

***COS Land Reserve***  
***Army Reserve Lessons Learned***

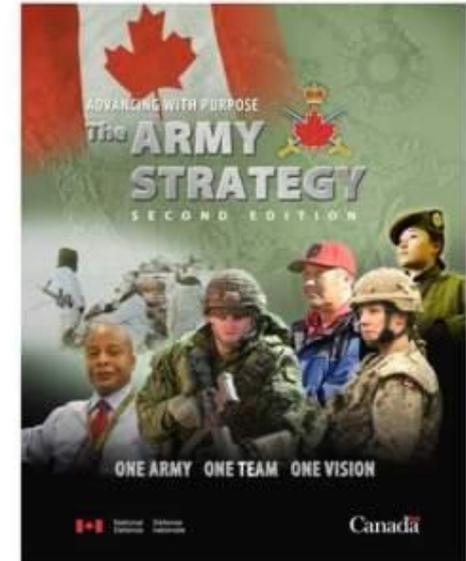
**Col P.N. Kelly**  
**Land Reserve**  
**April 2010**

# Outline

-  The Army Reserve Today
-  Deployment statistics
-  Lessons Learned
-  Impacts on the Army Reserve

# The Army Vision

“The Army will produce **combat-effective** and sustainable forces that deliver focused and integrated land effects **across the full spectrum of operations**. These forces will be strategically relevant to the Government of Canada, as well as **operational and adaptive**, to ensure full integration within a comprehensive joint, interagency, multinational and public (JIMP) context...



... The Army will synchronize force development to **achieve joint integration and combined interoperability** with other CF elements, the forces of the United States, other ABCA countries and NATO allies.”

## Bottom Line Up Front

- 🌿 The mission in Afghanistan has operationalized the Army Reserve
  - 🌿 Future operations will deliver an integrated capability
- 🌿 Future Force Employment models will include Reserve augmentation
- 🌿 More focus on the activation cycle
- 🌿 The Afghanistan mission has matured the Army Reserve and changed our culture

***One Army, One Team, One Vision***

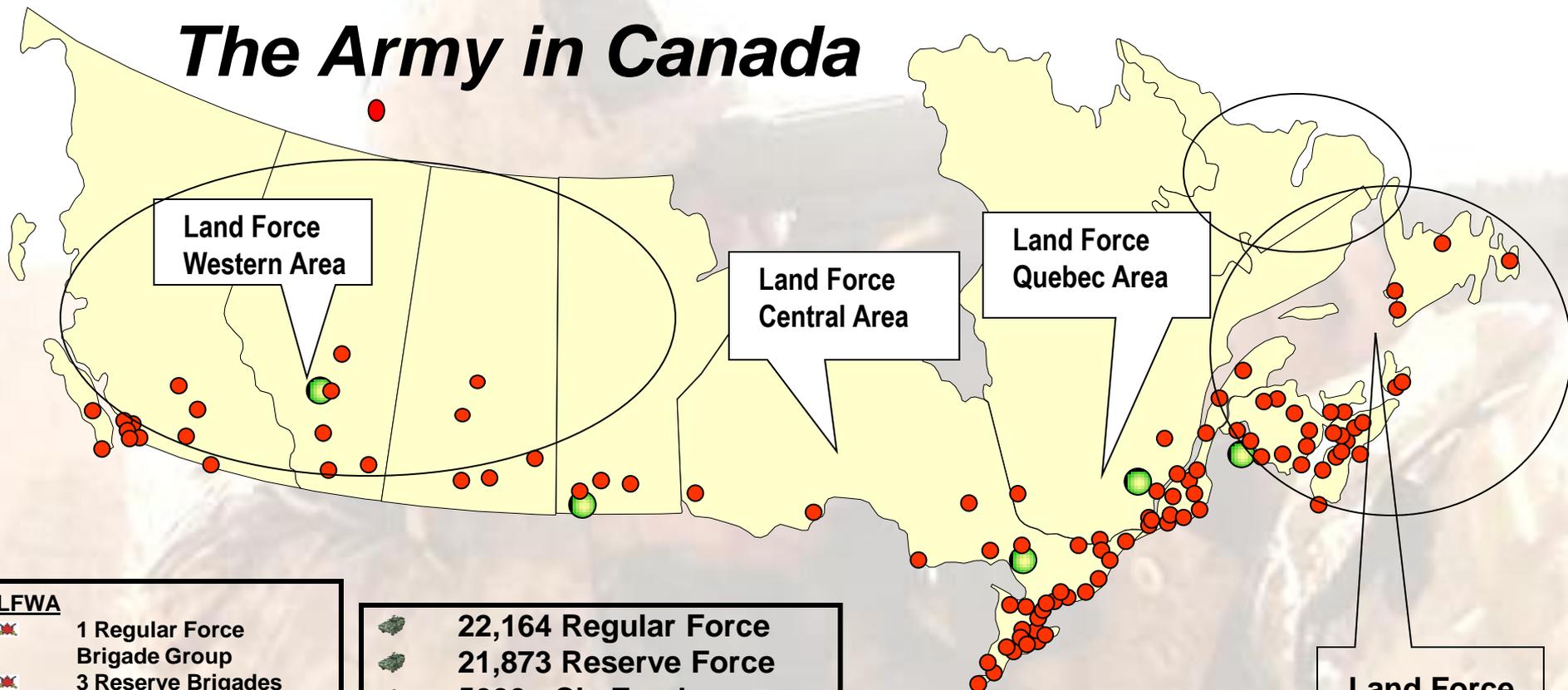


# The Army Reserve Today

***Une Armée, une équipe, une vision***



# The Army in Canada



**LFWA**

- ★ 1 Regular Force Brigade Group
- ★ 3 Reserve Brigades
- ★ 1 Area Support Group
- ★ Training Areas
- ★ Area Support Units

People per km<sup>2</sup>

- 10-50
- 50-100
- 100 +

\*2001 census

- 22,164 Regular Force
- 21,873 Reserve Force
- 5000+ Civ Employees
- 10 Provinces in 110 Communities
- 13,287 Regular and 2591 Res soldiers serve outside of the Army

**LFCA, SQFT**

- ★ 1 Regular Force Brigade Group
- ★ 2(SQFT) or 3(LFCA) Reserve Brigades
- ★ 1 Area Support Group each
- ★ Training Areas
- ★ Area Support Units

**Land Force Atlantic Area**

**LFAA**

- ★ 2 Reserve Brigades
- ★ Combat Trg Centre
- ★ 1 Area Support Group
- ★ 1 Area Support Center

**Land Force Environment  
Personnel Breakdown**

**// Éléments de la Force Terrestre  
Répartition du personnel**

Area	Regular Force	Army Reserve Force						Total
		Class C	Class B		Class B(A)	Class A	Auth Leave	
			<180	>180				
LS	316	5	4	55	22	24	0	426
LFDTs	2,171	10	19	161	58	44	1	2,464
LFAA	1,676	156	202	394	192	2,335	80	5,035
SQFT	6,128	148	367	619	209	4,056	64	11,591
LFCA	5,927	569	216	685	259	5,888	243	13,787
LFWA	5,944	498	255	421	209	3,266	139	10,732
Other	2	0	0	0	0	0	0	2
CC2 Total	22,164	1,386	1,063	2,335	949	15,613	527	44,037
			4,347					
		21,873						
Outside LF	13,287	2,591						15,878
<b>Total</b>	<b>35,451</b>	<b>24,464</b>						<b>59,915</b>

Data (HRMS) - dated 26 Mar 10  
 Army Reserve Data (RPSR) - dated 31 Mar 10

\* Outside of LF includes only Army Manage MOSID's

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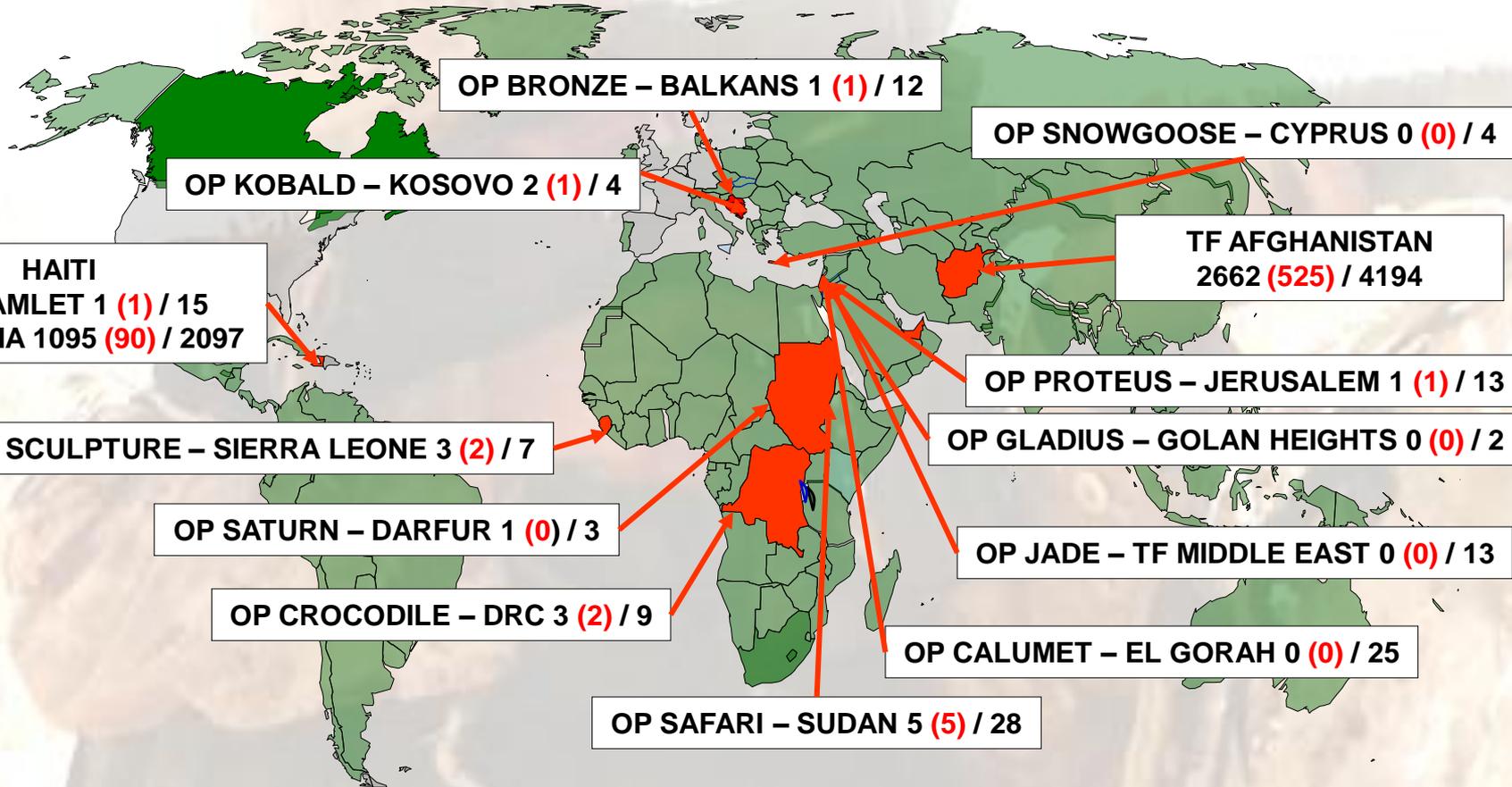


# **The Deployed Army Reserve**

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# Where is the Army?



**HAITI**  
 OP HAMLET 1 (1) / 15  
 Op HESTIA 1095 (90) / 2097

**OP BRONZE – BALKANS 1 (1) / 12**

**OP SNOWGOOSE – CYPRUS 0 (0) / 4**

**OP KOBALD – KOSOVO 2 (1) / 4**

**TF AFGHANISTAN**  
 2662 (525) / 4194

**OP PROTEUS – JERUSALEM 1 (1) / 13**

**OP SCULPTURE – SIERRA LEONE 3 (2) / 7**

**OP GLADIUS – GOLAN HEIGHTS 0 (0) / 2**

**OP SATURN – DARFUR 1 (0) / 3**

**OP JADE – TF MIDDLE EAST 0 (0) / 13**

**OP CROCODILE – DRC 3 (2) / 9**

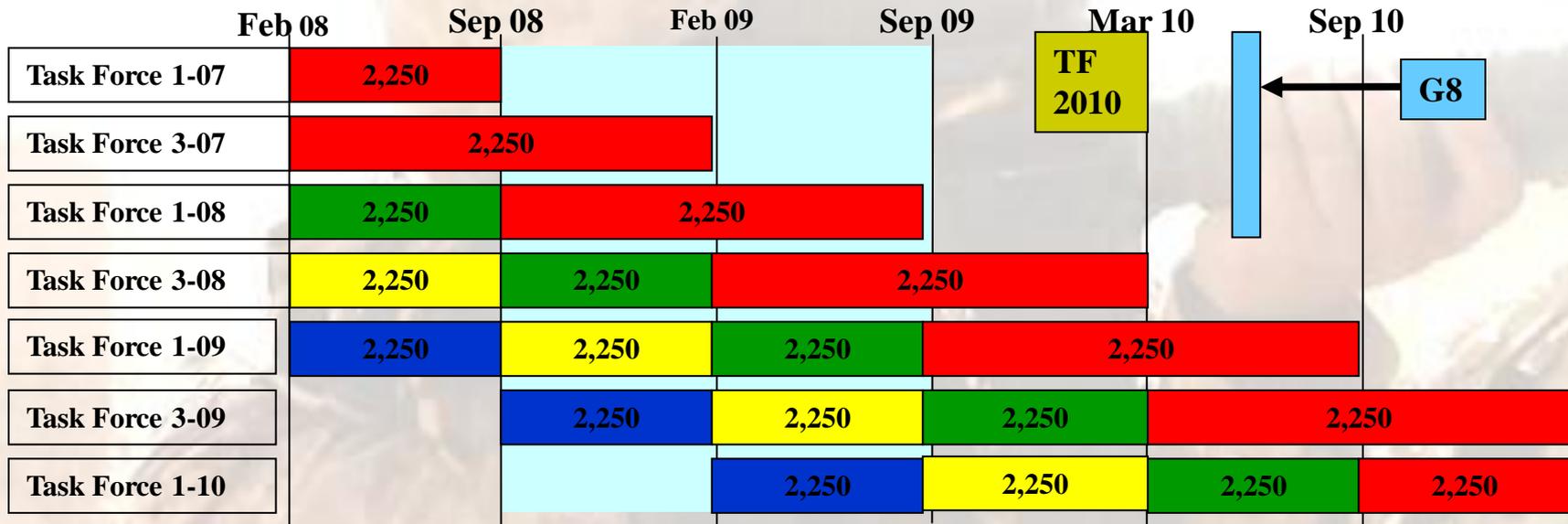
**OP CALUMET – EL GORAH 0 (0) / 25**

**OP SAFARI – SUDAN 5 (5) / 28**

Operations	Army	PRes	Total	% Army PRes
14	3,774	(628)	6,426	16.6%

**LEGEND**  
 CLS (PRes) / CF TOTAL

# Army Commitments - Afghanistan



Committed =	6,750	6,750	}	Over one year =	9,000
Reconstitution =	<u>4,500</u>	<u>4,500</u>		<u>6,750</u>	
Joint TF Afg Total =	11,250	11,250		15,750	

Training Assistance Visits + Other Missions + RC (South) = 168

**Annual OP Commitment ~ 15,918** - 12,418 Regular Force **58%**  
 - 3,500 Reserve Force **17%**

**Task Force 2010 – Sep 09 to Mar 10 / G8 Summit Jun 10**

■ Individual Training (IT)   
 ■ Collective Training (CT)   
 ■ Deployed   
 ■ Waivers within Policy

# Reservists in Afghanistan

## Reserve Participation

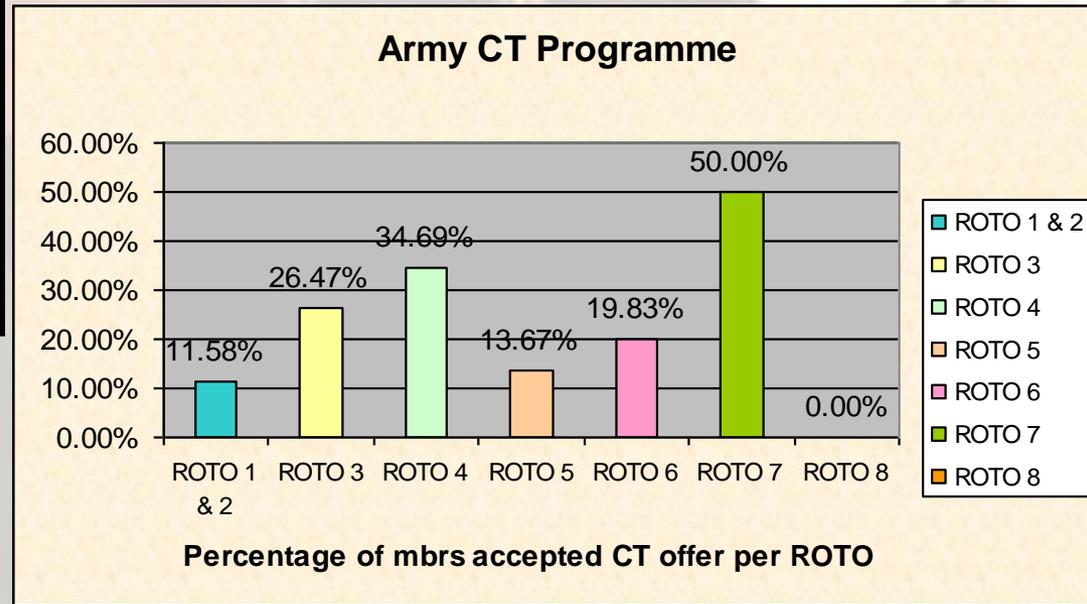
Roto 1	258
Roto 2	295
Roto 3	324
Roto 4	283
Roto 5	450
Roto 6	463
Roto 7	421
Roto 8	449
Roto 9	525

**Approx 11% – 24% of  
Army commitment**



# Component Transfers of Reservists who served in Afghanistan

Offered a CT	Accepted
Roto 1 & 2 – 285	33
Roto 3 – 204	54
Roto 4 – 147	51
Roto 5 – 256	35
Roto 6 – 232	46
Roto 7 – 170	85
Roto 8 – 152	Ongoing



# Lessons Learned

## Formal lessons

- ✦ TF 1-10 has Reserve issues built into the Critical Topics List (CTL)
- ✦ Prior rotations CTL's were focused on operational related issues

## Informal Lessons

- ✦ Gathered through discussion with leaders and soldiers
- ✦ All levels of the chain of command are utilizing local lessons learned to shape the mounting of future rotations

## Lessons learned during the conduct of the in-theatre operation are the purview of CEFCOM

## COS Land Res focus is on:

- ✦ Warning
- ✦ Mounting
- ✦ Pre-Deployment Training
- ✦ In theatre administration of Reservists
- ✦ Post deployment
- ✦ Issues affecting the home unit

# Warning/Mounting

- 🌿 Slow responses to self-identification for missions:
  - ✦ Impacts the ability to coordinate time off from work
  - ✦ Impacts the ability to program academic schedules
  - ✦ Stressor for families
- 🌿 Administration of Pay Accounts remains problematic
  - ✦ Stress on the member and home
- 🌿 Repetition of the DAG process upon arrival at the mounting base

# **Pre-Deployment Training**

- Repetition of the IBTS at the mounting base
- Length of pre-deployment training creates the conditions for being away from home 12+ months
- Weapons training does not pose a significant delta
- Most significant issue is re-rolling from light roles to mechanized roles

# In Theatre Administration

- 🌿 Class C pay administration is problematic
  - 🔫 Families who are affected need to be able to resolve the issue by phone as the member may be out of contact
- 🌿 Tour extensions must consider impacts on those required to return to work or on academic schedules

# **Post Deployment**

- ❖ Releasing of personnel from the airhead to their home units and families has proven to be a hit or miss experience.
- ❖ The application of three half-days of re-integration is inconsistently applied
- ❖ Class C pay close out of accounts. Repeated instances of account reconciliation 6-18 months after op tours

# **Issues Affecting Home Units**

- 🌿 A requirement to follow up on the stress of being tasked as a notification team or Assisting Officers
- 🌿 Local units in larger metropolitan centres are increasingly becoming the POC for the families of wounded soldiers
- 🌿 Military Family Resource Centres are not oriented towards the Reserve, they are Base centric
- 🌿 Deployed soldiers are becoming increasingly agitated at being marched out for “appreciation” activities
  - ✦ Priority for events is AFG veterans, those with Operational Tour experience and then all “others”
  - ✦ The “others” are beginning to feel like 3<sup>rd</sup> class soldiers in their own armouries
  - ✦ Successful deployments require good “home” and “away” teams and all personnel play important roles

# Summary

- Sustainment of a deployable cohort requires significant numbers of personnel in the pipeline
- During the high tempo period the Army Reserve has stepped in and lined up to fill the gaps on Bases as evidenced by the rise in Class B personnel
- Management of pay accounts is the single greatest dissatisfier due to the stress it creates at home and on deployed personnel
- The training of Army Reservists has created the conditions for relatively seamless pre-deployment training
- The pressure on home units can not be dismissed
- “One Army, One Team” is required to deliver operational capability

***One Army, One Team, One Vision***



# Questions

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