

Terms of Service policy adjusted

From CFPN

Skilled former Regular Force personnel who are considering re-enrolling and skilled Reserve Force personnel who are seeking component transfer to the Reg Force should take note: Since the publishing of Assistant Deputy Minister (Human Resources-Military) [ADM(HR-MIL)] [Chief Military Personnel (CMP)] Instruction 05/05, "The new CF Regular Force Terms of Service", two minor adjustments have been made to the policy.

Within the framework of the policy covering Terms of Service (TOS), you are "skilled" if you have achieved both operational functionality in your military occupation and all other qualifications required for your rank. As well, you must be immediately employable in an operational setting.

Your Variable Initial Engagement (VIE) is the period of time you pledge to serve in the Canadian Forces (CF). The VIE provides the Forces with a minimum period of service from you as a return on CF investment in your training, and creates some stability within the Forces with regard to enrolment and attrition.

If you are a skilled former member of the Reg Force who is considering re-enrolling in the occupation in which you are already trained, or if you are a skilled

member of the Reserve Force who is seeking component transfer to the Reg Force in the occupation in which you are already trained, you may be offered a reduced initial period of service. This reduced initial period of service may be available to you because you will need no training in the occupation in which you are already skilled.

As well, if you are seeking re-enrolment in or transfer to the Reg Force and have insufficient time remaining between your re-enrolment or transfer and your retirement age to complete a VIE, and you are immediately operational in an establishment position, you may also be eligible for a reduced period of service.

CF Recruiting Group is authorized to offer these skilled personnel a Continuing Engagement (CE) instead of a VIE. The CE must be for a period of a minimum of 18 months to a maximum of the length of the VIE for the occupation to which personnel are assigned. The actual period will be based on the needs of the CF at the time of the offer.

Note: Any period of service of less than three years must be cost-neutral, i.e., no cost-move is incurred either on re-enrolment or component transfer.

If you are seeking re-enrolment or component transfer and do not meet the criteria, you will be offered a VIE appropriate to the occupation concerned.



SGT ROXANNE CLOWE, COMBAT CAMERA

MASUM GHAR, Afghanistan—Cpl Inkee Kim, right, and Cpl David van Enckevort, serving with the Civil Military Co-operation (CIMIC), provide security outside Forward Operating Base Ma'Sum Ghar. CIMIC, comprising about 200 CF personnel, is based out of the Kandahar Provincial Reconstruction Team (KPRT), located at Camp Nathan Smith in Kandahar City. Under Operation ATHENA, the KPRT reinforces the authority of the Afghan government in Kandahar Province by assisting in the stabilization and development of the region.

- Read Canadian Forces General Message (CANFORGEN) at http://vcds.dwan.dnd.ca/vclds-exec/pubs/canforgen/2006/intro_e.asp.
- Go to www.forces.gc.ca/hr/instructions/engraph/home_e.asp or http://hr.dndhq.dnd.ca/docs/instruction/instructions/engraph/home_e.asp.

CF revises Recruiting Allowances

From CFPN

If you're contemplating joining the Canadian Forces, or if you're a member of the CF who wants to transfer to a different occupation, read on.

The CF is offering great Recruiting Allowances (RAs) to eligible non-commissioned member (NCM) and officer applicants enrolling in the Regular Force in specific understrength military occupations. As well, if you are a former member of the CF re-enrolling in the Regular Force, or a serving Regular Force member seeking a new career within the CF, you may also be eligible for an RA.

Currently, fifteen CF trades are considered understrength:

- Naval Electronics Technician (Sonar) [NE TECH (S)]
- Naval Electronics Technician (Communications) [NE TECH (C)]
- Naval Electronics Technician (Radar) [NE TECH (R)]
- Signal Operator (SIG OP)
- Medical Radiation Technologist (MRAD TECH)
- Biomedical Electronics Technologist (BE TECH)
- Intelligence Operator (INT OP)
- Medical (officer) (MED)
- Aerospace Engineer (AERE)
- Communications and Electronics Engineering (Air) [CELE (AIR)]

- Airfield Engineer (AF ENGR)
- Electrical and Mechanical Engineer (EME)
- Engineer (ENGR)
- Signals (officer) (SIGS)
- Naval Combat Systems Engineer (NCSENG)

The Forces are seeking personnel with skill sets that meet current CF requirements in these understrength occupations and others. However, the fact that you possess a certain trade or academic qualification does not necessarily mean that you will meet those requirements. Your file will be reviewed to determine the currency of your pertinent skills or academic qualifications and competency.

Re-enrolling personnel who left the CF with advanced occupation skills in a military occupation that has since undergone significant changes may find that their previous qualifications are no longer valid. These personnel are not eligible to receive a recruiting allowance.

Non-commissioned member (NCM) candidates

Post-secondary diploma or certificate
If you have earned a designated academic qualification—a college diploma in specified studies or a technical certificate from an academic institution recognized by the CF—that will allow you to bypass some or all of the initial occupation

training in the understrength CF occupation of your choice, you could be eligible for this \$10 000 recruitment allowance.

You'll receive the first instalment of \$5000 when you meet all of the eligibility requirements, and the second instalment one calendar year after the first.

Civilian Trade Qualified

Many civilian trade-qualified NCM applicants have skills that translate well to the CF – radiology technicians, for example, or engineers. Applicants who have earned the federal or provincial "ticket" that is equivalent to the CF

advanced occupational training in this or other employment areas could qualify for a \$20 000 recruiting allowance.

The first instalment of \$10 000 is paid when candidates meet all the eligibility requirements; the second is paid one calendar year after the first.

Military Occupation Qualification

This \$20 000 recruiting allowance is available to Regular Force re-enrolees. To be eligible, you must possess the equivalent of the advanced military occupation training currently required in

RECRUITING page 5 ➤



CPL PHIL CHEUNG, 32 CANADIAN BRIGADE GROUP

SHELBURNE, Ontario — 2 Field Engineer Regiment personnel prepare the Reverse Osmosis Water Purification Unit at Fiddle Park in the town of Shelburne. More than 500 soldiers of 32 Canadian Brigade Group took part in Exercise STEADFAST RESPONSE to rehearse procedures for deployment and possible tasks in the event of a weather disaster.