



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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