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# NEWSLETTER

bulletin d'information



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Collector's Item

The NESOP NEWSLETTER is published by & for the NESOPs of the Royal Canadian Navy.

It's purpose; to keep members current with items that reflect the NESOP community, by supplementing information provided by formal sources & acting as a forum for sharing unit-level items of interest.

This newsletter is only as strong as the members it supports, as it is they who provide the content.

Views expressed in this newsletter do not necessarily reflect official opinion or policy.

- Editor

# From the Editor

Welcome to another edition of the NESOP Newsletter (NNL). A lot's happened since Vol. 27 was released.

In the year that's passed since I moved to *Upper Canada* to work at NEWC, I've come to think of Ottawa as my "home away from home". Don't listen to the naysayers; this really is a beautiful city. I will never forget walking past Parliament Hill to the War Memorial on November 11<sup>th</sup>. It's always a somber day, but as I stood there watching thousands of people lay their poppies on the tomb of the unknown soldier it conjured up a mixed bag of emotions for me -- from pride to sorrow to *insignificance*. Trust me...one's feelings are greatly amplified in front of that monument. I'd encourage all of you to come to Ottawa at least once in your career, to proudly wear your uniform & partake in the Remembrance Day events. I promise you, you'll never forget it. I *never* will & I'd like to thank those who afforded me the opportunity to serve in the NCR.

Le BULLETIN OP (DEN) est publié par les OP DEN de la *Marine canadienne royale* et à leur intention. Son but : aider les militaires à connaître l'actualité en ce qui concerne le milieu des OP DEN, en complétant l'information qui provient des sources officielles, et offrir une tribune où les unités peuvent mettre en commun les sujets dignes d'intérêt. Ce bulletin ne vaut qu'en fonction des militaires qu'il appuie, car ce sont eux qui en fournissent le contenu.

Les vues exprimées dans le présent bulletin ne correspondent pas nécessairement à l'opinion ou à la politique officielles.

- Le directeur



HERE LIE THE REMAINS OF CANADA'S UNKNOWN SOLDIER. PLEASE TREAT THIS GRAVE WITH RESPECT.



LEST WE FORGET

Switching gears to another pivotal event of the last few months...I was blown away by Canada Day here. Halifax does a great job with the fireworks & events -- but in Ottawa the celebration was off the hook. Do people still say that? Probably not -- but you get my point. Seeing people of all ages & backgrounds expressing their love for Canada will make anyone's heart swell with National pride.



Now let's get to the Gossip! I'm aware that there are *plenty* of rumours circulating out there about me & I'd like to put them to rest, so here goes --- it's true...I did complete *another* OPME in the spring! HIE 275 (Technology & Warfare) and it was tough! I did well though...and I may do another! Phew, I feel so much better getting that off my chest! I'd like to thank my friends for their support during this trying time. You know who you are.

Moving on to the important stuff --- undoubtedly there have been many success stories within our trade since the last edition. Career courses *aced*, well deserved promotions, dream-postings realized and successful deployments. If your unit's NNL rep neglected to mention your particular achievement in their submission...sort them out. On behalf of the trade I'd like to congratulate everyone who celebrated a significant milestone since Vol. 27 was released.

In the last volume I suggested we focus on the future in this edition. To hear from those on the forefront of the *Halifax Class*' FELEX program and testing our new equipment. Also from those involved in the Naval Transformation Program as well. Some did exactly that...some didn't. Regardless, I received entries from all over Canada. Thanks to all those who submitted entries and those who sent *gentle* reminders to those who submitted entries. Now, let's get on with it...

**PO1 Darrell Morton (Morty)**

*NNL EIC / Aug 2012*



***From the Occupation Manager (NESOP, NCIOP, SONAROP)***  
**CPO1 Tony Miller**

Last year was a very good year for recruiting; we took in 48 new recruits. At the end of FY 11/12, the NESOP occupation had fully recovered and is currently 103% of its trained effective strength, understanding that we are short at the MS/PO2 rank levels. Due to less than average releases & the overall health of the occupation, this year's target for recruitment is set at 24.

Much work has gone on this year in the occupation. SMEs gathered in Esquimalt and reviewed all Job descriptions and associated tasks for the Qualification Analysis Requirement; I would like to thank CPO2 Barker & CPO2 Martell for their invaluable and ongoing input into the development of the occupation structure. Director Personnel Generation Requirements (DPGR) released a feasibility report for the NESOP occupation structure in Feb 12 & D MAR PERs has agreed to proceed to the next stage, the Military Employment Structure Implementation Plan (MESIP). It is forecasted that the MESIP will be official in Sept and more work will be requested of respective SMEs to see this to fruition. An Occupational Advisors Group

(OAG) is tentatively scheduled for the Oct 12 timeframe in Esquimalt. D MAR PERs continues to be actively involved with future Fleet requirements; reviewing/identifying positions for the AOPs, JSS & CSC (IRO/CPF replacement vessels) and also taking into account the 24 STIR Op trainee billets which the occupation is still looking to offset.

In closing, remember everyone is a *recruiter*; please be proactive & provide input through your respective MOC Advisors for OAG items so that we can make your trade even better than it is today. If you have a spare moment or two take a look at the D MAR PERS OCC Managers website (below).

<http://mshq-qgemfm.mil.ca/dmarp-dperm/dmarp3-dperm3/moc-gpm-3-3-5/3-3-5-eng.asp>



*From The Career Manager*  
**CPO1 Jim Percival**

Hello all from the Career shop in Ottawa. This is my first submission as the Career Manager (CM) and I'll start off by echoing what all previous CMs have said...whoa boy, what a learning curve. This is easily the most demanding job I've ever had, but also by far the most rewarding.

CPO2 Dan Labbe and I were able to see most of you during last winter's CM visits. More on the interview process and communication with your CM later. Dan is now posted and the new LS and below CM is CPO2 Mike Vincelette. He is an experienced, former west coast SONAR OP MOC Advisor and is **well aware** of the issues that affect all 3 trades. Welcome to the wonderful world of HR MIL Vinny.

I would like to take this time to thank Dan Labbe for all he did for me personally as well as the three LS & below trades. He worked very hard during his 3 years at DGMC. I needed plenty of training & assistance during the year that Dan and I worked here together & I can't thank him enough. NESOPs of all ranks owe Dan a great deal of thanks; not only for his hard work, but also his expertise & commitment. He's been promoted to CPO1 & posted to QOL. Congratulations Dan, I am sure you are going on to bigger & better things. I'd like to think I had a hand in that promotion as I *consistently* made him look good!!

I thought long and hard about what I wanted to say in this newsletter entry. I considered the usual CM stuff like "update your MPRR". You know..."if you have a second language ability or profile and ensure it is reflected in your MPRR", as well as "ensure any PD you may have done is reflected in your MPRR"...blah, blah, blah... MPRR! You have all heard this before.

OK, so an accurate MPRR *is* important; but I believe that communication with your CM is critical. First comes the annual interview. Ensure you get the chance to meet with us, even if you are on leave, or MATA/PATA, or just on a "day off". Don't ever think that just because you are *pretty sure* that you will not be promoted or posted you can skip the interview. Come see us anyway...you may be pleasantly surprised! The only reason you shouldn't see your CM is if you're deployed. Even then your Cbt Chief should compile a list of each Operator and their questions to forward to us. We will try to answer as best we can via e-mail. You can even request a phone interview.

Come to the interview prepared. Think about where you see yourself in 5 years, and we'll advise on how best to achieve those goals no matter how lofty they may be. If you don't tell us what your goals are we can't help or advise you. Be reasonable in your expectations. I'm always amused when somebody asks me if there is a chance for a posting to someplace where there just ain't no navy stuff going on. Do your homework as we do have recruiting billets, positions for all ranks in Ottawa (lots), CFLRS St Jean, and even some OUTCAN postings. What professional development (PD) opportunities do you want or need? If you are LS to PO2,

these PD opportunities will depend on the strength of your file, (PERs mostly) and strong recommendations from your divisional chain &/or MOC Advisor. It's the same for PO1 to CPO1 but this is where *succession planning* comes to the forefront. If you are succession planned (& I will tell you if you are at your interview) you can expect opportunities designed to develop you into one of our next NCM institutional leaders. One more thing; the succession planning list and merit lists are separate. You cannot be promoted from the succession plan list -- only the merit list. The merit list however, *feeds* succession planning and allows for those strong performers to receive the appropriate PD opportunities they need to develop into future navy leaders.

Next, we (at the Career Shop) believe everybody has the right to communicate with his or her CM at any time. However, if you call or e-mail us, there is nothing we *will* or *can* do for you unless we first consult with your MOC Advisor and/or your unit's divisional system. The best way to ensure you get the best from your CM is to allow the aforementioned to work with us for you. Also, I encourage you to get to know the DGMC website --- there's lots of good info on military careers that everybody should be familiar with. That being said, it is vital that senior NCO supervisors be very familiar with what is available on this site.

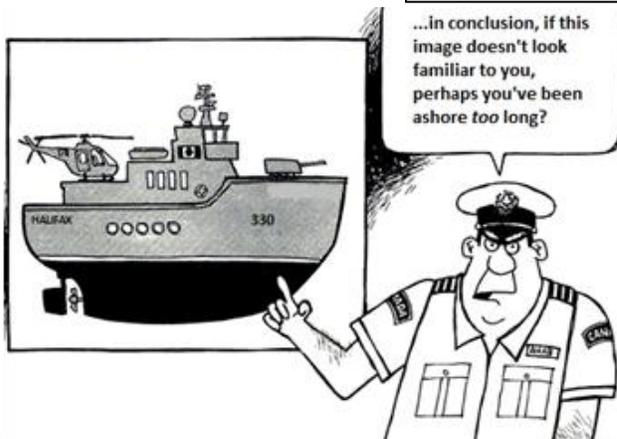
Lastly, feel free to leave us a message at [http://cmp-cpm.forces.mil.ca/dgmc/engraph/home\\_e.asp](http://cmp-cpm.forces.mil.ca/dgmc/engraph/home_e.asp). I hope you all had a great summer and we'll see you at the Selections Boards next winter.



**\*\* Editor's Note - It's not my desire to be disrespectful but (honestly) but as I look at this picture (Right) I can't help but think of those cartoon penguins from the Madagascar movies. "Smile & wave boys...smile & wave!"**



**CPO1 Jim Percival & CPO2 Dan Labbe  
Career Managers - MOS 114 / 115 / 324**



**\*\* Editor's Note - For what it's worth, I echo CPO1 Percival's comments Dan. On the few occasions I needed to ask for advice, you were extremely helpful & accommodating. Thanks from the NESOP trade - Coast to Coast!**



**From The Canadian Forces Electronic Warfare Centre (CFEWC)  
Unit Chief Petty Officer  
CPO1 Steve Murphy**

**Succession Management - How Do We Influence It From Within?**

The NESOP occupation, since its inception in 1985, has fostered a culture of excellence that is underpinned by adaptability, constant improvement and continual maintenance of the RCN's best traditions. In the coming months/years, we will experience extraordinary change characterized by new ships, new/enhanced equipment/sensors and new training.

This will place demands not only on us as individuals, but on the Occupational leadership; specifically the need to determine the best course ahead and the willingness to apply it. So how can we as an Occupation, contribute to this in a meaningful way? *Well.....*In order for change to be successful, a shared vision for change is required.

*"The accomplishment of mission success is only possible when leaders have followers who are committed and supportive. Leaders and followers are equally important to the achievement of the team's vision and established tasks."* (Leadership in the Canadian Forces - Leading People pg 76)

Given our tradition of constant improvement, I think it is time to re-examine how we provide opportunities for our sailors. My message hopefully covers some fundamental principles to serve as guidelines for those responsible for planning employment and professional development (PD), as well as something to the more junior in our occupation who wish to pursue opportunities for advancement.

*"People are sentient, have free will, and thus make choices. These differences demand that our personnel be treated quite differently compared to the financial or materiel elements of force planning."* (Leadmark Pg 140)

We must take a more proactive role in developing our future leaders from within. As such, we have to ensure the opportunities that we provide are focused, coordinated and linked to an over the horizon look to the future. This is a two way street; the leadership must identify potential in sailors then invest in their training, PD, education and self-development, and sailors have to step up and accept the challenges associated with these opportunities. I acknowledge that resources are increasingly scarce and personal and family aspirations also play a role, but let's face facts --- generally, sea days are fewer and will become even less as we approach the height of HCM FELEX refits. There are numerous opportunities such as Algonquin College, Defence Learning Network (DLN) and ALLIES Web that provide distance learning opportunities at a pace specifically designed for military folks. It is important for you to exploit opportunities such as these.

*Fact... The job you are in now will not last forever; it will evolve and change. Each one of you must know where you fit in the organization and where you are going. You can create opportunities and set your direction, or you can drift. You can plan for what you really want, or you can settle for what you get. In order to achieve your own fullest potential, you must search for opportunities, not wait for them to come find you.* (NCM Career Progression in the Navy Letter, Aug 2004 - CMS, VAdm Buck)

As an occupation, we need to do better! We must have a clear vision of where we are going and have a clearly defined and unified course to get there. The top down approach sees this resting squarely on the shoulders of our CPO2s, with the solid support of our CPO1s, Occupation and Career Managers. However, there is an equally, if not more important, approach that is all too often ignored; the bottom up contribution that identifies issues, recommends solutions and provides sage influence to our development and employment for the betterment of the Navy. This requires welcomed discussion, encouraged debate, and the consolidated resolution of ideas to allow the occupation to evolve.

We need to focus on a "shared" priority of training and opportunities to meet operational needs, as well as PD & education to meet the needs characterized by attributes beyond that required solely for operating sensors. Succession planning is now a fact of life in the RCN, for good reason. Institutionally, the "ultimate" goal is to support continuous, targeted PD, including employment, in order to grow a cadre of institutional leaders & enhance organizational awareness across the NCM Corps. There are bigger challenges out there that NESOPs are more than capable of taking on. It's up to all of us to ensure that they get the opportunities & development to do so.

Officially, this starts at the PO1 rank (MARCORD 224-00, Mar 2010) however, it is critical that our Occupational leadership look at select PO2/MS so that we can create that cadre of potential candidates earlier

than the PO1 rank. We must create a career-long learning cycle which balances operational requirements and PD needs. Identifying sailors who demonstrate the potential to succeed is crucial in the planning for skill/knowledge opportunities and breadth of experience postings. This will necessitate a change in how we examine NESOP career path planning and posting plans. Again, this is a two way street. What the individual achieves by taking advantage of these opportunities will ultimately determine his/her own success.

As mentioned above, part of this culture change is “out of area” postings. It cannot be overstated how important non-traditional employment is to develop a more diverse skill set and gain valuable breadth of experience. Yes, Ottawa, and yes Quebec. There is too much resistance to out of area postings. Our resistance to evolution is characterised by a culture that refuses to see the individual and global benefits achieved from postings away from home port areas. I used to fall into this category until I saw the light; you too can be converted! If we all put Ottawa/Quebec into the “master plan”, then that segment of “the plan” becomes an expectation rather than an unfortunate surprise. You can have input into your destiny or...you can wait, be unprepared and deal with the inherent stress to yourself and your loved ones.

Future employment and posting plans must include a concerted effort to support the building of a strong, educated, and sustainable occupation. Many folks only see PD as a means for advancement; ultimately to a Senior Appointment. The fact is that most of us will never see a Senior Appointment, particularly given the minimal quantity that exists. The world has changed. With that change is the requirement for a smarter NCM corps, not just smarter CPO1s. Full stop.

The spirit of PD is to create solid core competencies required for strong succession planning at all levels. We must not forget that Naval Selection Boards primarily focus on core naval/military performance and potential (that will ensure success in operations) with the most weight being on potential leadership (Direction for CF Selection and Naval Selection Boards – autumn 2011). The misconceptions that exist with succession planning have created negative perceptions about existing goals. These perceptions have had impacts on moral and esprit de corps which effect productivity and trust. This is particularly disturbing when the CPO1 responsible for Naval NCM Succession Planning is a NESOP and we can just call him!

*Successfully meeting the challenges of a navy in transition is a no fail mission; thus the importance of ensuring that the right people, with the right skill set, are in the right place at the right time cannot be overstated. (Direction for CF Selection and Naval Selection Boards – autumn 2011, RAdm Norman, Deputy Commander RCN)*

In conclusion, our concentrated efforts to identify individuals capable of greater leadership responsibility at sea and ashore, and develop those individuals, are an essential role we can play in the succession planning process within our own occupation. We also have to be our own Career Managers and seek opportunities vice waiting for them to find you. This will, in my humble opinion, will continue to foster a culture of excellence, underpinned by adaptability, constant improvement and continual maintenance of the RCN’s best traditions as well as set the conditions of success for NESOPs as we sail over the horizon into the future.



**(Right) - A simulated situation that any UCPO may find themselves faced with.**



...since I only have ONE tunic, I can't partake in your precious parade, Chief!



*From the Canadian Forces Electronic Warfare Centre (CFEWC)*  
**PO2 Scottie Crouse**

As if being posted to Ottawa wasn't enough to satisfy any sailor, being posted to a unit like CFEWC is like winning the lottery! It's a unit where they mix hard work with a bit of fun, ensuring everyone enjoys their time posted here. We are currently working on some pretty interesting things such as the COHO project, which is basically new EOB software that is being developed to enable us to generate products more efficiently and get them out into the Fleet. NGES is the New Generation EWIR System that is in the process off sharing the burden of populating the database among the 5 eyes community with emitters and platforms to better share collected information. Finally the CFEWS project (Canadian Forces Electronic Warfare System, Not CANEWS) is an all-encompassing EW system that will allow an Operator to better manipulate collected information and disseminate it more quickly, with greater ease.

Our Unit Chief Petty Officer (Not COX'N) is CPO1 Steve Murphy, who's been here since early October 2011. Leading the charge in the Parametric Section is our fearless leader PO1 Jay Hassen, who's hoping to remain here for a couple more years. Posted out this APS was PO2 Paul Frigon -- now a PO1 and posted to HMCS *Algonquin* as their new SWC. PO2 Mark Simper is happy about the challenge that awaits him back on the West Coast on the fresh out of refit HMCS *Calgary*. In July we'll be joined by LS Christopher Russell who will be employed as a Parametric Analyst. Replacing Frigon, fresh off *Algonquin* is me (PO2 Scottie Crouse), still upset about our loss to *Vancouver* for the 2012 EW Intercept Award (which I believe was a fixed).

Down the flats in the EOB section is PO1 Pete Rigby. He has the arduous task of supervising the EOB section and is hoping for at least two more years in his position. MS Mike "Quagmire" Spence is looking forward to a possible upcoming QL-6A course this fall and MS Simon "Iggy Pop" Madgin is spending his free time in the canteen providing a great service. LS Chad Foulds has been working away in the basement of CFEWC awaiting his clearance and showing up the Intelligence section with his fabulous CO's briefings. LS Steve "Smithers" Thurrott has recently made the move to the third floor and has begun contributing to the EOB section. Finally, posted in is LS Jesse "The Body" Hanna making the move from NEWC. Welcome aboard.



**"Funny you set up a couple tables with some wets and all the sailors show up!"  
Picture taken outside Bldg 91 (CFEWC)**



LS Stewart (Stewie) shows his rebellious side and attends functions *without* a nametag!!



A surprise visit from Carrot Top!!



The Murphy Boys!

# CFEWC 2012



**\*\*Editor's note: The photos below are from MS Mimeault's retirement, which I have to say, was one of the finest DWDs I have ever attended. Well done to the organizers.**



Mustn't Cry!!

Mustn't Cry!!



Mustn't Cry!!



Estee, are they crying?!!

Screw it...I'm crying!!



*From The Naval Electronic Warfare Centre (NEWC)*

**PO1 Darrell Morton (yes...me again!)**

**Fleet Support Supervisor (FSS)**

It's hard to believe I've been at NEWC for a year. Saying a lot has happened in that time would be like saying the 280's are getting "*on in years*". A huge understatement!!

NEWC has lost some excellent sailors in recent months...first there was MS Marie Corry, who returned to Victoria with her husband PO1 Paul Frigon and was subsequently medically released. I know I speak for everyone at NEWC when I say I hope her health is improving and that she is happy back in Victoria.

Then we lost our CO, the newly promoted Cdr Cliff Stroud. First time I've ever had a CSE Officer as a CO. I'm NOT saying anything bad about MARS Officers...just saying that it was a *pleasant* change in pace. Definitely none of the "I want that done yesterday!!" approach! Promotion claimed another sailor, this time it was PO2 Dave Worton; who was posted to *HMCS St. John's* on completion of his 6A course (which he topped - just as he **predicted** he would). I pity STJ's MS & Below when it comes to anything EW related -- with the skills Dave obtained after working at NEWC for 3 years -- good luck trying to pull the wool over his eyes!

Next we lost PO2 Steve Whyte who, after a lengthy stay in Ottawa, headed back to Halifax to join the crew of *HMCS Fredericton* (and now *Toronto* I'm hearing??!). I've missed looking across the aisle to Steve's cubicle and seeing either *Kijiji*, or the *Canadian Tire* websites at any given hour of the day. Then LS Robert Mudge left us also bound for *St. John's*. As if they didn't have it bad enough with Worton riding them about all things EW...now they have someone who is easily one of the most skilled Operators in the Fleet! Competition will be tough at the LS level from now on boys & girls!

Last but not least, we said goodbye to our OPSO; Lt(N) Dean Lang (who is **NOT** a NESOP) as he headed to Halifax to join the "*Battle Tanker*" where he will become the scourge of surface rust and decay...the Prince of Paint --- their Deck Officer. Thanks for spear heading NEWC's crest redesign Dean.

Good luck to all of you, wherever you go and whatever the future brings to both your lives and careers. Go with the knowledge that the "*new guard*" has taken over as we've had 3 new LS posted in to NEWC in the last few months. LS Kevin Granger, LS Scott McRae & LS Robert Opat or "*Robpat*". All seem keen to learn and currently have their noses jammed into math books (while completing a MEWLGS course) as they work towards obtaining their analyst qualifications. Welcome aboard boys, you've got big shoes to fill.

Two of our LS Billets became vacant when LS Owen Demarce & Nathan Bradbury were both promoted to Master Seaman --- well done! Both are staying for another year. Owen just returned from Europe where he took part in this year's OP NIMEGEN march and Nathan is...well, he's busy I'm sure. I know he bought a new truck, other than that...I'm sure he's doing *stuff!*?

Our new CO is LCdr John Marczak whose pulse never climbs above nominal values. He's very steady keeled as he too is a CSE Officer. Again; I'm not slugging MARS Officers, I'm just saying...

Our new OPSO, Lt(N) Halpenny (a MARS Officer) just arrived. Other, than asking for every OUTCAN course possible, flying to each coast and stealing my parking spot on the first day --- he seems okay. I want my parking spot back sir...*seriously!*

The two remaining constants (other than me) are PO2 Darryl Barrett and CPO2 John Forrester. Barrett (who spells his first name wrong) is in no hurry to leave Ottawa (Attn: CPO1 Percival) and our Unit Chief has been here since the ground-breaking ceremony for Bldg 91. "LOL" as he'd say at the end of an email!

All in all NEWC is a great place to work and I can honestly say that of all the postings I've had over the past 22 years, it is without a doubt --- the most recent!

Till next time --- **SAWS AIR!**



MS Demarce's Promotion



Deep in thought & deep in a trance.



NEWC's new & improved (approved?) crest.



The NESOPs (past & present) of NEWC - (L2R) MS Bradbury, LS Granger, LS Opat, LS McRae, PO1 Morton, CPO2 Forrester, CFC Robbie Gallant & PO2 Barrett. Missing are MS Demarce, Mr. D. Moore & Mr. D. Gray



**From DMRS 4-2-2 (Targets, Ranges & CIWS)  
CPO2 Gilbert (Gigi) Tremblay**

Greetings to all NESOPs past and present from the hallowed halls of the Louis St. Laurent Building, in Gatineau Québec. We have been very busy here at DMRS with *new* & variations of *older* projects.

The majority of projects DMRS is currently working on include; the Halifax Class Modernization, Joint Support Ship, Arctic Offshore Patrol Ship & the Canadian Surface Combatant (CSC). As the Chief NESOP in DMRS; I regularly attend meetings on the combat systems & weapons being looked at for these ships. Each of these projects is progressing at a steady pace (for a project) and making headway. I am also an advisor for many of the smaller projects related to AWW.

Another facet of my job at DMRS is to partake in numerous trips to help projects move along. I visited Halifax twice in one month in order to work on projects and of course there are the trips to the West Coast. Then there are the trips all the way out to Shirley's Bay (my old stomping grounds) and Québec City. I am also allowed to leave Canada, I must sadly confess that I had to go to a NATO conference in Rome, attended a DRDC led project in Munich and visited Los Angeles to get info for the Sea Search replacement/or upgrade.

Speaking of the EW side of the house, we have 2 very important studies underway – The ELINT & ECM Way-ahead. These studies are looking at the systems we have now and determining what needs to be done to maintain or upgrade our current capability. Hopefully we'll be standing up projects this fall.

There's also MASS. Rheinmetall Canada Inc. has provided courses for the Operators & W Eng Techs of the first 2 post HCM (*Halifax & Calgary*) Frigates. There were many positive comments which should go a long way towards improving this training for future courses.

Another area that I have been busy with is the Naval Remote Weapon Stations (NRWS). The NRWS project will see the acquisition of remotely controlled .50 cal Heavy Machine Gun (HMG) for the Frigates, Destroyers and new JSS class ships. They will not replace all the actual mounts but will supplement them. In January, we held an industry day, where we got to meet representatives from companies who are being considered in the procurement phase of NRWS and we are now reviewing their bids.

I'd like to remind you all that there is effort being made up here (regardless of how slow it may seem) to improve our equipment. Don't hate the present or future messenger when you wonder why things take so long, the effort is there; sometimes the dollars aren't. There are many ideas, desires and wishes here in Ottawa, just like there is at the "pointy end".

In closing I would like to mention that much of what gets budgeted is based on the Unsatisfactory Condition Reports (UCRs), Statement of Capability & Training Deficiencies that are submitted by the coasts. The more paperwork that crosses the desks of those allotting the dollars the easier it is for us to argue our case!!



(Right) images of candidates for the RCHMG CPO2 Tremblay referenced in his entry.



**\*\*Editor's note. While on course in Germany I met a British EW Rate who also went by the nickname Gigi. I hope you don't mind Chief, but to alleviate any confusion on my part, I've taken to referring to you as Canadian Gigi or Ca-Jiji (pronounced Ka-Gigi) for short. If you do mind...I'm sure you'll let me know.**

**From SOFCOM  
CPO2 Steve Haughn**



**"And I used to complain about wearing warbags!!"**

Hello from Kabul, Afghanistan!  
I deployed here in January with CANSOFCOM under the OP ATTENTION mission and am currently employed as a watchkeeper with the Operations Coordination Group at ISAF SOF HQ in Kabul. We work in close partnership with liaison Officers of the Afghan National Security Forces, ensuring they have current & correct information on all SOF mission set in Afghanistan, both unilateral & partnered. Information flow between the different agencies within the Afghan government can be challenging at the best of times, so our mandate is to facilitate the flow of information to ensure everyone has full situational awareness. A Canadian SOF Officer & I work with an American Colonel, a Polish Captain & a Romanian Master Sergeant (CPO2 equivalent). It's been a very enlightening tour so far.

(Continued on next page)

Once the initial trepidation of doing a land tour was over, it became apparent how similar the base is compared to a ship's routine, it's just a lot farther to walk between the accommodation block & the DFAC (dining facility). As you can see in the photo, wearing a tac vest with plates, frag vest, numerous C8 mags, SigSaur mags, first aid kit, etc. plus two weapons, can lead to a little weight loss. The beard adds a little bit back on but there's nothing the duff tray can overcome.

Back home, the news has broken that *CEFCOM*, *CANADACOM* & *CANOSCOM* are being merged into the Canadian Joint Operations Command. This re-organization will not directly affect *CANSOFCOM* as it will remain in its present structure, continuing to report to the CDS on all matters dealing with *Special Operations*. This will likely be my last NNL offering in this posting as CPO2 Saunders will be replacing me in August. While I won't be moving on for a few months yet (still have lots of leave, etc.) I want to wish Pat all the success in the world in his new position. This is a fantastic environment to work in and has been a highlight of my career. Take care everyone, and be very thankful for living in the society you do. Bob Burton, Pat Saunders and the other NESOPs that have deployed here can tell you that being face to face with the population is a big change from sitting 12 miles off the coast. We really do live in the best country in the world!!!



(Left) CPO2 Haughn receiving his General Campaign Star from MGen Mike Day, Deputy Commander of the NATO Training Mission in Afghanistan & the senior Canadian officer in Afghanistan. Nice beard Steve!



*From Canada Command/ Joint Command Centre*

CPO2 Gerry White - <http://canadacom.mil.ca/site/index-eng.asp>

This will probably be the last submission for Canada Command - change is in the wind and Transformation II is rapidly upon us. The *Canadian Joint Operations Command* (CJOC) will be stood up and will replace *Canada Command*, the *Canadian Expeditionary Force Command* and *Canadian Operational Support Command*. *Canadian Special Operations Forces Command* will remain separate, reporting directly to the CDS.

The end of the combat mission in Afghanistan in 2011 has "*provided an opportunity to review the CF Command operating structures that have provided extraordinary capacities to lead simultaneous domestic, continental and international operations since 2006.*" Transformation II is made possible due to the reduced operational tempo and down-sizing of the Afghanistan mission. This will give the CF the agility to adapt as the future security environment dictates and allow a 25% reduction of present staff, allowing them to return to the coast (or *Wings* or *Camps* as the case may be). For the moment though, *Canada Command* continues its mandate of conducting operations to deter, prevent, pre-empt, and defeat threats and aggression aimed at Canada, render aid to civil powers as requested and remains the operational link with US Northcom.

It is thought that Canada Command's JCC will merely morph into the 'domestic' desk of CJOC without a change in manning, however all things are subject to change at short notice. By the time this newsletter hits the streets it may all be evident.

This will also be Gerry's last submission as he is just waiting for his release. The old %\$&#er is finally leaving after 14 CDSs!



*From the Chief of Force Development*  
**CPO2 Steve Smyth**

For those who are looking at jobs in the NCR that are totally different from anything you have ever done, CFD is the place for you. You work as a Staff Desk Officer in the Director Capability Integration (DCI).

DCI Analysts are responsible for analyzing strategic level force capability issues leading to the development of sound recommendations and advice to senior defence leadership regarding proposed capability deficiencies or changes. The Analyst also assists the ECS/ Joint staff with their projects/programs as they move through the approval process. Finally the Analyst provides oversight on behalf of CFD to ensure ECS/ Joint staff projects & programs are in accordance with the Defence Force Capability Plan and CFDS.

The DCI 3-4 is responsible to DCI 3 Joint Analysis Section Head for liaison with members of the wider Force Development community and OGD's. The Analyst assists the Joint Analysis Section Head to ensure that capability & structure requirements are aligned within DG CSI, CFD and within the CF/ Department.

I will be heading back to the west coast this summer, finally!!! After 5 years & 3 postings in the NCR they have decided I should take some French language training in Victoria. CPO2 Sylvain Jaquemot will be taking over the reins here. I look forward to getting back to the Navy after being in the "Centre" for so long. I also look forward to a winter without shovelling snow! Here is the view from the deck of our new house!!



**\*\*Editor's note - Is it just me or does this look like a balcony shot from the back of the C&PO's Mess in Esquimalt? You movin' into the Mess Steve?**



*From the RCN NCM/PD Chief*  
**CPO1 Ken Fisher**

Let's talk about Career Managers (CM) for a moment shall we? As *my* career nears its end my thoughts go back to the CMs I've have had over the years. Sometimes the managing I experienced was outstanding & sometimes, in retrospect -- not so much!

There are many stories I could relate & instances that left me wondering; "How can a guy sitting thousands of kms away in Ottawa tell me, out here on the coast, what my future holds & what's best for me?" I'm sure many of you have thought this as well. I bet there have been times when a CM told you (or will tell you) how something would transpire, only to have it turn out completely opposite. I myself have received bad news from a CM with a lousy bedside manner & an even *worse* delivery method. There was a CM who wouldn't let me defer a course so I could sail with my unit. How about the instances where people were informed they needed a 2<sup>nd</sup> Language Profile to get promoted, then told there were no seats available on the yearlong French course. Let's not forget the CM that posted me out of the area just as my daughter was in her last year of High School -- that was appreciated! Or how about the CM that posted me ashore when I practically begged to stay at sea. I'm not the only guy who was promised a posting to the unit of my choice only to end up being posted to the one unit I had specifically asked not to go to. These deals are often made on the coast without the CM's consent. When they finally do make it to the CM, well let's just say they don't come to fruition. What about the sailor who gets posted into a PO1 position without the epaulets on his shoulder but doesn't receive the Acting While So Employed status. Yes, they're the fall guys for our displeasure...the Career Managers.

How right they were when they'd say their plans were only written "*in pencil*", not pen. And the eraser on the end of that pencil was so *very* easy to use. Though they *ARE* thousands of kms away, the CMs really do have the big picture when it comes to personnel requirements of a trade & the Navy. Their world is a never ending cycle of AMOR, Merit Boards, posting cycles & career coursing. Oh and I nearly forgot about the deferrals, Administrative Reviews & the day to day administration of having to respond to emergency requirements created by unexpected taskings or releases.

The CM visits the coasts annually & inland units regularly. They ask that everyone attend a general briefing & a personal interview. This interview is *your* forum; *your* opportunity to sell *yourself* and let the CM know what you want, what your goals are & where you see yourself in 5 years. Believe me, if you leave a good impression at your interview, he'll remember you. Of course, the opposite is true as well.

So yes, we all perceive the CM as sitting in an ivory tower in Ottawa, deciding everything for everyone. But what about the person in the mirror? The person who looks back every time we shave or fix our hair? The person who has the ability to research exactly what is required, to be more competitive & do some career managing of their own? The person who shouldn't have to wait to be spoon fed -- but can take the initiative & influence things in their own favour?

It's been said a 1000 times before but I assure you it's true; the best CM you will ever have is yourself! You really can make a difference! Make a plan that's flexible & adjust it whenever life throws you a curve. Your plan should include long & short term goals. Consider Language profiles? Do you know what the prerequisites are for a specific posting you want or are you expecting the CM to do all that for you? There are ways other than the yearlong French course to prepare for language testing. Be proactive when it comes to that next course or posting? What do you need? What can you do to put yourself in a position to be selected? Want to stay at sea? Weigh that against the experience gained by going ashore as an instructor or perhaps an inland posting. Deals made on the coast... hmmm, I've seen & heard of many of these in my time. Don't kid yourself, the CM has the final say on movements & career course loading (based on merit). That deal on the coast is but one of many factors your CM will use to arrive at his final posting plot. His decision may also be influenced by things such as international developments, releases, course failures, individual injuries or perhaps just plain "*we have to fill a position & you are the only one available.*" Remember, Career Managers have Career Managers themselves & sometimes the passing of the torch may cause some adjustments to the Flex. When you put your short & long term plans together remember to include what is best for your family as well. Don't lose sight of the fact that one day you will retire -- don't take your family for granted.

I guess this entry *is* based on personal experience, some regrets & some blind beliefs & trust. It's also based on knowledge gained over a long & fruitful career. I recommend you all read the CANFORGENs as they come out announcing changes in policy & amend your plans accordingly. Be the best Career Manager you can be. The one who's *always* on watch & *always* has your best interest at heart...essentially, the one in the mirror!



**\*\*Editor's note - I've the utmost respect for CPO1 Fisher & all he's accomplished during his astounding career. That being said; my staff (I have no staff) insisted that since he's so well-known for his sense of humour, we (?) should run the following cartoons (next pg). I'll be expecting your phone call Chief.**



**Seriously...Fisher is gettin' out?!  
We went through basic training together!!**



**From MSOC Project - DGIMPD Unit Chief & Operation Liaison Officer  
CPO2 Ed James**

The Marine Security Operations Centre (MSOC) has been around since 2004. Its vision is to establish interdepartmental organizations on both coasts that leverage the capability, capacity & authority of the partnering departments & agencies. To enhance marine security through collaborative detection, assessment & warning; thereby supporting responses to threats that challenge Canada's security from seaward approaches.

The MSOC Mission is to generate maritime situational awareness by combining the knowledge & skill sets of the government agencies engaged in, or in support of marine security. It will accomplish this through the collection, integration & analysis of the information sources from these agencies, thereby assisting in the detection, assessment and support of a coordinated response to a marine security threat, incident, or significant marine event.

Canada's National Security Policy 2004 "Securing an Open Society", states that MSOCs will be established to meet both marine & national security challenges of the 21st century. It adopts an integrated approach to security issues across the government & provides a strategic framework/action plan designed to ensure that Canada is prepared for & can respond to current /future threats. The first-ever policy of its kind in Canada; it employs a model that can adapt to changing circumstances over time.

There are two Coastal MSOCs -- in existing DND (Navy) buildings at CFB Halifax and CFB Esquimalt. These MSOCs support enhanced Marine Domain Awareness operations, contributing to Government of Canada National Security. The MSOCs consist of personnel from five core partner agencies/departments. They are - Canada Border Services Agency (CBSA), Department of Fisheries & Oceans (DFO), Canadian Coast Guard (CCG), Transport Canada, RCMP & DND.

The function of the MSOC is to enable departments & agencies to work collaboratively to collect and analyze intelligence & other information in an effort to develop a solid awareness in their area of responsibility with regard to marine security. By bringing together civilian & military interagency staff, the centres provide a much clearer picture of the identification, intent & movement of vessels, personnel & cargo destined for, or already in the maritime approaches to Canada. They will have the capacity to detect, assess, & support a coordinated interdepartmental approach when dealing with marine security threats to Canada & its Allies.

As I finish my time in Ottawa, I look back & reflect on one of the most educational & eye opening experiences I have had in the military to date. After getting over the initial shock of being out of my element and *comfort zone*, I vowed to take advantage of everything Ottawa & the MSOC project had to offer. The experiences I have gained, the people I have met and networked with from other government departments (RCMP, TC, CCG, & CBSA), senior military personal and the DND /civilian community has been truly invaluable. While

at the MSOC project I was appointed Director General Information Project Delivery (DGIMPD) Unit Chief Petty Officer, or as they like to call me up here Divisional Sergeant Major (I really grew to love that handle) or *Coxswain*. As much as I tried to explain to the Generals & my Colonel that the title of *Coxswain* was a sea going position/title and that I was a Unit Chief, they insisted on calling me *Coxswain*. Who am I to argue with a General? As Unit Chief I worked closely with senior military and civilian personal, this gave me new insight and an appreciation into the close relationship the two share. I also gained new insight & knowledge of the inter-workings of the CF as a whole. Had I opted to remain in Halifax I would never have received the breadth of experience Ottawa and the project world had to offer. The opportunities are endless.

In Jul I returned to the coast as the Fleet Chief NESOP (CCFL). I look forward to meeting and working alongside all the NESOPs in the Fleet. Together we will move the yard stick forward.

As an added *bonus* to my entry, I thought I'd include a recipe that's a personal favourite, Enjoy!

<b>Ingredients</b> 1 Head of garlic 1 1/3 cups Dark brown sugar 1 tb Olive oil 3 tb Lemon juice	2/3 cups Water 3 tb Minced white onion 1 cup Pineapple juice 1 tb (or <i>more</i> ) Jack Daniels whiskey	1/4 c Kikkoman teriyaki sauce 1 tb Crushed pineapple 1 tb Soy sauce 1/4 ts Cayenne pepper
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1. Cut about 1/2-inch off of the top of garlic. Cut the roots so that garlic will sit flat. Remove the papery skin from garlic, but leave enough so that the cloves stay together. Put garlic into a small casserole dish or baking pan, drizzle olive oil over it, then cover with a lid or foil. Bake in a preheated 325 deg oven for 1 hour. Remove garlic and let cool.
2. Combine water, pineapple juice, teriyaki sauce, soy sauce, and brown sugar in a medium saucepan over medium to high heat. Stir occasionally until mixture boils then reduce heat until it is just simmering.
3. Add remaining ingredients to pan and stir. Squeeze the sides of the head of garlic until the pasty roasted garlic is squeezed out. Measure 2 teaspoons into the saucepan and whisk to combine.
4. Let the mixture simmer for 35-45 min. or until sauce has reduced by about half and is thick and syrupy.
5. Add 1 x jug of wine (**to the Chef**) and you are ready to go! This is a great basting sauce for ribs over the BBQ.

**\*Editor's note - This picture (Right) was taken at the Lafayette Pub in Ottawa, moments before Ed made a move on Lucky Ron's better half! It was his last weekend in the NCR & Ed was feeling luckier than Ron. Had it not been for the impeccable timing (& agility) of Handsome Johnny, things might have gotten out of hand! Ed, the Laff reports 3<sup>rd</sup> quarter earnings are down 22.3% since you left!**



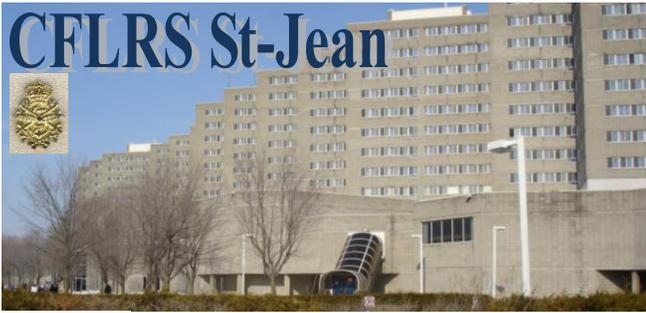
From CF Recruiting Centre - Kingston, ON

PO2 Alan Howlett



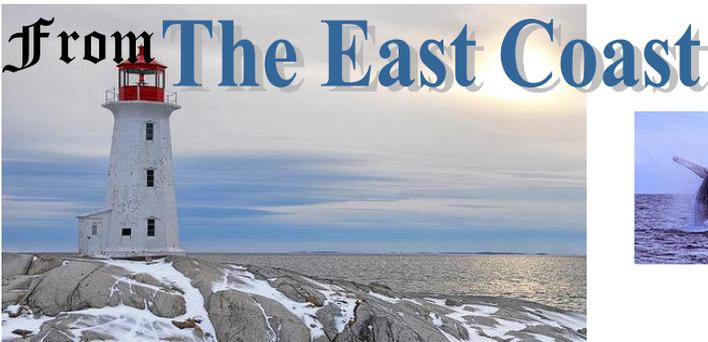
This will likely be the last time I send an entry into the NESOP newsletter for as of 1 August, 2012 I officially became "Mr. Howlett" again, after enjoying 23 years as a NESOP. I am definitely going to miss the people I've worked with over the years, but my family needs me now and the time has come to say adieu. These last 23 years have, for the most part, been the best of my life...with these past 4 years in Kingston being exceptionally rewarding! All you West Coasters out there, sitting on the fence regarding recruiting...I have to tell you this is a great go and Kingston is a wonderful town. Seriously consider putting this down on your list of must have postings for the future.

To those of you I've worked with over the past 2+ decades & to the *new* guys & gals I've not had the privilege...fair winds & following seas. PO2 Howlett....Out.



*From CF Recruit Training- CFLRS St-Jean, QC*  
**PO1 JF Douville**

Hello from “la belle province”! I’m not going to elaborate on what we do here in St-Jean, as you’ve all been through Basic Training. Things have slowed down considerably since PO1 Pat Tye was here. We are now putting through between 3000-4000 Recruits, which I believe is around half the numbers that we had in the “crazy years”. There are a few changes worth mentioning however. First, CFLRS is taking on additional courses such as the Distance Learning for the PLQ course, followed by the in-house portion and also the new NCM PDC, which will be replacing the OPME. The NESOPs said farewell to PO1 Scalabrini, who headed back to the West Coast in August, and welcomed both PO1 Simoneau & MS Tremblay, also from the West Coast. They will probably end up teaching platoons, as I’ll be leaving the Evaluation Cell to move into Scalabrini’s old office to work as the Training and Development section 2 I/C.



*From the MARLANT OCC Advisor & CFNOS Warfare Training DCPO*  
**CPO2 Howard Martell**

We’re well into summer as I send this, but I’d just like to say that I hope you all managed to touch base with your Career Managers this past January. I would like to thank CPOI Percival and CPO2 Labbe for making themselves available to everyone. 2012 has already produced numerous promotions & postings with more to follow (see below for a complete list). Congratulations to everyone!

2012 East Coast Promotions (to date)	
CPO2 Lowthers	PO2 Berube
PO1 Theriault	PO2 Hirtle
PO1 Waite	MS Haynes
PO1 Boone	MS Bradbury
PO2 Seymore	MS Kuffner
PO2 Lacroix	

With the Navy Transformation well underway, I believe the NESOP trade is well poised to meet the challenges it will bring. That said, it will be very challenging in the months ahead, as we strive to meet changing requirements. MATTS & Legacy course are running consecutively while we also incorporate HCM steady-state training for the fall of 2013. We’ll also have an OAG on the West Coast in the fall, where we hope to

address some of our concerns ranging from personnel shortages, occupation structure, employment & technical/operational readiness, training thru-put and a look at our PML vs. TES. CFNOS has also created a new department called *Halifax Class Modernization/Safe to Fire Department* which provides & assesses ship's operator training throughout the HCM process and is responsible to *Hazard Investigation Readiness Assessment-Operational (HIRA-O)*...no it's not Weapon Certification!

**\*\*Editor's note - Below is second entry that CPO2 Martell asked be included in this edition of the NNL.**

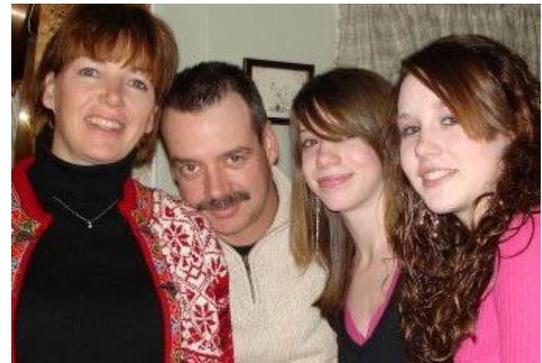
*On 17 February, 2012 my lovely wife Keltie lost her life in an accident. As a family, we would like to extend our heartfelt appreciation to the NESOP community.*

*Keltie's death was the darkest day of our lives and we could not have made it through without the help of such kind and caring souls. Words cannot express how much your support, kindness and gestures meant to us. We were overwhelmed with how much the NESOP community --- for that matter the Navy --- supported us as we said goodbye to a wife and a mother. I can honestly say I was never so proud to be part of such a close knit group of Sailors.*

*Lastly, we would like to thank everyone for sharing their stories about Keltie; we learn new things about her every day. Keltie will be remembered forever in our hearts, our minds and our souls.*

*Sincerely,*

*Howard, Bhreagh & Cayliegh*



***From Sea Training Atlantic - "Mastery through Training"***  
**PO1 Duane McNamara**

Greetings from Sea Training Atlantic - ST(A). The tides of change are upon us as a number of staff changes have occurred. PO1 Colin "Sully" MacLeod was posted to CFNOS where his focus will be on getting the "Safe to Fire" cell up & running. Knowing Sully & the fine job he did here; I have no doubt the transition will be seamless. Good luck in your new posting. My boss, CPO2 George Hamilton is fresh off of HCM training & will remain here for at least another year.

As for me, I was posted into ST(A) in May and have had a steady dose of HCM courses since my arrival. Unfortunately, my COS date coincided with the ST(A) Mess Dinner. This was "unfortunate" due to the fact that I was easily the newest member and was rewarded with the task of entertaining Oscar for the evening (hmmm...now where did I leave him last??). I love traditions but somebody has to draw the line somewhere! Apparently dragging the dummy around by the ears is "inappropriate" (sorry CPO1 Steve "Woody" Wood) but don't worry Oscar has been disciplined and since apologized to me for his behaviour!

The past few months have been very busy conducting Weapon System Training-Practical (WST-P), *Halifax Class Modernization* training, a number of Harbour Readiness Training (HRT) serials and Reduced Readiness Inspections (RRI). On that note, a huge "thank you" goes out to CPO2 Dennis Morgan as he willingly donned his red hat once again and deployed with ST(A) on short notice.

What's ahead? Well after a bit of relief during the summer, we'll be back to the grind starting with the Sea Training symposium on the West Coast, then into *Toronto's* WUPs and the fall TGEX (by the way Adam we

still haven't received our pre-WUPs care package!?). Looking forward to working with the staff here and on board as well as my first "red suspenders"!



*From The Canadian Forces Maritime Warfare Centre (CFMWC)*  
*Above Water Battlespace (AWB)*  
**CPO2 Gerry Doutre & PO1 Dave MacNevin**

The CFMWC is the CF Centre of Excellence for the development and delivery of maritime tactics and operational manoeuvre doctrine in support of Canada's maritime forces. This is achieved through our expertise in operational testing, analysis & evaluation, modeling & simulation, war gaming & naval concept development & experimentation; our cadre of maritime warfare experts; & our close working relationships with international partners. These capabilities enable us to support the development of future maritime forces.

With Halifax Class Modernisation (HCM) quickly taking shape and the acceptance of HMCS *Halifax* on 15 June 2012 there could be no more exciting time than now to be part of the RCN, a NESOP and a member of the CFMWC staff. As the new systems become part of today's operational successes the Warfare Centre is feverishly pushing forward with the development of new tactics to support our top of the line systems through various modeling and from data obtained through extensive Operational Test and Evaluations.

Here's a list of some of the AWW tests & projects which have occurred or been worked on in the last year:

- a. Mobile Acoustic Scoring System (MASS), a Naval Fire Support (NFS) readiness training- aid most recently deployed during TGEX 4/11;**
- b. ASMD exercises using SM-2s and ESSMs, testing the Navy's systems and AWW teams (tentatively scheduled for June/ July 2012 -- East & West Coast);**
- c. Harpoon & AHWCS testing (scheduled for July 2012 -- West Coast);**
- d. Multi-Ammunition Softkill System (MASS);**
- e. 57mm Mk III Legacy;**
- f. Microwave Signal Generator purchase; and**
- g. CFCF-106 Change 10.**

The Warfare Centre will also have personnel in place to observe a Land attack Harpoon Coastal Target Suppression firing taking place onboard *HMAS Perth*, an Australian *Anzac Class* frigate courteously of LCdr Mathew Ryall, our Australian exchange officer.

The Mobile Acoustic Scoring System or MASS (not to be confused with the other system also known as MASS) is now an important training aid helping to develop NFS proficiency on the East Coast. It proved itself during trials and more specifically during TGEX 4/11 while assisting *HMCS Charlottetown* establish their NFS organization during WUPS prior to their January 2012 deployment.

The ASMD exercises using SM-2 and ESSM conducted during the mid-summer months will involve some exotic travel and the opportunity to fire several C-16 Chaff rockets; or for you older guys -- P-8 Chaff rockets.

The Harpoon and AHWCS testing will be both exciting and very educational as the tactical idea behind the shoot is to trial new missile attack procedures which will make the old kite logic a thing of the past and to execute new Greyhound voice procedures based on those utilized by our American friends.

The Multi Ammunition Softkill System or MASS (not to be confused with the other system also known as MASS) is now fully operational at the Naval Annex Dockyard (NAD) located in Dartmouth, Nova Scotia. Rheinmetall Defence will be providing the initial training before handing the reins over to CFNOS. The CFMWC has been involved in many meetings and tactical discussions in preparation for the systems acceptance by the Navy. Some of these meetings took place in Germany where the system was developed.

The 57mm Mk III Legacy system currently fitted on 2 ships (HMC Ships *Regina* and *Toronto*) has been well received. Although operating procedures do have some differences between the Legacy set-up & HCM, the basic functions of the Gun Control Panel (GCP) and Gun Laying Unit (GLU) remain constant. The Warfare Centre is currently developing a trial program to include accuracy testing of the 57mm Mk III when conducting live firings from the bridge using the GLU in conjunction with the GCP in the optical mode. If the accuracy testing proves stable then adding the Optical Gun Laying IOGL capability to our defense posture will at the very least provide an added defense option against Fast Inshore Attack Craft (FIAC) and even provide added options when required to conduct Warning Shots or Non-disabling and disabling fire.

The purchase of a Microwave Signal Generator will soon be a reality. This will allow the CFMWC to interject RF signals into CANEWS during ASMD Missile exercises providing a more realistic scenario and allowing the port side of the Ops room to shine *even* brighter. Zippo Green based on Spruce tree -- threat is Pine Cone!! (PO2 Leblanc you know what I'm talking about).

Several changes and modifications can be found within CFCD 106 (10), the most pertinent being Threat Receipt Capability (TRC) found in MARTI 4160. This MARTI explains set-up & application. In due time this method, in conjunction with Engage Fire Sequence (EFS) will be the way ahead. For ships prepping for OPS Team Training (OTT) and WUPS; it is strongly suggested that you familiarize your team with this procedure and the G2 AAW Tactical Decision Aid (TDA) found in MARTI 4630. CFCD 106 (10) also discusses the importance of accurate Muzzle Velocity (MV); especially when partaking in NFS related missions. Information on both NFS & MVI can be found in MARTI 3700 & MARTI 1001 respectfully.

The CFMWC is definitely an exciting place to hang your hat. Feel free to contact us anytime with questions concerning naval doctrine and/or future weapons & sensors.

*"In preparing for battle I have found that plans are useless, but planning is indispensable." - Dwight D. Eisenhower*



*From The Canadian Forces Naval Operations School  
Tactics Division  
MS Jeffery Lacey*

Greetings from the Tactics Section here at S-17. As I write this we are wrapping up a very busy schedule. We had the spring Mega Phase, NCI-OP QL-5A conversion course, *HMCS Ville de Quebec's* OTT 1, *HMCS Regina's* OTT 2 and numerous tours of our fine ORTT facility. On our down time we have been expanding our minds and brightening our horizons by conducting MATTS training over in Dartmouth.

PO1 Mike "Swamp People" Hillier continues to fire rapid salvos at future SWC students as he puts them through their paces in the ORTT. PO2 Andy "So guys what if..." Collier has optimized his G2 settings for the upcoming QL-6A students and continues to mentor the current EWS students. MS Chris "Not the Tiger" Williams is currently employed with *HMCS Charlottetown* and is likely on a sandy beach in Italy right now. If we told you exactly where he was; we'd have to kill you! Ha. He is due to arrive back in Halifax in September. MS Tony "Heavy T" (as he is known in Cole Harbour) Bourgoin has been added to the 2012 Jane's book as permanent fitted ORTT equipment. MS Jeff "EPIC" Lacey continues to prepare for his upcoming QL-6A course and was last seen in the ORTT conducting remedial bead window procedures courtesy of Lt(N) Morrison. LS Randy "The Goon" Woodman continues to hone his skills as an active FASF member. On a past training mission, he was over herd asking "When are they going to issue us our Rambo knives?" LS Eric "Wilt Chamberlain Jr." Richard is currently on loan to us from *HMCS Ville de Quebec*. He is currently training for his second career; creating a sunset calendar that he hopes to pitch on CBC's *Dragon's Den* this fall. AB Chris "Cake Boss" Burns-Gemon has graced us with his presence from *HMCS Athabaskan's* shore office. A noticeable weight loss has been observed by various staff at his shore office while tactics morale has increased greatly. Welcome aboard and keep the duff coming.

We've added PO1 Larry "DJ" Peek to the section as he replaced PO1 Duane "Red Hatter" McNamara. It appears to have been a seamless turnover except for the fact that Mack has been seen by staff returning his Red Hat prior to ships completing weapon certifications.

We hope that we have offered a valuable service to all that have visited us recently and look very forward to seeing some of you in the very near future!!



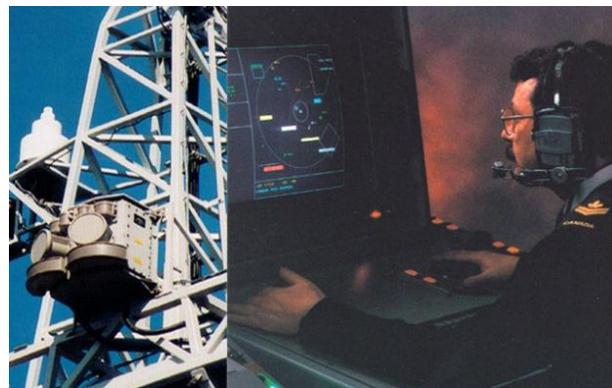
***From The Canadian Forces Naval Operations School  
(CFNOS) AAW Section  
PO2 James Hirtle***

Good day from the NESOP's at CFNOS. The staff at the school is extremely busy getting ready for upcoming coursing and juggling HCM training. I (PO2 James Hirtle) am OPI for the current QL6A (commenced 14 June) and our recent addition PO2 Rick Leblanc is the OPI for the in-house QL5A course (commenced 7 June). In addition to Rick the new arrivals to our staff include PO1 Gordy Carmichael, MS Steve Hunt, and MS Sheldon Compagnon; who are all fitting in well and slowly adapting to the "school" environment.

Good luck and congratulations to PO2 Scott Wells and PO2 Evan Entwistle who are currently attending their QL6B. Also, good luck to MS Brian "Father Time" Kennedy who will be challenging his QL6A. CPO2 Pat Saunders is off to enlighten the Special Forces on how the Navy gets the job done, at CANSOFCOM in Ottawa this August. PO1 John McCarthy returned back to the Fleet so he can focus on his upcoming softball & hockey seasons as well as his SWC duties on *Athabaskan* while she is in refit. PO2 Jason Trepanier headed to CFEWC this summer where he intends on partaking in many hunting expeditions. PO2 Guy Contant turned in his kit and retired. We all wish him fair winds in his future endeavours.

Congratulations to recently promoted PO1 Adam Boone & PO1 Sean Waite. Both are headed back to the Fleet, Adam to *Toronto*, and Sean to *Ville de Quebec*. Congrats as well as PO2 Frank Lacroix who will be staying with us here at CFNOS for the foreseeable future. Recently promoted CPO2 Jake Lowthers is through waiting in the hopper now that he's hernia free --- he's taken the reins from CPO2 Saunders. I can't forget PO1 Clyde Long, who is enjoying his time at the school so much that he has aged ten years in the past 12 months!!

We hope everyone in the trade had a safe and enjoyable summer and look forward to seeing you all at the next NESOP PD Day and *possibly* Mess Dinner!



**NAME THAT NESOP**

I did a web search on CANEWS & this picture came up. Does anyone know who this is? Could he be the very FIRST CANEWS Operator? Looks like a young MS Kitchen to me.

# SHIPS EAST

From



**From HMCS Athabaskan**  
**MS Terence Clarke & LS Jamie Rygiel**

As *Athabaskan* transitions into yet another refit in Port Weller, her NESOP section resides in the shore office fulfilling the manning requirements of the Fleet and perpetually seeking opportune employment. The ship has had an active Op Schedule since her last refit and has earned a short respite. We've done everything from Fisheries (YES a 280 does do Fisheries Patrols!) to providing Humanitarian Aid, no task was too great to be tackled and beat into submission.

As with any down-cycle in Ops Tempo, many in our section have moved on to new positions and challenges. PO1 Peek, moved on to CFNOS, being replaced by PO1 McCarthy (if & when he ever shows up). No one ever kicks the door down to rush into a shore office stint!

The newly minted PO1 Theriault (The Terminator), fresh off his QL6B left to take over as SWC on board *HMCS Fredericton*. Anyone asking why "the Terminator" should just ask him to say, "get into the chopper" and please catch it on a Dictaphone if one's handy. He drug LS O'Brien with him so he has at least one other 280 guy to lean on to get things done. Jory will be seeking new *Havs* fans to feud with for those first two weeks of the season each year, when he will say "The *Leafs* are going to take the cup this year!", then, of course he'll be all quiet and pout for the remainder. He will be most remembered for his "*Leafs* vs. *Havs*" feuding with our Commanding Officer. He did eventually get his Jersey back after much bantering and complaint.

MS Hunt recently completed his QL-6A, and moved on to CFNOS due to a dire need for proper instruction up there, or so he says. Students should be warned; questions come fast and furious from the Master known as "Angry Brow". He is leaving behind (for the time being) the 280 *fitted equipment* known endearingly as "Hambone". MS Clarke is expecting a posting at some point this year -- of course, he's been expecting one for 6 of the past 10! Hold back those tears! When he finally does get a posting, the mids will never be the same.

MS Paul Haynes, (no, not a typo) although still belonging to *Athabaskan*, will be sailing with *Iroquois* for their TGEX and onward until September. The jury is still out on whether he becomes a permanent fixture there or if he's just tagging along to get them up to speed. Time will tell. Keep banking those SSI days Paul.

LS Kelly Perron departs for *HMCS Toronto*, leaving LS Rygiel to fly solo. No more "dynamic duo" saving ladies in distress in St. John's; nobody to make me look good and nobody to act as the magnet for the flak coming down-range. Kelly and his wife are expecting a bambino, so MS Hunt owes LS Rygiel \$20 for their on-going bet. MS Hunt thought Darwin's theory would be a solid bet, but apparently it no longer applies. Good luck and best wishes to him and his growing family from the entire section.

So with so many leaving, who's staying? Well, who does that leave? AB Dustin York, is about to begin his QL-5A course (bring on the spec pay!). AB Chris (cake boss) Burns-Gemon will be remaining with us for comic relief and to fill our quota for diversity in the workplace, AB Maxime Gingras-Nadeau is running off his poutine (and "Delicious Jäger Bombs") this summer at the Naval Gun Race and AB Jordan Herritt, has recently completed his QL-4 course along with OS Jeff "Tex" Tremblay. Congratulations guys.

Over the past 4 years, we've brought *Athabaskan* out of the ditch, into WUPS and up to high readiness, relieved world disasters both real and simulated, destroyed countless targets with the monster 76mm (I'm sure Perron and O'Brien will be missing that, now that all they have to play with is the 57mm pea shooter --- there, there boys!) as well as our SM2 during several Missile EXs. We've traversed *the pond* for Joint Warrior 2011, searched for drugs during OP CARRIBE (where we also rescued people lost and stranded for 2 days in a small boat), carried the Prime minister, CDS, Governor General and the Lt Governor. It's been a good run, but now it's on to a new chapter. Farewell boys.

As for me, the creator of this fine *year in review* --- LS Jamie Rygiel, I am staying here on *Athabaskan* for a while to hold down the fort. I'm heading off to play bagpipes in the Royal Nova Scotia International Tattoo and I'm sure Haynes and my other shipmates will miss the sound of me tuning my pipes early in the morning after a night in foreign port (or in the cave during a San Juan port visit).

Out with the old and in with the new --- we welcome our new members AB Piccione, OS Amyot (who recently got a new set of eyes through laser surgery! Time to throw away that cane and stop walking into walls!) and our newest member OS "Scooter" Lyrette, who is learning the importance of being a sailor first by assisting the Bosuns with maintenance work and completing the much loved NETP package.

From all of us on the mighty *Atha-B*, let there be wind in your sails & calm seas ahead -- have a great RCN day!



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*From HMCS Iroquois*  
**AB Jared (not the guy from Subway) MacArthur**

We've had quite a year on *Iroquois*. It feels like we are at sea more than at we are at home. I (AB MacArthur) sit here writing this on yet another glorious TGEX; which everyone loves so much. As old as this mighty destroyer is the *ol 'girl* can take it. Some of our conquests so far this year have been; RRI's (with a port visit to Boston) followed by more trials than you could shake a stick at. It almost feels like we'd do trials to determine how to do trials, there's so many! We were finally ready for WUPS after a little trip to Sydney, NS that wasn't supposed to be like WUPS, but turned out to be harder on the than WUPS itself! The crew was "lucky" enough to have ST(P) tag along with us, whereas *Charlottetown* had the ST(A). Once we came along side in Charleston, SC it honestly *seemed* like we were having a much better time than our CPF friends.

After WUPS was completed we did a few more trials (who would've guessed?) and made a return trip to Charleston with our French piping friends aboard VDQ. Once all of that was said and done we had a Dependents Day cruise where we had the opportunity for family members to accompany us to Newfoundland (pretty much just George St.). Once we finished up in NFLD the countdown was on to New York City! Fleet Week in "The Big Apple"!! What a time that was! Free concerts, drinks and transportation! No complaints here! As I said earlier, we are doing our last TGEX of the year --- I'd tell you which one but I've lost count. Next we'll launch a few missiles just to prove this *ol 'girl* still kicks @\$\$\$. After that we have two more Fleet Weeks (Baltimore & Boston), then (for those who survive) we get to relax and enjoy the rest of the summer at home! Although I have a feeling there will be some more trials thrown into the mix.

The NESOP section on board is quite a bunch. Always a funny story whether it be from foreign port visits or a weekend at home. I'll give you the low down starting from the top; our fearless director PO1 JJ "*Shit happens*" MacDonald. Always up for a good time in foreign port which is mostly involving knitting and drinking water. (Ha! Yeah right) Then we have our two EWS' on board. Firstly there is PO2 "*The Reverend*" Sam Metcalfe. When he isn't busy blowing the whistle and checking the wind you'll often see him making the new guys heads hurt spending an entire watch on a signature for their QL3 package. Then there's PO2 Dan "*spun the F#\$K Up*" Curlew. When he's not complaining about the showers, he often has a lot on his plate whether it is in the Chief & PO's or with the section. As for our MS, we have MS Jeremy "*sleep when I blink*" Berman. When

he's not pushing paperwork or doing up request forms (for who knows what?) you'll find him swinging kettle bells in the hangar or closed up on both watches as FCS. Then there's our other MS, Irvin Leigh "Caillou" Gouthro. You'll usually hear him in the flats cracking jokes or swiping peoples cracks with his "hand Visa" to check their credit --- don't ask! I think it's a fetish of his. Our third FCS is newly promoted Paul "stuck in limbo" Haynes. Paul is still trying to figure out if he is coming or going with regard to his posting. Will it be PCC, Athabaskan or Iroquois... no one really knows for sure. Hopefully his questions will be answered soon, but until then stay thirsty Paul and keep punishing that liver of yours.

Then there are our LS. First up is "Sea Spray" Ray "gonna have a jammer" Ivanauskas. When he isn't snapping over the *proper* way to hang up a headset, he's doing briefs or ordering thousands upon thousands of Protected A/B folders. Next is Steph "gonna jump overboard & swim to the VDQ" Beaulieu. Often you will see him shedding a tear about the good ol' days on his pride and joy the VDQ. We all know that he is over that ship now and loves Iroquois as much as he does his biker gang. Then we have Dan "Space Cadet" Oliver who has a lot less time for star gazing and alien watching, as he will be getting ready for his posting to the tanker. After a long stretch on Iroquois he is pretty much chanting "5-1-0 Ready to Go!" Now on to the man of many nicknames, Neil "Not the singer" Young. He's also tagged with "Cake Boss", "Raven Bear Juniper", "The Elder"... I could go on forever! When NRBJS isn't baking in the galley he's in Ops trying to see how many times he can fit the word "F#@k'n" in a sentence. Keep track sometime, you'll be amazed. Last but not least is Jay "my f#@k'in back!" Martin. Jay is on his 5A's right now and not with us on this exhilarating TGEX. Jay just got off the injured roster after getting taken out by a filing cabinet on WUPS! He's used to the pain though, being a Calgary Flames fan and all.

As for our ABs, we have Kevin "the angry whopper" Delorey. When not strutting through the streets of Spryfield with his dog (not Dawgs) Kevin's having nightmares about that time he was shaken in his rack on board Iroquois. Apparently the King from BK decided to stop by for a little visit and shake him in 13 mess! Kevin hasn't had a burger since. Then Jeremy "the kit bag kid" Scott. He's the littlest guy of the section who's often spotted smoking Number 7's or fitting in small places throughout the ship. Both Kevin and Scott are fresh off their QL-4 and are eager to get some shells down range. Next on the hit list is Mitch "deep sleep" Holden (the Fleet famous sailor). Mitch found his claim to fame while attached to Charlottetown during their Libyan deployment, managing to sleep through the only real action stations in the last 25 years! I think that just about covers old man Holden.

Onto the few OD's of the section. We have Rhys "Party" Hardy. Rhys just finished his QL-4 as well and has been practicing all year for the next beach day for Iroquois. Last year he got into the Jack Daniels and ended up having a little *accident* in his shorts! There is never a dull moment with Rhys, especially with a bit of booze is in the mix. Next is Tim "Infected Flower" Ringer. He got a cover up tattoo on his arm that didn't heal up all that well at first. If I were him I'd be saying I'm allergic to scullery, especially after having that job during our visit to New York. Lastly there is our newest addition Christian "Couldn't Hack MARS" Hapgood. Fresh off his QL-3, he's eager to learn and just can't get enough CANEWS and port lookout. Christian is adjusting quite well to eating and drinking in the MS & Below Mess instead of the "weirdroom" but he realizes *the cave* is where all the fun is at anyways. Then there's me, AB Jared "Nasty Spider fluid on my elbow" MacArthur. I have been hanging out in "Elmmmmmsdale" as JJ would put it, blowing engines out of new vehicles, ruining VDQ's WUPS picture (*next page*) and sailing Iroquois' busy schedule. Charleston SC was a blur for me during both visits...the slushy bar will get you every time! NYC was a blur, Baltimore will be a blur, wait a minute --- I'm in the Navy? How the @#\$% did that happen?! Brain relapse! It's amazing how much one person can forget. We sail, we drink and we blow stuff up.

That's about it from Ol' Iroquois. She's old and tired, but she sails --- cheers!



Proving the age-old tradition of inter-ship rivalry is alive and well, AB MacArthur "photo bombs" Ville de Quebec's NESOP Group photo! Watch you back MacArthur...payback's comin'.



**From HMCS Charlottetown**  
**PO2 Joe Dickie**

It's been quite some time since the NESOPs on board *HMCS Charlottetown* have seen the rugged banks of Halifax Harbor. As many of you are likely aware; we've been a part of many *firsts* over the past year which turned out to be major accomplishments for the RCN and the Canadian Forces. Though there have been crew changes in the past, it has never been with an *unformed crew* before. Personnel were selected from many different units and tasked to produce a well-oiled machine in record time. For the jokers out there, *unfortunately* this had nothing to do with copious amounts of rum. As the first ship in the history of the RCN to conduct an unformed crew change, many issues were immediately evident and required attention. Such as; "who do we ask to get us some pens, you know those gel Supergrip ones?" --- "Just ask the NESOP storesman?" --- "Who IS the NESOP storesman?" --- "We don't have a storesman?!" --- "LS McKinnon, do you want to be the storesman"? "What's that PO?" --- "Excellent you're the new storesman, we need some pens ...you know, those gel Supergrip ones". Or... "Why isn't the canteen open today? Every ship I've ever been on opened their canteen at lunch time". "Who the heck is running this operation anyway; they can't even open the canteen on time, like every other ship?" --- "Oh wait we don't have any Canteen Servers or Security Officers, Safety Representatives, CSD Custodians, EXPRES Test Coordinators, Harassment Advisors!! More importantly --- WHO'S THE BAR MANAGER?!" As you can imagine, forming a fully functioning crew isn't as easily done as some may think. Especially when the last crew takes off for a well-deserved break at 10 am and the next crew takes over at 1 pm. What a go I tell ya! That being said, we got it done --- then it was off to the ammo jetty the next day. Woohooo!

With some of the small stuff out of the way we began to concentrate on the larger issues at hand --- namely Weapons Certification, OTT 1 & 2, WUPS, MWUPS and an *unknown* mission for an unspecified period of time. Good thing we had a crew that was up to the challenge. We quickly shoved Weapons Cert out of the way then tackled another first, ORTT 1 & 2 back to back without WUPS in between. Our first run in OTT 1 commenced Sunday morning and our final run in OTT 2 finished the following Friday at noon with a "Sat". We could not have done it without support from the staff of CFNOS and the extra effort they put forth as well. The next obstacle in our path was WUPS. With the Ops Team having just completed ORTT 2 we passed WUPS with flying colors and even managed to catch some lobster while transiting close to shore in Lunenburg. The fishermen from the community even came out at 6am to give us a greeting and congratulate us for our efforts...you may have seen that on the news.

With all previous challenges squarely met the only thing remaining was a major deployment. We were all prepared to embark on something *big* and based on the turmoil in the Western Mediterranean we thought to ourselves "this is going to be hairrrrry!" After a shortened Christmas/New Year's Leave Period, we departed for OP METRIC, which was expected to be a 6 month deployment into a war zone, but turned out to be a 4 month NATO followed by a (currently planned, which can change at the drop of a hat) 4 month Arabian Sea tour for OP ARTEMIS totaling 253 days (8.5 months) on tour with 284 days at sea in 10 months!! So much for a

6 month deployment to a war zone? As I'm sure you all know, nothing in the Navy is ever set in stone, yet we are always "Ready Aye Ready" and will have to remain as such in this ever changing naval environment.

With our deployment scheduled to conclude in mid-September we have yet another challenge on the horizon, prepare this old battle wagon for HCM FELEX. She has had a hard go over the past year and a half during 3 major operations (the aforementioned OP MOBILE, METRIC and ARTEMIS) I believe she too deserves a break and a new outfit --- which I'm sure she'll receive courtesy of the FELEX upgrades. As for the crew, we too received some new hardware during the past 6 months. All personnel onboard will receive the NATO Article 5, for Operation Active Endeavour and the General Campaign Star for OP ARTEMIS. Some (that aren't 7 damn days short like me) will receive the NATO SSM also along with the pride of serving the Navy and their country during an operation that took a special group of people to endure together without throwing each other over the side...ha, ha, just kidding! Who knows, we may even get the Operational Service Medal for our first 4 months which turned out to be a CEFCON NATO SNMG1 Operation METRIC, better known as CEFTOSNMIC1.

In conclusion, we've seen many different countries, had some good times and some bad times but we are all definitely look forward to mid-September when we can reunite with our families and take a well-deserved break. All NESOPS onboard send many thanks to those of you ashore who have supported us during this deployment. To all those that retired while we were away, we wish you the best in your future endeavors and hope you keep in touch. We'll see you in the fall.

From the Arabian Sea,



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*From HMCS Fredericton*  
**LS Carr**

Starting in the fall of 2011 and continuing through the summer of 2012 *HMCS Fredericton* continues its FELEX refit and training. It's a very intense period for the NESOP's here as we man our cubicles everyday with focus and dedication to our Fleet and trade. With the bulk of our training beginning this fall we continue to maintain our high levels of fitness and job knowledge with the training of our Jr's.

The few changes to our roster have consisted of the swapping out of our PO1 and our three senior LS. PO1 Pat Tye, who brought us through our post deployment pre-refit era, has been sent to *HMCS Halifax* to help develop and test our new FELEX equipment as *Halifax* prepares to "someday" come out of the ditch. LS Darren "the grinder" Binder has been sent to *HMCS Charlottetown* to oversee NESOP activities in the Med and LS Bryan "clueless" Lewis & LS Scott Dickie have been sent to their long awaited shore posting at Trinity. While Dickie could not be happier to get his shore posting, Lewis grudgingly accepted the change in work place. Good luck to all, you will be missed and one will be remembered by the pile of sunflower seed shells he left under his cubicle.

We are also glad to welcome all our new incoming personnel. PO1 Steph Theriault has filled our previously vacant senior spot and we all look forward to working for him. MS Dave Simpson our new FCS has finally stepped up to the Frigate plate after years of 280 and shore office work. LS Jory O'Brien joins us bringing a wealth of knowledge from his time on *HMCS Athabaskan* and OP MOBILE. The last new addition; LS Adam Harvey-Latham joins us from the *HMCS Toronto* and brings his own personal brand of experience.

As for the veterans, OS Jeremy "stiff as a board defence" Terry has frequently been AP to *HMCS Ville de Quebec* and has been developing his skills under the constant pressure and watchful eyes of MS Sheldon Companion. OS Peter Gosse continues his training with the new 2 week NETP course, with its new focus on the theoretical approach to all things that should be hands on. AB Alex Redpath joined *Freddy* upon finishing his QL4's and is fresh off *HMCS Charlottetown*. He's adjusted well to the fast pace of the shore office compared to OP MOBILE.

LS Matt "*ouch my shoulder, I mean my knee, I mean my foot...*" Bolan has found constant employment working at the NSI Tattoo following the devastating news he must re-muster from the navy due to his head not fitting into a drager mask. LS Shawn Wyrozub continues his battle to get to sea against his (*more important* Cook by trade -- Wife) who has successfully trapped him into being a stay ashore dad. MS Curtis "*the ghost*" Penton while still attached to *Freddy*, continued his work for Lockheed Martin testing our next generation weapon systems while awaiting the birth of his first child. PO2 Jamie "*Silver Back*" Collins who's successfully lead the shore office NESOP's single handedly for the past 6 months has now been relieved from his senior post by the aforementioned newly minted PO1 Steph Theriault. That's it from the land of cubicles. We bid you farewell and until next time keep your stick on the ice.



**From HMCS St. John's**  
**PO2 "Bagsy" Baker**

Hello everyone! Nice to have a chance to catch up with everyone again! I look forward to the updates the NNL provides us, & believe it helps strengthen the community we have created in our trade.

Our ship has been a busy bee ever since I arrived here last July. From Op NANOOK, 2 x Op CARIBBEs, 2 x TGEXs and another Op NANOOK on the horizon with plenty of sea time afterwards. You could say we have a few duty free bottles accumulated in the last little while!

Our section has gone through some changes since my arrival as well. First, I think we will start at the top of the totem pole with CPO2 Andy "*Call of duty*" Farouse, who was posted out in July and members of the Chiefs & PO's will have a major adjustment not seeing him closed-up on a couch, controller in hand with machine gun noise and recon ops displayed on the TV for continuous periods of time. CPO2 Mike Culligan is his replacement and I believe shares my sorrows of being a Maple Leaf fan. I am sure we will have many "*descriptive*" words for Burke if he doesn't get this team in the play-offs next year. PO1 Michele "*you need a minute sheet with that*" Dumaresq graciously filled the SWC chair since last fall, providing much needed guidance for the PO2s, especially administratively. Lol! I myself, have had a steep learning curve, but have taken the time to enjoy the little things that has come with my new rank...like a bar chit!!!

PO2 Hollie "*baby-makin*" Blakney enjoyed a nice stint on diaper duty but has graced us with his presence for a couple of months before he is off to Ottawa. PO2 David Worton is newly posted in from NEWC but since I haven't met him, I can't make fun of him yet! MS Steve "*hole in one*" Robidoux has departed for NCOT ashore to get a few more rounds of golf in a year...which won't hurt any... ha-ha. MS Eric "*more guns than Charleston Heston*" McElroy plans to call it a day and move back to NB. Congrats on a great career and best of luck as a civilian. Newly posted in MS Rob "*WPN Cert'd out*" Turpin spent the last week doing FC drills with the future OROs of the fleet, which I am sure was a delightful experience! LS Rob "*I love my cigars*" Ewart has moved on to CSSE at the MARLANT building. He's looking forward to a break ashore and will be missed. LS Scott "*the motivator*" McRae is off to NEWC for some time ashore, where I believe he is going to try and become a personal trainer after his success with LS Nick " I just eat better" Corbeil. Scotty helped Nick lose 55 lbs. during Op CARIBBE, which earned Nick the title of *St. Johns'* biggest loser. I also participated and came second, nearly starving myself to death trying to catch him! Let's just say I've enjoyed a few poutines since!

Ok so on to our litter of ABs and ODs. AB Matt "*Maple Leaf*" Buist shares my sentiment on another disappointing season for the *Blue & White* and is praying that Burke doesn't trade for "*No Show*" Luongo. Who wants that contract??? AB Bill "*Trained Killer*" Littlejohn or LJ has been busy completing his NBP and QL4 course and is now fully trained to whoop you one on one or with a ship's armament in his hands. AB Krystyn "*the Artist*" Van Den Berghe is also QL-4 qualified and able to drop some hurt on an enemy combatant while doing some great artwork on our A/C covers on the port side of the OPS Room. AB Justin "*Gunner*" Parsons-Coady is eager to rap some drill and pop some rounds down range with his new QL-4 qual. OS Jeff "*been to the show*" Corrigan is awaiting a NBP course and prepping like a mad man for his QL-4 course. OS Nick "*the Oiler*" Wilde really wants Edmonton (*Oilers*) to make the push for the play-offs and thinks they will get there

before the *Leafs* which I'd tend to agree with depending on the moves made this summer. OS Steve "moves like Jagger" Auchu can tear up a dance floor as demonstrated while alongside New Orleans for a week. Steve is also referred to as "Sneezey" on account of his last name --- I'm a big fan of that one.

That's our section in a nutshell. A great group of guys who know how to get the job done and have proved their worth over a demanding year at sea with more to follow.

Lastly, I'd like to congratulate PO1 Michele Dumaresq who has been accepted into the CFR Program. I know of no other person who has the dedication and drive that she has and I am certain she will be a great leader in the MARS trade as I fully expect to see her Command a ship one day. Best of luck Michele!



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**From HMCS Toronto**  
**Collaborative Entry**

Greetings from *HMCS Toronto*, as we enjoy *another* SWP. It seems the upcoming schedule has more work than sailing --- did anyone see that coming? We successfully completed 57mm MK III WPN Certs and have had a hand in revising the new version of NCPM-701.

Our Section has had a big turnover as of late. Leaving us is Rod "Captain" Carew, who I doubt needs introduction. We've all learned a lot from him through his famed stories, random NESOP threshold knowledge discussions and his love of Yoga. Note...that's sarcasm. Ha, ha. We'd like to thank him for two great years on board and wish him the best of luck with his new posting to the City of Toronto. We would also like to welcome newly (& late) promoted PO1 Adam Boone from CFNOS who despite having a few hiccups in his hearing tests, is taking over the reins as our SWC. In my opinion, he is taking over the best NESOP Section in the Fleet. Don't worry; we will go easy on you PO...PO..."can you hear me now?"

Another loss to the section was the "Big Red Machine" PO2 Pelletier, who left for bigger and better things. He's posted to the recruiting centre in the City of Toronto. He can now lay his Acadian charms on those aspiring military members... remember PO, they are STILL civilians don't scare them away...I want to get promoted someday! Replacing him all the way from up thehill at CFNOS Standards is PO2 Dave Seymour, who has earned the nickname "Babyface", with that being said we would all still like to welcome him back to the Fleet and apologize for thinking he looked like a cadet PO after he shaved his beard.

PO2 Tony Phee has just joined us from Toronto Recruiting in Ontario. Welcome onboard and I understand PO2 Seymour is taking Admin and you are going to be our new Training PO with vintage training videos of how things were done in the old days. LS Rob Opat found himself shipped off to Ottawa, working at NEWC and LS "deep pockets" Harvey-Latham moved over to *Fredericton*. With a bit of luck, he'll bring her out as a functioning (as well as clean and tidy!) FELEX ship. Replacing LS Harvey-Latham is LS Kelly Perron from *Athabaskan*. Welcome aboard, now hurry up and get qualified on the brow!! Lastly, we welcome 3 new OS onboard. OS Luke Kozuch, OS Blair Patterson and OS Meagan Hatt. I'm sure they will have a great time on board *Toronto* and will have tonnes of opportunities to learn the ways of the Navy and the *ins & outs* of being a NESOP. Congrats to LS Leeman who was advance promoted by 7 months. He is currently on his QL-5A course. He better get top studentor he is not allowed back onboard. LS Mosher is attending the Navy weight loss program --- AKA Ships Team Diver course. He's almost done and is expected to return to TOR with a new vigor that we can all benefit from (you're leading the lunchtime runs next time Mosher).

The ship is currently in a SWP as stated before, awaiting sea trials in August. We have an incredibly hectic schedule ahead and it is creeping up on us quickly. Our main focus is to enjoy as much leave as possible. We are looking forward to what lies ahead and the possibility of a deployment in the New Year.



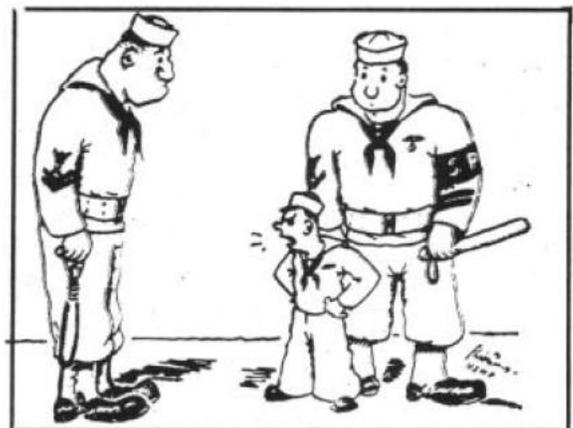
*From HMCS/NCSM Ville de Quebec*  
**OS Nicholas "Nicky 4gew's" Forgues**

I am OS Forgues, a Jr. NESOP sailing on board *HMCS Ville de Quebec*. Though I've only been posted on this French "bateau" for several months, I've gained a wealth of experience in a very short time. The ship's sailing schedule has been nonstop; in just 3 short months we've sailed on fisheries patrol, participated in OP FRONTIER SENTINEL and completed A-WUPS with the Red Hats before attending a Fleet Week in Baltimore. The amount of knowledge and participation was great. Learning how to be an Operator during simulated "real world" exercises was amazing! It granted me experience and "know how" on information only learned at sea. Although *many hours* of experience on CANEWS is great and all, having time to try out the STIR FC system is always a welcome change of pace. Shooting at fictitious enemies at random bearings is always exciting; it's nice to have the power of a cannon in the palm of your hand!

For the new and exciting! We welcomed our brand new SWC, PO1 Waite; enlightening our juniors on how to construct a Super EBITS for a FIRE-EX, then fearlessly sending it to the bottom of the ocean with our ultimate 57mm potato gun. We also welcomed our brand new EWS, PO2 Berubé. Teaching our CANEWS Operators the ways of the NESOP and bringing his new skills to the table for EW and operational defence. Another new addition is our brand new FCS, MS Parker; Showing a great sense of leadership and imparting his fire control knowledge to our newly QL-4 qualified ABs Pilote & Turpin-Thauvette, teaching them how to properly man the love gun. And what about our awesome sailor of the quarter, LS Thompson, probably the LS with the best work ethic in the Fleet. Back directly from Libya; the two super ABs, Lemire & Beaulne, showing their new war knowledge to the section. OS Laidlaw is our section's handyman; fixing everything everywhere and aspiring to be a member of the boarding party. Down in the scullery OS Lamarre; self-proclaimed morale booster, always with music playing.

The future seems bright and full of sailing for the tight combat crew on this francophone speaking ship, consisting of new talented Supervisors, Officers and NCMs. With an upcoming GLD just around the corner, the ship's company is preparing for a whole new order of whites. Baltimore seemed to have been a great way to test our luck with regard to stains at the *Power Plant* during Fleet Week. Hopefully everyone learned their lesson NOT to eat nachos from the 7Eleven on the cab ride back to the ship while in whites.

In conclusion; as a junior NESOP seeking more knowledge in my trade --- these deployments are where tuning into a proper Operator's mindset comes into play. Perhaps these simulations we conducting are just "make believe" under a game master's control, but my motivation and dedication is driven from friends and fellow winger's currently overseas dealing with real live wartime.



"... and if I decide not to come along quietly, what then?"

# The WEST COAST



From DCOS HCM WC SSO  
Operations Management  
CPO1 Ian Kelly



Hi everyone from the west coast *Deputy Chief of Staff Halifax Class Modernization* (DCOS HCM) unit. The *Halifax Class Modernization* (HCM) Program is a RCN initiative to modernize our 12 Frigates at their mid-life period. This undertaking is both massive in scope as well as extremely complicated, as it will affect nearly every aspect of MARPAC until completion of the last refit in 2018.

The maintenance profile of these Frigates requires a *Mid-life Refit* (MLR) to address platform and combat system obsolescence. Updating them will include improving capability against modern threats and meeting the additional requirements to operate in the littoral environment with improved Command & Control. The individual ship MLRs started in 2010 with approximately 9 months between start dates for each of the four ships currently in the process (2 east coast & 2 west coast). *HMCS Calgary* will be the first MARPAC ship to complete the program, followed by *HMCS Winnipeg*.

The \$4.3B HCM program is comprised of the following naval components:

1. HCM/FELEX project (\$2.7B);
2. many stand-alone projects (\$700M); and
3. numerous maintenance & sustainment national procurement activities (\$900M).

It also includes the following two components sponsored by other DND/CF Level 1s:

1. the Maritime Helicopter Project (MHP); and
2. the Protected Military SATCOM project (PMSC).

Because of its separate components, the HCM program is a very complex and challenging one --- more so than any other ship building or modernization program the Navy has ever undertaken. This is largely because HCM is neither structured nor governed as a single entity under one Project Management Office (PMO), as the HCM/FELEX project is. Rather, it is a series of separate projects and activities managed within the DND matrix organization.

The most important piece that we as NESOPs need to manage right now is to put the "*Right NESOP in the Right Place at the Right Time*". This means ensuring each ship has NESOPs posted in at the right time during the HCM Program. This will ensure they remain there through the entire Trials & Readiness Period (TRP). The way the governance for the program works is that the project will fund and deliver on training for a set amount of personnel for each ship. This means that we must ensure that we do not get into the habit of posting in and out before the entire TRP is complete. Yes I realize this is a difficult piece to manage, but a very important one nonetheless. We can't prevent all *pier head jumping* and short notice *drive-by* postings, but we must attempt to mitigate these types of postings through frequent dialogue amongst the trade on both coast, & inland.

We must become better stewards of our trade and attempt to become more proactive at identifying potential issues that may directly or indirectly affect movement of personnel. We must have better situational awareness of "ALL" trade related issues. We can do this by meeting more frequently and identifying these problems early on before they become insurmountable. It does not always have to be a business-type meeting; it can be more informal events such as BBQ's, Mess Dinners or even NESOP sporting events. This also helps us get back to where we were a few years ago, which was a trade that was the envy amongst all hard sea trades. We met more frequently than we do now; we were better communicators and were very proactive at identifying issues before they became problems.

This is my first & last update from this unit, as I'll be aboard *HMCS Protecteur* as their COX'N in July. I hope everyone had a safe and happy summer with your friends and family.

*Ready Aye Ready - One Trade, One Navy*



*From the MARPAC Occupation Advisor  
Sensor Section CPO CFFSE  
CPO2 Wayne "Bill" Frerichs*



Since the last NNL we've had several retirements, promotions and postings with more to follow. For those who've retired, fair winds & following seas, all the best in your futures and know that your contributions to the RCN are appreciated & you will be missed. For all those who have been promoted, best of luck in your new ranks and the positions they bring with them.

With the Navy Transformation now well underway, the NESOP trade is well positioned to meet the new challenges. For example; here on the West Coast we've started instructing QL5A/B courses. This is proceeding well to date and we look forward to training more of our fellow West Coasters. This fall we will commence the instruction of QL6A/B courses as well. This will be a relief for many it means they will not have to spend as much time away from their families. We are also in the midst of taking the information provided to us as part of MES IP and ensuring the instruction our students receive matches the defined tasks. Our school is in for a change as we transition from NCOT to SEACOT over the next year to prepare ourselves for HCM instruction. Many of our staff members have completed this training with more yet to attend.

There will also be an OAG conducted on the West Coast this year. Preps for this are well underway with more to follow as things transpire. Career Manger visits will be upon us soon --- please ensure you check your personal records and make sure that everything is up-to-date and ready for this.

I have recently inherited this position as the West Coast Advisor from both CPO1 Gracey & CPO2 Barker (who will remain as the alternate). Below (this page and the next) is a complete list of promotions to date.

<b>2012 West Coast Promotions (to date)</b>	
<b>CPO1 Gracey</b>	<b>PO2 Duhamel</b>
<b>CPO2 Frerichs</b>	<b>PO2 Callaghan</b>
<b>CPO2 Chapman</b>	<b>PO2 Lemay</b>
<b>CPO2 Olejnik</b>	<b>MS Lacombe</b>
<b>PO1 Timmons</b>	<b>MS Silver</b>
<b>PO1 Frigon</b>	<b>MS Boorman</b>
<b>PO1 King</b>	<b>MS Buch</b>
<b>PO1 Rempel</b>	<b>MS Marier</b>
<b>PO2 Dawson</b>	<b>MS Truscott</b>
<b>PO2 Simper</b>	<b>MS Pyza</b>

PO2 Seymour	MS Stopa
PO2 Mack C.	MS Demarce
PO2 Mack L.	



*From AWWTC Cayuga - "The Rock"*  
**PO2 Rempel**

Welcome to the NESOP Trade Centre! This just in...the school remains a busy place with numerous staff and students coming and going. CPO2 Mike Barker remains the active GM, while PO1 David Vanderlee acts as the bench boss. PO2 Tim King passed his QL-6B and was traded FA(P). He was then promoted to PO1 and dealt to *Vancouver*, to take over as their AWWD. Congrats KIA! I (PO2 Byron Rempel) also passed my QL-6B course and am currently on the trading block. PO2 Clay Andrisc was traded to PCC for a future considerations & PO2 Bruce Bevil remains in the penalty box for trying to eat the big white mints in the heads! We've recently acquired PO2 Rex Heslop (from *Vancouver*) and PO2 Dominique Gougeon (from *Winnipeg*) but both have been sent down to the minors (Halifax) to get some HCM training. MS George Gray made the final cut and is 1 of 2 returning MS from last year's roster. MS Lisa Davidson also made the cut and became a Mama for the second time! Tony's not such a "little guy" after all! Well done to both of you! MS Derrick Dawson passed his QL-6A, was sent to *Calgary* and promoted to PO2. Way to go Derrick! MS Eric Lemay also passed his 6A, was dealt to *Regina* and promoted to PO2. Bien jouer Eric!

In their places we've signed MS Steve Tremblay and the recently promoted MS Jesse Truscott (who topped his PLQ!!) both from *Vancouver*. Now that the trade deadline has hit, we can continue training QL-3's and QL-5's to prepare them for the big leagues. Best of luck to all in the new season and keep your sticks on the ice!!



*From HMCS Calgary*  
**AB Thiele & AB Zaruba**

The sun broke through the clouds and cast a warm glow onto the decks of *HMCS Calgary* as she was softly pulled away from the jetty at Victoria Shipyards by a pair of tugs. The crew worked feverishly to set up lines for when we came alongside A2 jetty, making sure everything was in order and neat and tidy in typical *Calgary* fashion. As she came alongside you could tell she was different than all the other frigates, her silhouette not quite the same as the rest. The wait was over; we finally had her back after many long months. And even though she went into refit after *HMCS Halifax*, *Calgary* beat her out. That's the can-do attitude that seems to be contagious aboard our ship.

But what of us when she was in the ditch, covered in scaffolding and getting holes torched through her decks? What else --- but attached postings for everyone! A few privileged souls who had just finished de-storing were lucky enough to be sent to de-store *Winnipeg* before her refit. Aren't we all a little jealous?

Others went to various ships such as *Algonquin* and *Ottawa* which went on West Ploy with no SPS-49. LS Marier (now MS --- congrats!) took part in *HMCS Vancouver's* deployment to Libya and AB Ford left for the Expeditionary Opposed Boarding Party trial course in May. With a few new faces fresh off of their QL3,

AB Koehler, OS Price, & OS Berube, the section got back together in May to take part in MASS (Multi Ammunition Softkill System) training and our fearless leader, PO1 Esquivel, returned from his time in Halifax. Our EWS' PO2 Dawson & PO2 Simper, are eyeing up their new consoles in Ops while the Masters, Marier & Silver, are starting to wrap their heads around the Ceros FCS. LS Borys came to us from RJOC with some very useful experience and the remainder, AB Gignac, AB French & OS Champagne gained a ton of experience while attached out to other units during the refit. AB Zaruba and I continue to work hard to take advantage of every opportunity that comes our way.

Although we have the ship back in Navy custody, it is far from finished. We are missing hatches; others are made of plywood and little to no furniture. We do have all the DC gear of course thanks to a long Friday afternoon of storing --- followed by a long Saturday with ST(P). The ship's company worked as a team again IOT prepare to stand duties --- good times had by all! A lot of the ship has been changed, we have moved from the *Stone Age* into the *Modern Age*. Ops is completely different, there is way more room for activities now. All the consoles are state of the art and slightly intimidating now but we'll have them figured out by the end of the summer. The crews lounge is redone with a larger bar and a slightly different layout. Some messes are combined into larger areas and there is still very little equipment onboard at this point. The new Shincom isn't entirely functional and some of the heads & wash places aren't up and running yet. At 0930 a church bells ring throughout the ship, this was programmed by the Victoria Shipyards onboard PA that signals their coffee break and it's not very naval. There are still a few bugs that need to be worked out, but by March of next year she should be sailing for trials.

From the bridge top to the tip of the mast is not what it was. The new RADARs, FC Systems and ESM definitely give it a unique look compared to other ships of the class, but also greater capability once paired with the new 57mm and missiles on the way. The entire combat department was in Halifax in July to learn the new equipment. Each section and rank taking courses pertaining to their job and each there for differing amounts of time. Though she's not *quite* finished, it's good to be aboard the first FELEX ship to be back in the hands of her crew. It'll be quite a learning curve for us all; a big step forward for the class (not to mention the Navy) but we are definitely up to the task.



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*From HMCS Ottawa*  
**LS Chris Morris**

It's been a very busy year at sea for *HMCS Ottawa* since we last talked. We completed a very exciting WESTPLOY which saw us visiting 6 different countries including 2 stops in Australia and 3 port visits to our friends in the south. On the trip we participated in EX TALISMAN SABER, played picket for the George Washington Strike Group (GWSG) in the China Sea and multiple PASEXs with the Japanese and South Korean Navies. To finish off the deployment we were a huge hit during San Francisco Fleet Week, were home to a FNO & ORO course, and sailed as an escort for *HMCS Victoria* as she completed her WUPS. We also participated in 2 x TGEXs, DWUPs & Air WUPs for the integration of our new Air Det.

The posting season brought quite a turnaround to our little section. PO1 Corey "see you in the smoke" Lange has departed to experience life under a red hat as a member of ST(P). He's been replaced by PO1 Kyle Timmons. Welcome aboard boss. We also had the opportunity to sail with the *Mack brothers*. PO2 Luke "EWS on Scene" Mack brought some 280 light to our Ops Room, but he has since been posted to Base Language School to learn our other official language. PO2 Clint Mack joined us last December and has since been unexpectedly posted to *HMCS Vancouver*. We just can't seem to keep EWS' onboard! Luckily, PO2 Adam Callaghan has joined us fresh of his QL-6A to finally give us an EWS for both watches. MS Les Sheppard has been attach posted to RJOC but happily be rejoining us at the end of the summer. MS Dave Wilcox has been posted to us from MARPACHQ to fill the other FCS billet. LS Scott Weatherell was lost to RJOC to do some signal analysis, where I am sure he is going to enjoy his summer at home. LS Jason Winn has been an exceptional mentor for our new OS on how to identify emitters. LS Chris Morris & LS Katherine Walker have

been busy beavers learning how to be a FCS. LS Collin Teasdale and newly promoted LS Sonja Allison-Ryan are going to be re-joining the ship on completion of their QL-5A, just in time for us to head back to sea. AB Tyler Ross has proven to be quite the little FCO since rejoining the ship in Australia. LS Stephen Martin, OS John Barrette & OS Sacha Perron are all very happy that they have been able to complete their QL-3 packages and are eagerly trying to get time in the seat during live firings.

As you can see, it's been a busy year for Ottawa's NESOPs and it doesn't seem to be slowing down. Up next, we will be sailing for RIMPAC where we get to fire a Harpoon and put SIRIUS through its paces.

We hope you all had a great summer in Canada while we were sailing the Hawaiian Islands!



HMCS Ottawa sailing with USS George Washington in the South China Sea



*From HMCS Regina*  
**LS Leitch**

The past year has been a busy one for us here on *Regina*, from getting the ship back out of the ditch to preparing for our upcoming deployment; it has been chaotic at times. Several months of trials, RRIs, WUPs and extended work periods (to bring us back to where we were before our mid-life refit) as well as WPN Certs, OTT 1&2...it made for a demanding schedule.

We've had a very big year and an even bigger turnover in the NESOP section. The only remaining personnel from the last newsletter are PO1 Pearce, who along with MS Callaghan attended the Mark III conversion course in Halifax and is currently working on his ILQ. LS Leitch, who completed his 5A's and is the current "Ironman" amongst the NESOPs onboard *Regina*, and AB Peppley, who completed his 4's, NBP course and welcomed a new addition to his family --- daughter Metthea. Starting at the top, our outgoing personnel include: the AWWO Lt(N) Tetro who has moved on to other things, PO2 King joined us for a short time from Black Rock before going on his 6B's and subsequently promoted to PO1. He's now posted to *Vancouver*. MS Callaghan also joined us for a short time (from CFEWC) before going on his 6A's and later being promoted to PO2 and posted to *Ottawa*. Our attach-posted MS Pollard has now been posted to RJOC, LS Boorman completed his 5B's and is now a MS on *Vancouver*, LS Chalovich has been posted ashore to SSE, AB Lucia was promoted to LS --- completed his 5A's, was posted to *Vancouver* and is now slated to take part in the Sailor Exchange program with Australia. We would also like to thank PO2 Gougeon, LS Winn and LS Starcevic who were also Attached onboard for WUPs. They helped out immeasurably.

Since we lost 7 key members, we obviously needed to acquire some new blood to round out the section. Lt(N) Daly returned to *Regina*, as the AWWO after having stints here as far back as being an OS NAVCOM. Also returning was PO2 Stewart, who returned after a three year break on *Winnipeg*. PO2 Lemay has recently joined us from Black Rock where he molded the minds of the incoming OS before going on his 6A's and receiving a promotion and posting. We also gained two new MS; Pyza & Lacombe who both recently finished their 5B's and were promoted. MS Pyza, after roughly 3 years of being on land, including a deployment to Afghanistan, as well as a short posting to MARPAC's Intelligence Cell, is excited to be back with the Fleet. MS Lacombe joins us from a lengthy shore posting, spending the last few years as a Programmer at CFEWC in

Ottawa. LS Denis recently joined us, happily, from *Algonquin* after spending his whole career on a 280 and is now adjusting to life on a Frigate. *Regina* also gained an entirely new group of OS throughout the year. OS Biccum & OS Urichuk have both become valuable members of the section since joining us just over a year ago. OS Ataman came to us shortly after that and has earned his civilian pilots license this year. He loves flying and frequently takes members of the ships company on tours. OS Ouellette joined the ship after returning from her maternity leave and recently completed her 4's in Halifax. OS Castellan joined *Regina* fresh off his 3's and NETP just in time for WUPs and was thrown into the fire --- after overcoming a "Double Shot" of Graval he performed admirably. OS Grant is the newest OS to arrive and has had a big year so far, aside from completing his 3's and NETP; he was married and welcomed a new son, Liam.

With the NESOP section nearly at full strength and our preparations nearly complete, we are looking forward to our upcoming deployment (wherever that may take us), serving the RCN and the Canadian public proudly.



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**From HMCS VANCOUVER**  
**LS Lucia & OS Beere**

It's been a busy year for *Vancouver*, so let's get the NESOP world updated on what's been happening on board. *Vancouver* returned from the Med and OP MOBILE on 19 Feb 2012. It was a successful deployment and a job well done by all to bring the team through the long days at sea and come home safely to families and friends. They didn't return empty-handed though. *Vancouver* won the prestigious Lockheed Martin Award for the most *quality* Sea Search collects done by a unit. While in the Med they collected and submitted over 160 intercepts. It's quite a feat and the ship is quite proud of their EW Operators for their unflinching dedication.

Since the deployment, as always, there have been many changes to the section. MS Jesse Truscott, MS Steve Tremblay, and PO2 Rex Heslop have all been posted to Black Rock where they will undoubtedly shape some of the best Jr. NESOPs the Fleet has ever seen. OS Thomas Davis is currently on his FCO course with LS "Judge" Joe Brown. Upon completion, Davis will return to his home ship *Winnipeg* and JC Brown will be with *Vancouver* again. LS Devon Snashall and LS Andrew Bishop are both posted to RJOC. Together forever! LS Billy Huston and LS Andrew Bruce are on their 5A course at Black Rock. Good luck to them. OS Courtney Beere is still here and will attend her FCO course in September for which she is well prepared. LS "Ginger" Willie Brown has been acting as FCS for our TGEX program and is doing a smashing job. Not bad for a ginger! LS Christopher Russell was posted to Ottawa, ON. Rumour has it that it's a compassionate posting, based on his Civil Union. AB John Helpard is back to *Vancouver*, still playing sports and striving to be the next Sports O when *Vancouver* hits the ditch. MS Danny Buch has been posted to CANFLTPAC and causing quite a ruckus I'm sure. MS Adam Marier is on *Calgary* now, showing those guys who's FCS. *Vancouver* has also lost its other EWS, PO2 Bruno Savoie, who has been posted to Colorado. We're going to miss his sense of humor and the crazy stories he brought to the section. We hope he finds a nice golf course there to spend his time on. Good luck Bruno --- don't forget you owe us lunch! Finally we've also lost our beloved SWC, PO1 Keith Macfarlane, who moved on so he could go on his ALQ and yearlong French course in hopes that he too will join the lofty heights of CPO2. How do you say "giggity" in French?

We have a new AWWD in PO1 Tim King who has been onboard *Vancouver* since the beginning of May. He was recently promoted while onboard *Regina* after he finished his QL-6B's so congratulations is due. We have also gained an AWWO who was a former NESOP himself --- Lt(N) Eric Lashinski has taken the reigns as "The Other watch SWC" and we look forward to getting to know him better in the coming months. Newly promoted and also posted in from *Regina* is MS Andrew Boorman. He's already established himself a pivotal role in the Chain of Command. On a personal note, Andrew and Meg Boorman are happily expecting a new addition to their household and are looking forward to being first time parents this fall. Congratulations Mr. and Mrs. Boorman! With that on the horizon MS Boorman is also looking forward to some *downtime* with the family during his PATA leave. We have a new addition to the Fleet, OS Yan Malabossa --- otherwise known as

*Twilight*; he's working on his OJPR whilst stealing the hearts of girls across North America. The last new addition to *Vancouver's* family is actually me, LS Daniel Lucia. I am glad to be a part of the crew and I am fitting in quite well with this already very structured section. The transition from *Regina* to here has been seamless and I have the NESOP's onboard *Vancouver* to thank for that. Although it won't be for long --- since I've recently been accepted to be a part of OP REGULUS as part of a sailor exchange with the Royal Australian Navy. I am looking forward to this rare and fantastic opportunity and hope that the experience that I gain will benefit the West Coast fleet when I return in December.

The ship has just completed TGEX 2012 as part of an ORO & IMD sea phase. We were in consort with *Ottawa*, *Algonquin* and *HMAS Perth*. It was an exciting program and I am happy to say that we shot down 3 (count'em -- 3!!) Vindicator targets. We thank MEGGIT for all their support and for the t-shirts. We are now looking forward to a busy summer and fall schedule including MWUPs with *Regina* as she heads to her deployment. How poetic it is that *Vancouver* should be the one to wave goodbye as she heads off on her mission. After several more trips around Vancouver Island and one across the Pacific, we are scheduled to go into refit later this fall for HCM FELEX but until then --- we'll keep our eyes on CANEWS and our finger on the Fire buttons for all upcoming tasks.



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**From HMCS Winnipeg**  
**PO1 Simoneau**

Wow! Another year gone by and what a year it was aboard *HMCS Winnipeg* for the NESOP section getting ready for FELEX. Lots of personnel movement and promotions too. Just to name a few...promoted and posted to *HMCS Calgary* as their Snr. NESOP was PO1 Carlos Esquivel. PO2 Gougeon finished her OPME and was posted to Black Rock, PO2 Mack was posted to *HMCS Ottawa* right after being successful on his QL-6A course and LS Truscott (who was AP to us during *HMCS Vancouver's* deployment) was promoted to MS right after his PLQ and posted to Black Rock. We wish them all the best of luck with their new positions and places of employment. In order to fully clean house onboard here, LS Bishop, LS Snashall, LS Lee & AB Muir were all posted to *HMCS Algonquin* this past month. Enjoy the 280 life boys and good luck to you all. Arriving soon to take over at the shore office is PO1 Scalabrini after her posting to CFLRS St. Jean and PO2 Miller after his "very demanding" tour of duty in Colorado Springs. Welcome back to the sunshine coast to you both, I have no doubt the NESOP section will be in great hands.

Last but not least, PO2 Troy Robins retired after a distinguish 22 year career. It was an emotional time to say the least, as time to call it quit is never easy. On behalf of the NESOP past and present, Thank you for all the good times and memories Troy, wishing you and your wife all the best.

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**From**  
**PO2 Jodi Ezio**

## FROM THE WAYPOINTS

I am no longer willing & able to *fully* dedicate myself to the Navy, so it's time to say goodbye. On 26 July, 12 after 14 yrs. of dedicated service I will retire. This was not an easy decision, but it was the right choice for me.

My career had me posted from one ship to the next for the first 10 years, somehow squeezing in career courses, a few failed relationships, building a house and taking university courses. I reached the rank of PO2 in 9 years thanks to the opportunity of serving with amazing people and, of course, due to my tireless dedication to my trade and to the Navy. Don't get me wrong, I *was* tired, but I still found myself seeking challenges and always wanting to be a better sailor and NESOP. I continuously strived to be the best at what I did and thrived in the ever evolving aspects of my trade. Being a NESOP proved extremely rewarding and I always tried to pass this feeling on to my subordinates. I wanted them to enjoy it as much as I did through studying, learning and practicing. It wasn't just about being a good NESOP; it was also about growing up. My career helped shape me into the person I am today. I also owe many thanks to the people I've met in the last 14 years. The people

that had the patience to teach me and share their knowledge. People who gave me opportunities and entrusted me with responsibility, people who made me laugh and those that made me cry. Even the people that made me angry because it seemed they didn't want me to succeed. By making me angry they just made me try harder to achieve my goals. I am so grateful for EVERYONE that I've encountered over the years as I have gained something from each and every one of you.

Alas, in my 11th year, I became pregnant and subsequently posted ashore for the first time in my career. Having a child, as some of you can attest, is the best thing that can ever happen to someone. It greatly shifted my priorities and I realized I was no longer able to put the military first. I was alone in my endeavour and very much needed to return to Alberta so that my son could grow up surrounded by family. I was allowed the opportunity to return to Alberta and would like to, once again, thank those who made this happen. I will truly miss the Navy. I hold the friends I've made and the experiences I've been so lucky to gain very, very close to my heart. It was wonderful while it lasted. I wish all of you reading this only the best life has to offer. Keep making a difference in the lives of those you encounter --- you made a difference in mine.

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**From the desk of (Ret) CPO2 NESOP**

**Al Wills - The** West coast site is at: <http://nesopwest.ca> from there any NESOP can register for our newsletter and find out the latest happenings on the left coast. They can also contact me at: [webmaster@nesopwest.ca](mailto:webmaster@nesopwest.ca) or the address below.

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...?? Your guess is as good as mine!?!

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**\*\*Editor's note: I received the following email on 23 Aug:** As of 1100 this morning (Nfld time) there is another OS Smallwood in the ranks of the NESOP trade. He'll be starting boot camp on 3 Sept, then his QL3 in Jan 2013. Should he make it through that; here's hoping he'll find his way to a posting aboard a ship in Halifax! I've no doubt that he will be a much improved version of the former OS Smallwood. I'm very proud today! He's my son, Nathan. - CPO2 (Ret'd) Chris (Joey) Smallwood

**Joey was my predecessor as the NNL Editor, he's been a co-worker, former Cbt Chief, a friend & one our most respected members (either coast). If Nathan (Smallwood 2.0?) is half the tradesman Joey was, he'll go far. As for that East Coast posting...pretty sure there are people reading this that can make that happen!! Tell him to stay away from the Ship Vic for any upcoming course parties though! Bad things happen!**

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I saw a marble coaster into the office with the CF crest engraved on it. I checked out the website (<http://www.mapleleafstudio.ca/> & contacted Robert at [robert@mapleleafstudio.ca](mailto:robert@mapleleafstudio.ca)). I asked if he could make some with the NESOP trade badge, explaining that I'd shown his sample around & already generated interest. I said I would include his link in our NNL, which enjoys widespread distribution across Canada, if he'd agree to reduce the price on a set of 4 to \$40 (taxes included) for NESOPs. Further discounts are negotiable based on order size. In addition to the crest, he can engrave any text at no extra cost. Shipping outside of the NCR would obviously be extra, but he assures me that he uses the most economical means possible & doesn't profit from shipping. Before I get emails asking if I get "kickbacks" the answer is "NO". I've never met Robert, only spoken with him on the phone. I believe his product speaks for itself & I will be suggesting a set of personalized coasters as departing gifts for my unit. Check Maple Leaf Studios out.



# The final Sail-past

**\*\*Editor's note: Attrition is inevitable. This year we said "later" (not goodbye) to some good friends & great tradesmen --- they will be missed. Their ranks include;**

<i>East Coast</i>	<i>NCR</i>	<i>West Coast</i>
CPO2 Brian Rees	PO2 Schaefer	CPO2 Tisdale
PO1 Alan Hirtle	MS Mimeault	PO2 Howlett
PO2 Guy Contant		PO2 Robins
PO2 Steve Watson		MS Corry
PO2 Andrew Maule		
PO2 Jodi Ezio		
MS Christie		

## Warning Shot!!!!

We here at the NNL (again, there is no "we"...I have no staff) have received reports of an imported wine (product of Chile) which has been linked to several fatalities due to its potentially serious side effects! The FDA in the United States has already banned it and Canada may follow suit once conclusive results have been reviewed. In a press conference held Monday, Doctors said that testing is still underway, but the following side effects had been noted after only one glass;

- Suddenly convinced that they were absolutely right...about everything;
- Obvious superiority complex;
- Showed up late for important events offering no excuses and clearly angry at the world;
- An absolute inability to accept blame for anything. In some cases even disputing video evidence and the testimony of their own parents;
- Overwhelming desire for advancement no matter who they had to blame or implicate;
- Trips to the kitchen for "toast" seemed to take hours;
- Poor MS PowerPoint skills;
- A complete inability to keep track of other people's paperwork; and
- Even though mere moments before they all had questionable writing skills, suddenly subjects became critical of others work and became the best writers EVER!!

Other curious side effects, that are not necessarily detriments include;

- Incredible accuracy when throwing knives or sharp blade-like objects; and
- Sleeping with their eyes open.

Until testing is complete, we (there's no "we") advise you to avoid this product (Right) at all cost!



While conducting a web search on "NESOP" I stumbled across the New England School of Photography. Check out their store to find all kinds of apparel, and merchandise with the acronym NESOP on it. I guess we should have copyrighted it!

<http://www.nesop.com/>

NEW ENGLAND  
SCHOOL OF  
PHOTOGRAPHY





# Fire 4 Effect

Closing Comments from the Editor



Well, that's a wrap! There's Lots going on in the preceding pages, so make sure you read them thoroughly before passing them on to the next NESOP or (NESOP-*curious*) sailor you stumble across. Just a couple of admin points before I secure equipment and personnel --- hey...get back here you!!!

1. You didn't miss an issue of the NNL so don't worry about completing your collection. There was no *Spring Edition*. I was waiting for the East Coast NESOP Mess Dinner & PD day to take place so I could include any photos or stories that resulted. It didn't happen and then a whole slew of *other* things happened that precluded me from getting this edition out sooner. I won't bore you with the details.
2. Let's have a Mess Dinner at some point in the next year. Seriously. They really are amazing events and showcase what a professional group NESOPs are...or can be...at least until after intermission.
3. The next edition of the NNL (*Vol. 29*) will, God willing, be out in December 2012 (prior to Christmas). To facilitate this, I'm soliciting entries now. That's right Joey...NOW! I don't expect anyone to mail them to me right away (*please* don't) I'd just like the NNL Reps to start compiling entries and photos so you can send them to me by **19 Oct 2012**. That's the deadline folks, make note of it.
4. Please send pictures with your entries. It adds that "finished touch". How often do you hear "*who's --- --? I'd probably know him if I saw him.*"
5. As I said last time, I read each and *every* line of each and *every* entry (it's what Editors do). From time to time I *must* make changes. I don't do this to alter the content of your submissions, but rather to maintain their readability, ensure consistent format and attempt to create an attractive end product. Please don't take offense to my changes. If you honestly feel that I killed the *soul* of your entry...email me. It won't do any good as I can't change it anyways...but it might make you feel a *bit* better.
6. Mistakes. I try to get it right, but considering the NNL is usually around 45-50 pages; my staff (*I have no staff*) and I are bound to spell someone's name wrong or make an error or two along the way. Feel free to take the corrective measures outlined at the end of Para 5 (above).
7. Time. Yes, it's constant...and we all have a limited amount of it. This NNL is truly a labour of love. I really enjoy compiling it and I hope it shows. To put everything together takes an incredible amount of time (which I don't begrudge --- though the pay sucks!) but if I am to release another volume this year, I need those entries on time from you folks as well. Let's avoid those "*reminder*" notices from the CPO1's. Remember it's your Newsletter; your entries make it what it is. If you're reading this but your Unit didn't send an entry go square off your PO1...I'll wait. If you are a PO2 or Below, good luck and be sure to send your story in as an entry for our next edition. Seriously though...take it upon yourself to submit an entry for the next NNL.
8. Snr. Folks. Please take the time to proofread your section's entry. If you allow your Jr. people to submit unchecked entries don't send me an email or call me complaining that you didn't appreciate something that was contained in it or that it was riddled with errors. By the way, some of the best written entries I received this time came from Jr. NESOPs. Well done.
9. I've heard guest speakers at Mess Dinners (prior to intermission) state that the NESOP trade is "*arguably the finest trade in the Navy.*" Let's prove it by continuing to make the NNL the best it can be and get the word "*arguably*" taken out of that quote. No other Navy trade has a product like this.

# Stateboard



**"YOU BET I'M GOING  
BACK TO SEA!"**

I AM SO Friggin' sick of that  
F%&#ing Shore Office!!

The duration of HCM FELEX  
begins to take its toll on the  
Fleet!



If this picture doesn't make you  
proud to be a sailor...you are in  
the wrong profession!



Congratulations to OS K. Fisher  
upon successful completion of his  
Naval QL-3 course. When asked  
of his future plans this youngster  
replies - "I'll do my 3 years, then I  
plan on getting out to go to  
Medical School!"



# FIN

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