



## Canadian Forces Personnel Newsletter

# Recruiting Group delivers

By Capt Holly-Anne Brown, CF Recruiting Group Public Affairs Officer

About this time last year, Canadian Forces Recruiting Group (CFRG) regarded the upcoming fiscal year's recruiting targets with plenty of anticipation and some trepidation.

No need for the trepidation.

CFRG has achieved a level of success this past year that has exceeded all expectations. Due to the colossal efforts of personnel at all levels, and a renewed CF recruiting culture that maintains "everyone in uniform is a recruiter", the Regular Force target of slightly more than 5500 was exceeded by 6%, bringing the total number of Regular Force enrollees to more than 5800.

"The way I saw it at the time," says Colonel Kevin Cotten, Commander CFRG, "the achievement of Force Expansion goals presented an exciting challenge and a tremendous opportunity for everyone working as part of the CFRG team. More importantly, I knew we would need assistance from the rest of the CF if we were to be successful."

While the Recruiting Group had met the previous several years' recruitment goals with remarkable success, last year the CF embarked on a level of expansion not seen since the Korean War. The target set for 2005-2006—more than 5500 new full-time members—was an ambitious 25% increase over the previous year.

The recruiting environment CFRG has been operating in over the last 12

months was arguably the most challenging in years, due largely to a national unemployment rate that hit a 30-year low, to media coverage focusing on operational casualties and aging CF equipment, and to a government-wide advertising freeze followed by stricter regulations.

During an April 3 ceremony at National Defence Headquarters, marking the transformation of the Human Resources (Military) Group to Military Personnel Command, Chief of the Defence Staff General Rick Hillier singled out CFRG's success, giving special recognition to the Group's outstanding achievement.

After the ceremony, Col Cotten was quick to point out that the success came as a result of both the "Herculean efforts" of CFRG's processing staff under *Operation HOMESTRETCH*, and the overall CF support provided under *Op CONNECTION*.

With a Regular Force recruitment target of just more than 6400 for 2006-2007 (a 16% increase over last year), there is absolutely no doubt that with additional resources, some innovation, and old-fashioned hard work, the Recruiting Group will maintain its outstanding track record.

In the end, though, it all comes down to recruiters communicating what the rest of us already know: the Forces offer great opportunities and challenges that no other employer in Canada can match. This, combined with the continued support of the CF leadership, makes the road ahead that much easier. ♣

## Chief Military Personnel Change of Command ceremony



CPL EDUARDO MORA PINEDA, CANADIAN FORCES SUPPORT UNIT (OTTAWA)

Chief Military Personnel (CMP) Vice-Admiral Greg Jarvis, left, prepares to sign Change of Command documents passing the role of CMP to Rear-Admiral Tyrone Pile, right. Chief of the Defence Staff General Rick Hillier, center, presided over the May 11 ceremony at National Defence Headquarters.

## 'We are grateful to you'

From The Rev. Alan McPherson, Chair, Interfaith Committee on Canadian Military Chaplaincy

There have been many changes since Canadian Forces (CF) Day was proclaimed four years ago. The changed face of modern warfare has overtaken the traditional peacekeeping role for which the CF was renowned. Peacekeeping has not been abandoned, but our most visible commitment today is to the more intense and demanding task of peacemaking.

Many years ago, I heard a CF sergeant recount an anxious moment during his peacekeeping days in Cyprus. He was standing on the demarcation line separating Greek and Turk when a bullet thudded into the door of his vehicle, just inches away.

"They weren't trying to hit me," he said. "They just wanted to remind me that they were there, and that they could see me."

Now, the day of the line drawn on the map showing clearly where the sides are has passed.

The more diversified and complex task of peacemaking is not focussed solely

on potential enemies, but also on maintaining security in order to advance stability. But, as members of the CF, your dedication and determination have not wavered.

The move to peacemaking has occasioned discussion and debate in the Canadian media, in Parliament, and over many cups of coffee and glasses of beer. But the support of Canadians for you, the men and women of the Forces, is unwavering. The questions being asked arise from a concern for your well-being, for the security and safety of you who stand in harm's way while wearing our nation's uniform.

The faith communities of Canada stand with you, too. They provide the chaplains whose ministry of concern and thoughtful care goes wherever you go. Prayers are offered for your safety not only in CF Base chapels or in your homes; week in and week out, those prayers are a regular part of public worship in sanctuaries throughout the country.

Thank you for the service you give. We are grateful to you, and to your families. May God bless you and all your loved ones, and keep you in safety. ♣



CPL IGOR LOUSSIUK, CFRC TORONTO

TORONTO--Personnel and vehicles of the Royal Canadian Dragoons (RCD), based at CF Base Petawawa, join recruiters from CFRC Toronto at the Canadian International Auto Show, held at the Roger's Centre in February in Toronto. The CF display was an extremely popular attraction with visitors to the show. *Op CONNECTION* initiatives such as this are key to recruiting success – talk about concentration of force!

# Recording of time away begins

From the Directorate of Quality of Life (DQOL)

**D**o you spend a lot of time away from your home, family and friends because of deployments, training, temporary duty or taskings?

"Time away" refers to any period of 24 hours or more that CF personnel are not afforded an opportunity to be at their normal place of residence for reasons other than leave. Research has determined that the cumulative effect of all forms of time away can have a negative impact on you and your family.

As of October 1, 2006, if you are a member of the Regular Force or a Reservist on Class B or Class C service, all of your time away will be recorded in the Human Resources Management System (HRMS). Units operating outside Canada that have limited or no access to the Defence Wide Area Network (DWAN) may be exempted from this policy.

Commanders will be able to use this comprehensive record of time away to identify individuals or groups that are away a disproportionate amount of the time—either too often or too seldom—so that the load can be shared more equitably. This information can also be used to assess whether systemic patterns of time away indicate the need for changes in force design or composition, and

to track whether total CF time away is increasing or decreasing from one year to the next. A record of actual time away will also be invaluable for the development or refinement of policies on time away.

To permit timely and accurate data updates and to avoid overloading URS clerks, units will be responsible to input data on time away that was not previously recorded in the HRMS. While staff in supervisory, operations, training and administrative roles are probably best placed to carry out this responsibility, commanding officers will decide who will be responsible for the input of unit data.

Training via an online self-teaching package has been available on the DWAN since May 1, 2006. On average it will take one to two hours of training to become proficient with data input. Additional training assistance can be obtained from local HRMS "super users" and trainers.

Trials on the new tracking process and associated training were conducted at Greenwood, Halifax, Gagetown, Quebec City, Valcartier, Edmonton and Esquimalt. Feedback has been positive and the initiative is strongly supported by the Maritime, Land and Air staffs.

While the recording of all time away does not become mandatory until October, units are encouraged to begin inputting time away data as soon as designated

personnel are trained and authorized access to the HRMS.

The effort required to track time away is an investment that will, over time, enable commanders to better balance military requirements and the well being of their sailors, soldiers, and airmen and airwomen.

Read Canadian Forces General Message (CANFORGEN) 061/06 and references at [http://vcds.dwan.dnd.ca/vcde-exec/pubs/canforgen/2006/intro\\_e.asp](http://vcds.dwan.dnd.ca/vcde-exec/pubs/canforgen/2006/intro_e.asp) for more information. ♦



## Heart and stroke fundraiser

From the Canadian Forces Health Services Group

**T**he Big Bike for Stroke will be zipping around the National Defence Health Care Centre June 21 in Ottawa as pedaling teams join forces to raise funds for heart and stroke research. Check out this month's *Bulletin* at [http://hr.ottawa-hull.mil.ca/health/news\\_pubs/engraph/bulletins\\_home\\_e.asp](http://hr.ottawa-hull.mil.ca/health/news_pubs/engraph/bulletins_home_e.asp) for info on the event and how you can offer support.



## Low-interest loans lighten education load

By Ms Aimee Igloliorte, Marketing Co-ordinator, and Ms Joyce Sharp, Education and Communications Co-ordinator, SISIP Financial Services

**I**f you are finding the rising cost of post-secondary education a problem, check out the Canadian Forces Personnel Assistance Fund (CFPAF) for low interest loans through the Educational Assistance Loan Program (EALP).

"The EALP is for serving and former personnel and their dependants or survivors who are attending a recognized post-secondary program full-time," says Mr. Yves Rioux, CFPAF manager. "Each student can receive a maximum of \$4000 per year, up to \$16 000 over a lifetime."

You and your spouse/partner are eligible for the program, as are your children or grandchildren as long as they are dependant upon your earnings. Your children and grandchildren are eligible only till they're 27.

In order to qualify, you must have served in the Regular Force for at least one year. You are responsible for repaying the loan over a 12, 24, 36 or 48-month period. Your payments will start in the month after you receive the loan, and can be made through pay allotment if you are serving or through a pre-authorized debit if you have released. Your eligible survivors will also repay the loan through a pre-authorized debit.

"In 2005, CFPAF assisted almost 700 people through the EALP," says Ms Andrea Ravnich, CFPAF Education Loan Co-ordinator. "Applications are processed on a first-come, first-served basis and are accepted year-round.

However, those who wish to obtain a loan in time for the 2006 fall semester should submit an application by June 30."

- For an application form:
- go to [www.sisip.com/en/Downloads\\_e/ealp\\_e.asp](http://www.sisip.com/en/Downloads_e/ealp_e.asp);
  - connect with CFPAF by telephone at 1-888-753-9828 or by fax at (613) 233-5907;
  - ask your base/wing/unit financial counsellor;
  - visit your local Veterans Affairs Canada office at [www.vac-acc.gc.ca/general/sub.cfm?source=contact](http://www.vac-acc.gc.ca/general/sub.cfm?source=contact) or telephone 1-866-522-2122; or
  - find your provincial command of the Royal Canadian Legion at [www.legion.ca/asp/common/prov\\_e.html](http://www.legion.ca/asp/common/prov_e.html). ♦

Every year, the \$2.5 million EALP budget is exhausted because of the high volume of applications. As a result, CFPAF relies in part on donations to continue providing financial assistance to CF personnel and their families. If you would like to make a tax-deductible donation to CFPAF programs, telephone CFPAF at 1-888-753-9828 or visit [http://www.sisip.com/en/Cfpaf\\_e/index.asp](http://www.sisip.com/en/Cfpaf_e/index.asp).



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While the following is a general description of the main features of the new Reserve Force Pension Plan, the specific terms of the plan have not yet been approved. Until plan details have been approved, how the plan may apply in particular circumstances cannot be confirmed. You must, therefore, exercise caution when making decisions based on this article.

# Reserve Force pension arrangements update

From Ms Ann Gravelle, Director Pensions and Social Programs

## Are you considering releasing now?

If you are a member of the Reserve Force who meets eligibility thresholds and wishes to participate in the Reserve Force Pension Plan, you will have to be a member of the CF on the day the new arrangements are scheduled to come into force.

Consequently, if at all possible, you should continue to serve in the Primary Reserve, the Cadet Instructor Cadre, or the Canadian Rangers.

If you are not able to continue serving in one of these three sub-components for any reason, including medical disability or compulsory retirement age, please contact your administration officer and or release clerk for information on transferring to the Supplementary Reserve in order to maintain your options concerning the Reserve Force Pension Plan.

## Implementation day

We expect new pension arrangements for Reserve Force personnel to be implemented in March 2007.

## Pension arrangements

Members of the Reserve Force will be able to choose between two sets of pension arrangements:

- If you serve in the Reserve Force on a full-time basis for extended periods of time, you will be covered by Part I of the *Canadian Forces Superannuation Act* (CFSA). The threshold for Part I coverage will be 55 months of full-time Reserve Force service in a 60-month period.

Once under the provisions of Part I, you will remain under that Part as long as you continue to serve in the Reserve Force. The formula used to determine the pensions of Regular Force personnel will also be used to calculate the pension payable to members of the Reserve Force who have become contributors under CFSA Part I. Adjustments will be made taking into account any part-time service you may have performed.

- Long-term, full-time Reservists, however, make up a very small part of the Reserve Force. If you are among the vast majority of Reserve Force personnel who serve on a part-time basis, your pension coverage will be provided by the Reserve Force Pension Plan set up under the authority of Part I.1 of the CFSA.

## Reserve Force Pension Plan overview

### Eligibility

Reserve Force personnel who serve on a part-time basis will become participants under the plan once they meet eligibility thresholds:

- At implementation of the Plan:** If you are a serving member of the Reserve Force when the new plan is implemented, you will become a participant immediately if you have earned at least 10% of the year's maximum pensionable earnings (YMPE) in two consecutive 12-month periods between April 1, 1999 and the plan's implementation. You will have to have served continuously from April 1, 1999 to implementation. [The YMPE is annual maximum contributory level under the Canada Pension Plan (CPP), and it changes every year. The YMPE was \$37 400 in 1999; in 2006, it is \$42 100.]

- After implementation:** You will become a participant as soon as you have earned 10% of the YMPE in two consecutive 12-month periods.

## Contributions

All participants under the plan will be required to make a specified rate of current service contributions to the ongoing cost of the plan. Earnings recognized under the plan include the regular pay for your rank, excluding any allowances but including any amounts you've been paid in lieu of leave. The same contribution rate will apply to all of your earnings, whether they are below or above the maximum level set under the CPP.

## Annuity Calculation

Your annuity under the new plan will be calculated as a percentage of your updated career earnings. (Earnings will be updated by adjusting actual earnings by a wage index reflecting the increases in military pay over the years.) Updated earnings are totalled and multiplied by 1.5% to determine your lifetime annual pension.

There will also be a "bridge benefit" of 0.5% of the updated earnings, to the average maximum pensionable earnings (AMPE), which will be paid from the time the pension under the plan first goes into pay until you reach 65 or become entitled to a CPP/Quebec Pension Plan disability pension. [The AMPE is the average of the YMPE for the year in which you cease to be a contributor or a participant, and for the four preceding years.]

Table 1 illustrates what this all might look like.

TABLE 1

YEAR	ACTUAL PENSIONABLE EARNINGS	YMPE*	WAGE MEASURE*	UPDATED PENSIONABLE EARNINGS**	UPDATED PENSIONABLE EARNINGS TO AMPE***
1989	\$ 4900	\$ 27 700	50.80	\$ 10 183	\$ 10 183
1990	\$ 3000	\$ 28 900	54.50	\$ 5811	\$ 5811
1991	\$ 1500	\$ 30 500	58.60	\$ 2702	\$ 2702
1992	\$ 1200	\$ 32 200	58.60	\$ 2162	\$ 2162
1993	\$ 900	\$ 33 400	60.36	\$ 1574	\$ 1574
1994	\$ 1800	\$ 34 400	60.36	\$ 3148	\$ 3148
1995	\$ 1800	\$ 34 900	60.36	\$ 3148	\$ 3148
1996	\$ 2600	\$ 35 400	60.36	\$ 4547	\$ 4547
1997	\$ 2500	\$ 35 800	61.68	\$ 4279	\$ 4279
1998	\$ 1000	\$ 36 900	80.82	\$ 1300	\$ 1300
1999	\$ 1000	\$ 37 400	83.42	\$ 1253	\$ 1253
2000	\$ 4000	\$ 37 600	89.52	\$ 4632	\$ 4632
2001	\$ 56 000	\$ 38 300	89.52	\$ 61 994	\$ 41 360
2002	\$ 56 000	\$ 39 100	97.72	\$ 60 497	\$ 41 360
2003	\$ 64 000	\$ 39 900	101.64	\$ 66 473	\$ 41 360
2004	\$ 600	\$ 40 500	104.18	\$ 608	\$ 608
2005	\$ 600	\$ 41 100	104.18	\$ 608	\$ 608
2006	\$ 600	\$ 42 100	107.31	\$ 590	\$ 590
2007	\$ 600	\$ 43 200	110.53	\$ 573	\$ 573

<b>TOTAL</b>	\$ 204 600			\$ 236 082	\$ 171 198
				X 1.5%	X 0.5%
				<b>ANNUAL LIFETIME PENSION of \$ 3541</b>	
					<b>plus ANNUAL BRIDGE BENEFIT of \$ 856</b>

\* THE YMPE FOR 2007 AND THE WAGE MEASURE FOR 2006 AND 2007 ARE ESTIMATED.

\*\*TOTAL UPDATED PENSIONABLE EARNINGS CANNOT BE LESS THAN THE TOTAL PENSIONABLE EARNINGS. UPDATED PENSIONABLE EARNINGS ARE CALCULATED AS FOLLOWS (AN EXAMPLE FOR 1989): \$10 183 = 4 900 X (110.53 + 107.31 + 104.18 + 104.18 + 101.64) / (50.80 X 5)

\*\*\*THE UPDATED PENSIONABLE EARNINGS FOR ANY YEAR CANNOT BE GREATER THAN THE AMPE. AMPE = (\$43 200 + \$42 100 + \$41 100 + \$40 500 + \$39 900) / 5 = \$41 360

**NOTE:** THE ANNUAL PENSION IS A LIFETIME BENEFIT, AND ONE-TWELFTH OF THE ANNUAL AMOUNT IS PAID AT THE END OF EACH MONTH. THERE IS ALSO PROVISION FOR PAYING ANNUAL INDEXING TO COVER ANY INCREASES IN THE COST OF LIVING.

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# Honours and awards

## National honours

Governor General Michaëlle Jean is pleased to announce the following National honours to deserving Canadian Forces (CF) personnel:

### Meritorious Service Cross

**Master Seaman Marc Miller**, for outstanding courage and leadership demonstrated when a serious fire broke out on board HMCS *Chicoutimi* en route from Scotland to Halifax; October 5, 2004.

### Meritorious Service Medal

**Petty Officer, 1st Class Aubrey Rice**, for outstanding professionalism demonstrated when a serious fire broke out on board HMCS *Chicoutimi* en route from Scotland to Halifax; October 5, 2004.

## CF awards

Chief of the Defence Staff (CDS) General Rick Hillier is pleased to announce the following CF awards to deserving individuals and units:

### CDS Commendation

**Brigadier-General Daniel Benjamin and BGen Tim Grant**, for outstanding leadership and professionalism demonstrated when they commanded the task force co-ordinating the planning of the ceremonies following the death of Sergeant (Ret) "Smokie" Smith; August 2005.

**Colonel S.J. Newton**, for exemplary professionalism demonstrated as the team leader in the CF Experimentation Centre; Ottawa.

**Lieutenant-Colonel Michel Prudhomme, Major Mathias Joost, Captain Aaron Daley and Chief Warrant Officer J.L.A. Losier**, for professionalism demonstrated in organizing departure commemoration ceremonies for former Governor General and Commander-in-Chief Adrienne Clarkson; Ottawa; September 21, 2005.

**Maj Roy Dunbar**, for outstanding professionalism demonstrated through his contribution to the establishment of the first Canadian as chairman of the NATO military committee since 1983; 2004 to 2005.

**Capt Dorcy Eric Lacroix**, for outstanding professionalism demonstrated while working with the All-source Intelligence Cell on *Operation ATHENA*; Kabul; February 2005.

**Capt Jennifer Parker**, for exemplary performance as the transport platoon

commander within the National Support Element on *Op ATHENA*; Kabul; 2005.

**Chief Petty Officer, 1st Class Hal Benson (Ret)**, for exceptional professionalism demonstrated in establishing the CF Depart with Dignity program.

**Master Warrant Officer Terry Hurley**, for exceptional professionalism demonstrated when he single-handedly foiled an armed robbery at a convenience store; Killbride, Nfld.; February 21, 2004.

**MWO Joe Pynn**, for exceptional professionalism demonstrated when he assisted in the rescue of an individual who had been stabbed; Rideau Centre, Ottawa; March 8, 2004.

**MS Bruce Creighton**, for exceptional dedication demonstrated in the management of the International Military Sports Council wrestling team.

**Master Corporal Peter Guy, Corporal Christine Grabauskas and Private Suzanne Seguin**, for outstanding professionalism demonstrated when they assisted two fellow soldiers trapped in an overturned Medium Logistics Vehicle Wheeled (MLVW) on the drive-back move of *Exercise STRONG SUPPORT* from Yorkton, Sask. to Brandon, Man.; October 17, 2004.

**Cpl Michael Leal**, for dedication demonstrated when he assisted a victim of a near-fatal vehicle accident in Seaforth, N.S.; March 13, 2005.

**Cpl Ken Munro**, for exemplary leadership and dedication demonstrated when he assisted victims of a multiple-vehicle accident in Edmonton; May 20, 2005.

**Cpl Darren Mallaley and Pte Kerry Way**, for exemplary professionalism and dedication demonstrated when they assisted victims of a fatal motor vehicle accident near Browns Flat, N.B.; December 1, 2004.

**Pte A.F. Kollman**, for exceptional dedication demonstrated when he assisted a victim of a vehicle accident in Port McNeill, B.C.; January 7, 2002.

### CF Unit Commendation

**HMCS *Chicoutimi***, for outstanding professionalism and dedication demonstrated when a serious fire broke out on board en route from Scotland to Halifax; October 2004.

### CF Medaillon for Distinguished Service

**Mr. F.B. Edison**, for outstanding dedication demonstrated during the clean-up phase of hazardous waste sites surrounding CF Station Alert. ♦



CDS Commendation

## E-statements pay off

### From CFPN

As of April 1, 2006, if you are a member of the Regular Force, you can save time and trees by receiving your pay statement via email.

You've been able to view your pay statement online for some time now through your Employee Member Access Application (EMAA) account. With the launch of the new e-statement initiative, however, you can now follow one of several very simple processes to receive your statement via email to any account of your choice.

- If you have an EMAA account and have already set up e-statement delivery, you're done.
- If you have an EMAA account but have not set up your e-statement delivery, log on to your account and follow the prompts.
- If you don't have an EMAA account but do have access to the Defence Wide Area Network (DWAN), go

to [http://dhrim04.desc.mil.ca/emaagraph/login\\_e.asp](http://dhrim04.desc.mil.ca/emaagraph/login_e.asp) and follow the prompts to set up an account and electronic pay statement delivery.

- If you don't have an EMAA account and don't have access to the DWAN, contact the Human Resources Information Centre (HRIC) at (613) 996-3333 (select option 1); telephone 1-888-507-1111 (select option 1) from outside the National Capital Region; or telephone Autovon 846-3333 to set up an account and electronic pay statement delivery.
- If you don't have access to a computer, for a short or a long period of time, contact your local pay office to have them provide you with paper pay statements. Personnel with concerns or questions about EMAA should contact the HRIC. ♦

### Reserve Force pension - from page 3



CPL PHIL CHEUNG, 32 CANADIAN BRIGADE GROUP

Reservists from 34 Canadian Brigade Group prepare their toboggans prior to departing to the field during *Exercise POLAR STRIKE I*. Under the guidance of 24 Rangers from 2 Canadian Ranger Patrol Group, 138 Army Reserve soldiers practised their winter warfare survival skills in preparation for the next Arctic deployment, in 2007.

entitled to a refund of the contributions you paid under the plan, plus interest.

### Other entitlements

Under the new plan, your eligible survivor and your dependant children will receive benefits on the same basis as those provided to eligible survivors of deceased Regular Force personnel.

All continuing pensions will be indexed at the same rate and under the same conditions as pensions payable to Regular Force personnel.

### Election of prior earnings

If you have been a participant under the plan for two years, you will be eligible to elect to count the earnings associated

with any past Reserve Force service. You will also be entitled to make an election to count the earnings associated with a period of Regular Force service for which you were paid a return of contributions. The cost of counting past service earnings and service will be based on the contribution rate that applies at the date the election is made, and earnings updated to the date of election, together with 7% compound interest. An election can be paid by either a lump sum or by life-insured installments for up to 20 years or age 65, whichever is later.

- Visit [www.forces.gc.ca/dgcb/cfmp/engraph/home\\_e.asp](http://www.forces.gc.ca/dgcb/cfmp/engraph/home_e.asp) or [http://hr.dwan.mil.ca/dgcb/cfmp/engraph/home\\_e.asp](http://hr.dwan.mil.ca/dgcb/cfmp/engraph/home_e.asp) for up-to-date information. ♦