

CANADIAN  
**ARMY**



**ARMÉE**  
CANADIENNE



**THE DIV PRES NEWSLETTER**

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CANADIAN  
ARMED FORCES



FORCES ARMÉES  
CANADIENNES



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# OPENING ADDRESS



Team,

The culmination of a year of planning and collaboration across the division resulted in a smooth transition from the Contingency Phase to the Committed Phase of the Managed Readiness Plan (MRP). 4th Canadian Division's (4 Cdn Div) soldiers and officers are poised to co-integrate into a single team, focused on excellence in operations, both domestic and expeditionary, and targeted force generation in equal measure. Balance, commitment and predictability are at the center of the 4 Cdn Div approach.

The efforts of the 4 Cdn Div Engagement and Integration team in cooperation with commanders and staff at every level have been successful in enabling the optimal employment of the division's human resources.. This level of cooperation, collaboration and hard work is something we will aim to encode into the Div's Force Generation (FG) and Force Employment (FE) model going forward.

*Raphael MacKenzie*

Lieutenant-Colonel Raphael MacKenzie, MSM, CD



Lieutenant Colonel Raphael MacKenzie poses for a photo at the Denison Armoury, North York, Ontario on April 27, 2023. Image by Master Corporal Justin Roy, 4 Canadian Division Public Affairs. ©2023 DND/MDN Canada.

# INTRODUCTION



You may have been visited in the last 6-8 months by a member of the Integration team (CWO Dean Stokes or MWO Dan Gillies). This newsletter initiative is a follow up to increase communications to our members while highlighting examples of employment opportunities that may come up throughout the year, that are linked in with the MRP. We are hoping you too can spread the message with your colleagues and optimize their opportunities. All members are encouraged to maintain your IBTS, which is your responsibility and will increase your chances of being selected for operations. If you do not have a Monitor Mass account, speak to your chain of command (CoC) for guidance on your IBTS status. This newsletter will be informative to all trades and cap badges.

There are many opportunities in addition to your parade nights and the 4-5+ weekend exercises outside the Reserve Summer Training (RST /FTSE) that you can take advantage of. Many other exercises / events take place throughout the calendar year, including:

- Command post / Computer aided exercises
- RST / FTSE
- DOMOPS
- Overseas training
- Major Exercises
- Overseas Operations

This is not an exhaustive list, but it covers the areas of employment that may be open to you in the newsletter. Depending on where 4 Div is in the MRP, it will have an effect on the opportunities available to you.



## MANAGED READINESS PLAN

The Managed Readiness Plan (MRP) is a predictable and durable readiness tool. The MRP force-generates land elements according to the following three cyclical phases: the build phase, where we train and get ready; committed NATO; and committed other where we are going.

The MRP is a deliberate approach to force generation, which effectively and efficiently raises, trains, and sustains forces for land operations. It is the responsibility of the Commander Canadian Army (CCA), with the army forming the functional centers of excellence (FCoE) for land operations to support. This prepares the CAF for high readiness in domestic ops to general war and forecasts into the near and midterm, helping guide the op plan in the allocation of tasks and resources for training. Depending where you are in the MRP will have an impact on resources, kit and equipment that may be available to you. The high readiness units may have increased BTS and IBTS, which is where you may see the resources being channeled.

Dependent on what phase in the cycle 4 DIV is in will depend on what opportunities are available to you. There are many!

**To note :** *There is legislation to protect you and your employer if you wish to take up some of these opportunities.*

# COMMAND POST AND COMPUTER AIDED EXERCISES (CPX & CAE)



Members of 4th Canadian Division participate in Exercise Trillium Response, at the Denison Armoury, North York, Ontario on March 3, 2023. Image by Master Corporal Justin Roy, 4 Canadian Division Public Affairs. ©2023 DND/MDN Canada.

**EXERCISE UNIFIED RESOLVE** is the Canadian Army's largest computer-assisted exercise. It presents military personnel with the challenges of operating in a modern and unpredictable security environment which validates a brigade headquarters and three subordinate units as operationally ready for domestic and international operations.

**EXERCISE TRILLIUM DRAGON** is designed to validate the Territorial Battle Group (TBG) HQs in planning a response to Domestic Operation (DOMOPS) incidents. During the exercise, the TBGs may address variable tasks related to support for local communities in the middle of a disaster relief operation. This support may utilise reception and warming centers, in addition to assisting with planning and communication needs.

The realistic training scenarios challenges CAF members to work through a series of issues and find out where it is they're strong and where they need improvement, as well as enhancing their overall responsiveness and readiness in the face of a real domestic crisis which could come up in the future.

**EXERCISE TRILLIUM RESPONSE** involves liaising with other governmental departments and partner agencies, such as the Emergency Management Ontario and the regional office of Public Safety Canada in Toronto, to ensure a coordinated approach is undertaken to provide the best possible support to Ontarians.

Looking holistically at the big picture, such exercises test and challenge Formation HQ's in looking at scenarios from Domestic Operations to General War. There is a focus on the Operational Planning Process to guide the deployed HQ in working through the task at hand in the build phase.

These exercises are ideal professional development (PD) for young officers and Senior NCOs. They are an excellent opportunity to understand the planning process and work with FSCC, ISTAR, Int, EW etc. This is ideal training for those who aspire to a deployment in a HQ.

# OVERSEAS TRAINING EXERCISE-JOINT READINESS TRAINING CENTRE ROTATION (JRTC)



Members of November Company, 3rd Battalion, The Royal Canadian Regiment (3 RCR) make their way to the live-fire range during the Joint Readiness Training Center (JRTC) exercise in Fort Polk, Louisiana on February 28, 2022. Image by Cpl Sarah Morley, Canadian Armed Forces. ©2022 DND/MDN Canada.

An assigned CAF infantry unit participates in an overseas force on force exercise as an attachment to a unit in the USA. The Regular Force (RegF) unit may require mission task and infantry sections from the Primary Reserve (Pres) to backfill, as well as several observer controllers with specialist skillsets. This is a major exercise to achieve training objectives, but also to represent Canada positively during this training iteration.

It is conducted annually, November through to March, for the Division in the build phase. Augmentation for training and preparation usually starts in November/December, where the PRes will move to Petawawa to integrate with the RegF.

The training is conducted at the JRTC which takes place at Fort Polk, Louisiana USA

**THIS IS A LEVEL 6/7 EXERCISE INVOLVING NUMEROUS ISTAR (INTELLIGENCE SURVEILLANCE TARGET ACQUISITION RECONNAISSANCE) ASSETS AND GROUPINGS THAT YOU WOULD FIND IN A WAR ENVIRONMENT. IT IS REWARDING, EXCITING AND VERY DEMANDING.**

# FULL TIME SUMMER EMPLOYMENT/RESERVE SUMMER TRAINING (FTSE / RST)



*A reserve armoured trade qualification course run by 31 Canadian Brigade Group completed their final exercise Aug 16-18 2022 at CFB Borden. Image by Cpl Aaron Beier, 31 CBG Public Affairs. ©2022 DND/MDN Canada.*

The Government of Canada stood by its commitment of creating additional, high-quality jobs that will directly benefit Canada's middle class and Canadian youth. As outlined in Canada's Defence Policy: Strong, Secure, Engaged, the Canadian Armed Forces is committed to employing new and recently enrolled members of the Reserves. This initiative started in the summer of 2018, whereby Canadian Army Reservists in their first four years of service can partake in the Full-Time Summer Employment program, usually from 01 May to 31 August.

This commitment has been extended in 2023 to your first 5 years of service from 31 July each year. During this employment, you will gain unique and relevant work experience while learning valuable life and leadership skills.

Through this initiative, you will receive competitive pay, learn valuable military skills, and gain experience that will set you up for success. Furthermore, you will conduct training within a selected military occupation that could lead to various employment opportunities in support of Canada's defence commitments at home and abroad.

Guaranteed annual summer employment in 2023 is from 01 May to 03 Sept 23. If you are identified by your unit as potential future junior leaders, you will also undergo leadership training during this period. For some of you, this may be the build phase in training to get to your Operational Function Point (OFP). To go on most tasks and Overseas Operations, you must be at your OFP.

FTSE is under constant review from lessons learned, and the main points are as follows:

- The FTSE initiative offers guaranteed summer employment for up to four months to those A Res soldiers in their first five years of service who volunteer. This year it is from 01 May – 03 Sept 23, with exceptions and extensions only for specific positions / tasks supporting FTSE.
- FTSE is intended to produce more A Res officers qualified DP1 and A Res soldiers qualified DP2, by means of making summer employment with the CA more attractive to A Res soldiers.
- It guarantees a continuous period of employment of Class B throughout the summer months. This covers the Reserve Summer Employment period (RST).
- There are many support tasks that may be available to members outside the 5 years, especially support trades and Instructors.
- Once you sign up to FTSE you may get tasked anywhere in Canada, but mostly to the CAF Bases in the 4 Div region where training is conducted such as Meaford, Petawawa and Borden. There is an effort to locate you geographically to your region.
- Soldiers considered for FTSE must comply with medical and physical fitness employment standards prior to being granted Class B contracts.
- All new recruits must complete the Part II Medical prior to commencing BMQ or within the first week of the Class B employment.
- The FORCE Test remains the fitness standard for A Res soldiers attending training or employed on Class B.
- Leave entitlements for soldiers are to be expended during the period of employment and ideally not during key training events such as Ex STALWART GUARDIAN.

# FULL TIME SUMMER EMPLOYMENT / RESERVE SUMMER TRAINING (FTSE / RST)



## MEL of courses and incremental tasks

The tables below highlight career courses and incremental tasks throughout the 4 Div AO. The lists are vast and offer up many opportunities for students, demo, and general support staff. There are also many opportunities to instruct which is key to the success of the Division, especially as we go into the new MRP.

Many of the tasks offer differing employment prospects that will develop your skills and give you an understanding of what is expected from you on future courses (i.e., if you do demo for an ISCC which you may go on in the future). The Integration of the PRes during FTSE / RST is critical to the operational effectiveness of the Division.

## Incremental tasks throughout the 4 DIV AO

Ser	Task	Comments
1	Support to CJOC (Canadian Joint Operations Command)	Named Ops including High Readiness (HR) tasks, Expeditionary, DomOps
2	Ceremonial	Heritage tasks directed (e.g. GOLDEN ORB, CONPLANS BRIDGE, foreign/national dignitaries)
3	OP PARADIGM	BMQ and DP 1 Training in Battalion lines
4	National trg schools career courses	Various schools (CTC, CFLTC, CRPTC, CFLRS, etc) at the DP1 & DP2 level;
5	4 CDTC and in-Div decentralised career courses	PLQ, DP2 ( Instructor, Support (sp) Demo staff and Students
6	Support to aboriginal programs	Grey Wolf and Camp Loon
7	4 CDTC and in-Div decentralised career courses	DP1s & BMQ
8	Career courses not at the DP1/DP2 level	National schools and at Div level
9	Ceremonial - VAC directed	Remembrance Day, VE Day, ANZAC, VJ, Liberation of Netherlands, Dieppe
10	Ceremonial - Other	CFSG(OG) hosted (e.g. Beechwood), Canada Army signature events (e.g. Army Week/Army Run), Central band, ISO 5 Eyes partners, Rideau Hall
11	OSS (Operational service support) courses	Nnational and divisional), and key CSS courses (national/divisional/Bde
12	ARes recruiting and StAR activities	Regional
13	Tasks in support of 4 Div's RTHR phase of MRP (Road to High Readiness and Managed Readness Plan)	ie. Ex MR, Ex UR, any IT or CT linked to RTHR phase
14	Modernize the Force tasks	Working groups (ie. trials, capability integration, etc) for long term planning of the CAF
15	Public Duties	Ceremonial Guard, Op DISTINCTION/National Sentry Program/CJOC Domestic, Canadian National Exhibition (CNE)
16	Div led trg – courses	(ASA, AFFRSO)/Reserve Summer Trg
17	Support to Cadets	CFB Borden and CFB Trenton
18	Bde/unit PCFs, IBTS	Primary Combat Function and Individual Battle Standards training
19	ISO Comd councils	In support of Comd Councils
20	Div Collective Training (CT)	e.g. TRILLIUM DRAGON/RESOLVE series
21	Bde CT	e.g. Ex STALWART GUARDIAN at the end of the FTSE period in August
22	Unit CT	
23	Routine unit operations, Unit/Bde FTSE coordinators	
24	Army Ball/Galas/Dinners	
25	Positions ISO other Divs, L1s, etc. For IT instructors.	Incremental tasks
26	Positions ISO other Divs, L1s, etc. for non-instructors	(includes CANSOFCOM/JTFX, Kingston lodger schools PSTC/CFJAC/CACSC, CFC GDs, CMTC, RMC, CPCC). (Pay-to-play can be prioritised same as in-Div courses)
27	Strategic Joint Staff (SJS-directed outreach)	e.g. sports
28	Outreach organised by units	e.g. Executrek, Keys to the City, some ceremonial, tasks where the staff check circumvented CoC



# FULL TIME SUMMER EMPLOYMENT / RESERVE SUMMER TRAINING (FTSE / RST)



## Career courses and qualifications

Organization	Course Name	Course ID	Location	Start Date	End Date
31 CBG	PRes BMQ (Wknd)		St-Thomas	1-Apr-23	17-Jul-23
31 CBG	DP1 INF Mod 1 - 0318 (Wknd)		Hamilton	7-Apr-23	8-Jun-23
31 CBG	TAPV RWS - 0251		Windors/Sarnia	23-Apr-23	8-May-23
31 CBG	Driver Wheel MILCOT - 1228			21-Apr-23	3-Jul-23
31 CBG	Driver Wheel MSVS (Wknd)		Hamilton	21-Apr-23	11-Jun-23
32 CBG	Driver Wheel 3 - (Wknd)	118201		14-Apr-23	18-Jun-23
32 CBG	BMOQ Mod 2			29-Apr-23	7-May-23
32 CBG	BMQ - 1	119627		30-Apr-23	4-Jun-23
32 CBG	DP1 INF - 1			1-May-23	18-Jun-23
32 CBG	Driver Wheel 4	118201		8-May-23	26-May-23
32 CBG	Driver Wheel 5	118201		29-May-23	16-Jun-23
32 CBG	Driver Wheel - 8 (Wknd)	118201		12-May-23	13-Aug-23
33 CBG	Driver Wheel LSVW (33 Sig)			1-Apr-23	14-May-23
33 CBG	PRes BMQ (CG)	119627	NCR	26-Apr-23	24-May-23
33 CBG	BMOQ Mod 2	TBC	Cornwall	28-Apr-23	5-May-23
33 CBG	PRes BMQ	119627	Kingston	1-May-23	2-Jun-23
33 CBG	Recce Tech Mods 1&2	103806/114814	Sault Saint Marie	6-May-23	2-Jun-23
33 CBG	Gun Det Comd	120511	Petawawa	8-May-23	26-May-23
33 CBG	Driver Wheel SMP Trailer (33 Sig)			27-May-23	10-Jun-23
33 CBG	GNR JLC	122933	Petawawa	29-May-23	16-Jun-23
33 CBG	Dismounted Comms	120692	Ottawa	29-May-23	6-Jun-23
33 CBG	RQ Arty Det Member - 008	122868	Brantford	29-May-23	16-Jun-23
4 CDTC/ 33 CBG	DP1 INF (33 CBG) 1		Petawawa	1-May-23	16-Jun-23
4 CDTC	BMOQ-A			9-May-23	26-Jul-23
4 CDTC	CAF PLQ Mod 3 - 0557		Meaford	1-May-23	19-May-23
4 CDTC	CAF PLQ & ISCC		Petawawa	23-May-23	27-Jul-23
4 CDTC	CAF PLQ & ISCC		Petawawa	30-May-23	3-Aug-23
4 CDTC	AFFRSO		Meaford	1-May-23	12-May-23

# MAJOR EXERCISES



*A section commander of 1st Battalion Princess Patricia's Canadian Light infantry, playing as a coalition force gives orders to other members of his team during Ex MAPLE RESOLVE in Wainwright, Alberta on May 10th, 2021. Image by MS Dan Bard, Canadian Forces Combat Camera. ©2021 DND/MDN Canada.*

There are two such exercises in the MRP that 4 Div take part in which are covered in this edition of the 4 Div Newsletter: Exercise STALWART GURADIAN and Exercise MAPLE RESOLVE, which prepare troops for DOMOPS and general war, respectively.

## EX STALWART GUARDIAN

Ex STALWART GUARDIAN is a DIV or CBG level exercise in which each combat arms trade practice their skills. It usually takes place in mid August of each year, which culminates your training piece in the RST. This allows RST / FTSE staff and students to take part at various locations dependant on your CBG.

## EX MAPLE RESOLVE

This is the largest exercise in Canada and there are positions for all ranks and experience, including spots for EXCON/Observer Controllers/GDs etc. It is within FTSE timeframe, usually in early May at CFB Wainwright. It is a great experience, and you will get to use lots of equipment that reservists are not always able to use.

These exercises are essentially test exercises to validate the units and the CBGs for operations.

# DOMESTIC OPERATIONS (DOMOPS)



Sergeant Craig Evans, member of the Immediate Reaction Unit (IRU) from the 2nd Battalion, The Royal Canadian Regiment (2 RCR) fills sandbags during Operation LENTUS in Oromocto, New Brunswick on April 21, 2019. Image by Cpl Matthieu Racette, Canadian Forces Combat Camera. ©2019 DND/MDN Canada.

The CAF is not a first responder in an emergency. The response to an emergency within its boundaries is first that of a municipality and that of the province. If more than one province is involved, then the federal government becomes the primary actor for the coordination of a national response. The CAF responds

to the direction of the federal government and initiates a domestic operation. Many domestic operations in Canada involve protecting or rescuing Canadian citizens who are endangered by natural disasters such as floods, ice storms or forest fires or contributing to vital domestic security operations.

**THERE IS GUIDANCE ON HOW WE APPROACH THESE SCENARIOS IN THE STANDING OPERATIONS ORDER FOR DOMESTIC OPERATIONS (SOODO), AND THERE ARE PLANS IN PLACE FOR ALL ON THE SLIDES, SUCH AS OP LENTUS.**

Floods and forest fires are usual active from March to November and the CAF may call upon you at any time. Some of these emergencies may be short notice, therefore it is important to keep your personal details and IBTS up to date so we can reduce the admin time to get you on the ground and support your communities.

In past years, the Pres have made significant contributions to supporting our communities. Operation LENTUS (Disaster & Relief Ops) is the name for a Canadian Armed Forces response to a natural disaster in Canada. The operation was first used in 2010 for hurricane response in Newfoundland and our members have been used more recently for the pandemic with OP Laser. If you go on DOMOPS, you will be on Class C.

# OVERSEAS OPERATIONS



Canadian Armed Forces soldiers from Lord Strathcona's Horse (Royal Canadians) work with Ukrainian soldiers to load armour-piercing rounds on to a Leopard 2 tank during live-fire training in southwestern Poland, March 06, 2023. Image by MS Valerie LeClair, Canadian Armed Forces. ©2023 DND/MDN Canada.

As you are aware, there is instability in the middle East and Europe, notably with Iraq and Ukraine. 4 Div have been assigned: OP IMPACT; OP REASSURANCE, and OP UNIFIER to support missions in these regions. The CAF support to NATO and the coalition helps make Central and Eastern Europe, along with the middle east, more secure and stable. It also shows that the CAF is a professional force that is ready for any task, and really puts us on the international stage. This training and experience will only enhance our relationship with our allied partners, but ultimately the professionalism of the CAF and YOU!

For all Ops, there will be a period of Pre-Deployment Training (PDT)

- Pre – deployment training is either 60 or 90 days, dependent on the operation you are selected for. There will be some integration with RegF and some at home unit.
- There may be additional IBTS training and a repeat of some that you may be current in, such as; PWT, theatre mission training and specific training in certain trades and roles.
- The PDT will involve cultural training, language training, history and environmental threats, weather, and fauna. Dependent on the theatre, there may be differing IBTS requirements; Clothing, kit and equipment, threat levels and tasks.
- There will be 3 weeks leave prior to deploying and there will be an element of HLTA overseas (Home Leave Travel Assistance)
- If you are interested in going overseas, get the blessing from your CoC, self identify and fill in your details on the link that the QR CODE takes you to.

4<sup>th</sup> CANADIAN DIVISION

TOUR OPPORTUNITIES



Any questions or concerns, please direct to CWO Stokes or MWO Gillies, 4<sup>th</sup> Canadian Division Integration Team.

CWO Stokes - [dean.stokes@forces.gc.ca](mailto:dean.stokes@forces.gc.ca)  
MWO Gillies - [daniel.gillies@forces.gc.ca](mailto:daniel.gillies@forces.gc.ca)  
Website: [Committed Phase FY 23-24 \(ml.ca\)](https://www.forces.gc.ca/communit/Phase_FY_23-24.html)

# RECRUITMENT



The 3rd Battalion, The Royal Canadian Regiment participated in Exercise ROYAL GUNFIGHTER V on 20-27 October 2022. This exercise aimed to confirm soldiers skills. Image by Cpl Sarah Morley, Garrison Petawawa Imagery Technician. ©2022 DND/MDN Canada.

**WE ARE EXCITED TO ANNOUNCE THE LAUNCH OF THE NEW CAF AWARENESS ADVERTISING CAMPAIGN CALLED "THIS IS FOR YOU". THIS NEW ADVERTISING CAMPAIGN PROVIDES US WITH A UNIQUE OPPORTUNITY TO INSPIRE CANADIANS TO SEE THEMSELVES EXCELLING AND THRIVING WITHIN OUR RANKS.**

The campaign was developed to increase awareness of the CAF and showcase how the military can be a fulfilling career. As Defence Team members, you play a key role in shaping how the public views our organization. You all serve as ambassadors and there is no better way to support this campaign than to be a part of it.

Help spread the word about the new campaign and the many benefits that come with a career in the CAF - new and practical skills, a sense of purpose, paid benefits and continuous opportunities for growth.

So, keep an eye out for the new ads that launched on February 27th on social media and digital platforms, as well as in movie theatres near you! You can also visit the "Get involved with Canadian Armed Forces recruitment" webpage for more information on the "This is For You" campaign and what went into its creation.

To find out more ways that you can get involved contact your local Public Affairs Officer.

**YOU** <https://www.canada.ca/en/department-national-defence/maple-leaf.html>

# CHAMPIONS OF TRADES



In this article we will highlight trades, skills, or resources for your understanding, so you are more informed. There will be new detail in each edition.

## Armour

The role of armour is to defeat the enemy through the aggressive use of firepower and battlefield mobility. Specific tasks within this role include participating in a covering force, advancing to contact, assaulting and destroying the enemy, exploiting the effects of weapons of mass destruction, penetrating and exploiting pursuits, and participating in defensive operations. The characteristics of tanks include firepower, protection, mobility, flexibility, and inability to hold ground. Over the years, study, practice and experience have led to a number of fundamental considerations in the employment of tanks. These fundamentals include aggressiveness, concentration, fire and movement, use of ground, combined arms operations, administration, and limitations.

One of the key fundamental considerations of employment for tanks is combined arms operations. The understanding of the capabilities, characteristics and limitations of artillery, tanks and infantry is essential at all levels of command. Tanks do not operate alone but fight with infantry supported by other arms. This means that armour regiments integrate with other units by working together as part of a combined arms team to achieve their objectives. The cooperation between different units is based on team spirit and training and entails the coordination of all activities to achieve the maximum combined effort from the whole.

Recent conflicts and new technologies have demonstrated a renewed discussion, and sometimes debate, on armour's role on today's battlefield. What is relevant to today's warfighting in a near peer context is paying regard to our integration of an all arms approach. It is through all our mutually supporting trades that we can fulfill future requirements to increase survivability and increase lethality. Armour is strongest with its partnerships and its imperative that we strive to work with and understand each other.

*MWO M.R. Pike, CD - TOR (RCAC)*

## Assault Pioneers

After many years, assault pioneers are now re-embedded into Canadian Army infantry regiments.

Assault pioneers are infanteers with additional specialized training in field engineering tasks; breaching doors with explosives, obstacle breaching, route denial, and water crossing. These capabilities have been the sole responsibility of the combat engineers. The reintroduction of assault pioneers to infantry battalions will guarantee they have built-in engineer support capabilities on hand to combat a wide variety of objectives.

*MWO Piers Kidston, CD. HAST & PER*

## CIMIC (Civil-military cooperation)

CIMIC is the military function that supports the commander's mission by establishing and maintaining coordination and cooperation between the military forces and civil actors in the Area of Operations (AO). CIMIC Operators and Staff Officers receive specialized training to support the mission by establishing and maintaining the maximum possible cooperation between the commander and the civil authorities, minimizing civilian interference in military operations while mitigating (wherever possible) the effect of military operations on civilians in the AO.

To accomplish this, CIMIC personnel specialize in interactions with civilian organizations, agencies and population within the commander's AO, while improving the situational awareness of the white (or civilian) space in the AO. CIMIC has deployed in several major military operations – both expeditionary and domestic – and has proven a force multiplier for military operations by helping the CAF achieve mission success.

The formal training to become a CIMIC Operator or Staff Officer is conducted in Kingston with a typical course lasting 2-3 weeks. The training for CIMIC begins at the rank of Sgt and is open to any trade. In unique circumstances CAF members with unique civilian qualification or Reservists with complimentary occupations can attend training with a proper waiver.

*Major Wattie - RHLI*

## Miscellaneous - Clothing

The CAF is currently wearing the Enhanced Combat Uniform (ECU) version of our combats. We will be adopting the Modernized Combat Uniform (MCU) in 2024 which will be a different variant of cam pattern with no pen pockets on the arms, no leg pockets, and no knee pads. The broader plan for our uniform is called Canadian Combat Uniform Ensemble (CCUE) which will include some of our layers made from merino wool. Other items like our rain jacket will be improved with material that is quick dry, water resistant and windproof.

Additionally, cold weather clothing is in development and trials will be happening Jan-Mar 2024.

# JOB PROTECTION



For some of these opportunities, you may be able to take advantage of job protection legislation in Ontario. Recently, there was an enactment of federal, provincial and territorial job protection legislation that changed the legislative framework in which reservists can now seek a leave of absence from your civilian employment or educational programs, in order to be deployed on military operations or to take part in military training.

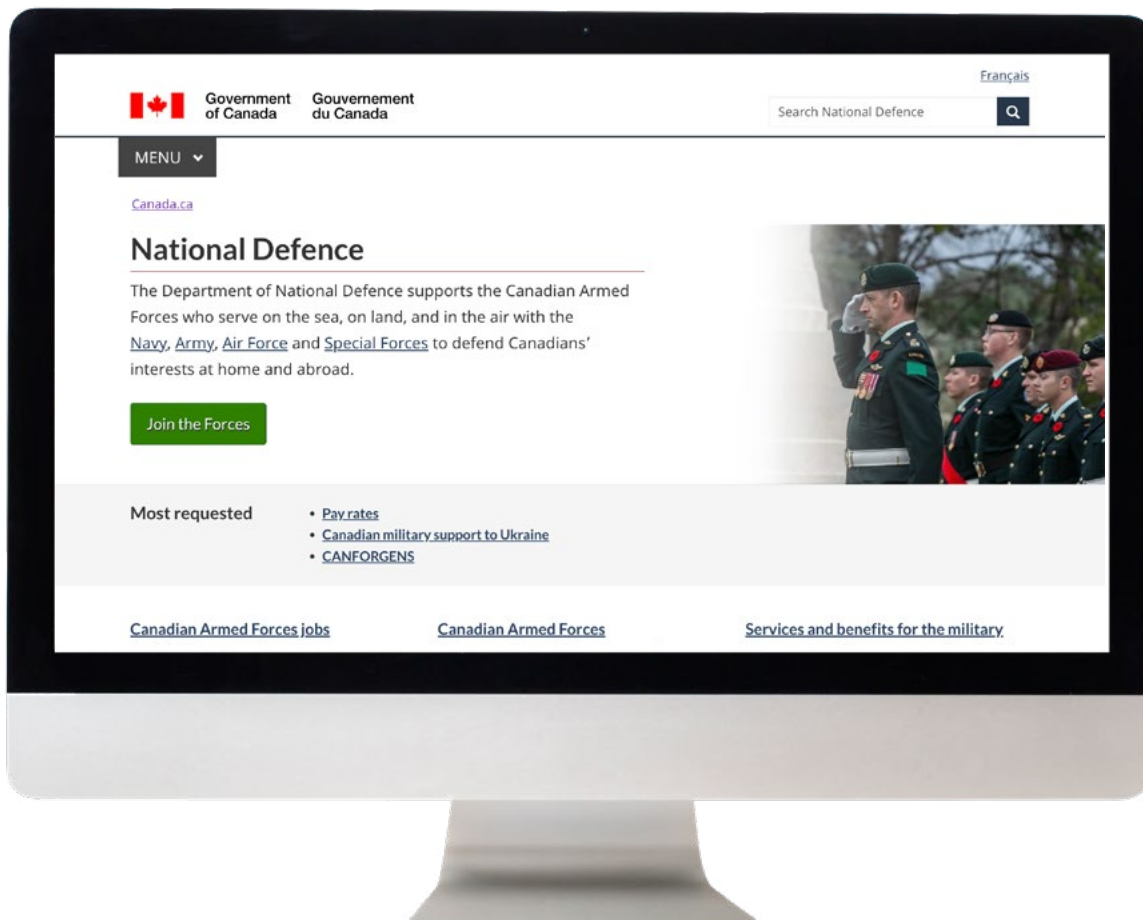
Much of what is in the legislation is not well understood by most reservists, employers, educational institutions, or the public.

## Expected Outcomes

- Employers are compensated for operational losses when reservists take time away from work to serve on military operations.
- Enhanced relationships with civilian employers.
- Internal and external stakeholders' capability to support reservists is strengthened.
- Long term – mutually beneficial to both parties in PD course and experiences

For more information go to the following link:

<https://www.canada.ca/en/department-national-defence.html>



# MEMBERS OF MERIT



Nine years ago, Esprit de Corps magazine decided to profile 25 top women who were making a positive difference in the world of defence. This was to be a one-off article with the women profiled selected by our own editorial board. The rationale was that there were so many media stories detailing the under-representation of women in a male dominated field, that it would be better to highlight role models who had succeeded despite any challenges. We realize that this year's winners are only a small fraction of the thousands of women who contribute in so many unique ways to the security and military legacy of Canada. We salute them and all. Bravo Zulu. **Scott Taylor**

## BREAKING DOWN THE BARRICADES WOMEN IN THE DEFENCE WORLD

MWO Brenda Hawke & CWO Agata Slominska are recipients of the award which was announced 08 March 2023- represented from 33 and 32 CBG respectively.

### 32 CBG

There was a time when Master Warrant Officer Brenda Hawke thought her tenure with the Canadian Armed Forces would be a short one. She thought she would stay with the CAF for a few years, save some money for university, and go to school in the future. Little did she realize the decades-long career that awaited her.



While she didn't expect army life to be easy, there were challenges she hadn't anticipated. "I was very naïve and thought I would be going to a trade (in the infantry) that had few women, not a few women ever. It was a rough road." That didn't stop her. She recalls that she did what was asked, worked hard, learned from her mistakes and above all else, she took care of the troops. MWO Hawke went on to say that, "I think success in this job is based on all of that but especially supporting your peers and subordinates."

A dedication to supporting others is evident in everything MWO Hawke does. At present, she is the Sergeant Major for golf company 2 RCR. As the CSM, she is responsible for providing support and guidance to the Commanding Officer, as well as offering direction to the SNCO's and the junior members of the company. Her supportive nature and dedication to her team were especially evident during her tour of Afghanistan, as an experience she describes as being a stand-out moment of a career which spanned 25 years.

"Being there was what I had trained for" I had an opportunity to use all of my skills... the things I learned changed me fundamentally and for that I am grateful." Her nominators note that as an experienced section commander with operational combat tours on her resume, Hawke was a prime fit to teach the next generation of soldiers. "Her mark was left on the soldiers she taught, as any stigma involved with being a female in a male-dominant trade was quickly dispelled due to her exceptional leadership and knowledge of the combat arms." added MWO Hawke's peers.

Over the course of her time in the military, Hawke has faced barriers ranging from the pragmatic (infantry kit not suited for women) to the personal (when she had children there was a question of how she would be employed). But the biggest obstacles of all were the assumption made about her and for her, obstacles that she has taken down one after another.

Sports is one avenue she uses to support other women in the CAF and dispel assumptions. Nominators note that Hawke has played on multiple teams representing the CAF. Using her love of soccer to support teammates, saying: "She provides a sounding board and mentors teammates through work situations and conflicts. Her willingness to support has provided countless CAF members with resources, advice and contacts to effect positive change and has helped address concerns for underrepresentation of demographics to higher levels of command."

### 32 CBG Commander's Commendations

<b>WO Kim</b>	<b>32 CBG HQ</b>	<b>Administrative support to the FTSE program.</b>
<b>Cpl Swenson</b>	<b>32 CBG HQ</b>	<b>Administrative support to the FTSE program.</b>
<b>MCpl McKenzie</b>	<b>The Queen's York Rangers</b>	<b>Organizing training &amp; DOMOPS.</b>
<b>MCpl Morrison</b>	<b>Lorne Scots</b>	<b>Creating a positive culture.</b>
<b>WO Roper</b>	<b>Lorne Scots</b>	<b>Working within 32 CBG Battle school.</b>
<b>Sgt Chosa</b>	<b>Royal Regt of Canada</b>	<b>Support to training &amp; DOMOPS</b>
<b>MCpl Wang</b>	<b>Royal Regt of Canada</b>	<b>Support to training &amp; DOMOPS</b>



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## Retirements/Releases (01 Sep 22 – 14 March 2023, over 25 years of service)

### 32 CBG HQ

CWO Dave Munroe – Res NCM Career Manager, former Regimental Sergeant Major, Governor General's Horse Guards, Former PRes Armoured Crewman CWO - 38 years of service

### The Governor General's Horse Guards

LCol Bruce Clayton – Commanding Officer, Governor General's Horse Guards, former Commanding Officer, Ontario Regiment - 27 years of service

Cpl Moira Taylor – Musician - 36 years of service

MCpl Al Smith – Armoured Crewman - 33 years of service

MCpl Donald Smith St. Kitts – Armoured Crewman - 40 years of service

### 7th Toronto Regiment

Capt Arrigo, Band Officer - 33 years of service

### 56th Field Artillery Regiment

MWO McDonald – Artillery - 31 years of service

### Royal Regiment of Canada

Capt Crawley – Infantry Officer - 30 years of service

### The Lincoln and Welland Regiment

CWO Randall – Regimental Sergeant Major - 38 years of service

Capt Christensen – Infantry Officer - 38 years service

Cpl Kennedy – Infantryman - 25 years service

### Lorne Scots

Sgt Kelly – Infantryman - 43 years of service

### 48 Highlanders of Canada

MWO Smintich - Infantryman - 29 years of service

Sgt Curtis – Infantryman - 25 years of service

MWO Lang – Musician - 35 years of service

### 32 Service Battalion

LCol Perry – Commanding Officer - 43 years of service

## Feel Good Stories

32 CBG would like to recognize Sgt Mattison and Sgt Fabian in their efforts in initiating and organizing a province-wide fundraising campaign in support of Wounded Warriors Canada during the month of November 2022. The campaign encouraged corrections officers in facilities across Ontario to show their support for military veterans and the Canadian Armed Forces by wearing a CADPAT epaulette on their uniform during the month of November 2022.

Over 670 corrections officers at 21 facilities across Ontario participated by wearing a CADPAT epaulette and making a donation. This campaign was successful in increasing awareness of military veterans and raised over \$10,000 for programs supporting first responders through Wounded Warriors Canada.

On 26 October 2022, Sgt Mattison and Sgt Fabian presented a cheque for \$10,730 to Neil Pike of Wounded Warriors Canada. Leadership from both the Niagara Detention Centre and the Lincoln & Welland Regiment attended to show their support and recognize the efforts of Sgt Fabian and Sgt Mattison.

# MEMBERS OF MERIT



## 33 CBG

Unsure of what path to take in her life, CWO Agata Maria Slominska decided to join the Canadian Army. She is the first female CWO in the Royal Canadian Armoured Corps, which took a lot of hard work and determination to attain. Deciding to go the combat arms route was due to her brother's inspiration. CWO Slominska and her brother, who enrolled in the military one year before, were lucky enough to endure the challenges and hardships of basic training together. Encouraging each other throughout and strengthening their bond even further.



*CWO Agata Slominska  
Regimental Sergeant Major  
Oshawa, Ontario*

CWO Slominska is the RSM, of The Ontario Regiment (RCAC) out of Oshawa, ON. Her current duties include force generating armoured reconnaissance soldiers, upholding dress and deportment, drill, discipline, morale and most importantly, the welfare of the troops. Additionally, she holds the key role in professional development and mentoring of non-commissioned members, and affects change through innovation.

CWO Slominska provides insightful technical knowledge and advise to the Commanding Officer and works tirelessly capitalizing on opportunities that will affect change. "We are currently implementing conversion training of the Tactical Armoured Patrol Vehicle (TAPV) platform at the Regimental level," said CWO Slominska.

Although CWO Slominska attributes much of her career longevity with the CAF to sharing hardships with her peers, her success can be attributed to the fact that she is a self-made woman. CWO Slominska's family moved to Canada in the early 1900's from Poland, and she had to lean and adapt to Canadian military conventions. On top of that, she was surrounded predominantly by men in combat arms, and valued any opportunity she got to work with females in the early days of her career. "I concentrated on the positive and surrounded myself with those who supported me and took the time to mentor me. It wasn't easy, but looking back now, it was all worth it. I never had a female role model to look up to," said CWO Slominska.

In light of CWO Slominska's outstanding dedication and professionalism as the Language and Cultural Advisor, she was awarded the Chief of Defence Staff Commendation – this recognized her work in the Land Task Force operations centre in Poland during Operation REASSURANCE in 2015. Being fully fluent in Polish was a huge asset while working with the Polish Military integrating with NATO forces.

CWO Slominska does not see leadership through a gendered lens. She notes that the perfect recipe for a constructive leader is competency, experience, knowledge, effectiveness and some degree of vulnerability. "The definition of a leader is the person who leads or commands a group, organization, or country. Nothing is that statement slates that a leader can't be a woman," said CWO Slominska. When it comes to the reward of working in the world of defence, CWO Slominska puts emphasis on pushing herself out of her comfort zone to achieve great things. CWO Slominska advises young women entering the field to trust themselves.

## KEY TAKEAWAYS

There is no better time to be a reservist in the CAF, with over 20% of reservists deployed on the current (wave one) 4 Div committed phase of operations. There are opportunities throughout the year that may be suitable to you. Speak to your change of command as part of your career progression and put your aspirations into PACE.

Its vitally important that you understand where we are in the MRP rotation. This enables you to plan and warn off your employers of any aspirations you may have of committing overseas or to a career course.

It is Important you speak to your family- being away for extended periods is not for everybody, there is support though with your unit rear party (Military Family Resource Centre (MFRC))

Ensure you are green on all your IBTS requirements on Monitor Mass, there may be up to 15, and finally integration works both ways – One Army.

If you have any ideas or thoughts on the newsletter going forward please email :  
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