

RCN STABILIZES EMPLOYMENT PATTERNS

The following statement was issued early in November by the Minister of National Defence, Mr. Paul Hellyer, and the Associate Minister of National Defence, Mr. Lucien Cardin:

A system designed to stabilize employment patterns of men serving in the Royal Canadian Navy will be brought into effect over the next two-and-a-half months.

The scheme, known as the Cyclic System, will enable men serving in the Navy to predict their career prospects, including service at sea and ashore, formal training courses and trade advancement, by as much as five years.

Additional important benefits expected from the System include the further enhancement of ships' efficiency, and the provision at all times of a number of ships at a peak state of operational capability, with others ready to be brought to a similar state at short notice, and a more even distribution of the workload in the naval dockyards.

Under the Cyclic System, ships on both coasts will be divided into four groups, with approximately the same number in each group. They will be identified as the Red, White, Blue and Gold groups.

Each group will commence, on a set date, a 16-month cycle of employment. This cycle covers both the ships and the men serving in them. Each cycle will consist of four four-month phases.

EMPLOYMENT PHASES

In the first Phase, ships will be alongside in harbour for maintenance and for the training of their personnel ashore in the Fleet Schools.

In Phase Two, the ships will go to sea for work-ups, squadron exercises and probably a cruise.

In Phase Three, known as the Fleet Phase, ships will be at their highest state of operational readiness. These would be the first ships to be called on in an emergency.

In Phase Four, there will be a gradual lessening of operational availability. Some men, although still attached to their ships, will go ashore for courses which are too long to be accommodated in the ensuing Phase One. Ships in this category will be employed in cadet training, trials projects and miscellaneous sea duties.

Groups will commence their cycles at four-month intervals. Thus there will always be, on each coast, one group in each phase. This ensures that, at all times, three-quarters of the ships of the Navy will be available for sea service.

The 16-month cyclic period has been chosen mainly to avoid having ships go through the same phase at the same time of year in succeeding cycles.

MAKING A START

To get the Cyclic System started, all ships will be re-manned with crews whose engagement periods, course requirements, promotion status and other service categories are similar. The redistribution of personnel will begin shortly in the Atlantic Command and on December 14 in the Pacific Command. The Cyclic System itself commences next January 18.

A significant feature of the Cyclic System is that it will ensure that in ships, where teamwork is of the utmost importance, there will be the same crew for a minimum of 12 months. For the individual, it will provide a reasonably firm forecast of his employment and advancement prospects.

The Cyclic System is the result of an examination carried out earlier this year by a Personnel Structure Review Team under the chairmanship of Rear-Admiral William M. Landymore. Personnel of all ranks in the RCN were encouraged to present written briefs and criticisms and, if they so wished, to amplify and discuss their submissions.

In all, 215 briefs were submitted and 102 officers and men, ranging in rank from rear-admiral to able seaman, appeared before the Landymore Committee.

The Cyclic System and related courses of action represent a further refinement of personnel policies and plans progressively adopted in the Royal Canadian Navy in recent years. Some temporary dislocations are bound to occur as the system is introduced. However, by providing a balanced, rotational programme for the employment of ships, and by clarifying and improving the career prospects of the men who serve in them, the System promises to make an important contribution to the efficiency, effectiveness, and morale of the Fleet.

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LATEST IMPORT FIGURES

Canada's commodity imports in May 1964 were valued at \$657,725,000, an increase of 8.0 per cent from the May 1963 total of \$609,133,000. This figure differs little from the preliminary total published on August 25. With gains in all preceding months of the year, the value of imports in the January-May period advanced 17.0 per cent, to \$3,017,015,000 from \$2,577,848,000 in the corresponding period of 1963.

The value of imports was higher in May and the January-May period this year than last from the United States, Britain, the Federal Republic of Germany, Japan, France, Australia and Brazil. Values were lower in the month and higher in the

cummulative period for imports from Venezuela and Italy, and up in the month and down in the four months for imports from Jamaica.

Among the principal commodities, the values of imports were greater in May and the January-May period than a year ago for non-farm machinery, automobile parts (except engines), radio equipment and related devices and other electrical apparatus, tractors and parts (except engines), engines (except aircraft engines), farm equipment and parts (except tractors), freight and passenger automobiles and steel plate, sheet and strip. The value of crude-petroleum imports was smaller in both periods, while that of aircraft and engines and parts was down in the month and up in the cumulative period.