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ARMED FORCES COUNCIL

SUMMARY RECORD OF THE MEETING  
HELD IN CONFERENCE ROOM "B", NATIONAL DEFENCE HEADQUARTERS  
ON TUESDAY 21 JUNE 1994

CONSEIL DES FORCES ARMÉES

PROCÈS-VERBAL ABRÉGÉ DE LA RÉUNION  
TENUE DANS LA SALLE DE CONFÉRENCE «B»  
DU QUARTIER GÉNÉRAL DE LA DÉFENSE NATIONALE,  
LE MARDI 21 JUIN 1994

30 July/juillet 1994

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Gen A.J.G.D de Chastelain Chief of the Defence Staff  
Chef d'état-major de la Défense

Members/Les membres :

LGen P.J. O'Donnell Vice Chief of the Defence Staff  
Vice-chef d'état-major de la Défense  
VAdm L.E. Murray Deputy Chief of the Defence Staff  
Sous-Chef d'état-major de la Défense  
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Sous-ministre adjoint (Personnel)  
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Commandant du Commandement maritime  
LGen G.M. Reay Commander Land Force Command  
Commandant du Commandement de la  
Force terrestre  
LGen G.S. Clements Commander Air Command  
Commandant du Commandement aérien

Secretary/Secrétaire :

Col G.K. McDonald Director National Defence  
Headquarters Secretariat  
Directeur - Secrétariat du Quartier  
général de la Défense nationale

In Attendance/étaient présents :

MGen E.W. Linden Chief Reserves and Cadets  
Chef - Réserves et cadets

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In Attendance/Étaient présents : (Continued/Suite)

MGen A.M. DeQuetteville	Chief Force Development (Item III). Chef - Développement des Forces (Point III)
MGen J.G. Leech	Chief Personnel Policy Planning and Resource Management (Items IV AND VI) Chef - Gestion du personnel (Politique et planification) (Points IV et VI)
BGen R.K. Martineau	Commander Canadian Forces Communication Command Headquarters Commandant du Quartier général du Commandement des communications des Forces canadiennes
BGen L.C. Campbell	Director General Force Development (Item III) Directeur général - Développement des Forces (Point III)
BGen L.T. Doshen	Director General Personnel Policy (Item VI) Directeur général - Politique en matière de personnel (Point VI)
Cmdra H.W. Hendel	Director General Personnel Careers Officers (Item IV) Directeur général - Carrières militaires (Officiers) (Point IV)
Col M.J. Anglesey	Director Personnel Careers Administration Officers (Item IV) Directeur - Administration des carrières (Officiers) (Point IV)
Col W.J. Brewer	Director Manpower Planning (Item IV) Directeur - Planification des effectifs (Point IV)
Col A.M. Brown	Director Personnel Careers Administration Other Ranks (Item IV) Directeur - Administration des carrières (Personnel non officier) (Point IV)
Col R.J. Hillier	Special Assistant to the Vice Chief of the Defence Staff Adjoint spécial - Vice-chef d'état- major de la Défense
Col B.E. Swan	Director Establishment and Manpower Requirements (Item IV) Directeur - Besoins en effectifs (Point IV)
LCol M.J.L. Mathieu	Director Personnel Policy and Conditions of Service (Item VI) Directeur - Politique en matière de personnel et conditions de service (Point VI)

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In Attendance/Étaient présents : (Continued/Suite)

Capt(N) J.C. Bain	Director Personnel Policy and Conditions of Service (Item VI) Directeur - Politique en matière de personnel et conditions de service (Point VI)
Mr. J.S. Cantlie	Project Director Canadian Forces Employment Equity (Item VI) Directeur de projet - Équité en matière d'emploi des Forces canadiennes (Point VI)
CPO1 J.D. Carroll	Canadian Forces Chief Warrant Officer (Item IV) Adjudant chef des Forces canadiennes (Point IV)

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VI Employment Equity in the Canadian Forces / Équité en matière d'emploi dans les Forces canadiennes

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21 JUNE 1994 AT NDHQ OTTAWA (U) - CONSEIL DES FORCES ARMÉES -  
PROCÈS-VERBAL ABRÉGÉ DE LA RÉUNION TENUE LE 21 JUIN 1994 AU QGDN  
OTTAWA (SC)

ITEM POINT	SUBJECT OBJET	OPI BER
I	<p style="text-align: center;"><u>PART A - INTRODUCTION</u></p> <p><u>OPENING REMARKS (U)</u></p> <p>1. (C) The CDS opened the meeting by announcing that the Cabinet had approved a request from the United Nations for Canada to send a signals unit of up to 350 personnel to Rwanda. The CDS emphasized that this commitment would be for six months without replacement by Canada.</p> <p>2. (U) The CDS commented on the success of CF participation in the D Day anniversary ceremonies and noted that the Prime Minister had indicated that he was very pleased with the D Day activities and his visit with CF Peacekeepers in Bosnia.</p> <p>3. (U) The CDS announced that the Joint Doctrine Manual had been approved by AFC members secretarially and that it would be issued in the near future.</p> <p>4. (U) The CDS discussed the results of the recent meeting of Command CWOs in Quebec City. The recommendations from the meeting were discussed and ADM(Per) was tasked to staff each issue.</p>	ADM(Per)
II	<p style="text-align: center;"><u>PART B - MAJOR ISSUES</u></p> <p><u>ROUND TABLE (U)</u></p> <p>5. (U) The VCDS briefed the Council on the scope of the Tousignant Study on Officer Professional Development.</p> <p>6. (U) The Comd LFC provided a report on the recent TEAL conference hosted by Canada. He noted that the conference was particularly relevant to present CF downsizing.</p>	

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	<p>7. (U) The Comd AIRCOM briefed on his visit to RIMPAC and the results of the Joint Parliamentary Committee on Defence Review visits to Cold Lake and Goose Bay.</p> <p>8. (U) The ADM(Per) provided the council with a summary of Class C positions presently utilized by the CF. It was noted that most positions were used by Reservists serving on Peacekeeping duties outside Canada.</p>	
III	<p><u>COMMAND AND CONTROL (U)</u></p> <p>9. (U) This VCDS sponsored item was briefed by the DGF. The briefing provided an update on Phase II of the Command and Control plan, ending with a request for approval in principle of the plan to implement the HQ 1 Cdn Div Joint Force which would require augmentation of the present staff by 15 PYS (4 NCMS and 11 Officers).</p> <p>10. (U) In the discussion which followed, concern was expressed by Comd AIRCOM about the name of the unit. The Comd LFC responded that the unit was intended to be an operational level headquarters and suggested that, as members of the Div HQ, augmentees should wear the distinctive red shoulder patch. The Comd MARCOM expressed concern about providing PYS for yet another HQ when the Commands already possessed the makings of a Joint HQ. These concerns were addressed by the briefer.</p> <p>11. (U) At the end of the discussion, the CDS provided approval in principle to proceed with implementation of the proposal to augment HQ 1 Cdn Div Joint Force HQ by up to 15 PYS.</p>	VCDS/ ADM(Per)
IV	<p><u>FORCES REDUCTION PLAN (U)</u></p> <p>12. (U) This item was introduced by the ADM(Per) and briefed by Cmdre Hendel. The briefer provided a review of the FRP 94 which indicated that numerical targets would be met for both officers and NCMS.</p>	

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	<p>13.(U) In the discussion which followed, the briefer confirmed that only the musician MOC would require the use of the directed release mechanism in 1994. The Comd AIRCOM expressed concern with the low number of aircrew trainees which had applied for FRP and wondered whether the window could be left open for another month. The ADM(Per) staff advised that leaving the window open for one MOC would necessitate opening it for other MOCs.</p>	
	<p>14.(U) The CDS agreed to the following:</p> <ul style="list-style-type: none"><li>a. staffing action could commence for an FRP 95; and</li><li>b. in the event that directed releases were required, the following principles would be used:<ul style="list-style-type: none"><li>(1) this option would be used as a last resort after all other options for similar savings had been reviewed;</li><li>(2) directed release would apply only to MOCs which had previously been offered FRP;</li><li>(3) any directed release would include FRP benefits; and</li><li>(4) occupation transfer will be offered as a first option prior to initiating directed release.</li></ul></li></ul>	<p>ADM(Per)</p> <p>ADM(Per)</p>
V	<p><u>1994 CANADIAN DEFENCE ASSOCIATION RESOLUTIONS (U)</u></p> <p>Response to Canadian <u>Defence Association Proposals (U)</u></p>	
	<p>15.(U) This item was introduced by C Res and Cdts, who indicated that the AFC was required to review the responses to four CDA proposals. The consensus of the council was that the thrust of</p>	

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	<p>the responses was valid and only minor editorial amendments were required. The CDS agreed to the responses with minor editorial corrections and tasked the VCDS to finalize staffing.</p>	VCDS
VI	<p><u>EMPLOYMENT EQUITY IN THE CF (U)</u></p> <p>16.(U) The ADM(Per) introduced this item which was briefed by LCol Mathieu and Mr. Cantlie. LCol Mathieu provided the council with an example of how not to treat complaints of harassment in the CF, while Mr. Cantlie briefed the EE program which included a self identification survey to be conducted in Nov 94.</p> <p>17.(U) In the discussion which followed, the Commanders expressed concern about the proposal to go totally outside the chain of command. The VCDS reminded the briefing team that a new harassment complaint procedure was being introduced into all commands and felt that this mechanism should be used for EE complaints rather than attempting to compartmentalize each separate issue. The ADM(Per) noted that the briefing was for information only, with no direction being sought. He added that the team had received valuable feedback and would utilize the inputs in further development of their plans.</p>	
VII	<p><u>RESERVE FORCE MEDICAL SPECIALISTS (U)</u></p> <p><u>Viable Medical Reserve (U)</u></p> <p>18.(U) As there was insufficient time to formally brief this item, the ADM(Per) provided a summary of the proposal which had been circulated to members prior to the meeting. There was general consensus that the trial program was useful.</p> <p>19.(U) The CDS directed that:</p> <ul style="list-style-type: none"><li>a. a two year trial program be staffed; and</li></ul>	



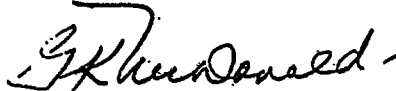
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	b. the resource bill of \$140,000 be staffed secretarially for approval.	ADM(Per)
VIII	<u>NEW NCMS PER FORM AND MERIT BOARDS (U)</u> <u>Secretarial note:</u> Due to time constraints, this item was not presented.  <u>PART C - CONCLUSION</u>	
IX	<u>CLOSING REMARKS (U)</u>  20.(U) The CDS closed the meeting by presenting AFC plaques to departing members: VAdm Cairns, VAdm Murray and Col McDonald. The next meeting is scheduled for 14 Sep 94.	

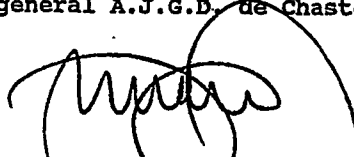
Le Secrétaire -  
Conseil des Forces armées  
Le colonel G.K. McDonald



G.K. McDonald  
Colonel  
Secretary  
Armed Forces Council

Approved:

Le Président - Conseil des Forces armées  
Le général A.J.G.D. de Chastelain



A.J.G.D. de Chastelain  
General  
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ADM(Per)/SMA(Per)	ADM(Fin)/SMA(Fin)
	CRS/CS Ex
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