

Maritime Forces Atlantic  
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September 2005

Distribution List

MINUTES OF THE 38<sup>th</sup> MARLANT LMRC  
HELD 0930 HRS, 15 JUNE 2005  
ADMIRAL'S CONFERENCE ROOM D201

In Attendance

Chairperson: RAdm D.G. McNeil, Comd MARLANT  
Co-Chairperson: Mr. Willie Courtney, FGDCA

Attendees/Members:

Ms. Darlene Carter, FHRBM  
Mr. David Gorton for Mr. Doug Pike, UNDE  
Capt(N) Rick Payne, COS MARLANT  
Mr. Allan Phillips for Mr. Gordon Grant, PIPSC  
Mr. Dean Reid, FGDT&LC(E)  
Ms. Trish Samson, EAPC  
Capt(N) Andy Smith, CO FMFCS  
Mr. Tom Spindler for Mr. Earle Simpson, CMSG  
Mr. Jim Stewart, DCHRSC(A)  
Capt(N) Gord Switzer, ACOS Personnel & Training  
Mr. George Turner, IBEW  
Cdr Mark Watson for Capt(N) Roger MacIsaac, Base Comd

Recording Secretary: Mr. David Eisenhour

Guests: Mr. Bob Macdonald, FGDCA  
Ms. Rebecca Dalton, DRC  
Mr. Terry Brockway, FES  
Ms. Francine Leger, DMCPR

Regrets: Cdr Dawe, N6  
Mr. Earle Simpson, CMSG  
Mr. Gordon Grant, PIPSC  
Ms. Donna Stringer, SME(LR)/CHRSC(A)  
Mr. Doug Pike, UNDE  
Capt(N) Roger MacIsaac, Base Comd

## **I INTRODUCTORY REMARKS**

1. RAdm McNeil opened the meeting by welcoming all.
2. Mr. Courtney welcomed all and emphasized the good work done at the MLMRC and in general across the Formation.
3. RAdm McNeil pointed out that 28 June is the scheduled date for the announcement of the new Command and Control organization for the CF in Atlantic Canada, to be called Joint Task Force Atlantic. The new organization is derived from the Defence Policy Statement and will be focused on a unified and integrated Command Structure.
4. RAdm McNeil went on to say that Atlantic Canada has always been a theatre of operations working with such organizations as the RCMP and Search and Rescue. Atlantic Canada is to be a model for the other regions when they are stood up in the years following.
5. He emphasized that it is important that the change be transparent and that the information presented at briefings be made accessible to all. He also noted that the change is mostly a Command and Control structural change but that cultural change will also be a factor.
6. RAdm McNeil pointed out that this initiative is not a reorganization nor downsizing. Rather, if there is a requirement for new resources, they will be supported.
7. Capt(N) Payne added that a closer relationship with New Brunswick and Maine will be required and that a single contact will be responsible for the Atlantic Region.
8. Mr. Phillips asked if the LMRC forum would be expanded to include the complete Atlantic Region.
9. RAdm McNeil acknowledged that regional consultation makes sense. He went on to say that there would be some challenges to integrate the functional relationships into the matrix but that the Command and Control structure will take priority.

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

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

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

11. Mr. Stewart provided an update on the status of the Veterans Bill before Parliament. He pointed out that DND is aware of the new legislation but is not a member

of the committee. The new legislation pertains to the Canadian Forces members, veterans and their families.

12. The bill will expand on the current Priority Referral policy for CF members to include all members released for medical reasons, not just those who have incurred an injury while in an operational theatre.

13. Mr. Stewart also pointed out that the Bill is expected to permit DM/Departments to allow for CF members to compete in closed competitions. Although not completely defined yet, the policy may also impact the area of selection when posting a competition.

14. Capt(N) Switzer noted that MARLANT must be aware and not fearful of the new policy. The policy is not intended as a form of succession planning and there is no intent on replacing one aging population with another.

15. RAdm McNeil pointed out that the CF does not prefer to have mechanisms that will increase the rate of military attrition.

16. Mr. Reid added that the topic has been raised at the National level where ADM (HR-Mil) emphasized that the military is not interested in a mass exodus of CF members to civilian jobs. Mr. Reid went on to say that the topic has created quite a stir amongst the unions and everyone is looking forward to reviewing the guidelines and how the policy is linked with the Duty To Accommodate policy.

17. Mr. Stewart added that a similar system was in place years ago and that it is likely to be a management decision to incorporate certain aspects of the changes.

18. Further discussion focused on the mechanisms for union consultation, which will roll out from the National Civilian Human Resource Planning and Coordination Committee (CHRPCC) chaired by ADM (HR-Civ).

19. Mr. Stewart will forward additional information on this topic as it is received. Mr. Turner expressed interest in seeing more details of the wording of the changes.  
Action Mr. Stewart

#### **IV DISPUTE RESOLUTION CENTRE (DRC)**

20. Ms. Dalton provided an overview of the Dispute Resolution Centre's Conflict Management Program (presentation attached). Salient points are as follows:

- ⇒ Mission to guide and support the leadership;
- ⇒ Deals with workplace conflict and situations;
- ⇒ Training provided on an ongoing basis;
- ⇒ Difficulty reaching some outlying areas;
- ⇒ DND has taken the lead in ADR and is seen as a champion in this area.

21. Mr. Turner emphasized the value of this training and recommended it to all.

22. Mr. Brockway pointed out that harassment is rights based and not part of the DRC. Mr. Brockway went on to say that the DRC team has been in place for three years and has been very effective at mediating problems in the Formation

23. RAdm McNeil stressed that people have to be allowed to disagree and speak to issues as they arise. The Conflict Management Program provides the tools for personnel to deal with issues and focus on solutions.

## **V MATERIAL ACQUISITION & SERVICES OPTIMIZATION PROGRAM (MASOP)**

24. Mr. Stewart gave an overview on the status of the HR plan for CFAD. He pointed out that the National MASOP Project falls under ADM (Mat). The situation in CFAD Bedford has been a struggle where MARLANT had hoped to gain some flexibility on the HR planning component. Rumours have inflamed the situation.

25. RAdm McNeil added that as the JTFA stands up, the reporting relationship of units such as Bedford will be reviewed.

26. Cdr Watson noted that there is nothing new to add on the Base focused aspects of MASOP since the update from the last meeting.

## **VI CAPABILITY PLANNING UPDATE**

27. Capt(N) Payne provided an update on MARLANT's capability plan. He pointed out that FY 04/05 allocation started at \$204M and closed out at \$268m. FY 05/06 will start with \$257m and over program \$40m to execute a program of \$297m.

28. RAdm McNeil pointed out that MARLANT was allocated 33% more over last year and is still looking for additional funds. He noted that capability planning will need to be joined up under JTFA, especially in HR management where many programs can realize the benefits of regionalization.

## **VII HR REFORM**

29. Mr. Stewart presented an overview of the Public Service Modernization Act (PSMA) implementation in DND (presentation attached). Salient points are as follows:

- ⇒ Communication through LMRCs, training, newsletters;
- ⇒ SC(A) staff involved with policy review and training frameworks;
- ⇒ First six months will be a challenge;
- ⇒ Impacts merit criteria and candidate pools.

30. Ms. Leger noted that briefings in NDHQ indicated that the current way of staffing will stand and managers are not to expect PSMA as changing much of the staffing

process. She also noted that PSMA is seen as requiring additional resources and that CMS is compiling an impact assessment.

31. Mr. Stewart pointed out that one of the most significant changes will result in changing the current ranking system to a system of establishing candidate pools. The changes should not reflect a need for additional resources. Mr. Stewart added that the policies are currently being drafted by the Department. Mr. Phillips asked if the Department intends to “co-develop” on the new Departmental Area of Selection policy. Mr. Stewart replied that although consultation on this and other new PEA policies has occurred with DND’s union partners, he did not believe that there was a plan to “co-develop” this policy. Mr. Stewart will confirm this issue .

Action: Mr. Stewart [Note: Corporate ADM (HR-Civ) staff confirmed that the policy would be consulted on; however, there are no plans to actually “co-develop” the policy.

32. Ms. Leger added that staffing/hiring delegation policies/framework will be subject to detailed consultation with the L1s when ready.

33. RAdm McNeil emphasized that the policies must be consistent across the JTFA to reduce ambiguity within the region.

34. Ms. Carter added that the MARLANT HR planning guidance will recommend that HR Plans be shared with labour and employees. Unions are to be consulted.

35. Mr. Courtney noted that it is most important that the training for PSMA be consistent and open to employees.

## **VIII EMPLOYEE ASSISTANCE PROGRAM**

36. Ms. Samson presented the latest EAP figures (a copy of the EAP report and comparison statistics is attached).

37. Mr. Phillips noted concerns regarding the percentage of personnel utilizing the program.

38. Ms. Samson pointed out that the numbers of mil/civ visits to EAP depend on ship’s deployments and operations through out the year resulting in varying monthly figures.

39. Mr. Stewart added that the culture in Atlantic Canada EAP is to accept all who ask for information or drop in.

40. RAdm McNeil pointed out that the EAP program is another example of how HR programs can be integrated regionally.

## **IX MARLANT CIVILIAN HR PLANNING**

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

41. Ms. Carter provided an update on HR activities as follows:
- ⇒ The Notice of Death of a Civilian Employee will be issued as a MARLANTORD once developed and coordinated with the CHRSC(A);
  - ⇒ The FSWEP Student hiring program submission deadline was June 14;
  - ⇒ The Exit Interview process has been approved in principle by DHRRE;
  - ⇒ MARLANT Demographic Charts (attached);
  - ⇒ Federal Council HR Committee is scheduled for a presentation on Youthforce on 5 July.

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

42. Capt(N) Switzer reported that Workforce Renewal funding came through as anticipated providing the following overview:
- ⇒ 25 new SR apprentices were hired;
  - ⇒ MARLANT is looking at apprenticeships for non-traditional trades;
  - ⇒ The GS group continues to forge ahead and the FR and GL groups are progressing as well;
  - ⇒ The Succession planning project has received funding and is progressing with the SO group to develop and validate succession planning tools.
43. Capt(N) Switzer went on to say that the Accommodation Policy requires MARLANT to track the number of personnel accommodated . Currently there is a lack of official numbers from MARLANT. The purpose is to ensure an active and robust program aligned with the policy and ensuring accurate reporting to Treasury Board.

## **X EMPLOYMENT EQUITY**

44. Ms. Carter provided an update on EE activities as follows:
- ⇒ EE progress report has been promulgated (attached);
  - ⇒ EE Newsletter has been promulgated (attached);
  - ⇒ 17 Youthforce students were hired throughout the Formation;
  - ⇒ The Aboriginal AG Powwow was a great success, receiving widespread media attention;
  - ⇒ Rick Hansen event was a tremendous success, featuring singer/song writer Terry Kelly. The event is an excellent lead for the Person's With Disabilities Event scheduled for the fall;
  - ⇒ The No.2 Battalion Commemoration Event at Pictou is scheduled for 21 June.

45. Ms. Carter explained that the Advisory Groups (AG) TORs are being reviewed nationally in order to clarify roles and responsibilities. Mr. Phillips requested that he be provided with background information on the AG program in DND.

Action: Mr. Stewart [Note: The latest national information AGs were forwarded to Mr. Phillips by Mr. Stewart.]

## **XI ROUND TABLE DISCUSSION**

46. Mr. Stewart reported that one recipient from MARLANT was awarded a DND Scholarship – Mr. T. Rex of the FMF Cape Scott.

47. Cdr Watson reported that Family Days are scheduled 16 & 17 June.

48. Capt(N) Smith noted the Bravo Zulu for FMFCS's repair services was carried out on the French Ship while in port.

49. Ms. Carter highlighted the recent recognition of a number of Halifax based employees through the National/Corporate Awards Recognition program:

⇒ Mr. Dave Eisenhaur, MARLANT – HR Management EE Award;

⇒ Mr. Norm Kemp, MARLANT – DM/CDS Renewal Award;

⇒ Ms. Sara Somers, CHRSC(A) – HR Leadership Award;

⇒ Ms. Jan Galipeau, CHRSC(A)– HR Leadership Award.

50. Mr. Stewart noted additional Regional award recipients; Ms. Ryan {CHRSC(A) Gagetown} and LCol McCabe (3 ASG). Sadly, Ms. Ryan passed away recently. Her family was, however, able to be present to accept the award on her behalf.

51. Ms. Carter also noted that MARPAC has adopted the Workforce Renewal philosophy

52. Mr. Phillips noted that the DND Chapter of PIPSC will be changing representatives. It is likely that Mr. Mike Jessome from N6 will take over for Mr. Gordon Grant.

53. Mr. Phillips posed a question as to why the Mediators at the DRCs were classified in the AS category vs. a professional mediator group. Mr. Stewart indicated that he would inquire into this and get back to Mr. Phillips. Action: Mr. Stewart

54. Mr. Turner expressed his congratulations to the FMFCS for a job well done in preparing the French ship for sea.

55. Mr. Reid wished Mr. Courtney the best in his retirement. He also reported that Mr. Milt Issacs is the new National President of the Association of Certified Financial Officers (ACFO).

56. Mr. Courtney noted that the MARLANT LMRC could be used as a role model in the Public Service and pointed out how far things have come over his 38-year career.

57. Mr. Courtney suggested that the MLMRC offer up an “open” rotational opportunity to a manager and union member from the Formation to allow for others to see how things work at the MARLANT level.

58. RAdm McNeil agreed with Mr. Courtney. The MLMRC will provide for opportunities for guests of management and Union to attend future meetings.  
Action: Mr. Eisenhaur to coordinate with Committee members.

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

59. The next meeting of the MARLANT LMRC is scheduled for 0930-1130 hrs 5 October 2005 in the Admiral’s Conference Room, 6<sup>th</sup> floor, D-201. The Labour Co-Chairperson will be Mr. Doug Pike, UNDE. *Secretarial note: 5 Oct reflects the rescheduled date for the next LMRC.*

Originally signed by:

Originally signed by:

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D.G. McNeil  
Rear-Admiral  
Chairperson

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Bob Macdonald for Willie Courtney  
FGDCA  
Co-Chairperson

Distribution List

Action

Comd MARLANT, RAdm D.G. McNeil  
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FHRBM, Ms. D. Carter  
IBEW, Mr. G. Turner  
CMSG, Mr. E Simpson  
PIPSC, Mr. M. Jessome  
President FGDTLC(E), Mr. D Reid  
VP UNDE NS, Mr. D. Pike  
President FGDCA, Mr. B. Macdonald

## Information

DCHRSC(A), Mr. J. Stewart

SME(LR), Ms. D. Stringer

EAPC, Ms. T. Samson

Cdr E. Steele, FLogO

MLMRC Sec., Mr. D. Eisenhour

MARLANT Community Bulletin Board