



Canadian Forces Personnel Newsletter

Program changes affect application of benefits, recognition

From CFPN

Depending on the operation, deployment or service in question, CF benefits and compensation packages, and other entitlements such as honours and recognition, may need fine-tuning to ensure that you receive the coverage or entitlement you should. These benefits and entitlements are continuously monitored and evaluated to make sure that all personnel are treated fairly and equitably.

A good example of this ongoing realignment is the suite of recent program changes levelling the application of the compensation and benefits package and the honours and recognition entitlements of personnel serving with Military Security Guard Unit Detachment (MSGU Det) Kabul or with Central Departmental Accounting Office (CDAO) Afghanistan.

Status of tasked personnel

CF personnel serving with the MSGU Det Kabul provide security services to the Canadian Foreign Mission in Kabul, and have been seconded/assigned from the CF to the Department of Foreign Affairs and International Trade (DFAIT). CF personnel are also currently assigned to CDAO Afghanistan, a separate CF unit supporting the DFAIT mission in Kabul.

To level the application of compensation and benefits policies and honours and recognition policies, and because the CF is committed to a "theatre approach" to deployed ops, personnel serving with MSGU Det Kabul and with CDAO Afghanistan will now be deployed to the Task Force Afghanistan (TFA) operation [Joint Task Force – Afghanistan (JTF – AFG)] and employed in support of the Canadian Embassy in Kabul to effect their duties.

Compensation and benefits changes

Personnel serving with MSGU Det Kabul and CDAO Afghanistan will now be entitled to the same theatre benefits and allowances afforded to other *Operation ATHENA* members. These benefits include:

- Operations Foreign Service Premium;
- Hardship Allowance, at the level prescribed for Kabul;
- Hardship Allowance Bonus (as applicable);
- Risk Allowance, at the level prescribed for Kabul; and
- Tax Relief provisions (provided the mission risk level continues to satisfy all requirements of the *Income Tax Act*).

The new compensation and benefits framework will be effective when personnel arrive 'on post', on or after



WO BILL LAING, STRATEGIC ADVISORY TEAM KABUL

Padre Maj Robert Lauder visits with the children who call Kabul's Mirman orphanage home. CF personnel in the area have taken it upon themselves to help support the orphanage.

June 26, 2007. Once deployed to newly created *Op ATHENA* TO&E positions, personnel will be required to relinquish allowances and benefits entitlements and claims that were based on their previous assignment status.

Medal entitlement change

Personnel serving with MSGU Det Kabul or with CDAO Afghanistan and are

deployed to TFA operation (JTF – AFG) are serving in direct support of operations against terrorism in South-west Asia. Accordingly, they are now eligible to receive the South-West Asia Service Medal (SWASM) with "Afghanistan" bar when they have served at least 30 days in the theatre of operations.

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Operation Wish 2007

CFPSA deployed ops programs

By Renée Trépanier, Communications and Promotion Manager, Canadian Forces Personnel Support Agency

Many of you in the CF community will be spending the holidays away from your spouse/partner, children, parents or grandchildren. The separation of deployment is never easy, and it's even harder this time of year.

CF Personnel Support Agency's (CFPSA's) deployed operations programs help you connect with your loved ones who are overseas. For example, the Sears Christmas Wish Book will be sent to

military missions around the world, giving deployed personnel the opportunity to put gifts under the tree for their families back home.

The association between CFPSA and Sears Canada benefits the military community in several ways. Over the last two years, the company has donated \$15 000 to Operation Santa Claus, and sold Support Our Troops merchandise at its Canadian stores, garnering more than \$66 000 for this CANEX-led initiative.

Programs supporting our troops and their families will also benefit by receiving a donation from Sears for every customer

order of \$100 or more from the 2007 Wish Book. This year, large holiday cards will be on display at various Sears Canada stores, giving people throughout the country the opportunity to send their best wishes to our deployed personnel everywhere.

- Send gifts to your loved ones by visiting www.sears.ca and shopping the Sears Wish Book Catalogue online.
- Go to www.cfpsa.com for MFRC and Support Our Troops information. ♦

