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Principal Investigators: Dr. Kate Hill MacEachern and Tabitha Beynen

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VICTORIA GATHERS TO HONOUR CANADIAN LIVES LOST IN AFGHANISTAN

Archana Cini
Lookout Newspaper

The weight of sacrifice hung heavy in the air on Mar. 12 as 167 Canadian names were spoken in remembrance of lives lost during the War in Afghanistan from 2001 to 2014.

A profound commemoration, locals gathered at the downtown Victoria Afghanistan Memorial to reflect on the 11th anniversary of the end of Canada's 13-year overseas deployment. The monument itself is one of only three found in Canada, and the sole memorial with all Canadian casualties acknowledged.

The remembrance service centered around a 2025 theme of community, with veterans, Canadian Armed Forces (CAF) members, cadets, dignitaries, media representatives, and civilians all uniting under the setting sun. Representing the CAF and Royal Canadian Navy, Captain(N) (Capt(N)) Kevin Whiteside, CFB Esquimalt Base Commander, recited names of Canadian casualties and placed a wreath of memory atop the memorial. He was among those deployed

in Afghanistan, serving aboard the HMCS *Ottawa* on Operation ALTAIR in 2006.

To Lieutenant-Commander (ret'd) Gerald Pash, commemoration speaker and veteran advocate, "We have a duty to remember the mission, its effects, and all those who have died in service for Canada." Canada's mission in Afghanistan remains our nation's longest military engagement since the Second World War. Over 40,000 Canadians served in various capacities, with thousands wounded and veterans, families, and communities still living with the effects of the deployments today. When asked what key lessons were learned as a nation from the 13-year engagement, Lieutenant-Colonel (ret'd) Paul Paone, an Afghanistan veteran, powerfully shared, "Importantly, we learned about a whole new culture. But unexpectedly, we came to understand that our place in the world is determined by our willingness to step forward, and bring Canadian values and courage to places in need." Paone retired upon his return to Canada post-deployment, concluding a military career over four decades long.

To join in memory of the Canadians whose lives were lost on foreign soil during the deployment, visit vicafganistanmemorial.ca/inscriptions



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MORALE & WELFARE NEWS
CFB ESQUIMALT, VICTORIA, B.C.
A Division of Personnel Support Programs

The Lookout Newspaper and Publishing provides morale and welfare news to CFB Esquimalt, Maritime Forces Pacific, and is nationally distributed bi-weekly in print and online at lookoutnewspaper.com with social media updates on Facebook, Instagram, and LinkedIn.

Reach out to us, we'd love to hear your feedback and story ideas!

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The Creative Process Behind 2025's Navy Run Medals

What does it take to design a medal that captures triumph?



Archana Cini

Lookout Newspaper

"A whole lot of inspiration and research," says Teresa Laird, Graphic Designer with the Lookout Newspaper and creator behind 2025's Navy Run medal designs. On June 21, racers will compete in the highly anticipated event to win one of three medals awarded to the top finishers in each age category. This year's winners won't just receive a medal—they'll take home a piece of authentic craftsmanship carefully designed to honour both the spirit of competition and the Royal Canadian Navy (RCN.) Crafted with bold maple leaf symbolism and naval imagery, these medals mean more than metal. Instead, they tell a story of perseverance and signify national pride.

In this exclusive interview, Laird takes us behind the scenes by reflecting on her own design process, explaining the challenges associated with designing a medal and revealing the meaning embedded within the 2025 medals.

Q: What does it mean to get to design something that not only represents the 2025 Navy Run, but excites the Defence community and public?

A: When I was first hired at the Lookout, my manager explained that our purpose lay beyond the realm of graphic design and journalism. It was really 'to serve those who serve'. That resonated with me and still lingers as I start every new project. To me, designing this year's Navy Run medals real-

izes that commitment I made so long ago, and symbolically encourages each runner to achieve a win, which I love!

Q: What was the process like for creating the medal design?

A: When working on a project as tangible as the medals, I like to focus on it completely until a flow develops and then follow that flow. The first thing I do is research what's been done in the past. I also love to let the client tell me about the project themselves—in this case, all about the medals and the 19th annual Navy Run. This creates inspiration and helps me visualize a final product.

Next, I'll create anywhere from one to ten different designs. Once the final design direction is approved and out of the way, then we get to work finalizing details and creating the medal design that will actually get made.

Q: The maple leaf is an iconic symbol of Canada. What made you/the team decide to incorporate it as the dominant shape of this year's Navy Run medals?

A: The Navy Run is so close to Canada Day this year, so we really wanted to honour being Canadian. Canadians have been showing their pride more than ever, so this design is a nod to our sovereignty. The maple leaf has always been a part of the Navy Run and its artistic elements in some form, but this year it's really ramped up to represent our commitment to Canada and the Canadian Armed Forces (CAF.)

Q: The medals also feature an intricate silhouette of a naval ship—can you tell us more about this element?

A: The naval ship on the medal is a Canadian frigate and has been a part of the Navy Run logo for as long as I can remember. It's one of the RCN's naval assets, and to me it's not just a ship, but also represents the morale and pride that our sailors have.

Q: What's the biggest challenge associated with designing something tangible like a medal to you?

A: In the case of a medal like this, we can't easily receive a 'proof' to confirm that everything looks as it should. So, I'd say the biggest challenge is ensuring that the elements designed are large enough that they can be properly printed. For example, if the type is too small, nothing would be readable on the medal—or if the lines are too fine, the printer is unable to reproduce them.

Q: How do you hope the first, second, and third-place winners of the 2025 Navy Run feel when they receive the medals you designed?

A: When the runners hold their medals in their hands, I think my hope is that they feel the joy and triumph of running a really good, hard race. I want them to remember that extra little push they gave to make their wins happen, and that these medals help provide a rush of pride and accomplishment.

Years down the line, I want these medals to help the winners remember their commitment and connection with our local CAF community, in addition to their love of running and fitness.

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S1 Sterling Fox Named Sailor of the Year 2024

A/SLt Kim Wachockier
MARPA PAC PA

S1 Sterling Fox of His Majesty's Canadian Ship (HMCS) *Max Bernays* has been named the Canadian Fleet Pacific's Sailor of the Year for 2024, a prestigious recognition awarded to those who demonstrate outstanding technical expertise, leadership and dedication to their ship as well as their community.

Fox joined HMCS *Max Bernays* in October 2023 and has quickly made a name for himself through his incredible work ethic and dedication to excellence. His hard work in helping the ship stay ready for missions has set a great example for his peers.

Fox has earned this award because of his outstanding skills, especially in fixing technical problems. One of the most notable examples happened in San Diego when the ship's radar stopped working. He worked quickly with his team to fix it, playing a key role in making sure the ship stayed ready for action.

He is not just great at fixing things; he's also a strong leader and mentor. Since he learned a lot from others when he was new, he now



helps junior technicians build their skills and confidence. He knows that teamwork and guidance are important for everyone to succeed.

"When I came off my electrical specialist course, I had some self-doubt and a lack of confidence in my experience and abilities," said Fox. "I was fortunate to have a strong and supportive mentor who helped me grow. Now that I'm in that mentorship position, I know firsthand how important it is to support new technicians and offer guidance along the way."

Fox goes above and beyond his

regular duties. When he could have taken time off, he volunteered to work extra shifts so his fellow sailors could spend time with their families. His generosity and dedication make him a great example of what the Sailor of the Year award is all about.

The Sailor of the Year award is given each year to someone who shows great skill, leadership, and dedication. Winners earn the respect of their teammates and get special rewards, like a reserved parking spot on base and a chance to attend exciting events, like a Vancouver Canucks game.

Fox is excited to keep improving his skills and helping his ship succeed. His hard work, leadership, and dedication make him a great example of what it means to serve in the Royal Canadian Navy. "Being recognized as Sailor of the Year is a tremendous honour and accomplishment," says Fox. "Our fleet is filled with incredibly talented, knowledgeable and impactful members, so to be selected from amongst the other nominees for this recognition is something I'm very proud of."

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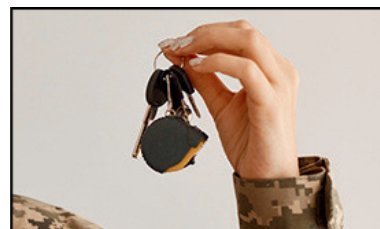
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2025 Cadet Honour Band Leaves Lasting Impact Across B.C.

Archana Cini
Lookout Newspaper

Talent, dedication, and discipline—just three of the many virtues shared by 50 of the province’s top youth musicians.

After four unforgettable performances from Mar.18-21, the 2025 British Columbia Cadet Honour Band concluded a remarkable concert tour that left audiences across the province inspired. Comprised of the brightest Royal Canadian Sea, Army, and Air Cadet musicians from 27 Cadet Corps and Squadrons, this year’s carefully selected members represented 16 communities across the province. Tour performances were held in Nanaimo, Oak Bay, Vernon, and Burnaby, with audiences treated to hours of high-quality music that left a lasting impression on each community visited.

Poignantly, beyond the diverse set of music itself seemed to lay the genuine joy of the band in uniting the province. To Captain (Capt) Brad Justason, Regional Training Officer

(Music), it was incredibly special. “Beyond representing their communities, each cadet stepped up to reflect the true diversity of Canadian society,” he said. “This band came together with the common goal of creating excellent music and sharing it, and to work with a group of young people that is so welcoming and inclusive of each other is such a privilege.”

The 2025 tour marked a significant achievement for all young musicians involved, representing one of the highest levels of performance found within the cadet program. When asked what he hoped the cadets would take away upon the tour’s closing, Capt Justason noted, “More than musical skills. They learned about the logistics of a concert series, gained confidence, and built friendships that will last beyond this experience.” As for the audience, the tour will long remain a testament to the power of music in bringing communities together.



Fifty of the most talented cadet musicians playing in their first concert of the 2025 tour in Nanaimo BC on Mar. 18. These cadets come from sea, army and air units across the province and all achieved the highest standard of music. Photo: Captain Nahall Fallah, New Media and Production Officer

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EXERCISE ROGUISH BUOY 2025

Canadian and Latvian Divers Jump From CH-148 Cyclone in High-Stakes Helocasting



Canadian combat divers testing their skills with Naval Reserve and Latvian divers during Exercise *Roguish Buoy* in Metchosin, B.C. between Jan. 20 and Feb. 15.
Photos: Andrea Modesto, Lookout Newspaper



Jazmin Holdway
with contributions by **Andrea Modesto**
Lookout Newspaper

Canadian combat engineer diving specialists (combat divers) from Gagetown, Valcartier, Petawawa, and Edmonton joined forces with port inspection divers from three Naval Reserve divisions and Latvian divers to train in this year's iteration of *Exercise Roguish Buoy*, the Canadian Army's only collective dive exercise held this year between Jan. 20 and Feb. 15 at CFB Albert Head in Metchosin, B.C.

Helocasting is an insertion technique used when land access is not readily available and involves dispatching divers from a helicopter into the water to conduct operations such as area search and obstacle clearance, according to Master Corporal (MCpl) Mark Suffoletta, a member from 2 Combat Engineer Regiment based in Petawawa, Ont. who was involved in the exercise. He explained how crucial this training opportunity is for combat divers, preparing them for real-world scenarios in which the mobility of friendly forces is at stake.

"What I like to say is we're combat engineers underwater, so we do all the capabilities that combat engineers do, but below the surface," he said. "When we say obstacle clearance, that's clearing debris and anything that may impede our forces from coming in."

Captain (Capt) Willis Ripley, exercise director for *Roguish Buoy 2025*, highlighted the value of training in such dynamic environments.

"Helocasting is just one tool in our toolbox," he said. "It allows us to get members into the water in austere situations where traditional transport isn't an option. This skillset could be used in scenarios like mine-clearing operations, obstacle removal, or responding to a crash in a remote area."

The exercise tested critical combat engineering capabilities by placing dive teams in a multitude of scenarios including search and recovery of sunken equipment, clearing shorelines from the potential threat of unexploded ordnance, underwater demolition and obstacle reduction to create or improve bridge heads for the movement of friendly forces.

MCpl Suffoletta described his experience jumping from the CH-148 Cyclone helicopter and emphasized the importance of safety protocols when hitting the water, including keeping control of his gear, signaling to the helicopter crew, and forming a circle with fellow divers while awaiting pickup.

"The first thing you taste is salt water, but once you surface, you give a thumbs-up to let the crew know you're okay," he said. "Then you link up with your team and wait for extraction."

One of the most notable aspects of *Ex Roguish Buoy* was its international component. Latvian clearance divers joined Canadian combat divers from across the country to share techniques and enhance interoperability among NATO allies.

Corporal (Cpl) Artur Skronbergis of the Latvian Navy Diving Team was excited about the opportunity. "Exercises like these give us a chance to exchange experiences and broaden our horizons on how each nation approaches diving operations," he said.

For the Latvian team, this training marks their first time in Canada for most of them.

"It's been amazing so far," Cpl Skronbergis said. "We even got a chance to explore Victoria—we are still on the hunt for some beaver tails!"

The exercise culminated with a final evaluation that saw multiple dive teams along with their equipment being inserted into the area of a reported helicopter crash site. Testing their full range of capabilities in a high-stakes environment

while also affirming the skills practiced throughout the exercise, the teams successfully conducted an area search and eventual recovery of the mock casualties and airframe.

With *Roguish Buoy* completing its 46th iteration, the value of such training is undeniable.

"There's always something new to learn," Capt. Ripley noted. "The exchange of knowledge with our NATO partners, along with the support from the Royal Canadian Navy, Naval Reserve and Royal Canadian Air Force, has been phenomenal."

As these highly trained combat engineers continue refining their underwater expertise, exercises like *Roguish Buoy* ensure they remain ready to approach the unpredictable challenges of real-world operations.

Not to mention the fact the training is also fun. When asked what the divers do while waiting for the

final pick-up after jumping from the helicopter into the ocean, MCpl Suffoletta said, "we fist bump and say, 'how awesome was that?'"



Captain (Capt) Willis Ripley

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Documentarian Brings to Life the Canadian Mission that Saved a Starving Nation

History is quick to remember battles, but what about moments of compassion?

Archana Cini
Lookout Newspaper

This summer, a forgotten act of wartime heroism will finally be receiving nationwide recognition. Researched, written, and primarily captured by Alison MacLean, Canadian documentarian and combat camera, *Operation Faust: Hunger Winter '45* is set to guide viewers through one of the most daring humanitarian aid missions executed by the Canadian Armed Forces (CAF) during the Second World War. Intended to illuminate a hidden chapter of military history, the documentary thoughtfully unearths Canada's covert operation to repeatedly deliver life-saving food to a starving Dutch population far beyond enemy lines. Featuring stor-

ies from famine witnesses saved by Canadians, the film publicizes one of Canada's most defining moments of international compassion.

With a career spent capturing military history across NATO countries, a deep connection to Canada's military community, and a background in producing Navy-focused vignettes, MacLean has long been a champion of promoting Canada's military legacy through media. "As a combat camera and documentarian, my job isn't just to record war—it's also to capture beautiful stories that might otherwise get lost," she said.

To bring her eleventh production to life, MacLean traveled to the Netherlands to conduct interviews with those who outlasted the famine because of Canadian aid. One particularly poignant moment

occurred when MacLean arrived at a Dutch naval retirement home to learn that the elderly survivor she was scheduled to interview had passed away just hours before. "He tried to hold on, but couldn't," she recalled. "Filmmaking is often very emotional. I walked streets that were once heavy with famine, spoke to people that Canadian troops saved from death decades ago."

In bringing this story to light, MacLean reminds us that heroism is also found in the aid we dare to give. *Operation Faust: Hunger Winter '45* is set for public release in summer of 2025 following a series of private screenings hosted throughout B.C. for the Defense community.

Alison MacLean, Canadian documentarian. Photo provided.

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Her children's book, *George: A Memoir* has helped many grieve pet loss. She supports several causes, notably animal rescue and child sponsorship in impoverished countries. Joanne lives outside Halifax, Nova Scotia with her family and two cats.

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★★★★★ page-turner

Reviewed in Canada on February 10, 2024

A fast-paced, suspense-filled page-turner with lots of twists and turns that will keep the reader guessing until the very end!

War Amps key tag mailing celebrates 50 years of CHAMP

War Amps Canada

As The War Amps is mailing key tags to residents across the country, it is also celebrating 50 years of its Child Amputee (CHAMP) Program, which supports young amputees thanks to donations from the public.

Florence Carrier, 17, grew up with the support of the CHAMP Program since she was one year old, including financial assistance for artificial limbs, peer connections through CHAMP events and so much more.

"From a young age, I began attending CHAMP seminars with my parents. As someone who grew up in a small town, these seminars were so valuable because they gave me the opportunity to meet and learn from

other kids like me," says Carrier. "Thanks to War Amps donors, I've also received funding for many artificial limbs, like a water leg that I can use in the shower or on other slippery surfaces like at the pool. These artificial legs are expensive, so it takes a lot of stress off my family knowing that we can rely on The War Amps for this financial support."

The Key Tag Service is a free key return service for Canadians that generates funds for The War Amps many programs, including CHAMP. Since amputee veterans started the service in 1946, it continues to employ amputees and people with disabilities and has returned more than 1.5 million sets of lost keys to their owners.

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suitable for single working person. Separate entrance, washer/dryer, hydro, cable, Netflix, Wi-Fi included. Quiet neighbourhood. No pets, no smoking/vaping, drugs or partying. References required. \$1,500 per month, available June 1st - Call 250 818-1399.

1 BEDROOM SUITE IN ESQUIMALT

\$1700 + utilities (Hydro and Internet), Full kitchen, dw, in-suite laundry. Close to Esquimalt town square and high rock park. Contact Peter at 250-580-6252 or email Petevanb@gmail.com

**1 BED, 1 BATH CONDO
826 ESQUIMALT ROAD**

\$2,100 per month, utils not inc. Built in 2019, new appliances. Amenity room, bike lock up. In suite laundry, Walk-in closet, 1 dog or cat friendly. 680 ft², east-facing patio. Any interest can be directed to whitlo.forde@gmail.com

FOR SALE

Canadian Sailcraft 22 for sale, has all sails and equipment for sailing. Needs an outboard motor or carburetor repair to existing motor. To be gifted to a serving military member with membership to CFSA. Otherwise, price is negotiable or trade. Contact at 250-208-4845.

VOLUNTEER

BIG BROTHERS BIG SISTERS of Victoria and area. Free clothing collections services. Protecting the environment and supporting local kids for over 20 years! Reduce, repurpose, do good. Drive thru donation station open 7 days a week, 10am-6pm at 230 Bay St. Visit bbbsvictoria.com

MAKE A DIFFERENCE Become a Network Friend. You would be

matched according to shared interests to build a long term friendship with an individual who experiences a disability or mental health issue. Contact: volunteer@Lnv.ca Learn more at www.life-timenetworks.org

FOSTER HOMES ARE NEEDED - Visit www.fosterhope.ca

THE FRIENDS of the Ashton Armoury Museum is a non-profit society made up of volunteers with a passion for military history. We are seeking volunteers. If you are interested in helping out please contact Chris Preston, at (250) 479-7634, or prestoncm@shaw.ca.

The WITS Programs

Foundation is looking for a volunteer who is fluent in French with a background in elementary education to edit and review French translations of materials. Please contact us at info@witsprogram.ca for more information!

HABITAT FOR HUMANITY AND THE RESTORE are seeking volunteers to help out with customer

service, warehouse and driver assistants. We are also looking for ambassadors for special events. Please contact Nancy at volunteer@habitatvictoria.com or 250-480-7688 ext. 105

COMMUNITY OUTREACH

EVENT @ St. Peter and St. Paul Anglican (Naval Garrison) Church, 1379 Esquimalt Rd.

Soapy Saturday and All the Sundries, Mar. 29, 9 to noon

Your neighbourhood Anglican Church and community working together to support those in need. Suggested items to be dropped off: bars of soap, shampoo, conditioner, deodorant, toothpaste/brushes, feminine hygiene products, incontinence products, small pkg tissues, lotions, sunscreen, chap stick, diapers, socks, hair ties, hand towels, nail polish, bath bombs, small gifts etc. All donations will be shared between three local charities.

CFB ESQUIMALT LOST & FOUND

Number	Item
1.....	Bicycle / 18 -speed / Men's
2.....	Bicycle / 27 -speed / Woman's
3.....	Bicycle / 21 -speed / Men's
4.....	Bicycle / 21 -speed / Men's
5.....	Bicycle / 18 -speed / Men's
6.....	Bicycle / 21 -speed / Men's
7.....	Bicycle / 21 -speed / Men's
8.....	Bicycle / Hybrid Electric / 20-speed / Unisex
9.....	Bicycle / 21 -speed / Men's

Claimants can contact Stephen Joseph Galipeau, Disposal Team / Materiel Service Account (MSA) @ Base Logistics at 250-363-5204 from 0800-1200 and 1300-1530 with a detailed description of the object to claim.

Need to rent, buy, sell, or announce something?
Contact Jazmin.holdway@forces.gc.ca



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1 Some models excluded. Subject to approved credit and eligibility. Terms and conditions apply. Offer expires March 31, 2025. See dealer for details.
2 Subject to approved credit and eligibility. Terms and conditions apply. Offer expires March 31, 2025. See dealer for details.
3 All rebates will be deducted from the negotiated price after taxes for cash and finance purchases and before taxes for lease purchases. Conditions additional to the requirements listed below may apply. See your dealer for complete details. The Military Rebate is not stackable with the Mitsubishi Motors First Responder Rebate Program. Rebate available with the purchase of most new Mitsubishi vehicles for current members (including reservists) of the Canadian Armed Forces and veterans. Proof of status will be required.
**EV range varies by model. Model shown has an estimated battery range of 61km and is calculated via peak performance of the electric motor(s) at peak battery power. Actual range varies with conditions such as external environment, vehicle use, driving behaviours, vehicle maintenance and lithium-ion battery age and state of health.

Maritime Forces Pacific Hosts Inaugural Flight Safety Point of Contact Training

Lt(N) Rhys Davies

UXS Officer | Advanced Naval Capabilities Unit

In a significant step towards enhancing flight safety within the Royal Canadian Navy (RCN), Maritime Forces Pacific recently hosted the inaugural Flight Safety Point of Contact training from Feb. 6-7. This pivotal event saw the collaboration of 1 Canadian Air Division's Flight Safety staff and the Advanced Naval Capabilities Unit (ANCU) to deliver the training to the inaugural class of Flight Safety Points of Contacts throughout the Formation. Additionally, 24 Naval and Army Reservists received the training virtually thereby scaling the delivery of the training to their nascent Flight Safety programs.

The training, held at Naval Officer Training Center Venture, was designed to equip sailors and soldiers with the necessary skills and knowledge to serve as Flight Safety Points of Contact within their respective units. This initiative aims to establish a robust network of flight safety-trained sailors who will be supported by qualified Flight Safety Officers. The comprehensive training program covered various aspects of flight safety, including risk management, human factors, incident reporting, and risk reduction strat-

egies, ensuring that participants are well-prepared to uphold the highest standards of safety in their operations.

Rear-Admiral Robinson, Commander of Maritime Forces Pacific, emphasized the importance of this training, stating that "The establishment of a dedicated flight safety programme within the RCN is a critical enabler for our Intelligence, Surveillance, Target Acquisition, and Reconnaissance (ISTAR) capabilities. This training not only enhances our operational readiness but also underscores our commitment to safety as we conduct our training and operations."

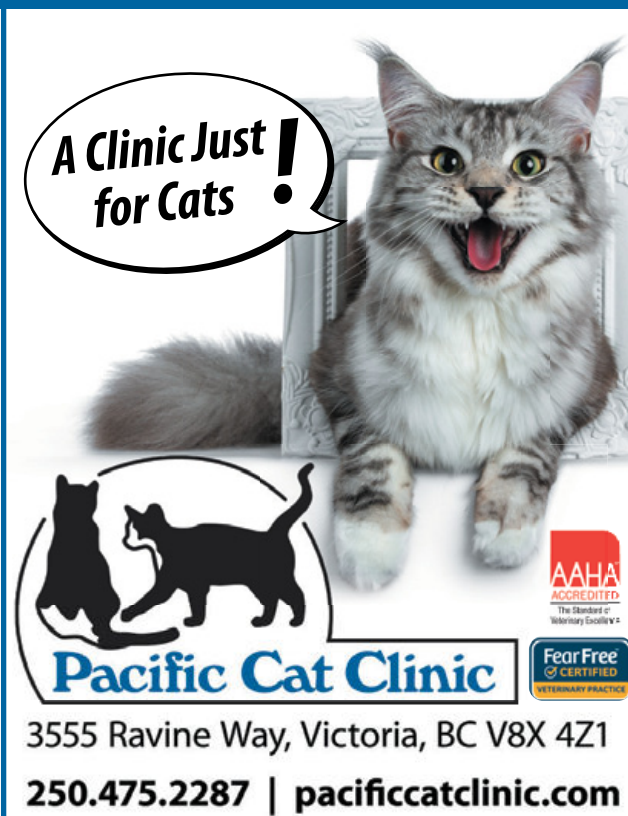
ANCU played a crucial role in facilitating the training, bringing together experts and resources to ensure its success. Their involvement underscores their role as the Uncrewed Systems Center of Excellence in the RCN. ANCU is leading the RCN's efforts to prepare for the delivery of RCN ISTAR to the fleet, and Flight Safety is a foundational program to enable all future UAS capabilities in the RCN.

Looking ahead, the establishment of the RCN Flight Safety program is set to play a key role in the anticipated delivery of the RCN ISTAR capabilities, with the contract announcement expected in the summer of 2025. This program will provide a solid foundation for the integration of

advanced ISTAR systems, further enhancing the RCN's operational effectiveness and strategic capabilities. RCN ISTAR will be a Halifax-class deployed, Class I/II UAS that will provide a persistent, beyond-visual-line-of sight (BVLOS), near real-time Intelligence, Surveillance, Target Acquisition, and Reconnaissance (ISTAR) for the RCN. The Uncrewed aircraft (UA) will be a low to medium altitude, medium endurance system with vertical takeoff and landing (VTOL) system that eliminates launch and recovery systems that may foul the flight deck and restrict CH148 Cyclone operations. RCN ISTAR will be capable of shore-based operations to facilitate crew training, crew currency requirements and the build-up of integrated UAS operations within the RCN. ANCU will be the lead unit to train and employ RCN ISTAR ashore and at sea.

If you or your Command Team are interested in learning more about Flight Safety in the RCN, please contact PL-ESQCFPNUASTP@forces.gc.ca Subject: Flight Safety.

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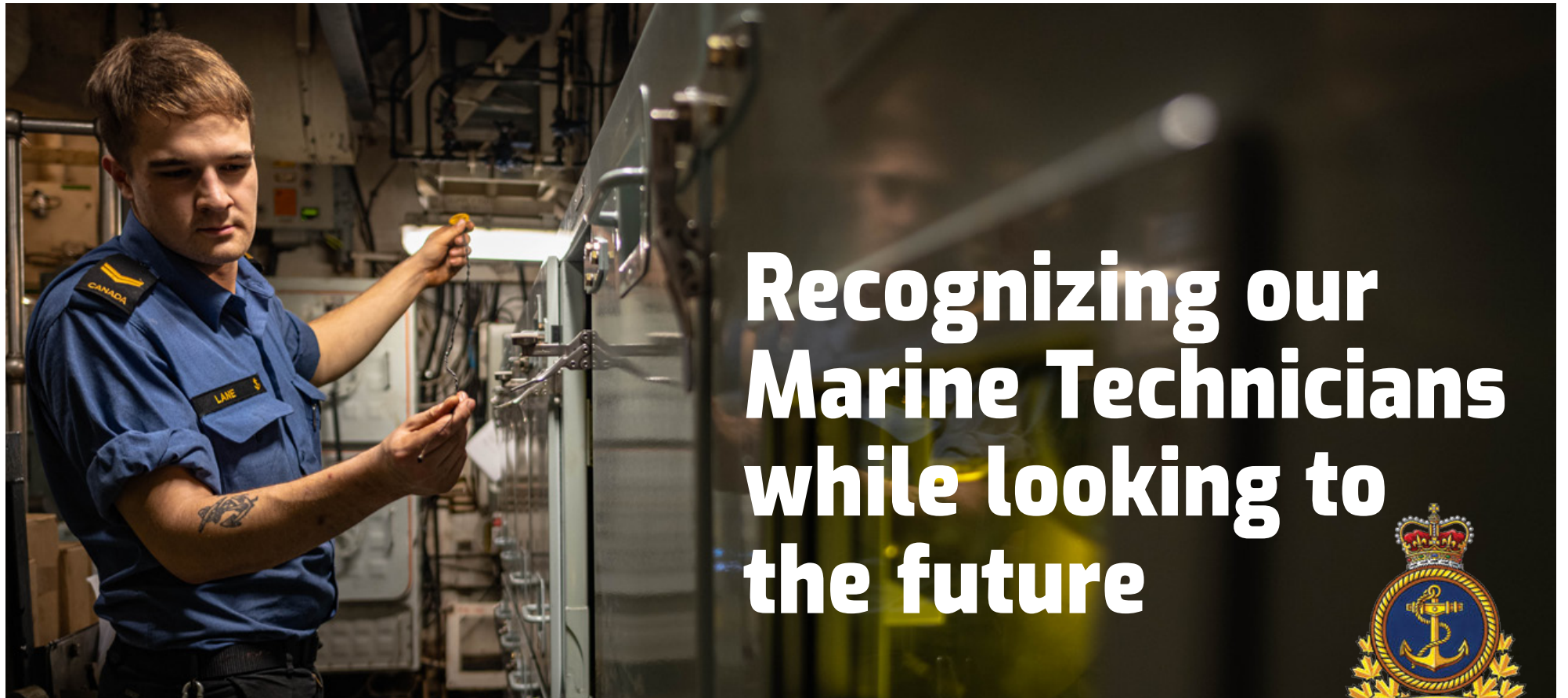
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- Veterans Affairs Canada
- Service Canada and CRA
- Local and provincial contacts
- Immigration-related issues
- Federal COVID-19 benefits for individuals, businesses, non-profits.

Laurel Collins
MP for Victoria

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Recognizing our Marine Technicians while looking to the future



Sailor 1st Class Zachary Lane, a Marine Technician, conducts rounds and checks the oil on a diesel generator. Photo: Corporal Braden Trudeau, Canadian Armed Forces

Royal Canadian Navy

The Royal Canadian Navy (RCN) Marine Technician occupation performs critical functions in support of the RCN mission at sea and ashore – its members operate and maintain highly technical electro-mechanical, propulsion, mechanical, and power generation and distribution systems, enabling our warships to float, move and fight.

Unfortunately, the creation of the MARTECH occupation in 2017 did not realize the intended efficiencies but rather put a larger workload on the community, with many MARTECHs tasked with at sea service on multiple vessels, sometimes consecutively, in support of critical training and operations around the world. Armed with Lessons Learned, the RCN plans to improve the MARTECH occupation by returning to a maintainer/operator model and creating two new roles: Marine Systems Mechanical Technician and Marine Systems Electrical Technician. This change is set for late 2025, with initial training programs already in effect.

We are fully committed to overcoming these challenges and recognizing the hard work and sacrifices of

our MARTECHs' their dedication ensures that we continue to safeguard our nation's interests and uphold our responsibilities to international partners. While the previously announced move to two occupations is expected to create some relief for the MARTECH community, we must recognize these sailors for the challenges they have endured and their extra efforts. For this reason, a one-time allocation of 20 days of CDS special leave has been approved for qualifying MARTECHs.

This is one of several initiatives underway focused on retention to ensure the wellbeing of members of the RCN and their families. In fact, this is also one of several ongoing efforts to support members across all environments as part of the CAF's broader personnel strategy.

For more information on this initiative, have a look at the quick facts below, and our members can also check out NAVGEN 14/25 (available on DWAN only).

WHAT'S HAPPENING?

The RCN is recognizing the dedication and hard work of our MARTECHs by offering 20 days of CDS special leave. This gesture acknowledges their significant contributions and the demanding nature

of their roles alongside the increased workload since the creation of the occupation. The RCN hopes this leave will provide some relief and much needed time-off to spend with friends and family.

WHY IT MATTERS?

Since the retirement of the Marine Engineer, Electrical Technician, Hull Technician occupations and creation of the MARTECH occupation in 2017, MARTECHs have been taking on more sea time and responsibilities when compared to other RCN occupations. Many have served in multiple vessels, sometimes back-to-back, to support both training and operations. The RCN acknowledges this has been very demanding and is seeking to recognize their incredible efforts.

The RCN is committed to supporting our MARTECHs because their dedication keeps our fleet active and ready. While efforts are underway to shift to two distinct occupations and the team works to evolve our approach to attracting, recruiting, training and retaining technicians, it's important to acknowledge the exceptional challenges they have faced.

WHO'S ELIGIBLE?

All Marine Technicians who have completed 30 days of sea time during the fiscal years 2024/25 or 2025/26 will qualify for this program. This includes members of both the Regular Force and the Reserve Force.

HOW IT WORKS

Once a MARTECH has completed their 30 days of sea time, they can request 20 days of special leave, by submitting a CF-100 Leave Request Authorization form, using NAVGEN 14/25 as the authority, in line with the usual process for requesting leave as set out in the Canadian Forces Leave Policy Manual. Sailors can only qualify for this once and leave must be used before March 31, 2027. Qualifying members are asked to coordinate with their units referencing the NAVGEN below to receive this special leave and create a leave plan in line with existing leave policies for CAF members.

Please see the NAVGEN for further information.

A NOTE TO ALL RCN MEMBERS

Since the MARTECH trade started in 2017, our Marine Technicians have

shown incredible commitment, handling a heavy workload to support training and operations. Their hard work is crucial for keeping our naval force strong and adaptable. We recognize the sacrifices they've made, often serving on multiple vessels consecutively.

We truly value all of our sailors and know that everyone is working hard to meet our commitments. While this specific initiative recognizes MARTECHs, we also appreciate the challenging circumstances that sailors may face across multiple occupations, and other occupations across the CAF. This is one of several initiatives underway focused on retention to ensure the wellbeing of members of the RCN and their families. In fact, this is also one of several ongoing efforts to support members across all environments as part of the CAF's broader personnel strategy.

Ultimately, and well-beyond this hard-earned recognition for our MARTECHs, we will continue efforts to recognize and support each and every sailor, serving at sea and ashore.

Thank you to all RCN members for your perseverance as we tackle these challenges together.

We Salute Our Fleet



TM



Congratulations!

Personnel Coordination Centre Pacific (PCC(P))

Presented by Commander Christopher Holland, Commanding Officer (PCC(P)), and Chief Petty Officer 1st Class Rene St-Pierre, Coxswain PCC(P)

Photos: Sailor 3rd Class Mouhameth Cissé Dramé, MARPAC Imaging Services



Lieutenant Commander Brown is presented with the King Charles III Coronation Medal.



Sailor First Class Donald Legg is presented with the King Charles III Coronation Medal. He is accompanied by his wife France Espinoza.



Sailor First Class Amanda Polus is presented with the King Charles III Coronation Medal.



Chief Petty Officer 1st Class John Robb is promoted to his current rank. He is accompanied by family members.



Corporal Rahanna Toney is presented with the King Charles III Coronation Medal. She is accompanied by her husband Sailor 1st Class James Toney.



Sailor First Class Amanda Polus is recognized with the Force Test Platinum Incentive.



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