The Canadian Naval Reserve on Operations
WHERE IS THE NAVAL RESERVE TODAY? (A summary)

- KINGSTON Class Ships, PSUs, Dive Units, NCAGS, Int, HQ, NRD’s, Ashore Support
- Domestic OPS (e.g. PODIUM, NANOOK)
- International OPS (TFA, Proteus, etc.)
<table>
<thead>
<tr>
<th>Section</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 MCDV’S</td>
<td>372 (Class C - 207 Filled)</td>
</tr>
<tr>
<td>Standing Port Inspection Diver Teams</td>
<td>14 (Class C)</td>
</tr>
<tr>
<td>NRD/ Support</td>
<td>150</td>
</tr>
<tr>
<td>HQ’s Support</td>
<td>297</td>
</tr>
<tr>
<td>Category</td>
<td>Total</td>
</tr>
<tr>
<td>-------------------------------------</td>
<td>-------</td>
</tr>
<tr>
<td>Naval Reserve Establishment</td>
<td>617</td>
</tr>
<tr>
<td>Navy/CF Incremental</td>
<td>497</td>
</tr>
<tr>
<td>CI C Int'l Ops</td>
<td>67</td>
</tr>
<tr>
<td>Backfill</td>
<td>36</td>
</tr>
<tr>
<td>TRG / OJT/Pre-Podium</td>
<td>173</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1380</strong></td>
</tr>
</tbody>
</table>
OP PODIUM

- Largest OP ever for NAVRES
- 318 NAVRES pers participated ashore and at sea
- Huge administrative challenge
  - Coordination between Class C Pre-Deploy Trg/Ops and Class A/B
  - 3000 msgs sent to establish/administer by NAVRESHQ
OP PODIUM

- NAVRES met 100% of it’s tasking and more

<table>
<thead>
<tr>
<th></th>
<th>Generated Class A</th>
<th>Generated fm Class B/C</th>
<th><strong>80% of the surge</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>MCC HQ</td>
<td>4</td>
<td>14</td>
<td></td>
</tr>
<tr>
<td>PSU and Ashore Force Protection</td>
<td>132**</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td>Misc (ORCA, JTFG)</td>
<td>5</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>3 x MCDV Crews</td>
<td>9</td>
<td>109</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>150</td>
<td>168</td>
<td>318</td>
</tr>
<tr>
<td><strong>%</strong></td>
<td>47%</td>
<td>53%</td>
<td></td>
</tr>
</tbody>
</table>
Major FG Issues OP PODIUM

• Implementation of Class C left up to ECs which led to discrepancies in contract dates among JTFG Components
• Personnel benefits policy for domestic ops not clearly defined
• Theatre level training requirements eg CBRN not consistent among ECs
• Individual and collective readiness levels for sailors needs to be defined for various types of domestic ops
• DAG process cumbersome and not suited for a domestic op in an urban environment
<table>
<thead>
<tr>
<th>Operation</th>
<th>Total (in Trg for next roto)</th>
</tr>
</thead>
<tbody>
<tr>
<td>TF AFGHANISTAN</td>
<td>43 (21)</td>
</tr>
<tr>
<td>TF AFGHANISTAN (RC SOUTH)</td>
<td>3 (2)</td>
</tr>
<tr>
<td>OP PROTEUS / SAIPH / FOUNDATION / HAMLET</td>
<td>11 (1)</td>
</tr>
<tr>
<td>OP HESTIA</td>
<td>8 (0)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>67 (24)</strong></td>
</tr>
</tbody>
</table>
Recruiting and Retention
Recruiting Success

- Recruiting Year 2009 (1 April 2009 – 31 March 2010) has produced 532 NCMs & 120 Officers for a total of 652.
- Recruiting 2009 has been the best year to date for total amount of personnel recruited from the public.
- SIP was reached, and exceeded in some trades, with the notable exceptions of NCIOP, Navcomm, and MARS. Even with these trades, however, input has increased significantly this year.
- Input vs. Output – From the 652 produced by our recruiters this year, we have lost 352 personnel due primarily to Component Transfers and releases, leaving us with an estimated growth of some 300 this year. Challenge is now bringing this growing BTL number to TES.
Retention – The Challenge

• Full - Time
  – MCDV’s – heavy sailing schedules, with limited personnel. For full-timers, becomes in essence a career.
  – Component Transfers are continuing to rise each year; but this a force generator for the Regular Forces as well.
  – Last year the Naval Reserve generated 123 personnel for the Regular Forces, of those 69 were Navy.
  – However, creates a FG sustainment problem for the Naval Reserve in filling KIN Class and other full-time billets.

• Part - Time
  – Generally, on average a Class A Naval Reservist stays in for 3-5 years.
  – Retention challenge is to keep them once they have finished school.
Port Security, Naval Cooperation and Guidance for Shipping and Naval Intelligence
Port Security Units (PSUs)

• A deployable waterborne, force protection capability to protect and defend HMC Ships, strategic shipping or critical waterside infrastructure in Canada Command’s AOR
• Consist of fast, highly manoeuvrable small patrol craft, diving teams, operations centre and support elements
• Flexible organisation, tailored to mission requirements
PSU mobilization for operations

• Port Security Units are non-standing units that must be activated in order to initiate the force generation for operations or exercises.
• A PSU is staffed largely with Naval Reserve personnel, with some Regular Force depending on mission.
• The high-level steps to activate a PSU are:
  – Force Employer request CMS to Force Generate (FG) a PSU with mission specific requirements;
  – CMS directs MARLANT/MARPAC to FG a PSU based on mission;
  – MARLANT or MARPAC stand-up PSU, and
  – NAVRES and MARLANT / MARPAC force generate required personnel.
Some PSU Operations to date

- Waterfront security:
  - Vancouver Winter Olympics
  - Visiting French Carrier Battle Group
  - APEC
  - G7

- Natural Disasters:
  - Red River Floods
  - Fraser River Flooding (standby only)

- Search and Recovery:
  - Swissair 111
Naval Cooperation and Guidance for Shipping (NCAGS) & Naval Reserve Intelligence - Force Generation

- All Naval Reserve Divisions have trained Intelligence Officers providing personnel for employment:
  - Initial training:
    - Basic Office Intelligence Course at CFFS(Q), Regular Force standard.
    - NCAGS training for all NAVRES Int Officers
  - Readiness Training:
    - NCAGS/Intelligence CRRs are conducted in unit and regionally, coordinated by NAVRES N34 staff
    - Exercises are conducted domestically and internationally with NATO or Pacific & Indian Ocean (PACIO) countries.
Naval Cooperation and Guidance for Shipping (NCAGS) & Naval Reserve Intelligence - Force Employment

• Personnel for mobilisation are managed nationally by NavRes career managers in consultation with MOS advisor and N34 staff.

• Employment:
  – as flexible, mission-specific force packages and not formed units.
  – 2002 Op Apollo, Bosnia, Afghanistan, CTF 150 Arabian Gulf, Vancouver 2010
  – Since 2005, up to 6 NavRes Int O’s at Maritime Security Operations Centers (MSOC) in Halifax and Esquimalt, and regional JTF’s
NAVRES PS, Int and NCAGS

- PS and NCAGS/Int Senior Staff Officer in each of the five regions
- Reporting centrally to NAVRES N34
- Supervise regional force generation in these warfare disciplines
  - Many NRDs do not have the expertise
- Provide the cadre for command teams on mobilisation
PRES Int-Sea Capabilities

Since 2005 PRES Int-Sea Officers has been employed at different level within NAVRES and other elements including joint environment Domestically or on International Deployments. The contribution and quality of work done has contributed to build-up our outstanding reputation within the Intelligence Community.
International Deployment (Class C)

- Afghanistan (different locations) : 11 (Int function)
- Bahrain : 3 (Int function)
- Op Altair : 2 (Int function)
- Camp Mirage : 1 (Support Function)
- Op Augural : 1 (Mil Obser)
- Op Sextant : 1 (Int function)
- Other Ops : 3 (Int function – location unkn)
International Class B

- NATO Shipping Centre Augmentation (Northwood, UK) : 12 (NCAGS O – 2 wks to 1 month periods)
Domestic Ops (Class C or B)

- JTF Games: 10 (9 Int function and 1 LO)
- Op Nanouk: 2 (1 Int and 1 WO function)
Intelligence Support outside NAVRES

- MSOC : 16 (Int function) – since 2004
- JTFN : 1 (Int function)
- JTFE : 1 (Int function)
- CEFCOM : 6 (Int function)
- CDI : 3 (Int function)
- 6 Int Coy : 3 (1 Class A, 2 Class B)
- CFB/ASU Gagetown : 1 (Int function)
- 1 Canadian Air Division : 2 (Int function)
- Cold Lake : 1 (Int function)
- TAC School (Moncton) : 1 (Int function)
- G2 5e GBMC : 1 Class A
- HMCS Algonquin : 1 (Int function – 1 month)
- CFSMI : Exchange instructors with CFFS(Q)
- Canadian Embassy (Paris) : 1 (Int function – Class A)
NCAGS Full time support

- DMPOR : 1
- SO NCAGS : 2
- NCAGS O : 2
- CFFS (Q) : 6 Instructors
MARLANT/JTF(A) Routine
“Naval Reserve” Domestic and International Operations
Contingency Operations
International Fleet Review
EX FRONTIER SENTINEL
Standing NATO Mine Countermeasures 1 (SNMCMG1)