



CF PERSONNEL

Canadian Forces Personnel Newsletter



Christmas Message

From Lieutenant-General Christian Couture, Assistant Deputy Minister (Human Resources – Military)

As 2003 comes to a close, I would like to wish you and your families a Merry Christmas and a Happy New Year, and express my sincere gratitude for your hard work over the past 12 months.

This year has been highlighted by several significant successes. Approval was given for new lump-sum accidental dismemberment insurance for all CF members. Duty with Honour: The Profession of Arms in Canada was released with great pride. Bill C-37, which amends and modernizes the CF Superannuation Act, received Royal Assent. The stand up of the CF Health Services Group signified continued revitalization in the delivery of health care to CF members. Many of you

worked extraordinarily long and hard to effect these and many other changes. Be proud of your accomplishments; I know that I am.

Sadly, there have also been a number of losses – most notably, the tragic deaths of our two soldiers in Afghanistan. We should take a moment of our holidays to remember that others have made the ultimate sacrifice for their country, and their loved ones will dearly miss them, especially at this time of the year. My heart goes out to their families and friends in sincere sympathy.

I thank all of you in the Group and beyond who have worked so hard to support the extra demands while continuing to provide an outstanding level of dedication and support to our day-to-day duties.

We continue to have many challenges ahead of us, but our strength as a team is in our vision: "Look after our people, invest in

them and give them confidence in the future."

I hope you and your families enjoy a safe and joyous holiday season.



Foreign Language Ability Survey

Summer 2002:

HMCS ST. JOHN'S is deployed in the Arabian Sea on OPERATION APOLLO. One of the crew's tasks in support of the campaign against terrorism is to hail, board and search vessels.



On board the multi-role patrol frigate, Supply Technician Corporal Keith E. J. Muffty writes:

My day in HMCS ST. JOHN'S starts at 6 a.m., when I get a shake: I am wanted on the Bridge to do a hail. It is a dhow, a type of wooden vessel used in these waters. Our CO refers to dhows as the 18-wheelers of the Arabian Gulf – mostly general cargo and sometimes livestock carriers.

The dhow is 1.6 km off our starboard quarter. Apparently, HMCS ALGONQUIN tried to hail this vessel earlier but was not successful because of the language barrier. I was born and raised in Karachi, Pakistan, and I am able to speak several languages spoken in this area. I see it as a stroke of good luck, being deployed on OP APOLLO. I am useful in breaching the language barrier.

I start the hail, and in about five minutes am successful getting information: the dhow is carrying goats and cows from Somalia to the United Arab Emirates. We gather all the information and send it to our HQ...

Cpl Keith Muffty

Consult The Maple Leaf, Vol. 5, Issue 36 (Navy) at www.forces.gc.ca for Cpl Muffty's complete article.

Call for MENA language skills

The CF is seeking to identify personnel with skills in Middle Eastern and North African (MENA) languages. The language skills being sought are, primarily, Arabic, Dari, Farsi, Kurdish, Pashto, Somali, Tajik and Urdu.

CF Regular Force and Reserve personnel with previously undocumented MENA language skills are requested to provide that information to their Unit Records Sections and to CF Information Operations Group (CFIOG) HQ.

CF members are reminded to regularly update their Personnel Record résumés to reflect secondary and additional language skills. This will enable the Human Resources Management System (HRMS) to capture this data.

Consult CANFORGEN 140/03 at <http://vcds.dwan.dnd.ca/> (Intranet users only) for complete information.

Values and Ethics Code

A new Values and Ethics Code for the Public Service came into effect September 1, 2003. The Conflict of Interest Measures and Post-Employment Measures contained in Parts 2 and 3 of the Code replace the previous Conflict of Interest and Post-Employment Code. As was the case in the past, the principles found in the Code relating to Conflict of Interest and Post-Employment will be reflected in the Defence Administrative Orders and Directives (DAOD) series 7021, which are applicable to both CF members and DND employees.



What is the relationship of the Code with the Defence Ethics Program?

The Defence Ethics Program (DEP) has been in place for some time. The DEP, which applies to CF members and DND employees, is a values-based program that provides an ethical framework appropriate for Defence as an institution of democracy. The DEP has been used as the basis for DND's contribution to shaping the new Public Service Code, as is reflected in the values found within the Code itself. The DEP also served as the basis for shaping the ethical component of the Duty With Honour: The Profession of Arms in Canada manual released in October 2003.

How can I find out what's in the Code?

Individual copies of the handbook Values and Ethics Code for the Public Service were distributed in early autumn. Access to the Code is also available through the DEP Web site at www.dnd.ca/ethics. In addition, updated Defence Ethics Program DAODs will incorporate the necessary changes to internal DND and CF policies and procedures. These DAODs will also be available on the DEP Web site.

Visit the Treasury Board of Canada Secretariat Web site at www.tbs-sct.gc.ca to learn more about the Code, including guidelines and policy.

CFPN

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Submissions regarding HR-Mil policy and programs are welcomed. Please contact the editor for submission guidelines.

www.forces.gc.ca/hr/cfpn



Fly me to the moon...

By Capt Vance White

We don't know if Colonel Chris Hadfield is a Frank Sinatra fan, but he's always had the dream to "play among the stars", as the crooner's classic song goes. And as the Canadian astronaut said goodbye to the Canadian Forces career that let him achieve that goal, he came full circle in the CF November 13 by enrolling six new recruits.

"You can be asked to do so many different things," Col Hadfield said as he prepared to welcome the new members of the CF. "There are all kinds of

amazing opportunities available through the Air Force."

Having Col Hadfield conduct the enrolment lends his prominence to the Pilot recruiting campaign launched at the end of July. The Air Force hopes to see at least 220 Pilots join the CF by the end of March 2004. But the campaign won't end there. Recruiters will aim to bring in a similar number of Pilots for the next two or three years. This is a significant increase – about 80% more new recruits than in previous years.

The campaign was launched to ensure enough applicants make it to the selection boards. With the extra steps in aircrew processing—the Aircrew Selection Centre in Trenton, and DRDC Toronto for flight medicals—Canadian Forces Recruiting Group (CFRG) would like to see about 2000 applicants start the process in order to fill the 200 available positions. This ratio (more than three times the applicant-to-enrolment ratio for other occupations) ensures that the successful applicants meet the stringent criteria (medical and vision standards, spatial ability and situational awareness skills, etc.) required of a CF Pilot.

Col Hadfield recognizes his was not the typical Air Force career, but is quick to emphasize the many opportunities and challenges, and the excitement, available to anyone with the drive to become a CF Pilot.

Since the campaign began, almost 500 applicants have asked to become CF Pilots. The end-of-November selection board results show about 60 accepted job offers (enrolments to take place in January 2004, just before the January 12 basic training start date),

and CFRG will work to attract Pilot applicants to fill the remaining 80 Direct Entry Officer positions for the final selection board of Fiscal Year 03, in March 2004.

"With the interest we've seen at the recruiting centres, we expect to meet at least 75% of the target set by the Air Force, despite the late launch of the campaign," said Lieutenant-Colonel Michael Zuwerkalow, Acting Commander of CFRG. "We have the resources in place to meet the full target if we get enough applicants."

CFRG has hired dedicated recruiters (Class 'B') to seek out qualified university graduates, and a dedicated advertising campaign has been launched in targeted print media and on Internet sites. The recently acquired Griffon and Cormorant helicopters, the near-term upgrade of the Aurora, the modernization of the CF-18 Hornet, and the world-class training centre and aircraft in Moose Jaw, Sask., are being highlighted to dispel the myths of an aging fleet of aircraft.

Capt White is the CFRG PAO.



Photo : Capt Christine Bazarin

Six new recruits—from left, Mr. Jason Larivere (Montebello, Que.); Mr. Robert Gareau (Stittsville, Ont.); Mr. Richard Morris (Ottawa); Mr. Brent O'Donnell (Ottawa); Mr. Christopher Renaud (Smith Falls, Ont.); and Mr. Matthew Baer (North Bay, Ont.)—display their oath of allegiance scrolls with Col Chris Hadfield after their enrolment ceremony (a joint effort between the Air Force and Ottawa recruiting staff) at the Canada Aviation Museum.

CF Health Services Quality of Life research studies

The November 19 issue of CF Personnel Newsletter advertised a call for research proposals on behalf of the CF Health Services Research & Development Board's Quality of Life Research Programme. Here are two of the more than 20 ongoing research studies currently funded under the program.

By Cathy Croteau

Post Traumatic Stress Disorder

Lieutenant-Commander Raymond L.C. Kao received funding for his research project, "A Biological Marker of PTSD: An fMRI Study on Canadian Forces Personnel with PTSD", in 2002.

His study hypothesizes that as the number of CF personnel sent on foreign deployments increases, so will the number of CF members who experience Post Traumatic Stress Disorder. The research team studies photographic images (fMRI) of the brain during the recall of a traumatic memory to determine the effects of that recall and to identify any changes in cerebral blood flow. The goal of the study is to identify a biological marker of PTSD. Determining if there is a link between PTSD and neuronal circuitry may open the door to a greater understanding of PTSD.

PTSD is directly linked to Quality of Life and has operational relevance. Stressful memories related to deployment can impact a CF member's personal life and professional performance – research has clearly established a correlation between PTSD and task performance on detail-oriented work, an increase of accidents, and the slow degradation of interpersonal functioning.

LCdr Kao's study aims to identify a marker that would assist medical authorities to identify CF members at high risk of developing PTSD. Early detection could also assist health care providers in implementing preventive and active treatments earlier, and in improving the measurement of medical and/or psychological treatment progress. Moreover, early detection could possibly facilitate an administrative process whereby serving or retired CF members, or veterans, might be eligible for additional medical, social and/or financial support.

The research team for this project includes Dr. Murray Girotti, Dr. Ravi Menon, Dr. Jin Neufeld, and Dr. Ruth A. Lanius.

If you are interested in participating in this research study as a subject, or know of anyone who may wish to participate, please contact LCdr Ray Kao at rkao@uwo.ca or at (519) 685-8300 x77699. The study is scheduled to be completed in March 2005.

Weight Load March performance

Major Luc Hébert's research project, "Quantification of Muscle and Joint Requirements During the Weight Load March in the Canadian Forces: Characterization of the Factors Limiting Performance", received funding in 2003.

Evidence indicates that participation in the Weight Load March requires many CF members to work near their musculoskeletal-biomechanical limits. These physical demands put members at high risk for injuries and re-injury during operational military duties. The findings from Dr. Hébert's study will provide data that could help military physiotherapists establish or improve intervention techniques, tailor rehabilitation programs, or enhance prevention programs related to musculoskeletal injuries.

Although the factors and the negative impact of injuries associated with the WLM have been documented, no data has been collected to date on the CF population. This research study is linked to Quality of Life and has operational relevance because the results may identify techniques that could be implemented to decrease both the risk of injuries and the time needed to recover from injuries. CF members could more easily and quickly regain the good health and the level of



fitness necessary for training and combat.

The research team recruited for this project includes Dr Sylvie Nadeau and Dr Denis Gravel.

Dr. Hébert's final report is expected to be ready for distribution by September 2005.

The CFHS Research & Development Board's QoL Research Programme has about \$1 million per fiscal year to spend on research conducted by CF members. Although LCdr Kao and Maj Hébert have extensive research experience, the programme has been designed to accommodate and facilitate project development for all researchers regardless of experience. This initiative provides CF members with the opportunity both to enhance and develop their professional careers and to contribute to health-related scientific and academic knowledge.

If you are interested in conducting a study, please contact the Programme Manager at Croteau.C@forces.gc.ca or at (613) 945-6967. Visit http://hr.ottawa-hull.mil.ca/health/engraph/home_e.asp (Intranet users only) and click on "QOL Research" under "Projects" for additional information, guidelines, and application forms.

CELEBRATE WITH US



The wheels are in motion for the June 4, 2004 50th anniversary celebration at 7 CF Supply Depot in Edmonton.

The 50th Anniversary Committee invites all current and former 7 CFSD employees, military and civilian, to attend the event to share memories and help us celebrate.

Whether or not you're planning to attend, please consider submitting your reminiscences about your working days at 7 CFSD to Ms Gladys Marie Magega, Publicity Chair for the 7 CFSD 50th Anniversary Committee.

E-mail: Magega.GM@forces.gc.ca

Mail: Department of National Defence, 7 Canadian Forces Supply Depot, CFB Edmonton, PO Box 10500, Edmonton AB, T5J 4J5.

We look forward to hearing from you, and seeing you next year.

Have a safe and festive holiday season!

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Mission Leave / Special Leave Mission Travel

This information applies only to DCDS-directed operations where the DCDS grants the Mission Leave. If Mission Leave is granted by another parent formation (UN, NATO, MFO, etc.), the rules of the parent formation take precedence.

When no UN or other policy is in place, the DCDS may grant up to 2.5 working days of Special Leave for each 30 continuous days on assignment. In addition to Mission Leave, the Task Force commander will be authorized to grant Special Leave Mission Travel (SLMT) under certain conditions, including:

The maximum SLMT for any mission will be 4 days (2 in each direction). Travel time for a CF member travelling to a destination other than Canada shall not exceed the travel time granted to members travelling from the

same theatre to Canada. In other words, if the travel time from your location to Canada is two days, then your allowed travel time, no matter where you choose to go, is maximum 2 days. The DCDS will monitor travel time requirements for each mission, and revise it within the limits if travel conditions change.

If you're travelling on SLMT, you may not claim reimbursement for incidental expenses including but not limited to meals, accommodation or interim transportation. But you may still claim Home Leave Travel Allowance (HLTA) if you qualify.

Consult CANFORGEN 133/03 at <http://vcds.dwan.dnd.ca/> (Intranet users only) for complete information.

Canadian Forces Artists Program **PILOT PROJECT**

The CF Artists Program pilot project sent three Canadian artists to document the activities of CF units deployed on OPERATION APOLLO during the summer of 2002.

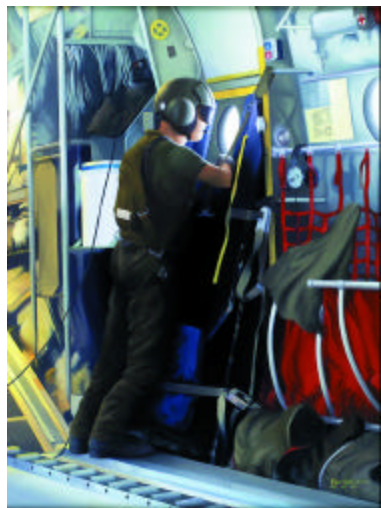
Former Royal Navy and Canadian Naval Reserve member **John Horton** completed a one-week deployment with the Canadian Naval Task Group in the Arabian Sea. The London-born artist trained at a variety of art schools in the U.K., and lives in the Vancouver area. His works hang in the Royal Academy and the Royal Society of Marine Artists in London, the Canadian Society of Marine Artists, and in private and public collections all over the world.

Action Stations, 2002

This painting is in the Operations room on board HMCS OTTAWA, where the captain and a whole line of crewmembers are pouring over computers, operating under a little red light. They've got anti-flash gear on, and they've got the lights of the computer reflecting up on their faces, which show some concern and concentration. This, to me, is probably very telling of how modern warfare is fought. —John Horton



Ardell Bourgeois, born in Alberta and now a resident of Chilliwack, B.C., spent time in-theatre with the Air Force. Mr. Bourgeois graduated from the Emily Carr College of Art and Design in 1988, and is the president of the Canadian Aviation Artists Association. He has won 14 awards at aviation art shows since 1994, and his works have been displayed in venues such as the Canadian War Museum and the Canadian Aviation Museum, and in magazines.



On Guard for Thee

Obviously based on our anthem, but the concept behind it is that the load master from the C-130 flight is keeping an eye out his window station, strapped in... if the pilot has to dive or something, the crew won't be bouncing off the ceiling and getting injured. Their job is to make sure that, if there is a threat indicated, they can tell the pilot where it is coming from; they can identify if there is a smoke trail or anything. —Ardell Bourgeois

Charlottetown native **Allan MacKay**, who lives and works in Kitchener-Waterloo, Ont., spent time with an Army unit in-theatre. His visual arts career includes serving as gallery director at Toronto's The Power Plant and Art Metropole, and at the Mendel Art Gallery in Saskatoon. His works have been exhibited nationally and internationally, and he has served as Artist in-residence at Canadian universities and colleges including the Nova Scotia College of Art and Design and Queen's University.

Patricia Platoon Commander

This is in the mess tent, as the soldiers are lining up to get a meal. In the background is one of the main streets out in the airstrip area. It's a combination of all the coalition forces there, which would included primarily the Canadians and Americans, and Special Forces, too, a mix of various countries' forces. — Allan MacKay



Consult www.dnd.ca/hr/dhh/ for more information about the CF Artists Program, and Vol. 4, No. 45 of The Maple Leaf at www.forces.gc.ca/site/community/mapleleaf/index_e.asp for coverage of the November 13 display of new works by artists of the Canadian Forces Artists Program.

Visit www.cbc.ca/news/photogalleries/warart/ to view the complete works of art of the CF Artists Program pilot project.

DND/CF Help Line for Harassment/ Sexual Assault

English: 1-800-290-1019
Agents are available to take calls from 0900 to 1700 EST Monday to Friday.
Voicemail is available at all other times.

DND/CF is committed to providing a harassment-free workplace by promoting prevention and prompt resolution of harassment.

The Harassment/Sexual Assault Help Line augments DND/CF's efforts to provide a safe, non-threatening environment for the voicing of complaints. Staffed by agents including nurses, social workers, human resource specialists, and former CF members who act as facilitators, The Line serves callers who believe they have been harassed, who want to be well informed about their rights and responsibilities as leaders, managers, members or employees, and/or who are having trouble accessing the various complaint resolution avenues set up within DND/CF.

The Line does not subscribe to call display. No caller ID information is kept. Callers may choose to remain anonymous; agents need not know callers' names. Callers are not obligated in any way to start or to continue harassment complaint proceedings. Once they hang up, callers alone decide whether or not to pursue the issue, seek mediation, or make a formal complaint. Agents are there to help callers help themselves.

Callers are often potential complainants who wish to discuss an issue or incident, or express a concern about something unacceptable that is happening to them or others in the workplace. They may at times be reluctant to raise issues of wrongful conduct within their chain of command because they believe it is disloyal or petty to complain, especially about harassment.

The Harassment/Sexual Assault Help Line is not a reporting venue for offences of a criminal nature. Callers are encouraged to contact the Canadian Forces National Investigation Service (CFNIS) in their region.

The Line, launched in May 1998, has provided assistance and guidance to almost 3000 callers, demonstrating that CF members and DND employees today have a heightened comfort level with regard to sharing their concerns about harassment. In the beginning, most calls were made by women who felt they were targets of sexual harassment or assault. Today, the majority of calls concern harassment of a non-sexual nature, and The Line now receives more calls from men than from women.

Consult www.dnd.ca/hr/harassment/ or <http://hr.dwan.dnd.ca/harassment/> (Intranet users only) for more information.