

Maritime Forces Atlantic
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April 2006

Distribution List

MINUTES OF THE 41st MARLANT LMRC
HELD 0930 HRS, 23 MARCH 2006
ADMIRAL'S CONFERENCE ROOM D201

In Attendance

Chairperson: RAdm D.G. McNeil, Comd MARLANT
Co-Chairperson: Mr. George Turner, IBEW local 2228

Attendees/Members: Cdr Luc Pelletier, N6IM
Capt(N) Marc St-Jean, Base Comd
Mr. Dave Gorton for Doug Pike
Mr. Jim Stewart, DCHRSC(A)
Mr. Bob MacDonald, FGDCA Rep
Mr. Tom Spindler, CMSG Rep
Capt(N) J.S. Payne, COS MARLANT
Capt(N) Gord Switzer, ACOS P&T
Mr. David Eisenhaur, A/N13
Capt (N) Gilles Hainse, CO FMFCS
Mr. Dean Reid, FGDT&LC(E)
Mr. Mike Jessome, PIPSC
Ms. Sue Paterson for Claire Hamilton A/EAPC

Recording Secretary: Ms. Charron Johnson, N13

Guests: Ms. Shelley Lively, N13
Ms. Carol Lee Giffin, N48
Ms. Leanne Coleman-Kamphuis, CFHSC(A)
Mr. Lorne Brown, FGDT& LC(E)

Regrets: Ms. Darlene O'Neill, FHRBM
Ms. Donna Stringer, SME(LR)/CHRSC(A)
Mr. Doug Pike, VP UNDE NS

I INTRODUCTORY REMARKS

1. RAdm McNeil opened the meeting by welcoming all. He noted the Minister's first visit to discuss sub issues and Shearwater. The Admiral mentioned that in the upcoming Speech from the Throne, it is expected that Defence issues will be a cornerstone piece.
2. Mr. George Turner welcomed all to the meeting. He noted the recent NS JCTC event was a great success. He went on to point out that this is Mr. Reid's last meeting – wishing him well and welcoming Mr. Lorne Brown to the committee.
3. Participants introduced themselves. Mr Spindler provided the Committee with an update on Mr. Earl Simpson's health. The Co-Chairs asked Mr. Spindler to pass along the Committee's continued best wishes.

II REVIEW OF 40th MARLANT LMRC MINUTES

4. RAdm McNeil requested any errors/omissions to the last minutes.
5. Mr. Eisenhour pointed out that Mr. Pike attendance was mistakenly omitted from the last minutes attendees/members list.
6. Capt(N) Haines pointed out the misspelling of Cdr Flemming's name. Correction made as noted.
7. Minutes with corrections were accepted.

III OLD BUSINESS – ITEMS FOR ACTION

8. RAdm McNeil noted that MASOP has been removed as a standing agenda item.
9. RAdm McNeil stated that footwear issue has been dealt with and can be raised in future meetings if needed.

IV DEFENCE WOMEN'S ADVISORY GROUP (DWAO)

10. Capt(N) Switzer introduced Ms. Shelley Lively as the civ co-chair for the DWAO.
11. Ms. Lively gave presentation on the Defence Women's Advisory Group (DWAO). (A copy of the presentation is attached). Salient points are as follows:
 - The DWAO was stood up last Jan 05. The first meeting was held in Feb 05 with a participation of approx 25 on a monthly basis.
 - Formal elections have not yet been held however the committee has developed a mandate, mission and communications plan. Also identified Fleet Women's Forum Issues.

12. Capt(N) Switzer explained the importance of student outreach activities such as Youthforce and Techsploration to emphasize the importance of continuing with math and science courses for obtaining careers in MARLANT.

13. RAdm McNeil commented on the excellent work and regional perspective that the Committee has achieved.

V SAFETY & ENVIRONMENT MGT SYSTEM HAZARD ASSESSMENT

14. Capt(N) St-Jean introduced Ms. Giffin the Formation Safety and Environment Officer.

15. Ms. Giffin gave a presentation on the integration of the Formation Safety & Environment Systems (attached). She provided a brief overview of the plan, the status and next steps. Implementation expected in the fall of 2006.

16. Capt(N) Hainse noted the importance of keeping it simple but effective.

17. RAdm McNeil commented on the excellent job done over the past year. This allows the Navy to internalize issues rather than someone else setting the priorities. Mr. Jessome asked how this initiative is funded. Ms. Giffin explained that funding comes from the normal Business Planning process and from other “stove pipe” sources in the Department and from Treasury Board.

VI CAPABILITY PLANNING UPDATE

18. Capt(N) Payne noted that there isn't a great deal to update since the last LMRC. The MARLANT capability plan has been submitted to CMS.

19. Capt(N) Payne noted that MARLANT spent approximately \$315 million to date. Funded up to \$350 million so watching closely. 17% growth over last year.

20. Mr. Turner wondered if funds would be transferred to capital to which Capt(N) Payne noted that it would not be possible to do this at this point in the FY.

VII HR REFORM UPDATE

21. Mr. Stewart explained that the implementation of the PSEA is ongoing. The CHRSC (A) continues to host multi faceted training sessions for management and employees and union representatives.

22. Mr. Stewart commented on Veterans' Charter, which gives military members the ability to apply for internal advertised competitions. The CHRSC will monitor the impacts.

23. Other discussion focused on the potential impacts of CF members' eligibility to compete for Public Service jobs. Although there is expressed interest, a mass exodus is not expected. In addition it was stressed by both management and labour representatives that CF Disabled priorities must be able to meet the essential qualifications of a position and be determined to be "fit" for the job that they are being referred to.

VIII MARLANT CIVILIAN HUMAN RESOURCE PLANNING

Five Year HR Plan

24. Capt (N) Switzer provided an update on the status of the MARLANT Five Year Strategic HR Plan. He noted that the plan is near completion with two action items to be implemented this summer. The Exit Interviews project has been completed on schedule.

25. Mr. Eisenhaur presented the online version of the MARLANT Exit Survey / Interview. Salient points as follows:

- First for DND
- To be implemented through a MARLANTORD in a Unit's Out Routine
- Employee's choice of completing survey on-line, hard copy or through an interview.

26. Mr. Turner acknowledged the value of this initiative, however he was concerned about the challenge it will be to get employees to complete the survey.

27. Cdr Pelletier stated that this was a good initiative. It will be important to review and process the data that is collected on an ongoing basis.

28. Mr. Spindler recommended that surveys/assessments also be completed during an employee's tenure. If issues/problems are identified earlier, then they could possibly be addressed and thus result in the employee remaining with the department. He recommended that this be included in annual HRP exercises. It was noted that some units, e.g. FMF CS, do conduct ongoing employee surveys. In addition data from the PSES 05 Survey will be available to the Formation for analysis.

Workforce Renewal

29. Capt(N) Switzer noted that 98 Apprentices have been hired over the past four with at least 40 more to be hired this year. Firefighters, Heating Plant Operators, Warehousing and Clerical are also anticipated hirings in 2006.

30. He pointed out that MARLANT is in competition for skilled personnel highlighting the need to redesign the coop and summer employment programs to ensure the availability of recruits when needed.

31. Mr. Eisenhaur added that recruitment from western firms is now targeting NSCC Campuses. The availability of students in specific occupations such as pipefitting is dwindling.

Atlantic Regional Hiring Statistics

32. Mr. Eisenhaur pointed out that with the introduction of the new PSEA and the Veteran's Bill there exists a need to track the source civilian hires within the region. Mr. Turner had raised the item as discussion in order to better monitor the staffing process. Such a tracking system would highlight the movement of personnel into and around the region such as: civilian and military priority referrals, and medical priorities.

33. Mr. Stewart was asked to research this issue and report back at the next meeting.
Action: Mr. Stewart

IX EMPLOYEE ASSISTANCE PROGRAM

34. Ms. Paterson presented the latest EAP figures (a copy of the EAP report is attached). Top three categories remain as family, Work Related, and Mental & Emotional Health.

X EMPLOYMENT EQUITY UPDATE

35. Mr. Eisenhaur introduced Ms. Paterson as the new Civilian Co-Chair for the Persons with Disabilities Advisory Group.

36. Mr. Eisenhaur also reported on the Youthforce program that took place from 13-16 March 2006. A total of 60 students from the four EE groups were introduced to various occupations in MARLANT. This has been the most successful year so far. Four of the students went directly to the recruiting center to gather info on how to join the military.

37. Mr. Eisenhaur went on to say that the EE staffing form that LFAA uses would be incorporated into the MARLANT staffing process.

XI ROUND TABLE

38. Mr. Eisenhaur noted that an analysis will be carried out to assess the labour market in the region. Recent recruitment trends of western firms will need to be verified to ensure MARLANT's workforce renewal strategy is aligned with market conditions.

39. Capt(N) Hainse noted that FMFCS is in the process of trying to increase capacity but encountering obstacles.

40. Mr. Reid reflected on his term as President of the FGDTLC(E).

41. Mr. Jessome stated that the CS group is getting to the final stages of negotiations, which could lead to a formal Labour Dispute by mid-June 06.
42. Ms. Paterson noted that the next Persons with Disabilities Advisory Group meeting will be held on 18 April from 1000-1200 at the MFRC. Attendance of all was requested.
43. Cdr Pelletier noted the realignment of N6 since the last LMRC meeting and stated that the new organization is more streamlined and efficient.
44. Capt(N) St-Jean announced the recently achieved NQI 4 status at Formation CE. He also noted that National Public Service Week will be held from 12-18 June 2006 and welcomed suggestions on ways to celebrate.
45. Mr. Gorton expressed his appreciation for MARLANT's assistance in establishing the Firefighters Apprenticeship Program.
46. Mr. Stewart pointed out that the JCTC is no longer funded. The NS Federal Council will consider the creation of a new NS focused forum.

XII NEXT MEETING

47. The next meeting of the MARLANT LMRC is scheduled for 0930-1130 hrs 15 June 2006 in the Admiral's Conference Room, 6th floor, D-201. The Labor Co-Chairperson will be Mr. Mike Jessome, PIPSC.

RAdm D.G. McNeil
Commander MARLANT/JTFA
Chairperson

George Turner
IBEW
Co-Chairperson

Distribution List

Action

Comd MARLANT, RAdm D.G. McNeil
COS MARLANT, Capt(N) J.S. Payne
Base Comd, Capt(N) M. St-Jean
CO FMFCS, Capt(N) G. Hainse

ACOS P&T, Capt(N) G.D. Switzer
ACOS IM, Cdr L. Pelletier
FHRBM, Ms. D. O'Neill
IBEW, Mr. G. Turner
CMSG, Mr. T. Spindler
PIPSC, Mr. M. Jessome
President FGDTLC (E), Mr. L. Brown
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
A/EAPM, Ms. Claire Hamilton
Cdr E. Steele, FLogO
MLMRC Sec., Mr. D. Eisenhour
MARLANT Community Bulletin Board