



Scenario: Painful Posting

Group Size: 4-15

This scenario may contain explicit language and references to harmful situations which may be emotionally activating for some people. If you need support, services are available through the [CAF Member Assistance Program \(CFMAP\)](#) and the [Employee Assistance Program \(EAP\)](#).

"Wow, I wasn't expecting that!" Warrant Officer (WO) Sajeew Mahajan exclaims as they return from a meeting with their boss.

"What's up, Sajeew?" asks their civilian colleague Clifton Chin.

"Uh, I just got told I'm being posted to Moose Jaw, effective next month!"

WO Mahajan has been in Kingston for two years, and was looking forward to another year there, maybe two, before their next posting.

"Clifton, it'll be tough to tell my partner Sage. The last time I was posted on short notice they flipped out, and the kids were crushed. I can understand why."

Clifton tries to make the best of it. "Well, what's wrong with Moose Jaw?"

"Nothing," replies WO Mahajan. "Getting back into the Air Force training system would be a big boost for my career. But, c'mon, I've had four geographic moves in eight years."

"Well, you could go on imposed restriction (IR)."

"Nah," WO Mahajan says. "I've been on IR before and it's tough on family life, and on me. Like Sage always says, I'm either deployed, on course, on temporary duty (TD), on IR, or on a technical assistance visit (TAV). Sage wants me at home for a change. Now, we've finally had a little stability. Also, Sage has their first job since we've been married, and with good career prospects. Two of the kids are at university here, and the third is due to start next year. They're saving money living at home, and now I've got to tell them we're moving again?!"

"Geez, Sajeew, you really are in a tough spot," says Clifton. "I don't know what to tell you."

"I knew that joining the military meant moving around, but this often! This move could really break up my family, but I can't afford to retire, especially with the rising cost of living."

Categories

Principles:	Respect the Dignity of all Persons
Values:	Loyalty, Stewardship
Cultural Themes:	Leadership
Misconduct Types:	Not Specific
GBA Plus Themes:	Income, Family Status
Audience:	Canadian Armed Forces

Facilitator's Guide

Learning Objectives:

- Discuss the ethical principle of Respect the dignity of all persons in this scenario.
- Discuss the ethical values of loyalty and stewardship in this scenario.

Facilitation Questions:

1. What is the problem in this scenario?
 - Open group discussion.
 - This scenario presents a dilemma for WO Mahajan, where they must carefully balance their military career aspirations with the well-being and stability of their family.
2. Discuss the ethical principle of "Respect the Dignity of all Persons" in this scenario? How about loyalty and stewardship?
 - Open group discussion.
 - WO Mahajan deserves respect for their dedication and service to the military. Their concerns about the frequent relocations affecting their family should be taken seriously, and their well-being and family life should be valued.
 - Supporting family well-being should be an important consideration in Canadian Armed Forces (CAF) postings. Frequent relocations may disproportionately affect some families over others. The CAF should consider and accommodate the needs of its members and their families, as much as is possible accounting for the posting and operation requirements.
3. What courses of action could WO Mahajan take? Why?
 - Option 1: Discuss with their chain of command. WO Mahajan should engage in open, honest, and respectful communication with their superiors, expressing their posting concerns while understanding posting requirements.
 - Option 2: Release from the CAF and/or joining the Reserve Forces. This prioritizes the stability of their family but may have negative financial implications.
 - Option 3: Accept the posting. This could mean career advancement, but it may come at the expense of their family, their stability, their partner's career, and it may put strain on their family relationships.