



The NESOP NEWSLETTER is published by and for the Naval Electronic Sensor Operators of Marlant, Marpac, points between and beyond. It's primary purpose is to keep members of the occupation current with items that reflect the NESOP community. It accomplishes this by supplementing info provided by more formal sources. It also acts as a forum for passing unit-level items of interest between our members. This newsletter however is only as strong as the members it supports, as it is those individuals who provide the content...

... Editor

Newsletter Moves 924 Miles ... Twice?

With the 1998 summer APS', it was not only our members that saw recent "postings". In August 97 the NESOP Newsletter moved, with it's originator to Maritime Staff (DMPPD) in NDHQ. Nine months later, in late May 98 it returned to Halifax to be closer to "where the action is"...or at least half the action, to be fair to our Marpac members. On behalf of the NESOP community, I would like to thank CPO2 Steve Forgie for the initial "brain-pop" and certainly for the work involved in getting this

document on it's feet. In keeping up with today's technology, the Newsletter's format and delivery methods will be constantly evolving. As you may notice, the format itself has changed significantly to support better graphics and text. Therefore, submissions by individuals and units *can* and *should* include graphics or pictures to help support their items. Although the stories will be different between issues, certain columns will be included in the paper on a permanent/semi-permanent basis. An example of this is

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* Marlant News POC2 - MS Doutre, CFNOS Halifax AWW, (902)427-0550 ext

From editor...I'd like to personally pass on a great thanks to those above for volunteering their time and effort. The strength of this Newsletter depends on their assistance...and your input.

Newsletter Moves 924 Miles ... Twice?

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the "So...Who's Who In Our Zoo?" column which will introduce the senior members currently employed in key positions and the duties they perform.

In order to save a tree or six, two types of document formatting will be used. This will allow you to view the "paper" within either Microsoft Word 97 or your intranet/internet browser, such as Internet Explorer or Netscape Navigator.

Delivery by electronic means will be occurring this edition. As well, work is currently underway to include the newsletter on the NESOP Home Page, soon to be located on the Defence Information Network (DIN), DND's Intranet. Members who wish a printed copy

but do not have a printer at their disposal, may request a copy by contacting any of the personnel listed on page one.

Due in large part to its electronic format, this paper is extremely cost effective, and very easily modified. Sooooo if anyone has ideas they believe will enhance the paper in any way, again, please pass them on to one of the individuals listed on page one.

Although the newsletter was initially intended as a semi-annual item, effective immediately it will be published on a quarterly basis. This will continue for as long as there are articles and interest to support it.

Finally, as stated in the page one

sidebar, this newsletter is published by and for NESOPs. As well, it states that it "is only as strong as the members it supports, as it is those individuals who provide the content."

Therefore, If an Ordinary Seaman onboard HMCS WHATEVER passes his fleet exam...[submit it](#). If Master Seaman Bofors completes his QL6A as top student...[submit it](#). If an AWW Team puts so many holes in a target that it virtually disappears... [submit it](#). If one team of NESOPs wants to claim "Bragging Rights" for whatever...well, you get the idea.

Items may be submitted at any time. Please remember to include specific dates if required. B

From The Career Shop - Military Careers 2 (Mil C2)

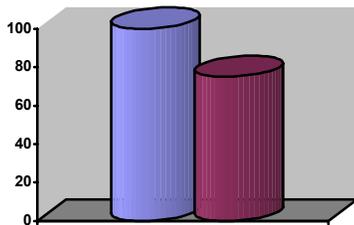
by CPO1 R. Wastrodowski and CPO2 P. Walsh/CPO2 B. Corbett

Career Managers

26 June 1998

A brief synopsis of happenings in the Career shop in Ottawa is as follows:

➤ The face and function of Career management have now changed. In one week we have been ordered to cut 25% of our staff in the Navy Careers shop. There are



Career Shop Manning dropped 25%

now many things we will not do and these cuts will affect how your

careers are managed. Many functions will be devolved to MS Trg Det Halifax (*from the Editor... "Oh oh..."*) and to CMS Ottawa. There will be more to follow.

➤ CPO2 NCIOP Walsh will be attending a one year French course in the National Capital region for the next year commencing 04 Aug 98. His relief is CPO2 OCEANOP Corbett, recently of TRINITY Halifax, she will be in position on the 8th of July. Please keep your calls to emergency only during the turnover.

➤ CPO1 NESOP Ayotte has been brought to Ottawa for the new position of NCM Professional Development CPO and other duties.

He will brief you all in the near future in his capacity.

➤ Merit boards for LS – CPO2 will be held in Ottawa commencing 21 Sep 98. Board members will be CPO1 NACOP Robb, CPO1 NCIOP McMillan, CPO1 OCEANOP Carew and CPO1 NESOP Doucette. The board will see over 900 files for promotion, coursing and TOS.

➤ A new position is being stood up at NORAD HQ Colorado Springs, Colorado. Congratulations to PO2 Renouf for being selected for this new job. He will be working in the Space Command organization. CDR Rouleau is in NORAD as well and is looking at establishing more positions for the

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From The Career Shop - Military Careers 2 (Mil C2)

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NCIOP and NESOP MOC over the next few years. More to follow.

➤ If the cost move freeze is lifted for 99/00, I will be looking at inland posting replacements. The PO2 billet in England is now dead so don't ask.

➤ The MOC on the West coast is expected to run short of PO1 Directors again this and next year, in spite of the moves of PO1s Teneyck and Dorrington. Unscheduled attrition is still our biggest problem the Formation. Volunteers for permanent or 3 year postings to Lotus Land are solicited.

➤ If you are interested in the 1 year French Course get your block training out of the way and give me your names in Apr 99. There were vacancies on the Ottawa and Esquimalt courses this year. Having second language scores (French or English) does make a difference in your merit position.

Don't forget that your MOC Managers and Advisors are more than willing to answer all your MOC and policy questions or address any of your concerns. You are the people who first see the problem and are best able to recommend a solution. Your input

is important.

I have left the most important till last. PEOPLESOFT career data information is your responsibility!!!!!! Enough emphasis? Get down to your formation kiosk and verify it. The Career shop does not have the electronic capability to change incorrect data. If you miss a career course, promotion or Terms of Service gate it is your problem. This is the way the PEOPLESOFT System was developed and it will not be changed. B

Policy and Projects

Info provided by CPO2 Steve Forgie

Although it may not always be apparent onboard the ships, there has been a lot of activity centered around AWW policy and projects.

The office of the Director Maritime Policy and Project Development (DMPPD) has two

positions filled by senior NESOPs. CPO2 Steve Forgie and CPO2 Paul White were part of the "stand up" of Maritime Staff at NDHQ in the summer of 97.

Both positions will be covered in more detail as the subjects of future "Who's Who in Our Zoo" articles.

The following points from the office reflect a portion of projects and policies currently in the works, and of interest to the NESOP community. More detailed explanations of these items will be included in future issues of the newsletter.



CFCD 114 going through final edit/delivery stages



RAMPADS - TSOR drafted for new RAM pads replacements, video on installation to be included



CF1497 softcopy sent to fleets



RAMSES HMI EVAL - to be run during the fall of 98



NULKA - review of training documentation and courses underway



JANES pubs & CD - DMPPD pursuing a combined naval requirement for distribution



2nd LAPTOP being pursued through MR by DMPPD to house the wide assortment of software presently in the fleet



EW out service training courses ongoing



DMPPD investigating removal of the CANEWS printer from its current unpopular location

So...Who's Who In Our Zoo?

by CPO2 Terry Prowse

Career Manager, D Mil C 2, MOC Manager, DNPR, Career Advisor, TGNESOP, DMPPD, DNPP, D Pers Plan, N3, J12, N11, J3, etc. What do these acronyms and positions have in common?

They are some of the positions that are manned, or can be manned by senior NESOPs. More importantly, they are offices within Maritime Staff, MARPACHQ Esquimalt and MARLANTHQ Halifax who's decisions affect every single NESOP ashore or afloat.

But every sailor with a "276" tattooed to his/her brain stem can already recite exactly what these offices/positions entail. He/she can tell you precisely who is currently in these spots representing them ... can't we?

Unfortunately, I think everyone knows the answer. Unless you work directly with these offices, the chances of you knowing what they do is pretty slim, let alone what the acronyms themselves stand for.

It is for this reason that the column to the right will be a fixture within the Newsletter. Its purpose is simply to provide you with information regarding the people and places who make the decisions that affect you.

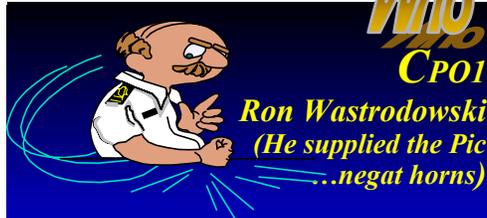
Again, if you have any suggestions for this column, please pass them on.

... Editor

This first installment will briefly cover the office from which countless messages are drafted; those that you either want desperately or would rather avoid at all costs. Why? Because they deal with individual career issues.

The office itself is defined as **D Mil C 2**, or the Director Military Careers - Navy (the 2 defines the Naval subsection). Located at NDHQ, it houses the...you guessed it...Career Managers.

Who They Are



Career Manager for Master Seamen to Chief Petty Officers Second Class.

CPO1 Wastrodowski was born and raised in Edmonton, Alberta. He joined the Military in 1968 at Vancouver, British Columbia as a Firecontrolman. HMC ships include the Chaudiere, Saskatchewan, Restigouche, Gatineau and two tours on the Qu'Aappelle. Shore postings include FMF(P), CFFS Esquimalt, MARCOMHQ Halifax and now in NDHQ. CPO1 Wastrodowski is expecting his next posting to Esquimalt in APS '99 (unless it's squashed by a Career Manager).

CPO2 Barb Corbett
Career Manager for Leading Seaman and Below.

CPO2 Corbett recently took over from CPO2 Walsh. She is the Career Manager for Leading, Able and Ordinary Seamen of the Ocean Op, Nac Op and NES Op Occupations.

CPO2 Corbett is an Ocean Op who joined the CF in 1976 at Sydney, Nova Scotia. She has had two postings to each of Argentina, Shelbourne and Halifax. Other postings have included Portsmouth, England and Whidbey Island, Washington.

Her husband is a Clearance Diver, currently employed at CFRC Ottawa. This is her first posting to the National Capital Region.

What They Do

"The primary function of a Career Manager is to ensure that all positions are filled with personnel of the appropriate rank and qualification level. We also deal with course nominations for core training, Career Review Boards, occupational transfers, releases, submarine screenings and merit boards. Just about everything that deals with careers/personnel comes through this shop. The most enjoyable portion of the job is the Career Manager visits. This is the only time that I can get "eye to eye" with the approximately 950 personnel files that I manage. It is also your opportunity to let me know of your choices for postings, courses etc. Please take the time to meet with me when I get to your location. I look forward to meeting you and facing the challenges of tomorrow together. Having a great career depends on you!"

CPO2 Barb Corbett

So...Who's Who In Our Zoo?

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The second installment of this article will briefly introduce the office that is sometimes confused with the Career Managers.

It is from this cubicle that the

occupational issues (vice individual careers) are managed; that is to say items dealing with the MOC itself.

The office is defined as **DNPR 3**, or the Director Naval Personnel

Requirements (the 3 defines the subsection "Military Personnel Policy and Plans".) Located within NDHQ, it houses the **MOC Manager**.

CPO1 Dennis McMillan

MOC Manager for the NESOP and NCIOP occupations.

CPO1 Dennis Mcmillan was born and raised in Quesnel BC. He worked in the lumber industry for 1½ years after high school before deciding that there was a better life elsewhere.

He joined the CF in 1978. On completion of basic training at Cornwallis, he proceeded to Halifax for OSQAB and Radar Plotter TQ3 training. His first ship was HMCS Terra Nova, where the next three years were spent sailing the Pacific Rim.

In 1981 he was posted to DESRON 4 and for the next 9 years was posted or TD'd between the ships of the Squadron. In early 1990 he was posted to CFFSE as the NCIOP Standards representative, remaining until Jul of 92 when the west coast crew for HMCS Vancouver was stood up. He joined the ship in Halifax Mar 93 as the Senior NCIOP. The Vancouver posting only lasted until mid June 93 when he was promoted to C2 and posted as the Squadron NCIOP for DESRON 2. Jul 95 saw him taking over as the Junior Leadership Chief at CFFSE where he remained until Jul 97. He was then posted to the Operational Requirement Analysis Cell (ORAC) West as a Software Requirement Analysts looking after Link 11/16 software requirements for Trump CCS.

CPO McMillan was finally posted to NDHQ to assume his current position as MOC Manager for NESOP and NCIOPS in March 98.

Who They Are

"IAW MARCORD 4-1, we are responsible to the Director General Naval Personnel (DGNP), currently Cmdre Davidson for our assigned MOC's with regards to problems relating to training, MOC structure and career advancement as a whole. Our duties include but are not limited to:

- a. initiate appropriate staff action to address MOC areas of concern;
- b. monitor the organization, establishment and manning of ships, submarines and shore units where assigned MOC 's positions are employed;
- c. initiate proposals to personnel policy, for example, terms of service or recruiting;
- d. monitor the status of the MOC throughput on attrition, production and training requirements;
- e. act as chairman for MOC Council mtg; and
- f. liaison with Career Managers, Marlant / Marpac MOC Advisors and training establishments on various MOC related issue.

What They Do

The list is not complete but it does give an understanding as to what the MOC Manager does on a day to day basis. We are working towards coming to the coasts at least once a year if not twice for face to face meetings to keep personnel notified as to what is happening in the trade and proposed changes that if accepted will affected the trade and or personnel."

CPO1 Dennis McMillan

In the next edition...
MARLANT and MARPAC MOC ADVISORS

News From MARPAAC

The "News From" columns are included in the NESOP Newsletter as forums to assist in "bridging the 5946 Mile gap". They do this by providing a place for members and units of each coast to submit articles of interest to the MOC as a whole. This may include congratulatory messages, retirement notices, challenges etc. Advertisements from fellow NESOPs who perhaps operate a small business may also be included (setup, logos etc can be provided by myself). The only guidelines for this column are that submissions are "tasteful" and provide content that relates directly to the NESOP MOC or it's members (items more general in nature have their place within other DND publications). Use the column and enjoy!

....Editor

Words of "Advice"

by CPO1 Kenneth Johnston
MARPAAC MOC Advisor

In what is becoming an annual occurrence, it should come as no surprise that the West Coast continues to suffer from Critical Manning Shortages at the controlled ranks, brought about as a result of unscheduled attrition. Notwithstanding the efforts of past years that resulted in the recruitment of East Coast AWWD's to come west, the Formation has failed in all attempts to keep pace with attrition. To date this year the West Coast has already seen the release of five PO2's and 2 MS, with 2 additional PO2 releases pending and the retirement of two CPO2's in the fall.

The cumulative release of seven PO2's from this Formation, plus the "suck-up" effect of potential promotion to replace the two

CPO2's retiring this year, further exacerbates the already critical shortage of NESOP Petty Officer First Class AWWD's.

The "suck-up" effect will deplete the Formation of two PO1 AWWD's and the release of seven PO2's will deplete the resource pool of potential candidates for QL6B training. Even with the arrival of the two PO1 AWWD's from the East Coast this APS, these cumulative releases negate the expected gain the Formation had anticipated. The MOC will again be two PO1's short by year-end, with a very short list of PO2's eligible by merit for QL6B training.

The continued shortage of PO1 AWWD's on the West Coast has been cause for grave concern within the Formation, to the extent that the

situation was briefed to the Naval Board and tabled at the 16th Naval Personnel Working Group. There is no easy, quick fix to this problem. No sooner does there appear to be light at the end of the tunnel than another release besets us and the process repeats itself. Thus once again the call will go out from our Career Manager to our East Coast brethren, "**Go West Young Man!**"

On the 15th of June, we held the second annual meeting of the West Coast MOC Council. A number of MOC related issues were discussed, as well as the proposals put forward from the East Coast MOC Council meeting. The minutes from this meeting will be forwarded under formal cover letter and should be available shortly.

News From MARLANT

Squadron Happenings

by CPO2 Joey Smallwood
CANFLTLANT TG NESOP

As the new TG CNESOP on the block I would like to take this opportunity to give you a brief description of where I'm coming from and the plan for the future.

Prior to my posting here in April, I spent 3 years working at CFNOS, first as the PO1 ASUW at TTT Div and then as the NESOP Standards Chief. My time in those positions helped me gain a better understanding of the training system and how it affects us as NESOPs. The new QL5, QL6A and QL6B PIPs, revised QL4 Fleet Exam procedures and the new QL5 and QL6A courses were a few of the projects to be introduced while I was at CFNOS.

With my posting to CANFLTLANT HQ as the TG NESOP, I am now in a position to see how these new products help us in the fleet. As was the case with the Chiefs before me, I will endeavor to get around to see you as often as possible to hear your concerns and

recommendations for improvements to our trade, training and operating procedures. Reality will see that I don't get around as much as I would like, so please ensure you get your ideas to me through your supervisors; don't wait to for things to change on their own. We must all be proactive, not reactive to the challenges we face on a daily basis.

In early May I asked the Senior NESOPs on the ships alongside to have their personnel take a few minutes (or hours) and put their thoughts on trade issues on paper. These submissions, once completed and turned into me, would allow me to quickly come up to speed on the thoughts and concerns of you, the end user of our equipment, software, training, etc. and therefore I can represent you better when attending meetings on your behalf.

Yes, on your behalf. I represent you and I cannot ensure that your concerns are addressed if you don't let me know what they are. If you have not already submitted, take a

moment and do something for your trade. It could make a difference.

Now that I have used this avenue to ask for something and offer my services to you, let's see you on the ships do the same. There are many things you can write about for this newsletter that others would like to know. It is difficult to keep up on who's been promoted, posted, passed courses, etc and this avenue provides everyone with a chance to catch up on the news. Perhaps there are ships that would like to challenge others to meet or beat their NESOP Newsletter submission rate, ball hockey or other sporting activities, number of times they have invited the TG CNESOP to their unit, etc. The possibilities are endless and the value of this Newsletter depends on what you the reader puts into it.

In the next issue I will talk about issues that have been ongoing in the Fleet and the solutions/plans that are in the works. Have a safe and enjoyable leave period.B

CFNOS HALIFAX Above Water Warfare Continuation Training

AWW Continuation Training has been implemented on the East Coast through CFNOS Halifax and was designed to replace the old Harbour Training system. It is available to all AWW teams

throughout the fleet with the primary objective being to improve training and enhance overall NESOP trade knowledge.

Since the AWW Continuation Trial commenced in Sept-Oct 1997, AWW teams are being provided

with necessary training. The feedback from the fleet has been very positive and this concept of training is proving to be a very valuable training aid to the fleet.

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CFNOS HALIFAX

Above Water Warfare Continuation Training

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Courses available through AWW Continuation Training are as follows:

- 3 day JMCIS trg;**
- 3 day Voice trg;**
- 3 day CPF STIR trg;**
- 3 day EOB trg;**
- 3 day PTA/Radar Principles trg;**
- 2 day IREPS trg;**
- 2 day Intelligence trg;**
- 2 day SRD-502 trg;**
- 2 day Ramses/Shield trg; and**
- 1 day Tactics/ASMD trg.**

The new Naval Electronic

Warfare Trainer (NEWT) is operational at CFNOS Halifax. It has brought our instructional capabilities to the leading edge of technology. Currently, this trainer is being used to enhance the instruction offered in the PTA, IREPS and Intelligence modules included in AWW Continuation Training package. It also affords CFNOS the ability to immediately provide Gould Scope training for the fleet and will be utilized for all NESOP trade qualification, AWWD and ORO courses. NEWT is comprised of 12 work stations that

are situated in an environment that is proving to be comfortable for the student and highly conducive to good training.

NESOP Harbour Training in its previous form offered minimal training value to the fleet and without question, AWW Continuation Training has been an overwhelming success. It provides the members of AWW teams that participate very necessary and pertinent continuation training. B



How are ya now? Still in the summer leave blues? No doubt, eh! Things over here on the HALIFAX have been relatively routine over the past six months or so. We completed our South Atlantic trip and went head on to a steady program after our holiday leave period. But, being the hardened sea dogs, we NESOPS have become, we've adapted and overcame. With the steady program we've been handed over the past few years came some very noteworthy accomplishments and some "thank you for noticing me" accomplishments.

First of all, we (HMCS HALIFAX NESOP dept.) Would like to say farewell to, PO1 Brian Pollard. He was with us for a short time before he was loaded onto a year-long french course commencing in July.

Recently, a number of us were awarded the Yugoslavia medal for our part in the arms embargo against the Former Yugoslavia in 1994 and 1996. They were LS "Look At Me I Can Fly" Leroy Stoyles, LS Sylvain Rousseau, and LS Duane McNamara. Also MS Frank Muttenthaler recieved the Somalia medal for his efforts aboard the HMCS PRESERVER in 1993. Congratulations and all that other stuff!

More recently, OS Enrico Deschenes, successfully completed and passed his NESOP fleet exam (guess who's going port lookout now?). Congratulations!

We'd also like to say welcome aboard to, PO2 Steve Murphy, who was posted in to HALIFAX this past spring. PO2 Murphy is commencing his third tour of duty aboard the HMCS HALIFAX.

Last, but certainly not least, we bid adieu to PO2 Paul Bookholt. He was posted to FPC in the spring and has recently been attach posted to the Weapons Certification cell at CFNOS. PO2 Bookholt, will also be receiving a "BZ" from the commander of MARLANT for his role in the rescuing of passengers from an automobile accident in September of 1997 during a port visit to cape town, south Africa.

Well, that's about it from the HALIFAX. We hope to see you all out on the briny blue soon and remember, we'll be listening....

***LS Duane McNamara
HMCS HALIFAX***

P.S. LS Stoyles wants us all to know he won a gold medal at this years fleet hockey tournament and LS Rousseau got none!!



CHECK, CHECK, CHECK !! Now that we've got your attention, the NESOP division of HMCS ST. JOHN'S would like to issue a fleet-wide challenge to all NESOPs (yes this includes chiefs), in a softball tournament! Dates sometime within the first two weeks of August. So assemble your teams and contact LS Darrell Morton at local 2714.

We would also like to wish heart-felt congratulations to OS LJ Young, MS Tom "Smiff" Smith and LS Mike Doyle. OS Young for successfully completing his fleet exam, Master Seaman "Smiff" for completing his 6A Softkill Manager's course and LS Doyle for his recent promotion....way to go Keeners!!!

*LS Darrell Morton
HMCS ST. JOHNS*

GUNSHIELD Graffiti

Can you guess who this 17 year old "Spring Chicken" is?
Hint: TQ-3 qualified Radio Operator who is still wearing the same glasses.



Answer in next Edition

**Just kidding ... the youngster is actually
CPO2 Ken McFarlane, CD2 Ret'd**

**Note...Ken will be starting up his own business in the Halifax area.
More in the next issue !!!!**

Closing Thoughts

To close off this, issue three of the NESOP Newsletter, there are a few thoughts I have and things I'd like to request from all of you.

PO2 Murphy, MS Doutre and LS Mitchell are planning to request that an OPI from each unit be assigned to keep track of and submit articles on behalf of "said" unit. This is a great plan in that some pretty good MOC-related stories can be lost within the three months between publications. So do them a favour, appoint an OPI and get him/her to contact them.

If you know of any retired members of the trade who want to keep current with the happenings of the occupation, inform them of

the paper, get their address to one of the contacts and we'll ensure they get a copy.

If you would like a copy E-Mailed to your home address (MS Word or HTML format), again, let us know and we'll make it so (god the poet in me just begs to be let out).

This edition was planned to be in a bilingual format. Unfortunately, complications with a translator and the necessity to release this issue prior to New Years negated that plan. For this, I'd like to apologize to those who would like to see it in both official languages. We will strive to ensure that whenever possible, this does occur. The only thing that can affect this is translation.

To make this easier, any translation volunteers would be appreciated. Articles could be translated as they come in to alleviate "dead-line" rushes.

Finally, as perhaps overstated but no less important, if you have ANY suggestions for improvement, comments, articles you'd like to see or author etc., please simply pick up the phone, E-Mail or put on your "Peter Pan Getaway Boots" and visit one of the newsletter contacts.

Until next time..."may all your intercepts be identified and all your salvoes (god I want to say broadsides soooo bad) be secondary".

CPO2 Terry Prowse
Editor-in-Chief

