



Canadian Forces Personnel Newsletter

Basic Relationship Training

From CFPN

Canadian Forces (CF) Health and Lifestyle Information Survey results tell us 73% of CF personnel are in committed relationships. Canadian Forces Health Services wants your relationship to remain strong in the face of the many challenges military life throws at you and your spouse/partner.

Basic Relationship Training (BRT) offers support, information and tools to help you maintain the good health of your committed relationship. The Forces' operational environment requires mentally focussed, operationally ready personnel. Strong, supportive relationships are paramount to your ability to remain mission-focussed. By providing you and your spouse/partner with the skills to sustain and improve your relationship, and

to keep it adaptable to change, BRT will assist you in strengthening it for the future.

"The topics relate a great deal to the problems military couples strive to deal with," says Ms Erika Lefebvre, a Social Wellness Educator with Director General Health Services. "BRT provides a good set of tools to help overcome these situations."

BRT is not counselling. Rather, it comprises three program components: relationship building, health promotion, and spiritual encouragement. Relationships strong in these areas are better able to withstand the stresses and uncertainties of military life. The training aims to prevent issues from becoming problems by



teaching you and your spouse/partner relationship skills such as recognizing when you have a problem, understanding each other's expectations, communicating without fighting, and – most importantly – maintaining the friendship between you that originally led to the relationship.

You and your spouse/partner will be able to access BRT several ways – it can be provided over weekends, on weeknight evenings, or over a specific period of time. The print material you'll need for the training, however it's delivered, will be available through your local health promotion office.

A BRT pilot program in 2005 in Edmonton filled within 24 hours of its launch – a solid indication that BRT will be meeting a need within the CF family. Trainings will be co-ordinated by your local base or wing health promotion office in conjunction with members of your local CF mental health team and CF chaplains.

For more information on BRT, and when it will be offered in your area:

- Consult CF General Message (CANFORGEN 159/05 at http://vcds.dwan.dnd.ca/vcds-exec/pubs/canforgen/2005/159-05_e.asp.)
- Visit Strengthening the Forces at www.forces.gc.ca/health/services/engraph/health_promotion_home_e.asp.
- Contact your local base/wing Strengthening the Forces (Health Promotion) office – visit www.forces.gc.ca/health/services/health_promotion/engraph/HPD_contact_list_e.asp to find out where. ♦

CFPSA news

By Ms Brenna Morell, Media Relations Coordinator, Canadian Forces Personnel Support Agency (CFPSA)

He shoots! We score!

Don Cherry has elevated the CANEX "Support our Troops" merchandise campaign to a whole new level.

During Game Five of the Stanley Cup finals, the hockey legend displayed a U.S. "We Support our Troops" ball cap, sparking discussion among CANEX HQ staff in Ottawa. Next day, CFPSA staff members delivered comparable Canadian merchandise to the "Coach's Corner" set, and were cautioned there was no guarantee he would be able to display the products during the Game Six broadcast.



"The hat appeared on Mr. Cherry's desk ... during the first intermission," said CFPSA Category Manager Lisa Nudelman.

He not only plugged the merchandise on Coach's Corner, but he wore a Support our Troops ball cap and ordered 10 for himself. And the Canadian Broadcasting Corporation flashed www.cfpsa.com/canex on-screen, giving viewers a roadmap for placing orders.

"And then he did it all over again during Game Seven," Ms Nudelman said. "None of us were expecting that, nor were we expecting the overwhelming response from Canadians."

In the week that followed the broadcasts, CANEX received more than 6000 online orders from viewers wanting to show their support to the CF community. By the end of the second week, Canadians had purchased more than 30 000 Support our Troops items – ball caps, t-shirts, car and fridge magnets, bracelets, lapel pins, and window decals.

Orders continue to come in. CANEX has increased its production to meet this elevated demand, and has allocated the resources necessary to fill orders promptly.

And because the play-offs were broadcast live to deployed CF personnel via CFPSA's CF Radio & Television, "...we hope Don Cherry's actions let the soldiers know just how much Canadians



MCPL ROBERT BOTTRILL, COMBAT CAMERA
In any language, "Iced Cap and a maple dip, please", gets CF and coalition personnel a taste of Canada from Tim Hortons at Kandahar Air Field.

and the CFPSA are behind them," said Mark Larose, CFPSA Deployment Support Manager.

The Support our Troops campaign offers Canadians a venue by which they can demonstrate their support—emotional and financial—to the benefit of the CF community. Proceeds from the sales of the Support our Troops items go directly toward morale and welfare programs for CF personnel and their families.

- To order Support our Troops merchandise, visit www.cfpsa.com/en/.

Tim Hortons open for business in Afghanistan

CF personnel serving in Afghanistan celebrated Canada Day with a cup of home-brew—coffee, that is—at the newly opened Tim Hortons outlet at Kandahar Air Field.

"This is about serving you as you continue to do the outstanding job Canada asks of you," CFPSA Chief Executive Officer Major-General Doug Langton told CF personnel during the

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opening ceremony. "We hope this little piece of home will make your lives in Afghanistan just a little bit easier."

The store offers hot and cold drinks, donuts, muffins, cookies, croissants and Danishes, and bagels and cream cheese to about 2300 Forces members and about 5000 personnel from other countries. The happy-to-do-so customers pay prices comparable to those in Canada, and profits made within this project are reinvested in morale and welfare programs for Forces members and their families.

"We hope this little piece of home will make your lives in Afghanistan just a little bit easier."

—CFPSA CEO
MGen Doug Langton

"Our goal is to deliver the same great-tasting coffee and baked goods that the troops enjoy at home – and we will," said Tim Hortons Director of Business Development Doug Anthony. "We also look forward to introducing the many soldiers from other nations stationed in Kandahar to the Tim Hortons experience."

Located on the Boardwalk airstrip, next to U.S.-managed concessions, the Tim Hortons outlet is managed by CFPSA staff. A store-opening crew remained on hand temporarily to ensure that operations were running smoothly and all products and services met Tim Hortons standards. If customer turnout is any indication, they did – by mid July, the outlet ran out of donut and Timbit® makings but supplies were quickly restocked.

For more information:

- Visit CFPSA at www.cfpsa.com/en/Services/media/NewsReleases/2006_07_04_e.asp.
- Visit Tim Hortons at www.timhortons.com/en/news/news_archive_2006h.html.

Honours and awards

Governor General Michaëlle Jean has approved the awarding of National Honours to the following deserving individuals:

Star of Courage

Sergeant Steeve Bédard: for outstanding courage demonstrated while executing a successful rescue of five members of disabled fishing vessel *Sandy Beach*, near Îles-de-la-Madeleine, Que.; March 30, 2005.

Medal of Bravery

Master Corporal Daniel Villeneuve: for great courage demonstrated while executing a successful rescue of five members of disabled fishing vessel *Sandy Beach*, near Îles-de-la-Madeleine, Que.; March 30, 2005.

MCpl Mike Stanford: for great courage demonstrated when he rescued an occupant from a smoke-filled, burning Private Married Quarters (PMQ) at Canadian Forces Station (CFS) St. John's, Nfld.; May 26, 2005.

Meritorious Service Medal

Major-General Stuart Beare: for outstanding performance as Commander Multinational Brigade (Northwest) of the NATO Stabilization Force in Bosnia-Herzegovina; September 2003 to March 2004.

Honorary Captain (Navy) Sonja Bata: for outstanding dedication and commitment to the Navy since 1989.

Lieutenant-Colonel R.J.A. St-Cyr: for outstanding performance as Commanding Officer Task Force Haiti Helicopter Detachment during *Operation HALO*; 2004.

Warrant Officer James McArthur: for outstanding professionalism demonstrated as the team leader and senior

signals analyst for communications security, NATO electronic information security, and NCSA for Supreme Headquarters Allied Powers Europe; from 2001 to 2004.

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

CDS Commendation

Captain (Navy) D.O. Thamer: for outstanding leadership as J3 Operations, Joint Task Force Atlantic, during *Op UNISON*; 2005.

Major James Fraser: for outstanding professionalism demonstrated when he co-ordinated the CF assistance to the Royal Canadian Mounted Police memorial service for four fallen officers; Edmonton; March 2005.

Sgt Richard Howlett: for exemplary performance as an assistant range safety officer during the conducting of a live-fire grenade range in support of *Op ATHENA*; April 28, 2005.

MCpl Jakki Hamm: for outstanding professionalism demonstrated when she assisted an elderly man in cardiac arrest; Greenwood, N.S.; December 4, 2004.

CF Unit Commendation

B Flight, 427 Tactical Helicopter Squadron: for exceptional professionalism and dedication to the increased operational tempo of CF Operations and Training.

8 Wing, for ongoing and exceptional professional response to domestic and international operations.

CF Medallion for Distinguished Service

Captain (Retired) B.W. Beatty: for outstanding service and dedication to the CF for more than 65 years. ♦

Compulsory Retirement Age (CRA) amendments

From Chief Military Personnel (CMP)

Here's the latest CRA news for personnel serving in the Supplementary Reserve (Supp Res), the Canadian Rangers, and the Cadet Instructors Cadre (CIC).

If you're a **Supp Res** member, your CRA is now 60, lowered from 65. The change came into effect July 1, 2006.

If you're a **Canadian Ranger**, your CRA, as of July 1, 2006, is determined in accordance with aboriginal tradition or the custom of Ranger patrols in your area.

Personnel who enrolled in or transferred to the Supp Res or Canadian Rangers on or after July 1 will have a CRA as described above. However, if you were already a member of the Supp Res



or the Canadian Rangers on June 30, your CRA remains what it was June 30.

If you're an instructor in the **CIC**, your CRA will be 65. That represents no change, but requires an amendment to the Queen's Regulations and Orders (QR&O) for the Canadian Cadet Organization. It will officially come into effect when that amendment is made.

- Consult Canadian Forces General Message (CANFORGEN) 111/06 at http://vcds.dwan.dnd.ca/vcde-exec/pubs/canforgen/2006/111-06_e.asp. Be sure to read paragraph 6, A and B, covering changes to Defence Administrative Orders and Directives (DAODs) and Canadian Forces Administrative Orders (CFAOs).
- Find CMP Instruction 09/06 at http://hr.ottawa-hull.mil.ca/engraph/coverpage_e.asp?docid=200.
- Read DAOD 5002-4 at www.admfincs.forces.gc.ca/admfincs/subjects/daod/5002/4_e.asp or at http://admfincs.mil.ca/admfincs/subjects/daod/5002/4_e.asp for Supp Res information.
- Check out CFAO 49-6 at www.admfincs.forces.gc.ca/admfincs/subjects/cfao/049-06_e.asp or at http://admfincs.mil.ca/admfincs/subjects/cfao/049-06_e.asp for CIC information. ♦

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Submissions regarding military personnel policy and programs are welcomed. Please contact the editor for submission guidelines.

Visit www.forces.gc.ca/hr/cfnp and click on "Supplement" for news and information not available in the print edition.

How Specialist Pay works



WO SERGE PETERS, AIR PUBLIC AFFAIRS

COLD LAKE, Alberta—WO Colin Brydon, 408 Tactical Helicopter Squadron Flight Engineer, prepares his CH146 Griffon for take off during Exercise Maple Flag XXXIX. The annual 10-day air combat exercise, attracting more than 5000 participants from around the world, provides important training for Canadian and allied air personnel.

From Director General Compensation and Benefits (DGCB)

We at DGCB receive a lot of questions about Specialist Pay – how it works and why it's paid. Here are the answers to some of those questions.

Q: How did Specialist Pay originate?

A: With the integration of Navy, Army, and Air Force into the Canadian Forces in the late 1960s, military trades were combined and their numbers drastically reduced. There were, however, many pay fields, which meant that personnel working side by side in similar environmental conditions, and sometimes with the same skill sets, were receiving different rates of pay.

This caused morale problems, and led to the 1972-73 review and job evaluation process called the Canadian Forces Trade Evaluation Plan (CFTEP). From this, the CF adopted an "institutional" pay system, meaning that everyone at the same rank, regardless of occupation, receives generally the same rate of pay. This is called the rank-based team concept.

In 1975, the team concept grouped the majority of all trades into one pay field: the Standard Trade Group. Given the market reality that certain trades require their practitioners to receive highly technical training that makes them attractive employees to the private sector, two additional pay fields were added for the purposes of attraction and retention: Specialist 1 and Specialist 2 Trade Groups. Roughly 25% of non-commissioned member (NCM) trades fall into these two categories.

Q: How are military occupations assigned to a pay group?

A: CFTEP is a Treasury Board-approved methodology, similar to that of the Public Service, used to evaluate an occupation's predominant jobs for the purpose of assigning the occupation to a pay group – these predominant job descriptions are referred to as PJDs.

The CFTEP is a point score system under which nine factors are evaluated: Comprehension and

judgement; Trade training and experience; Resources, Services and Safety of others (under "Responsibility"); Mental effort and Physical effort (under "Effort"); and Environmental and Hazards (under "Working conditions").

Q: What are "predominant jobs"?

A: An occupation's predominant jobs are those an experienced corporal (normally one with at least eight years of military experience from enrolment) or master corporal is expected to complete on a regular basis within the occupation.

Q: How is a military occupation's score determined?

A: The occupation's managing authority provides PJDs to the Directorate of Pay, Policy and Development (DPPD). A board consisting of at least three members (usually military officers), who are trained in job classification and evaluation, review the PJDs based on the nine factors, and assign points.

When all predominant jobs within an occupation are evaluated, an overall occupation score is determined by calculating a weighted average for all corporals employed in the predominant jobs. For example, if only 25% of the personnel in an occupation perform a job that scores high enough to achieve Specialist Pay, whether or not the whole occupation receives Specialist Pay will be determined by the resulting mathematical score.

Q: How does being occupation-qualified, or not, affect pay?

A: Until recently, technological limitations in the CF pay system did not allow a means of differentiating between occupation-qualified (in accordance with occupation specifications) and non-occupation-qualified personnel. So, if you became a corporal in an occupation that was assigned to a Specialist Pay Trade Group, you were paid Specialist Pay whether or not you were qualified to do the job.

The administration of Specialist Pay was challenged in the 2003 Chief Review Services Report on the basis

that personnel who were not qualified were receiving Specialist Pay. Consequently, changes to the CF pay system, and the introduction of the Occupation Structure Implementation Plan (OSIP), now ensure that Specialist Pay is administered appropriately. As of August 1, 2004, if you are not qualified to do the job in accordance with the occupation requirements and specifications provided by your branch's managing authority, then you are not entitled to receive Specialist Pay.

Q: My friend and I are both corporals. We're in different military occupations but do the same job. How come my occupation is in the Standard Pay Group while hers gets Specialist Pay?

A: The CF does not pay personnel based on individual qualifications, but on the requirements of the occupation. Some of the tasks you and your friend perform in your occupations may be similar, but in order to receive Specialist Pay, the majority of personnel in a Specialist Pay occupation must be doing jobs that score in the Specialist Pay range in accordance with the CFTEP methodology.

Q: I know that my job requires more skills than another occupation's jobs, so why do we both get Specialist 1 Pay? Shouldn't my occupation get Specialist 2 Pay instead?

A: In school, you received a "B" if your final mark was 71%, 79% or anywhere in between. In the same way, it doesn't matter whether an occupation just barely makes the score for Specialist 1 Pay or scores almost but not quite high enough to achieve Specialist 2 Pay. Either way, it receives Specialist 1 Pay.

Q: I used to be in the Regular Force, where my occupation received Specialist Pay. Now that I'm in the Reserve Force, why don't I get Specialist Pay when I still hold the same qualifications?

A: The CF does not pay personnel based on individual qualifications, but on the requirements of the occupation. Although they may be similar to those in the Regular Force, Reserve Force occupation requirements are not always the same, and so may not evaluate at the Specialist Pay Trade Group.

Moreover, to receive Specialist Pay, an occupation must score in the Specialist Pay range and must be assigned to the Specialist Pay Trade Group by the Chief of the Defence Staff. For these things to happen, the managing authority must have submitted the occupation for evaluation. To date, only seven Reserve Force occupations have successfully undergone the process and been assigned to a Specialist Pay Trade Group.

Q: How can I find out what qualifications are required for a specific NCM occupation within the CF?

A: Visit the DPPD website at http://hr.ottawa-hull.mil.ca/dgcb/dppd/pay/MOC_List_Active.xls.

Please note: Compensation and Benefits policies, including Specialist Pay, are being reviewed for consistency. If you have further questions, please contact Major Yvonne Parsons at 613-996-0061. ♦

Conflict of interest obligations

From Chief Review Services

You're attending an overseas conference on military strategy. A civilian company sponsoring the conference invites you and other delegates to make a day flight on board the company jet to visit a world conservation site in the interior of the country – a private function on a conference day-off. Should you go?

On the last day of the conference, one of the hosts presents you with a first edition of a leather-bound coffee table book about her country as a souvenir of the conference. Should you accept it?

The avoidance of conflict of interest (COI) is one of the primary means by which CF personnel maintain public confidence in the impartiality and objectivity of the Forces. You must always minimize the possibility of conflict of interest by avoiding and preventing situations that could give rise to a COI, or to the appearance of a COI.

You must disclose all non-exempt assets, gifts, hospitality, and other benefits and outside activities you receive or participate in which could place you in conflict with regard to your official duties and responsibilities.



In the case of the book, your guiding principle should come from Defence Administrative Orders and Directives (DAOD) 7021-1, reading "...CF members shall not solicit gifts or transfers of economic benefit, and shall not accept gifts, other than incidental gifts, customary hospitality or other benefits of minimal value, unless written approval is given or the transfer is pursuant to an enforceable contract or property right of the ... CF member."

So, if you can determine on the spot that the book is of minimal actual value and is offered with "no strings attached", as a memento of your visit, then you may accept and keep it.

If you cannot determine the value of the book or if you feel it may come "with strings attached", whatever those strings may be, then you may accept it at the time of presentation as a gesture of goodwill. Immediately after the presentation, however, you must return it to the presenter, indicating that you must confirm your acceptance of such a gift before receiving and keeping it. You must disclose this gift via a Confidential Report forwarded to your Level 1 Advisor if you're based in the National Capital Region, or to your Level 2 Advisor anywhere else.

In the case of the flight, your best option is to decline the offer – with all courtesy. You do not have time to determine whether you may accept such an offer of hospitality, nor can you backtrack if you take the trip and later learn via a Confidential Report disclosure that you should not accept such hospitality. Better safe than in conflict.

Of course, these are scenarios, and these determinations will not apply to every situation, even those similar to these scenarios. You should telephone the COI



Section at 613-995-0229 with questions regarding specific situations you may encounter.

Post-employment obligations

A company providing services to the CF, and with whom you had dealings before your release from the Forces, has offered you a job. Should you accept?

You win a contract with a firm that has dealings with DND, but not in any area related to your former employment as a CF member. Should you take the contract?

According to DAOD 7021-2, "Without unduly restricting their ability to seek other employment, senior employees, senior members, former senior employees and former senior members should undertake to minimize the possibility of real, apparent or potential conflicts of interest (COI) between their new employment and their most recent official duties and responsibilities."

If you are an officer – a Regular Force and Reserve Force officer on full-time service – at or above the rank of LCol/Cdr, you must disclose all offers of employment you receive and/or accept during or after service that could place you in real or potential conflict, or in apparent conflict.

In both cases, you should fill in a Post-Employment Declaration and send it to Chief Review Services to learn if taking the

job will put you in actual, potential or apparent conflict.

- Read Canadian Forces General Message (CANFORGEN) 030/06 and references at http://vcds.dwan.dnd.ca/vcds-exec/pubs/canforgen/2006/030-06_e.asp, and visit the Defence Ethics Program website at www.forces.gc.ca/ethics/index_e.asp or at http://ethics.mil.ca/index_e.asp.
- Find downloadable versions of the Confidential Report and the Post-Employment Declaration under DAOD 7021 at www.admfincs.forces.gc.ca/admfincs/subjects/daod/intro_e.asp or at http://admfincs.mil.ca/admfincs/subjects/daod/intro_e.asp. This DAOD spells out in more detail the kinds of gifts and the conditions of giving and receiving that may necessitate a Confidential Report.
- Visit www.vcds.forces.gc.ca/DPOnline/OrgSelect_e.asp for a list of Level 1 Advisors.
- Mail Post-Employment Declarations to Chief Review Services, Conflict of Interest Section, NDHQ, MGen George R. Pearkes Building, 101 Colonel By Dr., Ottawa ON, K1A 0K2. For information about CRS, visit www.forces.gc.ca/crs/pages/home_e.htm.

Decorations and medals authorized for wear, January to June 2006

From Chief Military Personnel (CMP)

UN Operation in Ivory Coast (ONUCI)

If you have served in Ivory Coast on ONUCI for 90 consecutive days between April 4, 2004 and now, you may wear the ONUCI medal.

Wear this medal on your left breast, suspended from the ribbon, after the UN Stabilization Mission in Haiti (MINUSTAH) medal and before the UN Special Service Medal (UNSSM). There is no bar to this medal, and the use of a post-nominal is not authorized.

UN Security Council resolution 1528, of



Feb 27, 2004, established the mission in Ivory Coast to:

- monitor the cease-fire and movements of armed groups;
- support disarmament, demobilization, reintegration, repatriation and resettlement;
- protect UN personnel and institutions, and civilians;
- support humanitarian assistance and the implementation of the peace process;
- provide assistance in the field of human rights and restore a civilian policing presence in the country; and
- re-establish the authority of the judiciary and the rule of law throughout Ivory Coast.

Non-Article 5 NATO medal

If you have served under NATO command or control on the NATO Training Implementation Mission (NTIM-I) and/or NATO Training Mission (NTM-I) in Iraq or in a neighbouring country of Iraq

for 30 days, continuous or accumulated, from August 18, 2004 to a date to be determined, you may wear the Non-Article 5 NATO medal. Service recognized by this medal cannot be counted toward any other award.

Wear this medal on your left breast, suspended from the ribbon, after the Non-Article 5 NATO medal for operations in the Balkans and before the International Commission for Supervision and Control Indo-China (ICSC) medal. The bar is worn centered on the ribbon; the use of a post-nominal is not authorized for this medal.

Aircrew will accumulate one day's service for the first sortie flown on any day



in the area of operation; additional sorties flown on the same day receive no further credit. This requirement exists for combat aircraft and for air support including tanker, airlift and surveillance platforms.

NATO has abolished the practice of issuing tour numerals to recognize more than one tour with NATO forces. This medal will be issued once to recognize all of your service with the NTIM-I and NTM-I, regardless of the number of tours you serve.

Following the U.S.-led campaign in Iraq to topple the regime of dictator Saddam Hussein, NATO took on the task of helping train the new Iraqi Armed Forces through the NTIM-I and NTM-I.

- Visit the Directorate of History and Heritage at http://hr.d-ndhq.dnd.ca/dhh/honours_awards/engraph/recent_e.asp?cat=3 for more information about these medals and about the Canadian Forces (CF) Honour System.