



Canadian Forces Personnel Newsletter

Second-language maintenance and retention challenge DND/CF

By 2Lt Isabelle Riché, Acting Public Affairs Officer, Canadian Defence Academy

Who among us believe they can grow a garden by tilling the ground, removing the weeds, applying fertilizer, planting flowers – and then neglecting it, hoping the garden will maintain itself? Yet, this may seem to be our approach to our second-language programs.

The Department of National Defence and the Canadian Forces (DND/CF), and CF personnel and DND civilian employees, invest a considerable amount of time, energy and money to achieve a certain level of second-language proficiency in those personnel and employees. However, the follow-up



provided to help them maintain their skills may not be meeting their needs. As a result, the gains they make may be lost during the five years between their second language evaluations, possibly putting their language qualifications in jeopardy.

The Directorate of Professional Development (DPD) at the Canadian

Defence Academy (CDA) has launched a research initiative aimed at addressing this. DPD's Language Programs cell used a detailed survey to identify the needs of candidates and their expectations for a learning retention course. The survey

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2006 pay adjustments

From CFPN

If you are a general service officer (GSO), a pilot, or a non-commissioned member (NCM) at the rank of lieutenant-colonel or below, your pay is based on a comparison of the total compensation package (comprising such elements as salary, overtime or certain benefits, etc.) of a comparable occupation in the Public Service (PS).

The Canadian Forces (CF) and the Treasury Board Secretariat (TBS) are working on this year's pay adjustments, and will announce the GSO/pilot/NCM adjustment in autumn 2006. All adjustments will be retroactive to April 1, 2006.

If you are a legal officer at the rank of captain or colonel, your pay is based on broad comparability to the pay of Department of Justice lawyers plus a component recognizing the distinctive characteristics of military service.

The PS labour relations board is in the process of making certain determinations regarding positions to be excluded from the collective bargaining process, and so terms and conditions of employment, including rate structure, is frozen. We will update you on this in autumn 2006.

If you are a medical or dental officer at the rank of captain to brigadier-general, your pay is based on broad comparability with the net incomes of physicians in private practice plus a component recognizing the distinctive characteristics of military service. CF and TBS officials have completed their work, and your pay adjustment will be announced in autumn 2006.

If you are a non-specialist general, flag officer, colonel or captain (navy), your pay is based on broad comparability to the executive (EX) group of the PS. The government recently announced that the PS EX group would be awarded an increase of 2.5% to salary ranges, effective April 1, 2006, and an increase of 1.1% to at-risk pay, effective for fiscal year 2006/2007. Given that at-risk pay is factored into

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RAdm Pile champions Official Languages

From CFPN

Rear-Admiral Tyrone Pile, Chief Military Personnel (CMP) and Commander Military Personnel Command, is the new Champion of Official Languages (OL) for the Department of National Defence and the Canadian Forces (DND/CF).

"As Official Languages Champion," he says, "my mission is to enhance the visibility of official languages within the military component of National Defence, and to help meet our obligations with respect to the use of English and French where and when the *Official Languages Act* requires."

The OL Champion's responsibilities include:

- ensuring relevant DND/CF OL obligations are met;
- overseeing the commitment at all levels to the successful implementation of the new OL Program Transformation Model;
- ensuring OL is an integral part of decision-making;
- enhancing the visibility of official languages within National Defence;
- safe-guarding respect of our institutional bilingual obligations (service to the public, language of work, and equitable participation of

English- and French-speaking Canadians); and

- ensuring respect of our self-imposed obligations toward the official language minority component of CF family communities on bases throughout the country, and toward civilian populations in proximity to CF bases.

"I am committed to making official languages an integral part of National Defence decision-making," RAdm Pile says, "and to providing official languages leadership wherever I have the opportunity to do so."

RAdm Pile will provide OL leadership within the Defence Management Committee, and report to the committee on DND/CF OL performance.

Official Languages not a new initiative

Colonel Matthew Aylmer, Militia HQ in Ottawa, issued Militia Order No. 12 February 14, 1899. The order read that because military forces in Canada were made up of regiments drawn from both English and French language groups, officers who aspired to senior positions of command should be able to give their orders to the troops in those troops' language of choice.



Rear-Admiral Tyrone Pile

I am committed to making official languages an integral part of National Defence decision-making.

—RAdm Tyrone Pile

Today, the Directorate of Official Languages is responsible for policy development; strategic planning;

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Colonel and captain (navy) promotions and appointments

From CFPN

Chief of the Defence Staff General Rick Hillier has approved the following officers' promotions and appointments:

Lieutenant-Colonel Michael Beaudette: appointed colonel [acting while so employed (AWSE)] in the dual appointments of Deputy Commander and Chief of Staff (COS) Operations at Canadian Operational Support Command (CANOSCOM) Headquarters (HQ) Ottawa.

LCol Blaise Cathcart: promoted colonel; appointed Deputy Legal Advisor - National Defence and Canadian Forces, National Defence HQ (NDHQ), Ottawa.

Colonel Michael Cessford: appointed Director Strategic Guidance, NDHQ.

Col Ken Chadder: appointed Director of Staff, Canadian Expeditionary Forces Command (CEFCOM) HQ, Ottawa.

Col D.A. Cooper: appointed Director Training and Education Policy (DTEP); NDHQ.

Col Donald Dixon: will be appointed Team Leader Strategic Advisory Team; Afghanistan.

LCol A.J.H.J. Dupuis: promoted colonel; appointed Deputy Director NJ7 NORAD HQ; Colorado Springs.

LCol Mario Dutil: promoted colonel; appointed Chief Military Judge; Ottawa.

Captain (Navy) Mark Eldridge: appointed COS Support, CEFCOM HQ.

Col D.A. Fraser: proceeding on the advanced training list for French language training, Edmonton.



LCol Martin Galvin: promoted colonel; appointed Canadian National Liaison Representative to Supreme Allied Commander Transformation (SACT), Norfolk VA.

Capt(N) David Gardam: proceeding on the advanced training list for French language training at Canadian Forces Base (CFB) Halifax, followed by National Security Studies, Canadian Forces College (CFC), Toronto.

Col James Gludo: will undertake Advanced Military Studies and National Security Studies, CFC Toronto.

Col Simon Hébert: appointed Commander 35 Canadian Brigade Group (35 CBG), City of Québec.

Col Scott Howden: appointed A3 Aviation Patrol and Transport Readiness, 1 Canadian Air Division (CAD), Winnipeg.

Col Michael Kampman: appointed Director Future Security Analysis, NDHQ.

Col Dave Kettle: appointed Director Pastoral Operations and Chancery Services, NDHQ.

Col Craig King: appointed Commander Canadian Manoeuvre Training Centre, Wainwright, Alta.

Col John Logan: appointed Assistant COS Operations, Land Force Atlantic Area (LFAA) HQ, Halifax.

Col Jo-Anne MacDonald: appointed Director General Compensation and Benefits (DGCB), NDHQ.

Col Barry MacLeod: proceeding on the advanced training list for French language training, CF Language School (CFLS) Ottawa.

Capt(N) J.C. Maguire: proceeding on the advanced training list For French language training, CFLS Ottawa.

LCol G.C. Mann: promoted colonel; appointed Commander 32 CBG, Toronto.

LCol Karl McLean: promoted colonel; appointed Director Chaplaincy Administration Education and Training, NDHQ.

LCol Jacques Poitras: promoted colonel; appointed Director Public Affairs Operations and Training, NDHQ.

LCol Didier Rioux: promoted colonel; appointed Deputy COS – Reserve, Land Forces Quebec Area (LFQA) HQ, Montréal.

Col Claude Rochette: appointed Commandant, CF Support Unit Ottawa.

Col Clyde Russell: proceeding on the advanced training list for French language training, CFLS Ottawa, followed by National Security Studies at CFC Toronto.

LCol Paul Scagnetti: promoted colonel; appointed Commander 33 CBG, Ottawa.

LCol Barry Southern: appointed colonel (AWSE) in the position of Military Staff Officer, Task Force Jerusalem.

LCol Anthony Stack: promoted colonel; appointed Commander 37 CBG, Moncton.

LCol Douglas Stinson: promoted colonel; appointed Assistant COS Administration, Land Forces Western Area (LFWA), Edmonton.

Col John Tattersall: appointed Operational Support Engineer, CANOSCOM HQ, Ottawa.

LCol Jennifer Thompson: appointed colonel (AWSE) and appointed Director Program Operations and Security, Rideau Hall, Ottawa.

Col Chris Weicker: continuing on the advanced training list, proceeding to CDAO China for language training, Beijing.

Capt(N) Kelly Williams: appointed Director General Strategy, NDHQ.

LCol Art Wriedt: promoted colonel; appointed Commander 41 CBG Calgary. 🍁



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results show students want to incorporate learning retention activities into their daily schedules, combining work requirements with strengthening language skills.

Consequently, in the near future, the Language Programs cell will conduct a six-month pilot project promoting the use of both official languages in the workplace – a key tool of learning retention. About 25 senior CF officers and DND management personnel from throughout Canada, all with language profiles of C-B-C [reading, writing, oral], will take part.

The project will give priority to learners' needs, an approach significantly

different from that used in similar past initiatives. The project's primary objective will be to assess the effectiveness of this method—adapting the learning program to the specific requirements of the students—in achieving a certain degree of functional, not merely institutional, bilingualism among the students participating, and within DND and the CF.

Although this pilot project involves only senior officers and DND management personnel, the program may be offered to a broader clientele in the future, taking us another step not only toward second language retention but also

toward greater use of both official languages in the workplace.

- Find a summary of the survey results, and recommendations, at <http://cda-acd.mil.ca/DPD/engraph/services/lang/doc/repursen.pdf>.
- You may request a copy of the full report. For more information, contact Ms Michelle Séguin, language program researcher, at 613-541-5010, x3951. 🍁

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monitoring; evaluating; trend analysis; reporting; and awareness.

DOL ensures CF personnel can work in their language of choice by providing advice, coordinating the implementation of OL policies and plans, handling complaints, staffing the linguistic designation of units and positions, and serving as the Departmental Authority for military second language training and certification.

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Canadian Forces Personnel Newsletter

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Co-ordinating the Canadian Forces Pension Plan and the Canada Pension Plan

By Mrs. Ann Gravelle, Director Pensions and Social Programs

As a member of the Canadian Forces (CF), you are or may become eligible to receive retirement income under the *Canadian Forces Superannuation Act* (CFSA) and the Canada Pension Plan (CPP) after your career in the CF is over. You should get to know how your pension benefits work.

CFSA and CPP

When the federal government introduced the CPP in 1966, it integrated the new plan with the pension plans it already had for its workforce. This meant pension plan members did not have to make additional contributions toward their retirement income. Most Canadian employers offering pension plans to their employees did the same.

CPP benefits, therefore, became available to CF personnel participating under the CF plan without any increase in their overall monthly pension contributions – in effect, the total amount contributed toward pension benefits remained the same, but contributions by CF personnel began going in part to the CPP and in part to the CF pension plan. As well, with less going into the CF pension account, it became necessary to make a corresponding adjustment to benefits payable under CF pension arrangements.

Impact of plan integration on contributions

In practical terms, CF personnel who contribute to the CPP pay contributions each year on their annual earnings between a minimum and maximum level. The minimum level is the Year's Basic Exemption; the maximum level, set every year by the CPP, is the Year's Maximum Pensionable Earnings (YMPE). (Box 1)

As well, if you are participating under the CF plan, you contribute to the CF Pension Fund.

Impact of plan integration on benefits

When you release from the Forces, the CFSA pension benefit paid to you is divided into two parts – a lifetime

Box 1

YEAR'S BASIC EXEMPTION = \$3500
2006 YMPE = \$42 100 (CONTRIBUTED TO AT 4.95%)

YOUR 2006 CF PENSION FUND CONTRIBUTION RATES:

- 4.3% OF EARNINGS BELOW THE YMPE
- 7.8% OF EARNINGS ABOVE THE YMPE

YOUR TOTAL 2006 CONTRIBUTIONS:

- 4.3% UNDER THE CFSA AND 4.95% UNDER THE CPP ON THE FIRST \$42 100 OF YOUR SALARY EARNED
- 7.8% TO THE CFSA ALONE ON THE REMAINDER OF YOUR EARNINGS

SO, IF YOU'RE A CORPORAL EARNING \$50 000, THIS RESULTS IN A TOTAL ANNUAL RETIREMENT INCOME CONTRIBUTION OF ABOUT \$4330, OF WHICH ABOUT \$2400 IS PAID TO THE CF PLAN AND ABOUT \$1900 TO THE CPP.

benefit and a "bridge benefit". The bridge benefit is payable until you qualify for benefits under the CPP when you turn 65 (the normal age of eligibility) or if you become eligible for a CPP disability pension.

This end of the bridge benefit, or "reduction", is set out in a formula specified in pension legislation and based on pensionable service from January 1, 1966 or later to your release date. (Box 2)

It should be noted that the reduction is related to your specific earnings and pensionable service while in the CF, not to the amount that you are entitled to receive under the CPP – the provisions and the benefit calculation formula of the CPP are different from those of the CF plan. The reduction can be equal to, or higher or lower than, the CPP benefit itself.

This type of reduction is not unique to the CFSA; pensions payable under the *Public Service* [PS]

Box 2

REDUCTION FORMULA: 0.7 PER CENT X YEARS (COMPLETE OR PARTIAL) OF PENSIONABLE SERVICE X THE LESSER OF THE AMPE (THE AVERAGE OF THE YMPE FOR YOUR RETIREMENT YEAR AND THE FOUR PRECEDING YEARS) FOR YOUR RETIREMENT YEAR OR YOUR AVERAGE SALARY FOR THE FIVE CONSECUTIVE YEARS OF YOUR HIGHEST-PAID SERVICE

Box 3

REDUCTION FACTOR REDUCED FROM 0.7% TO 0.625% OVER FIVE YEARS

REDUCTION FACTOR AT AGE 65:

- 2007 = 0.700%
- 2008 = 0.685%
- 2009 = 0.670%
- 2010 = 0.655%
- 2011 = 0.640%
- 2012 = 0.625%

Superannuation Act and the *Royal Canadian Mounted Police [RCMP] Superannuation Act* are adjusted in an identical fashion, as are most other large public- and private-sector plans in Canada.

Recent changes to the CPP-related reduction factor

In the *Budget Implementation Act, 2006*, which came into effect June 22, the federal government approved a technical amendment to the CF, PS and RCMP pension plans. This change, which will operate in the plan member's favour, alters the formula used to calculate the reduction in members' pensions and will apply to individuals reaching age 65 in 2008 and beyond.

This amendment will not eliminate the reduction but, beginning in 2008, the reduction that will be made will be smaller than if the current formula were still in place. (Box 3)

➤ Visit www.fin.gc.ca/news06/06-024e.html for contact information for the *Budget Implementation Act, 2006*.

➤ Get information about pension and retirement at www.forces.gc.ca/dgcb/dpsp/engraph/pension_retirement_e.asp.

➤ Go to <http://lois.justice.gc.ca/en/C-17/text.html> for the *Canadian Forces Superannuation Act*.

➤ Find Canada Pension Plan information at www.sdc.gc.ca/en/isp/cpp/cptoc.shtml.

Compensation and benefit instructions (CBI) amended

From CFPN

Treasury Board has approved the following amendments to compensation policies:

Rate of pay on change of Reserve class of service

If you are a member of the Reserve Force proceeding on Class C service at your substantive rank, you have pay protection, effective June 22, 2006, ensuring that your Class C rate of pay will not be lower than your Class A or B rate of pay.

- Check out CBI 204 at www.forces.gc.ca/dgcb/cbi/engraph/home_e.asp or at http://hr.ottawa-hull.mil.ca/dgcb/cbi/engraph/home_e.asp for information.

Recruitment Allowances (RAs)

If you are a member of the Canadian Forces (CF), you are entitled to an RA if your selected occupation is listed as understrength on the day you apply to enroll in the CF or to component transfer within the CF.

The RA available to engineering officers, originally scheduled to end March 21, 2006, has so successfully

attracted eligible candidates that it has been extended to March 31, 2008.

To better determine understrength engineering officer occupations, and to avoid allocating an RA to formerly understrength occupations that have recovered, amendments to CBI 205.525 will ensure equitable treatment by adding engineering occupations, and medical and dental officer occupations, to the published list of understrength occupations.

When the occupation structure amendment allowing Primary Reserve medical and dental officers to be employed as clinical specialists came into effect in 1999, the necessary supporting pay structure was not included in the CBI. If you are a Reserve Force specialist medical or dental officer, you'll be pleased to know that CBI 204 has been amended to correct this oversight – effective April 1, 2005, Reserve Force specialist medical and dental officers are paid at a rate of pay equal to 85% of the approved equivalent Regular Force rates of pay.

- Find comprehensive information in CBI 205.525 at www.forces.gc.ca/dgcb/cbi/engraph/home_e.asp or at http://hr.ottawa-hull.mil.ca/dgcb/cbi/engraph/home_e.asp.

CF Station Alert Special Allowance

If you have served at CF Station (CFS) Alert, you may be eligible for a retroactive special allowance lump-sum payment.

The Special Allowance – CFS Alert (SPAA) compensates you in recognition of the exceptional conditions associated with your service during tours of duty at CFS Alert. If you are a member of the Regular or Reserve Force who is or has been attached posted to CFS Alert, you may be eligible.

If you have accumulated 24 months of service at CFS Alert and have reached the maximum entitlement to SPAA, you will continue to be entitled to that rate for any future posting to CFS Alert.

If you are entitled, you may receive a retroactive lump-sum payment. SPAA is payable in addition to pay



CBI amendments page 4 ➤

Guiding those helping hands

By Ms Brenna Morell, CFPSA Media Relations Coordinator

You're staffing a booth at a community trade show and a member of a local service club asks how his group can get magazine subscriptions to sailors deployed overseas. What do you tell him?

You're leaving the war memorial after Remembrance Day ceremonies and a woman approaches you for information about getting the mittens she and her crafts group knit to soldiers in Afghanistan? Where do you send her?

With the increased interest in and heightened media coverage of Canadian Forces (CF) activities overseas, many Canadians want to do something for the men and women of the CF. While we all appreciate this outpouring of support and generosity, some of the initiatives started by individuals or groups have resulted in logistical problems.

The CF mission re-supply system is designed to move operational and operational support equipment. Donated goods can be moved only when space is available – and space is limited. On occasion, we've had to turn down donations, and that doesn't make anyone happy.

The CF Personnel Support Agency (CFPSA) is mandated to develop and deliver morale and welfare programs and services to CF personnel and their families. These programs and services are designed to enhance the quality of life of

the military community, and so contribute to the operational readiness and effectiveness of the CF. That mandate includes responsibility for donations to deployed personnel. CFPSA has set up one overarching program, Operation Santa Claus, to receive and distribute donated items.

Here's a list of contacts for potential donors:

CFPSA's Operation Santa Claus: CFPSA begins work on Op Santa Claus in April, so it's probably too late to contribute this year, but there's always next year. Groups donating items will have to meet specific criteria, including a requirement that they are able to offer a minimum of 3500 of any single item. Visit CFPSA at www.cfpsa.com/en/psp/amenities/opsanta/santa.asp. Contact Ms Shirley Penny at Penny.SM@forces.gc.ca or at 613-995-8779.

Support our Troops: Go to www.cfpsa.com/supportourtroops/. All proceeds go to morale and welfare programs for the CF community.

Write/email the troops: Find an online message board at www.forces.gc.ca/site/community/messageboard/index_e.asp. Click on "addresses" in "Here are the addresses for the current CF deployments". Letters, cards and post cards can be sent individually or bundled to save on postage. Bundles may not contain anything but written greetings.

Military Family Resource Centres: MFRCs are located throughout Canada,



SGT JERRY KEAN, DND

KANDAHAR, Afghanistan—Santa (MWO Billie Bolen) and his elf (Sgt Sue Coupal) give Private Ian Smith his Christmas package at Camp Nathan Smith.

and provide support to the parents, spouses and children of deployed CF personnel. Visit www.cfpsa.com/en/psp/dmfs/mfrcontact/index.asp for MFRCA locations, and telephone Ms Maria DiVirgilio at 613-995-2479 for information.

Leave for Reservists: Companies employing Reservists can contribute by granting those Reservists leave for training, exercises and deployments, and by welcoming them back into their jobs when they return from duty. For info on implementing a military leave policy, visit the CF Liaison Council at

www.cfc.forces.gc.ca/general/intro_e.asp or telephone 1-800-567-9908.

Corporate sponsorship: CFPSA teams with Canada's corporate community to ensure the availability of high-calibre programs and services. Find information at www.cfpsa.com/en/psp/sp.

Employment: Through staff of the Non-public funds, CF (NPF CF), CFPSA employs Canadians both in Canada and overseas. For positions in Canada, visit www.cfpsa.com/en/services/hr/index.asp. For positions abroad, visit www.cfpsa.com/en/deployed_e.asp.

DND/CF Help Line out of service

From CFPN

What may seem like bad news is actually good news – on two fronts.

The Department of National Defence/Canadian Forces (DND/CF) Help Line for harassment and sexual assault is out of service. The 1 800 number was set up in 1998 to receive calls from, and provide referrals to, CF personnel and family members who were victims of sexual harassment or sexual assault.

Given the significantly reduced number of calls received in recent years (the good news) and the standing up of the Office of the Ombudsman for DND and the CF (more good news), the help line has been discontinued. As a transitional measure, however, the help line toll-free numbers (1-800-290-1019 in North America; 1-800-290-10191 outside North America) will connect callers to an automated referral service until March 31, 2007.

If you call, you will hear the following message:

"The DND/CF harassment sexual assault line is no longer in service. Help remains available if you need it. If you are being harassed, do not ignore it.

"If you simply need information and advice, or want to speak with someone in confidence about work related concerns including harassment and sexual assault, contact the 24-hour Member Assistance Program hotline at 1-800-268-7708.

"If you want someone to intervene on your behalf, contact National Defence and

Veterans Affairs Assistance Centre at 1-800-883-6094 during work days from 0800 to 1630 hours. All calls are confidential."

DND and the CF remain committed to preventing and resolving harassment in the workplace. In addition to these telephone resources, you can receive assistance through processes and programs such as Alternative Dispute Resolution, the Member Assistance Program, workplace relations advisors, the Ombudsman for DND and the CF, and the CF National Investigative Service.

➤ Read Canadian Forces General Message (CANFORGEN) 132/06 at http://vcds.dwan.dnd.ca/vcds-exec/pubs/canforgen/2006/132-06_e.asp for information.

➤ Consult the Policy on the Prevention and Resolution of Harassment in the Workplace at www.forces.gc.ca/hr/harassment/engraph/home_e.asp.

➤ Call the Member Assistance Program 24/7 at 1-800-268-7708 (TTY 1-800-567-5803) and visit www.forces.gc.ca/health/services/engraph/member_assist_program_home_e.asp for more information.

➤ For information about Alternative Dispute Resolution, telephone 1-888-589-1750 or visit www.forces.gc.ca/hr/adr-marc/engraph/home_e.asp.

➤ Go to www.vcds.forces.gc.ca/cfpn/pubs/nis/intro_e.asp for information about the CF National Investigative Service.

➤ Visit www.ombudsman.forces.gc.ca/main_e.asp for information about services offered by the Office of the Ombudsman for DND and the CF. ♦

2006 pay - from page 1



the base salary of the senior officers of the CF, the increase to pay increments cannot be directly applied. Pay tables are being prepared to clarify the combined net increase.

Chief of the Defence Staff General Rick Hillier has directed that senior officers' pay adjustments implementation will not take place until the GSO/pilot/NCM pay adjustments are ready to be implemented.

➤ Read Canadian Forces General Message (CANFORGEN) 120/06 at http://vcds.dwan.dnd.ca/vcds-exec/pubs/canforgen/2006/120-06_e.asp for information. ♦

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➤ Read the Directorate of Official Languages backgrounder at www.forces.gc.ca/site/newsroom/vie_w_news_e.asp?id=884.

➤ Consult the DND/CF OL Program overview at www.forces.gc.ca/hr/dol_strat/engraph/OLStratPlan04_e.asp. ♦

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CFS ALERT: ACCUMULATED TIME / NUMBER OF COMPLETED MONTHS	MONTHLY RATE
< 6	\$102
≥ 6 < 12	\$211
≥ 12 < 18	\$316
≥ 18 < 24	\$419
≥ 24	\$522

and Isolation Allowance as per CBI 11, Section 2.

Note: SPAA is subject to income tax, employment insurance and Canada Pension Plan deductions. SPAA is not subject to deductions for contributions to the *Canadian Forces Superannuation Act* and is not considered pensionable earnings.

■ For information about SPAA, read CBI 11.03 at www.forces.gc.ca/dgcb/cbi/engraph/home_e.asp or at http://hr.ottawa-hull.mil.ca/dgcb/cbi/engraph/home_e.asp. ♦