

LBA:

COL B.K. JOHNSON

BRANCH CWO:

CWO J.P.P. CÔTÉ

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If you have items of interest to the greater Logistics Community, submit a short, bilingual article—See Editor's page for details. Deadline for articles within the next issue: 1 September 2016.



# LOGISTICS BRANCH NEWSLETTER

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JUNE 2016



*Col Angela Banville, Outgoing LBA/LBI*

It is hard to believe that my two-year tenure as the Logistics Branch Adviser/Integrator has come to an end. I have loved being a Logistician since my first posting as a 2Lt, however I must admit that I didn't know much about how the Branch worked until I became the LBA/LBI. I think that is probably the case with many Logisticians.

I was given the task of 'revitalizing' the Branch and along with the Branch CWO we set out on a path to do just that. We started with reviewing and updating our Branch Governance that outlines the framework to run the Branch and provide the Occupation and training management for our Logisticians. With the Logistics Branch Senate, we then embarked on developing a five-year Campaign Plan for the Branch that has set the Logistics Branch on a path to "deliver world class sustainment to achieve operational and institutional excellence." We have outlined how we are going to get there from here and all of the objectives we need to attain along the way. I have no doubt that we as Logisticians will achieve our objectives and continue to be enablers of operations. Logistics is an essential military capability. Operations cannot occur without our presence. On the other hand, we need to enable the operators to deliver specific effects: we are indeed a team, none more important than the other.

In order to deliver that logistics capability, Logisticians must receive relevant training at the right times throughout their career. They must also be mentored, developed and managed so that as they advance in rank they are afforded opportunities to support the Force Generators, and the Institution and be challenged to develop their professional competence. Operations and logistics are intricately linked. The Logistics capabilities to mount, deploy and sustain military forces domestically and internationally are what enables commanders to conduct the missions assigned to them. We have an essential role to play and we have continually proven that we can be relied on to deliver. You should all be proud of what you do in support of CAF operations.

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As part of our Branch ‘revitalization’ we set out to strengthen the Branch’s relationship with the CF Logistics Museum (CFLM). The Branch has a great, yet little known Museum in Montreal! Who knew? Not me, but I have to tell you that every Logistician should visit. The Curator, Dr Gregory, and the Museum Committee have worked very hard to create a real jewel in Montreal. The CFLM is preserving our collective history, while celebrating the accomplishments of our predecessors as they supported WWI & II, the Korean War, operations with the UN and in Bosnia, Haiti, Africa, the Middle East and Afghanistan. No artefact or story is too small to spark the interest of Dr Gregory and his team. They have recently produced a number of professional, informative travelling displays that have recounted our collective history to personnel in Ottawa, Borden, Kingston, Toronto, Montreal, Valcartier and soon Israel. Future projects will hopefully be seen at units from coast to coast. We also hope to develop stronger ties between the CFLM and CFLTC to instil pride in being a Logistician with our newest members.

The relationship between the Branch and the CF Logistics Association (CFLA) has not been very strong over the past years, and we have worked to improve that important link. A strong CFLA can play a complementary role in support of the Branch and its members. We are ultimately striving for a “one Branch – one Association” concept, where we collectively support a common goal. A robust Association can support the Branch and its members in many ways, including: pursuing affinity programs for our members; enhancing communication with serving and retired members to foster Branch esprit de corps; assisting in running professional development, social and sporting events; supporting the Branch Bursary program and lending support to the CFLM to preserve our collective heritage to name a few. I think that we can all agree that these are all worthy activities to support our Logisticians.

The Branch CWO and I agreed that we needed to visit and meet as many Logisticians as possible during our tenure to understand how they support their units in the field and learn how the Branch can support them to achieve mission success. At every unit that we visited, we found proud Logisticians, Reg Force and Reserve, who were hard working and dedicated professionals, and with their civilian counterparts were playing a critical role in supporting operations across the CAF/DND. Many units are experiencing personnel shortages, but invariably they are positive, mission focused and employing innovative solutions. Every visit left us proud of the work Logisticians do to support operations.

We have embarked on a number of other initiatives to improve our Branch including:

- ◆ Updating the Logistics Branch Handbook;
- ◆ Commencing discussions to have a Log Branch history written;
- ◆ Reviewing current Occupation training and updating where necessary to meet new requirements;
- ◆ Developing new training for Finance and Food Services Officers and for the new Human Resource Administrator and Financial Services Administrator Occupations;
- ◆ Improving how we manage Food Service, Ammo and Postal Officers;

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- ◆ Clearly defining which positions in the institution require Post Graduate certifications or Professional Designations;
- ◆ Updating Occupation Entry Standards;
- ◆ Streamlining Branch Awards and Recognition nomination processes to recognize our members;
- ◆ Aligning Reg F and Res training where it makes sense;
- ◆ Aligning Branch Succession Management processes with those of the Environments to better support the advancement of our members;
- ◆ Building upon the Branch relationship with Canex to provide Logistics Branch accoutrements and merchandise that our members want and using those revenues for the benefit of Logisticians across the CAF; and
- ◆ Overseeing the numerous Occupation Analyses underway, ensuring that the Occupation structures that are selected will best support the CAF/DND and our members.

Overarching all of these initiatives has been a concerted effort to improve Branch communications through a revamped and more robust Branch Newsletter, updated and more user friendly Intranet and Internet sites and regular Branch wide e-mails to keep Logisticians apprised of changes and new initiatives within the Branch.

All of this could not have been achieved without the hard work and commitment of the Branch Chief, LBI staff, the Environmental and Occupation Co-Advisors and CPO1/CWOs, CFLTC staff and the Career Managers. Many of them play a significant role in the running of this great Branch as a secondary duty while still meeting the demands of their primary duties, but they all were committed to supporting the needs of the Branch and Logisticians.

More challenges are to come as we bring all of these initiatives to fruition and prepare to celebrate the Branch 50<sup>th</sup> Anniversary in 2018. Planning has already started at units across the CAF for events to mark this important milestone. I encourage you to lend your energy, enthusiasm and talents to the activities being planned in your location. As I hand over my duties to Colonel BJ Johnson, I am confident that he will take on these challenges with vigour and enthusiasm as he has throughout his career and I know that I leave the Branch in good hands to continue on this path that we have started on. I am honoured to have served as your LBA/LBI and remain proud to continue to serve with such a group of dedicated, passionate and professionals.

Servitum Nulli Secundus





## FROM THE HIGH ARCTIC TO IRAQ – PROFESSIONAL DEVELOPMENT FOR CANADIAN ARMY LOG OFFICERS

CA, G4 Ops 3, Maj Ryan Thebault

In order maintain the professionalism of an officer corps, the officers, among many other things, must continuously strive to personally develop throughout their careers but not all learning can be accomplished through tests, studying or online courses. In fact, peer-to-peer interaction and discussing the lessons learned from one another's experiences is a cornerstone of our Professional Development (PD) system. It is through these interactions and sense of camaraderie that help to build *esprit de corps* within the Logistics Branch. The Director Canadian Army Logistics (Dir CA Log), Col Keith Osmond, had both the Professional Development and *esprit de corps* aspects in mind when he issued a simple order, "make it epic."

Boring. Stuffy. Bland. These aren't the words that come to mind when one thinks of the word *epic* but rather they are typically synonymous with events such as, "professional development seminar" or "mess dinner." In its true sense of the word, epic is defined as "a long poem, typically one derived from ancient oral tradition, narrating the deeds and adventures of heroic or legendary figures or the history of a nation" but if you troll through social media you will find the word used in common internet vernacular usually to describe the latest *epic* video game, ice cream sundae or scary-faced emoji. It is amazing how a traditional word that has lasted centuries can quickly morph into something that sends literary scholars and English teachers cringing. This metamorphosis is usually achieved through natural progression, genetic mutation or in the case of a PD Seminar and a Field Mess Dinner, from the brainchild of the Dir CA Log.

The Connaught Ranges in Ottawa played host to the Annual Canadian Army Logistics Officer PD Seminar and Field Mess Dinner that brought Army Logistics Officers from all over Canada to the National Capital Region (NCR). The venue was decorated with camouflage netting as to remind those from the NCR that they are in fact still in the Army and for those officers from the Divisions, it smelled and looked like business as usual. It wasn't boring. The Professional Development seminar was opened by the Chief of Staff Army Strategy, BGen Cadden, who spoke about the current



Lt.Col Kevin Collins, United States Marine Corps, addresses the Logistics Officers during the Professional Development session at the Connaught Range Mess Facility. Photo credit: Capt G.J.P. Rodeghiero

operating and security environments, how the CA is evolving and how the Logistics community is playing a pivotal role. The Officers also had the pleasure of hearing from Col Zimmer who shared his insights on the implementation of the Strategic J4. Officers in attendance had the opportunity to not only hear from CAF and Logistics community senior leadership, but also had the pleasure of hearing from notable speakers including Lt.Col Kevin Collins from the US Marine Corps who shared his experiences of 'Light Logistics' during Op IRAQI FREEDOM,

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Major Walter Michalchuk, the former Commanding Officer of CFS Alert, spoke about the unique sustainment challenges of CFS Alert and finally, the brilliant and entertaining keynote speaker, Dr. Whitney Lackenbauer. Dr. Lackenbauer's energetic 75 minute presentation covered aspects of the Canadian Arctic that proved as fascinating as our Arctic is vast. Lastly, BGen Horlock, CJOC Chief of Staff Support Operations, concluded the PD portion of the event by sharing his personal thoughts on the true importance of following sound logistical principles no matter the operating environment.

As the PD Seminar was winding down, the mess staff was conducting last minute preparations to the dining hall and folks were issued their final marching orders for the evening and the excitement amongst the officers was evident. As the attendees started dribbling into the dining hall, they were greeted with a smile, a hand shake and a commemorative beer stein filled to the brim with their beverage of choice. Not a typical entrance to a mess dinner by any means but this was no ordinary mess dinner; this was a Field Mess Dinner. The dress was combats, the tables were mixed, there were only assigned tables, not seats, and the traditional head table was nowhere to be found. The tables were laid out in straight rows that would impress any sergeant-major and not so much as a fork was out of place but the atmosphere was light. It wasn't stuffy. The mess dinner rolled out in traditional fashion with opening remarks from the CA G4 before turning the floor over to the Guest of Honour, MGen (Chuck) Lamarre, SJS DOS. An inspiring speech without a note in hand, MGen Lamarre shared his thoughts on the Logistics Branch and how he sees it playing an ever important role in the CA of tomorrow. He also spoke on the importance of continuing to build a sense of camaraderie and *esprit de corps* within the Logistics Branch and noted that its events such as this that help to do just that.

Dinner was served shortly after the completion of the speeches and the officers were encouraged to get up freely throughout the evening to mingle or refresh their glasses. Each CA Division developed a five minute presentation on what their respective Divisions brings to the fight. Some were better prepared than others and for those that perhaps lacked in preparation, the crowd was sure to make it known. As the presentations wrapped up, the tables were quickly cleared and the traditional port was poured to toast the Queen which marked the end of the dinner. The mingling carried on late into the evening with the stories getting evermore elaborate as the hours went on. New friends were made and old friendships rekindled. If you don't think a Field Mess Dinner can be epic, mark your calendars for 2017 and come see for yourself.



CA Field Mess Dinner at the Connaught Range Mess Facility.  
Photo credit: Capt G.J.P. Rodeghiero



## 427 SPECIAL OPERATIONS AVIATION SQUADRON - LOGISTICIANS ENABLING SOF AIR POWER

*2IC Support Flight, 427 SOAS, Capt Cassandra White*

427 Special Operations Aviation Squadron (SOAS) is a high-readiness CANSOFCOM unit that enables JTF-2, CSOR, CJIRU, CSOTC, and CANSOFCOM HQ with:

- ◆ Aviation Support to Hostage Rescue;
- ◆ Direct Action/ Special Reconnaissance;
- ◆ Aviation Support to Maritime Special Operations/Maritime Counter-Terrorism;
- ◆ Fast Rope/ Rappel/ Low Hover Dynamic Insert; and
- ◆ Defense Diplomacy Military Assistance.



**427 SOAS Traffic and Supply Technicians preparing an aircraft pallet for onward movement to theatre. Photo credit: Cpl Nick Currie**

With a distinguished history of excellence dating back to 1942, 427 SOAS leverages

aerospace power expertise for their primary role of providing dedicated Special Operations Aviation effects as part of high readiness Special Operations Task Forces for domestic and international operations.

Support staff at 427 SOAS consists of Regular Force and Reserve Force MOSIDs to fulfill Squadron requirements in staff and support positions. These personnel must be fully versed in Squadron operations as they may be employed on operational tasks. 427 SOAS employs a variety of occupations and trades to support daily operations. Within the Squadron there are Supply Techs, MSE Ops, Cooks, Traffic Techs, RMS Clerks, Vehicle Techs, Weapon Techs and Logistics Officers. These members work closely together in small teams to assist a wide variety of domestic and international operations, exercises, and daily flying support. Due to the small team environment, supporters at 427 SOAS encounter a unique set of challenges. In order to be successful as a supporter within 427 SOAS, it is absolutely essential that members be subject matter experts in their current trade, and have the maturity and capacity to work independently. They will be relied upon to perform at multiple rank levels with a high degree of professionalism and trade expertise, and at times, may be the sole supporter for that operation or exercise, providing comprehensive logistical support to a detachment on their own. Personnel employed within Supporter positions can be expected to be exposed to higher levels of trade training, gain out of trade exposure, and work within a high tempo and operationally focused environment.

On any given day, a supporter at 427 SOAS will be planning for or responding to multiple simultaneous operations and exercises along with continuing the daily running of support sections. Their tasks are widely varied and encompass incredibly diverse environments, an MSE Op could be navigating the narrow and precarious roadways of a Caribbean country in an aircraft refuelling truck, en route to a forward fuel point for an international exercise or operation, while a Supply Tech searches the local markets of an African country, conducting local purchases in support of the CH146 Special Operation Aviation Detachment (SOAD).

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The Traffic Techs will be producing cross border documentation at the home Squadron, and shortly thereafter could be in a South-East Asian field building up aircraft pallets for the return strategic lift to Canada. As a Logistics Officer, one could find themselves in a foreign country conducting a recce for viable aviation fuel options and initiating contracts in an austere environment, relaying this information to Detachment Commander for the operational planning.



**427 SOAS MSE Ops coordinate the loading of aircraft refueller for onward movement to theatre.**

Photo credit: Cpl Nick Currie

The ability to provide premium support to a high number of simultaneous operations is grounded in the top tier personnel recruited and selected into 427 SOAS. The Squadron's high tempo in combination with the compact support section demands expertise at all rank levels in order to deliver effective logistical contributions to the overall effort. To give a snapshot of the Squadron tempo, 427 SOAS supporters are currently initiating and supporting a SOAD, an ongoing and complex operation in the Middle East, supporting the Special Operations Tactical Aviation Course (SOTAC), which is the major force generator for Special Operations Aviation pilots/flight engineers and crewman that spans over multiple months, as well as planning for combined CANSOFCOM exercises in the US, Canada and Caribbean where a multitude of Special Operations

Aviation capabilities will be utilized with partner units. Though chaotic and demanding at times, working at 427 SOAS is a fulfilling and unique experience where the knowledge gained at 427 SOAS will make you extremely competitive as you progress through the ranks and various postings within the CAF.

Regular Force members interested in applying to Supporters positions within CANSOFCOM must check for position availability at the CANSOFCOM DWAN site (<http://cansofcom-comfoscan.mil.ca/cr/index-eng.asp>). You are encouraged to apply early in the fall and consult the site regularly as availability change often due to promotion and unforeseen situation. The following POC are also available to answer your queries.

- ♦ **JTF 2 Recruiting and Selection cell** Telephone: 1-800-959-9188 Email: [otgrecruit@forces.gc.ca](mailto:otgrecruit@forces.gc.ca)
- ♦ **CSOR Recruiting and Selection cell** Telephone: 1-800-262-1507 Email: [recruiting-cansofcom@forces.gc.ca](mailto:recruiting-cansofcom@forces.gc.ca)
- ♦ **CJIRU Recruiting and Selection cell** Telephone: 1-866-345-7995 Email: [CJIRU\\_Recruiting@forces.gc.ca](mailto:CJIRU_Recruiting@forces.gc.ca)
- ♦ **427 SOAS Recruiting and Selection cell** Telephone: 1-855-427-7627 Email: [427SOA\\_EOSA@forces.gc.ca](mailto:427SOA_EOSA@forces.gc.ca)
- ♦ **CANSOFCOM HQ Recruiting and Selection cell** Telephone: (613) 945-2875 or (613) 949-4198 PRes applicants interested in employment at HQ may email: [cansofcomreserves-comfoscanreserves@forces.gc.ca](mailto:cansofcomreserves-comfoscanreserves@forces.gc.ca)
- ♦ **CSOTC (Recruiting centre of gravity for the Command)** Telephone: (613) 687-5511 extension: 4007 Email: [+CSOTC\\_Recruiting@CANSOFCOM@Petawawa](mailto:+CSOTC_Recruiting@CANSOFCOM@Petawawa)



**427 SOAS supporters & maintainers loading CH-146s on to C177 airlift for overseas operations.**

Photo credit: Cpl Dan Strohan 8 Wing Imaging.



## THE LOG BRANCH AND THE LOG ASSOCIATION

*Canadian Forces Logistics Association President, Mr Ian Nicholls*

Many of you are aware that your Branch has been working over the last year to assist the Canadian Forces Logistics Association (CFLA) to grow and become more robust in accomplishing its mission of assisting Logisticians. This article is aimed at providing you with the background and updating you on progress as well as describing why you should consider joining the Association.

In late 2015, the Logistics Branch Senior Council officially recognized the need for and the value of the CFLA. Virtually all Branches of the CAF have a parallel professional military Association affiliated with them. They are complementary to the aims of their Branch but exist outside the chain of command and therefore have considerable flexibility. Although we have had such an Association since 1972, it had fallen into neglect over the many organizational transformations that the CAF has undertaken in the last 50 years. The Logistics Branch is the most diverse and unique in the CAF. It encompasses all three Environments, a large number of officer specialties and a tremendous and disparate range of NCM Occupations. In today's resource constraints CAF, members of the Branch routinely serve in a wide range of different units, where different uniforms can adapt to other Branches ways of conducting business. Under the circumstances, fostering and maintaining pride, satisfaction, identity and a feeling of truly belonging is a huge challenge for our Branch, a challenge which other Branches do not have to face. Logisticians are everywhere, but are often invisible to leadership, so we need to take care of ourselves and regularly celebrate our uniqueness, our history and our professionalism. Nobody else is going to do it for us, so your Branch has taken steps to ensure that your Association can execute that as their *raison d'être*.

Therefore, the Branch and the Association have developed a mutually agreed division of responsibility and support to ensure that measurable progress is made and we can no longer fall out of sight. You will soon be hearing the term "the Logistics Family" as it applies to all serving (Regular and Reserve), retired, Officers and NCM's, civilians employed in logistics functions, and immediate families. We are one. The Branch and Association have agreed on tasks that will be performed including:

- restructuring and institutionalization in a formal and legal fashion (for example, formally incorporating the CFLA under Government of Canada regulations regarding Not for Profit (NFP) Organizations);
- establishing geographical Chapters across the country to provide centres of mass for Logisticians everywhere;
- providing a flexible and affordable membership structure that will cater to personnel moving around the country;
- using communication tools such as websites and social media on a routine basis to keep in touch and solicit input from every level;
- celebrating our history and heritage; and
- promoting excellence by awards and competitions, preserving customs, etc. If you join you will have a direct and real-time impact on these programs.

I encourage all of you to support these initiatives being made on your behalf. Ideally you will decide to become a member. But you are going to want to see more than lists of proposed activities and programs. You are going to want to be able to personalize your involvement and be able to measure the value-added to yourself. Let me offer these suggestions:

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For retired Logisticians. This is an opportunity to give back after your own fulfilling career, and help to reinforce that sense of family and fellowship that defined your service, to share lessons learned, to reach out to family members who might be lonely or in need, to find out what the youngsters are up to and the challenges they face today in this changing and dangerous world and even just socialize and remember;

For serving Regular and Reserve Logisticians. You too will have a forum to build and strengthen bonds with your colleagues as support professionals. More pertinent, as a member you would have access to discounted services (home and auto insurance, mortgages, etc.): bursaries for your family members; regular and professionally delivered information services to keep you aware of issues directly affecting you in the military and as part of the Logistics family; regular sponsored logistics oriented sporting events: social activities; and professional development programs; tailored transition to civilian careers, and the opportunity to mix and mingle with other generations of your ilk. You will have the opportunity to understand how your Branch works and who the Officer and NCM leaders are and what they are thinking; and

For our civilian component. Finally a chance to be recognized as key team members and routinely be informed of the 'whys and wherefores' of the organizations you support so quietly and effectively. You would be included in any of the Association programs and opportunities offered.

## HOW DO I FIT INTO THE LOGISTICS BRANCH?

*LBI SSO Production, LCol Ken Mills*

How do we all fit within the Logistics Branch? When I was a Cpl, and later as a Lt, I had no idea how or why decisions above me were made, or by whom. Occasionally, the Branch Adviser and Colonel Commandant would come to town and we would have an opportunity to hear about our Branch. To be honest, a lot of it was over my head, but I was encouraged by knowing there was a group of people focused on improving the Branch. Through this article, I hope to provide some insight into how the Logistics Branch operates.

The Logistics Branch is comprised of over 15,000 Regular and Reserve Force members, nearly one sixth of the CAF. But because we are spread out among nearly every unit across the Forces, it is sometimes easy to forget that our cap badge is not the only connection we share.

The Logistics Branch Integrator/Logistics Branch Adviser (LBI/LBA) represents the interests of the Logistics Branch as well as its members. With a small staff, and the support of Co-Advisers, the LBI/LBA:

1. Ensures Logistics NCM and Officer training satisfies tactical and functional requirements of the CAF;
2. Ensures the long-term health of Logistics Occupations and the Branch through processes such as the Annual Military Occupation Review (AMOR), Succession Management and Logistics Branch Directives; and
3. With the Colonel Commandant, and Branch CWO serves as the focal point for Branch ethos, esprit de corps and professional identity within the Branch.

The LBI/LBA is also the Commanding Officer of the Canadian Forces Logistics Museum and is working to strengthen the relationship between the Logistics Branch and the Canadian Forces Logistics Association.

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### LOGISTICS BRANCH GOVERNANCE

Through committees and Co-Advisers, the LBI oversees every Occupation in the Branch and reaches every employer of Logisticians. The LBI connects the Senior Logistician, Major-General Lamarre, and the Senior Council (all Logistics Generals and Flag Officers) with the Environmental Co-Advisers, Occupation Co-Advisers, Occupation CPO1s/CWOs, and with the rank and file of each Occupation. These individuals and committees work together to resolve emerging logistics issues, ensure training is relevant and delivered at the right time, and contribute to maintaining the overall health of Logistics Occupations.

The Logistics Branch Governance details the roles and responsibilities of these groups and individuals. It has recently been updated and is available at <http://www.forces.gc.ca/en/caf-community-branches-logistics/governance-framework.page>. The bottom line is that there are many senior folks in the Branch working to support you as you advance within your Occupation.

### LOGISTICS BRANCH CAMPAIGN PLAN

An important element within the Governance of the Branch is the Logistics Branch Senate, which is comprised of:

- All Logistics Flag Officers and General Officers;
- All Logistics Capt(N) and Colonels;
- The Colonel Commandant;
- The Logistics Branch CWO; and
- CPO1s/CWOs representing RCN, CA, RCAF and Joint/Corporate organizations.

One of the main roles of the Senate is to set the direction of the Branch over the next 5 years (and beyond) by developing the Logistics Branch Campaign Plan in line with the Logistics Branch Mission: *To produce highly skilled, professional Logisticians who deliver operational and institutional sustainment excellence.*



The Campaign Plan is divided into five Lines of Effort (LoEs):

1. Governance. Interaction between and with senior Logisticians and CAF leaders to increase Logistics Branch influence within and outside the CAF/DND and to address issues important to the Branch and its members;
2. Occupation Management. Management of all Logistics Occupations, contributing to a structure that produces the right Logistician in the right place at the right time;
3. Professionalization. Production and training, Career path modelling, and greater focus on developing Logisticians to operate from the tactical, through to operational, and finally manage the business at the strategic level of the CAF and DND;
4. Esprit de Corps. Activities focused on increasing Branch morale, cohesion and unity; and
5. Strategic Communications. Internal and external communications to meld the first four Lines of Effort.

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The Branch Vision is to have *a Logistics Branch that delivers world class sustainment to achieve operational and institutional excellence*. The Logistics Branch Campaign Plan is our roadmap to get us there. The Logistics Branch Campaign Plan may be viewed at <http://strategic.mil.ca/site635/resources/documents/pdf/Logistics%20Branch%20Campaign%20Plan%20-%20Signed%2011%20Apr%2016.pdf>.

### LOGISTICS BRANCH DIRECTIVES

Logistics Branch Directives are established to facilitate understanding, transparency and consistency in Logistics Branch processes and procedures. As announced in Log Branch Communiqué 01/2016, these Directives have been validated and updated over the past few months. Logistics Branch Directives are available at <http://strategic.mil.ca/sites/intranet-eng.aspx?page=18149>. Some examples of topics include: The Logistics Branch Bursary Program, Logistics Branch Awards and Recognition, and Logistics Branch Succession Management.



**A Loadmaster, WO Parry Chrysler, prepares for an Engines Running Offload in Tarin Kwot, Afghanistan, Oct 2007**

### WHAT DOES THIS MEAN TO ME?

Although the structures I have described above are very strategic in nature, it is important to know that they exist, and how they influence our everyday work. More importantly, the more we as Logisticians of all ranks and backgrounds understand how the Branch works, the more we can influence decisions to improve our own work, the Branch, and our collective ability to contribute to CAF operations. Looking back on key points in my own career, it could have been easier to influence decisions and make improvements if I better understood who the players were and how to engage them. If you understand how the machine works, you can help steer it where you think it should go.

The LBI staff are pleased to announce that the Log Branch DWAN has been revitalized and now displays links to all of the items discussed in this article. More information on the Logistics Branch Governance, Campaign Plan, Branch Directives and much more is available at <http://strategic.mil.ca/sites/intranet-eng.aspx?page=18079>. If you have any questions regarding the content of these initiatives, we would like to hear from you.

# SERVITIUM NULLI SECONDUS





## REMEMBER THE NERISSA: CANADIAN LOGISTICIANS DARKEST DAY

*Canadian Forces Logistics Association, Dr. Bernie Grover*

30 April marks the 75<sup>th</sup> anniversary of the darkest day in the history of Canadian Forces Logisticians. On that day in 1941 forty four military Logisticians and two National Defence civilian auditors were killed by enemy action. That action also represented a key event in the history of the Battle of the Atlantic.

The *SS Nerissa* was a passenger and freight steamer built for the Red Cross Line for service between New York, Halifax and St John's. Her owners, the New York, Newfoundland Steamship Co. Ltd ordered the ship on 3 November 1925, and the 229 passenger ship, finished to a level "bordering on the luxurious," made her maiden voyage to New York on 5 June 1926. (National Shipbuilding Procurement Strategy advocates take note.) Under loaded conditions she could make 17 knots.

In 1939, the *Nerissa*, as part of the United Kingdom Merchant Marine, was pressed into troopship service, plying the North Atlantic between Halifax and Liverpool. She was armed with a 4 inch naval gun and a 40 mm Bofors anti-aircraft gun, manned by the Royal Artillery. Since she could travel faster than even the fast convoys, she would travel alone, without escort.

On 21 April 1941, she departed Halifax, bound for St John's, then on to Liverpool. It was her 40<sup>th</sup> wartime trip across the North Atlantic. She carried 145 Canadian servicemen along with RAF and Norwegian Army Air Service Personnel Northern Electric technicians, members of the press, and a number of civilians.

Approaching Ireland, the Admiralty, based on reports from Coastal Command aircraft and intercepted German Navy messages, vectored the *Nerissa* into a supposedly safe approach lane. They were wrong. On 30 April 1941 she was hit by three torpedoes and sent to the bottom by German submarine U-552.

Eighty-three Canadian servicemen perished. Forty four of them were Logisticians: the largest single one day loss of Canadian Loggies ever to enemy action. The loss included thirty-three Army and Corps of Military Staff Clerks; three Army Paymasters; an RCN Paymaster Commander; and other members of the Royal Canadian Ordnance Corps and the Royal Canadian Army Service Corps. In addition to the military Logisticians, two civilian auditors from National Defence Headquarters were lost, including 59 year old Robert Montgomery. The youngest Loggie casualty was 18 year old Howard Pettitt, a Sergeant in the Corps of Military Staff Clerks.



The *SS Nerissa* was the only troopship carrying Canadian Military to be lost in World War II, granting her a special place in the history of the Battle of the North Atlantic.

As Canadian Forces Logisticians, serving and retired, we must remember the *Nerissa*, and our comrades that perished with her.

Photo credit: McBride Collection, Maritime Museum of the Atlantic NP 18.334.1



## CANADIANS TRAIN WITH THE 77<sup>TH</sup> SUSTAINMENT BRIGADE

*Officer Commanding Transportation Company Technical Services Branch, 5 CDSG Gagetown, Maj Gordon Bennett*

From 6-16 March 2016, eleven Canadian Officers and senior NCMs travelled to Fort Knox, Kentucky to train with New Jersey's 77<sup>th</sup> Sustainment Brigade (SB) Headquarters (HQ) on a confirmation Combat Support Training Exercise or CSTX. This opportunity enabled CAF members to become acquainted with US doctrine, processes, and procedures as the Canadians filled a variety of positions in the SB HQ and its parent Divisional HQ, the 316<sup>th</sup> Expeditionary Sustainment Command (ESC). For many of the Canadian participants, this was the first time working in a brigade and division exclusively dedicated to sustainment.

The exercise area was vast with American troops working out of Fort Knox, Kentucky; Fort Dix, New Jersey; and Fort Hunter Liggett, California. Units from the 77<sup>th</sup> SB were filled by three support battalions and two notional battalions in addition to other units resulting in a total participation of approximately 3200 troops. Canadian participation encompassed filling brigade HQ functions including the S3, S3 Ops, S4, and Support Operations (SPO) Supply and Maintenance functions in addition to various liaison positions with the 316<sup>th</sup> who were using this occasion as a confirmation exercise before deploying overseas later this year.

The exercise provided the Canadians with the opportunity to react to both simulated and real events and drills. They were able to learn and apply the US doctrinal MDMF process which is similar to the CAF's OPP, act in key sustainment planning roles, and become familiar with US terminology—which was at times challenging.

“This exercise was my first experience training with Canadians and it could not have gone better. Their knowledge and skill in Army sustainment operations multiplied our training value and created a partnership that the 77<sup>th</sup> Sustainment Brigade is eager to continue,” stated Future Plans Officer Capt Mark Chinetti. This sentiment was echoed by Canadian MWO Marc Lavoie who added, “This was a great opportunity and there was a lot of learning on both sides.”

The Canadian contingent was able to see how US Forces establish and set up camps in deployed operations. DRASH and modular tent work spaces, chapels, eating areas, and accommodations were ubiquitous. Provision of shower and bath operations from the 1008<sup>th</sup> Quartermaster Company out of Peru, Illinois accompanied the 77<sup>th</sup> Special Troops Battalion in camp operations. Canadian logistics members had the opportunity to tour the 1008<sup>th</sup> lines and learn about laundry and bath operations. The \$750K, environmentally friendly, tractor trailer with its wash/dry equipment was highly impressive with the full company's ability to service up to 21,000 troops daily. Although only a section deployed for this exercise, their enthusiasm and dedication to support provided a clear example of the enthusiasm of logistics troops.



Canadian Logistics members are briefed on US Laundry and Bath Operations by Sgt Stephen Magnuson of the 1008<sup>th</sup> Quartermaster Company

Photo credit: Sgt Gabriel

**... CONTINUED PAGE 14**



## ... CONTINUED



**Maj Gordon Bennett briefs a wargame process involving a convoy support center to the 77<sup>th</sup> Sustainment Brigade Tactical Operations Center Staff and Observer Controller Trainers from the 75<sup>th</sup> Sustainment Brigade.**

**Photo credit: LCol Spalding**

Special considerations such as the use of civil affairs and working with locals become significant factors in the establishment of such centers as they may be used from a day or two to weeks. Some in Iraq have even morphed into being used for years. These lessons

will provide the Canadians with a new skill set that can be applied for long haul, brigade level movement operations.

The Canadians found a number of cultural differences including terminology, ceremonies, communications processes, mottos, and unit calls and responses to be unique and thought provoking. These cultural practices were reinforced following End Ex with a visit to the General George Patton Museum and Center of Leadership which is housed at Ft Knox. The center provides visitors with fascinating examples of military leadership throughout America's history while challenging visitors with the leadership and ethical situations that these historical leaders faced.

Opportunities such as this CSTX provide CAF support members the ability to hone their skills, build lasting relationships with allied forces, and learn and practice new or different methodologies for sustainment operations. This cross pollination strengthens both forces and helps establish credibility by demonstrating what Canada can bring to the table in terms of expertise. "Canadians should be proud of what their personnel can provide in the international arena and training such as this helps showcase our skillsets," stated LCol Randy Spaulding, the most senior ranking officer of the Canadian contingent. "The US forces were very welcoming ensuring a smooth RSOMI process for us. It was a pleasure to work with our allies," added CWO Houde.

By comparison following the exercise, 77 Sustainment Brigade Commander, Col Deborah Kotulich stated: "The Canadians came in and assumed a leadership position at a level where we had a shortage. It was a game changer and we would go to war with them any day."

The experience for both the Canadians and their American hosts provided a unique training opportunity which enhanced both allies. It is hoped that continued inter-army training events such as this one will continue to strengthen both forces.

# SERVITIUM NULLI SECONDUS







## MR. KEITH R PIERUNEK- MDO 6, 1 SVC BN EDMONTON

**The First MDO in DND to receive the Platinum Safe Driving Award—750,000 Collision Free Kms**

*Strategic J4 Transportation, Capt Melissa Boatman*

On 1 January 2005, the DND Collision-Free Awards Program was put into effect. It currently has four levels, each with a corresponding certificate and pin:

Bronze: 250,000km;  
Silver: 400,000km;  
Gold: 500,000km; and  
Platinum: 750,000km.

All DND Drivers are eligible to participate in this Awards Program, however, your kilometres must be logged within the Fleet Management System (FMS). In order to do this, individuals must ensure their Trip Tickets and/or Multiple Driver's Sheets are properly completed so that the Dispatcher can enter your kilometres into FMS.

To date, 77 certificates and pins have been issued to individuals across the CAF, but only on 18 March 2016 was the first Platinum Pin awarded to Mr. Keith R. Pierunek from 1 Service Battalion in Edmonton, Alberta. He is the first DND Driver to accumulate 750,000 collision-free kms.

Mr. Keith Pierunek was born in Pembroke, Ontario in 1972. His first job with the Canadian Forces was in 1994 at CFB Shilo as a FOS 05. In 1995 the position was terminated, and Mr. Pierunek decided to make a career change and enrolled in the Professional Truck Driver Training School in Winnipeg. From Feb 1995 to 1999, he worked as a long haul team driver and logged over 1 million kilometres. It was also during this time that he became a trainer and member of the Knights of the Road. In 2000, he applied for a position as an MDO 05 at CFB Shilo, and was subsequently involved in many CFSDC rodeos, became an airbrake instructor and sat on the qualification standards board for air brakes. In 2004, Mr. Pierunek received a Base Commander's Commendation for his performance. In 2009, Mr. Pierunek transferred to CFB Edmonton and became an MDO 06, where he supported numerous exercises across Canada and the United States. He also continued to participate in CFSDC rodeos, as well as the Alberta Transportation Association rodeo. He completed the Tractor Trailer Instructor course in Masstown, Nova Scotia, and now plays a huge role in the training of new personnel coming into the Unit, both military and civilian. In 2013 Mr. Pierunek was named the 1 Svc Bn Civilian of the Year by the Commanding Officer 1 Svc Bn.

Mr. Pierunek has been exemplary in his performance as a MDO and has been looked up to by MSE Ops and MDOs alike. Now, as the first recipient of the Platinum Award, he has set the example for all DND Drivers across the CAF. Congratulations, Mr. Pierunek!



**LCol Bryan Davidson (CO of 1 Svc Bn), Mr. Keith Pierunek, and MWO Roderick Maclellan (DSM of 1 Svc Bn)**

## PLOW SHOES

*Technical Services Branch, 5 CDSG, MCpl Ken Munroe*

Prior to the 2015-2016 Snow and Ice Control (SNIC) season Special Purpose Vehicle Platoon, Transportation Company, Technical Services Branch (Tech Svcs Br), 5 Canadian Division Support Base (5 CDSB) Gagetown purchased two one way plows for our new Volvo Graders. The plows are attached to the front of the graders and have proven to be a significant aid to snow removal operations in the training area.

**... CONTINUED PAGE 16**



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On inspection of the plows we noticed that the shoes on the plows were quite small and did not have a large angle on the front of them. The small angle did not allow the plow to move smoothly over the ground. After a few short uses we noticed that the shoes were worn quite badly and would need to be replaced. Mr. Clarence Jones checked into acquiring more shoes and discovered that they would be around \$250 each to replace with the type of legs that were on our new plows. Mr. Jones decided that instead of paying the amount that was required for the new shoes he would collaboratively work with the Machinist, Mark Nason from Artisan Platoon, Maintenance Company, Tech Svcs Br. Together they worked to create a new leg that would work with the more popular casts and brackets we already utilize within our shop.



**Mr Jones on the left: SPV Pl, Tn Coy, Tech Svcs Br**  
**Mr Nason on the right: Machine Shop, Maint Coy, Tech Svcs Br**  
**Photo credit: MCpl Munroe**

Mr. Jones removed a leg from one of the plows and brought it to the Material Shop at Maint Coy.

Mr. Nason traced a copy of the leg, and designed two prototype legs to see if they would work with both our popular shoe models and new plows. When they put together the new prototypes with the shoe and bracket they fit exceedingly well with the new plows. We decided to order 6 legs from Maint Coy and put the Volvo Graders to work. With the new assembly able to hold our more popular model of brackets and shoes, the replacement costs dropped to around \$50 per shoe. This allowed for around \$200 worth of savings for each shoe replacement, resulting in up to \$400 in savings per change-up with our new one way plows. Over the SNIC season this year SPV Pl has been able to save thousands of dollars.

With Mr. Jones' initiative and the help of Mr. Nason's expertise as a machinist, Tech Svcs Br leveraged the tools and assets available to us so that we are now able to provide a more effective and a more cost efficient snow removal service. The collaborative efforts of both Mr. Jones & Mr. Nason showcased what can be achieved by the knowledgeable and hardworking personnel within the Tech Svcs Branch.

## EXERCISE SAFFRON 2016

### THE 1<sup>ST</sup> ANNUAL PRIMARY RESERVE COOK WEEKEND EXERCISE

*G4 Foods, 5 Canadian Division Headquarters, CPO1 Blair King*

A cold and snowy morning at Camp Aldershot in Nova Scotia saw both military and civilian Cooks feverishly working from exposed kitchen trailers, participating in a culinary battle royal for the title and bragging rights of being the best Cooks in the Division.

Exercise SAFFRON is a Black Box Culinary Concentration, much like those seen on the Food Network, hosted by 5<sup>th</sup> Canadian Division Headquarters (5 Cdn Div HQ) at the 5<sup>th</sup> Canadian Division Training Centre (5 CDTC) Camp Aldershot from 18 to 20 March 2016.

**... CONTINUED PAGE 17**



## ...CONTINUED



Let the games begin, waking up to snow was a great start to the Concentration. Photo credit: Chef Alain Bosse (the Kilted Chef)

The exercise was run in conjunction with the National Standardized Cycle Menu (NSCM) and ongoing Mobile Kitchen Trailer (MKT) training. Ex SAFFRON allowed military Cooks to enhance their skills and expertise in a competitive environment while promoting trade visibility and professional fellowship amongst the greater culinary community.

Ex SAFFRON was a vast success that can be measured on multiple levels. Primarily, it has been turned into an annual event by request of the 5 Cdn Div Chief of Staff (COS), Colonel M.J.C. Sullivan, who was also one of the esteemed judges. The COS requested it be placed into the yearly training calendar for budget and tracking. I count this as a success for the Occupation (choosing the proper judges can be as important as the entire exercise). Secondly, of the three civilian competitors from Nova Scotia Community College (NSCC) Lunenburg Campus, one is now applying to join the Canadian Armed Forces (Regular component) as a Cook.

Third, the level of esprit de corps and excitement displayed by all present was edifying.

It is important to note that 5 Cdn Div military Cooks support several unit exercises throughout the Fiscal Year and, although the training is excellent, straying from the authorized feeding plan is normally not allowed. Ex SAFFRON is specifically designed to challenge the Cooks' current abilities in a friendly and nurturing environment alongside their civilian counterparts.

There was also Primary Reserve (PRes) Cook training involving the MKTs (setting up and tearing down) and National Standardized Cycle Menu in-class training. The most valuable take-aways were the ability to think on your feet and being able to compile and deliver an excellent menu with what is available. Ex SAFFRON also provided an opportunity for our pre-QL3 cooks to actually train and compete on the MKT under the supervision of senior military Cooks.



Cpl Chand prepares his winning dessert; Crème brûlée. Photo credit: CPO1 Blair King

The guest judges included senior officers from 5 Cdn Div (Col M. Sullivan, COS 5 Cdn Div HQ and LCol Todd Harris, Commanding Officer of the West Nova Scotia Regiment). Distinguished civilian guests included Chef Instructors from the NSCC and Alain Bosse, better known as 'The Kilted Chef', president of Alain Bosse Consulting and food editor for Saltscapes Magazine. All were on hand to mentor the competitors while appreciating the unique capabilities provided by our military Cooks.

You are invited to visit The Kilted Chef's Web page and follow him on Facebook to see his account and photos of Ex SAFFRON. There you will see Cpl Chand preparing his winning Crème Brûlée dessert in addition to other great pictures of the competitors, the dishes they prepared and their experiences with the MKT.

<http://kiltedchef.ca/>

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Pte Compton and Cpl White sautee onions while Mr Shawn Brown works in the background.  
Photo credit: CPO1 Blair King

5 Cdn Div has a great relationship with the NSCC. On many occasions they have allowed us to make presentations to their students on the benefits of joining the PRes as a Cook. In the spirit of reciprocity, NSCC students were invited to participate in Ex SAFFRON which was extremely beneficial to all. NSCC has 5 campuses and the experience that these student Cooks had in Aldershot will no doubt spread to all culinary arts students at the NSCC.

Ex SAFFRON also allowed military Cooks to showcase their unique style of food delivery and exactly how versatile the MKT is in the hands of trained professionals. The winning team was comprised of Cpl Chand from 36 Service Battalion (36 Svc Bn) Halifax and Cpl Cox from 36 Svc Bn Sydney with a close second going to the blended team of Cpl Fryer from 36 Svc Bn Halifax and Mr. Shawn Brown from NSCC Lunenburg campus. The remainder of the teams were not far behind and all benefitted greatly from the experience of working together.

Although many exercises are run by the units of 5 Cdn Div, only a select few require food service support which, in the case of our military Cooks, contributes to 'skill-fade' which has become a serious issue. The creation of an exercise specific to 5 Cdn Div Cooks provides an important opportunity to showcase and enhance their skills, thus benefitting their units and strengthening the Occupation for future generations. Recruiting, training and retention are serious issues experienced by the PRes Cook Trade. Ex SAFFRON may not eradicate these issues but it is certainly a step in the right direction.



Recruiting, Training and Retention of the PRes  
Photo credit: CPO1 Blair King

# SERVICE SECOND TO NONE





## PROFILE: SGT FENTON, TRAFFIC TECH

2 Air Mov Sqn, Capt M.S.A. Henneberry

Occupation: Traffic Technician

Name: Sgt Mike Fenton

Years of Service: 30

Unit: 2 Air Mov Sqn, 8 Wg Trenton, ON

Deployed Unit: CJOC Operational Support Hub Europe, Cologne, Germany

Position: Flight Coordination Center (FCC)

Deployment Dates: July 4<sup>th</sup> 2015 – Feb 15 2016

Time on Tour: 9 Months

### Primary Function:

The primary function of the FCC is to help offset the workload of the OPS WO, by coordinating all Canadian Armed Forces aircraft arrival and departure sequences, utilize the National Movement and Distribution System (NMDS) to process all inbound cargo, provide custom clearances services and documentation. I also coordinate Priority Parking Requests (PPRs) with the German Air Force, ensuring the 8 Wing Aircraft Handling contract is adhered to and provide passenger handling services, including VIP's. Additionally, I provide cross-loading freight services to deployed operations such as the Maritime Task Force, Land Task Forces in Poland (OP REASSURANCE) and Ukraine (OP UNIFER).



Sgt Fenton is a member of 2 Air Movements Squadron at 8 Wing Trenton and is currently on assignment to Cologne, Germany as the Flight Coordination Center (FCC NCO) for Op Sp Hub (OSH)Europe.



Cross coordination between the RCAF, Cologne-Bonn Airport and the German Air Force occupies a majority of the FCC's

Biggest Misconception: *The belief that this is a beer and schnitzel tour.* In reality, OSH Cologne is second only to 2 Air Mov Sqn in air movements statistics, yet we also handle non-system flights including CP-140 rotations. The position has really evolved since its relocation from Spangdahlem in 2012. To date, and I don't take all the credit, the Hub has processed over 7000 passengers and 600 flights (including 215 on my tour alone).

The Hub moved from Spangdahlem in June of 2012. While in "Spang", the Hub was the focal point for transiting aircraft and cargo between Canada and Afghanistan. Post June 2012, the Hub relocated to Cologne, Germany and set up shop on the German Air Force base Wahn Casern. The Hub's first success

was the mission closure of Camp Mirage in 2012. From that point the Hub proved itself to be an integral part of mission support to transiting aircraft and deployed CAF personnel within the European theater.

What is difficult for many to understand is the ops tempo. On most tours Traffic Technicians are engaged 6 days a week, with one day as a Sunday routine. Here we operate on a day-to-day basis where you are engaged from the release of the Air Tasking Order (ATO), filing PPRs, coordinating passenger movements, including screening and transportation to and from the Air Port of Disembarkation (APOD). Some days you don't know whether you're coming or going.

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I work for WO Ralph Quade, a Traffic Technician who balances Air Ops, Cargo Ops and Hub activities on a calendar. Some days we work together, some days because of flight overlap we are on opposite ends of the airfield. There are only two of us and on flight days we operate from 0730 until noon, then return two hours prior to flight arrival, two hours to complete the arrival sequence cross load cargo, home by 0400. The next day we report for noon provided there is no flight of further cargo ops to perform.

We coordinate with a commercial handler, Cologne Aviation Services, and the Cologne-Bonn Airport Authority for contractual obligations and loading services on the civilian apron. The Luftwaffe is utilized for transient aircraft that RON on the military airfield. We handled almost every RCAF fixed-wing asset including; the CC-177, CC-150, CP-140, CC-144 and the CC-130J. We even get exposure training on the German C160 and A400M aircrafts.

The civilian and military airports share the runways, but language and equipment usage varies from side to side, especially when we are dealing with sensitive cargo that is not in the purview of the civilian audience. We coordinate entry and exit requirements for crews and passengers and transportation requirements with the Bundespolizei (German police).

Each airport has different security requirements. German Federal passes take six to eight weeks to process. There is a 4 hour security course followed by a four hour driving course. These can almost never be completed in the same day. Whereas the German Military pass takes a few minutes to process once a security and driving a security course is completed. We operate at two separate locations, passes are not transferable, so we each hold two passes, one for the commercial airport and one for the military airport.

Teamwork is of the utmost importance. Some days we instruct our RMS Clerk and Supply Tech on the finer qualities of what it is like to be a Traffic Technician. Once we pry them away from their desks and vehicles...I think they enjoy the work..., we show them the process of how the air picture comes together.

The day-to-day operations are like those in Canada, typical work hours are 0730 to 1600, but there have been at times where 16 – 20 hours become the norm in order to load, and unload multiple aircraft at different locations, on the same airfield and most of these flights are back to back. The most flights we have had in a day was six.

I should also add that we are housed at Canada House in Rösrath, 16 km from the base. The house has all the luxuries of home, with WiFi, laundry and is well furnished. It provides a great atmosphere to put up your feet up at the end of the day and relax. Yes, you have to share a kitchen and a bathroom, but you're not under canvas and no one is shooting at you. There is also a Gästhof (pub) just down the street.



**Sgt. Fenton discussing a flight feeding issue with Cologne Aviation Services S. Hass**

This is my second time at the Hub here in Cologne. I have been introduced and reintroduced to every aspect of our Occupation. I think all Traffic Technicians would benefit from deploying to Cologne and be reminded that our job doesn't just focus on the primary task at hand or where you are posted, but to be prepared to handle any job that we are presented. You may be on line crew today, but tomorrow you could be the FCC in Cologne. My advice to my fellow movers is to DIVERSIFY your knowledge base. You need to see the whole package come to fruition. You need to be able to stand tall at the end of the day and be proud and say, "Man, I've got the best job in the world and this is what it's all about!"





## 2 SERVICE BATTALION—EXERCISE RUCKING BEAR

*CSM Transportation Coy, MWO Kellie Smith*

On 15 April 2016, 2 Service Battalion participated on Ex RUCKING BEAR, a 20 kilometer ruck march that was conducted by 2 Canadian Mechanized Brigade Group through the Petawawa training area. 2 Service Battalion had 384 members from all Occupations participating, led by our Commanding Officer, LCol Corinna Heilman. Our personnel came together on this day to promote esprit de corps, and to challenge our mental resilience and physical endurance. As the Battalion prepares for the road to high readiness, the soldiers have shown a great sense of dedication and physical fitness. NULLI SECUNDUS!

**Aerial view with RCD in front  
followed by 2 Svc Bn Pers**  
Photo credit: MCpl Spence,  
4 Div - Canadian Army Public Affairs



**2 Svc Bn on the move. One team,  
One mission. Photo credit: Sgt Lauzé  
Garrison Imaging, Petawawa**



## OP IMPACT

*A4/Officer Commanding, Mission Support Element, Air Task Force - Iraq, Maj Brent Maurice*

Over the past 6 months I've had the privilege of acting as the Air Task Force Iraq (ATF-I) OC Mission Support Element (MSE) for Rotation (Roto) 2 of Operation IMPACT. While the majority of my experiences as a Logistics officer have been in the field of Supply, my exposure to other aspects of support as a Tac Hel Squadron Logistics Officer prepared me well for the challenges I faced during this deployment.

The best way to describe the MSE concept is to visualize merging many of the support capabilities found within the Wing Logistics and Engineering and the Wing Administration branches into a single unit. For those still unfamiliar with this concept, and especially members of the RCAF, I recommend they take this opportunity to learn how air elements are employed in an expeditionary environment. Our experiences on Op IMPACT have once again demonstrated that the effective application of air doctrine is fundamental to our success in the force generation and employment of air elements in support of operations.

The one constant throughout our roto was change. The uncertainty surrounding the future role of the Air Force on Op IMPACT challenged every Flt within the MSE (Admin, CE, CIS and Log). Upon cessation of strike operations by the Fighter Detachment (Ftr Det), the MSE's raison d'être was put to the test. The Admin Flt immediately executed the DAG process for 142 ATF-I members affected by mission transition and the AAG process for the Mission Transition Team (MTT). The CE Flt planned the closure of Ahmed Al Jaber Air Base (AAJAB) including Real-Life Support for the MTT and most importantly the infrastructure required for the ATF-I's step up at Ali Al Salem Air Base (AASAB). The CIS Flt was critical in maintaining C2 in both locations until FOC was achieved in AASAB.

Orchestrating intra-theatre movement of personnel and materiel, the Log Flt ensured that all required steps were taken to ensure a seamless transition. The Supply Section worked closely with the MTT Advance Party to schedule and execute the handover of materiel custodianship from ATF-I sub-units to the MTT production line. While a somewhat straightforward concept in theory, the closure of AAJAB faced numerous challenges given the requirement for continued support to ATF-I operations. Following cessation of Ftr Det ops, the operational tempo remained high with respect to sustainment due to several critical serviceability issues. Despite the Ftr Det retaining only limited integral support, complicated by a severe reduction in MSE close support personnel, the remaining ATF-I staff worked hard to ensure maintenance timelines were still met by leveraging the logistical chain.

Despite the uncertainty surrounding the future role and structure of the ATF-I, the MSE garnered numerous accolades for the manner in which its members rallied together to work countless hours in the performance of mission critical tasks. The successful role played by the MSE in supporting operations is a tribute to the professionalism and dedication of its staff.

I am proud of the performance of each and every member of the MSE. I highly encourage others to seek similar opportunities as there is nothing more professionally gratifying than validating all of our training and preparation by successfully supporting RCAF deployed operations.





## COOPERATIVE EDUCATION AT 5 CDSG GAGETOWN

*Officer Commanding Transportation Company Technical Services Branch, 5 CDSG Gagetown, Maj Gordon Bennett*

In January, Transportation Company at Technical Service Branch, 5 CDSG hired its first co-operative education student from the University of New Brunswick. This followed an extensive search of qualified student candidates from the surrounding area and the building of positive relationships with local universities.

Co-operative education is an avenue that currently exists as an opportunity for government and private sector organizations to employ students with an eye to improving their organizations or fill needs while concurrently contributing back to the community by providing work placements to students. Unlike the much maligned “unpaid internships,” co-operative education brings the needs of the organization together with the needs of students in a paid environment. Pay scales are based on the student’s level of education with higher pay going to graduate students.

### **Students Bring Many Benefits to Employers**

Students have cutting edge education and bring with them new ideas, proven ideas, and industry best practices something that Transportation Company was seeking. Unlike existing internal staff, students are in a unique position to evaluate operations from an external, independent viewpoint. This differs from many projects in that the student’s role, work, and projects receive full time attention and does not form some type of secondary duty. When reporting directly to the officer in charge, they do not have the same limitations in facing filtered information and can provide raw data and perspectives that can have a tendency to get watered down from internal reviews. Students can be assigned to tasks that are currently underserved by the organization as opposed to assigning more secondary tasks to an existing staff member who may be already heavily tasked. Likewise, co-op students can fill roles on a temporary basis in four month increments to fill a genuine need. Second year MBA students, for example, bring with them the equivalent of a first year industry consultant.

### **Employers Have Much to Offer Students**

While employed, students have an opportunity to see how their studies are applied in the workplace giving credence to their degree choice. The students are exposed to a work environment that will be similar to one in which they may work in the future. Many students do three work terms of four months or more each, often with different employers. Each employer will have different tasks and varying cultures which expose the student to a variety of work environments requiring the student to hone their toolbox of academic skills and adjust to real employment situations. Many students interviewed for positions at Transportation Company expressed how much they were able to learn from work placements in terms of soft skills, which are often not taught or are not an area of focus in universities. Employers offer opportunities for interpersonal skill development, customer service, time management, relationship building, mentoring, and many others. The work experiences students receive have helped many a student obtain full time employment upon graduation. Ultimately, many employers end up hiring these students for full time work upon graduation as was the case with Officer Commanding Transportation Company. Having such a program helps vet good candidates for future employment leading to high corporate loyalty and strong matches between employers and the new employees’ skill sets.

All the students interviewed demonstrated significant enthusiasm, energy, and drive. They came to the table well prepared and eager to work. As stated by one member of Transportation Company, “I would rather have a low, unskilled, or semi-skilled worker that has drive and enthusiasm to learn coupled with people skills than someone that is technically proficient but lacks soft skills.” Students come with fresh people skills and academic backgrounds that can be honed through a co-operative work program.

Students from the University of New Brunswick, Université de Moncton, and Crandall University Business programs for both undergrads and graduate programs were invited to apply. The minimum requirements imposed by both the

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employer and university included completion of a third year of business school or one year of graduate studies with a minimum grade point average. Although students with concentrations in Finance, Accounting, General Business, and Analytics were preferred but students of any business concentration were considered.

The competition for two positions at Transportation Company was very strong with highly qualified, enthusiastic, and intelligent candidates. Similarly, the competition for students amongst employers was also very high. Of the qualified students that applied, many were offered employment within a week of a private company's interview. With such high competition, Transportation Company was only able to hire one student out of two positions as most students received competing offers attesting to the quality of the candidates.

Project examples that co-op students have or continue to work on have included: AVPOL Accounting, Performance Measurement, MSE Safety Reporting Processes, Kaizen Practices in Transportation, and Equipment Employment Optimization.

Co-op placements are not limited to the type of business student placements Transportation Company was seeking. Although a business degree is often sought, co-op placement degree programs include jobs in: engineering, computer programming, statistical analysis, library sciences, actuarial sciences, project analysis, supply chain management, municipal planning, kinesiology, and law.

Employing a co-op student makes good business sense. It provides an opportunity for students to gain real life, value added work experience that enhances their academic understanding. For employers, hiring a student is a value multiplier that enhances the current capabilities of an employer while concurrently giving back to the community and enabling future recruitment.

#### **Q and A with Megan Stewart:**

Name: Megan Stewart  
Unit: 5 CDSG Gagetown  
Position: Cooperative Education Student  
University: University of New Brunswick

**Megan Stewart is 5 CDSG Transportation Company's first co-operative education student.**  
**Photo credit: Maj Bennett**



#### **Why did you apply for the co-op program?**

I applied for the program because I wanted to get some real life experience. The reality of today is that employers are looking for 2-3 years' experience so I thought applying to this program would give me a leg up. I found this job particularly interesting as I was interested in the military anyway.

#### **What do you like most about your co-op position?**

I like that I have a lot of freedom on how I do things. I'm not forced into doing things that are not relevant. What I am doing here will definitely have an impact on the unit. I really like that everyone is really welcoming me into the position. I feel like I am learning a lot about a future career which is fantastic. You get a chance to see everything and make





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informed decisions about your work future. With my placement in Transportation Company I'm able to work independently and creatively in how I go about completing a task, which is something that I greatly value.

### What advice would you give to future students?

To be very open minded and make sure you are prepared to do things that are sometimes monotonous. It pays off in the long run. They should definitely do a co-op term. If they can get some type of relevant work experience such as a co-op term, they will be that much farther ahead against their competition. This is my second co-op term, the other being with Enterprise (Car Rental).

### What advice would you give to employers who are considering hiring a co-op student?

I can understand that some companies would be hesitant. But students bring a fresh set of eyes to an organization. If employers are thinking of doing it, do it early especially if there are a lot of administration functions, such as security clearances, that need to be done before the student starts. Once the job postings come in there can be a lot of offers coming at once. I had a lot of competing offers on my last term and had to pick one. Hiring a student can have a lot of "not so obvious" benefits to an organization in not only the short term, but the long term as well. Students tend to be tech-savvy and can learn the ins and outs of computer programs relatively quickly. They can be used to help members of an organization become more tech savvy. Students can bring to an employer's attention some of the inefficiencies management may gloss over simply because they see them every day and have grown accustomed to them. Not only that, but they can offer a fresh set of ideas that (hopefully) haven't been corrupted by doubt and reluctance to change that can exist with some existing employees.

### What kind of project are you currently working on?

I am currently working on a project with MSE Safety involving collision reports and how we can make that process more efficient. I've been in contact with several experts in industry to see how they do it so we can adopt some best practices.

### How has your co-op term been so far?

It has been really good. Everyone has been very helpful and I am really happy with everything. I have been able to do things that are relevant. I'm learning about future employment options with DND and am excited to see what other tasks will be coming up in the future. I would definitely recommend this to other students, especially if they are looking for a career in the military or with the public service. I never thought I would learn so much so fast.



Megan Stewart is 5 CDSG Transportation Company's first co-operative education student.

Photo credit: Maj Bennett





## THE CFLM - PROFILED ON RADIO-CANADA

*Curator of the Canadian Forces Logistics Museum, Dr. Andrew Gregory*

On Wednesday, 25 May, the CFLM was profiled on the morning show “Gravel, le matin” on Radio-Canada. The interviewer’s objective was to uncover little known Montreal museums. The interview, conducted in French, was a big success. If you wish to listen to the whole interview, follow the attached link – [http://ici.radio-canada.ca/emissions/gravel\\_le\\_matin/2015-2016/chronique.asp?idChronique=407644](http://ici.radio-canada.ca/emissions/gravel_le_matin/2015-2016/chronique.asp?idChronique=407644).

**Dr Gregory with Radio-Canada Journalist Hugo Lavoie in the Canadian Forces Logistics Museum.**  
Photo credit: Judith Gagnon.



## PEARLS OF THE CANADIAN FORCES LOGISTICS MUSEUM

*Curator of the Canadian Forces Logistics Museum, Dr. Andrew Gregory*

I often say that with my job, every day is Christmas. You just never know what is going to show up in the hands of a donor. Such is the case with our superb “UNEF I Camel”. The camel, approximately 36 cm high, was a gift from the Canadian UNEF Ordnance Coy to a UNEF nurse, Lil Clough, on 16 January 1962. It was given to the CFLM by her daughter when she was winding down Ms. Clough’s estate. The artifact is a great example of local Egyptian craftsmanship. The camel, made sometime in late 1961, has the names of the members of the Coy and is adorned with local symbols such as pyramids and with the patches of the time, namely, the RCOC shoulder flash, the UN patch, and the Canada patch. The red shield Canada patch started out in the early 1950s as the 25 Canadian Infantry Brigade Group insignia in Korea. After Korea, the patch continued to be used as national identification until the 1970s.

Our camel also provided us a lesson on the risk of insect infestation when our Museum Technician noted a little pile of fine dust besides the camel’s leg. We immediately recognised that an insect had burrowed into the camel’s left knee. Off the camel went for repeated extended visits to the freezer. The problem was solved before the artifact suffered any real damage and before the pest(s) could migrate to other items in the collection.



**UNEF I Camel**  
Photo credit: Judith Gagnon



## COOK UPDATE

*Cook Occupation CWO, CWO S.W. Seymour*

The Cook Occupation (MOSID 00164) within all environments of the Canadian Armed Forces (CAF) has a long and illustrious history. The Occupation continues to expand on the future, intent on being at the forefront by striking a balance, defining the role of the Occupation, retaining its relevance and ability to force generate; train capable/adaptable and competent Culinary Technicians (Cooks) to meet the projected needs/ future framework of the CAF. The most recent changes at the strategic level, was the move of D Food Svcs from ADM(Mat) to the Strategic Joint Staff (SJS); now SJS J4 Food Svcs.



There continues to be many new programs and policies instituted, as well as advancements in occupational trg. The current Occupation Analysis (OA) which started Nov 15, will help *formalize the structure, development, management and employment* of our Culinary Technicians. This will in turn guide the Occupation through to 2018 and beyond to address many of the systemic issues and guard against the dilution of the Occupation WRT our mandate, rank qualifications and trg. The future trg curriculum/model may include robust and much needed changes, addressing issues such as Reg F and P Res recruitment, force generation thru compressed QL3 trng and *the potential for proliferation* of online crses or Distance Learning (DL) to both the P Res and Reg F QL 3, 5, 6, and Cook Managers Courses.

Other future initiatives/ changes to trg will include: updating of the Food Svcs Manual: Food Safety & Defense Program; continuance with the National Individual Standing Offer (NISO) to promote cost efficiencies and equipment standardization; implementation of Phase 2 of the National Standardized Cycle Menu (NSCM) to include a new four-week cycle menu to increase selection to CAF diners; and Religious and Spiritual Accommodation (as related to draft DAOD 5516-3) due to the increased diversity/ ethnicity of the CAF. As the importance of the health/wellbeing of the soldier, sailor and aviator is an ever increasing concern, we will also see changes incorporated into the NSCM, *potential use* of alternate Combat rations in austere climates, and other dietary guidelines/trg. The recent introduction of the alternate CA feeding platform, the Special Equipment Vehicle (SEV) has now seen 35 released into service. The work on procurement of a *Primary Mover* (SMVL) continues. A percentage of the current Mobile Kitchen Trailer (MKT) fleet *will potentially* see lifecycle upgrades to extent their functionality for an additional 10 years when a new mobile feeding platform will be procured. Watch this space for more updates in the future.

## MSE OP UPDATE

*Mobile Support Equipment Operator Occupation CWO, CWO J.L.C. Lafrance*

**QL3:** Two changes to this training worth mentioning is the requirements to be trained on the Super Heavy Logistics Vehicle Wheeled (16T SHLVW) and modifications to the bus training. The change simply replaces the SHLVW as a critical training task with a very generic vehicle description, the task will now be described as truck or motor vehicle combination exceeding 11,000 kg, this provides the training centre with greater flexibility in terms of finding suitable platforms to train our MSE Ops. The change was necessary due to the SHLVW's poor serviceability and availability, this change does not exclude the SHLVW as a training platform it is now one of the many vehicle types that can be used to train our MSE-Ops using a vehicle within the equivalent weight and size categories. As for the bus qualification a recent modification to the training allows future MSE Ops to leave CFLTC qualified on buses rather than having simply accumulated 1000 kms and relying on units to finish the training, this was achieved by simply adding 500 kms to the training and removing any redundant training.

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**QL5:** The second Qualification Standard Writing Board (QSWB) review is now complete, yes the second! Efforts to change and refresh the content which had not change significantly in well over 35 years was simply too much for some and caused much angst within the Occupation specifically for each of the Service Battalions. The first QSWB essentially eliminated any army specific and leadership training with the expectation that anything removed would be trained during the posting cycle and leadership skills would be developed based on individuals potential. The second QSWB reinserted some of that training that was deemed critical for the Army. Some of the significant changes that came about from both QSWBs was the requirement to increase standards of training so that MSE Ops have a better understanding of policy, dispatch procedures and a greater understanding of airfield operations. MSE Ops completing the new QL 5 will be better able to serve the three Environments. A Training Plan Writing Board (TPWB) should be held in the coming months, it is our hope that MSE Ops will be trained to this new standard in the 17/18 Fiscal Year.



**QL6A:** The QSWB review was conducted in back in October of 2015, and now that the QSWB review for the 5A is complete it should be approved and a TPWB will be convened before the end of this calendar year 2016. One of significant changes to the QL6A was on increasing that standard of training for the purpose of providing a better understanding of fleet management and training required to help commanders manage their vehicles fleets. This is important given that the MSE Op Occupation is a key player in the management of over 27,000 vehicles in the CAF which represent an inventory worth more than \$5.2 billion dollars.

**QL6B:** A QSWB is planned for 2017. The desired product upon completion of the review is to develop our WOs to become more proficient and confident as advisors.

## NEW SAFE DRIVING COURSE – AND IT'S ONLINE!

*Strategic J4 Transportation, Capt Melissa Boatman*

The first version of the Safe Driving Course-Recertification (SDC-R) was updated to match the course material found in the SDC-I and as of 10 May 16, 788 DND drivers had completed the SDC.

This follows several months of intense collaboration with the Military Personnel Command Learning Support Centre at CFB Borden, the Safe Driving Course-Initial (SDC-I) which was implemented online on 20 Mar 16.

For many years, drivers of DND vehicles have been taking the in-class Defensive Driving Course to maintain their knowledge of safe driving skills and keep their DND 404 drivers licences current. With the accessibility to online courses through the Defence Learning Network (DLN), Strategic J4 Transportation decided to enhance this training, making it more accessible to the Defence Team.

The SDC-R was implemented online in 2014, providing all those with expiring Defence Driving Course certification the opportunity and the flexibility to recertify at their workstations or at home.


The SDC-I has nine modules and a final exam and is a prerequisite when obtaining a DND 404 for the first time. After five years, holders of 404's will be required to recertify via the SDC-R, and every five years thereafter. Both courses focus on providing DND drivers with an up-to-date overview of transport policies and regulations everyone should be aware of. The course also provides vehicle operators with the same basic knowledge of safe driving principles.





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These courses are a vital component of the Road and Vehicle Safety Program which aims to minimize collisions in order to decrease injury to personnel and the loss of resources.





Menu

- 1. SDC-EN Module 1
  - 1.1. Welcome to the online Sa...
  - 1.2. Course structure
  - 1.3. How to Use this Course E...
  - 1.4. How to Navigate: hover o...
  - 1.5. Functions
  - 1.6. Review quiz navigation
  - 1.7. Contact Information and L...
  - 1.8. Credits
  - 1.9. INTRODUCTION
  - 1.10. DRIVER RESPONSIBILI...
  - 1.11. THE DVD 645 AND THE...
  - 1.12. PRE-OPERATING INSP...
  - 1.13. ADJUSTING YOUR VE...
    - 1.13.1. Make sure
    - 1.13.2. Seat**
    - 1.13.3. Head restraint
    - 1.13.4. Seatbelt
    - 1.13.5. Air bags (SRS)

CANADIAN ARMED FORCES SAFE DRIVING COURSE M1V12

*Hover over the markers for notes on the correct driver's position.*

You should be able to:



< PREV NEXT >

If you are required to take this course, Strategic J4 Transportation encourages you to provide your feedback to +SJS Strat J4 Tn Road and Vehicle Safety -EMIS J4 Strat Trsp Sécurité Routière @SJS D Log Prog@Ottawa-Hull.



## POSTAL CLERK UPDATE

*Postal Clerk Occupation Co-Adviser, LCol S.A. Dewar and Occupation CWO, CWO T.W. Miller*



Working quietly behind the scenes in many locations, well-trained and dedicated Postal Clerks continue to provide excellence in operational and institutional support to DND and the CAF. Thankfully in recent times, the Occupation has remained healthy and “green” with manageable personnel intake and attrition rates. The past year has seen successful Qualification Review Boards (QRB) conducted for the QL3 and QL5 courses and one for the QL6A is scheduled for June 2016. These QRBs are the cornerstone of successful Occupational training, and they continue to allow the Occupation to focus on and deliver top quality Postal training. Canada Post Dangerous Goods training became mandatory for CAF Postal Clerks in 2015, with the majority of personnel being certified as of 31 March 2016. The CF Postal Unit continues to provide vital manual postal finance refresher training with two sessions being conducted last year and another planned for the spring of 2016. This training is very important to Postal Clerks as it

keeps their skillsets sharp and current, while ensuring their operational readiness to deploy.

A key system familiar to Postal Clerks and used extensively within the CF Postal Service is the Postal Gateway Database, which tracks, records and stores the work (movement of mail, financial reporting, etc) conducted by the Postal Service. Gateway is based on old technology, therefore efforts are currently underway by J4 Post, CFPU and the CFJOSG to move it to a Share Point platform owned and managed by CJOC. It is estimated that the new Postal Operational SharePoint Tool (POST) will be operational by the fall of 2016.

The much anticipated Occupational Analysis (OA) has been moved forward with the first Sponsor Advisory Group scheduled to take place in either June or July 2016. The OA will be conducted by the Director Personnel Generation Requirements; with two Postal Subject Matter Experts being assigned to it. The OA will study all aspects of the Occupation’s Military Employment Structure with a key deliverable being the design of new Job Based Specifications that will replace the 1980’s era Occupation Integrated Specifications. It is anticipated this process will provide an important foundation that will identify areas for occupational improvement and provide positive recommendations on the way ahead for the Postal Clerk Occupation.

**CFPO 512 deployed in new Postal SEV variant to Ex MAPLE RESOLVE 16 in Wainwright**  
**Photo credit: MCpl Greg Penner**



**MCpl Roger Meuse, a Postal Clerk with 2 PPCLI, processes a parcel during Ex MAPLE RESOLVE 16.**  
**Photo credit: MCpl Greg Penner**







## CHANGES TO FINANCE OFFR AND THE RMS CLK OCCUPATION

*Finance and RMS Clk Occupation Co-Adviser, Capt(N) C.S. Corrigan*

### MILITARY FINANCE OFFICER REVITALIZATION

The training of our military Finance Officers has changed drastically over the last 15 years. From being a specialist in finance to becoming a generalist, our Logisticians performing a hard finance function have had various type of training along the way. With the Government of Canada promulgating rules, regulations, policies and guidelines that defines the current environment and context of financial management for all departments, it is essential that our professional development framework for military Finance Officers be aligned with governmental requirements. This will ensure that the Department of National Defence and the Canadian Armed Forces have the capability to exercise prudent financial management.

In recent years, the Logistics Branch has acknowledged the requirement to revitalize the training of the Finance Specialty. Together, the Branch and the military finance community have invested time and effort to define this requirement in order to change how we train. In the future, the training will occur sooner and will provide a more in depth knowledge of the full spectrum of financial responsibilities. To this effect, a new course called “Financial Services Officer” is currently being created for an early 2017 delivery. In addition, with the segregation of Pay and Cashier to Human Resource and Finance respectively, the Pay Accounting Officer course will cease to exist in the near future where its current performance objectives will be redirected to other courses. This revitalization initiative for military Finance Officer will continue for the next couple years and is only possible because of the commitment of the Branch and its dedicated Logisticians.

### RMS OCCUPATION ANALYSIS SITREP

What a year! The RMS OA is currently at the tail end of **Phase 5 – Implementation Planning** which will culminate in the publication of the Military Employment Structure Implementation Plan (MES IP). The MES IP is the document that provides authority to proceed with the implementation. It will address issues such as career management and progression, Establishment Changes, updates to recruiting material, medical standards, training requirements and will include new Job Based Specifications (JBS) for the two new Occupations Human Resources Administrator (HRA) and Finance Services Administrator (FSA). Two separate MES IPs are expected to be released in the summer 2016.



In the mean time, Qualifications Standards and Training Plans (QS/TP) boards for both Occupations were carried out from September 2015 to February 2016 at CFLTC Borden. HRA and FSA Main Lessons Plans Writing Boards (MLPWB) are currently underway at CFLTC. The target date for the first HRA and FSA courses is early November 2016.

As part of the JBS implementation, both Occupations will move from a Qualification Level (QL) system to a Rank Qualification (RQ) system, meaning that we will go from a QL3, QL5 and QL6 (three main courses) to an RQ Pte and RQ Sgt (two main courses) for the core functions in both Occupations. Those will be supplemented by Common Specialty Qualifications (CSQ), Unique Specialty Qualifications (USQ) and possibly Experience Qualifications (EQ) which will be available as members progress through their careers. *Phase 6 – Implementation* is expected to take 3-5 years followed by a verification and validation phase.



# SUPPLY TECH OCCUPATION UPDATE

*Supply Technician Co-Adviser, LCol A. Mathieu and Occupation CWO, CWO A.B. Curtis*

There has been a lot of great work beginning in Dec 14 through Jun 16 updating our Supply QL3, QL5 & QL6 courses as you all demanded. Yes, it takes this amount of time to reconstruct courses through QSWB, TPWB, and MLPWB stages. Tremendous amount of work by our CFLTC Sup Cadre and volunteer board member SMEs from across Canada! We also came to an agreement with CFLTC to have DGMSSC do a final review, allowing us to ensure we had the most up-to-date procedures/policies. Here is a current sitrep:

- ♦ QL3 – pilot crse Oct 16;
- ♦ QL4 – QL or OJPR – ongoing study with LBI/CFLTC/Occ CWO;
- ♦ QL5 – pilot crse scheduled for Oct 16; and
- ♦ QL6 – pilot crse scheduled for Oct 16.



## Hazmat Course Sitrep

If you haven't had an opportunity to review the CFLTC Trg Calendar, we were successful in negotiating 4 X English language "sets" (consisting of Pkg & CTL) and 2 X French language "sets" for 2016. It will now be up to all of you to keep the momentum going, to be proactive and keep enough qualified folks ready and trained to meet our national and international tasks. A very special thank you to Mme St-Pierre who thru thick and thin agrees to rearrange the course lists to accommodate your training needs.

## Fuel & Lubricants Sitrep

F&L now belongs to SJS, Director Support/Strategic J4 and not ADM(Mat)/DGMSSC as of Jun 15.

Fuel Facility Supervisor Course (AJAD) - The QS is completed. The TPWB is scheduled for Jul 16 with the MLPWB expected to be Jan 17. First course could be offered in Summer 2017.

## Supply Trade Occupation Analysis (OA)

I hope your Area/Unit/Base/Station Senior Supply Techs have identified to everyone that our Occupation is about to engage in our OA this summer or fall. A very exciting time, as our Occupation Specifications were last written in 1994! In a previous email sent coast to coast, I identified that we are responsible to provide 1 X CPO2/MWO and 1 X PO1/WO Supply SME to become members of this team which will be based in Ottawa, (a 2yr posting). If you know of someone or would like to volunteer to be a part of this momentous challenge, please contact CWO Curtis or CWO Sexstone as soon as possible. **We WILL have 2 techs posted to be members of this team..... or we get to pick.** Negotiations for a possible backfill will be through CWO Sexstone.

## Strategic Intake Plan (SIP)

Although it may seem our trade wasn't getting ahead of the curve in recruiting, we are. We have been making great headway and those results will be seen by 2018/19 with many more Ptes making their way thru "the system" to your units.

## Promotions to CWO – 2016

Congratulations to the following Supply Techs who will be promoted to CWO this summer:

CPO2 Daniel Campbell	MWO Mark Lambert	MWO Grant Lewis
MWO Martine Guay	MWO Lynda Proulx	MWO Gerry Desgroseilliers

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### Supply Occ CWO – Handover – Jun 2016

My 2 years as the Supply Occupation CWO have flown by, the challenges of our trade are many and varied. One of the biggest challenges is to balance your primary job. The Supply Occ CWO is a secondary job that takes much more time than most understand, a delicate balance for sure! I've had the pleasure of working with a variety of different support groups over the last 2 yrs, including our LBI staff, Log Br CWO, the CFLTC Supply Cadre, and each of the Environment CWO/CPO1 Co-Advisors. But, I have reached the end of a great career, and I am very proud to announce that MWO Lynda Proulx who will be promoted to CWO this month, will become your new Supply Occupation CWO! Congratulations to Lynda, I know our trade will be well looked after going into the future, especially with the Supply OA about to commence.

A sincere thank you to all that I have had the opportunity to work with or for over the years, it has been a blast, and I take my leave with many, many great stories and memories. I would like to leave you with this last thought.....the most challenging thing a Supply Tech can do each day is to find a way to satisfy a request, rather than tell your customer that it can't be done.

## TRAFFIC TECH AND AMMO UPDATE

Stay tuned for the Traffic Tech and Ammo Tech updates in the Fall Newsletter.



## THE HISTORY OF THE JERRYCAN

*Canadian Forces Logistics Association, Mr Sean McGrath*

If there was a single device in World War 2 that could be described as being absolutely vital to allied victory, but that received virtually no credit for its contribution, that device would have to be the humble jerry can. This simple container was used for the transport of all manners of fluids from petroleum products to drinking water, and served, for example, as the critical link between the two PLUTO (Pipeline Under the Ocean) systems between Britain and France in 1944-45 and the fuel depots and frontline troops, a link that made it possible for the combat vehicles to get the fuel they needed to advance.

Even before the war, Hitler had been well aware that fuel supply for the Panzer divisions was the Achilles heel in his blitzkrieg plans. He ordered the development and distribution of a fuel container designed to facilitate handling and to minimize fuel loss under combat conditions, with the result that the Germany army had thousands of these specialized, purpose-built containers on hand when hostilities began on 1 September 1939. Developed under the utmost secrecy, the jerry can featured flat sides that were rectangular in shape, and was made in two halves that were welded together like an automobile fuel tank.

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It had three handles which allowed it to be easily passed from one man to another; had a 5 U.S. gallon capacity and weighed 45 pounds when full. Other distinct features included buoyancy in water thanks to an air chamber at the top, and elimination of any need for a funnel thanks to a short spout which was secured by a snap closure and could be popped open for pouring. A gasket made the mouth leakproof, pouring was easy and smooth thanks to an air-breathing tube from the spout to the air space, and the inside of the can was lined with an impervious plastic material which enabled the container to be used for fuel and water.

During the summer of 1939, an American engineer named Paul Pleiss who had just completed a manufacturing job in Berlin initiated an adventure worthy of a spy novel when he convinced a German colleague who had access to jerry cans to travel with him overland to India with three jerry cans in tow. The colleague was ultimately recalled to Germany on the order of Reichs Marshall Goering, but not before he provided Pleiss with the complete manufacturing specifications. Pleiss sent one of his three cans to Washington, but the War Department rejected it because they felt that their overly-complicated, 10 gallon, cylindrical World War 1 vintage can was good enough. This, however, did not stop that same can from being forwarded to Camp Holabird, Maryland where the manufacture of an ill-conceived, redesigned copy was attempted and, not surprisingly, ended in failure.

While all this was going on, the British encountered the jerry can in Norway in 1940, and it was there that they gave it its famous English name. By late 1940 Pleiss was in London and was asked by British officers if he knew anything about the jerry can's design and manufacture. He had the second of his three can sent to London, where steps were taken for the manufacture of exact duplicates. Actual production and adoption initially proved to be very slow, and as late as the North African campaign allied forces had no jerry cans other than those they might have captured from the enemy. In the days leading up to the Battle of El-Alamein fuel was shipped to the British rear by rail from the sea in 55 gallon steel drums which leaked, particularly after being roughly handled by local labourers. It was then transferred to the infamous 5 gallon "petrol tins", which were square cans made out of tin plate and used for carrying lamp kerosene. They were poorly suited for gasoline, and the hot desert sun would cause the tin to swell, burst at the seams, and leak. Another problem was that a funnel was needed for pouring, which caused more fuel loss due to spillage. For the British, the only acceptable alternative was the jerry can.



Finally, during this time, the British began mass production and by the spring of 1943 British and Commonwealth forces in North Africa had received 2 million British-manufactured jerry cans. In fact, since the British were soon well established in jerry can production, the Allies agreed that the British should be given the task of producing all of the jerry cans needed for the invasion of Europe, and millions more were produced for all of the Allied Forces, including the Americans, by D-Day. By November 1944, U.S. President Roosevelt was declaring that without the jerry can, the 1944 Allied drive through France would not have been impossible, and by V-E day there were some 21 million Allied jerry cans in circulation throughout Europe.

**Jerrycans. The stamped indentations on the sides serve two purposes: firstly to stiffen the side sheetmetal; secondly to allow greater surface area for expansion and contraction of the contents with heat and cold. Different colours designate the contents.**



## Road to the Human Resource Administrator Courses – Canadian Forces Logistics Training Centre (CFLTC) Part One

*CSM RMS Cadre, CFLTC, MWO T.H. Fraser*

During the summer of 2013, I was posted into the Resource Management Support Clerk (RMS Clk) Training Plan (TP) Manager position at the newly titled Canadian Forces Logistics Training Centre. Simply put, I was the new Standards WO for all RMS Clk training being conducted at CFLTC. This was not the first time I had worked at CFLTC. In 2009, I was a member (mbr) on both a Qualification Specification (QS) and Training Plan (TP) writing board (WB) for the new RMS Clk Qualification Level (QL) 6 course. That introduction into the training world was an eye opener. Up until then, I had always envisioned a group of dedicated and highly qualified instructors creating Lesson Plans (LPs) and Performance Checks (PCs) based on their experience and their interpretations on existing policy and regulations alone. Well, I was wrong. As you are about to read, there are a lot moving parts when it comes to producing LPs being taught at CFLTC.

Immediately after arriving in my position, I received a phone call from CWO Poulin, who I knew as the RMS Clk co-advisor. He introduced himself and explained the relationship that we would soon develop over the coming months. Sgt Dumais and I were to provide him with updates on any training limitations encountered (such as when an instructor required clarification on a student challenging a regulation) in the training environment. Within a short period of time, he had opened direct lines of communication between CFLTC and many OPIs such as DG Fin Ops, DMPAP, DCBA, CJOC, DMCA and CMP. These OPIs provided CFLTC with advance notice on any upcoming procedural changes and in return CFLTC provided them with any issues encountered in using their forms or teaching their policy or regulations. A chronic issue at the time was that students were only receiving basic corporate financial procedures on their QL6 course when they actually required a more in-depth version of financial procedures.

During the winter of 2013, CWO Poulin had asked for all documents held at CFLTC that pertained to the Finance Clerk (Fin Clk) and Administration Clerk (Admin Clk) courses that were taught prior to 1998. Any documents were to be forwarded to MWO Fournier and MWO Charron who were part of the Occupational Analysis (OA) team at Director Personnel Generation Requirements (DPGR). I scoured all of the hard drives, CDs, floppies, cabinets and even raided the course control room at CFLTC looking for anything related to the historical occupations. The only documents found were TPs for QL3 and QL5 conversion courses conducted from 1998 to 2003. These were two-week long delta training courses that were mandatory in order to obtain the QL in the new RMS Clk occupation that each mbr held in the Fin Clk, Admin Clk or Construction Engineering Procedures Technician occupations prior to amalgamation. These TPs had no useable material because they only touched on information that CFLTC was already teaching. CFLTC's direct relationship with the OA team began that winter. In May of 2014, I was appointed as CFLTC's representative (rep) and attended the RMS Snr Council meeting held at CFB Borden. The major realization during the conference was that the scope of RMS training was going to drastically change at all levels. This was refreshing news and I was extremely excited to become involved in the process.

In October 2014, I attended the qualification requirements assessment (QRA) Board held in Ottawa as the CFLTC rep. The board was chaired by DPGR, and comprised ranks from Sgt/PO2 to CWO/CPO1. Experience wise, there were Clks who had only been RMS Clks since enrolment and those that had Fin Clk/Admin Clk experience prior to amalgamation; also in the mix, were a wide variety of Clks who had operational, training establishment and Headquarters experience. This is where I first fully understood the term Job Based Specification (JBS). The OA team at DPGR had created an enormous task list which RMS Clks perform at each rank level. This list was completed through national canvassing, interviews, manning reports, occupational specification and some detective work. Mbrs were then provided a list of all jobs that RMS Clks were performing across the CAF.

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These jobs had to be the same whether at sea, in the field, at NDHQ or in the Reserves. Mbrs had to assign each task to a job we felt it belonged to. Then each job was identified either as an entry level (EL) or an intermediate level (IL) based on the tasks assigned. IL meant that you had to do the EL job prior to doing the IL job at the same rank. Following those determinations, mbrs had to decide if formal training or experience was required before doing a specific job. After two and a half days, the chairman provided mbrs with a graph of what was just created. There were two distinct occupations with two distinct career and training paths. Financial Services Administrator (FSA) and Human Resource Administrator (HRA) occupations were born.

In May of 2015, there was a Structure Options Analysis (SOA) meeting chaired by DPGR. Again, I was invited as the CFLTC rep. All of the L1 Superintendent Clks were in attendance. Mbrs were informed that based on the new training module that QLs would no longer be used and they would be changed to Rank Qualifications (RQ). It was recommended that the new occupation would require two RQs; one for RQ Pte (which would have the same breadth of knowledge and skills as a QL5) and one for the RQ Sgt. Board mbrs also recommended that two additional specialty courses would be required; Release Clk and Verification Analyst Courses. It was now determined what the new HRA course would be teaching in the foreseeable future.



### **Canadian Forces Logistics Training Centre Centre d'instruction de Logistique des Forces Canadiennes**

#### **Resource Management Support Clerk Cadre ~ December 2015**

Seated: Mr J Rideout, MWO TH Fraser, Maj GE Baldwin, Lt(N) BJ Mombourquette, WO JES Léveillé

2nd Row: MCpl G Pruneau, Mr JWD Lachance, MCpl J Wiseman, MS IMM McNeil, MCpl TL Porter,  
Sgt TC Jolliffe, Sgt DMS Gaudreault, Sgt CM Ethier, Mr R Roach, MCpl SG Vickery

3rd Row: MCpl AR Tyler, Mr JYM Regis, Sgt R Currie, Mr B McCullagh, Sgt SD Emes,  
Mrs K Hill, Mr P Pullman, Mr M Filion, Mr R Walton



Photo credit: Cpl KJ Quint, Imagery Technician, CFB Borden Imagery





## BRANCH CHIEF WARRANT OFFICER'S CORNER



**Since the last Newsletter, many great things have happened!**

Indeed, posting plots have been completed, people are being promoted and ready to take on new challenges be at work or moving to a new location, great work has also been accomplished in moving forward a number of projects such as the Branch Royal recognition, preparation for the Branch's 50<sup>th</sup> Anniversary, developments with the Branch Fund as well as the great success that was achieved during our recent Log Branch Golf Tournament organized by the Logistics Association, to name only a few.

More recently, on June 6<sup>th</sup>, 2016, we had the Change of Appointment for the Logistics Branch Adviser/Logistics Branch Integrator where Col Banville relinquished her duties to Col B.K. Johnson. The ceremony took place at the RCAF Mess and it was presided by MGen Lamarre. The ceremony was attended by many members of the Logistics Family as well as colleagues and friends. During the ceremony, MGen Lamarre took a few moments to thank Col Banville for her hard work during her term as the LBA/LBI and bid her farewell as she is about to embark on a fantastic journey to OP PROTEUS. MGen Lamarre also welcomed Col Johnson as the new LBA/LBI and wished him success in his new role.

MGen Lamarre took a few minutes to introduce our new Col Cmdt,

MGen McQuillan (retired) and indicated that the Change of Appointment for the Col Cmdt would take place later this year.

All in all, the past few months have continued to be exciting and promising. There is still lots of work to be done everywhere, as usual, but knowing the quality of personnel we have within our Branch, we can only have optimism for the future.

As this edition will be the last one before September, I would like to take this opportunity to wish you all a great summer. We have all been extremely busy and this will be the time to recharge our batteries, unwind and spend quality time with family and friends.

Have a great summer and an excellent day!

CWO P. Côté





# A WORD FROM THE EDITOR!

The success of the Logistics Branch Newsletter is dependent upon the submission of articles from Logisticians across the CAF. In particular, the content of articles should include:

1. Stories about Logisticians and the services they provide;
2. Stories about the support Logisticians are providing to operations and the people who work hard to make them happen; and
3. Stories about policies and programs that affect all Logisticians.

Articles should be submitted in the following format:

1. Translated in both English and French;
2. Not to exceed 450 words in English or 500 words in French (shorter articles are preferred); and
3. The Logistics Branch Secretariat reserves the right to edit submissions for style, content, grammar, and length.

Photos are encouraged and should clearly communicate the subject matter and must include:

1. Caption. Captions describing each photo, as well as the rank and full name of all pictured are required;
2. Source. If the source of the photo is other than the contributor, Combat Camera, or DND, written permission for its use and contact info for the holder of the copyright/owner of the property must be provided with the photo; and
3. Quality. Photos must be high-resolution Jpeg (.jpg) files, no smaller than 4x6 inch, 300 dpi quality.

Do not hesitate to contact us at [DND.LogisticsBranch-ServiceLogistique.MDN@forces.gc.ca](mailto:DND.LogisticsBranch-ServiceLogistique.MDN@forces.gc.ca)

**Next Issue Volume 6, Issue 4, Submission Deadline: 1 September 2016.**

# SERVICE SECOND TO NONE