to me because the cultural change we need to achieve requires diverse voices."

To direct and stimulate conversations she used prompts, such as a study that looked at the bias of how men are more likely to be perceived as "firm" or "leaders" and women are looked at as "argumentative", "bossy", or "abrasive" for the same actions.

She brought up results of another study that showed men interrupt women three times as much as they interrupt other men.

"I think we had some great discussions that captured a range of opinions. The act of having the conversation and being able to engage in that type of open dialogue with a broad spectrum of the crew will have trickle down effects on our culture. It's so important for leaders to continue to listen and challenge their biases," she said.

Lt(N) Day was the organizer for the ship's International Women's Day events as a whole. It was her idea for the ship to do a group photo of the crew holding up the hashtag "#IWD" on the flight deck.

"With the photo, I thought it was important to show that International Women's Day isn't just for women, it's for everyone," she said.



Lieutenant (Navy) Anne-Marie Day, a Naval Warfare Officer aboard *HMCS Calgary*, who led a frank discussion about gender issues with the crew.



Photos by Cpl Lynette Ai Dang, CAF Imagery Technician

Members of *HMCS Calgary* stand together in support of International Women's Day Feb. 27 on the flight deck.



RCN DIVERS READY FOR UKRAINE TRAINING MISSION

Peter Mallett
Staff Writer

A team of Clearance Divers are heading to Ukraine for a month to share their expertise in diving.

Two divers from each coast's dive unit, led by Lt(N) Kevin Darling, will travel March 28 to the Black Sea port of Odessa to deliver a ships dive course training program to the Diving School of the Armed Forces of Ukraine.

Lt(N) Darling says Royal Canadian Navy (RCN) divers were selected for the job because they have the knowledge and expertise to help develop and mentor partner nations.

"The RCN is constantly engaged in instruction and the force generation training of all Canadian divers, and this is a great opportunity to collaborate with our Ukrainian partners and share our experience and knowledge in diving. It's important for the Canadian Armed Forces to provide this training to other

NATO [North Atlantic Treaty Organization] partners and help bolster their capabilities and strengthen international partnerships," he says.

Divers will quarantine for eight days prior to their departure from CFB Trenton. Lt(N) Darling emphasized all divers will adhere strictly to public health guidelines before and during transit to Ukraine, and while on the ground with the goal to keep things safe for everyone involved.

The Ukrainian Naval Forces recently introduced a basic diver training course, which was developed with help from the United States Navy, Royal Navy and Danish Armed Forces.

The RCN Ships Dive Course will build on that program with a combination of in-class and at-sea instruction. The in-



water portion will be delivered in swimming pools and at sea.

Training will provide Ukraine divers with the knowledge and expertise necessary to conduct underwater searches of a ship's hull, and to locate, identify, and neutralize clandestinely placed sabotage devices and limpet mines.

The course also prepares divers to conduct jetty and seabed searches prior to a ship's arrival or during periods of alongside to support force protection requirements. A ship's diver may also be tasked to perform underwater hull inspections, minor maintenance, repairs to hull fittings, and search and recovery of lost items.

The language gap will provide the biggest challenge for the Canadian contin-

gent in successfully delivering the instruction. A professional translator will help but it is the hand-on training that will have the greatest learning influence.

"One of the things we always emphasize in our training is a hands-on application as opposed to in-class lessons," says Lt(N) Darling. "It has been proven that most students learn more effectively when they are practising and learning the drills in the water."

After extensive planning meetings with the translator to deliver the course, training is scheduled to take place from April 5 to 30. The RCN team will return to Canada in mid-May after completing all post-course requirements.

An additional four-member team of RCN sailors will also be part of the exchange with their focus on teaching tactical navigation to members of the Ukraine Naval Forces. Two members from the Danish Defence Force will also accompany the Canadian contingent in delivering the course content.

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WHAT SAY YOU

Welcome to my
continued blog post
series about what
it's like to be on the
Canadian warship.
Here we go...

BLOG POST TWO: SEA SICKNESS

Sea sickness is a real issue. At the beginning of my sail in HMCS Regina during TGEX 1-21, the ship stayed in the relatively calm waters just south of Vancouver Island and everyone was happy and fresh faced looking forward to the exercise ahead.

However, between my second and third night, the ship met some choppy waters and throughout the night the boat swayed back and forth (from "port" to "starboard", as they say) making it difficult to sleep.

The next morning everyone's demeanour had completely changed. For those not sitting in front of the medic's office staring blankly into space with bags under their eyes, the conversation topic of the day was how everyone was coping with sea sickness.

LIFE AT SEA

By Lt Jeff Klassen,
Public Affairs Officer

From what I can tell, getting sea sick is in no way a gauge of how good or tough of a sailor you are. I heard a senior officer, with years of experience in ships like Regina, complain about how they get sea sick from the beginning to the end of every sail they do. A colleague of mine who had sailed for years threw up in the hallway, thankfully into a sea sickness bag (I know you're reading this - don't worry I'm not using your name!).

Fortunately, when you do get sea sick, it seems that, with a mix of medication and your body adapting, you "get your sea legs", as they call it, and are able to sort of manage working, even if you aren't at one hundred per cent capacity.

In a weird way sea sickness shows how much the crew care and look out for each other. It was kind of nice to see people asking how each other was doing, swapping tips on how to cope, and comforting those who needed it.

Sure, people would occasionally smile and chuckle when they heard the story of so and so losing last night's dinner, but they were laughing with not at. They were laughing because they had those similar experience themselves at some other time.

This isn't necessarily a medical fact, as I heard it from someone on ship, but about 25 per cent of people are unaffected by sea sickness. I wish. For me, I got really nauseous and whenever I looked at a computer screen I'd start to get a headache. I tried fighting through it, but in the end I only really managed to get some relief by taking motion sickness pills (thank you Medtech Corporal Scott Edney), drinking lots of water, and laying down in my bunk for a few hours.

For some, the typical, brand-name, over-the-counter motion sickness medication is too weak or it makes them too drowsy. Many people request a special patch that they stick on their neck, sort of under their ear, and it slowly releases medicine over a three-day period. Some people - I hear - can never completely go off medication and they use it continuously for months at a time while sailing.

After about a week, I decided to go to the patch myself, it seemed to help but it's not perfect.



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CAROL HENDRIE

A Tribute

It was with great sadness that we learned of the passing of Carol Hendrie in December 2020, a cherished retiree from the Base Comptroller (BCompt) branch. Although we aren't fully aware of all the positions she held over the years, we know for certain that she worked at CFB Shilo prior to her arrival at CFB Esquimalt.

Carol was a central member of the BCompt branch staff and known throughout the Formation as a diligent, knowledgeable, and proficient member of the finance community.

For years, the BCompt branch was assigned the Regional Departmental Accounting Office responsibility of providing guidance and oversight for financial policy and processes within the Formation. As the Base Financial Management Supervisor, she provided training for countless users in the old FIS finance system, and then subsequently the replacement FMAS system (now known as DRMIS). Her knowledge of government financial policy and procedures was unmatched, and she gladly shared her expertise with everyone.

Carol was a key player in implementing new policies and procedures in the Formation. When new policies were issued, she would carefully consider how these would impact Formation staff and provide input on the best ways forward to ensure people throughout the Formation would be able to function at their assigned tasks.

Carol was instrumental in the development and delivery of the Acquisition Credit Card and RC Managers courses that were offered for years in a classroom training environment. For years she also provided annual Fiscal Year-End Briefs to Formation staff, and single-handedly entered all the Payable-At-Year-End transactions for the entire Formation.

Carol took great pride in her work and mentored many personnel over the years - both military and civilian. As a mentor, she was invaluable to both authors of this article. We were blessed to work directly with her as

clerks in BCompt, absorbing as much information over the years as our brains could consume. Her sage advice and encouragement allowed us both to further our own careers within the Public Service, to the point we each now work in Formation Review - but the lessons we learned from her have never left us.

Though she taught so many people about all the varied processes of how to do financial work, she also showed people on a daily basis how to be a good leader and decision maker.

She provided mentorship to many young sea logistics officers at the beginning of their careers - including our current Base Commander, Capt(N) Sam Sader, who circled through the BCompt branch and Carol's sphere of influence on two occasions - first as a A/SLt, then as a Lt(N), and then returned as a LCdr when he served as BCompt after her retirement.

We know with certainty that Carol was immensely proud of every one of those individuals who was promoted to higher rank and positions. Two other of the sea logistics officers that Carol mentored over the years eventually changed trades, but remain in the CAF to this day, now serving in the medical branch in Ottawa.

With her boisterous laugh and outgoing personality, she had a heart of gold and was admired by her peers. And though she had the patience of a Saint, there was one phrase she was fond of using if people didn't heed her advice: "I'll rip their lips off!" Though we never actually witnessed such an event, it made for an amusing image in one's mind.

Carol retired from the BCompt branch and the Public Service in 2006. Even after retirement, she stayed in contact with some and continued to provide insight and advice when asked.

She was truly a cherished member of the Base, and particularly the BCompt branch. We hope our selected pictures portray this.



Carol with friend and co-worker Lorna Stroshein.



A mother of two, Carol was fiercely protective of her family - even taking time to ensure her mother and nephew in Brandon, MB, were well cared for, despite the distance between them. She loved her husband Doug, who himself retired from the CAF as an MWO after a long career as a pay writer and proud former member of the Queen's Own Rifles.

Carol is survived by her two sons, Todd and Ryan. One of her happiest moments occurred when Ryan started working

at DND, he is now the Application and Desktop Support Supervisor at Base Information Services (BIS) and we know she could not be more proud.

On behalf of the Formation, we extend our deepest condolences to Ryan and Todd on their loss. Know that we deeply appreciate your mom's contributions, candor, and dedication to the Department of National Defence. She touched so many lives including ours, and we are forever grateful.

*Written by Roy Preyser and Douglas McCarthy,
Formation Review Staff (formerly BCompt Staff)*



Carol with friend Ann Andrews.



Carol receiving an award in 2002 from then Admiral Jamie Fraser.



Carol with son Ryan and husband Doug.

HMCS MALAHAT DIVERS

Back in the water for sixth time since COVID-19 outbreak

SLt Donald Den
HMCS Malahat PAO

Three weekends ago marked the sixth time divers from Victoria's naval reserve division *HMCS Malahat* were able to conduct a training dive since the outbreak of COVID-19.

Malahat Port Inspection Divers dove off their jetty on Victoria's Inner Harbour Saturday, Feb. 20 for most of the morning, with divers staying under the water for up to 30 minutes at a time.

Divers in the Canadian Armed Forces are required to dive at least once every 90 days to maintain their proficiency, otherwise there is significant additional training required to re-qualify.

In addition, *Malahat* was also able to dive a member from *HMCS Discovery*, Vancouver's naval reserve division. *Discovery*, at present, does not have enough divers to conduct their own dives, so they come over to the Island at least once every 90 days.

COVID-19 originally presented bar-

riers in Spring 2020, which delayed some of their training, but *Malahat* divers have adapted and become familiar with the additional health and safety precautions now required.

"It has really become normal to us now at this point," says CPO2 Sean Ratz, *Malahat's* Dive Officer. "Our divers are wearing non-medical masks up to the point they put their actual diving mask on, and anyone on the dive site is wearing a mask at all times – whether it's a dive mask or a non-medical mask."

Not only has *Malahat* been able to conduct six proficiency dives since the onset of COVID-19, many of its divers have gone on to a few larger dive exercises.

"I am very pleased with the way *Malahat* divers have adapted and led the way for modified diving during COVID-19," says Cdr Cameron Miller, *Malahat's* Commanding Officer, who attended the dive as an observer. "We ensure all precautions are in place so we can carry out training as we continue to meet the objectives of the Royal Canadian Navy."

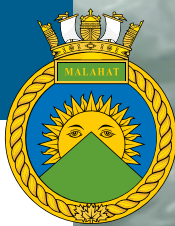


Photo by S1 Angel Ruis



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SAILOR PROFILE

S2 Samantha-Lee Epstein

Lt(N) C.E. Grant
HMCS Moncton UPAR

Before joining *HMCS Moncton* for Operation Caribe, boatswain Sailor Second Class (S2) Samantha-Lee Epstein had only one day at sea gained from a day sail aboard *HMCS Oriole*.

She volunteered to sail in *Moncton* and headed south for the Caribbean in January to participate in U.S.-led enhanced counter-narcotics operations. It was her first time in a Maritime Coastal Defence Vessel.

The Naval Reservist dove feet-first into Mission-Specific Readiness Training, and while this alone posed a significant challenge for the junior sailor, the story leading up to that moment speaks volumes about her perseverance and character.

In August 2020, her mother passed away suddenly of a heart attack. In the wake of her loss, S2 Epstein travelled to Toronto to be with her father and spent a month tending to family matters, which was made all the more difficult due to COVID-19 restrictions and isolation requirements.

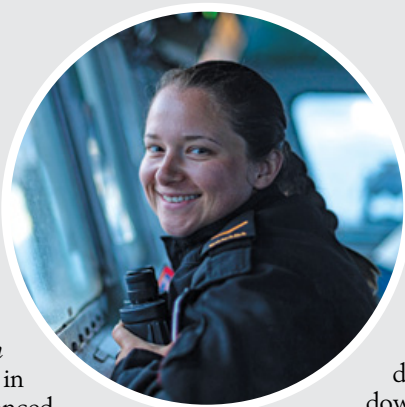
"Coming back from Toronto and having to quarantine alone was difficult, but getting back to work with the support of my crewmates on *Oriole* was a tremendous help."

It was not long after her return that she was offered to join a new ship going on deployment.

"Having the opportunity to come on Op Caribe with *HMCS Moncton* felt like something I needed - a change of pace, different scenery, and a new challenge to keep me going. But it was also terrifying and challenging. I was extremely anxious before going on this sail that I wouldn't be mentally capable of doing this yet. Also, doing something completely different from anything I had done before left me unsure of what to expect."

She overcame her pre-deployment uncertainty through a process leading up to the deployment.

"My therapist, social worker, and the Canadian Armed Forces (CAF) medical team contacted me regularly over the holiday period to ensure I was mentally ready to go on deployment. There was a lot more support from the CAF for my mental health than I expected - having the doctor call me the day after Christmas and the routine follow-ups from the team really helped reassure me that I was in good hands and that I was ready to go on deployment."



While getting on board *Moncton* represented a significant milestone, S2 Epstein still had challenges ahead. The first week of *Moncton's* deployment program included a week of Mission-Specific Readiness Training with Patrol Vessel Sea Training (Atlantic) on board.

"For the first few days it felt like I didn't have a chance to relax or calm down, but by the end of that week I realized how much support I had, both from the crew and Sea Training staff. One thing I keep telling my father is that I'm blown away by the amount of support I have on this ship. I've never met people who give me this much support. They care so much about me and I care so much about them; it's a little family. I truly believe the people in *Moncton* and on this deployment have helped me with the grieving process over the loss of my mother."

As a Dalhousie University alumna with a Bachelor of Science in Marine Biology, S2 Epstein says one of the most interesting aspects of sailing in the Caribbean was all the marine mammals and birdlife she observed.

Just before arriving back in Halifax on March 9, S2 Epstein was asked what she was most looking forward to upon returning home. Reuniting with Jack, her pet Boxer-Pit Bull, she said.



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CANADIAN SCOTTISH REGIMENT (PRINCESS MARY'S) AND HMCS MALAHAT COME TOGETHER FOR JOINT EFFORT ON EXERCISE SCOTTISH COSSAINT



SLt Donald Den
HMCS Malahat PAO



Capt Cameron Park
Canadian Scottish Regiment (Princess Mary's) PAO

Soldiers of The Canadian Scottish Regiment (Princess Mary's) alongside sailors from HMCS Malahat participated in Exercise Scottish Cossaint between Feb.19 to 21.

Soldiers conducted patrols and raids in the training area and waters at Canadian Forces Ammunition Depot (CFAD) Rocky Point near Victoria, B.C.

Sailors from Malahat supported the exercise with three rigid hulled inflatable boats (RHIBs) and one Defender-class boat on loan from the Naval Security Team in Esquimalt.

Deploying to the training area Friday evening, the soldiers were immediately immersed into a training scenario in which a hostile enemy force was present in the area, including a possible mortar position on Bentink Island.

Reconnaissance patrols deployed under cover of darkness to locate and observe likely enemy positions, while the remaining platoons readied themselves to conduct raids and ambushes using the information gathered.

The added mobility provided to the Canadian Scottish Regiment by Malahat would be a key element of the exercise. Before using their boats to transport soldiers, sailors from Malahat briefed the infantry platoons on the use of RHIBs, including actions on what to do in emergency circumstances such as falling overboard.

"For the soldiers, it's a great opportunity. It's another valuable experience that adds to their soldier skills," said LCol Scott Cessford, Canadian Scottish Regiment Commanding Officer. "It's an exciting experience being in the boats moving at high speed across the water, and it makes the commitment and effort each of them puts into the training all the more rewarding."

While the soldiers were working on land, sailors from Malahat were able to work on their navigation skills on

the water between Bentink Island and Rocky Point. This included the unique opportunity to conduct night navigation training.

"Working with the Canadian Scottish Regiment in a littoral environment and moving soldiers ashore offered our sailors a different experience that was enjoyed by both groups," said Lt(N) Robin Whitney, Malahat's Deck Officer. "This sort of joint training is not only fun but also important to diversify our skillsets."

By bringing two elements of the Canadian Armed Forces to train together, army and navy, it offered a unique opportunity for both units to train for a more realistic combat situation – an amphibious landing transitioning to a land-based operation. The exercise also allowed for training between the two units to work out how both would ensure consistent lines of supply and communication in the event of a real domestic or international event.

"A joint exercise adds value to the training at every level. In terms of operational planning, we're able to practice how we plan and coordinate with another branch of the CAF who have different operational requirements than an infantry regiment does," said LCol Cessford.

At the conclusion of the exercise, soldiers and sailors from both reserve units returned home. As members of the army and navy reserve, the next day signalled a return to their civilian careers while reflecting on the rewards and challenges of the weekend.



"We were able to gain an appreciation of some of the things the Army undertakes, including how they run their operations, and we were able to practice moving people who were not as familiar with being in a boat. These are key areas of our training and something we continually aim to excel at."

– Cdr Cameron Miller, Commanding Officer of HMCS Malahat

"It was a fantastic training opportunity to combine two elements of the military in order to gain that perspective of how differently we train and how we can work together to support each other."

– S1 Ben Lenner, Boatswain aboard one of Malahat's RHIBs

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The web team needs your help!

The National Defence web team is looking for volunteers to help improve their content. They need members of the Defence Team to participate in usability tests of Canada.ca pages.

Canada

How do I sign up?

Just fill out this quick form found at <https://forces.optimalworkshop.com/questions/k7kqy07w-0-0> telling us who you are. If you're selected for this test, you'll be contacted to schedule a time that works for you.

What is a usability test?

We often conduct these tests to make sure our webpages are easy for users to navigate.

During the test, a moderator will ask you to complete a series of 10 tasks using the content on a specific webpage or section of webpages. We will record your screen as you work through the tasks so that we can see where you have difficulty.

How will a usability test help the Defence Team?

The evidence gathered during these tests tells us what we need to improve and how we can make your lives easier. For example, it will show whether reference links and organizational contact information are easy to find. If they're not – then we will reorganize the page.

How long will it take?

The test usually takes around 40 minutes, and no longer than one hour.

When will the usability test be?

We are looking to test a specific section of the National Defence web site in the coming weeks. However, we conduct these tests regularly, so if you're not chosen for this specific test, we may contact you in the future to participate in another one.

Who can participate?

All members of the Defence Team: CAF members, DND public service employees, and contractors. You don't need to be tech-savvy, in fact we learn more from people who aren't as familiar with the website.

Do I need any special equipment?

All you need is a computer or mobile device with internet access and Zoom. Privacy

Your information will be kept private and will only be used to invite you to participate in a usability research. You have the right to refuse and to have your information removed at any time.



Help CAF Understand Musculoskeletal Injuries

The goal of this specific project is to use focus group data to guide the development of improved training strategies that should result in lower injury rates, while upholding gender-free fitness standards.

If you're a woman or man, aged 18 to 65, a current or former CAF member, and fit in one of the following groups contact our research coordinator and help us improve your experience:

- a female who has been pregnant while serving in the CAF or;
- a female who has not been pregnant at all while serving in the CAF or;
- a female or male who have experienced an MSKi that required medical advice and/or treatment, and have impacted ability to carry out their duties or;
- a female or male who have experienced an MSKi, but whose duties have not been impacted,

Contact Kevin Semeniuk, University of Ottawa ksemeniuk@uottawa.ca 613-562-5800 x1003

One of the most common reasons for women in the Canadian Armed Forces (CAF) to be medically discharged, or not deployed, is musculoskeletal injury (MSKi).

Avoidable injury should never be an impediment to service, and so the CAF want to better understand why this problem is happening, and how it can be alleviated.

This is why Canadian Forces Morale and Welfare Services' Personnel Support Programs (PSP) is partnering with the School of Human Kinetics at the University of Ottawa to undertake various focus groups to better understand the risk of MSKi, especially for women during prenatal and postpartum periods.

» PROFILE

PO2 Israel Wong Nelles Kitchen 2IC

2Lt Jamie Boparai
Base Administration

When Petty Officer Second Class Israel Wong joined the Naval Reserves in 2001, he never realized his part-time job would be a recipe for a long and fruitful career.

Attending George Brown College as a culinary arts student, PO2 Wong



decided that taking a summer job as a naval cook was an exciting idea.

"It was a bit of an adventure," he says. "I wanted to take my cooking out of the classroom and into the world, so I did and never looked back."

Shortly after joining, the world drastically changed on Sept. 11, 2001. By Dec. 4, he was posted to HMCS Toronto and deployed to the Persian Gulf to join the US-led coalition against terrorism in Afghanistan.

"There were lots of unknowns at the time," PO2 Wong recalls. "We were uncertain if we would be directly involved in conflict or not, but it was very exciting at the same time. It was also my first deployment, so I was learning how to perform my duties in an environment I had never been exposed too."

While PO2 Wong prides himself in his craft of choice, he had never cooked at night before and found the Atlantic ocean to be rougher than expected.

"I was a little seasick at the beginning of that first trip, but I eventually overcame it, and I even began to enjoy the

rougher sea states. In the end, thankfully, we all return safely to our friends and families."

After returning to Canada, he continued honing his craft with passion and success. He moved up the ladder to his current rank by showcasing his abilities during many special events.

"I always loved mess dinners and cocktail parties, especially in foreign ports. Sometimes people are not aware of the talent required of a military cook and being able to showcase our abilities in a formal setting gives me an amazing feeling of pride and accomplishment."

Now the second-in-charge of Nelles Galley kitchen, he continues his work perfecting his craft, not only as a cook but as a leader and mentor to others. He works with 30 military and civilian personnel.

"It's always a team effort getting meals out, and there is no such thing as a snow day for us. Even in the event of a power outage, our feeding commitments don't change. We have to work together, and we are always looking for ways to improve ourselves."



"I wanted to take my cooking out of the classroom and into the world, so I did and never looked back."

– Petty Officer Second Class Israel Wong

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CFB Esquimalt Gun Club launches



Peter Mallett
Staff Writer

A new Personnel Support Programs (PSP) recreational gun club is on the hunt for sharp shooters.

Membership opportunities are open to serving military members starting April 12. The club hopes to open to the wider military and civilian defence community, including veterans, Royal Canadian Mounted Police, and civilians for an associate membership, in the near future.

The club's first general meeting will be virtual in April with plans to hold a shooting practice at the Range in the future.

Heading the club is Capt Patrick Rippon, a Canadian Scottish Regiment reservist and civilian lawyer.

To get the club established he turned to Major Philip Quaghebeur, who runs the CFB Edmonton Gun Club, for start-up advice. After writing and submitting his proposal to PSP Recreation, who

oversee all base clubs, it was then passed up to the Base Commander for approval last October.

"Many of us own guns, we talk guns, we shoot guns on our own time, and we hunt with guns, so much so that every year our unit's annual mess dinner is a wild game dinner that has been hunted by the officer corps," says Capt Rippon.

All PSP Clubs are required to follow the Public Health Orders for B.C., as well as get permission to conduct business on DND land by the Base Commander. All gatherings will be held virtually until restrictions are lifted.

For those thinking of joining the club, one condition will be experience with firearms. A Possession and Acquisition Licensing (PAL) certificate is recommended though it is not an official requirement. Non-PAL holding members can join and arrange to shoot other members' firearms when the restrictions are lifted. The safety and the skill level of its members is high on the club's operation plan.

For more information about the gun club, the eligibility requirements, and how to become a member email Capt Rippon at his civilian email account: patrick.rippon@gmail.com



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Ergonomics – More than Meets the Eye



Chinenye (Chi) Ewelike

MARPAC Formation Safety and Environment
Safety Programs Officer

I didn't think it through, and now, this applies to me. Have you ever felt stiff and sore at the end of the work day? You could have an ergonomic injury.

An ergonomic injury is how occupational health and safety specialists describe an injury that was caused by working in awkward postures, over-exertion, over-reaching, contact pressure, or exposure to sustained vibration.

Ergonomics doesn't just mean how you sit at your desk or what type of keyboard you use. It also includes how you operate machinery and hand tools, how you lift heavy objects, and how you position yourself when working in a tight space. In fact, every movement throughout your day is tied to ergonomics.

Some examples of jobs/tasks that could result in over-exertion ergonomic injuries when performed incorrectly include:

- Using manual carts and trucks.
- Sliding objects on flat surfaces.
- Operating tools and controls.
- Opening and closing doors.
- Wrapping or enclosing objects in packaging materials.
- Reaching to pick up objects more than 18 to 26 inches away.
- Reaching up on a shelf higher than your height to pick up objects.
- Pulling instead of pushing.
- Lifting heavy objects.

Apart from the negative impact on the health of the employee, workplace injuries are a major cause of decreased productivity. In Maritime Forces Pacific (MARPAAC), out of total of 830 lost work days due to injuries in 2020, 330 days were lost due to ergonomic injuries. In addition, there were 130 restricted work days due to over-exertion injuries. The Canadian Centre for Occupational Health and Safety (CCOHS) have determined that injuries from these sorts of activities are not always recorded specifically, so the numbers occurring in MARPAAC could be higher than what has been reported.

Think through a task before you begin. Your body will thank you later. Identify the ergonomic hazards associated with a task and how to control them before you start. Perform regular exercises, stretch, get educated in proper techniques for good grip, good footing, lifting, and using lift assist equipment, and push rather than pull.

Other ways to avoid overexertion injuries include using proper certified tools for tasks, and using the right number of people for a task. Visit CCOHS occupational safety and health fact sheets for some generic stretching exercises at your work station.

Formation Safety provides training for Unit Ergonomic Coaches, who then provide ergonomic advice and work-station adjustments for those not yet experiencing medical signs and symptoms, but as a preventative measure.

Contact your Unit General Safety Officer, Ergonomic Coach or Formation Safety and Environment (+ESQ MARPAAC FSE Safety@MARPAAC@Esquimalt) for further information on the Ergonomics program.

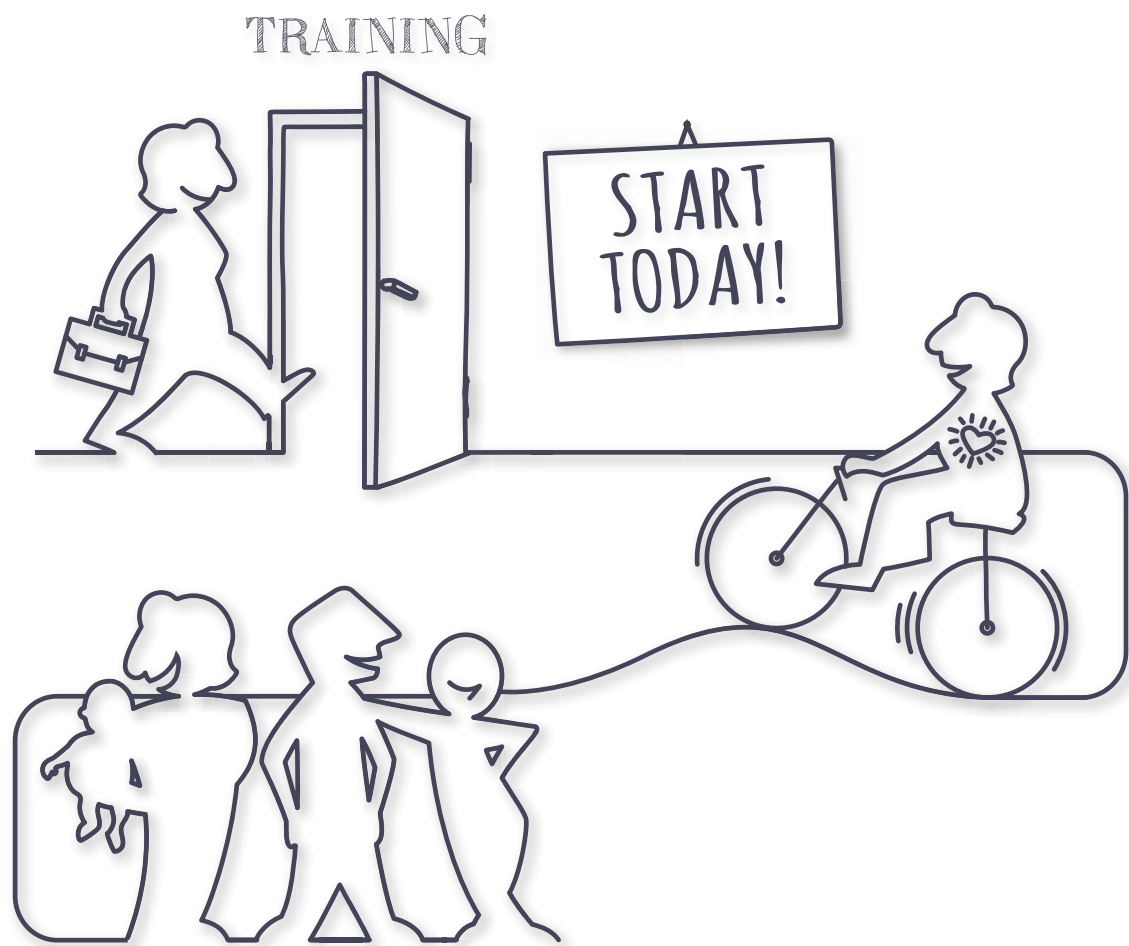
Identify and report ergonomic hazards in your unit by completing the hazard identification report and handing it to your supervisor for follow up and correction. More resources can be found at the Formation Ergonomics Program Site: http://esquimalt.mil.ca/fse/Formation_Safety/Ergonomics/GS_Ergonomics.htm



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Keep the kitchen party going and join the virtual Nutrition Month celebration coast-to-coast. To get involved in online events happening across the country, check out the National Nutrition Month calendar:

<https://www.cafconnection.ca/National/Virtual-Services/Health-Promotion-Webinars/Nutrition-Month.aspx>

<https://www.connexionfac.ca/Nationale/Services-virtuels/Webinaires-Promotion-de-la-sante/Mois-de-la-nutrition.aspx>



DIETITIAN TIP

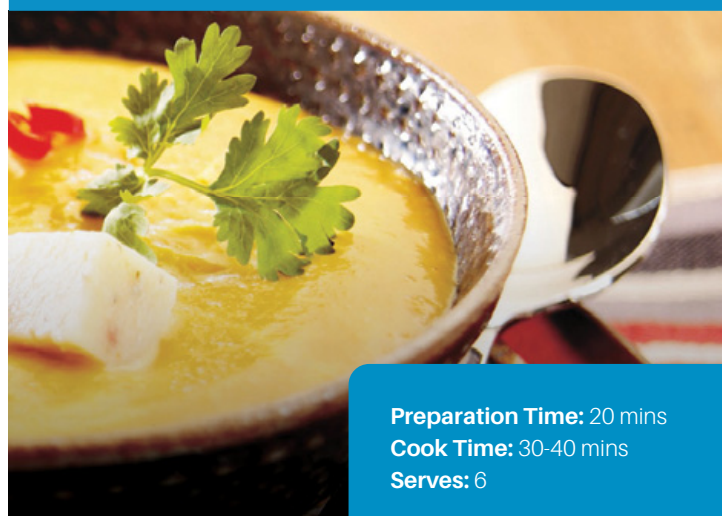
Isabelle Niederer, RD
Dietitian with Dairy Farmers of Canada

This is a delicious way to boost your bone health. Thanks to the milk and cheese, each serving delivers over a third of your daily calcium needs! As many Canadians are not meeting calcium requirements, your bones will thank you for including this recipe in your regular recipe repertoire. Visit whatyoueat.ca for more bone-boosting recipes. Dairy Farmers of Canada is a sponsor of Nutrition Month 2021.



Spicy Red Lentil and Havarti Soup

Recipe Provided By: Dairy Farmers of Canada
Recipe Source: Cookspiration.com



Preparation Time: 20 mins
Cook Time: 30-40 mins
Serves: 6

Ingredients

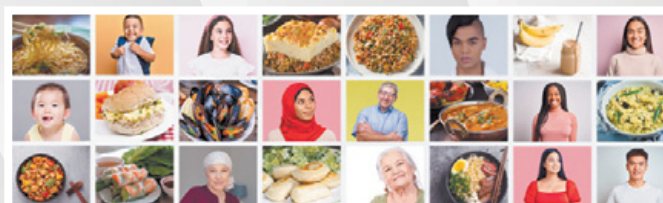
- 1 1/2 Tablespoon (25 mL) butter
- 2 tsp (10 mL) curry powder
- 1 onion chopped
- 2 cups (500 mL) diced carrots
- 1 cup (250 mL) celery
- 1 cup (250 mL) diced peeled potatoes
- 3/4 cup (180 mL) dried lentils red or orange
- 1 cup (250 mL) chicken broth
- 3 cups (750 mL) milk
- 5 oz (150 g) jalapeño-flavoured Havarti cubed
- 2 tbsp (30 mL) chopped cilantro

Directions

1. In a large pot, melt butter over medium-high heat. Sauté curry, carrots, potatoes, celery and onions, until onions are softened.
2. Add lentils, broth, milk. Bring to a boil, stirring occasionally. Reduce heat to low and simmer covered until lentils are soft, 30-40 minutes.
3. Purée soup in blender until smooth. Adjust seasoning. Serve garnished with the Havarti and cilantro.

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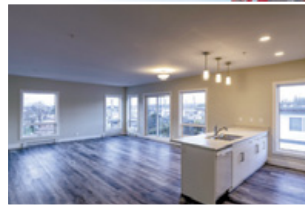
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