

Guilbault JAHA@CMP D Mil Pers Mgt@Ottawa-Hull

From: Heilman, Corinna <Heilman.Corinna@cfmws.com>
Sent: Tuesday, December 10, 2024 1:41 PM
To: Forgues JRG@CMP D Mil Pers Mgt@Ottawa-Hull
Cc: Pare K@CMP D Mil Pers Mgt@Ottawa-Hull; Guilbault JAHA@CMP D Mil Pers Mgt@Ottawa-Hull
Subject: RE: Mess Membership, PSP Manual and DAOD 5045-0 Canadian Forces Personnel Support Programs - Grievances processing and Initial Authority

I'm sending this from my CFMWS account for ease of access.

I sent a short note recommending that we find some time to chat. In the mean time, I'd offer the following related to authorities and reporting chain for CEO CFMWS/MD NPP:

- Chap 9-4 para 4(b) is referring to policies governing the public support that is provided to morale and welfare programs. This speaks to things like infrastructure and public funding allocations, not to program policy.
- Chap 9-4 para 4(c) is the appropriate reference for policies covering CAF members, which includes the personnel support program policies as captured in the PSP Policy Manual. This is CMP authority. CFMWS/PSP is the delivery mechanism for the programs.
- DAOD 1000-7 assigns functional authority over morale and welfare programs to CMP.
- DAOD 5045 directs that DND and the CAF must manage personnel support programs in accordance with the PSP Policy Manual.

In terms of reporting, the CEO reports directly to the CDS with ongoing direction provided by the VCDS. CFMWS is not part of CMP, the CAF or DND. Under Schedule 5 of the Financial Administration Act, CFMWS is a federal agency that is not part of the core public service (i.e. it does not fall under Treasury Board).

The requirement for CAF members to belong to a mess falls under CMP's authority for morale and welfare with the policy being captured in the PSP Policy Manual and as such, it is not CEO CFMWS/MD NPP direction so it would not be appropriate to have the CDS sign the adjudication letters. I also think this would present a conflict given that the CDS is the final authority.

Again, it's likely best if we find some time to chat through this space.

Corinna

From: CORINNA.HEILMAN@forces.gc.ca <CORINNA.HEILMAN@forces.gc.ca>
Sent: December 10, 2024 12:29 PM
To: Heilman, Corinna <Heilman.Corinna@cfmws.com>
Subject: FW: Mess Membership, PSP Manual and DAOD 5045-0 Canadian Forces Personnel Support Programs - Grievances processing and Initial Authority

From: Forgues JRG@CMP D Mil Pers Mgt@Ottawa-Hull <GUY.FORGUES@forces.gc.ca>
Sent: December 10, 2024 11:52 AM
To: Poulter.Ian <Poulter.Ian@cfmws.com>
Cc: Heilman CA@CMP PSP@Ottawa-Hull <CORINNA.HEILMAN@forces.gc.ca>; Pare K@CMP D Mil Pers Mgt@Ottawa-Hull <Karl.Pare@forces.gc.ca>; Guilbault JAHA@CMP D Mil Pers Mgt@Ottawa-Hull <ANDRE.GUILBAULT@forces.gc.ca>

Subject: FW: Mess Membership, PSP Manual and DAOD 5045-0 Canadian Forces Personnel Support Programs - Grievances processing and Initial Authority

Dear Mr. Poulter,

My grievance analysts are processing two grievances on your behalf about compulsory membership and obligation to pay mess dues.

Decision letters, mostly denying the contentions based on the information below, are soon to be finalized and will be ready for signature.

On CFMWS' webpage, in the "ABOUT US" Section, we can read that CFMWS is "Working on behalf of the Chief of the Defence Staff and under the authority of the Defence Minister,"

We have also noticed that your organization is not listed anymore under CMP's Organization on the CMP/MILPERSCOM Intranet.

In the PSP manual, the Chapter 9-4 (Mess Administration), para 4.b. states that *The VCDS is responsible for approving policies relating to Public support to MW programs, such as messes.*

CMP does not seem to be in your CoC anymore.

The decision letters originating from the military grievance system must be signed by a military member having the necessary authority, albeit a CO or higher in the CoC.

Your position being one of public servant, what is the level above you where such letters should be sent for adjudication?

Kind regards,

Guy

LCol (ret) Guy Forgues
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 613-901-5360 (Carling/office)
 Gestionnaire, Grievs militaires, Commandement du Personnel Militaire
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L/M	M/T	M/W	J/T	V/F
	Office	Office	Office	

From: Pare K@CMP D Mil Pers Mgt@Ottawa-Hull <Karl.Pare@forces.gc.ca>

Sent: December 10, 2024 7:43 AM

To: Forgues JRG@CMP D Mil Pers Mgt@Ottawa-Hull <GUY.FORGUES@forces.gc.ca>

Cc: Guilbault JAHA@CMP D Mil Pers Mgt@Ottawa-Hull <ANDRE.GUILBAULT@forces.gc.ca>

Subject: FW: Mess Membership, PSP Manual and DAOD 5045-0 Canadian Forces Personnel Support Programs

From: Simoneau MGen ED@CMP D Mil Pers Svcs@Ottawa-Hull <Erick.Simoneau@forces.gc.ca>

Sent: December 10, 2024 6:41 AM

To: Guilbault JAHA@CMP D Mil Pers Mgt@Ottawa-Hull <ANDRE.GUILBAULT@forces.gc.ca>; Gallinger KA@CMP Asst

CMP@Ottawa-Hull <KIRK.GALLINGER@forces.gc.ca>; Paterson DA@CMP DMPPPC@Ottawa-Hull
<DAVID.PATERSON2@forces.gc.ca>; Mills LCol A@CMP@Ottawa-Hull <ANDREW.MILLS@forces.gc.ca>
Cc: Pare K@CMP D Mil Pers Mgt@Ottawa-Hull <Karl.Pare@forces.gc.ca>
Subject: FW: Mess Membership, PSP Manual and DAOD 5045-0 Canadian Forces Personnel Support Programs

No need to go to AFMB anymore. CDS rendered her decision; CAF members will be member of a mess,
and we need to produce the mechanism to provide policy cover for it. JAG will get back to us on best
COA. CNX my request for governance. Thanks.

Major-Général Erick Simoneau

Deputy Commander Military Personnel Command & Assistant Chief of Military Personnel
Canadian Armed Forces

Commandant-adjoint, Commandement du personnel militaire & Chef-adjoint du Personnel militaire
Forces armées canadiennes

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From: Bourgon LGen MHL@CMP@Ottawa-Hull <Lise.Bourgon2@forces.gc.ca>
Sent: December 9, 2024 8:57 PM
To: Poulter.Ian <Poulter.Ian@cfmws.com>
Cc: Heilman, Corinna <Heilman.Corinna@cfmws.com>; Peckham, Julie <Peckham.Julie@cfmws.com>; Simoneau MGen
ED@CMP D Mil Pers Svcs@Ottawa-Hull <Erick.Simoneau@forces.gc.ca>; Holman BGen RF@OJAG@Ottawa-Hull
<ROBIN.HOLMAN@forces.gc.ca>; Davis Col IE@OJAG DJAG AL@Ottawa-Hull <IAN.DAVIS@forces.gc.ca>
Subject: RE: Mess Membership, PSP Manual and DAOD 5045-0 Canadian Forces Personnel Support Programs

Thanks Ian. CDS was clear today that every CAF member will belong to a Mess. Now it is either the PSP
manual has the authority over CAF personnel or we will need to amend the DAOD, thru a CDS letter and
CanforGen.
JAG: please advise.

Sent with BlackBerry Work
(www.blackberry.com)

From: Poulter, Ian <Poulter.Ian@cfmws.com>
Date: Monday, Dec 09, 2024 at 7:58 PM
To: Bourgon LGen MHL@CMP@Ottawa-Hull <Lise.Bourgon2@forces.gc.ca>
Cc: Heilman, Corinna <Heilman.Corinna@cfmws.com>, Peckham, Julie <Peckham.Julie@cfmws.com>
Subject: Mess Membership, PSP Manual and DAOD 5045-0 Canadian Forces Personnel Support Programs

General:

Just a little research to give you current state of play: