



**RCN ships sail with
ESPS Patiño**
Pg. 3

Posting season

Get ready to go
Pgs. 5-9

Return to Kuwait

**Veteran of First Gulf
War visits Op IMPACT**
Pg. 10



**Halifax women win A/R
volleyball**
Pg. 12

Monday, March 21, 2016



Volume 50, Issue 6

TRIDENT

www.tridentnews.ca

THE NEWSPAPER OF MARITIME FORCES ATLANTIC SINCE 1966 • LE JOURNAL DES FORCES MARITIMES DE L'ATLANTIQUE DEPUIS 1966

Operational endurance put to the test for the Outcasts at 103 SAR Sqn

By Capt Paul Hamlyn,
UPAR 103 SAR Sqn

Always on call and ready to answer distress calls 24/7, the Outcasts (our official call sign) from 103 Squadron had their endurance tested lately. The last part of February has been an extremely busy time for the Gander Royal Canadian Air Force (RCAF) unit. The Squadron has been tasked a total seven times in seven days ranging from a marine medevac 350 nautical miles off St. John's to a couple of medevacs on the lower North shore of Quebec and Southern Labrador.

During this time, the RCAF CH-149 Cormorant helicopters based in Gander were dispatched from one end of Newfoundland and Labrador to the other, accumulating approximately 35 hours of mission flying time.

Missions included life threatening injuries such as broken limbs and health issues to searching for an overdue person missing on an ATV. On a number of occasions the patients were delivered to health care professionals at the Health Sciences Centre in St. John's, and health care facilities in St. Anthony and Sept-Iles, QC.

"This was a very busy operational tempo for this time of year, but it is through our rigorous training program that we can successfully face multiple SAR tasking in a very short period of

time. 103 Sqn is an elite SAR unit that maintains a high degree of intellectual and physical aptitude. Our stamina through seven missions in seven days was surely put the test especially that most of those missions were in very challenging weather conditions. I am proud of the leadership throughout our crews that kept our mission execution safe and effective. I am also thrilled about the support we received from our IMP technicians that put the helicopters on the ramp serviceable missions after missions at any time of the day and night," said Maj Jean Leroux, Commanding Officer.

On February 23, the Squadron was tasked to respond to an injured snowmobiler from Aquanish, QC. Once on scene it was assessed that there were two patients instead of one and both were airlifted to an awaiting ambulance at Sept-Iles, QC. Since being tasked at 2:32 p.m., the crew from Rescue 915 arrived back in Gander 10 hours later at 12:52 AM on February 24.

At 4:52 a.m. on February 25, 103 Squadron was tasked to airlift a crewmember from the F/V Monte Meixueiro located approximately 350 nautical miles from St. John's. The crew was faced with an extreme low pressure system mixed with freezing rain and strong winds forecasted over the Avalon Peninsula. The crew elected to maintain a more northerly routeing to bypass this

weather and flew directly to the Oil Platform Hibernia to refuel before carrying out the successful mission. Almost nine hours after beginning the mission, the crew landed back in Gander at 1:58 p.m.

At 3:58 pm the Joint Rescue Coordination Centre (JRCC) in Halifax had another tasking. This time, 103 Squadron was tasked to medevac a patient from Charlottetown, Labrador to St. Anthony, NL. Once again, the aircrew was faced with extreme weather conditions, low ceilings and visibilities compounded with high winds and night time operations. The patient was successfully airlifted to an awaiting ambulance at the St. Anthony Airport before the crew returned back to base at 1:30 a.m. on February 26.

At 6:11 a.m., 103 Squadron was called upon again, this time back to the North Shore of Quebec to the small community of La Romaine for a medevac of an injured person. Both the provincial air assets and a crew from 413 Squadron attempted the rescue but had to turn around due to severe weather and high winds. The Outcast crew elected for a different strategy and maintained low altitude throughout the flight navigating on the shoreline using the weather radar. The crew used the local police emergency vehicle lights to direct them to the landing site. A doctor and nurse accompanied the patient to Sept-Iles where the



Crewmembers from 103 Squadron prepare to assist in an emergency. SUBMITTED

patient was handed over to local EMS. Twelve hours later, the Cormorant crew arrived back in Gander at 6:12 p.m.

On February 29 at 11:28 p.m., 103 Squadron was tasked to search for a man reported overdue near Norris Arm, NL. At night, along with Ground SAR, Rescue 905 searched multiple sites where quad tracks had been found. While Rescue 905 was refuelling, the crew was subsequently stood down.

At 8 pm, JRCC Halifax alerted 103 Squadron of a crewmember on board the Canadian Coast Guard Vessel Cygnus, who needed to be medevaced to the Health Sciences Centre in St. John's. Located approximately

150 nautical miles off St. John's, the medevac was carried out without incident and the crew returned to Gander at 1:26 a.m.

"Needless to say, some solid decision making in difficult situations combined with flawless executions in challenging weather conditions contributed to the success of these missions in recent days," said Maj Leroux. "The excellent attitude displayed by all elements of the Squadron is always a key factor in time of mission surge." The Commanding Officer added, "The Newfoundland and Labrador people deserve the best SAR services and 103 Sqn consistently strives at contributing a high caliber air power to the equation."

Inclusion and respect a focus on International Women's Day

By Ryan Melanson,
Trident Staff

While the CAF should be commended for the important role its women members have come to play in all operations, that doesn't mean there isn't work still to be done, a local leader in diversity and inclusion told audience members during an event to celebrate International Women's Day at CFB Halifax.

International Women's Day is celebrated each year on March 8, and the MARLANT Employment Equity group and Defense Women's Advisory Organization hosted this year's event in Juno Tower's Nova Scotia Room.

The many RCN, RCAF and Army members and officers heard from keynote speaker Ann



Ann Divine, founder and CEO of Ashanti Leadership and Professional Development Services, speaks to a crowd of defence team representatives as part of International Women's Day on March 8.

LS PETER FREW/FIS HALIFAX

Divine, the founder of Ashanti Leadership and Professional Development Services, who has also worked as an advisor to

government and private sector groups in areas like race relations and gender parity in the workplace.

Capt(N) Stephane Lafond, Commanding Officer of FMF Cape Scott and Champion for the MARLANT Defense Women's Advisory Organization (DWAOW), gave introductory remarks for the event. As with DWAOW initiatives, he said he was encouraged by the number of both men and women who attended the event, highlighting the point that issues affecting women in the CAF should be of importance to all members.

"Today is about women, but it's not about women solving the problems alone. Today is about understanding the issues so that as a collective, we can look at those issues and find the way to move forward."

Divine spoke briefly about the

history of women in military service in Canada, from early roles during the Northwest Rebellion in 1885 and in the First World War, to the recommendations of the Royal Commission on the Status of Women in 1970, and through to today, where opportunities for both men and women exist in all CAF occupations.

While progress was made incrementally over decades, and included struggles with sexism and proper recognition for hard work, Divine said she feels proud that Canada is now considered to be at the forefront among its allies in terms of gender integration in its Armed Forces.

"Canada is a world leader in

See WOMEN / Page 2

Having a meeting? Got your coffee fix? Visit Tim Hortons today at CANEX Shearwater.

FRESH *Tim Hortons* **COFFEE**

Store Hours:
Mon-Fri 0700-2100
Satrday 0900-2100
Sunday 1200-2100

**Beverages and baked goods
fresh to go.**



CANADA'S MILITARY STORE
LE MAGASIN MILITAIRE DU CANADA



BASF called to action in support of security augmentation

By Hilary Wright,
Assistant Base Public Affairs
Officer

On Friday, January 29 members of the Defence Team would have seen the Base Auxiliary Security Force (BASF) stationed at Rainbow Gate D192, Admiral's Gate D-189, Centre Gate, and Niobe Gate D190 for an operation, in support of routine security augmentation. They completed a number of protocols such as vehicle searches and checking IDs to maintain an increased force protection level on Base.

BASF consists of CAF members from the Base's integral and lodger units, with mentorship from Military Police (MP). BASF's organization functions similar to a company, comprised of 109 personnel, divided into three platoons of 32 members and a headquarters of 13 here in Halifax. The operation (Op) at dockyard was generally to make BASF's presence known. The Op was set to maintain and show the surrounding base area, as well as



BASF members, LS Matthew Raniowski (right) and MS Anthony Banfield (left), check IDs of Defence Team Members at Rainbow Gate, on January 29, 2016. BASF is called out regularly to maintain sufficient security levels within CFB Halifax.

HILARY WRIGHT, ABPAO

the base personnel, that the security posture has potential to increase in necessary times. The BASF Officer, Lt (N) Kendall Arthur, was impressed with the results of Friday's operation, saying "People were prepared, in terms of offering there IDs. I think that in general, people were more aware of security and the importance of checking IDs. The results were, from that standpoint, very good."

In the case of a spontaneous

call out from intelligence of higher threat levels, BASF could operate for varying lengths of time. This call to action could be for an increase in force protection level, which would come from a higher direction from the Base Commander or Commander JTFA.

BASF's mission is to make its presence greater, and to intercept and deter personnel attempting to do anything that would threaten the base and surrounding area.

Women

continued from / Page 1

terms of the proportion of women in its military service and in the areas that they serve," she said, putting the current number at about 18 per cent of the serving population.

But while still celebrating the successes that have been made, Divine took time to remind the crowd of defence team members that many women continue to feel marginalized in society and their workplaces. She said these include women in entry level or service-based jobs, and that issues can be amplified for women of colour, indigenous women or members of the LGBT com-

munity. The process of career and professional development for these groups is typically still very slow, she said.

"So I'm thankful we have employment equity groups working so hard to keep diversity and inclusion alive on this base."

She added she was encouraged by recent meetings with CFB Halifax Base Commander Capt (N) Chris Sutherland and Employment Equity Manager Dan Peppar, among others, where they touched on difficult subjects and explored CAF initiatives around inclusion and respect. These included the ongoing Operation HONOUR and the newly introduced RCN Code of Conduct.

The attendees also heard from

Margo Hampden, a workplace education and training consultant, on her recent studies around the glass ceiling and the difficulties faced by working women both in reaching leadership positions and in continuing to advance and thrive when those positions are reached.

Following the formal presentations, attendees and hosts kept the event going with breakout sessions to further discuss issues affecting women in the CAF and beyond. Information was also set up around the room regarding each of the four MARLANT Employment Equity groups, with representatives from each on hand to speak with those interested in getting involved.

Breakfast in style

By Mike Bonin,
BPAO

The tables were set perfectly; the cutlery was in order and napkins precisely folded. The food was well presented, plentiful and delicious. The service was top-notch.

"Welcome to the QL3 Steward presentation, we hope you will enjoy your meal," announced OS Thomas Caccoitti, one of the seven students being tested. "I would now like to go over the menu."

The Stewards' basic course comprises 44 days of training. While on course, they learn the fundamentals of cooking, knife handling techniques, salad preparation, food safety control techniques, Smart Serving, accounting, meal preparations, how to organize events such as Mess Dinners and Advanced Medical First Responder Training.

As a part of their training, the students are required to plan and execute several meals.

The only way that they can truly be evaluated is to prepare them for people to assess and critique.

Approximately 25 people were given the choice of West Coast Eggs Benedict or pancakes.

As well, the usual additions such as beans, bacon, hash



From left to right: OS Sophie Michelle Labbé, OS Brayden Baxter and OS Tara Kocil prepare breakfast as a part of their QL3 Steward's training. An intensive 44-day training schedule at CFNOS saw the students learn the fundamental skills of their occupation and hone some skills they already had.

MIKE BONIN, BPAO

browns, sausages or toast were available.

According to Capt(N) Darren Garnier, "I am an enthusiastic supporter of the Steward occupation. It's good for us and the students to share this experience."

The students will graduate soon and be posted to various ships where they will continue with on-the-job training.

Based upon today's results, they are well on their way to excelling in their occupation.

2016 Maritime Acoustic Symposium

By PO1 Randy Musseau,
Trinity MOSIC ADAC

Trinity will host the biennial Maritime acoustic symposium at the CF Maritime Warfare Center from June 7 to 10. This symposium will be a comprehensive forum for discussion and liaison between agencies and people involved in Undersea Surveillance and Warfare (USW). It will include domestic and international representatives from organizations that conduct operations, training, research, and scientific support. Industry and academia have also been invited to participate and will bring with them

valuable information on cutting edge technology and scientific advancement. This year's theme is Restocking the ASW Toolbox and many presentations, forums, and sidebar discussions will focus on sharing common goals and aiding the community in advancing knowledge on platforms, weapons and tactics used throughout the USW domain. Personnel of any rank with a relevant interest in USW or acoustics are encouraged to participate. Inquiries and expressions of interest may be forwarded to the event OPI, PO1 Randy Musseau through email at randy.musseau@forces.gc.ca.

LAWYERS - AVOCATS

English/Français

Criminal Law
Family Law
Civil Litigation

(902) 492-7000
483-3080 (after hours)
www.singleton.ns.ca

TOM SINGLETON

2000 Barrington Street, Suite 604, Halifax, NS B3J 3K1

Fees reduced 25% for
CF members & DND personnel

PRE-SEASON
SALES EVENT

GET YOUR 2016 SEA-DOO WATERCRAFT IN
TIME FOR PRIME RIDING SEASON

GET UP TO
4-YEAR WARRANTY⁺
+
GREAT FINANCING⁺
*** SEE 2016 MODELS AND PRICING

VISIT YOUR DEALER TODAY!

We Sell Fun!

FULL
THROTTLE

Full Throttle Power Sports Limited
1015 Main Street, Dartmouth, Nova Scotia
902.435.0307
fullthrottlepowersports.net

We Sell Fun!

SEA-DOO

sea-doo.com

HAVE IT ALL.

Get LASIK today,
take 5 years to pay.[†]

LASIK MD
VISION

Starting at \$490/eye*
Book a free consultation
at 1-877-852-2005 or lasikmd.com

#lasiklife

[†]Subject to credit approval. Interest financing starting at 8.9% over 60 months. *Standard LASIK starting at \$490 per eye and Custom LASIK at \$1,750 per eye. Applicable to surgery on both eyes only. Other conditions may apply.



RCN vessels depart for maritime exercises with ESPS Patiño

By Lt (N) Len Hickey,
MARLANT PA

RCN vessels of the Atlantic Fleet departed Halifax February 17, 2016 in company with Spanish replenishment vessel ESPS Patiño to conduct task group exercises along the eastern seaboard. HMC Ships *Athabaskan*, *Charlottetown* and *Halifax* will operate at sea with ESPS Patiño from February through March as part of Task Group Exercise (TGEX) 2-16. The exercise is designed to provide naval and air force personnel with realistic training at a medium to high level of intensity under challenging environmental conditions.

TGEX 2-16 also provides a unique opportunity for the Atlantic fleet to work closely with ESPS Patiño as she provides interim replenishment services to the RCN. This arrangement is the first step in addressing the RCN's at-sea support services capability gap and part of the Mutual Logistics Support Arrangement (MLSA) between Canada and Spain on the East coast and Chile on the West coast.

"The MLSA is a great example of interoperability between nations as allied navies work, train and support one another," stated Capt(N) Craig Skjerpen, the Task Group Commander.



ESPS Patiño and HMCS Charlottetown execute a replenishment at sea on February 20, 2016.
LS DAN BARD, FIS HALIFAX

"This agreement will undoubtedly bolster our ties with the Spanish and Chilean navies as we move forward." The Spanish ship will continue to be commanded and operated by Spanish naval personnel, but will embark RCN personnel from a variety of departmental specialties including Combat, Deck,

Engineering and Logistics personnel who will understudy preparations, maintenance, and procedures to support replenishments at sea. "The training that will be conducted using these ships is vital to maintaining the individual skills and core seamanship competencies within the Fleet,"

said Capt(N) Skjerpen, "These abilities are essential to deployed operations and to retaining the expertise necessary to operate the *Queenston*-class Joint Support Ships." In September 2014, VAdm Mark Norman announced the upcoming retirement of the *Protecteur* class and noted that the

Department of National Defence and the RCN were exploring options to address the resulting gap in Auxiliary Oil Replenishment capability. In order to assist the RCN in completing its missions over the next five-to-seven years, the Department of National Defence has investigated options to address the at-sea support services capability gap. The interim solutions commenced with collaboration agreements with allies such as the Spanish and Chilean navies. The next phase includes a contract between the Government of Canada and Chantier Davie Canada Inc which will see the conversion of a commercial container ship into a replenishment vessel for the RCN by fall 2017. This interim supply ship will provide services such as at-sea oiler replenishment, aviation support, medical support and humanitarian assistance and disaster relief. The initial period of service delivery will be five years with options to extend service by industry to sustain Canadian warships at sea until their replacements, the Joint Support ships are delivered.

HMCS Sackville needs a Shipkeeper

By Trident Staff

Mike Muldoon, the Chief Boatswain's Mate/Shipkeeper of HMCS *Sackville*, soon will be retiring after some 10 years in the job. As a result, *Sackville*, also known as Canada's Naval Memorial, will be looking for a new Applications for Chief Boatswain's Mate/Shipkeeper. The Chief Boatswain's Mate/Shipkeeper oversees the daily routine and regular cleaning and deck maintenance onboard the ship and supervises work parties. Applications for Chief Boatswain's Mate/Shipkeeper in HMCS *Sackville* will be received, starting in April 2016. More details and terms of reference are available by calling 902-427-2837.

MAKE YOUR BEST DEAL TODAY AT O'REGAN'S ON ROBIE!



2016 Equinox



2016 Encore



2016 Cruze



2016 Sierra



2016 Acadia

CHEVROLET | BUICK
GMC | CADILLAC

CANADIAN FORCES RECEIVE \$1000* BONUS

CHECK OUT OUR SALE PRICES AT OREGANSONROBIE.COM

Contact our CFB Specialist Dan Board, CD, at 902-420-8416 or email dboard@oregans.com



O'REGAN'S
DRIVING HIGHER STANDARDS

2477 ROBIE STREET
902-422-8551
OREGANSONROBIE.COM

*See Dealership for more details



Ask me for my special military rate

General Law Practice with a particular focus on:

Criminal Law: Offences under the Criminal Code of Canada or the Controlled Drugs and Substances Act;
Family Law: Divorce, Custody and Access, Child Support, Spousal Support, and Division of Property; and
Personal Injury: Claims arising as a result of a motor vehicle accident.

James Violande
Barrister, Solicitor & Notary Public

203-5571 Cunard Street, Halifax NS, B3K 1C5
902 701 2965 www.violande.com



spring into happy

Rent an apartment at **Peninsula Place** and enjoy:

One Month Free Rent or **15% Off Monthly Rent Military Discount**

Visit our Open House Daily 10am - 6pm
1015 Barrington Street, Halifax or call 902-830-1679
universalproperties.ca/living/peninsula-place

Peninsula Place
Offers may not be combined. Some conditions apply.

Posting Season 2016

Renting a housing unit from DND

By CFHA

Regardless of whether a CAF member lives in private-sector or DND housing, rental adjustments are a routine annual process. In December of 2015, occupants of DND housing received their yearly letter from the Canadian Forces Housing Agency (CFHA) detailing their rent adjustment for fiscal year 2016.

CFHA is part of the Department of National Defence's Infrastructure and Environment family (ADM(IE)) and has been managing the housing portfolio for almost 20 years. DND recognizes the importance to members of having suitable housing; it contributes to a better quality of life and to the wellbeing of CAF members and their families. This vision is top of mind for CFHA in its management of over 12,000 military housing units across 25 sites, and as it applies Government of Canada housing policies and departmental regulations.

Government of Canada housing policy stipulates that Crown-owned housing must reflect local market rental values for homes of a similar size, style, condition and age. For CAF members opting to live in Crown-owned housing, this means that they are provided with a housing unit at a rental cost similar to what other private-sector renters living in similar housing units in their neighborhood would pay.

To provide for a fair and consistent approach to this policy, CFHA must also utilize an annual rent adjustment process. Under this process, CFHA determines



Military housing, such as that available at 12 Wing Shearwater, is an important part of the daily lives of our men and women in uniform and their families.

CFHA

whether the rents charged for Crown-owned housing must be changed to reflect fluctuations in the local rental market. Under this system, all occupants of DND housing are subject to an adjustment process every year at the same time.

DND, like other government departments, applies the Statist-

ics Canada Consumer Price Index (CPI) to its residential portfolio in order to determine the annual housing rent adjustments. This year's adjustment is an average 1% increase across the portfolio and still reflects the local market value in every region across the country.

That being said, under the

Queen's Regulations and Orders, Volume IV, Appendix 4.1 rents (not including parking costs and utilities) cannot exceed 25% of the combined gross household income for all families living in Defence housing. More information about this benefit is available to members on DND's website and existing occupants can

contact their local Housing Service Center for more information.

Another policy requires new rental rates to take effect on 1 April. This timing is in keeping with federal government business cycles. In accordance with policy and regulations, CFHA must give occupants 90 days' notice, which explains why letters are sent out in December of every year.

Military housing is an important part of the daily lives of our men and women in uniform and their families.

DND has invested over \$405 M in improvements to the portfolio over the past five years with projects ranging from minor work like furnace replacement to whole-house renovations which can include new kitchens and bathrooms. More specifically in Halifax, where approximately 7% of CAF members opt to live on Base, work included the replacement of exterior doors, windows, roofs, heating and ventilation systems as well as whole-house renovations.

The department, through CFHA, is committed to improving the portfolio on a continuous basis and ensuring that CAF members and their families are provided with housing that meets the needs of today and the future.

For more information on DND housing and rent adjustments, consult forces.gc.ca/en/caf-community-support-services-housing/index.page. Members and their families can also contact their local Housing Services Centre for additional information.

kw SELECT REALTY KELLERWILLIAMS.

POSTED? NEED REAL ESTATE EXPERTISE?

Keller Williams has IRP Registered Suppliers ready to serve you.



JERRY & ANNETTE MURPHY'S TEAM
902-456-3730
murphys@kwhalifax.com



YOUNG REAL ESTATE TEAM
SUSAN **902-830-7865**
CHRIS **902-877-0945**
info@youngrealestate.ca



ALEXIA JONNIAUX
902-456-2291
alexiajonniaux@kw.com



WENDY BENNETT
902-499-7699
wendybennett@eastlink.ca



THE SMITH REAL ESTATE TEAM
LORI LYNN **902-229-8491**
CHRIS **902-229-4810**
lorilynnsmith@kw.com,
christopher.smith@kw.com



THE SWATT TEAM
902-220-7326
Sean@swattteam.ca



KIM LEWIS
902-471-7995
kyym@live.ca



MIKE ALEXANDER
902-802-2685
mike@
sailhomehalifax.com



KELLY BROWN
902-809-5366
info@kellybrown.ca

Not intended to solicit clients already under contract.



TRIDENT

Publication Schedule for 2016

Jan 11 MFRC

Jan 25

Feb 8MFRC

Feb 22

March 7 MFRC

March 21 Posting Season Special

April 4 MFRC

April 18 Battle of the Atlantic Special

May 2 MFRC

May 16

May 30 MFRC

June 13 DND Family Days

June 27 MFRC

July 11

July 25 MFRC

August 8

August 22 Back to School Special

Sept 5 MFRC

Sept 19 Home Improvement Special

Oct 3 MFRC

Oct 17

Oct 31 MFRC / Remembrance Special

Nov 14 Holiday Shopping Special

Nov 28

Dec 12 MFRC / Year End Review



Editor: **Virginia Beaton**

editor@tridentnews.ca

(902) 427-4235, fax (902) 427-4238

Journalist: **Ryan Melanson**

reporter@tridentnews.ca

(902) 427-4231

Editorial Advisor: **Mike Bonin**

Mike.bonin@forces.gc.ca

(902) 721-1968

www.tridentnews.ca

Advertising Sales

Dave MacNeil & Wanda Priddle

(902) 427-4235

sales@tridentnews.ca

Trident is an authorized military publication distributed across Canada and throughout the world every second Monday, and is published with the permission of Rear Admiral John Newton, Commander, Joint Task Force Atlantic. The Editor reserves the right to edit, condense or reject copy, photographs or advertising to achieve the aims of a service newspaper as defined by the Interim Canadian Forces Newspapers Policy dated April 11, 2005. Deadline for copy and advertising is noon, ten business days prior to the publication date. Material should be typed, double-spaced and must be accompanied by the contributor's name, address and phone number. Opinions and advertisements printed in Trident are those of the individual contributor or advertiser and do not necessarily reflect the opinions or endorsements of the DND, the Editor or the Publisher.

Le Trident est une publication militaire autorisée par le contre-amiral John Newton, Commandant la force opérationnelle interarmées de l'Atlantique, qui est distribuée partout au Canada et outremers les lundis toutes les quinze semaines. Le rédacteur en chef se réserve le droit de modifier, de condenser ou de rejeter les articles, photographies ou annonces publicitaires jugées contraires aux objectifs d'un journal militaire selon la définition donnée à politique temporaire des journaux des forces canadiennes. L'heure de tombée des annonces publicitaires ou des articles est fixée à 12h le vendredi précédant la semaine de publication. Les textes peuvent être soumis en français ou en anglais; ils doivent être dactylographiés à double interligne et indiquer le nom, l'adresse et le numéro de téléphone du collaborateur. Les opinions et les annonces publicitaires imprimées par le Trident sont celles des collaborateurs et agents publicitaires et non nécessairement celles de la rédaction, du MDN ou de l'éditeur.

Annual Subscription (25 issues):

• NS: \$37.38 (\$32.50 + 15 % HST)

• ON, NB & NFLD: \$36.73 (\$32.50 + 13 % HST)

• BC: \$36.40 (\$32.50 + 12% HST)

• Remainder of Canada: \$34.13 (\$32.50 + GST)

• United States: \$45 US

• Abroad: \$65 US

Courier address:

2740 Barrington Street,
Halifax, N.S.
B3K 5X5

Publication Mail Agreement No. 40023785

Return undelivered Canadian address to:

Trident Newspaper
Bldg. S-93
PO Box 99000
Station Forces,
Halifax, NS
B3K 5X5

• Return Postage Guaranteed – ISN 0025-3413

• Circulation: Minimum 8,500

Community Calendar

Reunion and event notices must be submitted by mail, fax or internet. editor@tridentnews.ca include the sender's name and phone number.

A notice will not be published if the event is to happen more than one year from publication date. Submissions may be edited.

Naval Reserves – Augmenting RCN Capacity

Time: 7 p.m.

Date: Tuesday, March 22

Location: Maritime Museum of the Atlantic

Join LCdr Owen Brine, the Commanding Officer of HMCS Scotian, for a free presentation on how Canada's Naval Reserves are taking advantage of technology-enhanced learning and training platforms to augment Regular Force capacity in domestic and expeditionary missions. Recent advances in technology enable officers and sailors from across all 24 Naval Reserve Divisions to receive high quality instruction to prepare them for operational deployments. LCdr Brine will discuss these enablers in addition to the challenges of training a modern fighting force. Prior to transferring to the Naval Reserves in 2012, LCdr Brine served 20 years as a Regular Force Naval officer. His last posting was as Project Director for the Halifax Class Modernization Program.

Fight the Winter Blues

Time: 7 p.m.

Date: Tuesday, March 22

Location: Halifax Central Library

Explore natural methods to reduce depression and anxiety

during this free session with Dr. Amanda Hennigar of Halifax's Bespoke Clinic. Hear the latest research on the drivers of depression and anxiety, including diet and digestion, light exposure, genetics, and mindfulness. Explore the inflammation connection to depression, and learn new strategies to alleviate the blues as we head into the final weeks of winter.

Dalhousie Lecture Series: Canadian Foreign Aid

Time: 7 p.m.

Date: Thursday, March 31

Location: Central Library Paul O'Regan Hall

Join Dr. David Black of Dalhousie University's department of International Development Studies for this look at the past, present and future of Canadian foreign aid, presented in partnership with the school's Faculty of Arts and Social Sciences. What is Canada's record on foreign aid? Does it work? Do we still need foreign aid if there are so many other sources of development finance growing in importance? Those topics and more will be discussed.

IDEAS for Autism Community Event

Time: 1-3 p.m.

Date: Saturday, April 2

Location: Ambrae Academy

Multipurpose Centre, 1400 Oxford St.

IDEAS for Autism is a local non-profit that aims to better connect families with local services and supports that deal with Autism Spectrum Disorders. This will be the organization's second annual community information event, being held on April 2, which is also World Autism Awareness Day. IDEAS for Autism is inviting parents, families, educators, professionals, and other community members interested in learning about local services and resources available within the HRM. Please email admin@ideasforautism.ca if you have any questions about this event, or visit www.ideasforautism.ca.

Symphony Nova Scotia Family Concert Series

Time: 1:30 – 4 p.m.

Date: Sunday, April 3

Location: Maritime Museum of the Atlantic

For the final concert in this season's free Sunday family series with Symphony Nova Scotia, experience the music and sounds of outer space with Space: The Final Frontier. From great Romantic works to movie soundtracks and video game tunes, see and hear these wonderful, familiar favourites, which

will include both Star Trek and Star Wars themes. The first performance will be a "sensory friendly" concert, for those with autism or developmental disabilities, while the 3 p.m. show is a traditional performance. Both are free, but registration is required at symphonynovascotia.ca.

Flying to Sable Island

Time: 7:30 p.m.

Date: Tuesday, April 5

Location: Maritime Museum of the Atlantic

Debbie Brekelmans from Maritime Air Charters has been flying to Sable Island since the summer of 2006. Last November, she completed her 500th trip to the Island. During this free evening lecture, Debbie will talk about the special issues involved in travelling to Sable, including a lack of runway and the possibility of travellers being stranded. She'll also give a general overview of the Island, based on her personal research and experience. Come learn more about the Graveyard of the Atlantic. In the coming weeks, further events at the museum will also focus on Sable Island, with Bernadette Morris exploring her photographic work on the island on April 12, followed by a book launch for Jill Martin Bouteillier's Sable Island in Black and White on April 26.

Commander RCN talks morale, shipbuilding with MARS officers

By Ryan Melanson, Trident Staff


While speaking to a group of MARLANT Maritime Surface and Subsurface officers recently, VAdm Mark Norman said that he and the other RCN Admirals can relate to their current situation better than they may think.

The RCN Commander recalled fond memories of his early sailing days, even sharing some old photos, to remind the room that it wasn't so long ago he was a young MARS officer himself.

He was joined by RAdm John Newton, Commander MARLANT and JTFA; RAdm Gilles Couturier, Commander MARPAC and Naval Training Systems; and RAdm Ron Lloyd, Deputy Commander RCN. The four took time away from the Admirals Council meetings being held in Halifax to address the group of MARS officers, answer questions and seek comments and feedback.

"We all see ourselves in you, because we're still Sub-Lieutenants and Lieutenants at heart, we're just doing other jobs. You don't necessarily think you're ever going to be in these positions when you start your career," he said.

No subjects were off limits as the Admirals engaged the crowd,



Left to right: Cmdre Craig Baines, RAdm John Newton, VAdm Mark Norman, RAdm Ron Lloyd, and RAdm Gilles Couturier meet with MARS officers to answer questions and to seek comments and feedback.

with operational issues around shipbuilding, maritime helicopters, submarine and the north being discussed, as well as morale and personnel conduct topics like staffing, fiscal restraints, port visits, alcohol consumption and the proper way to have fun in the age of social media. On the latter topics, the Admirals conceded that today's sailors live in a different world than sailors of 20, 30 or 40 years ago, and a long discussion took place on how to balance expectations and codes of conduct while still having fun on the job at sea and on land.

"This is supposed to be fun, and if you're not having fun in this organization, something is wrong," VAdm Norman said.

Shipbuilding was another area of big interest, and the flag officers were also able to relate to their subordinates through their own experience in transitioning to a modernized fleet through the 90s. RAdm Couturier noted the challenges that will be faced with the RCN operating two different classes of warships for years, with an estimate of nearly 20 years before the final Canadian Surface Combatant (CSC) ship is commissioned and the final Halifax class frigate is retired.

RAdm Newton spoke of recent visits to the facilities at Irving Shipbuilding, where work is continuing on the first Arctic/Offshore Patrol Ship. A keel-laying ceremony is planned for

the near future, with the first of nine ship sections fully complete with paint, pipes and wiring. The HMCS Harry DeWolf is expected to be in service by 2018.

"And it's not just about this first ship, but about having the technology to build ships, and that the way we're going to build the CSC is being tested on the back of the Harry DeWolf," RAdm Newton said.


And while the new fleet of ships will continue being built for years, with CSC construction not starting until next decade, VAdm Norman reminded the officers that the modernization of culture and training is something entirely in the Navy's control that is happening now. This ranges from philosophical questions down to the complexities of crewing larger ships with less men, and experimenting with radical departures from tradition.

"Who we are, what we believe in, how we fight and all those different things. If we don't do that right, we'll have a bunch of new kit, but we won't have fully modernized the RCN. It's up to all of you," he said.

"It may seem like a long time away, but in terms of shipbuilding, and in terms of a soon to be 106 year old institution, it's not a long time away. It's tomorrow."

BUYERS AND SELLERS OF GOLD, SILVER & PLATINUM

THE BULLION BANK



639 Portland Hills Drive
Unit B 103, Dartmouth, NS
902-434-1853

www.thebullionbank.ca

Officer's Mess Calendar

APRIL 8, 2016

BEER TASTING @ ROYAL ARTILLERY PARK 1900

902-427-4453 FOR RESERVATIONS


Maritime Wine & Beer Emporium

10% OFF Wine Beer Kits

Craft Wine and Beer Making

On Site Winery Now Open. Come on in and let us make your wine in our winery.

6015 Lady Hammond Rd., Halifax, NS
454-8278 or Toll Free 1-866-454-8278
www.WineEmporium.ca



COME TO WORSHIP AT CF CHAPELS

Chapel Services de la Chapelle

Sunday / dimanche

Stadacona

10h30 - Protestant - English

Shearwater

10h00 - Roman Catholic - English or bilingual /bilingue
09h00 - on scheduled Sundays only - Roman Catholic - French liturgy
Visit www.rcmilord.com to confirm languages and times of RC liturgies.

Baptism, Matrimony and other Sacraments - by appointment/request
In the beginning was the Word, and the Word was with God, and the Word was God." - Gospel according to John

Posting Season 2016

Portable careers

By Sarah-Jean Mannette
H&R MFRC

At the Halifax & Region Military Family Resource Centre (H&R MFRC), we understand how challenging it is to fulfill your own employment goals when you are part of a military family and you are faced with frequent postings. A posting could also mean opportunity and we're here to help you

navigate that potential.

Whether you are looking for tips on where to find employment, how to improve your resume, information on training programs or developing a realistic career plan – we can assist.

In addition to our current Employment Support services, we are very pleased to announce our participation in a pilot project being offered by Military Family Services

(MFS) and Canada Company (CC). The Military Employment Transition Program for Spouses (METSpouse) was created to address the need for a national employer network to accompany current local and regional services already being offered through MFRCs.

If you are a military spouse living in Halifax and region, and you are looking for employers who understand your life circumstances as a milit-

ary spouse, the METSpouse program pilot may be just what you are looking for. Once registered, you will:

- Gain access to a closed LinkedIn group where you can connect with METSpouse Employer Partners and see upcoming employment opportunities
- Be invited to in-person and online job fairs put on by employer partners
- Receive information on

best practices for the METSpouse program and searching for employment as a military spouse

- Be among the first registered for the METSpouse online portal.

If you're interested in learning more about the program, please visit: www.halifaxmfrc.ca, or call the H&R MFRC at 902-427-7788 to speak with the Education & Employment Services Supervisor.

Carrières portables

Par Sarah-Jean Mannette
CRFM H et R

Au Centre de ressources des familles militaires d'Halifax et régions (CRFM H et R), nous comprenons à quel point il peut être difficile d'atteindre vos objectifs en matière d'emploi lorsque vous êtes un membre d'une famille de militaire et que vous devez composer avec des affectations fréquentes. Une affectation peut cependant vous offrir d'autres possibilités et nous sommes là pour vous aider à les découvrir.

Que vous soyez à la recherche de conseils sur les endroits où trouver un emploi ou la façon d'améliorer votre curriculum vitae ou d'élaborer un plan de carrière réaliste, ou d'information sur les programmes de formation, nous pouvons vous aider.

En plus de nos services actuels, nous sommes très heureux d'annoncer notre participation dans un projet pilote

offert par les Services aux familles des militaires (SFM) et la Compagnie Canada (CC). Le Programme d'aide à la transition de carrière des conjoints de militaires (PATConjoint) a été créé pour répondre au besoin d'un réseau national d'employeurs pour accompagner les services d'emplois locaux et régionaux déjà disponibles pour les familles des militaires à travers les Centres de ressources pour les familles des militaires locaux.

Si vous êtes un(e) conjoint(e) de militaire habitant à Halifax

et région et vous êtes à la recherche d'employeurs qui sont au courant du mode de vie militaire, le programme pilote PATConjoint peut être la solution que vous recherchez.

Pour vous inscrire au programme, veuillez s'il vous plaît communiquer avec un coordonnateur de l'aide à l'emploi PATConjoint de votre CRFM local participant. Une fois inscrit, vous

- pourrez vous joindre à un groupe fermé sur LinkedIn qui vous permettra d'entrer en contact avec des employeurs

partenaires du PATConjoint et d'explorer les occasions d'emploi;

- serez invité à des foires d'emploi en ligne et en personne organisées par des employeurs partenaires;
- recevrez de l'information concernant les pratiques exemplaires liées au PATConjoint et la recherche d'emploi pour les conjoints de militaires;

• serez parmi les premiers à accéder au portail en ligne du PATConjoint.

Si vous vous intéressez à apprendre d'avantage par rapport à ce programme, veuillez visiter : www.halifaxmfrc.ca ou appelez au CRFM d'Halifax et régions au 902-427-7788 pour joindre la superviseure des Services d'éducation et d'emploi.

HOME FINDERS & Property Management

To Rent or List an Apartment,
House, Condo, or Flat
For Help Finding a New Home

Dawn@HomeFindersHfx.com
Lynne@HomeFindersHfx.com

Office: 902-435-0368
Fax: 902-405-9762

www.HomeFindersHfx.com

Being posted to Halifax? Need help? Let us make your move much easier.

Don't waste time looking at properties that are not suitable. Serving the Halifax rental market for more than 20 years, we have comprehensive knowledge of all type of properties. Tell us your needs and we show all properties that will meet your requirements.

Take advantage of our **FREE-to-you service**.
Pick up and return available.
If required, we will help you negotiate your lease.



ALL ABODE
RELOCATIONS

ALL ABODE RELOCATIONS
Call Kirke & Sandi Mitchell
902-402-8951 | renat@eastlink.ca

Over
100 RAMS
in-Stock

MARCH MADNESS! Love Your Ride

Celebrate
Spring
Deals

Canadian
TRUCK KING
Challenge

**\$1,000 Bonus Cash
+ Invoice Pricing!**



2016 RAM 1500 QUAD & CREW CABS

**Invoice
Pricing**

**Truck King
BONUS
CASH
\$1,000**

**0%
Financing
up to
72 mths**



2016 GRAND CARAVAN SXT

**Up to
\$8,000
OFF**

**plus up to
\$2,500
BONUS
CASH**

**0%
Financing
up to
72 mths**



2016 JEEP PATRIOT

**NO
CHARGE
Leather
Seating**

**Up to
\$5,000
OFF**

**3.49% Financing
up to 96 mths**



2016 JEEP CHEROKEE 4X4

**NOW WITH
0%
Financing
up to 84 mths
on ALL 4X4 Models**



2016 RAM 2500 & 3500 HEAVY DUTY

**Truck King
BONUS
CASH
\$1,000**

**Up to
\$12,000
OFF**

**3.49% Financing
up to 96 mths**

DARTMOUTH
CHRYSLER JEEP DODGE RAM
Where Nova Scotia Comes to Save!

61 ATHORPE DRIVE, DARTMOUTH, NS
(902) 469-9050 **ddodge.com**

Discounts may vary by vehicle model, body and option package. All rebates to dealer. Subvented financing. OAC.



LÉPINE LUXURY APARTMENTS

2015 BEST HIGH RISE PROJECT SAM AWARDS BY GOHBA
2015 BEST COMMUNITY SAM AWARDS BY GOHBA
2014 AMENITIES MAC AWARD OF EXCELLENCE BY FRPO

OTTAWA'S AWARD WINNING LUXURY APARTMENTS

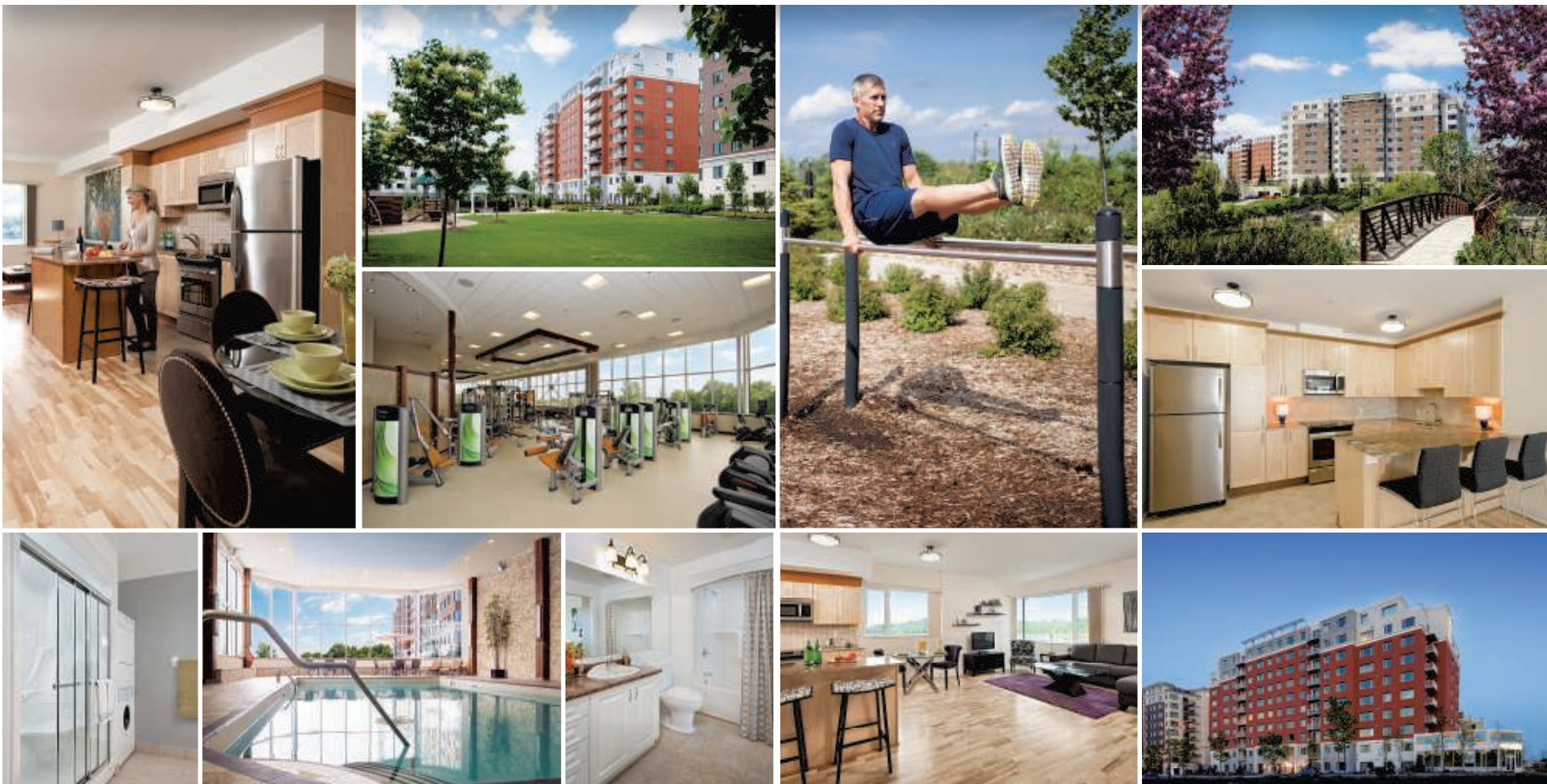


MORE THAN APARTMENTS, IT'S A BETTER WAY OF LIVING



LÉPINE'S LUXURY APARTMENT COMMUNITIES
SUPPORT THE CANADIAN ARMED FORCES
BY OFFERING:

★★★★
MILITARY I.R COMPLIANT FURNISHED SUITES
REFERRAL AND MOVE-IN REWARDS
PREFERRED EMPLOYER PROGRAM WITH FLEXIBLE LEASE TERMS
★★★★



LIVE THE LÉPINE LIFESTYLE

- 1 NO MAINTENANCE FEES, NO PROPERTY TAXES, NO MORTGAGE FEES, NO COMPARISON
- 2 SIX APPLIANCES, INCLUDING IN-SUITE WASHER AND DRYER
- 3 STAFFED FITNESS CENTRE, SALTWATER POOL INCLUDED IN YOUR LEASE
- 4 COURTYARD WITH PLAYGROUND, GAZEBO, AND PUBLIC TERRACE BARBECUES
- 5 CLIMATE CONTROLLED UNDERGROUND PARKING AND STORAGE LOCKERS
- 6 24-HOUR SECURITY AND FRONT DESK CONCIERGE

Consult with a Lépine Leasing Specialist today.

WWW.WILLIAMSCOURT.COM

613.663.1913

Call ahead to consult with a Leasing Specialist and select an apartment that gives you quality you want with the flexibility you need.

hero's ridge

Lépine is proud to sponsor an NHL Ottawa Senators box suite, "Hero's Ridge" — "a home away from home" for hosting the region's military families on game nights in Ottawa.



LÉPINE LUXURY APARTMENTS

LEASING CENTRE Mon-Fri 9AM-6PM, Sat-Sun 10AM-5PM. After hours by appointment.
Suite 105, 203 Maritime Way, Kanata | 613.663.1913 | www.WilliamsCourt.com

★★★★
LÉPINE

Posting Season 2016

ADVERTORIAL

An apartment to call your own

Alexandra Kelter
Around the House

Many of us do, or have lived in, an apartment at one time or another. Maybe it's your own perfect corner of the world — a low-maintenance abode where you can lock the door, live your busy life, and come home to minimum work requirements. And in other cases, it's a nightmare of dated flooring, grungy walls, aging appliances and windows and bland walls.

Because nine times out of 10 you're renting your apartment, you don't want to invest any major funds in changing the structure and most of the time your lease won't allow it anyway, so what do you do to make it your own?

Magic mirror on the wall

Mirrors are an easy way to create the illusion of more space, and they reflect light, which makes the whole room feel brighter and airier. Because in most apartments you only have windows on one side, mirrors are a great way to bring natural light into places it otherwise wouldn't reach. There are so many different sizes, shapes and styles of mirrors to choose from now that they can also play a significant role in your decor, but don't dominate a space the way a large piece of art might.

Grab a paintbrush, Picasso

Read your lease and speak to your landlord first, but you'll probably find that you're allowed to paint your walls as long as you return them back to builder's white (or whichever colour they were before) when you move out. Some apartments have really bland walls, so adding some colour really brightens the space. Other places are already sporting a nice colour, but if can be fun to paint an accent wall if you want to add some dimension or unexpected vibrancy without major expense, work or fuss.

Wallpaper without the commitment

While you may be allowed to paint your walls, you'll be hard-pressed to find a landlord who is okay with you wallpapering your apartment. It can be difficult to remove and wallpaper designs tend to be quite subjective. Enter removable wall paper! Yes, that's really a thing now, and it's an awesome way to create a unique accent wall or to personalize a room.

I wouldn't recommend using it through your entire apartment as that can be a lot of pattern or design for the space to pull-off, but with all of the gorgeous colour and style options, you are sure to find an option you love.

Sweep it under a rug

Flooring can be a tricky opponent, because unless the floor is damaged or ready for replacing, odds are it will stay whether you like it or not. If you're not a fan of your apartment floors, rugs are your new bestie. You can use them to hide whatever flooring it is that has you cringing, and they add a terrific design element as well. Even if you're happy with your apartment's floors, rugs can be a handy way for creating designated spaces by breaking a room up a little, or even just for injecting some personality!

Smart storage solutions

Clutter is never your friend, but in a smaller space it can quickly make everything feel a bit congested and claustrophobic. Finding clever ways to store things is especially handy when it comes to apartment-living. It's a great way to recognize storage options that you may otherwise not consider. Look around —are there places you could be keeping things? Places like under your bed, above your kitchen counters, or even in your furniture (a chest coffee table or an ottoman that opens) all offer ample storage. Being smart about how you store things is also a good trick. For example, suitcases, which can take up a lot of room, can go inside of each other or even hold other items within them.

Closet organizers and removable shelving options, such as shoe racks, are also your friend. Anything that maximizes what you can keep in a closet or cupboard is going to be helpful.

Balconies are not just for Romeo

Whether it's home to your small barbecue or you've created an outdoor seating area, your balcony gives you a whole added room to enjoy. Because they tend to be smaller, balconies are the perfect spot to let your creativity run wild. Have some potted plants and flowers; string some fairy lights; create a really cosy reading nook with some outdoor pillows and cushions; add a bright outdoor rug.

The more inviting you make your outdoor space, the more apt you are to actually utilize it.

Whether you chose your apartment for location, rent price, out of desperation or because it was love at first sight, you can transform it into your home with some easy, inexpensive tricks and consistent TLC. It's about giving a space personality, and making it into a place you are happy to spend your time in.



If you're not a fan of your apartment floors, rugs are your new bestie. 123 RF

Two New Hotels
In Downtown Halifax

It would be our honour to serve you!

We are pleased to be part of the Government of Canada Accommodations Program for 2016!

As we cater to extended stay and support the nature of Military life on the road (and sea!), we think we'd be a perfect fit!

© 2016 Hilton Worldwide

**Homewood Suites by Hilton®
Halifax Downtown**

Your home away from home in Downtown Halifax, perfect for extended stays!

- Features Suites with Fully Equipped Kitchens
- Includes Free Hot Full Breakfast
- Free Evening Dinner (Monday – Thursday)
- Daily Dry Cleaning Service (Monday – Saturday)
- Free Grocery Shopping
- All Amenities listed under Hampton Inn

Plus earn Hilton HHonors Points with every stay!

To book, call (902) 429-6620 & quote "Department of National Defence".
www.Halifax.HomewoodSuites.com

**Hampton Inn by Hilton™
Halifax Downtown**

Stay and enjoy our "Hamptonality" and 100% Hampton Guarantee®

- Includes Free Hot Breakfast
- State of the Art Fitness Center & Indoor Pool
- Free Wi-Fi Access
- Self-Serve Onsite Laundry Facility
- Business Centre 24/7 & Suite Shop 24/7
- Onsite Covered Parking

Plus earn Hilton HHonors Points with every stay!

To book, call (902) 422-1391 & quote "Department of National Defence".
www.HalifaxDowntown.HamptonbyHilton.com

Moments that Matter

TODAY'S MOMENT: OUR SPECIAL PLACE

From the first moment you visit award winning conservation-designed Seven Lakes, you'll know. Dawn rising over the lake. Sun peeking through the forest. Fishing, boating, hiking, biking; all the things that fill your day with enjoyment. It's Nature and Neighbourhood in balance. Visit our Model Homes and imagine how wonderful your life could be at Seven Lakes.

HOMES IN MANY STYLES FOR MANY BUDGETS

Visit us at **SevenLakesCommunity.com**

EXPERIENCE CENTRE: Open Daily 11am - 7pm 5193 Hwy 7, Porters Lake
(902) 827-2005 • team@sevenlakescommunity.com

Posting Season 2016

ADVERTORIAL

Tips for first-time home buyers

Buying a home for the first time is an exciting period in a person's life. Deciding to buy a home often indicates buyers are ready to establish firm roots in a community where they can see themselves living for years to come.

The process of buying a home is rarely easy, and first-time buyers may feel overwhelmed at times. Such feelings are perfectly normal and felt by first-time buyers regardless of their budgets or home preferences. But there are a few ways to make buying a home more enjoyable than it is nerve-racking.

Examine your finances

The first step toward buying a home has nothing to do with deciding if you prefer a craftsman- or Tudor-style home. Before you even begin your search for a home, carefully examine your finances to determine how much is coming in and how much is going out of your household each month. Figure out how much debt you are currently carrying, be it student loan, automotive, consumer or any other types of debt. Order a credit report so you can see how prospective lenders are likely to see you, and address any errors you find on the report before meeting with any lenders. Peruse past bank statements to track your spending habits, looking for areas where you might be able to scale back if need be.

Be prepared when visiting lenders.

Prospective borrowers can make the home-buying process go smoothly by having all of the necessary documentation ready when visiting potential lenders. Many mortgage lenders will want to see some recent pay stubs (from both borrowers if buying with a spouse or partner), a couple years' worth of T4s and tax returns, as well as your recent bank statements. You can always call ahead and ask lenders what they need to see when applying for a loan. Having these materials ready in advance means you will spend less time at the bank and more time finding the right home for you.

Secure financing before you begin house hunting

Many first-time home buyers

might not realize the benefits of securing financing before they begin looking for a home. Mortgage preapproval lets buyers know how much a bank will loan them, meaning they won't spend time looking at homes they can't afford. In addition, preapproval means buyers won't lose out on their dream homes as they scramble to secure financing after making an offer.

Work with a local real estate agent

Real estate agents are an invaluable resource to home buyers and are especially valuable to those buyers who have never before purchased a home. Agents can help first-time buyers navigate the

often confusing and, at times, disappointing process of buying a home. Choose an agent who is established in the area where you want to buy a home. He or she can provide information about local property taxes and schools

as well as a multitude of additional issues that first-time buyers may not think of. Agents also know the lay of the land regarding home prices, which can ease first-time buyers' fears about overpaying for their first homes.

A home is the biggest purchase many people will ever make. First-time buyers may be intimidated as they begin searching for their homes, but there are several ways to make the process go smoothly.



**VANESSA
ROMAN**
REALTOR®

Registered
with Brookfield
Global
Relocation
Services.




Your Military Relocation Expert

+ Are you Posted?

When your posting message arrives, call me. I have a team of professionals - home stager, contractor, property inspector, lawyer, photographer & videographer - who assist me in getting your home ready to sell.

+ Looking for a Home? Call me.

I'll help you define your housing criteria, create a fiscally responsible budget and then find you the house which will become your new home.

Email: vanessa@vanessaroman.ca
Website: www.vanessaroman.ca
Twitter @VanessaRomanTV




CALL VANESSA AT
202-401-7615

NOTE: This is not intended to solicit clients currently under contract, MLS®, Multiple Listing Service and associated logos are owned by THE CANADIAN REAL ESTATE ASSOCIATION (CREA) and identify the quality of services provided by real estate professionals who are members of CREA.

POSTED IN 2016?

Check Out Your Options

Call to find out how our innovative MovePLUS® program can save time, stress and money when you relocate.

The logo features a stylized house icon with an upward-pointing arrow integrated into its left side. To the right of the icon, the word "Envoy" is written in a large, bold, sans-serif font. Below "Envoy", the words "MovePLUS" are written in a smaller, bold, sans-serif font, with a registered trademark symbol (®) to the upper right of "PLUS".

MILITARY AND IRP EXPERIENCE

1-866-683-7587
or
moveplus@go-envoy.com
www.go-envoy.com

Relocating? Investing? ...or Simply Moving?

Is a real estate transaction in your future?
...here are your professionals!

Carole Pelletier
REALTOR®
902.877.8765
cpelletier@exitmetro.ca
HalifaxHomeSearch.com

David Bathurst
REALTOR® Military Ret'd
902.440.8070
david@davidbathurst.com
DavidBathurst.com

Registered IRP Service Providers

EXIT
EXIT REALTY METRO

[illegible]

Halifax women take gold at volleyball regionals

By Ryan Melanson
Trident Staff

After an impressive undefeated run through the tournament, the Halifax Mariners women's volleyball team capped things off with a gold medal win at the CAF Atlantic Region Volleyball Championship, which was held from March 1-4 at the Stadplex gym.

The women will now set their sights on the CAF National Championship tournament, set to begin on April 23 at CFB Borden.

"We're really excited to be going to nationals; it's a great opportunity for us. The competition is going to be really strong when you get teams from across Canada," said Mariners Captain LCdr Jesleine Kujath after the gold-medal match.

The Mariners earned a bye to the final round following four victories during pool play, and took down the women of 14 Wing Greenwood in three straight games to secure the gold medal (25-12, 25-16, 25-12).

Though teams typically have a high turnover rate year to year, LCdr Kujath said weekly practices, as well as playing regularly in a civilian league, helped the Mariners develop an offensive game that was key in their victories through the week.

"We just played really well. We're a tough-serving team, so they were never able to get a big defence going against us."

On the men's side of the tournament, Halifax came away with the silver medal. The Mariners again went undefeated through three matches during pool play, earning a bye to the championship match, where

The Halifax Mariners women's team took gold at the CAF Atlantic Region Championship and will progress to the national championship.

RYAN MELANSON, TRIDENT STAFF

they were defeated by the men from 14 Wing Greenwood. After falling into an early deficit, the Mariners battled back to force a close, competitive match in the finals, but ultimately lost out by a score of 3-1 (25-16, 25-19, 20-25, 25-22).

CFB Halifax Base Commander Capt(N) Chris Sutherland delivered closing remarks for the tournament after taking in some action during the finals. He commended all teams from Halifax, Greenwood, Gaagetown and Shearwater for the sportsmanship and enthusiasm shown through the week, with players filling the bleachers to cheer on their colleagues in between games.



Commissionaires Nova Scotia is GROWING!

Commissionaires Nova Scotia (CNS) is seeking security professionals for employment opportunities across HRM, including full-time and seasonal positions. We are looking for:

- Military, law enforcement or security experience;
- Fluency in English (written/spoken) - bilingualism is an asset;
- Excellent customer service skills;
- Recent computer skills (e.g. CCTV monitoring, e-mail, Microsoft Office, etc.); and,
- Ability to qualify for Transport Canada or federal government clearances.

CNS provides competitive wages, flexible work schedules, training and advancement opportunities. If this sounds like a good fit, we want to meet you. Please come to our upcoming job fair with your résumé and references (including one written). We will be interviewing and testing on the spot.

JOB FAIR

Wednesday, March 23 from 8:00am - 5:00pm
Hampton Inn & Suites
65 Cromarty Drive, Dartmouth Crossing

902 421 2301
recruit@commissionaires.ns.ca

TRUSTED · EVERYDAY · EVERYWHERE

GET YOUR NEW GYM ACTIVITY PASS

YOUR GYM ACTIVITY PASS (GAP) INCLUDES:
ACCESS TO ALL 3 PSP FITNESS, SPORTS AND RECREATION FACILITIES,
OPEN SWIMS, OPEN SKATES AND ALL PSP FITNESS CLASSES!

Hockey Trivia

continued from / Page 11

1. Sweden – 2006
2. Canada Cup – 1967
3. Father David Bauer
4. One – 30 seconds into the first period, Phil Esposito scored on a rebound from Frank Mahovlich's shot on Vladislav Tretiak.
5. Jocelyn Guevremont, Vic Hadfield, Rick Martin, and Gilbert Perrault
6. The Soviets wanted East German official Josef Kompalla to referee the game instead of the scheduled Swedish official Uve Dahlberg. Kompalla and East German Franz Baader were the officials who assessed 31 minutes in penalties to Canada and four minutes to the USSR in game seven.
7. Pat Stapleton
8. (a) 1976
9. Darryl Sittler
10. 6-5
11. Vincent Lecavalier
12. None. He was still playing junior hockey and was the first draft pick of the Québec Nordiques.
13. 2008
14. (c) Jiri Holik began playing with Czechoslovakia at age 19 in 1964. When he retired in 1985 he had played in 123 in 14 world championships, scoring 59 goals and 111 points, winning three championships and four Olympic medals.
15. Trail Smoke Eaters from British Columbia
16. (d) 1994 in Milan, Italy
17. A video replay of Anson Carter's goal at 13:49 overtime.
18. (c) 1970s
19. (b) Andy Murray – 23 wins, two losses, two ties, and three championships between 1977 and 2003
20. (c) 10 gold. Vladislav Tretiak – USSR, 1970-1983; Alexander Ragulin – USSR, 1961-1973 (including Olympic gold in 1964 and 1968, which counted for that year's championship)



VISIT ANY PSP FITNESS, SPORTS AND RECREATION FACILITY TO PICK YOURS UP TODAY

STADPLEX: 902-721-6576
SHEARWATER: 902-720-3462
FLEET: 902-427-3524

www.pspalifax.ca



 /psphalifax



Health Promotion Services (PSP) program schedule – winter/spring 2016

Health Promotion in the Canadian Forces
STRENGTHENING THE FORCES
ÉNERGISER LES FORCES
Promotion de la santé dans les Forces canadiennes

By Health Promotion Staff

Open to CAF members, CAF families (18 years of age and older) and civilian employees. All programs are free of charge.

NUTRITIONAL WELLNESS

Better Health: Nutrition & Fitness Fundamentals
May 5 - 26 (Thurs,) 0800-1200 hrs, Stadacona.

Nutrition Workshops

- Nutrition 101, Apr 19, 0800-

1200 hrs, Shearwater

- **Superfoods**, Jun 15, 1400-1530 hrs, Stadacona

Sobeys Taste & Learn (in partnership with Sobeys)

- **Building a Better Grill**, May 13 ,1400-1530 hrs, Sobeys Wyse Road, Dartmouth

Top Fuel for Top Performance
Apr 13 & 20, 0800-1500 hrs, Shearwater

Jun 9 & 16, 0800-1500 hrs, Stadacona.

SOCIAL & MENTAL WELL-BEING

stress.calm

May 27 - Jun 10 (Thurs), 0800-

1500 hrs, Dockyard.

Managing Angry Moments
Apr 7 - May 5 (Thurs), 0800-1100 hrs, Shearwater.

Inter-Comm (Interpersonal Communication)
Apr 6 & 7, 0800-1600 hrs/ 0800-1200 hrs, Shearwater.

Mental Fitness & Suicide Awareness
Apr 13 &14, 0800-1600 hrs / 0800-1200 hrs, Dockyard

Jun 9 & 10, 0800-1600 hrs / 0800-1200 hrs, Shearwater.

Family Violence Awareness: Supervisors’ Training
Apr 8, 0800-1200 hrs, Stadacona

Jun 3, 0800-1200 hrs, Shearwa-

ter.

ADDICTION-FREE LIVING Alcohol, Other Drugs, Gambling and Gaming Awareness Supervisors’ Training
Mar 23 & 24, 0800-1600 hrs / 0800-1200 hrs, Stadacona

May 25 & 26, 0800-1600 hrs / 0800-1200 hrs, Shearwater.

General Awareness Training
Apr 27, 0800-1600 hrs, Shearwater

Jun 14, 0800-1600 hrs, Stadacona.

Driving While Impaired Awareness and Prevention
May 13, 0900-1200 hrs, Stada-

cona.

Responsible Party Hosting
Jun 1, 0900-1200 hrs, Stadacona.

Tobacco Cessation

Butt Out (Self-Help & Group Programs available)
Please contact Health Promotion Services at 722-4956 for more details.

For more information and/or to register, please visit the Health Promotion Services Program Schedule webpage at www.ps-phalifax.ca

Email: hfxhealthpromotion@forces.gc.ca, Phone: (902) 722-4956

Improving conflict and complaint management

By Cdr William Mercer, IC2M Project Team Lead

In recent CDS leadership talks to senior CAF leaders on Operation HONOUR, General Vance stated, “None of you will be judged by how free you are in terms of complaints ... You’re going to be judged by what you’re going to do about it.”

Under development for the last four years, The Integrated Conflict / Complaint Management (IC2M) model proposes a new way to manage complaints more effectively through an integrated complaint management system that is responsive to and trusted by CAF members and the Chain of Command (CoC).

IC2M originated during transformation initiatives to force a rationalization of personnel policies and procedures while taking the opportunity to modernize primary CAF Human Resources processes. One of the areas targeted early for overhaul was CAF complaints management. In 2011, the Vice Chief of the Defence Staff and the Chief of Military Personnel launched the Integrated Conflict Management Working Group (ICMWG) with appropriate L1 representation. The ICMWG employed a Business Process Redesign (BPR) methodology to holistically review existing conflict management mechanisms. The review focused on the military grievance system, the harassment complaint resolution system and the alternative dispute resolution system. The ICMWG concluded that existing mechanisms are complex, lengthy and ineffective, with no single oversight. The CoC also reported inadequate situational awareness on the conflict portfolio and lacked capacity to make informed decisions early in the process. The BPR effort produced a concept that integrates the three processes in an efficient, comprehensive and collaborative manner, while ensuring that every effort is made to resolve complaints early, locally and informally. The IC2M project was established in 2014 by the VCDS with a two-year mandate to fully define the concept. The new IC2M model offers a one-stop-

shop process guided by local staff at formation levels trained in complaint management/resolution and supported by a central agency. CAF members will know where to go when they have issues that require resolution. They will receive assistance early in the process. IC2M will help members help themselves. Should that not suffice, CAF members will be assisted with full engagement of the CoC to ensure that the matter they identified is formally acknowledged and resolved. The model also calls for a centrally controlled harassment/discrimination/abuse of authority investigation capacity, apportioned as required, to provide the CoC with CAF-wide consistent investigation standards and advice. The IC2M will not let the institution neglect our members’ challenges.

It will aim to bring closure early through a new collaborative resolution process. If unsuccessful, IC2M will shepherd the matter through the formal resolution system for determination by an appropriate authority. A more effective complaint management system will yield a more effective force. It will also strengthen the loyalty of our members towards the CoC and the institution.

With the operating model almost complete and war-gaming scheduled, the project will deliver a master implementation plan in 2016. Once approved, it is envisioned that an initial operating capability will start with a prototype model at a base and eventually, roll out pan-CAF over a few years.

Mise sur pied d’une capacité de personnel accrue – Le modèle de gestion intégrée des conflits et des plaintes

Par capf William Mercer, Chef d’équipe GICP)

Au cours des récentes discussions sur le leadership du CEMD à l’intention des leaders supérieurs des FAC à propos de l’opération HONOUR, le général Vance a indiqué ce qui suit, « Aucun d’entre vous ne sera jugé sur le nombre de plaintes dont il fait l’objet...Vous serez jugés sur la façon dont vous traiterez ces plaintes. »

Projet en cours d’élaboration depuis les quatre dernières années, la gestion intégrée des conflits et des plaintes (GICP) propose une nouvelle façon plus efficace afin de traiter les plaintes par l’entremise d’un système de gestion intégrée des plaintes qui répond aux besoins des membres des FAC et de la chaîne de commandement (C de C) et dans lequel ces derniers ont confiance.

La GICP provient des initiatives de transformation en vue de forcer la rationalisation des politiques et des procédures concernant le personnel tout en prenant l’occasion de moderniser les principaux processus des FAC en matière de ressources humaines (RH). L’un des secteurs visés dès le début pour révision a été la gestion des plaintes des FAC. En 2011, le VCEMD et le CPM ont mis sur pied le Groupe de travail sur la gestion intégrée des conflits (GT GIC) formé de représentants des organisations de N1 pertinentes. Le GT GIC a utilisé une méthode de refonte des processus administratifs afin

d’effectuer une évaluation globale des mécanismes existants de gestion des conflits. L’évaluation portait sur le système de règlement des griefs militaires, le système de règlement des plaintes en matière de harcèlement ainsi que le mode alternatif de résolution des conflits. Le GT GIC a conclu que les mécanismes en place étaient complexes, longs et inefficaces et ne comportent aucun mécanisme unique de surveillance. La C de C a signalé un manque de connaissance des dossiers des conflits; elle n’a pas été en mesure de prendre de décisions éclairées rapidement au début du processus. Les mesures de refonte des processus administratifs ont permis de mettre sur pied un concept qui intègre les trois processus de façon efficace, exhaustive et collaborative tout en s’assurant de consentir tous les efforts nécessaires pour régler les plaintes de façon rapide, locale et informelle. En 2014, le VCEMD a mis sur pied le projet de GICP, doté d’un mandat de deux ans pour pleinement définir le concept.

Le nouveau modèle de GICP constitue un processus à guichet unique guidé par des membres du personnel sur place au niveau des formations. Ces membres du personnel sont formés en matière de gestion/règlement des plaintes et appuyés par une agence centrale. Les membres des FAC sauront quoi faire lorsqu’ils auront des problèmes qui nécessitent un règlement. Ils recevront de l’aide dès le début du

processus. La GICP aidera les militaires à s’aider par eux-mêmes. Si cela n’est pas suffisant, ils pourront recevoir de l’aide avec l’entière participation de la C de C afin de veiller à ce que le problème soulevé est officiellement reconnu et réglé. De plus, le modèle prévoit une capacité de gestion centrale des enquêtes en matière de harcèlement/de discrimination/d’abus de pouvoir, répartie au besoin pour assurer des normes et des conseils constants sur les enquêtes à l’échelle des FAC. Le modèle de GICP ne permettra pas à l’organisation de négliger les défis des militaires. Il visera à régler rapidement les dossiers au moyen d’un nouveau processus basé sur la collaboration. En cas d’échec, le modèle de GICP guidera le dossier vers le système officiel de règlement des plaintes pour décision par l’autorité appropriée. Un système efficace de gestion des plaintes permettra d’assurer une force plus efficace, de même que de renforcer la loyauté des militaires à l’égard de la C de C et des FAC.

Étant donné que le modèle opérationnel est presque terminé et que l’exercice de simulation est prévue, les responsables du projet diffuseront le plan principal de mise en œuvre en 2016. Une fois le plan approuvé, on prévoit que la capacité opérationnelle initiale débutera par un prototype au sein d’une base, puis sera diffusée ultérieurement dans l’ensemble des FAC au cours des prochaines années.

- Greg Lockyer, CRA
- Steve Horswill, AACI
- Don Myatt, CRA
- Chris Flick, AACI
- Lisa Wilson, CRA
- Virginia Henderson, CRA

Buying, Selling or Relocating?
Are you buying a good investment?
What is your property worth?

We are experts in Real Estate Valuation, providing accurate
ESTIMATES OF VALUE,
serving military families for 22 years.

Office: (902) 466-2000 Fax: (902) 466-2732
Web: www.alderneyappraisals.com

NEED YOUR HOME APPRAISED?
Are you relocating? Call us!
Friendly, Reliable, Accurate, Timely

SERVICING: Sackville, Bedford, Halifax/ Dartmouth & Outlying Areas

Tel: (902) 441-4434 • Fax: (902) 406-5525
Email: jantovic@eastlink.ca
We look forward to speaking with you!

SENTINEL STORAGE

Offering the **BEST** Price For the **BEST** Storage **15% off** for military members

BOOK ONLINE AT WWW.SENTINEL.CA

SENTINEL SELF-STORAGE | 231 DAMASCUS ROAD, BEDFORD COMMONS | 902-450-0050



MAKE IT A MITSUBISHI



BEST VALUE ON THE MARKET

WITH CLASS-LEADING FUEL ECONOMY AND
A 10-YEAR POWERTRAIN WARRANTY



Mirage SE model shown

10 YEAR
160,000 KM
POWERTRAIN
LTD WARRANTY**



2015 MIRAGE ES

FR **\$8,998***

OR FINANCE FOR

\$37 WK*

PAYMENT INCLUDES
ALL TAXES, FREIGHT
AND FEES!

JUST SIGN & DRIVE!

FUEL ECONOMY

	CITY L/100 KM	HWY L/100 KM	COMBINED L/100 KM
1.2L MT	7.0L	5.5L	6.4L
1.2L CVT	6.4L	5.3L	5.9L

**GET A LOT
FOR A LITTLE!**

- / INCREDIBLE GAS MILEAGE
- / 7-AIRBAG SAFETY SYSTEM
- / POWER FRONT WINDOWS
- / POWER MIRRORS

- / USB AUDIO INPUT
- / REAR WING SPOILER
- / CARGO COVER

0% PURCHASE FINANCING FOR UP TO **84 MONTHS** ON SELECT VEHICLES

**HURRY IN BEFORE
THE 2015s ARE GONE!**



METRO
MITSUBISHI

230 Wyse Rd Dartmouth, NS • 902-463-6792
www.metromitsubishi.net



NOW PART OF THE
STEELE AUTO GROUP



Steele
MITSUBISHI

3681 Kempt Road • Halifax, NS • 902-405-1177
www.steele-mitsubishi.ca

**See dealer for details. Includes all taxes, freight and applicable fees. Rebates to dealer. OAC.