



IE Focus

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Word from ADM(IE)

Colleagues,

Following our Town Hall meeting held on Wednesday June 27, I would like to once again share with you some of the impacts of the Deficit Reduction Action Plan on the IE Group. When we met in April, I explained the different Change Initiatives, such as the Strategic Review and the Deficit Reduction Action Plan, going on within the Department which ultimately affects the Defence Team as a whole.

Following the 2012 federal budget announcement, National Defence was asked to implement a Deficit Reduction Action Plan. With the aim of eliminating unnecessary duplication and finding ways to become more efficient and effective, L1 organizations were asked to rigorously assess what they do and how they do it. In April, I shared with you two of our reduction targets: the elimination of our Class B positions and a reduction of 9M\$ in contracts by end of 2014-15. At that time, we did not have clarity on the third target affecting our full-time equivalent positions (FTEs).

By mid-April, L1 organizations had been assigned FTE reduction targets. For the ADM(IE) Group, we proceeded with a thorough analysis in order to determine what functions would no longer be required. We examined all possible options to minimize the impact on our employees. Unfortunately, we could not achieve our reduction targets just by not staffing our vacant positions or by attrition. At this time, the IE Group Workforce Adjustment Submission includes a total reduction of 33 FTEs, which will affect 64 employees in the area of selection.

In addition, over the last few months, I informed you that we are considering a new organizational model that may be implemented in our Group. You probably heard me discussing the potential review of the proposed model at the IE Town Hall in April and at the IE Symposium in May. I believe that we do not have the time to prepare a detailed organizational concept before initiating the changes, but I still consider it important to proceed with its implementation through an iterative and progressive approach that will show us the way forward.

We will be proceeding with caution. Like the management team, I am committed to listening to your concerns and to consulting with you throughout the process in order to determine the best way to proceed and define our role in the current context. That is why the changes are being implemented in an exploratory fashion, since such an approach will enable us to assess the viability of the new structure and amend it, as necessary, given that we are all working together to establish the new IE Business model.

In this context, the Strategic Planning and Performance Evaluation Coordination Team will report to the appointed DG Strategy and Governance, Ms. Rose Kattackal, as of August 1st.

These changes may create some additional uncertainty. I invite you to submit your questions and concerns through all available channels and I urge you to put your creativity to work to help us design our future organization.

- Retirement

- New DGME

- Greetings,
welcomed back
and farewells

-Submission
guidelines

The management team and our colleagues from ADM (HR Civ) will provide all the support you need to go through these difficult times, whether you are affected or not. We have tools to help us move through a professional and personal transition. I won't list them all, but the key one is certainly the Employee Assistance Program, if you need immediate help to deal with changes in ADM(IE).

<http://admie.ottawa-hull.mil.ca/EAP.asp>

I want you to know that you do have options and I encourage you to review the information you have on hand or to refer to ADM(IE)'s website for more details.

http://admie.ottawa-hull.mil.ca/CSPS-ESPC_e.asp

You may also wish to consider alternation. If so, please consult

<http://www.gcforums.gc.ca/default.aspx?q=topics&f=2491>.

The homepage is www.gcforums.gc.ca.

Thank you for your patience and your cooperation. I will keep you informed of any changes as we move forward.

Be aware that our Group continues to support key Defence Priorities, our Transformation Plan is one of the first out the gate for the Department.

In closing, let me reassure you that we will fully comply with the WFA Directive as well as the collective agreements.

Scott Stevenson

Military decorations presented at Rideau Hall

His Excellency the Right Honourable David Johnston, Governor General and Commander-in-Chief of Canada, presented some Military Valour Decorations and Meritorious Service Decorations (Military Division) to members of the Canadian and allied forces during a ceremony which took place on Friday, June 22, 2012 in Ottawa.

Among them, two are part of the Canadian Military Engineers family.

WO Yannick Campbell, M.S.M., C.D.



WO Yannick Campbell, M.S.M., C.D., from Quebec City, and serving in the Director General Military Careers, in NDHQ, a few moments after receiving his Meritorious Service Medal (Military Division).

His citation reads as follows:

As team leader of an engineer construction team from April to December 2010, Sergeant Campbell significantly improved the quality of life in Dand District, Afghanistan, through his exemplary leadership and devotion. Operating in an incredibly hostile environment, he worked closely with local authorities to initiate and facilitate 14 development projects that employed hundreds of Afghans, improved local infrastructure and enhanced their trust in the district government. Sergeant Campbell contributed to the success of the international reconstruction mission and helped stabilization efforts in Afghanistan.

Sergeant Jeffrey Quesnelle, M.S.M.



Sergeant Jeffrey Quesnelle, M.S.M., from Penetanguishene, Ontario, and member of 2 Combat Engineer Regiment, a few moments after receiving his Meritorious Service Medal (Military Division).

His citation reads as follows:

While deployed to Afghanistan as an explosive ordnance disposal operator from April 2010 to December 2010, Master Corporal Quesnelle displayed courage, leadership and insight. In addition to dismantling over 65 improvised explosive devices, he provided in-depth analysis on insurgent tactics and suggested initiatives that made disposal operations safer for the local population and for Canadian soldiers. Master Corporal Quesnelle's thorough understanding of the threat, in addition to his willingness to expose himself to great danger, were critical in the search for and removal of improvised explosive devices.

The Meritorious Service Medal (Military Division) recognizes a military deed or activity performed in a highly professional manner, according to a very high standard that brings benefit or honour to the Canadian Forces.

Order of Military Merit

His Excellency the Right Honourable David Johnston, Governor General and Commander in Chief of Canada, recently announced that some Canadian Forces Military Engineering members would be invested into the Order of Military Merit. Four recipients took part in the investiture ceremony at Rideau Hall on June 8.

The Order of Military Merit recognizes distinctive merit and exceptional service displayed by the men and women of the Canadian Forces, both Regular and Reserve. Many have demonstrated dedication and devotion beyond the call of duty.



LCol Darlene Quinn, formerly from Esquimalt, (B.C.), and now DGME, a few moments after receiving the Order of Military Merit at the level of Officer.



CWO Robert Lamothe, from the Office of the Director General Military Careers, in NDHQ, a few moments after receiving the Order of Military Merit at the level of Member.



CWO Karl Ellis, from the Land Force Central Area Training Centre Meaford, (Ont.), a few moments after receiving the Order of Military Merit at the level of Member.



MWO Trent Doucette, from 8 Wing Trenton, (Ont.), a few moments after receiving the Order of Military Merit at the level of Member.

Awards announcement

On June 21, His Excellency the Governor General of Canada has approved national honours for deserving individuals or units, among them:



The Meritorious Service Medal to BGen (then Col) Frederick Lewis for outstanding leadership as the Task Force Jerusalem Commander, from July 2009 to July 2010.



The CF Unit Commendation to 1 Engineer Support Unit from Moncton for dedication and exceptional performance of every crew member towards the operational effectiveness of the mission in Afghanistan, from 2002 to 2011.

RCAF tests green flight

By: Lt Christopher Daniel, 8 Wing Public Affairs Officer

The Royal Canadian Air Force (RCAF) successfully flew a CC-130H Hercules aircraft using a semi-synthetic jet fuel, blended with plant-sourced oil, for the first time on May 23, 2012 at 8 Wing Trenton, Ontario.

Under the technical guidance and support of the Department of National Defence's Quality Engineering Test Establishment (QETE), this demonstration flight tested the efficacy of a blended jet fuel with 50 per cent F-34 and 50 per cent fuel derived from Camelina plant.

"F-34 [also known as JP-8] is the jet fuel used by NATO countries including Canada," said Mr. Pierre Poitras of QETE. "During this flight demonstration, we tested the suitability of an alternative jet fuel using Camelina-derived fuel blended with F-34 as substitute or replacement for conventional aviation fuel. We're happy with the results," he added.



Capt Karl Manuel (QETE), Elizabeth Chistensen (USAF-AFCO), Pierre Poitras (QETE), David Dickey (USAF-AFCO), and SMSgt Jason Hale (USAF-AMC) stand in front of the refuelling vehicle filling the Legacy Herc with semi-synthetic jet fuel using 50/50 Camelina bio-jet with F-34 fuel types.

The bio fuel demonstration flight started with a 24-hour leak check and followed by almost two hours of flight on 424 (Transport) Squadron's Legacy Hercules aircraft.

According to 424 Squadron pilot Major (Maj) Wayne Sippola, they flew the aircraft 100 miles to the North from 8 Wing Trenton, then South to Sandbanks in Prince Edward County before landing back to the base.

"Various engine checks were conducted between the surface and 21,000 feet, including shutting down and air starting an engine on the bio fuel mix," said Maj Sippola. "The bio fuel mix performed exactly like the straight F-34 fuel; we didn't see any difference whatsoever," he noted.

In September and October 2011, the semi-synthetic jet fuel was tested at 8 Wing on an engine that is compatible to the Legacy Hercules aircraft; i.e. Rolls-Royce/Allison T-56-A-15. The test was successful, which led to the flight testing that is needed for the certification of the Camelina fuel blend specification.

"This bio-jet fuel along with similar bio-crude materials has great potential to become a sustainable and renewable alternative to conventional fuel, which would provide flexibility to the Canadian Forces with respect to fuel security," said Mr. Poitras.

The Legacy Hercules' flight test on bio-jet fuel supports Canada's industrial effort in producing alternate fuels and the CF's commitment to adopt greener products.

"Our interoperability with NATO and US allies is of prime importance to CF operations," said Lieutenant-Colonel Geoffrey Carter from the Directorate of Fuel and Lubricants. "Since our allies are exploring the use of bio-jet fuel, we also want to ensure that when our countries work together, then our equipment, handling processes, as well as the type of fuel that we use are interoperable," he added.



8 Wing personnel fills the Legacy Herc with semi-synthetic jet fuel using 50/50 Camelina bio-jet with F-34 fuel types.

Camelina sativa is an oil plant in the family Brassicaceae from the mustard family. It is a promising alternative to conventional fuel as it does not compete with the food chain simply because it is not part of any human or animal diet.

"This plant contains heavy concentration of lipids that when purified and refined, turns into a fuel like the crude oil that we extract from the ground," said Mr. Poitras.

The oil extracted from Camelina plant goes through a purification process where all trace contaminants are removed followed with a refining process, called hydro-processing to remove oxygenate and nitrogen compounds and convert triglyceride materials into synthetic paraffinic kerosene (SPK) of the same composition of conventional jet fuel made from crude oil extracted from the

ground. This refining process can be potentially adapted to any refineries in Canada.

Plant-sourced jet fuel could be a promising new industry for Canadian farmers.

"Though Camelina plant is mostly grown in the United States, a similar type of plant called Brassica Carinata is found to be better suited for Canadian soil and climate," said Mr. Poitras. "This plant is best cycled with canola and mustard plants that are farmed in Western Canada. Within 90 days, Carinata can be fully grown and you can actually extract lipids from this oilseeds plant and start producing the bio oil that can be refined into a jet fuel, it can also grow in poorer soils and it is heat tolerant." he added.



A Legacy Herc from 424 (Transport) Squadron prepares to take-off in order to test the efficacy of using semi-synthetic jet fuel.

tion” he said.

An aircraft engine requires at least 8 per cent aromatic hydrocarbon in order to work properly. A typical jet fuel has between 15 to 25 per cent maximum aromatic content. So when blended with Camelina fuel, which does not contain any aromatic material, the hydrocarbon content of the blended jet fuel becomes less than 10 per cent.

“Less aromatic substance in the jet fuel typically means less carbon emissions and soot formation,” he said. “We’ve seen up to 40 per cent decrease in carbon and particulate matter emissions by using alternative fuel that is blended 50 per cent with conventional fuel, so there’s quite a difference in the amount of pollutants being emitted,” he noted.

The success of the RCAF’s green flight test is a step forward to maximizing the potentials of plant-sourced alternative fuel to ensuring energy security and cleaner air.

Lt Daniel is a Public Affairs Officer at 8 Wing Trenton
Photos are from 8 Wing Imaging Photo

Work of the UXO and Legacy Sites Program Subject of New Documentary TV Series

The UXO and Legacy Sites Program will soon be in the spotlight with the launch of the documentary television series, ‘Bomb Hunters’ on the History Television Network in late August. The ten-part series will illustrate Canada’s significant historical contribution towards the First and Second World Wars, relating the war efforts to today’s legacy sites by showing viewers UXO clearance activities performed by industry, under contract by DND. The series will expose viewers to UXO clearance activities both on land and underwater, as well as the hazards associated with UXO.



The series will contribute to DND’s national communications strategy for UXO legacy sites by educating viewers on UXO, the associated dangers, and demonstrating how DND, through the UXO industry, is committed to ensuring public safety. Tune in to the History Television Network on August 27th to see the first episode.

ABORIGINAL ISSUES UPDATE

Nunavut land claim litigation

The Nunavut Land Claim Agreement (NLCA) represents the largest comprehensive claim settlement in Canada. This agreement is a constitutionally-protected modern treaty that sets out ongoing legal, political and economic relationships and commitments among Aboriginal parties, the federal government and provincial/territorial governments. The federal Crown, including DND, is accountable for fulfilling Canada's obligations under modern treaties.



CF aircraft at the airport of Resolute Bay in Nunavut.

NTI, the legal representative for the Inuit of Nunavut for the purposes of treaty rights, filed a claim in 2006 alleging that the Government of Canada has breached its contractual and fiduciary obligations set out in the NLCA. NTI also alleges that the Government of Canada has not followed through in renewing an expired 10-year Implementation Contract. The claim is seeking \$1 billion in damages against Canada for all alleged breaches.

The Government of Canada filed a statement of defence in 2007.

NTI's claim alleges that the Crown has:

- failed to engage in good faith negotiations,
- failed to seek the agreement of Inuit with respect to the initiatives required to implement provisions and objectives of the claim, and
- unilaterally exercised its power over the appropriation of funds so as to erode, delay or minimize the scope and substance of the benefits promised to the Inuit.

Of particular interest to DND/CF are allegations that Canada has failed to meet its obligations regarding Inuit employment (NLCA Article 23 regarding civilian employees) government contracts and issues related to procurement (NLCA Article 24). The purpose of Article 23 is to increase Inuit participation in government employment in the Nunavut Settlement Area. Article 24's goal is to provide business and employment opportunities to the Inuit.

DND/CF representatives involved in projects taking place in Nunavut must familiarize themselves with Canada's NLCA employment, contracting and procurement requirements to ensure and document full compliance. Additional considerations include access requirements found in Article 21.

If you have any questions regarding the NLCA, please contact (Aboriginal-Autochtones@forces.gc.ca).

CFB Borden (Ont.) All Ranks Dining Facility

By Mike Drake

Dining service for junior ranks and senior non-commission ranks is now conducted through two 40 year old buildings well beyond their capacity. The construction of a brand new dining facility not only consolidates service but expands it to offer proper service.

Before the buildings were serving 1500 people through four sittings which were reduced to half an hour each, stressing the staff and reducing the working life of the equipment. With the new construction a maximum of 700 people will be served through two sittings of an hour per building.



The \$18 million project, awarded in February 2012 to Maram Building Corp., of Woodbridge is expected to be completed in May of 2013, calls for the demolition of the existing facilities and the construction of a new one in a different location. As of now the two buildings are separate from each other. The plan over the next 25 years is to make Borden a walking base by consolidating the footprint. That means making everything more energy efficient and consolidating where we can to reduce roads and infrastructure.

Located on the site of the former parade square, the new 6133 square metre, one storey dining hall will have a capacity of 1500, achieved through two hour long sittings as intended. Designed to be more user friendly the facility will improve food service efficiency and provide diners a more modern, cleaner looking venue.



Valued at more than \$10 million the kitchen and hall are being constructed to LEED Silver, according to DND requirements based on the project value.

Other projects, some of which have already begun or been concluded include \$57.8 million for the construction of new training quarters to include 320 bed spaces; \$77.8 million for a new facility for the school of electrical and mechanical engineering; \$13.75 million to consolidate the Canadian Forces recruiting group headquarters into one new centre; \$1.8 million to the Training Develop-

ment Centre; \$4.5 million to upgrade the intrusion detection system in 68 buildings on the base and three new ones; \$2.2 million to renovate eight housing units; \$1.3 million for the reconstruction of about 700 metres of Arras Road, located in the private married quarters areas; and \$2.3 million for the construction of a new music building at Blackdown, the cadet summer training centre.

Mike Drake is a Program Support Team Leader with Defence Construction Canada
Photos from Kevin Klodt, Defence Construction Canada

ADM(IE) BBQ

On June 15, several civilian employees and military members of the IE Group held their annual BBQ. Participants were once again asked to demonstrate their know-how in various areas, each one more comical than the other.

The day saw paper rocket launchers attempting to get their creations to fly as far as possible. Later, it was the golfers' turn to demonstrate their skills by getting a hole-in-one.

Regardless of the activity, fun and excitement were the order of the day.



Marc-André Champagne, from the DCAE team, preparing to launch his plane.



One of the teams competing in the traditional scavenger hunt. Left to right: Jojo Mansfield, Marc-André Champagne, Hossein Danesh, Sajjad Khan, France Trottier, and Serge Deschênes.



France Trottier, COS(IE)2, building what she believes will be the best paper airplane of the competition.

Red Shirt Walk/Run

A little rain and strong winds were not enough to keep dozens of Canadian Forces members and civilian staff from the IE Group from taking part in the latest edition of the traditional Red Shirt Walk/Run, held in early June.

Under the Group and IE Community banner, participants had to complete the 5 km walk, like in previous years, and then make their way to Confederation Park, where thousands of walkers converged.

Some participants decided to do the run instead, held in tandem with the walk. Runners covered almost 8 km before taking part in the festivities.

The Walk/Run was a great success overall, and is a clear demonstration of the unconditional support of individuals at NDHQ for our troops.

A few Red Shirt Walk/Run participants minutes before departure.



Robert Belizzi, from DGENS, took part in the run portion of the Red Shirt Walk/Run, and was the first from the Group to cross the finish line.

Defence Green Meetings

At some point you have all noticed the sometimes severe quantity of waste that meeting participants can produce. Precisely with the aim of reducing this excessive waste, some DGENS employees are tackling this truly flagrant problem.

"The *Defence Green Meetings* program is the response to the work we have done to improve how we do business," stated Stéphane Girardin, Section Head, System Tools and Training at DGENS, who manages the Federal Sustainable Development Strategy.

"With this new approach that we are looking to implement, before even thinking about having a meeting, we want people to ask themselves if that meeting really needs to happen. Could it perhaps be conducted by teleconference, a site meeting, email survey or discussion?"

People know that they have to take action and pay attention to the planet. The 'awareness-raising' stage is over. We must now encourage people to take all those little actions that will make a difference.

The ultimate goal is to see the eco footprint associated with Defence meetings and activities reduced, by adopting sustainable development principles in the following six areas:

- Awareness-raising;
- Green procurement: Reduce the quantity of materials used, and use environmentally friendly products;
- Environmentally responsible facilities, meeting place and accommodations;
- Waste management: Adopt the 4 R's (reduce, reuse, recycle, recover);
- Travel and transportation: Reduce the impact of travel and transportation to meetings; and
- Hosting (food and beverage services): Increase adherence to the principles of sustainable development (including consumption of organic foods and local products).

In this regard, posters have already been put up in all of the Department's meeting rooms to remind everyone that we must do our part.

The system is not perfect yet. For instance, very few buildings have food waste collection Services across the country. For example, only a few buildings in downtown Ottawa have this service, but people's reaction is very encouraging. It goes without saying that the fact that the two largest municipalities in the region, Ottawa and Gatineau (QC), already have a compost collection service helps a lot. It is hoped that other Canadian cities will follow suit.

"If a conference or activity sponsored by our Group is scheduled outside government facilities, our people must seek establishments that are certified for the industry for their green management practices. They make sure that catering services are provided on site, and that use of electronic equipment is maximized, thus avoiding having to print presentations. Moreover, holding the conference in a central location encourages sustainable transportation and certified "green" accommodations," confirms Mr. Girardin.

"In short, there is still a lot to do, but the experience of the last few months has proven that we can get there because people are motivated by the approach and are behind it," he concluded.

For more information please see the DGENS Green Meetings website:
http://admie.ottawa-hull.mil.ca/dge/new/green_meetings_e.asp



Retirement

At the end of June, relatives, friends and colleagues gathered to mark the departure of Col Bill Moore.



Col Bill Moore receiving a certificate from the CDS, Gen Walt Natynczyk.

Through his 36 year career as a Canadian Military Engineer, Col Moore has served with the RCN, RCAF, Canadian Army, and NDHQ. His service has taken him across Canada, around the world, in joint, support and operational capacities, as well as in many staff and command appointments.

His last posting has been within ADM(IE) as the Director of Real Property Planning, assisting in strategic planning for the Real Property portfolio as well as preparation for the Transformation of Real Property Management within DND.

Col Moore, his wife Kathy, and their sons Ryan and Dylan will remain in the Ottawa area. On retirement in early July, Col Moore's initial focus will be putting kilometres on his motorbike and spending hours in his fishing boat at their cottage near Petawawa (Ont.), followed by employment in the Ottawa area.

Happy retirement.

New DGME



The last big event at DGME is the handover to Col Darlene Quinn who arrived for a handover from Col Jacques O'Keefe who departs to become COS at the Chief of Defence Intelligence office.

Col Quinn has recently served at Esquimalt (B.C.), where she was Base CEO and has worked at NDHQ in numerous capacities. Notable postings include Wing CEO at Greenwood (N.S.) and earlier in her career on the Golan Heights with the Canadian Engineers. She will be visiting the de-activated Cape Dyer Radar site in the North as part of her new duties in July and then setting up her new home in Ottawa and taking some leave in August.

Welcome aboard to Colonel Quinn!

Greetings, welcomed back and farewells

Between June 1, 2012 and June 30, 2012 ADM(IE) greeted or welcomed back the following employees to the organization:

Al Douglas	Benjamin Costen	Deborah Patterson
Hossein Danesh Heidari	Tony Soares	Benoit Doré

During that same period, ADM(IE) bid farewell to the following individuals:

Elena Polossina	Carole Brunet	Col Bill Moore
Maxime Adam	James Sapp	

Submission Guidelines

Do you have a story to tell?

... an announcement to make, a special event to broadcast, a news item you'd like to share?

Everyone within the IE Community is encouraged to write pertinent stories to be shared across the organization.

The follow guidelines will help authors to craft articles that are interesting and valuable to all newsletter readers:

Articles:

May be submitted in English or French

Should include the author's full name and rank (if applicable)

Should answer who/what/when/where/why/how questions

Should provide enough background information to be easily comprehensible

Must include acronyms with their full equivalents

Should include attention-grabbing quotes and pictures!

Photos:

Accompanying submissions are welcome

Should feature FACES and ACTION

Must give credit; provide the first and last name of the photographer and/or the source

Please send your submissions to jean.morissette@forces.gc.ca