



Canadian Forces Personnel Newsletter

CF welcomes 217 new recruits for Canadian Forces Day

By Capt Holly-Anne Brown, Canadian Forces Recruiting Group Public Affairs Officer (CFRG PAO)

The Canadian Forces (CF) held a mass enrolment ceremony June 3, at the National War Museum in Ottawa as part of CF Day activities. Family members and friends watched with pride as 217 recruits raised their right hands and swore or solemnly affirmed that they would “be faithful and bear true allegiance to Her Majesty, Queen Elizabeth the Second, Queen of Canada, Her heirs and successors according to law”.

The museum’s Lebreton Gallery provided a backdrop of 20th century armoured vehicles for the ceremony, highlighting the Canadian military’s proud past while at the same time celebrating the face of its future.

Prime Minister Stephen Harper and Chief of the Defence Staff (CDS) General Rick Hillier officially welcomed the recruits to the Forces, and were joined by Minister of National Defence (MND) Gordon O’Connor in personally greeting the recruits and their families. Colonel Kevin Cotten, Commander CF Recruiting Group,

led the new recruits as they took the Oath of Allegiance or made the Solemn Affirmation.

Having the Prime Minister, the MND and the CDS in attendance made the impressive ceremony even more so for Ms Marsha Orien, whose son, David, was one of the recruits enrolled. “I wouldn’t trade it for the world for David,” she said. “For his entire career, he will remember his enrolment ceremony as being something special.”

During his remarks, General Hillier told the recruits they should take pride in their decision to join the CF. He also spoke to their families, saying, “You have a right to that pride because you have done your job well. All of us know that the basis for a good soldier, a good sailor or a good airman or airwoman is, first of all, a good man or a good woman, with the values that you as parents, spouses, brothers and sisters and other family members have embedded in each of those who will become our newest members of the Canadian Forces here today.”

The enrollees hailed mainly from the National Capital Region, though some came from Montréal, Kingston and Cornwall. Usually, new recruits are enrolled on an on-going basis at any one of the 39 recruiting offices across



Canada. The standard ceremony, involving five to 20 recruits, is intimate and focusses on the individual.

The mass enrolment ceremony allowed Canadians a chance to witness what for CF personnel is an important and extremely meaningful beginning to their service in the profession of arms. ♦

New scholarship honours soldier

From CFPN

The family of a Canadian Forces (CF) soldier killed in Afghanistan has established a scholarship in her honour.

Captain Nichola Goddard died in combat May 17 near Kandahar. Her family has created the Nichola K.S. Goddard Scholarship Fund at the University of Calgary, where her father, Dr. Tim Goddard, is in the Faculty of Education.

“This is our way of creating a legacy that will honour Nichola,” Dr. Goddard said, “and will also give other young men and women an opportunity to pursue their dreams.”

The scholarship will be available to students belonging to three groups: citizens of Papua New Guinea, the country where Capt Goddard was born; people of First Nations, Inuit or Métis descent, in whose company Goddard spent many of her formative years; and citizens of Afghanistan, where she died.

“We chose these three areas,” said Mr. Jason Beam, Capt Goddard’s husband, “because, in one way or another, they were special places for Nichola.”

If you wish to contribute to the fund, you may do so by mail to [Captain Nichola K.S. Goddard Memorial Scholarship Fund, Faculty of Education, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4](mailto:Captain.Nichola.K.S.Goddard.Memorial.Scholarship.Fund@ucalgary.ca). The University of Calgary will match contributions to the scholarship fund.



If you would like more information, contact Ms Jennifer Diakiw at (403) 220-7083 or at uofcgiving@ucalgary.ca.

Capt Goddard’s funeral was held May 26 at St. Barnabas Anglican Church in Calgary, and she was interred June 7 at the National Military Cemetery of the Canadian Forces in Ottawa.

Capt Goddard is survived by her husband, Jason Beam; her parents, Tim and Sally; sisters Victoria and Kate; and family, fellow soldiers, and friends throughout the world. ♦

Introducing Director Redress of Grievances – Compensation & Benefits

From Director General Compensation and Benefits (DGCB)

Canadian Forces (CF) personnel who believe a compensation and benefits policy has not been applied correctly or fairly, or who think their individual situations deserve consideration within the Compensation and Benefits framework, can submit their requests for redress of grievance to the DGCB, through their chain of command. The DGCB has an independent Directorate to staff redresses of grievance, Director Redress of Grievances – Compensation & Benefits (DROG C&B).

DGCB established this internal organization in 2005, in response to a perceived subjectivity with regard to the analysis of grievances. When Directorate of Compensation Benefits Administration (DCBA) and Directorate of Pay Policy Development (DPPD) grievance cells were amalgamated in 2001, the people who developed and interpreted policy also analyzed grievances. This double tasking created a perception of subjectivity.

DROG C&B re-establishes the objectivity of grievance analysis and decisions by reporting directly to the DGCB on matters involving the adjudication of grievances. Queen’s Regulations and Orders (QR&O) Volume I (Administrative), Chapter 7 defines a grievance Initial Authority (IA) as a person who can “consider and determine” (i.e., review and decide with full authority) the issue grieved. The DGCB is the IA for compensation and benefits grievances.