



Chief of Military Personnel Newsletter

September 2014
Volume 3, Number 2

North Atlantic Armed Forces Declaration signed

At the recent meeting of North Atlantic Treaty Organization (NATO) Heads of State and Government in Wales, the *Armed Forces Declaration by the NATO Heads of State and Government* was released as a way to pay tribute to Armed Forces members around the world. Signed by representatives of all 28 member countries, the declaration honours the many important contributions made by our Canadian Armed Forces personnel and Veterans, which make life better not just for Canadians, but for people around the world.

The Armed Forces Declaration by the NATO Heads of State and Government as follows:

"The skill and dedication of the men and women serving in our Armed Forces are essential to collective security. These brave men and women serve our nations, facing danger and risking injury and death in the course of their duty. Their families also play a vital role, coping with relocation and separation, and enduring the consequences of injury and bereavement.

In putting the needs of their nation and their service above all else, the members of the Armed Forces of the nations of the



North Atlantic Alliance make immense sacrifices. In return, we reaffirm our support to them and their families, during and after their service, now and in the future.

We value the service and respect the commitment of each nation's Armed Forces personnel and their families. They must know that their sacrifices are not forgotten when they return home, that they will continue to be looked after if they are wounded and when they retire, and that their families will continue to be supported if they are killed. We affirm the importance we collectively attach to this, and commend the efforts being made across the Alliance to maintain and strengthen the bonds between our Armed Forces and the societies from which they come. We will seek to enhance the sharing of best practices and lessons learned in support of our Armed Forces personnel and their families, including on our national approaches to providing medical care to injured personnel and support to families.

As we mark the 65th Anniversary of NATO and two decades of operations on land, sea and air, including in Afghanistan and in the Balkans, we pay tribute and express our profound gratitude on behalf of our nations and peoples to all the brave men and women who stood ready to defend the Alliance and our values as well as to those, including from partner nations, who served in NATO-led operations and missions. We honour these courageous men and women, and their families, and place our trust in those who will follow them in years to come."

IN THIS ISSUE:

- 2 Career Management Video Visits will continue to generate savings
- 3 Into No Man's Land: Veterans march in cities across the country to raise awareness of Post-Traumatic Stress Disorder and reduce stigma
- 4 The Non-Commissioned Members Professional Development Division celebrates a new beginning



National
Defence

Défense
nationale

Canada



Career Management Video Visits will continue to generate savings

For the first time in 2013, a large number of Career Manager visits were conducted virtually, rather than in person at Canadian Armed Forces (CAF) locations across the country. As part of **Defence Renewal**, "Career Management Video Visits" or CM2V, was implemented to take advantage of modern technology, and thus generate savings.

2014-2015 career manager interview scheduling windows are being finalized. Once this is complete, members will be contacted to make individual appointments. All career manager interviews will take place virtually by CM2V or, if necessary, by phone.

This past year was transitional and some in-person and telephone career manager visits did still occur. In fiscal year 2012-2013, the Director Military Careers spent \$464,706 on travel-related expenses for career management activities. After the installation of CM2V in 2013-2014, they spent only \$42,836, which represents savings of \$421,870. These savings are expected to increase in the years to come.

With regards to the reaction to the CM2V initiative from the field, the response was largely positive. CAF members were generally pleased with the ability to conduct a quality career management interview remotely. With limited technical issues encountered, over 5000 CM2V career manager interviews were successfully completed. At this time CM2V is only available within Canada. CAF members posted outside Canada will continue to have telephone interviews with their career manager.

The primary challenge encountered was related to general awareness of the initiative and the coordination of interview schedules. However, with Units and leadership now being more aware of CM2V, higher participation is anticipated this year.

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 operational capabilities and readiness. The overall modernization of the CAF career management process is an example of such an initiative.



Managing Editor: Elliot Frutkin

Translator: Priscilla Beauchemin

Contributors:

Maureen Lamothe, Personnel and Legal Services Public Affairs

Capt Rick Donnelly, Canadian Forces Health Services Group Public Affairs

Cdr Tracey Lonsdale-Harris, Director Military Careers Support Services

Lt(N) Serge Tsoto, Royal Military College Saint-Jean Public Affairs

Performance Innovation team at Canadian Defence Academy Headquarters

Director Official Languages

The CMP Newsletter is published on the authority of the Chief of Military Personnel. The CMP Newsletter is available on the DND Intranet at

<http://cmp-cpm.forces.mil.ca/new-bul/index-eng.asp>

Comments should be sent directly to:

CMP Newsletter Editor
National Defence Headquarters
101 Colonel By Drive
6NT, Ottawa ON, K1A 0K2

Or, via e-mail to:

CMPPNews-NouvellesduCPM@forces.gc.ca



Into No Man's Land: Veterans march in cities across the country to raise awareness of Post-Traumatic Stress Disorder and reduce stigma

In August 2014, Lieutenant-General David Millar, Chief of Military Personnel, and Brigadier-General Jean-Robert Bernier, Surgeon General of the Canadian Armed Forces (CAF), invited members of the Into No Man's Land awareness march to meet with them at the Canadian Forces Health Services Group Headquarters in Ottawa. The meeting was held to learn from the marchers about their experience and what they were hearing along their march, and to discuss current Canadian Forces Health Services mental health and stigma reduction initiatives.

Into No Man's Land is a grass roots awareness program conceptualized by Steve Hartwig and Jason McKenzie, both former CAF members with deployment experience in the former Yugoslavia. Their mission, as they described it, was to raise awareness about Post-Traumatic Stress Disorder and to reduce the stigma often attached to the condition. Both men are marching in towns and cities in every province in Canada to speak about their experience both in the military and with Post-Traumatic Stress Disorder.

"Steve and Jason have committed to something incredible with this march across Canada," said LGen Millar. "Their goal of raising awareness and understanding about Post-Traumatic Stress Disorder can help those who do know about the condition to recognize it in either themselves or others and to know that effective help is available for them. Their march is an example and message of hope."

BGen Bernier applauded the efforts of Mr. Hartwig and Mr. McKenzie, focussing on the importance of seeking medical help.

"The message these men are sending is a critically important one," said BGen Bernier. "For those suffering from Post-Traumatic Stress Disorder or any other form of mental illness; help is available. Stigma, and perhaps more importantly, self-stigma, is a very real and true barrier, but one that we must all play a role in conquering. Steve Hartwig and Jason McKenzie are valiantly working towards doing just that."



Steve Hartwig marches through Alberta during the Into No Man's Land PTSD Awareness March.

Photo credit: Facebook

The Into No Man's Land journey across Canada began in June in British Columbia, and is set to wrap up in St. John's, Newfoundland in September.

"We want to spread a message of hope that a diagnosis of Post-Traumatic Stress Disorder doesn't mean an end to your quality of life," said Mr. Hartwig. "Jason and I are doing well, we have been well treated for our condition and we lead happy lives. After all these years, we remain committed to the military, though we no longer serve in it."



The Non-Commissioned Members Professional Development Division celebrates a new beginning

On August 21st, a special ceremony was held at the Royal Military College Saint Jean to integrate the Non-Commissioned Members Professional Development Division into Royal Military College Saint-Jean, as well as rename it the Chief Warrant Officer Osside Profession of Arms Institute. The ceremony was presided over by Major-General Éric Tremblay, Commander of the Canadian Defence Academy. The Chief of the Defence Staff, General Tom Lawson, and the CFCWO Chief Warrant Officer Kevin West were also in attendance.

Created in 2003, the Non-Commissioned Members Professional Development Division was originally under the Canadian Defence Academy and was housed at Royal Military College Saint Jean. Today, the Chief Warrant Officer Osside Profession of Arms Institute is a healthy school that will benefit from new resources to continue developing its programs, and will continue to provide leadership classes to non-commissioned members at key moments in their careers.

“Integrating the non-commissioned member professional development component into the Canadian Royal Military College’s program will build a synergy that will enable both programs to flourish,” said MGen Tremblay. “The Officer Cadets program will benefit from the non-commissioned member development program. Also, the latter will benefit from the college’s resources, like the ones found in the Academic Division.”

During the ceremony, CWO Kevin West, along with a number of serving CWOs, paid a spirited tribute to the late CWO Robert Osside, the very first CWO of the Canadian Armed Forces (CAF). At the height of the arms profession, CWO Osside paved the way for non-commissioned members as he filled this position created by the Chief of the Defence Staff in 1978 to support him in his functions and to counsel him on matters regarding non-commissioned members. During a touching moment, CWO Osside’s daughter, Diane Fraser, said a few words about her father, allowing those present to grasp both the special qualities of this man’s character as well as the scope of his contributions to the CAF. Renaming a school in his honour will keep alive the memory of one who remains a constant source of inspiration for our non-commissioned members.



Photo credit: Cpl Nédia Coutinho,
St-Jean/Montreal Imaging Services

Gen Tom Lawson, Chief of the Defense Staff, and CWO Kevin West, CFCWO, with a plaque honouring CWO Robert Osside, the first CFCWO, which was unveiled at Royal Military College Saint-Jean on August 21, 2014.



Chief of Military Personnel Newsletter

The Canadian Armed Forces Learning Portal: a good idea is better when you share it

The [Canadian Armed Forces \(CAF\) Learning Portal](#) has been created as a single-stop website for CAF individual training and education, distinctly serving the unique needs of learners, instructors, course developers and training managers. All CAF members and Department of National Defence staff, regardless of their role related to individual training and education, will have access to:

- Interactive groups
- Defence Learning Network Learning Management System
- Discussion boards
- ALLIES language tool
- Blogs
- Army Knowledge Environment
- Wikis
- Conferencing Tools

- Live chat
- CAF Virtual Library
- Activity Feeds
- CAF Mobile App Store

The CAF Defence Learning Network Learning Portal, which is one part of the broader CAF Campus Individual Training and Education modernization plan, is a Defence Renewal initiative.

The best way to really understand the value of the Portal to you is to have a look. Opening a personal CAF Defence Learning Network Learning Portal account is simple; contact us at CDA-ADLLab@forces.gc.ca and request an account today!



During this year's Linguistic Duality Day on September 11th, senior leaders reaffirmed their commitment to both official languages. Col Stephen Tremblay, Director Official Languages (far left), Gen Tom Lawson, Chief of the Defence Staff, and the official languages co-champions; Cynthia L. Binnington, Assistant Deputy Minister (Human Resources - Civilian) and LGen David Millar, Chief of Military Personnel, shared personal experiences learning and working in their second official language and also discussed the importance of bilingualism within our teams, and the advantage of bilingualism during operations.

Photo credit: Canadian Forces Support Unit (Ottawa) Imaging Services



In their own words: The 2014 Nijmegen Marches

On July 18, 2014, a Canadian Armed Forces (CAF) contingent of 172 participants from across Canada proudly completed a major physically and emotionally demanding task by crossing the finish line of the 98th annual International Four Days Marches Nijmegen. The Canadian contingent marched 40 kilometres each day for four consecutive days, while wearing standard combat clothing and carrying a military rucksack weighing at least 10 kilograms.

Canadian military contingents have participated in this prestigious long-distance marching event, held in the Netherlands, since 1952. In part, these marches honour the more than 7600 Canadians who died in the nine-month campaign from 1944-1945 to liberate the Netherlands and aid in the conclusion of the Second World War.

Here's what some of the participants had to say about their experience:

"Marching through and around Nijmegen as a Canadian soldier is one of the best feelings. The amount of praise and smiles you receive from the Dutch is enough to make you forget that you just walked 160 kilometres. From start to finish, the Marches were a phenomenal experience. It takes a lot of kilometres under your feet to get there, but it is totally worthwhile in the end."

*Corporal Michael Veal,
1 Princess Patricia's Canadian Light Infantry Nijmegen Team*

"On the third day we made our way through the crowds to the Groesbeek Canadian War Cemetery. The second we crested the top of the hill, everything seemed to get calm and quiet. Standing among 170+ brothers and sisters of the CAF and another 2338 fallen members at rest, this overwhelming feeling of pride and *esprit de corps* came upon me. It's 'that' feeling that makes your back stiff, your chest stick out and your chin held high. It was definitely hot and without a doubt there were some aches and pains but for that hour, everything was perfect."

*Master Corporal Brad Hardy,
National Capital Region Nijmegen Team*

"An unexpected side of the Nijmegen Marches is that physical limits are not the only kind of boundaries being pushed back. Through friendly marching-song battles and encouragements,



Photo credit: Cpl Andrew Wesley, Joint Task Force Nijmegen 2014

The Canadian Armed Forces Joint Task Force Nijmegen 2014 contingent marches to the finish line during the fourth and final official day of the Nijmegen Marches on July 18, 2014.

boundaries of language and nationality disappeared. Boundaries of time also seemed to fade as we walked trenches where our ancestors slept, ate and fought and placed our poppies on graves far away from home."

*Master Corporal Isabelle Gagnon,
Regiment de Hull Nijmegen Team*

"The march was one of the highlights of my career. I was overwhelmed by the warmth and generosity of the Dutch people giving us food and encouragement on the march. The highlight of the trip for me was the visit to Vimy Ridge and the John Frost Bridge in Arnhem. My regiment is celebrating its 100th anniversary this year and it was the honour of a lifetime to pay my respects on the battlefield where so many Patricia's gave their lives."

*Sergeant Peter Vandoremalen,
1 Princess Patricia's Canadian Light Infantry Nijmegen Team*

"No matter how the feet, legs and back were hurting during the Marches, just seeing the cheering masses and smiling children as you handed them little Canadian flags, made it feel like a four-day long parade where you wanted to keep going with a smile on your face. The joy it brings to a nation and the camaraderie you feel with your team and the teams around you, regardless of the flag they are waving, makes it one of the greatest feelings one can hope to experience in their career."

*Leading Seamen Johnny Peters,
Royal Canadian Navy Maritime Forces Pacific
Formation Nijmegen Team*