



# A collective national voice

The mandate of the Cadet Instructors Cadre (CIC) Branch Advisory Council (BAC) is to provide a platform for 7500 CIC officers to voice professional concerns and provide input into policies affecting the branch.

The BAC is an advisory body comprised of senior CIC officers whose mandate is to identify and discuss officers' professional concerns and provide advice to the Directorate Cadets (D Cdts). This said, the BAC does not replace the CF chain of command and does not under any circumstances promote or support personal grievances.

At the end of the day, your BAC represents you as a collective national voice for professional concerns. We can be your sounding board for new ideas and your champion.

The council consists of seven representatives, one from each region and a Class B representative. The Director General Reserves and Cadets appoints the BAC chair. Each of the six regional advisors chairs a council of CIC representatives chosen from their respective regions. Since its reformation in 2000 council has been actively engaged in a myriad of CIC policy issues.

The BAC champions branch issues and meets twice a year with the D Cdts to discuss concerns. Given the geographic and organizational

complexity of the organization, this group represents the opinions of local officers.

We are engaged in issues as diverse as uniforms and accoutrements to a multitude of human resource management issues. CIC officers can rest assured that the council is fully engaged in the CIC Military Occupational Structure (MOS) project.

In recent years, the council has done the following:

- acted as a catalyst in the introduction of a pension plan for CIC officers and increased paydays;
- provided input into CIC promotion policies and honours and awards;
- engaged proactively in encouraging the Canadian Forces Liaison Council to recognize the branch;
- provided feedback on scales of issue;
- crafted with others the CIC Omnibus Survey and the forthcoming CIC Exit Survey; and
- discussed the inclusion of non-commissioned members in the CIC, as well as the need to regulate some inequities in regional employment opportunities.

Additionally the council continues to champion issues from the field concerning the need for additional clothing, seek comment on dress issues and formulate recommendations to the D Cdts on these matters.

Recently, Col Robert Perron, Director Cadets and Junior Canadian Rangers, has given added value to the role of the BAC by including the chair at all D Cdts/commanding officer regional cadet support unit (CO RCSU) conferences. Strengthened relationships with RCSU COs have garnered support and action on important CIC issues.

At the end of the day, your BAC represents you as a collective national voice for professional concerns. We can be your sounding board for new ideas and your champion. We encourage your input.

Past chair LCol Roman Ciecwierz summarizes our successes best: "Perhaps most importantly the BAC continues to develop its added value as a direct link between national and local headquarters. A clear evolution has occurred in the BAC as a proactive advisory council, leading discussions on relevant issues." \*

LCol McGrath is the new chair of the CIC BAC. Visit [CadetNet](http://CadetNet) for details on how to contact LCol McGrath or your regional representative.