

in a position to provide much-needed specialists in the engineering, radar, helmsman and communications trades. Even if it would take little time to acquire the skills needed in a large number of positions, the combined effect of inadequate establishments and insufficient training would make it next to impossible for the reserves to provide at short notice the manpower and skills required for even NCS and NOIC operations. Yet, both these activities would be immensely important at a time when vast fleets of civilian shipping were being brought together and assembled into convoys; when large numbers of enemy fishing, commercial and other vessels were being rounded up at sea and escorted into port; and when detection of surreptitious hostile acts such as intelligence-gathering and mine-laying would be a major task.

For the foreseeable future, the primary Naval Reserve will continue to train aboard antiquated vessels and with one-of-a-kind hand-me-downs from the Coast Guard or the RCMP. The reserves will have to devote a great deal of energy to overcoming maintenance problems, but this will not serve to provide suitable training for technical personnel such as engineers. Distinct reserve vessels have, once again, disappeared into the dense fog of DND's "unfunded" list. Reserve training classes are given in old buildings, "with a few bits of museum-piece naval hardware";<sup>8</sup> and the Naval Reserve has not been allocated even the modest sums that would allow it to train on simulators available in civilian educational establishments which make no use of them in the evening and on weekends. As a result, when economic conditions are not such that individuals will cling to any source of income, the Naval Reserve loses a large portion of its recruits before they can be trained to adequate levels of military proficiency.

## The Supplementary Reserve

The Supplementary Reserve is in an even worse state. For all intents and purposes, it is nothing more than a list of names collected over many years. The subcommittee was even told that attempts to turn it into more had not yet reached even the "weeding-out" stage. At present, it provides nothing substantial beyond a cadre of retired officers for NCS operations. It could be made to yield far more, however. With 75 per cent of released personnel signing up for Supplementary Reserve service, annual attrition should provide a large pool of *fully trained* personnel who could be expected to remain proficient in their military trades for at least five years even without refresher training.

## Possible solutions

There are various possible solutions to the problem of personnel shortages in an emergency, the first issue mentioned above. The most straightforward would be to increase authorized ceilings, so as to close the gap between authorized strength and wartime requirements. The influx could be accommodated by re-opening naval divisions closed some years ago, opening new ones, operating more than one division unit in various establishments (by assigning different drill nights) and re-instituting programs such as the University Naval Training Division (UNTD) to ensure a continuing supply of officers. This is the approach most

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<sup>8</sup> *Ibid*, 18 May, 1982, p. 29:13.