



Beaver Tales

Beaver Tales, the ADM(IE) biweekly newsletter, is your one stop shop for all information IE.

JULY 9

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Next Edition:

- **July 23rd** – Please submit content for this edition by COB July 15th.

Upcoming Editions:

- **August 6th** - Please submit content for this edition by COB July 29th.
- **August 20th** - Please submit content for this edition by COB August 12th.
- **September 3rd** - Please submit content for this edition by COB August 26th.

Beaver Tale Submissions


Click [here](#) for instructions on how to submit content.

Click [here](#) for the 2020 edition release dates and content submission due dates.

We want to hear from you! Please provide any feedback or content ideas to: P-OTG.IENews@intern.mil.ca.



CALENDAR OF EVENTS

Click [here](#) to see upcoming events! 

Announcements, Upcoming Events & Important Information



Letter from the Defence Team Champion for Visible Minorities and Commander, Military Personal Command (MPC) regarding racism and discrimination

Dear Defence Team members,

Racism and discrimination exist and they continue to surface in violent and very tragic ways as we have witnessed with the violence experienced by black and Indigenous persons recently in the news. This has prompted a discussion about where we are as a society in terms of respecting the dignity of every person, without prejudice based on race, colour, national or ethnic origin, or other prohibited grounds.

Unfortunately, we are not where we need to be in terms of accepting and respecting each other's differences; discrimination, including systemic racism, continues to exist in the Canadian Armed Forces/Department of National Defence (CAF/DND) and must be addressed to every extent possible.

Read the rest of the letter [here](#).

SEE RELATED: ADM Corner

This is a difficult conversation to have, but nonetheless an important one.

I am profoundly saddened and concerned about the acts of senseless violence against Black, Indigenous and People of Colour in our society. The protests that are taking place across the United States and in Canada are born out of hurt, frustration, anger, emotional fatigue and injustice. Right now, we must all commit to being actively anti-racist by not shying away from difficult conversations, educating ourselves on the experiences of racialized people, and recognizing our own unconscious biases. [Read more...](#)

COVID-19 Updates

You are encouraged to visit [DND/CAF COVID-19 information page](#) for the latest information pertinent to both civilian and military Defence Team members. You can also find all of the latest information for all Canadians on the [COVID-19](#) page on Canada.ca.

The Canada COVID-19 app is a central resource for accessing personalized, trusted, evidence-based information about the COVID-19 pandemic across Canada. [Download here](#) for the most up-to-date information, recommendations, and resources.

- [A Letter from the Chief of Defence Staff \(CDS\) to CAF members deployed on Op LASER](#)
- [June 26: Twitter Update from the Deputy Minister Jody Thomas](#)
- [Recommended Public Health Measures and Personal Protective Equipment](#)
- [DM/CDS joint directive - DND/CAF COVID-19 public health measures and personal protection](#)

Mandatory course for all personnel: The COVID-19 Awareness Course is now available on the Defence Learning Network (DLN). To access the DLN please visit the appropriate site based on your connection:

- **DWAN/DVPNI:** <http://dln-rad.mil.ca>
- **Home Internet:** <https://dln-rad.forces.gc.ca/login>

Once you have logged on, perform a 'catalogue search' for "COVID" and you will see the result "COVID-19 Awareness / Sensibilisation à COVID-19 MITE 122255". Choose it and click register. The course should take between 60-90 minutes to complete.

Defence Team COVID-19 - Mental Health and Wellness

The outbreak of COVID-19 has resulted in a high degree of uncertainty and disruption to our lives, and it is not unusual to feel a heightened degree of anxiety and worry about the potential impact on yourself and your family. As we continue to navigate through this uncertain time, Defence Team members can [access a variety of resources and information](#) to help maintain and improve our mental health and overall personal well-being.

- [Defence Team Parenting Series: Talking to children about COVID-19](#)
- [Ask the Expert: Common Running Injuries](#)
- [What can LifeSpeak do for you? \(video\)](#)
- [LifeSpeak's COVID-19 Expert Blog Series #2: Managing difficult emotions in times of stress](#)

Business Resumption

- [Your questions answered: Travel restrictions and the future of telework](#)
- [Defence Team, send us your questions about resuming work!](#)
- [Tools for the Defence Team to support Business Resumption](#)
- For more information, check out these resources:
 - [Resuming work](#)
 - [Working remotely](#)
 - [Supervisors' Communications Toolkit](#)

HR-Civ message - The Importance of Scheduling Vacation Leave and COVID-19 Leave Provisions

Vacation Leave

As we enter the summer months, it will be important to remind managers and employees that planning and scheduling time away from work is important for your well-being and mental health. Employees are encouraged to take vacation leave this summer or think about when they plan to take this leave in the coming year.

Employees should also be reminded that, generally, they are expected to use vacation leave credits in the year that they are earned and we don't expect this year to be an exception. To help guide managers in their discussions with employees regarding vacation leave in the current context, we will share information with the human resources community shortly through our regular teleconferences and touchpoints.

COVID-19 Leave Provisions

Over the past several weeks, we have continued to closely monitor the easing of restrictions across all provinces and territories, particularly in the context of planning the gradual easing of restrictions at federal worksites and the way forward for temporary leave provisions for public servants.

Recognizing that we are not quite ready to return to business as usual and that remote and flexible work arrangements will continue for some time, the existing guidance regarding employee leave policies related to COVID-19 remains in place. This guidance is available on the [Employee Illness and Leave](#) page on Canada.ca.

Provincial and territorial plans for the fall re-opening of schools and daycares will be monitored and regular discussions with bargaining agents regarding how these plans may impact parents across the public service will continue. Expect to be provided with new guidance regarding the use of 'Other Paid Leave (699)' well in advance of the start of the new school year.

Thank you to everyone for your continued collaboration and flexibility during these past months!



DND and the development of National Standards in the Geospatial field

Geospatial information describes the location and names of features beneath, on or above the earth’s surface. A common problem facing owners of aging underground infrastructure is lack of geospatially accurate location records. Old records, if they even exist, may be obsolete; or recorded with no set standard in a format that is not compatible for exchange between organizations. Old mapping records are often a schematic representation rather than a geospatially accurate map of underground infrastructure suitable for planning construction projects. Lack of good data about what is in the ground has considerable implications for staff safety and damaged infrastructure as a result of damage during digging for construction project; there is also a considerable financial impact as well as loss of service.

Solution and DND involvement:

As infrastructure owners and the construction industry look to improve records with the adoption of new technologies, there was a need to have a Canadian standard so that these efforts would not be done in isolation. The Canadian Standards Association (CSA) has released CSA S250 Mapping of Underground Utility Infrastructure, with the purpose of specifying mapping record requirements to identify and locate underground infrastructure. This standard has been developed in collaboration with utility companies, municipalities, provincial agencies, and federal departments. DND staff from Director Architecture Engineering Services (DAES) have been involved in the development of this standard from its inception in 2011 and has recently revised the standard in preparation for a new release.

What does it do?

The S250 standard is a collection of best practices which encourages a systematic approach to mapping and record keeping by establishing:

- Governance for utility infrastructure records management and mapping.
- Procedures for defining mapping accuracy.
- A uniform manner for utility feature descriptions and depiction so that all stakeholders can gain value.
- Processes for notification of record errors and best practices when sharing mapping records.

The S250 standard is closely aligned with the American Society Civil Engineers standard 38-02 collection and depiction of Existing Subsurface Utility Data. S250 also support the CSA standard Z247 Damage Prevention for the Protection of Underground Infrastructure.

How it will benefit?

Infrastructure owners as well as contractors and utility locators will all benefit from adopting a common mapping standard to deliver projects with less disruption and expense. DND, with its large portfolio of aging underground infrastructure, will benefit from adoption across the industry of a common standard for mapping underground infrastructure. This ensures that infrastructure has been built as proposed and that improved information can be used to support operations and maintenance as well as planned projects.

Application of the CSA S250 will result in:

a) Reduced injuries to staff.	e) Improvement in timelines to update systems.
b) Fewer infrastructure damages.	f) Improved management of utility records.
c) Improved as-built drawings.	g) Less environmental incidents.
d) Decreased costs in the design phase of utilities.	h) Accurate capture of underground infrastructure data for future projects.

A driver for the adoption of the S250 mapping standard is the creation at the provincial level of One-Call centres and the need to provide necessary information to excavators when buried facilities are nearby.

Adoption of S250 provides DND and industry with a mapping framework that will support the development of data definition and attribution standards for underground infrastructure, such as MUDDI (Model for Underground Data Definition and Integration) currently under development by the Open Geospatial Consortium (OGC). S250, aligned with MUDDI, will enable a coherent BIM/GIS of horizontal assets with the department’s vertical assets.

FEATURE ARTICLE

Installation of outdoor gym equipment at Pacific Naval Construction Troop (PNCT) of RPOU(P) Sect

On 15 June 2020, the Pacific Naval Construction Troop (PNCT) of Real Property Operations Unit (Pacific), Esquimalt began the installation of outdoor gym equipment on the edge of the apron at 443 Maritime Helicopter Squadron in Victoria, BC. The installation of this equipment had been awaiting approval for quite some time and saw various delays due to a combination of approvals and work order priorities. Considering the high number of health and safety related work orders that the civilian RP Ops personnel were focusing on, RPOU(P) Sect ESQ decided to enable this installation through the means of military trades technicians.

Under the supervision of MCpl James Burris (Electrical Generation Systems Technician), the PNCT members, Cpl David Wilcox (Plumber), Pte Tristan Hatch (Water, Fuels, & Environment Technician) Cpl Ben Kim (Refrigeration & Mechanical Technician), and Avr Denis Bobok (Electrician) had the opportunity to experience an installation the construction techs would generally do. It was a great learning experience for all the apprentices and it was the first time for some of the members to use tools they were not familiar with. Not only did the technicians get involved with the installation of this equipment, Captain Tyler Ovens (Ops O - RPOU(P) Sect ESQ) and Captain Michael Peet (Log O – 443 Sqn) lent a helping hand during the last day of installation. Sgt J.P. Laurin, who is a carpenter by trade, was able to spread some of his knowledge and expertise to the apprentice members of PNCT on how to manage small projects.

The project was a great developmental opportunity for PNCT members to get some hands on experience and develop their critical thinking for planning and executing small party level tasks. With the equipment now installed, members from 443 Squadron have a new place to release stress and get active on duty without having to go far from the hangar!

CHIMO!

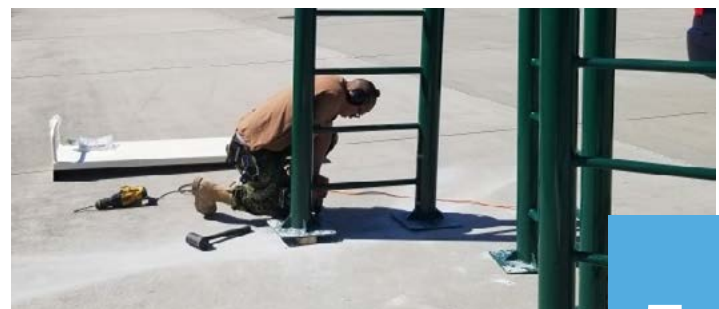


RPOU(P) Sect ESQ PNCT

(Left to Right - Cpl David Wilcox, Cpl Ben Kim, Avr Tristan Hatch, Sgt JP Laurin, Capt Tyler Ovens)



Capt Ovens, right, and Avr Hatch, left, fastening equipment to the apron.



Cpl Kim drilling holes in the base for the anchors.

Intranet Updates

Important updates to ADM(IE) Intranet webpages

ADM(IE) Business Resumption Plan (BRP)

The checklist for supervisors of employees returning to the workplace is now live. The objective of this checklist is to enable the resumption of ADM(IE) activities in the physical workplaces in a controlled manner while ensuring that both employees and clients are kept safe.

View the [checklist from intranet.mil.ca here](#) and find other [ADM\(IE\) reference documents here](#).

Business Planning and Performance

The Business planning and performance group provides management services to support IE program needs and other corporate obligations.

New and updated links are now available. [Visit the page here](#) to find information on:

- Treasury Board Secretariat Policy on Results
- Functional planning guidance 2021-22
- Reporting cycle for government expenditures
- Departmental Results Framework
- Financial administration manual (FAM)
- ADM(IE) Integrated Resource Plan 2017-18