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THE LONG HAUL OF BASIC MILITARY QUALIFICATION

Basic Military Qualification recruit S3(R) Raven Goddard tackles the sandbag drag portion of the FORCE evaluation fitness test at the Naden Athletic Centre on March 31. The test consists of four parts: a sand bag lift, intermittent loaded shuttles, sandbag drag, and 20 metre rushes.

Photo by S1 Mike Goluboff,
MARPA Imaging Services



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A Naval Warfare Officer's last step before the fleet

A/SLt Ty Pellerin
Base PA Office

Being on the bridge of a warship as a Naval Warfare Officer (NWO) can, at times, be the most stressful job in the Royal Canadian Navy.

Situations a NWO could find themselves in range from emergency actions for a person overboard, to receiving a helicopter resupply, to piloting a ship through narrow waters around dangerous hazards.

"My memorable moment [in training] was conducting pilotage through Sansum Narrows in a snowstorm and having to stop the ship because a pod of transient orcas was approaching us from the other direction," said SLt Bryan Cole, a member of the ETTRICK NWO IV course that graduated on April 8.

The NWO IV course takes roughly 96 training days to complete, and when combined with the other two phases, amounts to 219 days to become a NWO.

Training is run by Naval Fleet School (Pacific), and each course is overseen by a Course Training Officer. Students cover foundational aspects of the Royal

Canadian Navy, giving them the tools to lead and work on ships.

The NWO course is one of the toughest courses an officer can take, and the COVID-19 pandemic introduced additional challenges for students and staff this time around.

"Despite a very compressed schedule in the second half of the course that saw ETTRICK do 10 straight weeks of simulator training, isolation periods and sea phases with essentially no rest days, all students pushed through and exceeded the NWO IV standard," said Lt(N) Alexandru Madularu, Course Training Officer. "Bravo Zulu to the students; that flexibility and drive to see something through to the end will serve them well in a trade and Navy that demand both."

All NWO courses are named after a ship from naval history; the course ETTRICK was named after an HMS convoy frigate from the Second World War. The course includes four written exams: collision regulations, which are rules of the road for the sea; navigation relating to planning and execution of passage through waterways; warfare and the actions to be taken in times of conflict; and the routine operations of a NWO.

All of these tests prepare the member for their two phases at sea, which test the students' practical skills. Pilotage involves planned navigation through areas close to navigation hazards and narrow waterways. The last sea phase brings together all the training NWOs

receive up to that point in their careers. Students manage and perform multiple exercises and watches, such as tow approaches and responding to emergencies.

Finally, students must challenge an oral board in front of their superiors, where they are tested on their knowledge related to the trade and the Canadian Armed Forces, and then are ready to enter the Fleet as a Naval Warfare Officer.

"NWO training goes from zero to 100 really quickly depending on what phase you are doing, and while some phases are just fun and interesting, truthfully, some are extremely demanding and stressful," says course graduate SLt Lucas Oesterreich. "But that rollercoaster is a fun one to ride, and regardless you feel like you've done something you can be proud of when you get off it."

SLt Hank Kieser said the best piece of advice he could give new NWOs revolves around teamwork, "Be a team player first and foremost; a supported and supportive team will pay dividends."

Graduates now look forward to what comes next in their careers. The majority of them are posted to the East Coast, while a few will remain west, and some reservists plan to return to their civilian life before returning to the coast in the future.



Orca-Class patrol vessel Moose comes alongside after pilotage training for Naval Warfare Officers on ETTRICK NWO IV course. Pilotage training involves the careful navigation of a ship through hazardous areas.

Photo by S3 Ioannis Giannis

Thinking about culture at the ship level

Introducing the Command Cultural Advisor

Capt Jeff Klassen
Public Affairs Officer

Meet Lieutenant (Navy) Blythe McWilliam, the Royal Canadian Navy's first, and currently only, Command Cultural Advisor. This is a new position created by HMCS Regina's command team as a way of addressing cultural issues on ship.

An example of an issue occurred last year when the ship was alongside. Crew members were getting dropped off by people they knew, usually their partners, be it a spouse, girlfriend, boyfriend. Rules were written in a way that permitted partners to come on base for this purpose. This seemed to be working for most people, but problems surfaced when one crew member was held up by extra questioning at the front gate as their same-sex partner dropped them off.

Lt(N) McWilliam heard about this, brought to Commander Landon Creasy, Regina's Commanding Officer, and conversations began with senior staff. Within 48-hours the Base Standing Orders had changed to

accommodate a wider range of persons dropping off members.

"My job is to keep an ear out, and look for instances where members of the crew are being hindered at their job because of some cultural aspect," said Lt(N) McWilliam. "I then advise the ship's command team on the issue, and help them in making a decision."

Cultural aspects include gender, sexuality, family background, religion, or anything related to the unique, personal aspects of a person.

"I often deal with simple things, practical changes that ensure we are respecting the dignity of all persons. We want to make sure people are not disadvantaged because of who they are," said Lt(N) McWilliam.

Another example involved Sea Training – a fleet-level group that analyzes how ship crews perform and then reports about ways they can improve.

While these reports are anonymized so as not to single out the failures of individuals, Lt(N) McWilliam noticed they used gender pronouns. Because there



Lieutenant Commander David Dallin (left), Chief Petty Officer Carl Dixon (centre left), Lieutenant(N) Blythe McWilliam, the new Command Cultural Advisor, and Cdr Landon Creasy (right) at the Command Culture Advisor Townhall to brief new members of the ship's company.

Photos by S1 Lisa K. Wallace, Canadian Armed Forces Photo



Lt(N) McWilliam explains her new position to members of the ship's company.

are fewer women in ships, this meant a person reading the report could identify who it was referring to when female pronouns were used. This was noticed and considered unnecessary by Lt(N) McWilliam. As a result, higher level conversations ensued and Sea Training now uses gender neutral pronouns.

"We all tend to approach things from our own experience, so having someone who is enabled to come and tell you when something is not working right is extremely valuable to me," said Cdr Creasy. "The ship's command team is made up of three 39-plus aged white

guys and we have to implement policies across a small city of around 250 diverse people. The Command Cultural Advisor position is to help us be better at that."

It was modelled after the Gender Advisor role that has been implemented in many headquarters and operational planning groups. Cdr Creasy was supportive of the idea, so a similar position was created for the ship. He has also formalized the Command Cultural Advisor position in his standing orders.

"If there is one baseline across all the Canadian Armed Forces, it's culture. Culture is the single

most important line of defence. If we want to improve as a military, we have to be prepared to have difficult discussions in this area," said Cdr Creasy. "It's not about blame, it's just about solving problems. If you see something going on here that makes you think that you wouldn't want your loved ones coming to work here, then let us know so we can fix it."



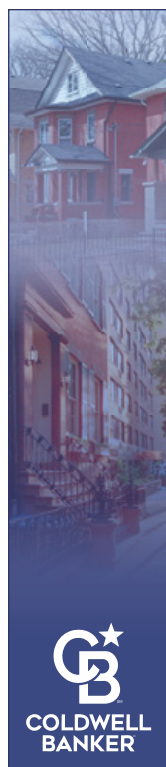
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WHAT SAY YOU

Stem cell treatment needed to FIGHT THE GOOD FIGHT

LCol Laura Laycock

It was Oct. 7, 2019, and life was not just good, it was amazing.

My career in the Royal Canadian Air Force was going great. I loved my job and was getting promoted. Throughout my Canadian Armed Forces career of over 20 years, I had represented Canada around the world with NORAD, NATO and the UN. I had married the most incredible man. We relocated to Ottawa, started to travel the world together, and were ready to start a family.

Then, on Oct. 8, 2019, everything changed.

I was diagnosed with Chronic Myeloid Leukemia (CML) after blood work for vertigo showed extremely elevated white blood cell counts. CML is a blood cancer where the bone marrow overproduces white blood cells, which eventually impairs the development of white and red blood cells and platelets. It's usually caused by a spontaneous mutation in DNA, which contains our genetic code.



LCol Laycock on deployment.

Twenty years ago, researchers developed a new line of drugs that combat this overproduction of white blood cells. These targeted oral chemotherapy pills have been revolutionary in the fight against CML. Most people who take them do so for the rest of their lives and have good survival rates; however, a stem cell transplant remains the only actual cure. But it's risky and not needed for most people.

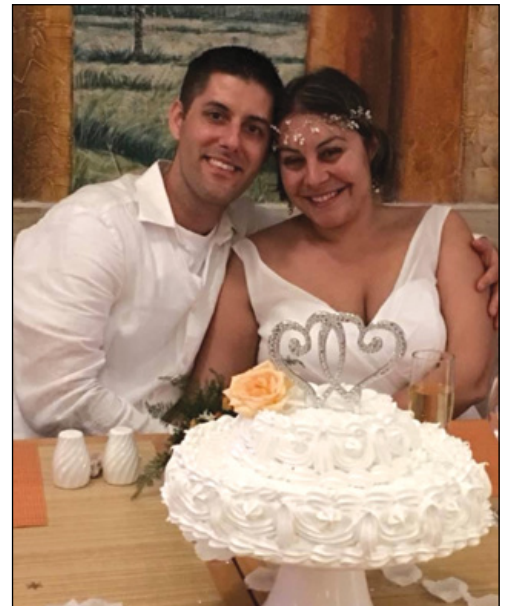
It's now been about 17 months since my diagnosis and my body has not tolerated this targeted chemotherapy. I fall into that small fraction of people who get debilitating or life-threatening side effects from this medication. My doctors are discussing other treatment options, one of which is a stem cell transplant, but my mixed ethnicity (European/Middle Eastern) has made it difficult to find a donor match.

My journey since my diagnosis has been to slow down and educate myself so that I can heal and advocate for my care; to appreciate every little moment of joy; and to do my best to overcome each challenge that arises. I have found strength in the extraordinary support I've received from my family, my friends and my community, both old and new.

With the help of family and friends, I recently began a social media campaign to increase stem cell donor education and registration in Canada and around the world. Many people are unaware of the potentially lifesaving role they can play by registering to become stem cell donors. Stem cell transplants are vital treatment options for people with a range of medical conditions including spinal cord injuries, heart disease, diabetes, and some cancers.

The process to donate is simple. First, you register online with Canadian Blood Services or Héma-Québec and do a mail-in cheek swab, and then you wait. It could be months or years before you are identified as a match. During this waiting period, you should update your contact information with the registry if it changes.

When you are matched, you will be contacted to continue with the donation process.



LCol Laycock on her wedding day.

This process is similar to giving blood, but it has its differences. The cells are usually collected intravenously from peripheral blood in a non-surgical procedure but, in rare cases, they are collected directly from the bone marrow in a surgical procedure. In either case, the risks associated with donating are minor.

In Canada, individuals aged 17 to 35 can register to become stem cell donors (ages 18 to 35 in Quebec). Both CBS and Héma-Québec are part of an international network of donor registries from over 50 countries. This network has a pool of over 38 million donors but, unfortunately, matches are rare.

Your stem cells could potentially help others around the world, and throughout this process donor privacy is assured at all times.

Stem cell matching relies on Human Leukocyte Antigen typing, which is highly influenced by ethnicity. This means that a patient's best chance of finding a matching donor is from those who share similar ethnic backgrounds. Research conducted by Gragert et al. (2014) has shown that the likelihood of finding a match for certain ethnic groups can be as low as 16 percent and as high as 75 percent for others. This disparity highlights the need for more ethnically diverse stem cell donors in our registries.

Today, I am calling on my DND and CAF families to register as stem cell donors to help people, like me, who are fighting for our lives. If you aren't able to register, please share this call with those who can. You, or someone you know, could be the match that saves a life - a simple swab is all it takes to be a hero.

TO REGISTER AS A STEM CELL DONOR:

Canadian Blood Services Héma-Québec:
<https://www.blood.ca/en/stemcells>

Swab the World: <https://swabtheworld.com/en/become-a-donor>

You can follow Laura's campaign on:

Facebook: @MyBattleWithLeukemia

Twitter: @MBWLeukemia

Instagram: @MyBattleWithLeukemia

Art workshop offers new take on **Soldier On**

Peter Mallett
Staff Writer

Soldier On has broadened its healing program through creative art workshops for ill and injured Canadian Armed Forces members and veterans.

Seven Soldier On members, comprised of currently-serving personnel and veterans from all across British Columbia, recently logged into Zoom for instruction by local artist and photographer Frances Litman.



S1 Desi Cozier with his art project.

Art supplies were mailed to them prior to the workshop.

"I believe the arts can be a powerful tool for healing and well-being from a physical, psychological, and emotional perspective," says Nicole Wray, Soldier On Regional Coordinator for B.C.

Litman, an award-winning photographer and small Victoria business owner, said the original plan was to offer in-person instruction until COVID-19 health and safety concerns scuttled those plans. However, having the class delivered remotely may have been more beneficial to the participants, she says.

"In the end, I think it was more comfortable for attendees as they were able to create whatever they wanted with privacy not afforded with in-person classes."

Participant S1 Desi Cozier, who is recovering from anxiety and depression brought about by a serious sports injury, created a giant collage using photographs, printed text, and paint to convey his feelings. His work is an expression of the uncertainty and stress he has felt in his life during the pandemic.

"My inspiration for this collage is to bring chaos and uncertainty to a place of comfort and safety, and to have something that I can look at and reaffirm its okay to have these feelings," he says. "The collage



represents a safe place that I think everyone can find if they look hard enough."

Soldier On has been piloting various creative programs across Canada in recent months, exploring the potential to use creative endeavours as another resource of support.

Soldier On participants in the Prairies

Region recently took part in a virtual model-building workshop while members in the National Capital Region participated in a woodworking class.

For more information about Soldier On and its upcoming programs and events visit their webpage: <https://www.soldieron.ca/Get-Support/Activities-and-Events>

April is the Month of the Military Child



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Show your child how much you appreciate them by sending them a special postcard celebrating military-connected children. Pick up a free postcard from either the MFRC at the Colwood Pacific Activity Centre or Signal Hill MFRC in Esquimalt, write a message to your child and send it back to them in April.

Special Contest

In honour of the Month of the Military Child, there will be a special contest open to all military members at CFB Esquimalt and their families.

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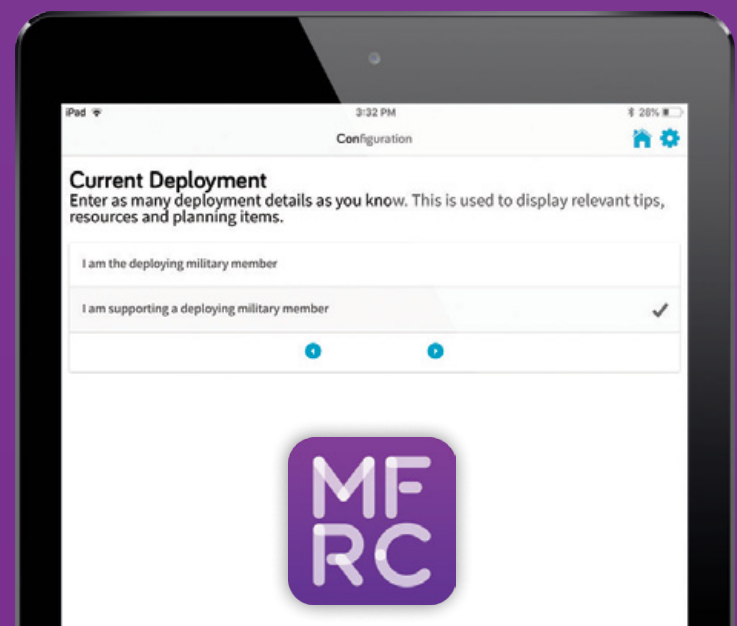
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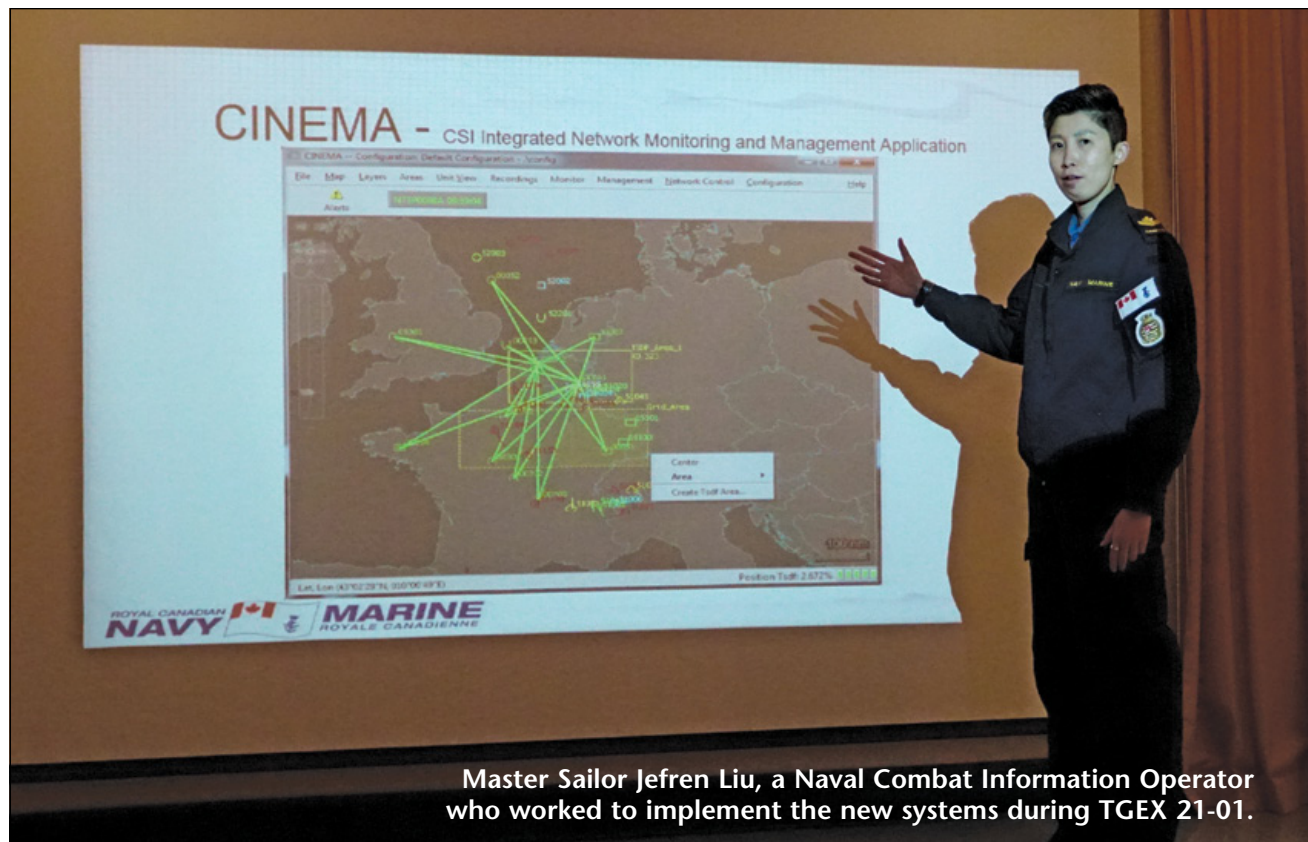
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Master Sailor Jefren Liu, a Naval Combat Information Operator who worked to implement the new systems during TGEX 21-01.

NEW DATA-SHARING SYSTEMS

Leading naval communications into the future

Capt Jeff Klassen
Public Affairs Officer

During the recent Task Group Exercise (TGEX) 21-01 in February, the Royal Canadian Navy's Pacific Fleet introduced two new data-sharing systems that significantly improve its strategic and joint force capabilities. These capabilities showcase Canada as a global leader in naval communications.

One enhancement gives Maritime Coastal Defence Vessels (MCDVs), and the rest of the fleet, the ability to share sensor information with each other instantaneously across the globe, while the other greatly improves how task groups work together.

"This stuff is really nerdy to talk about; it can be difficult to understand, but it's also really fascinating," said Master Sailor Jefren Liu, a Naval Combat Information Operator who worked to implement the new systems during TGEX 21-01.

Recent improvements are extensions to the Pacific Fleet's Tactical Data Link (TDL) capabilities. TDL is a collection of data-sharing systems that coordinate information from various assets around the globe and combine them into a single, wide-reaching, tactical data picture that can be used by all parties linked to it.

The TDL concept is not new - permutations of the same concept date back to the Second World War, with the Canadian Armed Forces, including the Royal Canadian Navy, using it for years; however, the recent additions immensely improve some of its capabilities.

Perhaps the more significant of the two TDL upgrades is Joint Range Extension Application Protocol-C (JREAP-C). This new capability means tactical data is shared instantly via satellite technology to all other assets on the network. This greatly increases command and control of the fleet from higher levels and allows individual ships access to high quality information beyond the range of their organic sensors and platforms. *HMCS Calgary* is the first ship to have the capability on the west coast.

"In the Pacific maritime environment, the only other country that has Link 22 is Australia, so we are really ahead of the game here."

– Master Sailor Jefren Liu

Because the MCDVs are frequently deployed on Operation Carribe in the Caribbean Sea and the Eastern Pacific Ocean to assist in drug interdiction and counter smuggling operations, JREAP-C increases their ability to spot vessels of interest, and remain safe from threats. Think, intercepting more smugglers with less risk to our deployed sailors.

"JREAP-C is not just an improvement, it's a different game altogether. Once you get rid of the range limitations you can be fearless as a naval vessel because you know exactly where threats are at

all times, so you are able to prepare and position yourself well in advance," explains MS Liu.

The other new TDL advancement is Link 22.

This is intended as an eventual replacement to Link 11, a system of data sharing routed through a single node (a net control station), which meant the TDL network was at risk if that single point was malfunctioning or damaged. Link 22 replaces this with a net cycle structure. The workings of it are difficult to explain but, essentially, it works something like a cellphone tower, there is no single hub that everything is routed through as ships connect directly with each other through hundreds of carefully synced group broadcasts per second.

While JREAP-C is about sharing data across the globe, Link 22 is about sharing very detailed sensor information to those within a certain distance. This is particularly valuable for ships in a task group.

"The capabilities brought to us with Link 22 are a big improvement. In the Pacific maritime environment, the only other country that has Link 22 is Australia, so we are really ahead of the game here," said MS Liu.

Both upgrades will increase the Fleet's interoperability with partners and Allies. The new systems show the navy is moving forward with the plans laid out in Canada's defence policy, *Strong Secure Engaged*, which states that joint intelligence, surveillance, and reconnaissance capabilities are a priority.



Peter Mallett Staff Writer

Excite, engage, and empower, that is the triple "E" formula of Operation Motorsport, a revved-up not-for-profit that helps ill, injured, and wounded military members and disabled veterans in their recovery.

There are two separate not-for-profits, one in Raleigh, NC, and the other in Brighton, ON. MWO (Retired) Diezel Lodder is the CEO.

"Everything in the military, including your identity, is all about the team, whether you are an aviator, soldier, or sailor," he says. "When you become injured and are no longer able to be part of that team, it creates a host of personal issues and problems that are hard for many people to overcome."

His brand of recovery is the elite sports car racing industry. He believes that industry has the structure, camaraderie, and team-oriented environment to help those suffering from Post Traumatic Stress Disorder and Operational Stress Injury (OSI).

He was diagnosed with a form of OSI during his career, but was able to recover while still serving.

"I was finally healthy when I released and made a successful transition from the military into the auto racing industry, which is my new passion in life. But I believe it was my involvement in motorsports that saved my life. I have found a solution that can transform other lives. It would be a shame not to share it."

Operation Motorsport's three-stage recovery program begins

with the entry-level Excite Program. Working in a team, "beneficiaries" participate in gateway-to-sport events such as car corals hosted by auto industry manufacturers at racetracks. It is more than a day away from home. Excite is a structured program that draws on diversionary therapy using motorsport activities as a form of healing.

Stage two, the Engage Program, assesses an individual's goals and finds opportunities for academic studies and other training for permanent job placements. The goal is to help them become race team crew members, such as a tire technician, fuel technician, or driver assistant, to name a few.

"It's not just about turning wrenches, there is so much more to this," says Lodder. "We try to expand on all the different

employment opportunities, so it's not just about people working in the pits."

The final step is the Empower Program where a veteran continues their journey of recovery through permanent job placements in the auto racing industry or callings in other career fields brought about by this recovery program.

"It's not the good-bye stage. They can stay in the Operation Motorsport family as volunteers or move on," adds Lodder.

To date, three beneficiaries have found permanent careers in the auto racing industry. In less than four years since its creation in Canada, Operation Motorsport has assisted 58 beneficiaries complete its in-person programs and helped 14 others through its iRacing league.

The cost of rehabilitation,

professional gear, and equipment does not come cheap, says Lodder. Operation Motorsports raises most of its money through private donations but has also formed some notable corporate partnerships with auto racing industry giants. Race car seat manufacturer RECARO provides the funding to allow beneficiaries to participate in the iRacing league at no cost to them, as well as supplying racing seats as a league champions prize.

Cyber security giants CrowdStrike operates its own racing team and recently formed a new partnership with Operation Motorsport. It will see five of its beneficiaries become part of their CrowdStrike Racing team for the 14 race 2021 SRO Motorsports America season.

DARREN'S STORY

As Operation Motorsport builds on its mission, support continues to grow on both sides of the border. Lodder says a big part of that success has been by expanding its team of volunteers.

One of its newest additions is Victoria-based Ammunition Technician, WO (Retired) Darren Scott.

Scott served 28 years in the Canadian Armed Forces and worked with Lodder at Canada's air base in Lahr, Germany. He joined the non-profit in December 2020 and volunteers as one of two ambassadors for the Operation Motorsports Academy. He and a counterpart from the United States are designing and building a one-day crash course to help those unfamiliar with

the auto racing industry understand its workings.

"Other than catching the occasional race on television, I am completely new to the sport. So, it's been a complete learning curve for me," says Scott. "That's the great thing about Operation Motorsports and everyone who is involved, it's all about teamwork, you don't need to be an auto racing aficionado either."

Later this spring, a group of beneficiaries from Canada will be the first to take the Operation Motorsports Academy coursing. After completing the instruction, the beneficiaries will then join Canada's Twoth Autosport Racing team.

They will take part in the Canadian Touring Car TCR Championship to be held at the Calabogie Motorsports Park near Ottawa in May 2021. Scott will

also participate in the academy coursing and plans to become a member of the Twoth race team.

He will reap the benefits of the team-oriented therapy because he is also on a path to mental health healing.

Scott was recently diagnosed with PTSD and depression and is undergoing treatment. Getting involved in the program in an ambassadorial role and as a beneficiary has been a new beginning for him.

"The team concept is all about feeling a sense of self-worth, pride, and purpose, and gaining a completely new support network through other volunteers at Operation Motorsport has been a game-changer for me," he says.

To find out more about Operation Motorsport and how to become involved visit <https://operationmotorsport.org/>



MODERNIZING BASE LOGISTICS

SLt Elias Kanoga | Base Logistics

Base Logistics provides logistical support to all of CFB Esquimalt. The services provided are Materiel and Distributions, Systems Control, Corporate Resources, Procurement and Contracting, and Transportation and Electrical Mechanical Engineering.

In the last two years, Base Logistics has been modernizing to save precious time and space. These steps include the introduction of the Vertical Lift System, and development of Automatic Identification Technology (AIT) and Analytics for shipping and receiving. The AIT and analytics systems are still being adapted, while the Vehicle Lift System is in full effect at the Colwood warehouse.



SUCCESSSES AND CHALLENGES OF ANALYTICS

In the early months of 2020, Base Logistics Head of Divisions flew to Halifax to discuss analytics with their East Coast counterparts. Both East and West Coast Systems Control Officers agreed on a vision for Systems Control Division dashboards. How warehouse analytics are displayed is of great importance to effective operations. The improved analytics display output shows the stocktaking program's status within the many Base Logistics warehouses at the click of a button.

Currently, stock data is compiled manually by staff and takes a significant amount of time. When graphs and charts are required, they are produced manually. Many mistakenly believe that DRMS automatically populates them at

the push of a button – this is not always true.

Data that is collected manually is vulnerable to many imperfections starting with the problem of time taken for assessment and inventory. Staff attention may be focussed on one stock-taking task while stock is being accessed and augmented elsewhere simultaneously, and so the chain of command may be reporting an inaccurate picture because command analytics are not yet complete.

While information continues to be provided by the chain of command for decision making, some of that information is not obtained automatically through DRMS, and is therefore incomplete. This is one of the current challenges Base Logistics is tackling.

VERTICAL LIFT SYSTEM

The Vertical Lift System was purchased two years ago and has already moved 34,000 line items of materials from mezzanine shelves to vertical shelving units. This new storage layout, made possible by the Lift, has freed up to 6,000 square feet of space, or 90 percent of the floor space previously used for that storage.

Base Logistics intends to purchase the equivalent of eight more modules this year, hopefully by late summer. The extra space will allow the creation of a packaging cell. This is a capability that is much needed.

The Lift has saved almost the same percentage of time as space, reducing a previously three to four hour job to 25 minutes. Importantly, the Vertical Lift System is also an ergonomic boon. Warehouse workers do not have to climb stairs to grab line items from top shelves: the Vertical Lift System brings the items to the operator's waist.

Ryan Michaud is a Vertical Lift System operator at the Colwood warehouse. He describes the Lift as a giant vending machine for Nato Stock Numbers. Once this number is entered into the system, it takes two minutes to fetch a product. Previously, Michaud would take 15 minutes or more to search for a single item.



Employees in Base Logistics' Colwood warehouse use the vertical lift system.

AUTOMATIC IDENTIFICATION TECHNOLOGY

Automatic Identification Technology (AIT) is currently in the planning phases. This project looks at ways to better identify and track materiel as it moves around the country, using radio frequency tags. Tags may be attached to materials or products themselves, or fixed to a container.

AIT can then track a shipment, such as a triple wall box, from door to door. As soon as the box goes through a warehouse door, the AIT system will register a shipment or a receipt.

Shared Services Canada has also wired the warehouses with GC Wi-Fi. This exists in Building 66 Colwood; Building 211 Dockyard, specifically on the first and the fourth floor of the building; Building 210 Dockyard; and the warehouse in 575 Dockyard. GC Wifi will enable warehouse staff to run the AIS on any DWAN system anywhere on the floor. The AIT is the group in Ottawa responsible for trial-lining the AIT system. At the moment, they're still experimenting with different AIT devices. Several Base Logistics warehouses have already received wireless tablets.

PROCUREMENT IN A YEAR OF QUARANTINE: HOW OPERATIONS HAVE EVOLVED SINCE THE ONSET OF COVID 19

SLt Elias Kanoga | Base Logistics

At the start of COVID 19 in 2020, most Base Logistics Procurement and Contracting Division personnel were sent home, like other CFB Esquimalt employees.

In the middle of processing a busy fiscal year-end, all work suddenly had to be completed at home.

However, a telework trial completed late in 2019 had unwittingly provided for a smooth transition to electronic commuting for Procurement and Contracting Division employees.

In October 2019, the Base Logistics' Commanding Officer approved the telework trial that a group of employees planned and presented to management. From October to March, the telework program was piloted and proven successful.

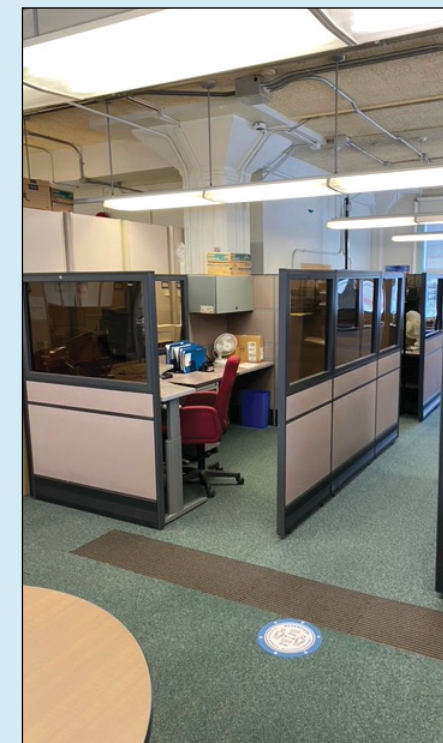
By March 2020, when most base personnel were sent home, the Procurement and Contracting Division was prepared to take on the challenge of offering robust procurement and contracting services to formation and lodger units - remotely.

The initial Business Continuity Plan deemed procurement a core function, as with the majority of Base Logistics functions, meaning output was expected to continue. Procurement and Contracting Division employees established industry relationships using the same communications systems that pandemic conditions forced most of the globe to adapt.

Every industry in the local economy was attempting to source the same commodities: Personal Protective Equipment and janitorial and sanitation supplies.

Maritime Forces Pacific (MARPA) and lodger units required all of these items to support their Business Continuity Plans, so resumption of many tasks were dependent on being adequately equipped. Procurement and Contracting Division had to get creative with some fulfillments: local distilleries were jumping to the cause and producing hand sanitizer, which helped meet the formation demand. In the spring of 2020, masks were also becoming generally required, but most commercially available masks were reserved to medical customers. Base Logistics already had a tailoring contract, so authorization to produce masks was awarded to A&B Tailors. They provided 25,000 masks to MARPA over one month.

Human Resources - Civilian was remotely providing staffing advisory services over the first few months of the pandemic. Procurement and Contracting Division filled six positions, where interviews were conducted over Zoom. The



An empty procurement cell at Base Logistics. Staff are able to work from home through some ingenuity at the unit.

digital interview was not ideal. Still, these challenges were overcome and employees were on-boarded in the department using digital tools – mainly Microsoft Teams.

COVID-19 presented the issue of isolating sailors before embarking on ships. All departing ships required up to 14 days of quarantine, which was beyond the capacity of CFB Esquimalt's single occupancy rooms to accommodate. Procurement and Contracting Division solicited a Standing Offer with PSPC Central Allocations that resulted in contracts with eight local hotels to meet the fleet requirement for isolated sailors. The hotel requirement is expected to host over 50,000 nights of hotel stays with meals in local Victoria hotels. Hotels that have been providing service to Royal Canadian Navy requirements have now recalled personnel initially laid off due to the low tourism rates.

Procurement and Contracting Division now supports all MARPA and lodger units with their procurement requests, as most base functions have returned. Having completed an entire fiscal year under COVID constraints, the team is excited for the day where they can meet in person and collaborate back in the office, all while continuing to leverage the new telework capabilities and capacities.

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» PROFILE

SLt Shamim Fahandej Saadi

Base Accommodations Officer

A/SLt Wen Guo
Base Administration

A personality suited for social interaction was what spurred SLt Shamim Fahandej Saadi to move from Naval Warfare Officer (NWO) to Logistics Officer, and now as the Base Accommodation Officer.

"My original plan was to become a Marine Engineer as I have a background in health physics and radiation science from the University of Ontario - Institute of Technology; however, through working as an NWO trainee at the Fleet School, my peers told me I am very approachable, relatable, and genuinely a people-person. I realized my skillset was better suited as a Logistics Officer."

Hospitality is at the centre of his current job, which he assumed in February after completing his Logistics training. He works with a combined staff of 30 civilian and military personnel to ensure everyone arriving at CFB Esquimalt has a comfortable stay during their time at the base.

"Base Accommodation is the place where you wel-

come all military professionals. How well the first day of their stay goes will reflect their overall impression of CFB Esquimalt going forward. We want to provide a clean and comfortable environment and an overall personal home-like atmosphere with our great clientele service. Our goal is to consistently improve our clients care and welfare."

Once provincial health guidelines relax, SLt Fahandej Saadi would like to arrange accommodations for large out-of-town groups such as Royal Military College students, naval reservists, and Raven Program recruits.

His day-to-day work draws heavily on his interpersonal skills. He liaises with civilian contractors to maintain the cleanliness of the accommodations located at Naden, Work Point, the Wardroom, and the Chiefs' and Petty Officers' Mess, and ensures all equipment is functioning properly. SLt Fahandej Saadi provides oversight and guidance on the needs of those residing in base accommodation.

At first, he was challenged by the pandemic because of the deployment sequestration of military members

at the Wardroom, either departing or returning from deployment. The sanitation process was extraordinary and crucial, meals had to be arranged and delivered along with a plan in place for hospital/medical transport for any potential emergency.

"I may have a challenging job but my team is doing wonderful work to lessen my daily stress, while my chain of command has been extremely supportive, providing me with guidance and advice to enable me to make better decisions on the job."

Like all jobs, improvements in SLt Fahandej Saadi's work can translate into changes, big or small, that will benefit the whole organization. "The Logistics Branch is like a source of nutrients, which is essential for the military to function; if logisticians are unable to accomplish the task, it jeopardizes the success of the mission or task. I encourage my staff to challenge themselves to do a better job and focus on the customers' needs. I think when we all do our best to help one another, this will translate into higher morale and greater job satisfaction for everyone."



"I may have a challenging job but my team is doing wonderful work to lessen my daily stress while my chain of command has been extremely supportive."

— SLt Shamim Fahandej Saadi

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Standing NATO Maritime Group One Flagship, HMCS Halifax, participates in a flag hoist competition with Standing NATO Mine Countermeasures Group One units during planned interactions in the Baltic Sea on March 30.

Inset: The Staff Chief Communication Yeoman of Standing NATO Maritime Group One observes the flag hoist competition from the bridge wing of HMCS Halifax.

SNMG1 AND SNMCMG1 TRAIN TOGETHER IN THE BALTIC SEA



The Force Protection team in HMCS Halifax responds to a Fast Inshore Attack Craft during a training serial with Standing NATO Mine Countermeasures Group One in the Baltic Sea on April 2.

Standing NATO Maritime Group One (SNMG1) and Standing NATO Mine Countermeasures Group One (SNMCMG1) conducted training off the coast of Latvia and Estonia between March 29 and 31.

SNMG1 and SNMCMG1 are two of four NATO Standing Naval Forces on continuous active duty that contribute to the Alliance's collective defence on a permanent basis. As the core of the Very High Readiness Joint Task Force (Maritime), they provide constant high-readiness maritime capabilities that can quickly and effectively respond across the full spectrum of operations in support of any NATO operation.

Standing Naval Forces are multinational, integrated maritime forces comprised of warships from various Allied countries and are highly interoperable with one another. Furthermore, each Standing Naval Force provides unique and robust operational capabilities that complement each other in their common designated area of operations. Such is the case with SNMG1 and SNMCMG1, as both Standing Naval Forces primarily operate in Western and Northern European waters, which include the Baltic Sea, North Sea, Norwegian Sea and their maritime approaches.

"Our interactions in the Baltic Sea demonstrated NATO unity, readiness, and steadfast commitment to the region's collective defence, and served as a powerful deterrent to potential

aggressors," said Commodore Bradley Peats, Commander of SNMG1. "High levels of interoperability between NATO Allies and partners depends on mutual familiarity, trust, and confidence in each other's tactics, techniques and procedures, as well as each other's capabilities and platforms. This interoperability pays dividends when we have to work seamlessly with each other to successfully achieve mission objectives during peacetime and during times of crisis and conflict."

Among the training highlights was a temporary exchange of personnel between the two Forces. Small boats transferred designated personnel back and forth between SNMG1 unit HMCS Halifax and SNMCMG1 units BNS Godetia, ENS Ugandi, and FGS Datteln. These personnel then job shadowed their counterparts for the day, toured the ships, and established personal and professional relationships.

"These crosspols provided professional development opportunities for the participants, allowing them to experience naval operations and daily life on board different allied nations' vessels," said Commander Jan Wijchers, Commander of SNMCMG1. "Additionally, it broadened our common knowledge and understanding of the distinct roles and responsibilities of each Standing Naval Force, as well as the value they bring to the alliance when it comes to defending NATO's citizens and territorial integrity."

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Navy navigator ensured success of dangerous mission in Korea

DND

Darkness had fallen over the mine-infested waters of the Taedong River in Korea.

HMCS Cayuga cautiously inched its way forward, leading five other destroyers, including HMC Ships Athabaskan and Sioux.

It was Dec. 5, 1950, and the warships had been sent to assist in the evacuation of troops from Chinnampo, the port of Pyongyang, where they were in danger from advancing enemy soldiers.

It was a hazardous undertaking. The channel was narrow and shallow, and the North Koreans had seeded it with mines. Two ships ran aground and were forced to turn back for repairs. The remaining four destroyers, under the lead of Cayuga, proceeded slowly and cautiously up the channel in a nerve-wracking journey.

Lieutenant Andrew Collier, a member of the Royal Canadian Navy (RCN) and Cayuga's navigation officer, was responsible for ensuring the safe passage of the ship.

Lt Collier made 132 fixes that night, most of them by radar, showing the position of the ship in relation to the channel marker buoys and nearby landmarks, and the accuracy of his navigation undoubtedly played a large part in ensuring the success of the entire operation.

He was awarded the Distinguished Service Cross for his work that night.

When the troops were safely evacuated the destroyers carried out a bombardment of the port to destroy railway lines, dock installations, and huge stocks of strategic materials that had to be left behind. By the next day, all ships were clear of the channel and the mission successfully completed.

Lt Collier was a long way from home. Born in Kamloops, B.C., in 1924, he joined the RCN at the height of the Second World War, just 18 years old. He would go on to serve for another 38 years, two of those as Commander Maritime Command (head of the RCN) from 1977 to 79.

He held several command postings, both at sea and ashore.

He became Commanding Officer of the destroyer HMCS Skeena in 1960; Captain Sea Training on the staff of the Flag Officer Atlantic Coast in 1962; and Director Naval Plans at National Defence Headquarters in 1964. He went on to be Director International Plans in 1965, Commander Seventh Canadian Escort Squadron in 1966 and Deputy Chief of Staff Maritime Training in 1967.

After that, he became Deputy Chief of Staff (Combat Readiness) in 1970, Commander Canadian Flotilla (Atlantic) in 1972 and Senior Liaison Officer (Navy) on the Defence Liaison Staff in Washington, D.C. in 1973. His last appointments were as Chief of Maritime Operations in 1974, Commander Maritime Forces Pacific in 1975 and Commander Maritime Command in 1977, when he was recognized as a Commander in the Order of Military Merit.

One of his last steps as head of the RCN was to argue for more ships. He was a staunch

advocate of a strong Canadian naval fleet to counteract the Warsaw Pact buildup during the Cold War.

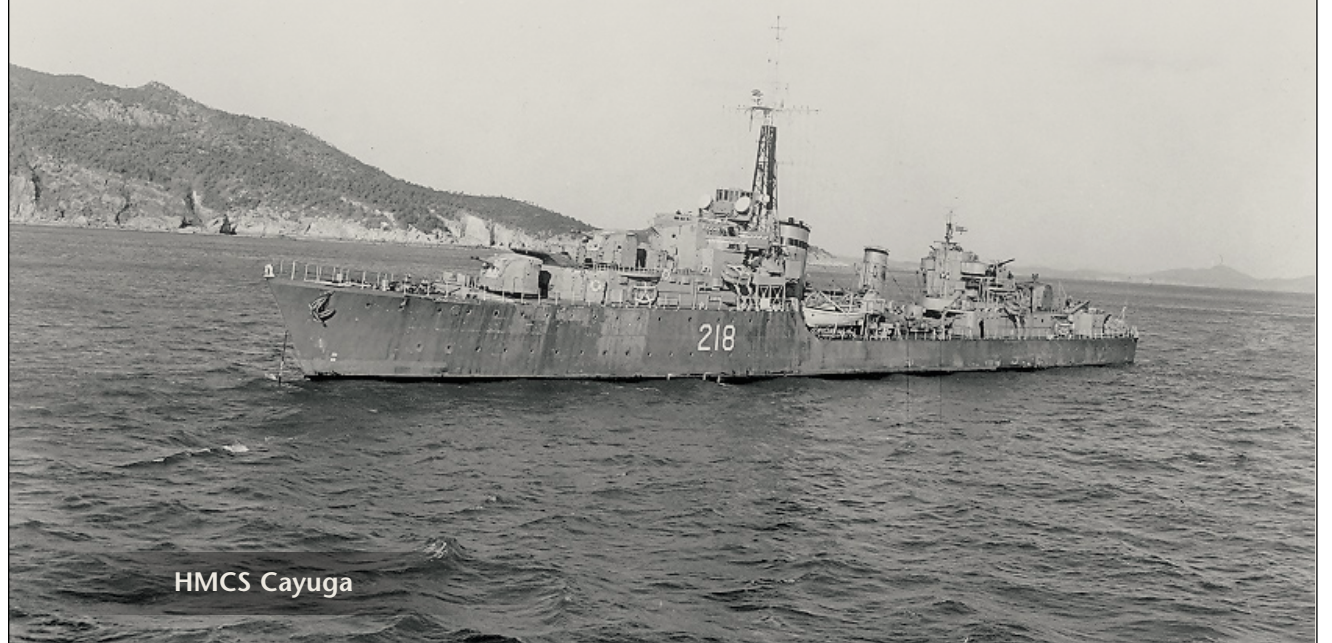
He retired in 1979 at the rank of Vice-Admiral.

After his service in the RCN he went on to act as the commissioner for the Canadian Coast Guard and President of the British Columbia Ferry Corporation.

VAdm (Retired) Collier died in 1987 in Victoria at the age of 62.



Vice-Admiral Andrew Laurence Collier, CMM, DSC, CD



HMCS Cayuga



Become a military court reporter

The Office of the Chief Military Judge is looking for Canadian Armed Forces (CAF) members at the rank of PO1/WO or PO2/Sgt to become military court reporters, with training to begin as soon as possible.

What is a court martial?

Courts martial are formal military courts presided over by independent military judges. These tribunals are similar in nature to civilian criminal courts, with the exception that it is the court that travels wherever the CAF is deployed.

What is a court reporter?

The court reporter provides administrative services at courts martial and produces a record of proceedings of every court martial. A court reporter is an official witness to a legal proceeding who can accurately relate what was said by all actors present during the proceedings. He/she is a neutral observer whose records become the official record of the proceedings.

What is the court reporter's job?

Because the court reporter is the on-site procedural expert and source of professional knowledge, he/she is required to travel to the location of the trial prior to its commencement. During the trial, the court reporter captures the words spoken during the proceedings and is responsible to log, control and secure all exhibits filed with the court proceedings while acting as the judicial assistant to the military judge. Upon conclusion of the trial, the court reporter prepares a transcript of the proceedings obtained from the recording, including the creation of a judicial decision which is posted on the website.

What are the court reporter's skills and who can apply?

Court reporters must be skilled at transcribing speech from recording. Becoming a court reporter requires a commitment of time and effort. The formal on-the-job training is delivered in Gatineau (Quebec) at the Office of the Chief Military Judge. The training takes approximately 6 months to achieve certification.

Court reporter positions are filled through a continuous voluntary occupation transfer process that is open to all occupations and members can apply any time during the year. The entry standards include a valid bilingual language profile of "CCC" or higher; however, as the occupation is currently below the Preferred Manning Level, potential candidates who do not meet the language profile are eligible for consideration.

PO1/WO or PO2/Sgt with at least three years seniority in rank (PO2/Sgts will be promoted to PO1/WO upon completion of certification) who have a minimum medical category of 432335 and keyboarding skills of 40 wpm with comprehensive grammar and spelling skills in either official language are eligible to apply.

Court reporters are posted to the Office of the Chief Military Judge which is located at the Asticou Centre in Gatineau (Quebec).

Additional information is available by contacting the Deputy Court Martial Administrator, Michel Saindon at Michel.saindon@forces.gc.ca, or 819-994-7540.



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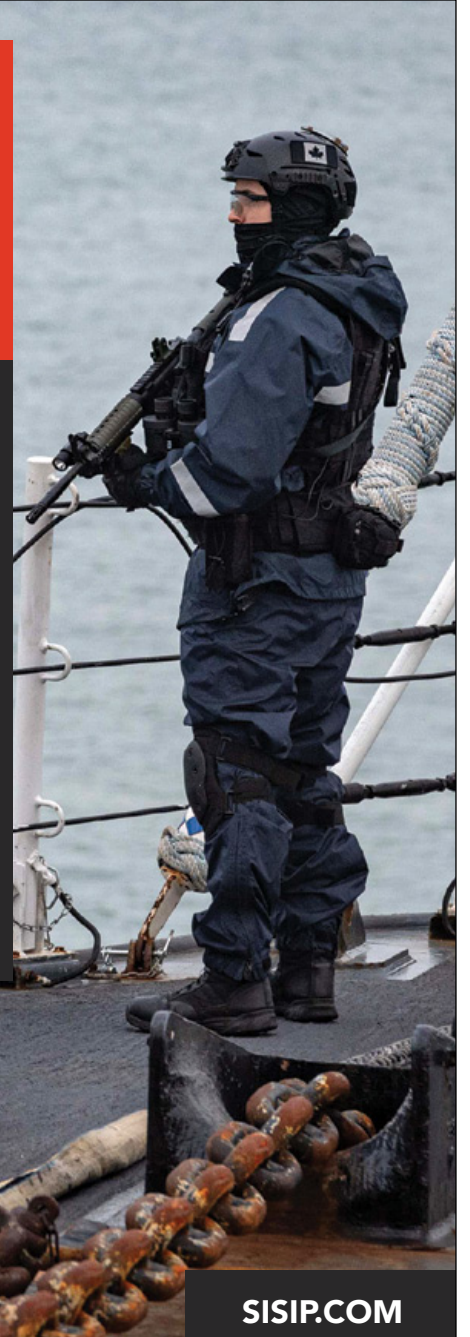


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