

ASK THE COMMAND TEAM



THE CDS AND CF CHIEF WARRANT OFFICER WANT TO HEAR FROM YOU

If you have a question or comment about what is happening in the Canadian Armed Forces, please send your email to +AskTheCommandTeam-Equipedecommandementvousrepond@ADM(PA)@Ottawa-Hull. Your message will be reviewed and the CDS or CF Chief Warrant Officer will respond to a selection of questions in upcoming editions of The Maple Leaf and on the Defence Team intranet site.

SUPPORT RESOURCES FOR MEMBERS

Good Morning Sir, There is an issue with information that could very well save somebody's life missing from the military intranet.

I have been looking for more information within the intranet, the DIN, and on Base Borden's Website. The information I have been looking for is about suicide, who to contact and where to go for help. For many people, it is already too late. Suicide prevention happens well into the winter months after many of the symptoms occur. I phrase my last in this way as from research outside of military computer systems, winter is related to many people in regards to emotional wellbeing. This can occur with dietary needs. The body requires more then just nutrients from food to survive. There are nutrients received from the sun that many who work indoors, especially during the winter months, do not receive enough of.

I do not want to digress from my topic. I am currently taking supplements; anti-oxidants with vitamin E, and beta-carotene with vitamin A. They are helping. Not everyone who suffers from this will realize there is a problem until it is too late. Luckily, I have great friends, and course mates with me in Borden who have helped me get through this.

I wish you all a pleasant holiday season.

Corporal, Borden



Thank you for taking the time to raise this important question. I appreciate your concern and suggestions and can assure you that our leadership team is working to have more information on mental and social wellness made available to our members.

In the meantime, you should note that the following resources are available both internally and externally:

- Canadian Armed Forces Member Assistance Program: http://www.forces.gc.ca/en/caf-community-support-services-map/member-assistance-program.page?
- The Surgeon General's Mental Health Strategy: http://www.forces.gc.ca/en/about-reports-pubshealth/surg-gen-mental-health-strategy-toc.
- Strengthening the Forces: http://cmp-cpm.forces. mil.ca/health-sante/ps/hpp-pps/default-eng.asp
- 24/7 Family Information Line: https://www.familyforce.ca/sites/FIL/EN/Pages/default.aspx?

As you're already aware, we each have a role to serve in identifying and assisting those affected by mental health concerns. We can all note changes in behaviour, we can all listen to each other, and we can all aid in seeking help.

Additionally, help is always immediately available in a crisis by calling 911. Expert help is also available at your base and wing clinics, via the member assistance program (at 1-800-268-7708) or at your local emergency room. Don't be afraid to reach out to your friends, family members, leaders, padres and medical professionals for support.

Care and support is available to our struggling members, and people like yourself coming forward to start the conversation is an important part of combating self-stigma.

> Thank you, Gen Tom Lawson, CDS

RECOGNITION FOR SAR MEMBERS

CFCWO West, Having served at 103 Search and Rescue

Squadron and 413 Transport & Rescue Squadron the concept of a SAR Medal has come up numerous times. Mainly because not every one in SAR is awarded a medal for working under dangerous and extreme conditions. The few officers and Senior NCM's that take the time to write up citations for deserving members is limited and as you know the criteria for medals such as the MSM, CDS Commendations, MB and the SC take long hours to prepare and get approved.

Much of the SAR missions conducted in 103 SAR Sqn with the introduction of the CH149 Cormorant, were harrowing and under adverse and extreme conditions, but for most members in that Air Force community "we were only doing our job", was stated quite often.

In recent years since I retired, the Navy has introduced an insignia for time served at sea and is there anyway a similar SAR insignia could be developed and worn by the many technicians, aircrew and support staff who served for a noted period of time in the various SAR squadrons. We give a Bar for the SSM for Alert tours and NATO for 180 days.

Anxiously awaiting your response.

Chief Warrant Officer, Retired

Thanks for your question.

Recognition of the great accomplishments of our personnel is a priority of the CAF. As you may be aware, Canada has a very comprehensive and effective National Honours and Recognition program. This program encompasses everything from acts of gallantry and bravery to members carrying out their duties in a manner that brings great credit to the CAF and Canada. By intent, this program is designed to recognize excellence by all our members — it is not occupation specific. Numerous search and rescue personnel have been and continue to be recognized for their heroic deeds through this national program. With that said, we do tend to focus recognition writ large on missions conducted outside of Canada. For this reason, as the CFCWO, I will be working with our Directorate of Honours and Recognition to examine the viability of developing some type of domestic mission recognition for our members. As the primary mission of the CAF is the defence of Canada, ensuring we recognize our members for the great work they're doing here at home is worth investigating. Please stand by for an update in the coming months.

> **CFCWO CWO Kevin West**

HOME EQUITY ASSISTANCE

Good day Sir,

Has there been any more discussion with respect to financial compensation for Military members and Home equity Loss? Any information would be appreciated, thanks!

Cheers! Master Warrant Officer, Gagetown

Thanks for your question MWO

You raise an issue that is a concern for a number of our members. We are mindful of both the observations within the Ombudsman's Report and concerns expressed via the chain of command, and we are looking at ways to improve the balance between the

Government of Canada and impacted CAF personnel relating to home equity.

To that end, a review of the Home Equity Assistance benefit is currently underway as part of a comprehensive review of the CAF relocation program. It should be recognized, however that, Treasury Board is the authority and other departments, such as the RCMP, Revenue Canada and associated stakeholders also have interests in the program. A revamped relocation policy is currently under development and will be presented to Treasury Board for consideration.

Suffice to say, we are very aware of relocation issues and are diligently looking at ways to update the program.

> CDS Gen Tom Lawson

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COVER:

Moving forward to 2014

The Mople Leaf January 2014, Volume 17, Number 1

THE NEXT GENERATION HUMAN RESOURCES AND PAY SYSTEM - WHAT'S IN IT FOR YOU?

You may be familiar with some of the challenges associated with the Canadian Armed Forces (CAF) Human Resources Management System, such as outdated information and duplicate files in multiple systems. Its related policies, processes and procedures also date, in some cases, back to the 1950s. Significant work is being done to address these challenges, which will have an effect on all military personnel and fundamentally change the way the CAF manages its valuable human resources.

GUARDIAN: MORE THAN A SOFTWARE UPGRADE

The Military Personnel Management Capability Transformation Project was formed to create a solution that would update the policies, processes and procedures, and create the architecture for the platform needed to deliver it. This is much more than a software upgrade. The combined solution, known as Guardian, will change how we do business daily with respect to personnel records, pay, and access to benefits and services. Training and In-service support will be provided as Guardian is introduced.

Once fully integrated, Guardian will deliver accessible, timely and trustworthy personnel information. It is also being designed to be agile, to best serve the ever-changing needs of those in uniform, and eliminate policy and process barriers that can impede recruitment, retention, employment and access to benefits and services.

Critical to Guardian's initial success is the quality and integrity of the human resources information that goes into the system. For Guardian to function properly from the outset, the information that will be migrated into the system needs to be accurate, complete, consistent,

relevant and accessible. This is why a clean-up of the current Human Resources Management System data is essential and will commence in early 2014.

WHAT'S IN IT FOR YOU?

For CAF personnel:

- Single personnel record from enrolment to release and beyond
- · Accelerated delivery of approved pay and benefits
- Self-service accessibility

For commanders:

- Accurate, force-ready information
- Timely updates
- Comprehensive records for strategic decisions

For the human resources community:

- Force multiplier (accomplish more, and focus effort on higher value-added tasks)
- Greater automation
- Quicker turnaround time

Military Personnel Management Capability Transformation team members are available for presentations and briefings. To request a presentation, please email +Guardian-Gardien-Communications@CMP Proj MPMCT@Ottawa-Hull or visit the MPMCT Intranet at http://cmp-cpm.forces.mil.ca/mpm-tcg/index-eng.asp for more information.

The Department of National Defence and the CAF have been examining the efficiency and effectiveness of its programs and operations to improve and modernize the way business is conducted. As part of Defence Renewal announced in October 2013, the Defence Team is embarking upon a series of business process renewal initiatives, and the savings and efficiencies will be invested back into front line operations. The Military Personnel Management Capability Transformation Project is an example of such an initiative. •

VADM NORMAN

sets a course with RCN Plan

The Royal Canadian Navy (RCN) has a new roadmap to establish the Navy's direction and strategic priorities for 2013 to 2017.

The RCN Executive Plan, launched in early December by Vice-Admiral Mark Norman, Commander RCN, will help guide the organization through the most intensive period of transition and renewal ever in its peacetime history.

In the Plan, VAdm Norman sets out his four main priorities: to ensure excellence in operations at sea; to enable the RCN's transition to the future fleet; to evolve the "business of our business", leading to more effective management of resources; and finally, to energize the entire RCN institution.

VAdm Norman is confident the Plan will allow the Navy to realize these goals. To this end, the RCN has set in motion a series of changes in its governance, readiness processes and structures as it seeks better, leaner and smarter ways to deliver on its mission. These changes, collectively known as "Navy Renewal", represent the RCN's contributions towards the broader Defence Renewal effort.

operational training, operational planning, fleet readiness, and warfare policy.

The Naval Reserves will continue to be realigned toward a more traditional CAF model

"The organizing principle for Navy

Renewal is 'One Navy', by which we will realign

the RCN's core readiness functions and

processes around pan-naval authorities who

will exercise their responsibilities on behalf of

the entire RCN regardless of where they are

includes a clear separation of roles and respon-

sibilities between the strategic and operational

levels of command. The Naval Staff in Ottawa is being realigned toward its corporate func-

tions, such as ensuring the delivery of the future

fleet, and further decentralizing operations to

ders. Commander Maritime Forces Pacific will

assume responsibilities for Naval Training

Systems, individual training and education, as well as governance of the Personnel

Coordination Centres. Commander Maritime

Forces Atlantic will focus on collective and

At the operational level, functions are being delegated to one of the two coastal comman-

The creation of pan-naval authorities

located," VAdm Norman explains.

of Reserve service, supplementing the Regular Force at home and abroad through part-time and full-time service, in addition to strengthening public awareness of the RCN as a whole

"Each of us has a unique and equally important role to play in sustaining the RCN today and preparing it for tomorrow," says VAdm Norman. "The Executive Plan will allow us to do that, by uniting us in a common understanding of our challenges and our opportunities, as well as a shared vision of where we're headed." \(\psi\)



Making it easier for Canadians to find and access government information online.

WEB SITE PUT NEEDS OF CANADIANS FIRST

Making it easier for Canadians to find and access government information online got a helping hand December 17 when a new web site 'Canada.ca', was launched marking the beginning of a transformation to modernize the Web sites to improve Canadians' online experience.

The commitment to ensure that web sites put the needs of Canadians first prompted the government to launch **Canada.ca** signalling to the public the beginning of the web-renewal initiative.

Canada.ca has been designed to ensure that:

- the most frequently visited information is easiest to find.
- information is easy to access on smartphones, tablets and desktop computers.
- mobile applications and social media channels are easy to find and use.
- content is organized by key themes making the site user-friendly.
- all the information you need to start looking for a government program or service can be found in one place.

Canada.ca features 15 user-centric themes based on information and tasks that visitors are looking for.

It is expected that by December 2016 all active content on Government of Canada web sites will be consolidated and fully migrated to **Canada.ca**. The desired outcome is a modern, user-centric tool that supports an "open and all of government" approach to doing business.

For more information on the development of **Canada.ca**, please refer to the Treasury Board Secretariat's public service site.



VAdm Mark Norman, Commander RCN, addresses the crew of HMCS *St.John's* while alongside in Halifax.

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2013 YEAR END

January

PAPER PAY STUBS TO STOP FOR CIVILIANS

As of April 1, Compensation services will stop sending pay stubs to civilian personnel. To view paystubs and T-4s, civilian employees need access to the Public Works Compensation Website at: www.tpsgc-pwgsc.gc.ca/compensation.

February

CANADIAN ARMED FORCES SUPPORT IN MALI

A Canadian Armed Forces (CAF) CC-177 Globemaster III arrived in Bamako, Mali, on January 17 carrying a French military light armoured vehicle, medical supplies and ammunition.



CAF SEVERANCE PAY ELECTION TIME IS NOW!

A one-time opportunity was available to choose a Payment in Lieu for all or part of your Canadian Armed Forces Severance Pay entitlement before you release or transfer from/to the Regular or Primary Reserve Force.

HMCS TORONTO DEPLOYED ON OPERATION ARTEMIS

HMCS *Toronto* underwent extensive training in preparation for this deployment as part of the multinational Combined Task Force 150 (CTF-150) and replaced HMCS *Regina* which was in the region since August. HMCS *Regina* deployed to the Arabian Sea region with CTF-150 to conduct maritime security operations in the Gulf of Aden, the Gulf of Oman, the Arabian Sea and the Indian



March

DIN NATIONAL SITE REPLACED BY THE DEFENCE TEAM SITE

In March, the Defence Team site replaced the current DIN National as the new National site.

The Defence Team site is the primary online source for information about what's happening within the DND/CAF. Although the site looks different, it provides similar access to tools and information as the DIN National. This includes everything from the Form Search, A-Z Index, People Search, and more. New content is added regularly to help you stay connected and informed.



HONOURING THE DEVIL'S BRIGADE

The Devil's Brigade, or First Special Service Force, was an elite Canada-US unit formed in 1942 for service during the Second World War. The unit served in the Aleutian Islands, Italy and France. With daring commando-style raids and other intense actions, the force played an important role in the allied victory.



CAF CONDUCT JOINTEX 13

In anticipation of potential future operations, the CAF engaged in a series of training exercises they began planning three years ago, collectively named JOINTEX 13, to prepare for leadership roles in multinational expeditionary operations.



April



TRAINING FOR FINAL AFGHANISTAN ROTATION

Task Force 2-13 is the final CAF deployment as part of Operation ATTENTION, Canada's contribution to the NATO Training Mission in Afghanistan. The Task Force stood up in January, and predeployment training is well underway for CAF personnel who will begin deploying in mid-June for deployments lasting from eight to 12 months.

OP SCULPTURE - MISSION SUCCESS

After 13 years in Sierra Leone, the Canadians on Operation SCULPTURE closed the door for the last time February 14, as they embarked on the long flight home.

The stand-down of the CAF contingent in Sierra Leone is the beginning of the end in Sierra Leone. The International Military Advisory and Training Team (IMATT) ceased all

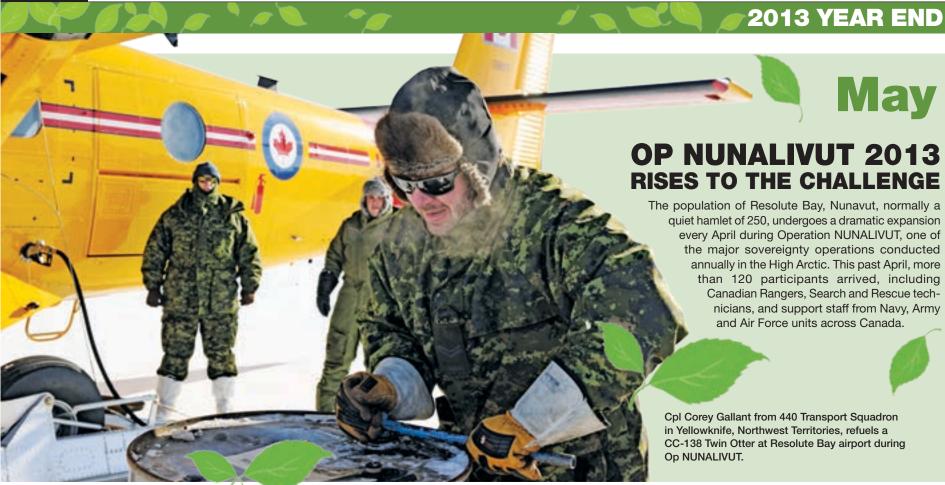


operations March 30 the same time the British IMATT pulled out, but they now maintain a small British military component. This closure means the Republic of Sierra Leone Armed Forces (RSLAF) are now able to manage their military affairs.

EX GUERRIER NORDIQUE 2013: CULMINATION OF 30 YEARS IN CANADIAN MILITARY EXPERTISE

Gathered on the shore of Lac de la Squaw, near Schefferville, Quebec a group of curious onlookers impatiently awaited the arrival of the Royal Canadian Air Force plane. The crowd was buzzing.





CANADA'S EYE IN THE SKY: DRDC, CSA PARTNER TO TRACK THREATS

Successful collaboration of government, industry and academia

Defence Research and Development Canada (DRDC) and the Canadian Space Agency (CSA) joined forces to launch NEOSSat (Near-Earth Object Surveillance Satellite), the first microsatellite dedicated to detecting and tracking asteroids that pass relatively close to Earth as well as Earth-orbiting, man-made objects.



NEOSSat is tested to see how it fares against radio frequencies.

HMCS TORONTO DISRUPTS MASSIVE DRUG RUN

HMCS *Toronto* successfully disrupted a massive narcotics shipment in the Indian Ocean on March 29, as part of ongoing counter-terrorism operations, Operation

ARTEMIS, in the region.

The ship's boarding party searched a suspect vessel off the coast of Africa as part of ongoing maritime security operations. During this inspection, the boarding team recovered approximately 500 kilograms of heroin with an estimated street value of more than \$100 million USD.



HMCS *Toronto*'s naval boarding party searched the suspect vessel in the Indian Ocean as part of ongoing maritime security operations. While onboard the boarding team recovered a significant amount of narcotics.

June

ARMY OF THE FUTURE: PREPARING FOR 2040

What will the global security environment look like in 2021? How about 2040? What types of threats will Canadians face at home and abroad? And, how will the Canadian Army keep Canadians safe and secure by planning for and adapting to the future? These are some of the challenging questions the Canadian Army Land Warfare Centre (CALWC) in Kingston is working to answer.

"The CALWC is tasked with providing the Army with a relevant plan for tomorrow and the future," explains Lieutenant-Colonel Victor Sattler, deputy director of the CALWC.



CELEBRATING PUBLIC SERVANTS'

The important work of federal public servants and their contributions to Canada were cele-

brated and recognized during National Public Service Week (NPSW), June 9-15.

The advice public servants provide to government and the services they deliver to Canadians have a direct and positive impact on our citizens' security and well-being.

Public servants patrol our coastlines, secure our borders, keep our food supply safe, ensure Canadians remain healthy, negotiate international partnerships and trade agreements that help our nation succeed in a competitive world.

CSOR SOLDIERS AWARDED MEDALS

In a series of bold and coordinated attacks across the rugged Afghan terrain, Taliban insurgents attempted to shift their fighting from the countryside to the crowded urban streets of the nation's major cities in the spring of 2011. The enemy selected key targets including areas of high tactical value throughout Kandahar City, the provincial capital and focal point of the insurgency.

On May 7, 2011, shots rang out close to an Afghan Police checkpoint just outside the walls of the Kandahar Provincial Response Company (K-PRC) compound. As the attacks in the city grew in intensity, the Afghan government decided to call K-PRC to help quell the surge.



Street-level views of the central bazaar, known to CSOR operators as Building 4, immediately after the assault on May 7, 2011.

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2013 YEAR END



Op NANOOK continues to demonstrate the CAF ability to operate effectively in this challenging environment and enhances the skills of our soldiers, sailors, and airmen and airwomen.

27.72

CPO 1 Bob Cléroux, CFCWO

CFCWO DEPARTURE

"I would like to inform you that I retired from the CAF on July 5, after 36 years and 304 days of service. This school of life has allowed me to live an extraordinary experience. My successful and fulfilling career would not have been possible without the support of my family and all the military and civilian personnel I've had the privilege and the pleasure of working with throughout my career."

ALBERTANS RESPOND TO FLOODS

As flood waters slowly recede and Albertans start to restore some normalcy in their lives, DND, in support of Public

Safety Canada, provided help to those in affected areas.

CAF personnel and Royal Canadian Air Force aircraft deployed to airfields throughout the province, assisting civilian authorities in search and rescue and evacuation efforts, including the rescuing of 31 people during the initial evacuation.



is maintained by the Regular and Reserve Force personnel located in over 60 communities across the three northern territories. Additionally, the ranks of the CAF swell during any one of the major operations and exercises conducted North of 60, most of which are conducted

with our governmental partners.

Members of Lord Strathcona's Horse (Royal Canadians) and local citizens pile sandbags to create a retaining wall around the water treatment facility in Medicine Hat, Alberta during

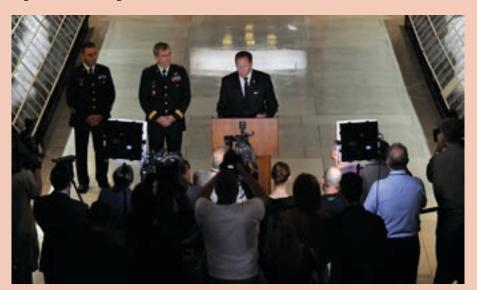


CHANGES TO THE MAPLE LEAF WEBSITE

The Web presence of The Maple Leaf changed this year. Access to Maple Leaf articles will be available primarily through the internal Defence Team site (dt-ed.mil.ca) and its regular print publication. New media will also be used to keep members of the Defence Team informed with articles of broad interest to the general public continuing to be available on the forces.gc.ca site via the News page and through the DND/CAF RSS feed and on the iPhone and iPad App.

THE AFGHANISTAN MEMORIAL VIGIL

As the clouds settled into the skies soaring far above Ottawa's Peace Tower, a small group of reporters and military personnel quietly gathered inside Parliament's Hall of Honour around the former Defence Minister Peter MacKay, to officially unveil Canada's Afghan Memorial Vigil.



The Afghan Memorial Vigil, was on display at the Hall of Honour at the Peace Tower in



COMMEMORATING THE 70TH ANNIVERSARY OF OP HUSKY

Seventy years after Canadians first took the town of Agira during the Second World War, cracking the German foothold in Sicily, Mr. Giuseppe tells his story to Canadian soldiers who have returned to remember and honour those who fought in these streets so many years before.

FOR THE FUTURE

Even though the new Canadian Forces Chief Warrant Officer Kevin West was only in his office at NDHQ for only a few weeks, when he began working on plans to move the CAF forward. This meant he didn't get to enjoy the view from his office for long, because he hit the road to visit CAF personnel through- CFCWO Kevin West marches with the out the country.



Ceremonial Guard on Parliament Hill.

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October

FORCE PROGRAM STANDARDS ARE ATTAINABLE

Evaluation and its complementary online date, 96 percent have met or exceeded the exercise platform, www.DFit.ca, had a FORCE Evaluation standards. very successful start. Of the over

Six months into its pilot year, the FORCE 22,600 personnel who completed the test to

PEACEKEEPING IN PORT-AU-PRINCE

With temperatures, even without the humidity, soaring in the high 30s, going out on patrol was a good weight-loss program. But this wasn't the reason why 34 CAF members participated in Operation HAMLET in Port-au-Prince, Haiti.



December



OP RENAISSANCE: COORDINATING DISASTER RELIEF IN THE PHILIPPINES

In an area where typhoons are a common occurrence, Typhoon Haiyan hit the Philippines with such force that it took most people by surprise. One of the strongest on record, Haiyan caused landslides and knocked out power, leaving the country's central island region with little to no communication and affecting an estimated 11.3 million people.



MCpl Stephane Fortin, medical technician for the 2nd Canadian Field Ambulance, Petawawa. and member of the DART, examines the tonsils of a local child in Sara, Philippines.

CANADIAN ARMY SOLDIERS RETURN HOME FROM AFGHANISTAN

After spending the past six months in Kabul, Afghanistan in support of Operation ATTENTION, soldiers from the 3rd Canadian Division came home in time for the holiday season.



DEFENCE RENEWAL: BUILDING THE FUTURE OF DEFENCE TOGETHER

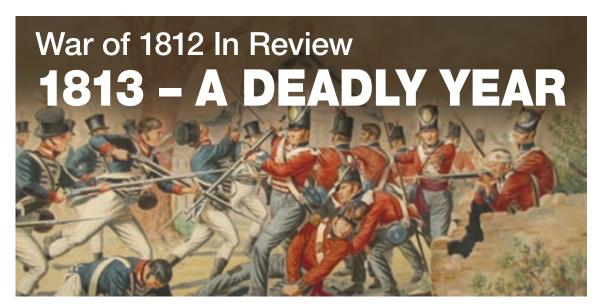
The Defence Renewal Charter and Plan were launched during a national meeting of senior leaders from across Defence. The Charter and Plan set out to improve the way we work as an organization and find opportunities for reinvesting into the Defence Team. Together, the documents provide a five-year roadmap for Defence moving forward.



CHANGES TO CAMPAIGN AND SERVICE MEDALS

The eligibility lists for several service medals have been modified and approved by the Armed Forces Council, to include additional qualifying service. These changes affect the Operational Service Medal with Expedition ribbon (OSM-EXP) and the Special Service Medal with NATO Bar (SSM-NATO).

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THE SECOND YEAR OF THE WAR

1813 wasn't an auspicious year British North Americans or for their neighbours to the south. As they looked back at the year that was, they sadly recalled episodes of violence, death and defeats.

Although the British were most recently successful launching a surprise night attack on the Americans at Fort Niagara (sending them in head-long retreat from occupying the Niagara frontier) much of 1813 in and around Upper Canada was spent reeling from multiple American invasions and occupation.

This was hardly the case in 1812. Bloodless British victories characterized the early stages of the war. A joint Anglo-Canadian-Aboriginal force took the offensive leaving Canadian soil to invade Fort Detroit in the first summer of hostilities. The red-coated column – led by General Isaac Brock and the Shawnee chief Tecumseh

accompanied by the war-crying whales of Aboriginal warriors, made such a psychological impact on the cowering American General closed up inside the fort that he surrendered his force three times the size of the advancing Anglo-Aboriginal alliance without firing a musket.

THE DEATH OF BROCK AND TECUMSEH

But by the end of 1813, Gen Brock and Tecumseh were dead. The scarlet clad British general and the warrior chief inspired their followers to stand-up against an aggressive and expansionist American Republic bent on the annexation of the fledgling British colonies.

With the death of Gen Brock and a retreating native alliance, British strategy was to act defensively and allow the invaders to make mistakes. As the campaign of 1813 opened, the invaders determined to seize Kingston to cut the link between Upper and Lower Canada. But American second guessing diverted their attack to York (now Toronto).

THE AMERICAN **OFFENSIVE**

The Americans attacked the north Shores of Lake Ontario fighting a savage six-hour battle on April 27 determined to capture the provincial capital. During the British retreat, Gen Roger Sheaffe ordered the detonation of the fort's powder magazine which blew up as American forces waited outside for the British surrender. The blast wounded or killed 250 Americans including their commander, Brigadier-General Zebulon Pike. This action set the tone for the ensuing American occupation of town. The Americans burned and looted public and private buildings, burned the provincial parliament and seized valuable naval supplies destined for Lake Erie; but the British, by burning their halfcompleted warship Sir Isaac Brock and with the successful escape of the

Prince Regent, further frustrated the for civilians and soldiers to endure on Americans' plan to appropriate the naval booty and change the balance of power on Lake Ontario. Neither side totally controlled the lake for the

Next in the American plan of attack was Fort George. This key British fort fell to the Americans in May opening the way to control the Niagara peninsula. Yet, the Americans failed to capture and imprison the British forces who retreated from Fort George to present day Burlington. But the retreat didn't mean they were out of play. The British capitalized on their freedom of movement when they were tipped off about a sleeping American force at Stoney Creek. A brazen night raid brought British victory there in early June. Three weeks later, another tip of crucial American intelligence was provided to British Lieutenant James Fitzgibbon at Beaver Dams through Laura Secord. Again, a daring feat of bluff and bluster played to the advantage of the British and Aboriginal forces who accepted the surrender of 500 American troops.

This convinced the remaining Americans that venturing outside the confines of Fort George was a dangerous enterprise. Although they occupied Fort George for the balance of the year, they never managed to achieve their strategic aim – to control the peninsula and divide Upper and Lower Canada.

Being pent up in Fort George didn't prevent atrocious acts of violence against civilians during this period of the war. Prior to their final abandonment of the fort, the Americans burned the town of Niagara and also raided York on a second occasion at the end of July burning the barracks, blockhouses, looted private property and released inmates from the town jail. These were terribly dark experiences all sides

Following the American collapse to pacify the Niagara region, US soldiers next plotted a two pronged attack on Montréal during the harvest season. The British defeated these forces in the battles of Crysler's Farm and Chateauguay.

THE BATTLE **OF LAKE ERIE**

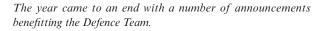
Meanwhile on the Great Lakes, American commander Captain Oliver Hazard Perry fought the Battle of Lake Erie on September 10, 1813. His decisive victory ensured American control of the lake, improved American morale after a series of defeats in the North-West forcing the British to fall back from Detroit. This paved the way for Gen William Henry Harrison to launch another invasion of Upper Canada, which culminated in the American victory at the Battle of the Thames on October 5, 1813, in which chief Tecumseh was killed and effectively ended the North American indigenous alliance with the British in the Detroit region. American control of Lake Erie meant the British could no longer provide essential military supplies to their Aboriginal allies, who in large measure, dropped out of the war.

A TOUGH YEAR

1813 was a tough year for those citizens, soldiers and sailors directly involved in the War of 1812. It looked as though there was to be no conclusion to hostilities on the eve of the New Year.

And if anything can be said of the harsh events of 1813, Canadians across the Upper and Lower province demanded retribution for the plundering and burning of the provincial capital and the town of Niagara. *

December ANNOUNCEMENTS



December 3

Clearing the remnants of War

Ceremonies were held near Honiara, Solomon Islands to mark the successful completion of this year's Op RENDER SAFE, the biannual Australian-led operation to reduce the threat of unexploded Second World War ordnance in the South Pacific.

Commemorating 70th anniversary of the Battle of **Monte La Difensa**

Veterans of the famous Devil's Brigade, serving and retired members of the Canadian Special Operations Forces Command, all gathered at Canadian Forces Base Kingston for a ceremony to commemorate the 70th anniversary of the Battle of Monte (Mount) La Difensa.

December 6

CAF leaders among Canada's Top 100 Most **Powerful Women**

Canadian Armed Forces (CAF) members Capt(N) Jill Marrick, Col Krista Brodie and Maj Eleanor Taylor were among Canada's top 100 most powerful women by the Women's Executive Network. The awards recognize high achieving female leaders in the private, public and not-for-profit sectors where women are selected for recognition by an independent advisory board. The awards were presented at a Leadership Summit and Awards Gala in Toronto.

December 10

OPCW's Nobel Peace Prize-Winning Work has **DRDC** Connection

As the Canadian leading a UN Weapons Inspection team into Syria, Scott Cairns found himself front and centre on the world stage when his team confirmed that chemical weapons had been used in an August 21st attack which killed 1,400 civilians. For this work, Mr. Cairns' organization, the Organization for the Prohibition of Chemical Weapons (OPCW) was awarded this year's Nobel Peace Prize.

December 13

Consolidation of NDHQ in the National **Capital Area**

The consolidation of NDHQ will fulfill a government commitment to bring thousands of DND staff and members of the CAF



located in the National Capital Area together in significantly fewer areas to improve efficiency and effectiveness.

In particular, the move of approximately 8,500 NCA-based Defence Team members - military and civilian - will reduce operational and accommodation costs, strengthen departmental security, and increase the efficiency and effectiveness of Defence Headquarters

December 16

Canada's DART completes mission in the Philippines

The Disaster Assistance Response Team (DART) has completed its humanitarian assistance mission in the Philippines and has been redeployed to Canada. The decision to depart was made in consultation with the Philippines government and the UN. Philippine authorities have expressed their gratitude to Canada, along with other nations, some of which have already commenced the hand over of relief efforts to the Philippine military, local government authorities and civilian aid organizations.

December 16

Military lawyer honoured among federal Queen's **Counsel recipients**

Col Patrick Gleeson, Deputy Judge Advocate General/Operations, has received one of the highest honours within the legal profession—being designated federal Queen's Counsel (QC), as officially announced by the Department of Justice. Col Gleeson is one of seven federal government lawyers who has demonstrated exemplary legal services to the Crown and to the Canadian military justice system.

December 17

BGen Thompson to Lead Multinational Force and Observers

A CAF general was selected to become the next Force Commander for the Multinational Force and Observers (MFO), an independent international organization to supervise the implementation of the security provisions of the 1979 Egyptian-Israeli Treaty for Peace. BGen Denis Thompson will assume the duties of Force Commander for the MFO in March, at the rank of major-general, succeeding MGen Warren Whiting of the New Zealand Defence Forces.

CAF Wrap-Up Op CARIBBE 2013

HMC Ships Edmonton and Yellowknife, along with HMC Submarine Victoria, recently completed deployments in the Eastern Pacific Ocean, marking the end of a very successful year for Op CARIBBE 2013. The CAF had tremendous operational success this year combating transnational organized crime off the Caribbean and Pacific coasts of Central America, directly contributing to the seizure of 5,080 kg of cocaine and disruption of international drug trafficking over 11 months.

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MY ROLE IN THE

MY ROLE IN THE CFDS features military and civilian personnel and occupations throughout the Defence Team. Featured profiles use real-life stories to illustrate the dedication, excellence and professionalism of personnel and employees in their day-to-day jobs under the purview of the Canada First Defence Strategy.

> If you're dedicated to your job, it will pay-off down the road.

> > - Chief Petty Officer, 2nd Class **Eddy Berrouard**

CPO 2 EDDY BERROUARD

SERVES PROTOCOL TO PERFECTION

"I was always involved in hospitality," says CPO 2 Berrouard, protocol officer and chief steward at NORAD and USNORTHCOM (United States Northern Command) based in Colorado Springs, Colorado. "I was 16 years old and working in my cousin's auberge (inn) in Sainte-Anne-de-Beaupré and enjoyed it."

EXPERIENCES

CPO 2 Berrouard's experiences led him through the doors of Canadian military recruiters in Québec City in

1981. The Beauport, Que., native worked in the hotel industry of the medieval-styled tourist-friendly city of Quebec where, after completing hospitality studies at Anne-Hébert College, he enlisted in the Royal Canadian Navy as a steward.

"I had no idea what to expect," he said. "I decided to see what the military offered and had no idea what I was getting into and boom, two months later, I was in basic training and off to CFB Borden for steward training.



I had no idea what to expect. I decided to see what the military offered and had no idea what I was getting into and boom! Two months later, I was in Basic Training and off to CFB Borden for steward training. ""

> - Chief Petty Officer, 2nd Class **Eddy Berrouard**



DEFENCE OF NORTH AMERICA

Assisting in the defence of North America as the chief steward at NORAD/ USNORTHCOM is the role CPO 2 Berrouard plays in support of the Canada First Defence Strategy. As the lone Canadian at the Command Protocal Office, he assists in overseeing all major visits to the "Top Four" (the four senior officers who up the command cell): the commander of NORAD/ USNORTHCOM (American General Chuck Jacoby), the deputy commander of NORAD (RCAF Lieutenant-General Alain Parent); the deputy commander of USNORTHCOM (American Air Force LGen Mike Dubie) and the Chief of Staff to NORAD/ USNORTHCOM (United States Army Major-General Charles Luckey).

OFFICIAL VISITORS

Visitors include senior Canadian/ American military commanders, international foreign dignitaries and local diplomatic, federal, state and municipal staff. Aside from these visits - there are hundreds each year - CPO 2 Berrouard's other role sees him supervising three major receptions held at the Canadian commander's residence. Most recently, he was involved in supervising the Christmas Holiday Open House, an event attracting over 150 guests.

"It's a very busy job," admits CPO 2 Berrouard. "Whenever anyone of significance pays a visit to the top four, we kick into high gear. We

plan the visits which involve all the moving parts around the meetings: luncheons, dinners, briefings, the logistics, accommodations, translation; it can seem endless at times. And everything we do here is done to the American military standard of hospitality."

CAREER PATH

CPO 2 Berrouard's career has followed a long and winding military trail to his rocky mountain post. After initial trades training, he was posted to HMCS Terra Nova from 1982 to 1985, sailing the seas to the Far East. He was then assigned to a four-year posting to Canadian Forces Europe in Lahr, West Germany where he handled the base accommodations and food services. Returning to Canada in 1989, he was posted to CFB Edmonton for a year where he was the Junior Ranks Mess manager.

Returning to the West Coast in 1990, CPO 2 Berrouard was posted to HMCS Yukon where tours to Australia, New Zealand, Tahiti, Korea and Japan quickly followed. "That was a fantastic tour, especially linking up with our counter-parts in the Australian and New Zealand navies; unlike the US Navy who don't have stewards, those countries do and so we linked up on several occasions to learn from each other. They were great people."

Following a three-year posting to the CF School of Administration and Logistics at CFB Borden, CPO 2 Berrouard returned to the west coast and was posted as the senior steward to HMCS Annapolis and Protector.

In 2001 after 20 years of service, CPO 2 Berrouard released from the Regular Force. But Her Majesty's service wouldn't be a thing of the past for this sandy bottom sailor.

THE RETURN

After eight years of serving at an exclusive hotel in downtown Victoria, a phone call out of the blue asked him to return to active duty. "There was a shortage of middlemanagers in the steward trade and I thought to myself, why not? I was back in uniform as a Petty Officer, 1st Class and posted to HMCS Winnipeg as a steward chasing pirates off the coast of Africa."

In 2011, his trail finally took him to the Rocky Mountains of Colorado. "It's been a great honour working here and watching how the Americans handle visits," he says.

CPO 2 Berrouard has some parting advice to pass-off to recruits joining the steward trade. "Get involved and volunteer at events with the mess as they always need help. Get familiar with official functions as this will help you in your career down the road. Get your feet wet and learn from the seniors in your trade. They are your mentors and although you will work long hours, if you're dedicated to your job, it will pay-off down the road."

Lastly, CPO 2 Berrouard adds, "I've seen the world through the eyes of a steward. And it's a very rewarding feeling when people leave a function and they're happy. That's how we know we've done a good job." ♦



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Defence Ethics Programme

Ethically, what would you do? SHOULD I CLAIM BREAKFAST?

Wayne is just back in the office after a week-long NATO HQ conference in Brussels. Catherine, his Directorate's senior clerk, is getting ready to process his claim but has some concerns.

"I don't think I'll be able to process this claim Wayne," said Catherine, who has been the office clerk for three years and has become an expert with travel-related claims.

"You see, the fee for the hotel that you attended last week in Brussels included breakfast," she said. "You were expected to eat breakfast at the hotel."

Wayne explained to Catherine that he decided to skip breakfasts and work out instead.

"Aw, c'mon Cat, you know how busy these conferences can be. The only time I could work out was in the mornings, I can't work out on a full stomach as I have a protein shake after my workout. I would grab breakfast at NATO HQ just before my slate of meetings that ran from morning through each night," he said.

"Besides, the breakfasts were meagre: mainly cheese and bread and coffee. Like I was serving ten-to-life. I paid out of pocket to eat healthy. Just some natural yogurt and fruit from the NATO café."

Catherine then suggested that receipts could substantiate his claim. "Look Cat, I don't collect receipts when I am on a per-diem."

With that, he closed the file containing his claim and put it in Catherine's inbox. He leaned over to Catherine, and whispered, "Remember that sick day you took to go golfing last month? ... I kept my mouth shut."

"You wouldn't dare mention that to anyone," Catherine said as her face began to flush. "I told you that in confidence, as my friend!"

DEP COMMENTARY ON "SHOULD I CLAIM BREAKFAST?"

In order to maintain the integrity of the Public Service and retain the public's trust, DND employees and CAF members must be good stewards of government time and resources

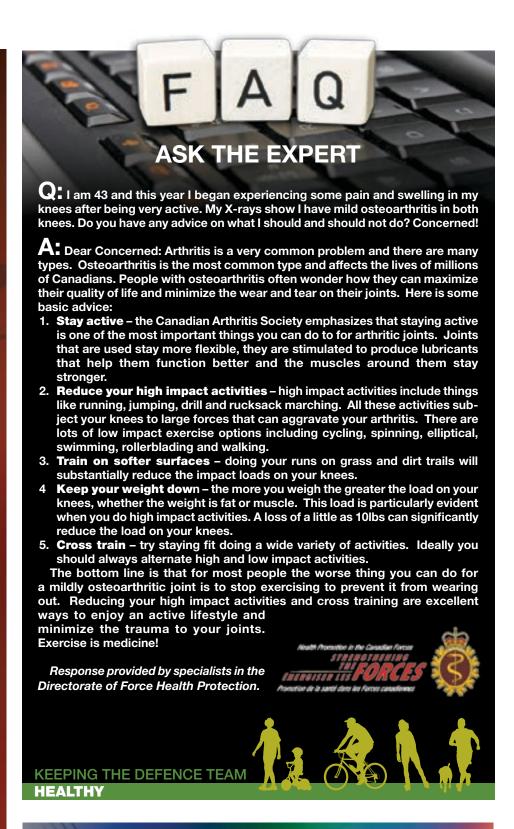
Wayne should not claim the cost of the breakfasts that he chose not to take at the hotel. Knowing he was not entitled to claim the cost of his breakfasts, Wayne still tried to convince Catherine to approve his breakfast claim by reminding her that he knew that she had been dishonest by calling in sick one day to go golfing. It was unethical for Wayne to expect his friend Catherine to process a false claim, since it puts her job in jeopardy and is equal to asking her to lie and join him in unethical behaviour.

Catherine was right in her assessment that Wayne cannot claim for breakfast, as breakfasts are regularly part of hotel fees in Europe, a cost paid for by the government. If Catherine were to authorize separate payment for Wayne's breakfasts, she would be contravening Treasury Board Policy, as well as the DND travel policy. Even if Catherine wants to do the right thing by refusing to process Wayne's claim, her use of sick days needs to be addressed. Since Catherine could have otherwise performed her work duties on the day that she called in sick, she was wrong to take that sick day. The proper thing to do would have been to take a vacation day. She was also wrong to expect Wayne to be involved in keeping her unethical use of sick days a secret.

When we lie or falsify claims, declaring more than we deserve, we create an environment of distrust, which can break down our workplace relationships very quickly. The case between Wayne and Catherine also highlights what can happen when we involve other people in our unethical choices. The best way to avoid situations such as this is to be honest and responsible concerning use of government time and resources.

From an ethics point of view, who do you think was right? Who do you think was wrong? As an observer, what would you tell these people?

Please send your comments to the Directorate Defence Ethics Program at ethics-ethique@forces.gc.ca. Any suggestions for ethical scenarios to be explored, or personal experiences that could serve as examples, can also be sent to ethics-ethique@forces.gc.ca.





Starting this fall, many career manager visits for Canadian Armed Forces (CAF) personnel will be done virtually, rather than in person. In the past, career managers fanned out across the country every year to hold information sessions and one-on-one briefings with individual personnel regarding career progression and possible postings.

This new effort is called Career Management Video Visits, or CM2V, and will feel a lot like Skype. Thanks to the enthusiastic efforts on many bases and wings, and in particular the technical assistance afforded by Assistant Deputy Minister (Information Management) staff, the program is well underway.

The schedule for base and wing "visits" is designed to minimize the time and resources individual bases must commit to the CM2V. As this is a transition year, some units have offered temporary duty funds to bring career managers to their location for in-person visits. To

achieve the full savings intended by this initiative, it is intended that next year, all Career Manager Visits will be conducted virtually.

The important career management principle of ensuring that the right individual gets posted to the right job at the right time in his or her career remains. Members will continue to progress and benefit from career satisfaction, while meeting CAF operational needs.

The DND/CAF have been examining the efficiency and effectiveness of its programs and operations to improve and modernize the way business is conducted. As announced in the Defence Renewal initiative on October 7, the Defence Team is embarking upon a series of business process renewal initiatives, and the savings and efficiencies will be invested back into front line operations. The modernization of the CAF career management process is an example of such an initiative.

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EX NIHILO SAPPER



Soldiers from 4 Engineer Support Regiment (4ESR) build a 24-metre medium girder bridge across a river during Ex NIHILO SAPPER.

While soldiers of 4 Engineer Support Regiment (4ESR) Gagetown, N.B. boarded a plane to support international relief efforts in the Philippines, more than 400 soldiers from their regiment and supporting units were training to ensure they too are always ready.

Throughout November, 4 ESR soldiers were joined by members of 1 Engineer Support Unit and students from Canadian Forces School of Military Engineering to conduct Exercise NIHILO SAPPER. The exercise was designed to ensure the engineering regiment can rapidly provide engineering support to humanitarian relief efforts and combat missions at home and abroad. *Nihilo* is Latin for the creation of something out of nothing, and sapper is the military term for Army engineer.

Conducted at 5 Canadian Division Support Base Gagetown, the exercise included tasks such as the construction of a 300-person camp, building medium girder bridges, searching villages, constructing elevated observation posts and fortifications, and blocking roadways with obstacles, to name just a few. The engineers also practised their expedient route opening capability (EROC) and tested their ability to find and neutralize improvised explosive devices (IEDs).

"That just shows you how important your job is," said Brigadier-General Nicolas Eldaoud, commander 5th Canadian Division. "You need to always be ready because you never know when we're going to need you guys."

Lieutenant-Colonel Chris Ayotte, commanding officer, 4 ESR, called Ex NIHILO SAPPER a high-readiness exercise designed to prepare his engineers to be "the first ones in" whenever Canadian troops deploy.

Before follow-on troops arrive, engineers must first assess the conditions, and if needed, build fortifications or restore infrastructure such as roads, bridges, electrical power, communications and fresh water systems.

During Ex NIHILO SAPPER, 4 ESR

engineers set-up a Reverse Osmosis Water Purification Unit to test their capability to quickly establish an advanced water treatment system capable of purifying any water source found in the world. It's the same system used by the 4 ESR engineers who deployed to the Philippines in the wake of typhoon Haivan.

"What this exercise allows us to do is prepare ourselves for our Roto Zero responsibilities," said LCol Ayotte. "It's always a challenging exercise being in Gagetown in November," he said. "As always, the engineers have risen to the occasion and I'm very confident that by the end of the exercise we'll achieve all our goals." •



MCpl Don Read works to construct an abatis of wire and trees during a route denial task.

AUSTRALIAN OPERATIONRENDERS SAFE AMMUNITION

Canada and Australia share an impressive military history. Both countries fought together during the Great Wars of the 20th century and several UN missions.

On November 5, 2013 both countries extended their outstan-ding military history when ten Canadian Armed Forces members joined Operation RENDER SAFE, a bi-annual Australian Defence Force-led operation to dispose of explosive remnants of war in the south pacific.

Op RENDER SAFE 13 took place in the Solomon Islands, a country that saw heavy air bombardment and naval gunfire during the Second World War. As a result, unexploded ordnance (UXO) – ammunition that has been fired but failed to explode – can still be found on many of the islands, posing a potential safety hazard to the area.

CAF operators were divided into two teams: four clearance divers from the Royal Canadian Navy operated near the Russell Islands with an underwater Explosive Ordnance Disposal (EOD) team, while two combat engineers from the Canadian Army and two specialists from the Royal Canadian Air Force joined a land EOD team, which focused on the tropical island of Guadalcanal.

"The operators selected were all very



Royal Canadian Navy Clearance Diver, MS Shawn West (centre) calculates demolition charges required to clear unexploded ordnance in Russell Islands during Op RENDER SAFE 2013 in Solomon Islands.

experienced and skilled specialists who brought a large breadth of knowledge to the mission," said Task Force Solomon Islands Commander, Captain John Natynczyk.

During the Second World War, Guadalcanal saw heavy fighting between the US and Japan, while the Russell Islands were primarily used as a support and ammunition base by the US Forces. Following the war, the ammunition bases were abandoned and munitions were disposed at sea. Both the heavy fighting and disposal has made explosive hazards a risk to local populations today.

"The most rewarding experience has been helping the people of the Solomon Islands," said Capt Natynczyk. "Our EOD operators cleared approximately 1,200 pieces of ordnance from one family's farm. The family was extremely relieved that specialists were there to rid their land of these explosive hazards."

The process for clearing ordnance varies greatly based on type, fuze, state, orientation and condition. While some ordnance may be safe to pick up and move manually, others may be deemed too unstable and need to be blown in place. In this case, precautions are taken to minimize damage to the surrounding area.

"The pieces of ordnance that were encountered on this operation have been deteriorating under the elements for over 70 years," said Capt Natynczyk. "This creates a more challenging task for our operators, then when dealing with brand new ordnance."

The demanding environment gave CAF

personnel the opportunity to test and develop their munitions disposal skills in a scenario that is not easily replicated at home. Each EOD operator learned a lot said Capt Natynczyk.

"As well, we found that our EOD operators are on par with those of our allies," he added. "Backed by a strong technical background and enforced with flexible problem-solving skills our EOD operators cleared some of the most challenging pieces of ordnance of the mission."

This is the first time CAF members participate in Op RENDER SAFE. They worked alongside more than 200 personnel from the ADF, New Zealand Defence Force, US Navy and the Royal Solomon Island Police Force.

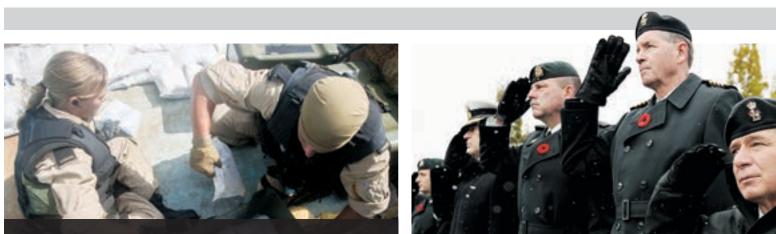
"The Australian forces have been great hosts to our contingent and we look forward to conducting any future operations with them," said Capt Natynczyk. "It's always great to work with other nations' armed forces and learn from one another."

In total Op RENDER SAFE 13 was successful in clearing 12,164 pieces of ordnance, and the Canadian Task Force was responsible for the disposal of more than 2,800 items. •



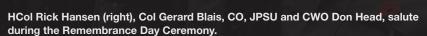
DARTReturns home

Fifty-five members from the Filipino Community in Toronto, Ont. welcomed home the Disaster Assistance Response Team to CFB Trenton on December 19, 2013.



Boarding party members of HMCS Toronto pack up seized narcotics in

Des membres de l'équipe d'arraisonnement du NCSM *Toronto* recueillent des stupéfiants saisis dans la région de la mer d'Oman.



Le colonel honoraire Rick Hansen (à droite), le Col Gérard Blais, commandant de l'UISP, et l'Adjuc Don Head font un salut pendant la cérémonie du jour du Souvenir.



SAR Techs conduct a free fall jump from a CC-130 Hercules over 14 Wing Greenwood, N.S. Des techniciens en recherche et en sauvetage sautent d'un CC-130 Hercules au-dessus de la 14e Escadre Greenwood,





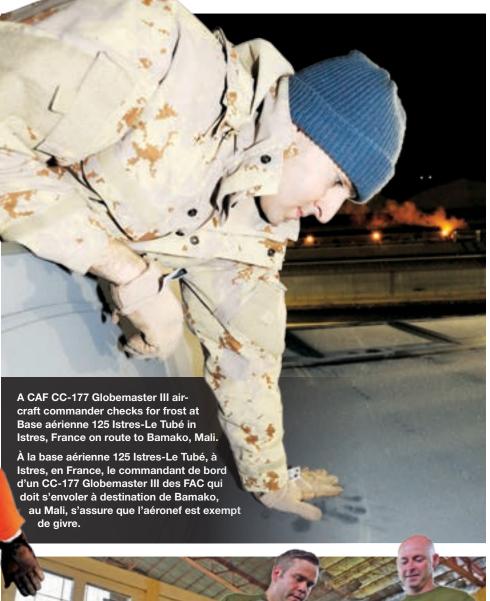
A member of the 5 CMBG Decontamination Coy artificially ventilates a simulated casualty during Ex FRONTIER SENTINEL 2013.

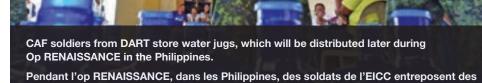
Un militaire de la compagnie de décontamination du 5 GBMC aide une victime à respirer artificiellement après une attaque chimique simulée pendant l'exercice FRONTIER SENTINEL 2013.



Soldiers from 1CER, Edmonton Garrison, and RCMP Officers observe the devastation in the town of High River, Alberta during Op LENTUS.

Des soldats du 1 RGC, de la garnison d'Edmonton, et des policiers de la GRC constatent les dommages à High River, en Alberta, pendant l'op LENTUS.





cruches d'eau en vue de leur distribution.

