

# UNDE VP ONTARIO REPORT

## UNDE/LFCAHQ LMRC

### 12 June 2006

The UNDE/LFCA LMRC was held in Toronto on Monday, 12 June 2006. Col Vance the COS, opened the LMRC with brief Introductory remarks and also took this opportunity to stress the importance the ALMRC and of sharing information in order to address issues of concern quickly.

#### Highlights:

MASOP Update: The MASOP project ended as of the 31 March 2006.

ASR Update: A brief was provided by LCol Marcella on ASR, and that for the FY 2006, 17 positions within the Area will be moved to Petawawa provided that the Army provides the funding for backfills. Out of the 17 positions, 15 are civilian and 2 are Military Class B. It was indicated that there is the potential of up to 7 mil position to move from CFB Kingston to Petawawa in APS 07. This will depend on the SWE funding made available. Col Vance indicated that Petawawa is expected to grow, and accordingly no reduction in the number of civilian positions is anticipated. LCol Marcella indicated that the Regional Support Element (RSE) is a pilot project that is being conducted in ASU N Ontario which focuses on the Reserves/Reserve Skills and increasing the level of support provided. In questioning whether RSE was related to the ASR, I was informed that is unrelated to the ASR. Also briefed on, that the move of 2 ASG HQ to Petawawa has had some impacts on civilian positions in the HQ, however, there has been no job loss in the HQ. 5 more positions will be staffed.

LFCA EE Civilian Hiring Goals/Targets. The Area EE Officer provided a brief update. The HRPM Gail Fox and the EE Officer, will be attending an Army EE Working group June 19 and 20<sup>th</sup> in Kingston. There will be an Area EE Working Group with Level 3 units in early Fall. The Aboriginal Awareness Day was very successful and well attended, and there is an Aboriginal Awareness Course scheduled for October in Quebec. Col Vance indicated that civilians from HQ would be identified to attend. The EE website has also now been updated.

Filling of Positions: Use of Contractors: The issue of contracting out and the use of contractors was presented at the last LMRC, and it was suggested that the Base Comptroller provide a briefing on SWE and contracting at this meeting. Major Fenoulhet provided the briefing on the SWE Funding, and stated that each year there is a significant conversion of O&M to SWE in the units with these conversions fluctuating each year. For this year, the 20% surcharge for converting O&M to SWE is going to be applied. Classification upgrades have an impact on the SWE and he stated that it takes time to receive the funding from the Army. I did state that some civilian employees perceive that management in some units, stop or delay, the updating of work descriptions because of a lack of SWE, the PIPSC reps also confirmed that this was the case with them as well. Col Vance stated that the Area would not hold off classification action because of a shortage of SWE. He also stated that he would have a letter prepared by the J1 and sent to the units to this effect. They would also like to be advised should any of these situations occur. I requested to see a copy of the letter that would be sent. To date, I haven't seen a copy, I was informed that it was in the draft stage. Will follow up. The ADM-HR Civ indicated that the use of generic Work Descriptions was being promoted, as this would simplify the process and expedite the timelines.

The PIPSC reps again expressed concerns about the use of contractors and would like to have a list of the contractors hired in the Area so that their use can be monitored. Col Vance suggested that there be a report presented at the next LMRC on the Personnel Services Contractors.

Travel: The issue on travel / cost sharing to attend the LMRC by union reps was again discussed and it was agreed by all to leave the situation as status quo for the time being.

There were no further points brought forward during the round table other than it was mentioned that the CSs had reached a tentative agreement and that the COS is posted and still no word on who is replacement would be. There would be an acting COS until Christmas time, and a handover would take place between 17-23 July.

The next ALMRC is scheduled for 21 September 2006.

Fraternally,

*Submitted electronically,*

Debra Nadeau  
UNDE VP Ontario

# JTFC J4 Update

- Army Support Restructure
- Institutional Army Manning and PY Rebalancing
- RSE in Northern Ontario



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# Army Support Restructure

- TF 3-06 NSE training ongoing
- TF 1-07 NSE stand-up Jun 06 (LFAA supporting force generation)
- Future manning and PY rebalancing study ongoing – currently considering 3 mil positions from ASU Kingston



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# Institutional Army

- **A draft copy of the Land Force Command ASR Civilian Human Resources Strategy distributed Apr 06**
- **identified positions/personnel should be from force generation bases into outlying ASUs to offset the reverse movement of military PYs.**
- **Methodology:**
  - ✓ **vacating empty positions**
  - ✓ **identifying positions whose incumbent plans to retire in the next five years**
  - ✓ **identification of voluntary movement options**
  - ✓ **workforce adjustment**



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# Regional Support Element

**The RSE pilot project initiative of 2 ASG, has been awarded to ASU Nor Ont for a duration of two (2) years, commencing April 2006 to March 2008 and will allow ASU Nor Ont small support unit within LFCA to provide an assessment in utilizing trained Primary Reserve Force personnel on a part-time (Class A) basis to assist when available in support functions assigned to ASU Nor Ont. The outcome of this pilot project is to identify as a possible option, a new purpose (mission task) for the Primary Reserve Force Combat Service Support personnel allowing them remain current with their technical qualifications and enhancement of their trade knowledge obtained in previous training courses.**



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