



Canadian Forces Personnel Newsletter

CPO1/CWO Revitalization Project on time, on track

By CWO Mike Nassif,
Military Personnel Command Chief
Warrant Officer

In recent years, the ranks of chief petty officer, 1st class and chief warrant officer have been increasingly challenging with regard to career management and development.

These highest-ranking CF non-commissioned members (NCMs) serve in senior appointments as environmental, command, formation and base/wing CPO1s/CWOs, and fill vital staff positions. Many CPO1s/CWOs take on institutional leadership responsibilities.

DND/CF has built up a cadre of educated, experienced people holding senior appointments and serving in key positions. The challenge in this arises from the need to keep the career advancement of the NCM corps as a whole smooth and on-track while maintaining a proven ratio of officers to senior-ranking NCMs.

As a result, the CF is embarking on a program of re-ranking selected CPO1/CWO positions to chief petty officer,



2nd class and master warrant officer positions. The re-ranking of these positions will occur only through attrition – when someone is due to be posted out of a position that has been identified to be re-ranked. This will happen over a three-year period.

Armed Forces Council (AFC) approved a list of more than 100 positions to be re-ranked. This process will begin in active posting season (APS) 2007.

Where we started

The 1997 *Report to the Prime Minister on the Leadership and Management of the CF* by the Minister of National Defence read in part that the CF was to undertake a study of rank inflation to improve the ratio of officers to senior-ranking NCMs.

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CDS Guidance to COs update

From CFPN

If you are a commanding officer in the Regular Force or the Primary Reserve Force, then the two new chapters recently added to “Chief of the Defence Staff Guidance to Commanding Officers” should be your read of the day.

Reading the guidance is mandatory for all COs who have been granted the authority and powers of a CO in accordance with existing regulations, orders and policies.

Responsible organizations that have subordinate units with appointed COs must identify officers that are to be appointed as COs and ensure that they read the guidance before they assume command. As well, COs must review the guidance whenever amendments or additions are published.

Canadian Forces Physical Fitness Program

Chapter 22 opens with a reminder that the CF leadership is responsible for becoming and remaining physically fit personally, for promoting the highest levels of good health and physical fitness among CF personnel, and for facilitating personnel in their quest to achieve good health and physical fitness.

The chapter presents the many ongoing trainings, policies and programs that support the effort to reaffirm a culture of fitness across the CF, including physical education modules for leadership and training courses, CF fitness policies, incentive programs, standards and objectives, sports programs, and health promotion programs.

In 2004 Health and Lifestyle Information Study (HLIS) returns, 43% of CF personnel reported living an active lifestyle while 33% reported being inactive. As well, 22% of male personnel and 13% of female personnel reported being obese. In addition, 81% of personnel reported their jobs require little or no physical activity, and so they cannot depend on performing their regular duties to keep themselves fit.

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Employment Equity: Racial diversity research garners positive returns

By Irina Goldenberg, Ph.D., Directorate of Human Rights and Diversity

The CF is committed to fostering employment equity and diversity within its ranks. The Directorate of Human Rights and Diversity (DHRD) conducts research to find out where the CF stands with respect to employment equity, and to identify areas of concern.

Under Canada’s *Employment Equity Act*, there are four designated groups (DGs) whose memberships comprise women, Aboriginal peoples, members of visible minorities, and persons with disabilities.

Two recently completed research initiatives covered issues related to Aboriginal peoples and members of visible minorities. The employment equity (EE) focus section of the *Your-Say Survey* illuminated the experiences of Aboriginal peoples and members of visible minorities

in CF employment systems. The Diversity Climate Survey focused on the attitudes and perceptions of CF members toward EE and diversity. The results of these two surveys are complementary to each other.

“The Canadian Forces, as a national institution, represents our rich, diverse Canadian family. The diversity in our units gives us a visible and common voice with the people of the world, strengthening our ability to work with them and build a better life together.”

—General Rick Hillier
Chief of the Defence Staff

Your-Say Survey – EE focus section

The results of the EE focus section of the *Your-Say Survey* were based on responses from 1592 randomly sampled Regular Force personnel, 197 Regular Force personnel who are members of visible minorities, and 193 Aboriginal Regular Force personnel. The latter two groups were purposely over-sampled to obtain sufficient numbers of respondents from the two groups.

Overall, the results of this study indicate that the CF has made good progress in relation to EE in many areas, but also highlighted some areas in need of improvement.

CF employment systems and the current environment are largely perceived

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Military Family Services Program there for you

From CFPN

The health and well-being of CF families is a top concern for DND/CF. Families of CF personnel are active and contributing members of the communities where they live.

Your family members are entitled to access all the health, social, educational and recreational services available to everyone else in your local community – and that includes mental health services.

Under the Military Family Services Program (MFSP), your local Military Family Resource Centre (MFRC) is mandated to provide your family members with services in four categories.

Personal development and community integration

Because mobility is an inherent part of your military lifestyle, the MFSP will help your family integrate into a new community by providing welcome and community orientation; information and referrals; employment and education assistance; personal growth and development assistance; and second-language services.

Child and youth development and parenting support

Positive parenting and support for the care and development of children and youth contribute to the health and well-being of families and communities.

The MFSP supports you and your spouse/partner in your caregiving roles, and fosters environments where your children and teens can flourish through activities and initiatives for children and teens; parent/caregiver education and support; emergency child care; emergency respite care; and casual child care.

Family separation and reunion

CF operational and training requirements often result in your absence, and your family's concerns and anxieties are heightened when you are deployed. The MFSP will provide your family with outreach services, information, and support and assistance.



MFSP products, programs and services in these areas may include:

- information packages related to deployment and separation;
- briefings and information sessions related to deployment and separation;
- peer support groups;
- telephone contact with CF families to see how they're coping with separation or reunion;
- workshops on coping strategies related to deployment and separation;
- social events for spouses/partners, children and teens; and
- resource libraries.

Prevention, support and intervention

Individual and family well-being has a significant impact on military readiness. The MFSP works to strengthen individuals and family members through education and prevention; self-help groups; assessment and referral; and short-term intervention and crisis support.

- For more information about the Military Family Services Program, contact Ms Stephanie Webster, CF Personnel Support Agency Public Affairs, at Webster.SA@forces.gc.ca or at 613-996-6204.
- Visit www.cfpsa.com/en/psp/dmfs/mfrccontact/index.html for contact information and the location of your nearest Military Family Resource Centre. ♣

Kuwait Liberation of Kuwait Medal

From CFPN

For about a year now, the Government of Kuwait has been awarding the Kuwait Liberation of Kuwait medal to Canadians who took part in the liberation of that state beginning in 1990.

Only Canadian Forces personnel who are recipients of the Canadian Gulf & Kuwait Medal (with or without Bar) are eligible to receive this medal. This is a foreign award and while CF personnel may accept it as a memento, the Government of Canada has not authorized this medal for wear. If you accept this medal, you may not wear it with other National Honours or on your CF uniform.

The Embassy of the State of Kuwait developed a program whereby qualified recipients can apply for the medal. In an effort to facilitate the process, the Directorate of History and Heritage (DHH) asks eligible serving CF personnel to provide some basic information when they apply. Since the beginning of the program, more than 1000 serving CF personnel have applied, and DHH has forwarded their names to the Embassy.

The initial application deadline of December 31, 2006 has been extended for an undetermined period.

Representatives of the Embassy of the State of Kuwait have already presented the medal to serving Forces personnel during ceremonies in Ottawa, Gaagetown, Quebec City and Toronto. Similar presentation ceremonies will take place in Halifax (June 11), Winnipeg (June 18), Cold Lake (June 21), and Esquimalt (June 28). If your application was received in time, chances are you have been invited to attend the ceremony closest to you.

If you cannot attend a ceremony, the Embassy will send your medal to you at the address you provide on your application.

The Embassy has been distributing the medal to retired CF personnel.



- Read CANFORGEN 076/06 at http://vcds.dwan.dnd.ca/vclds-exec/pubs/canforgen/2006/intro_e.asp.
- Read CANFORGEN 060/07 at http://vcds.dwan.dnd.ca/vclds-exec/pubs/canforgen/2007/060-07_e.asp.
- Serving CF personnel may apply for the medal on the DHH website at <http://hr.ottawa-hull.mil.ca/dhh>, under "Kuwait Medal".
- Retired CF personnel may apply for the medal by contacting the Embassy of the State of Kuwait by email at info@embassyofkuwait.ca; by telephone, at 613-780-9999; by FAX, at 613-780-9905; or by mail at 333 Sussex Drive, Ottawa ON, K1N 1J9. ♣

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The remainder of this chapter discusses specific CDS Guidelines on Physical Fitness, and closes with: "Let me be clear that our Canadian Forces Physical Fitness Program is not primarily about fitness testing and standards; it is about helping to set the conditions for success in operations. I am convinced that adherence to a physical fitness program will not only increase strength, energy and endurance, but also improve an individual's ability to cope with mental and emotional stresses. This is leadership business; I expect the support of leaders at all levels to ensure the CF is fit to fight."

Family Violence

Chapter 23 opens with the fact that about 6000 CF personnel reported on the 2004 HLIS that they had experienced family violence within the previous five years, and very clearly indicates that commanding officers have a key role to play in the prevention of family violence and in intervention at the unit level.

The chapter goes on to define family violence, and discuss its causes and its personal, societal and operational costs.

CDS directions on the roles to be played by COs with regard to family violence are clearly outlined, including the final direction that COs "...shall, within 90

days of assuming command, make arrangement to be briefed by the family crisis team on the dynamics of family violence, including the indicators of family violence, prevention activities and services available."

General

- Read the new chapters of CDS Guidance to Commanding Officers at www.cda.forces.gc.ca/cdsguidance/engraph/home_e.asp or at http://cda.mil.ca/cdsguidance/engraph/home_e.asp, and bookmark these links for future reference.
- Consult Canadian Forces General Message (CANFORGEN) 034/07 at

http://vcds.dwan.dnd.ca/vclds-exec/pubs/canforgen/intro_e.asp.

- Check out the 2004 HLIS results at www.forces.gc.ca/health/information/HLIS/engraph/HLIS_2004_e.asp.
- Visit CF Health Services at www.forces.gc.ca/health/engraph/home_e.asp.
- Direct questions to Ms Marie-Claude Leblanc, SO Seminars and Conferences at the Canadian Defence Academy, at Leblanc.MC@forces.gc.ca or at 613-541-5010, x3955. ♣