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Volume 66 Number 22 | June 7, 2021

# LOOKOUT

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## HMCS WINNIPEG MISSILE EXERCISE

Boatswains embarked in HMCS Winnipeg perform maintenance on the Naval Remote Weapons System on May 29 off the coast of Vancouver Island. Winnipeg and HMCS Regina are at sea on the latest Task Group Exercise. See page 3 for the full story.

Photo by Capt Jenn Jackson, PAO

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## BOR modernizes In/Out forms

**Peter Mallett**  
Staff Writer

The Base Orderly Room (BOR) has completed a successful trial of a digital form that changes the way Canadian Armed Forces members do business.

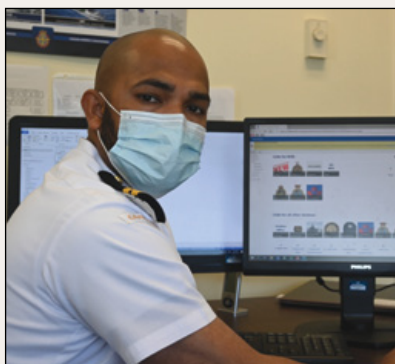
Military members posted to CFB Esquimalt and CFB Halifax can now complete their In/Out routine form via online application.

In/Out forms are essential documents that enable military members to receive personal liability and clearance certificates, pay and records documentation, and mess affiliation when leaving an existing posting and arriving at a new one.

Prior to the launch of the trial in May, all In/Out routine forms were paper hard copy.

Lt(N) Alex Uddin, BOR Officer In Charge, says the modernization was born out of necessity.

"During the COVID-19 pandemic, the BOR faced many challenges including members not being able to physically come into the BOR. This resulted in the modernization of our delivery of core services through digital methods. Part of that mission was to streamline the In/Out routine for members being posted to and leaving the base, which resulted in a digitized process instead of a physical paper copy."



The PDF-based forms require a digital signature to complete. The document is accessible on the DWAN browser. The digital form can be used in Esquimalt or Halifax or to transfer from any other CAF base.

The trial of the digital forms received positive feedback, says Lt(N) Uddin. The program received final approval and is now live, they anticipate the new digital forms will become a permanent feature.

To access the In/Out routine forms through the DWAN visit the following web page: [http://esquimalt.mil.ca/main/e/documents/RCN\\_IOR\\_MbrDataEntry.pdf](http://esquimalt.mil.ca/main/e/documents/RCN_IOR_MbrDataEntry.pdf)

If you do not have access to a DWAN account or computer send your request to [PL-ESQ.BAdmIORoutines@forces.gc.ca](mailto:PL-ESQ.BAdmIORoutines@forces.gc.ca) using the following subject line: "Requesting In/Out Routine Form."

## Expand Your Career Horizons: Aim High as an RCAF Flight Attendant

### Air Personnel Strategy RCAF

There is an urgent requirement to fill vacant Flight Attendant (FA) positions at the rank of Sailor First Class/Corporal and Master Sailor/Master Corporal at 437 Transport Squadron at 8 Wing in Trenton, Ontario.

The Flight Attendant Employment Program (FAEP) offers non-commissioned members across the Canadian Armed Forces an opportunity to broaden their career experience outside of their occupation to work as an FA.

FAs perform a variety of tasks associated with passenger safety and comfort, responding to on board emergencies, and operating aircraft ancillary, emergency, and survival equipment, to name just a few.

While the actual position belongs to, and is managed by the Royal Canadian Air Force, FAs receive a specialty qualification while maintaining their current military occupation and environmental uniform. In other words, this is not an occupational


transfer; rather, it is employment for a limited duration of flight duties. On completion of FA training, members will be posted to 437 Squadron for a very challenging and rewarding three-year tour flying on the Airbus. During their FA employment, members will continue to be merit-listed within their own occupation, and when FA duties are completed, their respective career managers will determine their next occupational employment.

Along with specialized training and a great employment experience, FAs also receive Air Crew Allowance (see QR&O 205.32 Air Crew Allowance).

For more details, including eligibility requirements, see the CANFORGEN at:

<http://vcfs.mil.ca/apps/canforgens/default-eng.asp?id=036-21&type=canforgen>

You'll also find more information on the 437 Squadron FA webpage at: <http://rcf.mil.ca/en/8-wing/437-transport-sqn/437-flight-attendant.page> Talk to your local Personnel Selection Officer to get started on a path that really takes off.




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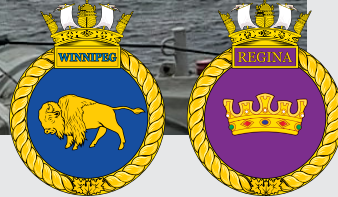
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## TGEX 21-02 STARTS WITH A BANG



Photos by Capt Jenn Jackson, PAO

**Capt Jenn Jackson**  
TGEX 21-02 PAO

*Her Majesty's Canadian Ships Winnipeg and Regina* started Task Group Exercise 21-02 (TGEX 21-02) on May 29 with a successful anti-air warfare exercise in the West Coast Firing Range.

*Winnipeg* fired two evolved sea sparrow missiles as part of the ship's preparations for their upcoming deployment on Operations Projection and Neon. They fired at unmanned aerial targets known as Vindicators launched from *Regina*.

"I am extremely proud of my team and what they accomplished," says Cdr Doug Layton, Commanding Officer of *Winnipeg*. "In addition to firing our missiles, we also successfully fired our 57mm gun, Close-in Weapons System, and Naval Remote Weapons System to destroy all four Vindicator targets. The teamwork displayed across all departments was unsurpassed throughout."

TGEX 21-02 is a naval exercise taking place until June 11 off the coast of western Vancouver Island,

and in the vicinity of Constance Bank, and the Strait of Georgia. It includes participation from the Royal Canadian Navy and Royal Canadian Air Force.

"This exercise provides a valuable opportunity for Pacific Fleet ships to maintain operational readiness while simultaneously supporting at-sea experience for newly trained Operations Room Officers," says Capt(N) Scott Robinson, Commander of TGEX 21-02.

Operations Room Officers (ORO) are senior Lieutenant(N) Naval Warfare Officers who are charged by the ship's Commanding Officer with conducting and coordinating the ship's overall program and warfare capabilities. Selection to become an ORO is merit-based and a key step for Naval Warfare Officers to progress to higher ranks and eventual command.

"Having an opportunity to gain experience at sea has been extremely valuable," says Lt(N) Ben Scott, recent ORO course graduate. "It is helping me build confidence in my skills and the mentorship I've received makes the transition

from the simulations we do on the course to what happens at sea much smoother. This TGEX is setting me up for success in my next ship."

TGEX 21-02 participants are provided with an array of events to enhance individual unit training and combat readiness including live fire of HMC Ship weapons systems, seamanship, maritime interdiction operations, anti-submarine warfare, surface warfare, air defence, and small boat defence.

"Maritime defence and security is the navy's first priority at home, helping ensure that Canada's maritime approaches are effectively monitored and protected," adds Capt(N) Robinson. "TGEX 21-02 ensures that RCN sailors are able to adapt and react with agility through supporting comprehensive naval training while simultaneously exercising the RCN's domestic role. That's what we as a navy do."

TGEX 21-02 involves more than 400 personnel, including aircraft from both 443 Maritime Helicopter Squadron and 407 Long Range Patrol Squadron.



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# matters of OPINION

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Retired Royal Canadian Navy Navigation Officer David Cooper (left) presents the White Ensign from HMCS Cape Scott to Ashley Evans, FMF CB Strategic Communications Officer, at Saxe Point on May 26. The flag will be sent to Fleet Maintenance Facility (Cape Scott).



Photos by S1 Mike Goluboff, MARPAC Imaging Services, Esquimalt

## White Ensign heads home

### Ashley Evans FMF CB

Fleet Maintenance Facility Cape Scott is set to receive HMCS Cape Scott's last White Ensign, donated by David Cooper, a retired sailor who lives in Victoria.

On July 1, 1970, HMCS Cape Scott prepared for its decommissioning after 25 years of service to the United Kingdom, the Netherlands, and the Canadian Navy. On this day, the yeoman passed the white ensign over to David Cooper for safe keeping, the last navigator and communications officer on board Cape Scott.

The flag was hauled down five years earlier on Feb. 15, 1965, and replaced with the new Canadian Maple Leaf Flag at Ceremonial Divisions on the ship, and stored in the ship. At the time, Cape Scott was at sea on its return passage to Easter Island where it participated in the Canadian Medical Expedition.

After decommissioning in 1970, Cape Scott was used as an alongside repair depot until being designated Fleet Maintenance Group (Atlantic) in 1972, which it remained until 1975 when it was moved to an ashore facility. The ship held shops for multiple trades including engineering, diesel engine repair, sheet metal welding, copersmith, and electronic repair, among others.

After holding onto the historical flag for 51 years, Cooper decided it was time to send it home, and reached out to Capt(N) Michel Thibault, FMFCS Commanding Officer.

He passed the ensign to FMF Cape Breton who then mailed it to FMF Cape Scott.

This artifact holds a rich history and is the root of the maintenance and repair facility for the Royal Canadian Navy, known as FMG(A) at the time. Plans are being made to preserve and display the white ensign within the east coast facility in the coming months.



Retired sailor David Cooper.

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# Questions, concerns, focus of CAF Ombudsman's outreach

**Peter Mallett**  
Staff Writer

Last week, the Canadian Armed Forces (CAF) Ombudsman completed a series of virtual outreach sessions and town hall meetings at CFB Esquimalt and Maritime Forces Pacific.

Ombudsman Gregory Lick and his staff met with approximately 540 military members and civilian staff in 16 different virtual meetings held mostly via video conferencing from May 24 to 31.

"This visit was an opportunity for military members and civilian staff to raise questions and concerns over issues affecting themselves and their families," said Lick. "We also provided information to constituents about what the office of the Ombudsman does."

The CAF Ombudsman investigates complaints and serves as a neutral third party on matters related to the Department of National Defence and the Canadian Armed Forces for serving and former military members. It acts independently of the chain of command with the Ombudsman reporting directly to the Minister of National Defence.

The Ombudsman's office is also a direct source of information, referral, and education for military members and civilian DND employees. It helps individuals get access to existing channels of assistance or redress when they have a complaint or concern.



CAF Ombudsman Gregory Lick

## Issues of Concern

Key issues raised were the increasing cost of living expenses and the need for the Treasury Board to update the criteria and rates for the Post Living Differential (not updated since 2008); relocation issues with government-contracted Brookfield Residential Property Services; sexual misconduct and abuse of authority concerns; and access and wait times for health care.

Other concerns raised included the CAF mandatory retirement age of 55, quarantine requirements, and mental health issues associated with the COVID-19 pandemic.

This year's outreach by the Ombudsman was also part of an ongoing systemic investigation into issues surrounding compassionate postings and families with special needs children.

Lick says military members must be mobile and always able to deploy, but that exceptions

may arise that temporarily limit a family's ability to move. In these often-challenging personal circumstances, special consideration may be granted following a specific administrative approval process.

"It is important that the policy and process in place to support members during these challenging times does so to the fullest extent possible," he said.

## Read Their Findings

Lick and his staff will consolidate their findings and send them to the Base Commander and Commander of Maritime Forces Pacific. Direct concerns from members will remain anonymous.

The letters will be published on the Ombudsman's website in four to eight weeks.

This year's outreach sessions have also included CFB Valcartier and CFB Trenton, with travel to CAF Northern Area headquar-

ters and CFB Yellowknife on the horizon.

Lick encourages anyone who feels they have been unfairly treated, has questions about the recent base outreach, or needs more information about the CAF Ombudsman to visit their website at <http://www.ombuds.ca> or call them at 1-888-828-3626

## Who is Lick?

Lick assumed the role of CAF Ombudsman in 2018. He served over three decades in the Canadian Coast Guard (CCG) and 17 years as a Naval Reservist, retiring as a PO2. He has worked closely with the DND, CAF, and Joint CCG-CAF operations in policy development and vessel procurement. His marine career started with the Naval Reserve in 1981, where he dedicated his efforts to improving training. He spent time at sea and at Canadian Forces Fleet School (Pacific).



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Lt(N) Steven Gallant performs functional tasks on board a rigid-hulled inflatable boat with Harry DeWolf in the background during warm water trials.

Photos by Corporal Simon Arcand, Canadian Armed Forces Photo

## Harry DeWolf trades ice-breaking for warm weather trials

RCN / DND

The temperature was a little different this time around.

After a month of conducting cold weather and ice trials off the coasts of Northern Labrador and Nunavut earlier this year, *Harry DeWolf* found itself in warm waters near Puerto Rico in late April.

With the water temperature hovering at 29C and the outside air temperature at 35C, conditions were perfect for the trials needed to test the ship's systems in warmer weather alongside or at sea.

"The ability for the ship to cool engines, keep humidity in check, and have enough cool air for computer hardware to run properly are the mainstays of heating, ventilation, and air cooling (HVAC) system testing," says Commander (Cdr) Corey Gleason, *Harry DeWolf's* Commanding Officer. "The refrigerated spaces and the galley temperatures were checked each day while preparing meals. The main propulsion plant was tested at full speed over a period of four hours where the sea water cooling was checked periodically, as well as the temperatures of every engine space. Finally, all of the lifting appliances were tested and verified to be operational in extreme heat."

Cdr Gleason says the ship performed very well in the warm weather.

"There were requirements to tune the HVAC system in different parts of the ship to ensure air flow was meeting specifications, and we as a ship's company did our part by maintaining strict access controls to the upper decks to keep the hot air outside."

While *Harry DeWolf* is an Arctic and Offshore Patrol Ship that will be used as an icebreaker in the North, Canada needs a navy that can operate anywhere in the world.

"These ships need to be able deliver to the Canadian problem: extreme cold operations in Canada's domestic north, but also anywhere in the world where the Canadian Government would need the Navy to assist," explains Cdr Gleason.

He jokes that during the warm weather trials they didn't see any polar bears, but they did see dolphins and flying fish. Sailors, he says, have more experience with the latter.

"Certainly hull interactions with ice has challenges that are unlike any other and completely unfamiliar to today's sailors – operating in warmer weather was pretty 'old hat' and familiar ground to our sailors."

During the trials, Petty Officer First Class Sophie Williams, Senior Naval Communicator aboard *Harry DeWolf*, was responsible for ensuring critical communications were maintained while at sea. However, she said her responsibilities change little no matter where the ship is in the world.

"There are always challenges maintaining communications while at sea. The extreme diversity of the locations created differing connectivity issues that kept the naval communicators busy."

She adds that each trial *Harry DeWolf* completes is important, and the entire ship's company is invested in completing them.

"Some of the major milestones have been incredibly rewarding and it's nice to be able to say that we have accomplished firsts with *Harry DeWolf* that



Harry DeWolf's Deck Department work on the cable deck.

have been the culmination of my 30-year career."

Master Sailor Robert Bourque, Integrated Platform Management System (IPMS) controls technician and electrical systems maintainer on board, says his role during the warm weather trials was to collect electrical and mechanical system data from the ship's IPMS data recording server and to process that data into a readable report for analysis, supporting the trial agenda in any way possible.

He agrees that being aboard *Harry DeWolf* during both cold and warm weather trials has been a great opportunity.

"There have been some challenges along the way with the trials, but our outstanding crew always pulls together to get the job done to keep the trial program on schedule," he says. "Participating in this program is definitely going to be a major highlight of my career and many stories that I will be able to tell in the future."





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# Wardroom cook finds recipe for Sweet Success

**Peter Mallett**  
Staff Writer

When not cooking healthy meals at the Wardroom, Jennifer Kingston is in her home micro-bakery creating custom cakes and pastries for clients.

The base foods employee owns Kingston Cake Craft and Bakery, a small profitable business that feeds her creativity.

"When people ask me why I love to bake so much I tell them that's my passion. The natural world is full of beauty and replicating it in sugar has been a great source of happiness for me."

Her most recent cake was for Fleet Maintenance Facility Cape Breton's 25th anniversary small, physically distanced get together. The 18" x 24" vanilla cake was filled with Bavarian cream. She handcrafted the special logo out of gum paste for a 3D effect, and meticulously cut out and placed laurel leaves, numbers, and letters from fondant as part of the decoration. "It was a real showpiece," says Ashley Evans, one of the organizers of the event.

"The reason I love making cakes and baking is to see the satisfaction and joy it gives people," says Kingston. "When someone looks at one of my cakes and gets excited it reminds me that, while you can't buy happiness, you can buy cake."

She is a red seal certified cook and Camosun College culinary program graduate, starting her career at CFB Esquimalt 21 years ago. She has also worked alongside the talented chefs and cooks at the Dominion Hotel, Laurel Point Inn, and The Delta Ocean Pointe. When Swedish Bakery owner Ingmar retired, Kingston stepped in as head cake decorator. It

eventually closed and she inherited many of the bakery's fundamental tools such as cake pans, boxes, and molds. This gave her the tools needed to get her small business up and running. Her home kitchen is Capital Regional District certified.

"My dad was the one in the family with the true passion for cooking and taught me to admire, love, and respect food," says Kingston.

"He always seemed to have a crock pot in his vehicle when he was on his way to work and would be constantly baking fresh biscuits, soups and stews for people to eat in the office."

The "office" was somewhere on a base in Canada, as he was in the Royal Canadian Air Force.

Unused bits of cake and cream are often enjoyed by her daughter Eeva and husband PO1 Ryan Kingston, the Senior Instructor for Naval Combat Information Operators at Naval Fleet School (Pacific).

To see more of her work, go to [www.weddingcakesvictoria.ca](http://www.weddingcakesvictoria.ca)



Inset photo: Jennifer Kingston, owner of Kingston Cake Craft and Bakery.



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# LCDR WILLIAM LORE THE FIRST CHINESE CANADIAN TO JOIN THE RCN

## RCN/DND

Born 1909 in Victoria, B.C., Lieutenant-Commander (LCdr) William Lore came from humble upbringings as a second-generation Chinese Canadian and was the first Allied officer to step ashore to liberate Hong Kong at the end of the Second World War.

He was persistent in his desire to serve Canada, a nation which did not originally accept his wish to serve.

At the outbreak of the Second World War, he tried to join the Royal Canadian Navy (RCN), but was denied three times due to his ethnicity.

Finally in 1943, he was asked to join the RCN at the personal request of the Chief of the Naval Staff, Vice-Admiral Percy Nelles, who intervened on his behalf. Thus, LCdr Lore became the first Chinese Canadian to join the RCN, and the first naval officer of Chinese descent in British Commonwealth navies.

After graduating from the Officer Training Course in June 1943, he served in Ottawa at the Operational Intelligence Centre at Naval Service Headquarters. He went to London, England, to serve

in a similar capacity before being sent to the Southeast Asia Command under Admiral Lord Louis Mountbatten. There he served in Ceylon (now Sri Lanka) and planned operations for the attack on Rangoon, Burma (now Myanmar).

In August 1945, Lieutenant (Navy) Lore (his rank at the time) became the first Allied officer to enter Hong Kong since its capture by Japanese forces in 1941. In recognition of the sacrifices Canadian soldiers had made during the defence of Hong Kong, the commander of the British Pacific Fleet, with which Lt(N) Lore was assigned, chose him to lead a party of Royal Marines ashore.

He and his party liberated Canadian, British, and Hong Kongese prisoners at the infamous Sham Shui Po Prisoner of War camp from Japanese guards who were still at their posts. While the Japanese guards first laughed at Lt(N)

Lore, his persuasive attitude and the accompanying Marines convinced the guards of Japan's surrender and that the war was over.

LCdr Lore's account of discovering the Canadian POWs is harrowing and shows the dire conditions many suffered at the camp.

"I went into the first building I came to, and it was very dark. There were about 40 men in there, Canadians, sitting at tables and so forth. I said, 'Hi you guys, don't you want to see a Canadian?' Then they ran forward and saw my cap badge. Those men were really skeletons. You could see their bones through the skin."

It was a moving experience for him, as he had a duty to care for his subordinates.

"They were crying and weren't ashamed of crying. And finally, I cried too because they were telling me what they had suffered."



LCdr William Lore

LCdr Lore was present at the official surrender of Japanese forces in Hong Kong, Sept. 16, 1945.

After the war, he continued to serve as an officer on loan with the British Royal Navy until November 1946 when he returned to the RCN. It was during his post-war RCN service that he was promoted to the rank of Lieutenant-Commander.

Becoming the first Chinese Canadian to serve in the RCN was not the only racial barrier he overcame in his lifetime. In 1929, he was accepted into McGill University in Montreal to study mining engineering. With the financial stress of the Great Depression, LCdr Lore had to cut his studies short and returned to British Columbia where he worked for a Chinese-language newspaper in Vancouver. In 1939, he became the first Chinese Canadian to join the federal Public Service as a wireless operator for the Department of Transport.

After retiring from the RCN in 1948, LCdr Lore graduated from Oxford University with a law degree. He owned a law firm in Hong Kong, where he lived for the rest of his life, and passed away in 2012 at the age of 103.

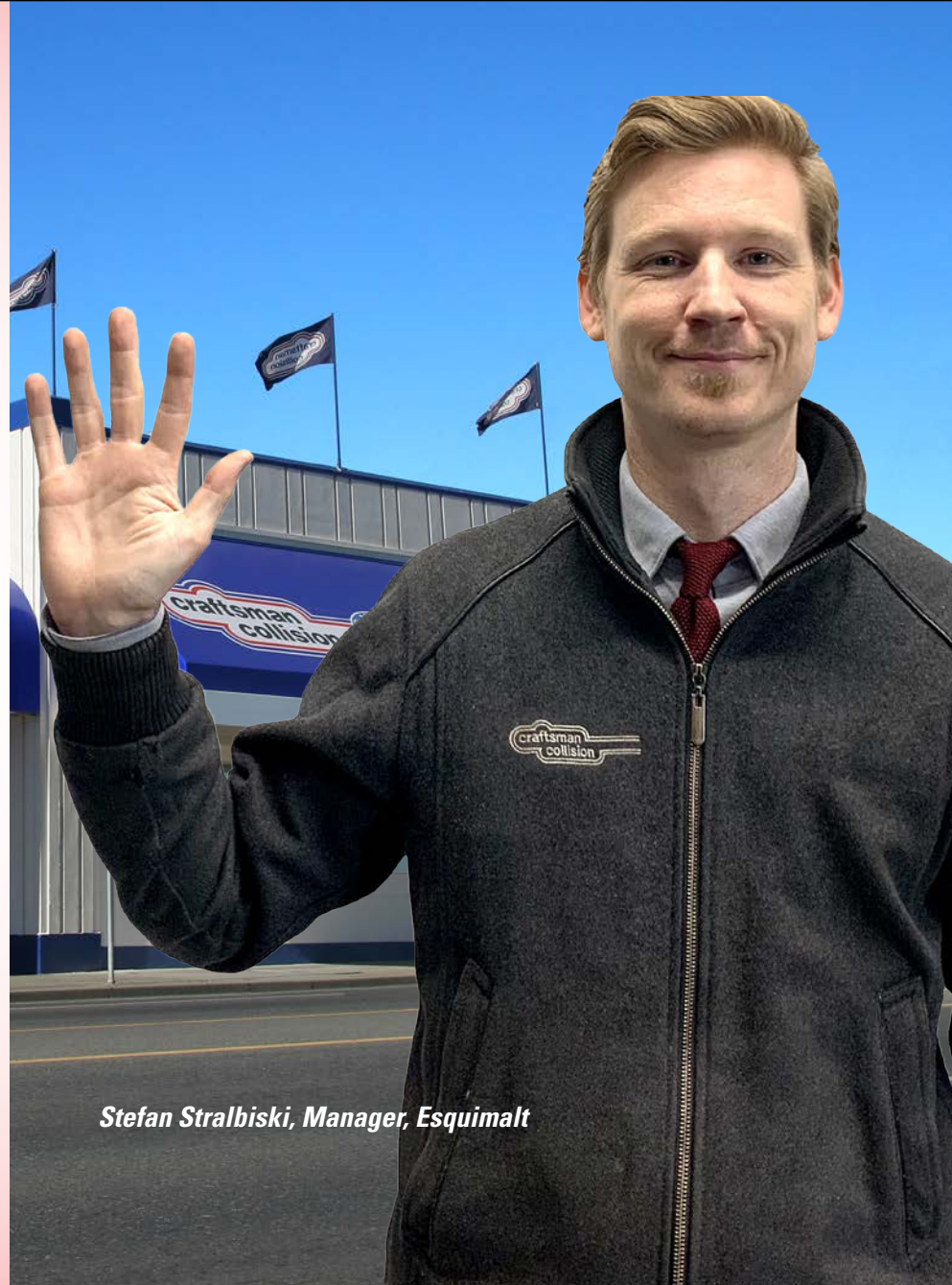
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# Honorary Capt(N) Debbie Eisan raises Indigenous voices

**Steven Fouchard**  
Army Public Affairs

Finding her own voice was Debbie Eisan's first step in becoming an advocate for Indigenous soldiers and veterans.

Her career with the Royal Canadian Navy (RCN) began in Sault Ste. Marie, Ontario, not far from the Batchewana First Nation where she grew up.

By the time of her medical release 36 years later at the rank of Petty Officer Second Class, she had become a valued advisor to senior military leaders on Indigenous matters. Her work alongside her colleagues on the Defence Aboriginal Advisory Group resulted in what she now describes as "huge steps forward" for Indigenous soldiers and veterans.

Late last year, the RCN recognized her work with an appointment to the rank of Honorary Captain (Navy) affiliated with the future Her Majesty's Canadian Ship Margaret Brooke. In a recent interview, HCapt(N) Eisan looked back at her career struggles and triumphs, how the Canadian Armed Forces has become "more open" to Indigenous culture, and how her new rank is an opportunity to continue amplifying Indigenous voices.

## What drew you to the Canadian Armed Forces?

My story is a bit of a funny one. When I was working as the National Aboriginal Recruiting Advisor, I was asked to go to Toronto to be on TV Ontario for Remembrance Day one year. There was myself, a sergeant, and a colonel. When the interviewer asked the colonel why he joined, he said it had been a longstanding tradition in his family. The sergeant said he was six years old when his family came to Canada and his mother said to him, 'What a wonderful thing to join the military of the country that has given us so much.' While they were talking I was thinking, 'What do I say about my story?' My mother has always taught me to tell the truth so, when it came to my turn, I said I was 17 years old working as a waitress in Sault Ste. Marie. During the lunch hour rush I slipped on a tomato on the floor and spilled a BLT and some chicken soup on a businessman. I thought I was going to get fired so I quit. I wandered over to the unemployment office and off to my left was a recruiting kiosk. Two months later I was on my way to basic training in Cornwallis [Nova Scotia]. That's how I joined. My father was a fisherman and a stoker on tugboats in the Great Lakes, so it was just kind of in my blood, I guess.

## You've been open about some of the negative experiences you have had.

I experienced racism and discrimination. Back then there weren't mechanisms in place to deal with it. Probably the hardest time for me was when a supervisor I had would say things like, 'Aren't Indian women supposed to be at home looking after their husbands and kids?' He sent me home crying more times than I can remember. My husband, David, is my rock. One time he said, 'Why are you letting him do this to you? You know you're better than that.'

After that I vowed I would never let anyone send me home in tears like that ever again. We talk about sexual harassment and it did happen to me, but I guess I found my voice. I was able to stand up for myself and do what I had to do to protect myself as a junior rank. And when I got into the position of being a supervisor, I said I would use my voice to speak up for those who couldn't.

## What were some of the good times for you?

There were so many. I had the opportunity to go on a 10-day trip to New Zealand to be introduced to the Maori culture in their military. That was something I'll always remember because I love to learn about different cultures - the different ways that people do things and the similarities. Their spirituality is different but we still have the same passions.

As a kid my dream was to be a nurse. I wanted to go to Africa and help children there. I didn't become a nurse but when I worked with 3 Canadian Support Group I served in Rwanda, helping to close out the UN base there. One day a group of us took a ride up into the hills. As we pulled over to the side of the road to have lunch, out of the tall grass came all these little children. I was looking at this one little fellow - he must've been about three. He had a dusty face and tear tracks on his cheeks. I coaxed him over, wiped his face off and fed him my lunch. He was a little hesitant at first but I gave him some chocolate and he got a big smile on his face. Maybe I wasn't a nurse, but I was in Africa and helping children. I say that because even if you have dreams and they don't come out as you expected, they can come true in other forms.

## How was the experience of being DAAG co-chair?

It was a very passionate group. We worked together to have the dress regulations changed to allow Aboriginal members to wear their hair in a braid. Anyone in uniform

is entitled to practice their own spirituality. Everyone thought the braid was cultural but in actuality it's spiritual to us. It's an intertwining of the mind, body, and spirit. So that was a huge step forward for us. We were allowed to wear our Aboriginal veterans' medallions when attending Indigenous events and Métis members could wear their sashes with the uniform as well. These were huge steps forward to allow us to be who we are as Indigenous veterans.

## How did your Honorary appointment happen?

Before becoming the Navy Commander, Vice-Admiral Baines was the Admiral at Maritime Forces Atlantic, and he asked me if I would consider it. I accepted because it would help me to use my voice within the military more than I was already doing.

One of my favourite people is Senator Murray Sinclair, one of the commissioners for Truth and Reconciliation. He said, 'Education got us into this mess and education will get us out.'

It's about sharing the culture, getting people to understand the Indigenous people in Canada and how we got to where we are today. I'm finding that the military is becoming more and more open and wanting to do better.

It's so new to me right now but I don't find it's any different than what I was doing before. I was a non-commissioned member before and now I'm wearing an honorary officer's uniform and I'm having a little bit of difficulty adjusting to that. But it's something that I take very seriously and something I do with pride. Not for myself but for military members and those veterans out there. That's why I do this: to use my voice. And if I can use my voice to help streamline things or to help educate people, that's something I'm willing to do any time.



HCapt(N) Debbie Eisan.





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## MADE IN CANADA APPROACH



### CFMWS

The United States Army is adopting a made in Canada approach to incentivizing fitness on its annual physical employment standard.

"The U.S. Army will use a scale for rewards with Green, Bronze, Silver, Gold and Platinum. Rewards will be used for promotions and order of merit," says Michael McGurk, the Director of Research, U.S. Army CIMT-TRADOC, Army Combat Fitness Test.

In Canada, the highest achievers receive prizes such as athletic wear for silver, gold, and platinum performance.

The US Army might also use the incentives in its selection for elite schools, such as the Army Ranger School.

The idea was discussed at scientific collaborative meetings for which both Canada and the U.S. are represented, such as NATO research groups and the International Congress on Soldiers Physical Performance in February 2020, hosted by CFMWS (Canadian Forces Morale and Welfare Services), in Quebec City.

Dr. Tara Reilly is the Acting National Manager, Human Performance Research and Development, CFMWS. She says the Canadian Armed Forces (CAF) Physical Employment Standard (FORCE) is gender free, as the passing score is the same regardless of age or gender. However, incentivization is determined based on age and gender category. A CAF member is compared to the performance of other CAF personnel in their age/gender category to determine if they have achieved gold, silver, bronze, etc. This concept/model is what the U.S. Army has adopted from Canada.

Reilly and McGurk agree both countries share a lot when it comes to military physical training.

"We acknowledge and thank our Canadian friends for the research, guidance, and inspiration to allow us to adapt our version of your work," says McGurk.

Reilly says the CAF also incentivizes "health-related fitness" which was a concept adopted from the U.S. Air Force as they assess cardiovascular fitness and waist circumference to predict longevity.

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Capt(N) Kevin Greenwood, CD ret'd



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RAdm Angus Topshee, OMM, MSM, CD  
Commander MARPAC, A/CNS (P&T)



Capt(N) Jamie Tennant, CD  
Commander Sea Training Group

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## TOPIC:

### LINKING INDIVIDUAL TRAINING (IT) TO OPERATIONAL READINESS

## DATE:

17 June 2021

## TIME:

1030 (PST) – 1130 (PST)

## AUDIENCE:

Naval Warfare Officers

## LOCATION:

NWO Mariner Professional  
Currency Program MS Team

## AGENDA:

- Opening Remarks/Kick off:  
RAdm A. Topshee, A/CNS (P&T)
- Linking IT to Operational  
Readiness:  
Capt(N) J. Tennant, CSTG
- NWO Mariner Professional  
Currency Program:  
Capt(N) ret'd K. Greenwood NFS(P)  
Capt(N) ret'd C. Butler, NFS(P)
- Modernization of NWOPQ:  
Lt(N) T. Workman, NTDC(P)
- Close-Out

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## CHANGE OF APPOINTMENT



Photo by S1 Sisi Xu, MARPAC Imaging Services, Esquimalt

### HMCS VICTORIA

From left to right: Chief Petty Officer First Class Etienne Langlois, outgoing Coxswain; Lieutenant-Commander Eric Isabelle, Commanding Officer of HMCS Victoria; and Chief Petty Officer Second Class David Johnston, incoming Coxswain, sign the formal Change of Appointment certificates on June 1.



## CHANGE OF COMMAND



Photo by S1 Mike Goluboff, MARPAC Imaging Services, Esquimalt

### FLEET MAINTENANCE FACILITY CAPE BRETON

Attending the event virtually, Reviewing Officer, Commodore Luciano Carosielli, Director General Maritime Equipment Program Management (second from left) and Incoming Commanding Officer, Captain (Navy) Sebastien Richard (left). Attending in person, Rear Admiral Angus Topshee, Commander of Maritime Forces Pacific / Joint Task Force (Pacific), and Outgoing Commanding Officer FMFCB, Captain (Navy) Martin Drews sign the change of command certificates during the Change of Command Ceremony on May 28.



## PROMOTIONS

### MARITIME FORCES PACIFIC



S1 C. Caddell was promoted to Master Sailor and awarded the Maritime Component Commander's Bravo Zulu on May 26 by Capt(N) J. Elbourne, Chief of Staff Operations MARPAC/JTFP/MCE(W), on behalf of Rear-Admiral Santarpi, MCC.

### HMCS VICTORIA



CPO1 Etienne Langlois was promoted to his current rank by CPO1 Tim Blonde, Formation Chief Petty Officer, and LCdr Eric Isabelle, Commanding Officer HMCS Victoria.



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