



# CF PERSONNEL

Canadian Forces Personnel Newsletter



## Making your life as a Reservist easier

By Capt Jason Proulx,  
ADM(PA) Legal Issues PAO

It isn't always easy being a Reservist, particularly when you have to deal with both a military boss and a civilian boss. However, as a member of the Reserve Force, you should know that there are several ways to make life easier.

The first step you can take is to keep your civilian boss informed about any potential Reserve Force opportunities you might be considering. For example, if you plan on going on a six-month tour, don't wait till the last minute to tell your boss. Nobody likes surprises, particularly if the surprise involves two days' notice of a prolonged tour.

According to Major Richard Gower, of the CF Liaison Council (CFLC), very few conflicts arise between Reservists and their civilian employers. When they do, however, they usually occur because of a misunderstanding or poor communication between employee and employer.

Maj Gower suggests most civilian employers understand the value of employees who serve part-time in the CF. "Reservists acquire leadership skills, discipline and technical training," he says, "that make them more effective in their day-to-day civilian jobs."

If that first step doesn't work, and you do experience problems with your employer, there are people who can help:

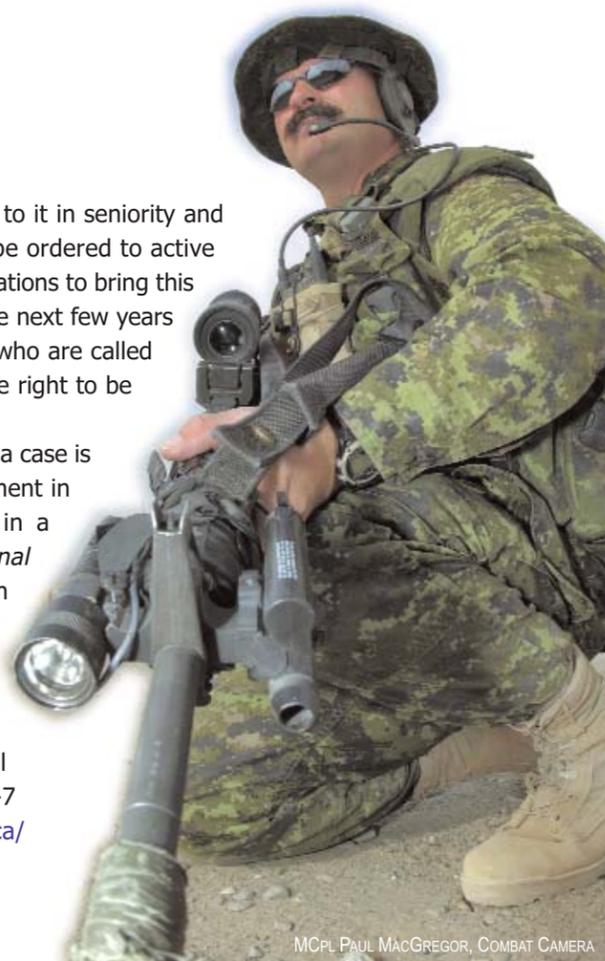
- Seek assistance through the Reservist Assistance Program; it's designed to mediate any problems between you and your employer.
- Talk to the CFLC Employer Support Rep at your unit.
- Visit [www.cflc.forces.gc.ca](http://www.cflc.forces.gc.ca) or call 1-800 567-9908 for Employer Support information.

### Finally...

In the future, your job—or one comparable to it in seniority and salary—will be waiting for you should you be ordered to active service in an emergency situation. The regulations to bring this into force are being developed now, so in the next few years it is expected that Reserve Force members who are called out by reason of an emergency will have the right to be reinstated in their civilian employment.

As Maj Gower points out, however, such a case is highly unlikely. "The provision for reinstatement in civil employment comes into effect only in a declared emergency under the *National Defence Act*," he says. "That means an insurrection, riot, invasion, armed conflict, or war – and Reservists haven't been called up in that way since 1939."

For more information about the new provision for reinstatement in civil employment, read Part 13 G of Bill C-7 (Legislative Summary) at [www.parl.gc.ca/common/Bills\\_House\\_Government.asp](http://www.parl.gc.ca/common/Bills_House_Government.asp). ♦



MCPL PAUL MACGREGOR, COMBAT CAMERA

KABUL, AFGHANISTAN—Cpl Tom Frenette, a Saskatoon Reservist attached to B Company, Task Force Kabul, kneels in a defensive position and watches his arcs of responsibility while his patrol is stopped at an obstacle. B Coy, originally from 1 Regiment, Princess Patricia's Canadian Light Infantry in Edmonton, is responsible for Force Protection, performing unscheduled foot and vehicle patrols and monitoring traffic coming in and out of Camp Julien. Amendments to the *National Defence Act* will offer Reservists such as Cpl Frenette job protection while they serve at home or overseas in an emergency situation.

## Continuing Engagements

From the Assistant Deputy Minister  
(Human Resources – Military)  
[ADM(HR-Mil)]

The Chief of the Defence Staff has delegated to the ADM(HR-Mil) the authority to grant continuing engagements (CEs) beyond the compulsory retirement age of 55 (CRA 55) to:

- Non-commissioned members (NCMs);
- All officers, for CEs of 365 days or fewer, and;
- Officers at or below Col or Capt(N), for CEs of more than 365 days.

If you fall into one of these categories, you must submit your application for a CE to Director Military

Careers (D Mil C) through your career manager.

Applications from officers above Col or Capt(N) for CEs of more than 365 days must go through the Minister.

Remember, CEs (and opting for CRA 60) offer the potential of service beyond the age of 55, not an entitlement to serve beyond the age of 55.

Read CANFORGEN 045/05 and references at <http://vcds.dwan.dnd.ca/> for detailed information.

### CRA 60

Compulsory retirement age 60 is a new policy with significant implications for some CF members. *CF Pers Newsletter* and CF career managers continue to receive requests from you for

information, and for clarification of the policy and of those implications.

Electing CRA 60 is a personal choice. Only you can make that decision – no one can make it for you. It's in your best interest to acquaint yourself with the policy and with the implications CRA 60 might have for your career.

Please continue to contact both *CFPN* and your career manager – we'll all do our best to connect you with the correct answers and information. Before you do, though, please consult the various sources of information listed here.

For a comprehensive list of FAQs about CRA 60, visit the Director General Military Careers (DGMC) at <http://hr.ottawa-hull.mil.ca/dgmc/>

[enrgraph/home\\_e.asp](http://enrgraph/home_e.asp). To submit a question for the FAQ list, e-mail [Hastings.DM@forces.gc.ca](mailto:Hastings.DM@forces.gc.ca). We emphasize that this point of contact will not provide answers to all CRA 60-related questions. Your question may not be chosen to appear among the FAQs, in which case it will not be answered.

For general information about CRA 60:

- Visit the News Room at [www.forces.gc.ca/site/newsroom/view\\_news\\_e.asp?id=1405](http://www.forces.gc.ca/site/newsroom/view_news_e.asp?id=1405) for comprehensive background information about CRA 60.
- Read CANFORGEN 045/05 and references at <http://vcds.dwan.dnd.ca/> for details and links to sources of comprehensive information.
- Consult [http://hr.ottawa-hull.mil.ca/enrgraph/cra60\\_e.asp](http://hr.ottawa-hull.mil.ca/enrgraph/cra60_e.asp) for information, links to other sources of information, and a

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# CF research studies: health

## Epidemiological Dataset

By Ms Cathy Croteau,  
CF H Svcs Gp QoL Research  
Programme Senior Project  
Manager



In 2003, the Post-deployment Health Section of CF Health Services Group (CF H Svcs Gp) was granted CF H Svcs Gp Quality of Life (QoL) funding to host a meeting in Ottawa of international epidemiologists with Gulf War expertise. This consensus conference provided the experts with a forum in which to analyse data developed from the responses to the 1997 Goss Gilroy survey about the specific health experience of veterans of the 1991 Gulf War.

Visit [www.forces.gc.ca/site/reports/Health/study1\\_e.htm](http://www.forces.gc.ca/site/reports/Health/study1_e.htm) and [www.forces.gc.ca/site/reports/Health/study2\\_e.htm](http://www.forces.gc.ca/site/reports/Health/study2_e.htm) for the results of the 1997 Goss Gilroy survey.

During the one-day conference, epidemiologists from Denmark, the U.K. and the U.S. reviewed data collected on

Canadian Gulf War veterans (GWVs). These data, concerning the health status of 4500 Canadian GWVs, revealed that the unique nature of the CF and their deployment missions have resulted in data with distinctive characteristics. Analyses of the Canadian data will allow cross-national comparisons that could substantially contribute to the understanding of the causes of deployment-related health problems.

The conference also served as a forum in which attendees could develop a research plan to explore and analyse post-deployment health and quality of life in a unique Canadian context, and

establish a publication agenda for the Goss Gilroy dataset. The CF H Svcs Gp Post-Deployment Health Section will be responsible for ensuring that the study's recommendations are implemented.

To further advance this research initiative, DND has partnered with Veteran Affairs Canada and will provide additional funding to complete the second phase of this project. The Post-Deployment Health Section is scheduled to complete the data analysis and produce three final reports by the end of March 2005. These reports will emphasize the importance of addressing the health concerns and questions of CF Veterans.

An executive summary that highlights the key themes, conclusions, and recommendations identified during the conference will soon be available on the CF H Svcs Gp QoL Web site at <http://hr.ottawa-hull.mil.ca/health/>

[hs\\_staff\\_sites/HS\\_QoL/engraph/executive\\_summaries\\_e.asp](http://hs_staff_sites/HS_QoL/engraph/executive_summaries_e.asp).

### You can contribute

If you are interested in proposing a research study or being involved in one of the ongoing research projects as a subject, please contact QoL Research Programme Senior Project Manager Ms Cathy Croteau at [Croteau.C@forces.gc.ca](mailto:Croteau.C@forces.gc.ca) or visit [http://hr.ottawa-hull.mil.ca/Health/HS\\_Staff\\_Sites/Engraph/R&D\\_home\\_e.asp](http://hr.ottawa-hull.mil.ca/Health/HS_Staff_Sites/Engraph/R&D_home_e.asp) for information, guidelines, and application forms.

Visit *CFPN Online* at [www.forces.gc.ca/hr/cfpn/](http://www.forces.gc.ca/hr/cfpn/) or CF H Svcs Gp QoL Research Programme at [http://hr.ottawa-hull.mil.ca/health/hs\\_staff\\_sites/hs\\_qol/engraph/cf\\_personnel\\_newsletter\\_e.asp](http://hr.ottawa-hull.mil.ca/health/hs_staff_sites/hs_qol/engraph/cf_personnel_newsletter_e.asp) for previous CF H Svcs Gp QoL Research Programme articles. ♣

## Education Assistance Loan Program

The Education Assistance Loan Program (EALP), offered by the CF Personnel Assistance Fund (CFPAF), assists serving and former members and their dependants with the costs of post-secondary education. The program comprises low-interest loans of \$1200 and \$1500, increasing in increments of \$500 up to a maximum of \$4000 per student per year.

**Who may apply?** Serving or former CF members who served in the Canadian Army after October 1, 1946 or in the CF after January 31, 1968, and have a minimum of one year of Regular

Force military service, are eligible to apply. Selection may be based on family income, years of service and individual family circumstances.

**Repayment?** Loans can be repaid over 12-, 24-, 36- or 48-month periods.

**How do I apply?** Application forms are available from Base or Wing Financial Counsellors, Veterans Affairs Canada district offices, and the Provincial Command offices of the Royal Canadian Legion. You may also visit or contact the CFPAF office at 234 Laurier Avenue West, Ottawa ON, K1P 6K6, or at (613) 760-3447 or 1-888-753-9828.

### When is the deadline?

If you are seeking an EALP loan in time for the semester beginning September 2005, your application should arrive at the CFPAF office by June 30. Otherwise, applications will be accepted throughout the year until the funds allotted for the EALP are exhausted.

**Contact info?** Visit [www.sisip.ca](http://www.sisip.ca) for more information and a downloadable EALP application form. ♣



### Engagements – from page 1

PowerPoint presentation that Regular Force and Primary Reserve leaders at all levels can download and use to brief their personnel on the change to CRA 60.

- Read the July 21, 2004 issue of *CF Pers Newsletter* or visit *CFPN Online* at [www.forces.gc.ca/hr/cfpn/engraph/7\\_04/7\\_04\\_e.asp](http://www.forces.gc.ca/hr/cfpn/engraph/7_04/7_04_e.asp). Don't forget to check out the "Supplement" page for CRA 60 scenarios.

For specific information about CRA 60 as it may apply to you:

- Check with your Base, Wing or Unit orderly room.
- Consult your CF career manager.
- Contact Director Pension Services (DPS) at (613) 996-7980 or at 1-800-267-0325 for pension-related CRA 60 information applying to Regular Force members.
- Contact Director Military Employment Policy (DMEP) at (613) 996-8775 for CRA 60 information applying to Regular Force and Primary Reserve members. ♣



EDGAR, ONTARIO—Ptes Olivia Jany, left, and Alison Gibbins of the Toronto Scottish Regiment (Queen Elizabeth the Queen Mother's Own) warm up in an abandoned recreational facility during *Exercise DOMESTIC GUARDIAN*. Soldiers from Land Force Central Area deployed February 25-27 to locations across Ontario in support of the Ontario Provincial Police in an exercise testing DND's contingency response plan for domestic crises.

Cpl Philip Cheung,  
32 Canadian Brigade Group PAO