



Canadian Forces Personnel Newsletter

Physical fitness 2007

From General Rick Hillier,
Chief of the Defence Staff

This year, I will release a fitness campaign plan to focus on raising fitness awareness and actual fitness levels



as determined by physical fitness testing and other unit and personal readiness measures.

By announcing my intentions now, it should motivate me to speed up my run times to meet my new standards, and I hope it will motivate you as well.

The plan will include streamlining and updating CF EXPRES testing procedures and programs, producing a "fitness" chapter for my *CDS Guidance to Commanding Officers*, and renewing focus on strategic fitness initiatives. The campaign plan will focus on leadership, individual motivation, accountability for results, and facilitation initiatives to help individuals and teams to improve their fitness levels.

All Regular Force personnel, and Primary Reserve personnel on continuous Reserve service (Class B or C) for a period exceeding 180 days (with the exception of those who are incentive-exempt, medically excused, or subject to a location excusal) shall be fitness tested in accordance with existing policy by March 31, 2007 for the April 1, 2006 to March 31, 2007 evaluation year.

The chain of command will ensure that personnel are tested, and commanders will be held accountable for 2006-2007 unit results.

Planning for fitness testing and programming for Reserve Force personnel on Class A service will continue through 2007, with the expectation that units will be fully engaged by June 1, 2008.

Maintaining a personal physical fitness regime is a personal responsibility and a requirement of service. Physical fitness testing provides the validation that a particular fitness regime is adequate, and under current fitness policy, annual physical fitness evaluation is required. The results of this current testing will provide a clear picture of the fitness standards achieved.

HMCS OTTAWA, Arabian Gulf—
AB Emmanuel Binyamini, from Montréal, tunes out during his workout on the flight deck of HMCS Ottawa.

MCPL ROBERT BOTTTRILL, COMBAT CAMERA

Commanding officers will ensure that the fitness results and status of their personnel are entered into the fitness panel of the Human Resources Management System (HRMS) no later than April 30, 2007. By May 15, 2007, a consolidated report will be provided to Chief Military Personnel, who will inform Armed Forces Council.

All CF personnel must participate in a physical fitness program sanctioned by the CF. Should CF personnel fail to meet the required minimum physical fitness standard, remedial physical fitness training, retesting and, if necessary, career administrative measures will be initiated.

This fitness campaign plan continues what began in December 2005, when I launched the first stage of a process to reinvigorate our military culture of fitness. That 2005 direction focussed on a process of establishing a baseline level of physical fitness. The need for 100% testing and recording of status was followed by the publication of the policy on universality of service and fitness standards.

The substantial increase in gym traffic and in the number of fitness inquiries through 2006 reflects the beginning of the required resurgence. We must maintain this momentum.

I am firmly committed to the evolution of fitness policy and practice within the Canadian Forces, and expect CF men and women to focus even more strongly on the healthy life style that is so essential to maintaining standards that set the conditions for success in operations.

Additional reading

- Canadian Forces General Messages (CANFORGENs) 087/06 and 198/05 at http://vcds.dwan.dnd.ca/vcds-exec/pubs/canforgen/intro_e.asp.



MCPL KEVIN PAUL, COMBAT CAMERA

EL GORAH, Egypt—Lt(N) Janan Sutherland, Task Force El Gorah (*Operation CALUMET*) Deputy Staff Officer Press & Visits, performs body curls during morning P.T. at the peacekeepers' camp.

- Defence Administrative Orders and Directives (DAOD) 5023/2 at www.admfincs.forces.gc.ca/intro_e.asp or at http://admfincs.mil.ca/OrdersandDirectives_e.asp.

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GENERAL RICK HILLIER



Forces Pension Modernization Project



CPL PHIL CHEUNG, 32 CANADIAN BRIGADE GROUP

CFB PETAWAWA—Pte Peter Levine guards the front gate of Forward Observation Base Steadfast during Exercise VIGILANT GUARDIAN 2006. More than 2500 Reserve Force personnel from across Ontario engaged in an intensive program of combat preparedness, including medium-intensity fighting across a range of simulated environments, security/stabilization operations, and humanitarian assistance. For more photos taken during Exercise VIGILANT GUARDIAN, go to www.combatcamera.forces.gc.ca/common/combatcamera/find_e.asp.

From CFPN

As of January 1, 2007, all Reserve Force employment will fall under the Canada Pension Plan (CPP). So, if you are a member of the Reserve Force whose annual earnings are more than the annual basic exemption set under the CPP (currently \$3500), you are now contributing to the CPP on the same basis as any other Canadian worker earning more than the basic exemption, regardless of the nature or the length of your Reserve service.

- Check out the CF Pension Modernization Project website at www.forces.gc.ca/hr/dgcb/cfmp/engraph/home_e.asp or at http://hr.d-ndhq.dnd.ca/dgcb/cfmp/engraph/home_e.asp for more information on Res Force personnel CPP contributions. You may submit specific questions to your unit pay clerk.

Director Accounts Processing Pay and Pensions (DAPPP) Pensions Services will be notifying all Reserve Force personnel who have met eligibility thresholds for

participation in CF pension arrangements. If you are a member of the Reserve Force, you will also be notified when you are eligible to elect to count your prior periods of Reserve Force service for pension purposes. Web-based calculators will be available to you for estimating the cost of purchasing previous earnings and forecasting future benefits.

- Keep an eye on www.admfincs.forces.gc.ca/pension/intro_e.asp for information updates on Prior Service Buybacks for Reservists.

Finally, call centres are being readied to receive your general pension questions, and queries about eligibility and elections. You will be advised of call centre telephone numbers once the pension modernization initiatives receive final approval.

- Consult Canadian Forces General Messages (CANFORGENs) 176/05 and 060/05 at http://vcds.dwan.dnd.ca/vcde-exec/pubs/canforgen/intro_e.asp for background information. ♦

If you are planning for a year, sow rice; If you are planning for a decade, plant trees; If you are planning for a lifetime, educate people.

Chinese proverb

Educating CF children – planning for a lifetime

By Col Jo-Anne MacDonald, Director General Compensation and Benefits (DGCB), and Mr. Don Ferguson, Directorate of Compensation Benefits Administration (DCBA-5)

If you are expecting a posting in 2007, you probably already have an idea about what to expect and when, work-wise.

Your children, who will be entering new schools, may be less sure of what's in store for them. You can help ease their uncertainty by spending some time researching the school district, and schools, that will be available to them.

Initially, you should determine which of the many characteristics of a school and a school district will best meet your children's needs. You may be interested in the academic performance of students at the schools in the district, for example. Or programs for special-needs students, courses offered, teacher turnover rates, graduation requirements, the availability of special resources, the size of the school population, the number of students per class, dropout rates, graduation rates, and so on.

You can also learn how parents regard the schools their children attend, and how

the schools are regarded by the community.

The high school experience is an especially complicated and challenging landscape, and even more so for highly mobile children of the CF. High school students will be more interested in records transfer, interpretation systems of former schools' credits at the new school, subjects offered, and school calendars, schedules, standards, opportunities and extracurricular activities.

Each military student is unique; he or she is a child, first, and connected to the military, second. Repeated relocations and the resulting new school situations bring a particular set of challenges and daunting unknowns – and opportunities. It's tough being the "new kid" over and over again, regardless of the circumstances and the age of the student.

The teachers and counsellors at your children's new school(s) can do only so much. You, as parents, are the best counsellors because you know your children – their educational and social needs and wants.

So, start early, get your children involved, and plan ahead. Working

together, you and your children, no matter what their ages, can make this transition smooth, and the benefits of a smooth transition last a lifetime.

Useful resources

On the DGCB's Dependent Education Management website at www.forces.gc.ca/dgcb/educat/, check out:

- Education Screening and Schooling Facilities - Education Benefits Outside Canada at engraph/screening_e.asp.
- Education Of Dependent Children Of Members At Places Of Duty In Canada at engraph/edu_in_canada_e.asp.
- Education Allowance Outside Canada at engraph/outside_canada_e.asp.
- Education Facilities Location Guide in Canada at engraph/facloc_in_canada_e.asp.
- Information on Alumni of former DND Overseas Schools at engraph/alumni_e.asp.



- Canadian Education Internet Sites at howto/engraph/Howto17_e.asp#2.

For additional information, visit:

- Allied Forces North (AFNORTH) International School at www.afno-is.eu.dodea.edu/.
- Supreme Headquarters Allied Powers Europe (SHAPE) International School at www.nato.int/shape/community/school.htm. ♦

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MGen George R. Pearkes Building
15 North Tower
101 Colonel By Drive
Ottawa ON K1A 0K2

E-mail: Urquhart.R@forces.gc.ca
Fax: 613-996-7483
CSN: 846-7483

Managing Editor/Graphic Designer
Ms Ruthanne Urquhart – 613-996-6820

French Editor/CMP Comms Advisor
Ms Nathalie Lauzon – 613-992-3462

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Visit www.forces.gc.ca/hr/cfpn/engraph/home_e.asp and click on "Supplement" for news and information not available in the print edition.

Personnel Appraisal System update

From CFPN

Canadian Forces Personnel Appraisal System (CFPAS) contains the information you need with regard to Personnel Evaluation Reports (PERs), Performance Development Reviews (PDRs), and related material.

At work

If you are using a DND system computer, CFPAS 2007 should be available to you now or in the near future.

Visit http://hr.dwan.dnd.ca/dgmc/engraph/CFPAS_Home_e.asp?Opensub=60 for information about installing CFPAS, or follow this path:

- Start; Network; Corporate; CFPAS – SEPFC 2007

After you've installed CFPAS 2007, you can launch it from:

- Start; Programs; CFPAS – SEPFC 2007

During this installation, CFPAS 2005 will be automatically removed from your computer.

At home

You may install CFPAS 2007 on your home computer. Go to www.forces.gc.ca/cfpas/engraph/home_e.asp.

Please be aware: The non-negotiable conditions of use of CFPAS on a home computer are:

- No identifying personal particulars are to be used.
- No unit/formation/organization identifiers are to be used.
- No job or rank designations should be used.

Any deviation from these requirements could result in security violations that may result in disciplinary action being taken.

Either way

The CFPAS 2007 software package contains the current versions of:

- CFPAS Form Filler help
- Handbook
- Word Picture book
- Policy Directive
- CWO/CPOI Handbook
- EXPAS instructions
- Chaplains Handbook.

Finally...

- Go to Canadian Forces General Message (CANFORGEN) 005/07 at http://vcds.dwan.dnd.ca/vcds-exec/pubs/canforgen/intro_e.asp for information on new features and capabilities included in the CFPAS 2007 software package, and how to use them.
- Consult Director General Military Careers (DGMC) at http://hr.dwan.dnd.ca/dgmc/engraph/CFPAS_WhatsNew_e.asp.

Royal Military College of Canada
27th Military History Symposium
22-23 March 2007



Collège militaire royal du Canada
27^{ième} Colloque d'histoire militaire
22 et 23 mars 2007

Strategic Planning and the Origins of the First World War: New Perspectives on the Centenary of the July Crisis

La planification stratégique et les origines de la Première Guerre mondiale : Cent ans après : nouveaux aperçus de la crise de juillet

Keynote Address: Foreign Policy and Military Planning: the Great Power System before 1914
Professor David Stevenson, London School of Economics

Militarism Amok? Political and Strategic Influences on German War Planning before the First World War
Dr. Robert Foley, University of Liverpool, U.K.

What Were They Thinking? France Before the Great War
Dr. Eugenia Kiesling, US Military Academy, West Point, NY

Reflections on Russian Planning for a European War, 1873-1914
Professor Bruce W. Menning, US Army Command and General Staff College, Leavenworth, Kansas

Doomed: The Austro-Hungarian Empire and the Coming of the Great War
Dr. Felix Schneider, Institut für Strategie und Sicherheitspolitik, Vienna

"A Fair Equilibrium?" Britain and the Origins of the First World War
Dr. Thomas Otte, University of East Anglia, Norwich U.K.

Preparing for What? Military Planning in Canada before 1914
Professor Ronald Haycock, Royal Military College of Canada

There will be a graduate student round table
Il y aura une table ronde pour les étudiant(e)s de cycles supérieurs



For further information contact / Pour obtenir plus amples renseignements, communiquer avec
Professor B.J.C. McKercher (613)-541-6000 x6007; mckercher-b@rmc.ca
Dr. R.A. Prete (613)-541-6000 x6238; prete-r@rmc.ca
Mr. Greg Liedtke: (613)-542-9859; Greg.Liedtke@rmc.ca

Subsidized education, adventure

By Capt Holly Brown, Canadian Forces Recruiting Group Public Affairs Officer

If you know a student interested in getting training in a technical trade but is worried about the cost of tuition, pass this along. If you are that student, read on.

The Canadian Forces Non-commissioned Member – Subsidized Education Program (NCM-SEP) enables candidates to complete community college programs that fulfill all or most of the initial occupation training requirements for an occupation in the Regular Force.

You must be accepted without condition into any one of the specific eligible programs determined by the CF. Under the NCM-SEP, your education is subsidized for up to two years; your tuition, books and academic equipment are funded; and you receive a salary while you're going to school. And you will have a summer job in between your academic years, and a guaranteed job at the end of your program.

Army

If you are interested in the Army, enter these Land Force occupations through NCM-SEP:

OCCUPATION	TECHNICAL DIPLOMA
Vehicle Technician	Automotive Service Technician
Electronic-Optronic Tech Land	Electronics Engineering Tech (2 years)
Electronic-Optronic Tech Land	Electronics Engineering Tech (3 years)

For the Army trades under the NCM-SEP (Vehicle Technician and EO Technician), the training program consists of formal military courses and a two-year

subsidized Technician diploma program at a college approved by the Canadian Forces. Graduates will begin three years of obligatory service commencing on the date of college graduation.

Navy

If the Navy is for you, enter these Maritime Force occupations through NCM-SEP:

OCCUPATION	TECHNICAL DIPLOMA
Naval Weapons Technician	Electro-Mechanical Engineering
Naval Electronics Tech – Sonar	Electronics Engineering
Naval Electronics Tech – Communications	Electronics Engineering
Naval Electronics Tech – Radar	Electronics Engineering
Marine Engineering Tech	Marine Engineering

For the Navy trades (Naval Weapons, Naval Electronics, and Marine Engineering), the training program comprises formal military courses and a two-year subsidized Engineering Technician diploma program at the Fisheries and Marine Institute of Memorial University of Newfoundland (MUN/MI), St. John's, Newfoundland and Labrador. Because the program at that location is offered in English only, candidates must be functional in English to join this particular program.

The program is designed to graduate the trainee in the rank of Acting Leading Seaman, and graduates will

begin three years of obligatory service commencing on the date of college graduation.

General

NCM-SEP applicants must meet the minimum academic entry requirements for both the military occupation and the appropriate subsidized college as published in that institution's calendar.

The minimum academic performance required for an applicant to be considered for subsidy under the NCM-SEP program is 60% in each of the Grade 12 or Sec V (Quebec) core subjects – math, science(s), and languages.

To be eligible for the NCM-SEP, you must be a Canadian citizen.

To learn more, contact your nearest CF Recruiting Centre at 1-800-856-8488, or consult the recruiting website at www.forces.ca and click on "Subsidized Education".



SGT GERBEN VAN ES, TASK FORCE AFGHANISTAN ROTO 1 DEFENCE FORCE PHOTOGRAPHER

KANDAHAR AIRFIELD, Afghanistan—Cpl Jay Dance works on an armoured vehicle engine at the National Support Element's Maintenance Platoon compound.

Intermediate Leadership Qualification residential component changes

From CFPN

The residential component of the Intermediate Leadership Qualification (ILQ), the common CF qualification required for promotion to petty officer, first class or warrant officer, has been shortened by 9.5 days.

As of January 1, 2007, non-commissioned members (NCMs) of the Regular and Reserve Forces are completing the residential component over 15 rather than 24.5 days.

Why?

This change is due primarily to the evolution of overall professional development (PD) opportunities for and requirements of NCMs. The streamlined residential component also addresses the need to move NCMs through the qualification more efficiently in order to:

- meet Force expansion requirements;
- better manage resource availability; and
- accommodate time constraints placed on NCM candidates with regard to their PD activities.

A review of the ILQ delivery strategy and validation identified three factors that have led to this change:

- The introduction of educational outcomes to the CF Primary Leadership Qualification (CFPLQ) and the introduction of the Advanced Leadership Qualification (ALQ) have reduced the burden on the ILQ.

- The ILQ validation highlighted curriculum areas that could be examined for reduction.
- The cumulative effects of Force expansion, expected promotions due to an increase in attrition, the inclusion of the Primary Reserve, and the finite resources at Campus Saint-Jean mean that additional course serials are required.

How?

Most of the time saved was found by moving from an instructor-led delivery model to a learner-centric approach. As well, a number of learning activities were combined. Very little actual course content was removed.

The major time-saving changes include:

- shifting to an assessment strategy that is more learning-centric, relying on practical exercises followed by both facilitator and peer feedback; and
- revamping many of the lessons that comprised knowledge-based content presented by facilitating staff so that these lessons are now researched, developed and presented by the students during their verbal presentations.

Benefits?

The Canadian Forces Learning Development Center (CFLDC) will be able to conduct nine serials of 120 candidates per serial for a total of 1180 candidates per year (an increase in 340 seats). This will meet the

requirement to move more candidates through the qualification at a reduced cost.

As well, CFLDC will be able to run one to two fully integrated compressed serials each year, based on demand, which can be conducted in 12 consecutive days (including weekends) to accommodate Class A Reservists. The priority for the compressed courses will be:

- 1 Class A Primary Reservists;
- 2 Class B Primary Reservists; and
- 3 Regular Force personnel.

Information?

➤ Consult Assistant Deputy Minister (Human Resources – Military) [Chief Military Personnel] Instruction 04/06 at www.forces.gc.ca/hr/instructions/engraph/home_e.asp or at http://hr.ottawa-hull.mil.ca/docs/instruction/instructions/engraph/home_e.asp.

➤ Direct inquiries to Directorate Professional Development NCM PD chief warrant officer at Levesque.JD3@forces.gc.ca or at (613) 541-5010 x3960.

➤ Visit www.cfsj.forces.gc.ca/ilq/engraph/home_e.asp for general information about the ILQ.