

Maritime Forces Atlantic  
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MARL: 1180 – 1 (FHRA)

June 2005

Distribution List

MINUTES OF THE 37<sup>th</sup> MARLANT LMRC  
HELD 0930 HRS, 14 APRIL 2005  
ADMIRAL'S CONFERENCE ROOM D201

In Attendance

Chairperson: RAdm D.G. McNeil, Comd MARLANT  
Co-Chairperson: Mr. Dean Reid, FGDT&LC(E)

Attendees/Members:

Mr. Willie Courtney, FGDCA

Ms. Darlene Carter, FHRBM

Mr. Jim Foster for George Turner, IBEW

Maj Celeste McLeod for Cdr Dawe, N6 IM

Capt(N) Roger MacIsaac, Base Comd.

Mr. Doug Pike, UNDE

Capt(N) Rick Payne, COS MARLANT

Ms. Trish Samson, EAPC

Capt(N) Andy Smith CO FMFCS

Mr. Tom Spindler for Mr. Earle Simpson, CMSG

Mr. Jim Stewart, DCHRSC(A)

Ms. Donna Stringer, SME(LR)/CHRSC(A)

Capt(N) Gord Switzer, ACOS Personnel & Training

Mr. Mounah Zrien for Mr. Gordon Grant, PIPSC

Recording Secretary: David Eisenhaur

Guests: Mr. Bob Evans for Cdr. E. Steele, FlogO

Ms. Shelly Lively, MARLANT Succession Planning Project

Observer: LCdr Kirby McBurney, EA to Comd MARLANT

Regrets: Cdr Dawe, N6

Mr. Earle Simpson, CMSG

Mr. Gordon Grant, PIPSC

Mr. George Turner, IBEW

## **I INTRODUCTORY REMARKS**

1. RAdm McNeil opened the meeting by welcoming all.
2. RAdm McNeil pointed out that MARLANT was able to achieve over programming above the initial MARLANT 04/05 allocations, which enabled the Formation to achieve many items not in the original business plan such as the disposal of the sub shed and jetty work.
3. RAdm McNeil went on to say that CDS presented the new vision for the CF at a Town Hall on 7 April 05. The vision highlighted the strategic change to take place across the CF and the continuing partnership with the civilian workforce. The Atlantic Region will be the first to stand up the new command structure, which is yet another indication of MARLANT as a leading organization.
4. RAdm McNeil also mentioned that the new Defence and Foreign Affairs Policies are due to be released next week.
5. Mr. Reid noted that he was impressed by the CDS presentation and vision for the CF. He went on to say that the selection of the Atlantic Region for the pilot reorganization is a true reflection of MARLANT's track record for dealing with challenges and leading change in the Department.
6. Opening comments were followed by a round table of introductions.

## **II REVIEW OF 36<sup>th</sup> MARLANT LMRC MINUTES FOR ERROR/OMMISSIONS**

7. RAdm McNeil requested any errors/omissions to the last minutes. Minutes were accepted.

## **III OLD BUSINESS – ITEMS FOR ACTION**

8. Mr. Stewart and Mr. Reid gave a presentation on the NS Joint Career and Transition Committee providing an overview on the origins, principles and activities of the committee (see attached presentation).
9. Capt(N) MacIsaac provided an update on the traffic lights proposed for the entrance at the north end of the Dockyard. A review of traffic is being conducted to determine the design and specifications required.
10. RAdm McNeil added that he had discussions with Mayor Kelly concerning MARLANT's change in hours of work. A review of traffic statistics since implementation reveals that the change in hours of work in the Dockyard had little influence on traffic conditions in the city.

#### **IV MATERIAL ACQUISITION & SUPPORT OPTIMIZATION PROGRAM (MASOP)**

11. Capt(N) MacIsaac provided an update on the MASOP project noting that there are two aspects covered in this report: the CFAD HR component and the MASOP project update.

12. Capt(N) MacIsaac advised that the CFAD information is not available for this meeting. The HR issues will be addressed during the MASOP Team visit in May.

13. Mr. Bob Evans provided the MASOP update (see attached).

14. Capt(N) MacIsaac added that the overall MASOP impact on FLog has been positive.

15. RAdm McNeil pointed out that the new Defence Plan will be favourable to FLog.

16. Mr. Stewart added that the HR plan for CFAD is expected to be discussed during the next MASOP site visit and will connect the details of the implementation plan with the personnel affected.

17. Mr. Pike extended his appreciation for the efforts made on behalf of UNDE's members. He went on to say that members felt more comfortable with the last visit from the MASOP team where employees were encouraged to complete questionnaires. He had hoped things would progress at a faster rate but appreciated all efforts for keeping employees informed.

18. Mr. Reid mentioned that he will be attending the MASOP meeting on 19 May when a concrete plan is expected to be presented to the workforce.

#### **V PLACEMENT ON EAST COAST OF NEW MARITIME HELICOPTERS**

19. Mr. Pike explained that the agenda item was raised to address the rumours of late and to gain an understanding of the potential spin-offs affecting MARLANT if the helicopters were stationed at Shearwater.

20. Mr. Pike had contacted MP Peter Stouffer to address the issue with the Minister. UNDE is concerned that the Minister had stated that the stationing of helicopters in Shearwater could be subject to change.

21. Mr. Pike went on to point out other factors that could affect the Shearwater helicopter decision such as the Atlantic CF reorganization and the sale of CF land near the Shearwater Airport.

22. RAdm McNeil acknowledged UNDE's concern noting that the request for information is very much appreciated. He added that if mixed messages have been received it was not meant with bad intent. The long-term vision for Shearwater is as a Helo Airport and CDS's comments of heavy lift helicopters and regional command structure only bode well for Shearwater being utilized as a helicopter facility.

23. Capt(N) MacIsaac pointed out that 21 April is the sod turning ceremony for Sikorsky commitment to Shearwater.

## **VI CAPABILITY PLANNING UPDATE**

24. Capt(N) Payne provided an update on MARLANT's capability planning efforts. He pointed out that FY 04/05 allocation started at \$214M and was impacted by the SWE cap for the first four months. Over the year allocations increased to \$263M. The first year spending has increased for MARLANT. Overall, a very good year - spending all funds allocated.

25. The coming year brings a new baseline increase of \$26M. The new funds do not take into account CDS vision.

26. Ms. Carter pointed out that stove pipe Funds for MARLANT have decreased significantly for 05/06 FY.

27. Capt(N) Switzer added that MARLANT will have to address the issues if programs are not funded.

28. Mr. Zrein asked if any Departmental efficiency targets are affecting MARLANT's allocations since many departments are identifying programs for cost savings as outlined in the Government's Expenditure Review.

29. Capt(N) Payne noted that all Departments were mandated to realize 5% savings by the Expenditure Review Committee and that MARLANT was not adversely affected by the Departments' claw back.

30. Mr. Reid requested the status of SR Apprenticeship funding FY 05/06.

31. Ms. Carter explained that the allocation would be dependant on new hires. This year MARLANT has the flexibility to assign the funds to other groups if FMFCS does not hire new apprentices.

## **VII PSMA IMPLEMENTATION UPDATE**

32. Mr. Stewart provided an overview on the progress of the PSMA implementation Salient points are as follows: (website attached). [http://publiservice.hrma-agrh.gc.ca/hrmm-mgrh/psma-lmfp/psmaNews\\_v1i1\\_e.asp](http://publiservice.hrma-agrh.gc.ca/hrmm-mgrh/psma-lmfp/psmaNews_v1i1_e.asp)

- Dept. is in the process of drafting policies and working on training to address potential impacts;
- preparations taking place for the implementation of PSEA scheduled for Dec 05;
- further feedback expected for June's LMRC;
- the Public Service Commission will eventually cease to be the delegated authority for staffing – responsibility will be delegated to the Deputy;
- staffing delegation could be implemented differently from one department to another; and
- a series of transition messages will begin by 1 Dec 05 regarding new rules and regulations;

33. Mr. Pike noted the changes with the new Veterans Charter affecting CF members released for medical reasons are going before Parliament. The members will have access to closed competitions designed to help veterans released for medical purposes gain access to Public Service jobs.

34. Mr. Pike stated that unions were not consulted and some felt the proposed changes are a form of Union busting. A briefing is expected in June.

35. RAdm McNeil emphasized the need for good relationships and noted the government's commitment to include the CF as members of the Public Service. Given the retention issues facing the CF, any change in policy becomes even more complex.

36. Capt(N) Smith added that with an aging workforce there is an advantage to maintaining military members within the public service umbrella rather than exporting their knowledge and capabilities elsewhere.

37. Mr. Pike emphasized his concern for implementation and the potential for abuse.

38. Mr. Stewart pointed out that there currently exist mechanisms available for hiring military members into the Public Service and that the issue requires further follow up.

39. Mr. Reid pointed out the challenges facing collective bargaining when retired military members are hired into the Public Service. The retired member brings with them a pension in addition to a salary.

40. Mr. Stewart was asked to look into the matter and report back to the next meeting.  
ACTION: Mr. Stewart to provide an update at the next meeting

## **VIII EMPLOYEE ASSISTANCE PROGRAM**

41. Ms. Samson advised that EAP Week would be 2-6 May 2005 with a number of events planned for the week. It will again include a 3-day Referral Agent training event and a Supervisor Appreciation Luncheon on 4 May 2005. EAP Referral Agents will be on the gates 2 May with information handouts.

42 Ms. Samson reported that the new EAP group posters with photos and phone numbers of Referral Agents are available but will be amended with new phone numbers soon. EAP pocket calendars are also being distributed.

43. Ms. Samson extended her sincere appreciation for management's support for her ongoing EAP training opportunities.

44. Ms. Samson noted the upcoming visit by Ms. Louise Teckles during National EAP week.

45. Ms. Samson went on to say that Cdr Steele has afforded all personnel at FLog an opportunity for EAP orientation.

46. Capt(N) Smith added that EAP orientation is important to both the civilian and military members and that EAP is part of FMFCS's new employee orientation sessions.

47. Capt(N) Switzer pointed out that between 10-15% of EAP clients are military members. Orientation programs including EAP are beneficial for all.

48. A copy of the EAP report and comparison statistics is attached.

## **IX MARLANT CIVILIAN HR PLANNING**

### ***Five-Year Civilian Strategic HR Plan 2003-2008***

49. Ms. Carter provided an update on the status of the Five-Year Civilian Strategic HR Plan (see attached).

### ***Work Force Renewal Project***

50. Ms. Carter provided an overview of the initiatives implemented or under development within the Workforce Renewal Working Group (see attached).

51. Mr. Foster asked what new trades are being considered for apprentices in the FMFCS.

52. Ms. Carter stated that pipe fitters and platers are being recruited in addition to refrigeration techs during last year's recruitment drive. She went on to say that a Warehouse Management training course was held for the GS group in FLog and suggested that the training costs could be linked to the MASOP project as a means of acquiring additional stove pipe funds.

53. Capt(N) Switzer added that FRs, HPs, and GLs are proposed for this year as well.

54. Capt(N) Payne requested an update on the demographics for June's meeting.

**Action: Ms. Carter to provide demographics update.**

55. Maj MacLeod pointed out that the security clearance process remains an issue when hiring. Secret and above clearances have been prioritized in order to help speed up the staffing process. Some positions require flexibility within the system and it appears that Ottawa has responded favourably.

## **X SUCCESSION PLANNING UPDATE**

56. Capt(N) Switzer advised the succession planning initiative in MARLANT has begun with QHM's Ship's Officer's (SO) group as a pilot. It is anticipated that the template developed from the SO group will be transferable to other groups across the Formation. The project began mid February when Ms. Lively was hired on assignment to coordinate the program. Since then, the SO succession plan involved a pan naval approach with meetings in MARPAC with QHM managers, Union officials and HR staff.

57. Capt(N) Switzer introduced Ms. Lively who provided an update on the Succession Planning project and the template proposed for application across the Formation (see attached).

58. Capt(N) Switzer pointed out that the bulk of the work will be at the Unit level. Units will require training and assistance to adapt it to their organization. Implementation will include a presentation to Unit LMRCs.

59. Capt(N) Smith added that FMFCS is looking forward to a presentation at FMFCS. He also pointed out that funding for succession planning remains within a Unit's envelope and is required to be prioritized.

60. Further discussion focussed on the use of learning plans as tools for assisting in succession plans and the need for detailed HR plans.

## **XI EMPLOYMENT EQUITY**

61. Ms. Carter advised that Rick Hansen has agreed to address the MARLANT workforce on 2 May. Details to follow.

62. Ms. Carter added that the Aboriginal Advisory Group will be hosting a Pow Wow on 1 June and highlighted the success of the Youthforce program held 14-17 March. The program featured 60 students from 15 High schools and community sponsors. Feedback from Guidance Counselors suggests that MARLANT has had an immediate impact on several students' career plans.

*"Thank you very much for the opportunity that you gave my students over the March Break. They had a terrific time, and really got a lot out of the sessions. Fraser, who is planning on a career in pipefitting, enjoyed every minute, and when he told me about going on the tugs, I was so envious! Jason was also thrilled about everything. I don't work with Jeff as much as I do the other two, so I don't know him as well, but he also said he really had a great week. I am very grateful that I could tell them about this*

*opportunity, and that is thanks to you! Hopefully next year I will have the chance to do it again. Thanks very much, "*

*"Our students had a great experience. Many are excited about a career in MARLANT. Keep us posted."*

63. MARLANT also received a call from a father whose son was referred from the Native Council of Nova Scotia. He indicated that his son was so enthralled with his experience in MARLANT that he has approached the CF Recruiting Centre and will join the CF upon completion of Grade 12 this summer. He was extremely grateful and emphasized the need for other such career awareness opportunities.

64. Capt(N) Payne suggested that Federal Council be presented an overview on the Youthforce Program.

**Action: D. Carter submit to Federal Council HR Mgt Board**

65. Capt(N) Switzer pointed out that the Man in Motion event featuring Rick Hansen and Terry Kelly is an important opportunity to invigorate the PWD Advisory group. The group is in need of greater military participation.

## **XII ROUND TABLE DISCUSSION**

66. Mr. Reid pointed out that the CDS vision made no mention of the submarine program.

67. RAdm McNeil noted that the CDS is committed to the submarine program and such decisions are made within the senior levels of government where military spending is prioritized along with the spending demands of other government departments.

68. Mr. Spindle thanked the committee for an excellent meeting and acknowledged that the information exchanged is key to maintaining good working relations.

69. Mr. Foster extended his appreciation to committee members for his first meeting.

70. Mr. Courtney mentioned that the SR group has lobbied for a seniority point system successfully. He went to say that the JCTC is a favourable forum for co-development and is supported by the FGCHA.

71. Mr. Courtney pointed out that the Veterans program need not be confrontational; rather a consultative approach would be a more reasonable means for spreading the word.

72. Capt(N) MacIsaac pointed out that negotiations with the MacDonald Bridge Commission are ongoing. Security screens were not erected during previous renovations and MARLANT has a responsibility to ensure the safety of personnel and equipment in

the parking area. To mitigate risk to personnel, adjustments to the parking area will be implemented.

73. Capt(N) MacIsaac advised that CFB Halifax is being aligned with the Wellness and Healthy Workplace policy by implementing a smoke free policy in all buildings across the Formation including living quarters. The policy is in final draft awaiting signature.

74. Capt(N) MacIsaac noted that Family Days will take place 17-18 June. This year brings significant support through sponsors and is planned to be one of the largest events staged.

75. Ms. Samson noted that the EAP luncheon is scheduled for 4 May and is looking forward to seeing all in attendance.

76. Mr. Pike extended his appreciation to Capt(N) Switzer's team for the successful implementation of an HR Vision in MARLANT. HR initiatives in the Formation have moved HR to the forefront of DND.

77. Mr. Stewart announced that National Public Service Week is scheduled for 13-17 June. More details to follow.

78. RAdm McNeil announced that the Chicoutimi Board of Inquiry will present to CDS and all are looking forward to the report going public.

79. RAdm McNeil noted that the Defence and Foreign Affairs Policies are scheduled to be released next week. He went on to say that the LMRC is a productive means to convey and resolve issues in a candid forum.

### **XIII NEXT MEETING/IDENTIFY CO – CHAIR**

80. The next meeting of the MARLANT LMRC is scheduled for 0930-1130 hrs 9 June 2005 in the Admiral's Conference Room, 6<sup>th</sup> floor, D-201. The Labour Co-Chairperson will be Mr. Willie Courtney, FGCHA.

Originally signed by:

Originally approved by:

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D.G. McNeil  
Rear-Admiral  
Chairperson

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Dean Reid  
FGDT&LC(E)  
Co-Chairperson

Distribution List

## Action

Comd MARLANT, RAdm D. G. McNeil  
COS MARLANT, Capt (N) J.S. Payne  
Base Comd, Capt (N) MacIssac  
CO FMFCS, Capt (N) A. Smith  
ACOS P&T, Capt (N) G.D. Switzer  
ACOS IM, LCdr Ferguson  
FHRBM, Ms. D. Carter  
IBEW, Mr. G. Turner  
CMSG, Mr. E Simpson  
PIPSC, Mr. G. Grant  
President FGDTLC (E), Mr. D Reid  
VP UNDE NS, Mr. D. Pike  
President FGCA, Mr. W. Courtney

## Information

DCHRSC (A), Mr. J. Stewart  
SME (LR), Ms. D. Stringer  
EAPC, Ms. T. Samson  
Cdr E. Steele, FLogO  
MLMRC Secr., Mr. D. Eisenhaur  
MARLANT Community Bulletin Board