

# Admiral reveals bilingual promotion policy

In a letter to Commanders of the major commands in the Canadian Forces, Rear Admiral D. S. Boyle outlined the promotion policy as affected by bilingual and bicultural goals. With some skill and cunning and a lot of nerve, the TOTEM TIMES obtained access to the letter.

The purpose of this letter is to provide you with information concerning the CF promotion system in relation to bilingual and bicultural goals in the CF. These goals are, or should be, well known; however, there is evident concern in the forces about promotion as it pertains to the problem of cultural imbalances.

In accordance with Government policy, DND is taking steps to achieve francophone representation that approximates the national average in all occupation areas and at all rank levels. We are committed to redress the present imbalances within 15 years, showing continued progress toward that goal each year until the situation is corrected. Equitable representation at the higher rank levels in 15 year's time can only be achieved if there is an adequate promotion flow of francophone personnel through the lower ranks in the early years of the program. While the francophone promotion flow is essential, it must be achieved in a way that is fair and appears to be fair to anglophone and francophone personnel alike. There must be no stigma attached to any promotion and this can be assured only if there is a general awareness that promotion is still based on merit rather than cultural background.

Where practicable, some increase in francophone representation at each rank level is required by the end of each

promotion year in those classifications and trades where francophone shortages presently occur. The increases both last year and this year have been small in many classifications and trades. In a few instances there has been no increase, but overall progress has been made. Undoubtedly, as the francophone base broadens the rate of progress will improve to allow successful completion of the program within the allotted time frame.

We believe that we now use promotion procedures which will attain our B & B goals and yet are as fair as is humanly possible to all members of the CF. No doubt the procedures will cause some criticism, and practicable suggestions for improvement will be welcome. Bearing this in mind, the following is a brief summary of the procedures presently in use:

- Promotion Boards consider and score all eligible candidates by classification or trade and rank.
- When scoring, Promotion Boards identify all personnel in each group who are considered 'suitable' and 'not suitable' for promotion in the forthcoming promotion year.
- The Promotion Board scores of all those personnel considered 'suitable for promotion' are converted into merit lists by arranging them in descending order of scores.
- Promotion quotas are applied against the merit list and the resulting ratio of anglophone, francophone personnel is compared with the ratio existing at the beginning of the promotion year. In this comparison, the francophone group is almost invariably bilingual, whereas at the present stage of the B&B program, the vast majority of anglophones are unilingual.

e) When the resulting ratio does not provide a reasonable increase in francophone representation, adjustments to the promotion lists are considered and actioned if practicable. Such adjustments are considered practicable only if there are qualified francophone candidates on the particular merit list.

f) If it is necessary to deviate from the strict order of merit to achieve an increase in francophone representation, a non-francophone candidate who would otherwise be promoted during the promotion year, must be bypassed. To protect this individual, his name is placed at the head of the subsequent year's merit list and he is promoted at the first opportunity unless there appear, ad interim, justifiable reasons for denying promotion.

The 1971 deviations have been corrected, and it is possible that some of the 1972 ones may also be corrected before the end of this promotion year.

The point of most concern is probably the fact that some deviations from the strict order of merit lists have occurred in the past and may be necessary in the future. The very limited number of these deviations, the fact that those so bypassed have been and will continue to be protected and promoted, and the overriding consideration of the need to achieve the goals set us, should make it obvious that we are carrying out the necessary practical actions and yet preserving the integrity of our system. I firmly believe we are taking the best possible course of action available. Possibly the following statistics may put this matter into clearer perspective:

	Promotions to		Promotions to	
	SGT, WO, MWO, CWO	Major Rank	Total	Deviations
1971	2,477	338	338	2
1972	-	384	-	5
1972 (Jan-Sep)	2,317	-	-	-
1972 (Oct-Dec)	500	-	-	-
	5,294	722	722	7

A most important factor, separate from but related to the cultural imbalance, is the shortage of bilingual persons in the CF. A greater opportunity for a challenging career and for advancement is available to those who are bilingual, and that is as it should be in a bilingual country. We must therefore, ensure that unilingual personnel are encouraged to learn the second language, particularly those with obvious career potential.

The CF have been set the goal of being truly representative of our country. We in CP Branch are now developing our capability to meet this goal through more encompassing and credible career management. We trust that this information will give you an understanding of some aspects of our task and direction, and will help in clarifying the matter of promotion procedures vis-a-vis B&B goals.

This information will appear in the CP Newsletter shortly, but prior to this you may wish to inform the personnel of your command.

D.S. Boyle,  
Rear Admiral,  
for Chief of the Defence Staff

# TOTEM TIMES

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17



ELEMENTS OF THE Canadian Airborne Regiment exercise near Banff, Alta. (CF Photo)

## Defence communications system to be modernized, automated

OTTAWA — A program for modernizing and automating the national defence communications system has been approved, extending over a four-year period. The existing system, procured in the 1940s, is obsolete and becoming increasingly difficult to maintain.

Nicknamed SAMSON (strategic automatic message switching operational network), the new system will consist of three automatic relay centers and approximately 150 communications centers, equipped with up-to-date terminal equipment.

Automatic relay centers will be installed in existing communications locations at Penhold, Alta., Borden, Ont., and Debart, N.S. Special terminal centers to link the new system with the Maritime Command communications network will be installed on both coasts. Remaining communications centers are located at Canadian Forces' bases and stations in Canada and Europe.

The new SAMSON system will be capable of handling classified message traffic and will provide a continuity of communications in the event of an emergency. A network of inter-connecting circuits will provide alternate routes for message traffic in the event of circuit failure or overloads. Automatic relays will be computer-controlled so that (Continued on page 8)

## 200 readied for Vietnam truce

OTTAWA — National Defence Headquarters has issued instructions for the medical examination and immunization of 200 selected Canadian Armed Forces officers, from NDHQ and bases across Canada, for possible service as peace observers in Vietnam.

This is a precautionary measure only, to ensure that should government decide to provide armed forces observers for truce supervisory duty in Vietnam, officers will be able to proceed at short notice.

The government previously announced that it is prepared to place at the disposal of any new international supervisory body for the initial period, the Canadian delegation to the existing international commission for supervision and control in Vietnam. The

Canadian delegation consists of 19 personnel, six of whom are members of the Armed Forces.

The Department of National Defence has not been asked to provide additional personnel for Vietnam. The 200 officers being medically cleared for possible observer service will merely be held on a waiting list for observer duty, in the event that the government should decide that additional observers are required, either with the existing delegation to the ICC or with any newly formed supervisory organization.

The officers selected for medical examination and immunization are serving in all elements of the Forces, to ensure that any request for personnel with specific military qualifications could be met.

## Safe Driving Week

Films on safe driving will be shown in the Base Theatre on 1, 2, 4, 5, 6 and 7 Dec. from 0900 to 1100 hrs. and 1330 to 1530 hrs.

All DND employees,

military personnel and dependents are invited to attend these showings. Your co-operation is solicited by the Base Transportation Section during Safe Driving Week.

## Canadian Club opens in Lahr

LAHR (CFP) — Canada is many things to many people, but for a few hours this month in a small town in Germany there seemed to be a rare consensus about what Canada is and what it means to us, as Canadians.

The occasion was the first meeting of the newly-formed Canadian Club of Southern Germany, and the man who brought about the unanimity was "Mr. Canada" himself, John Fisher.

The former chairman of the National Centennial Commission, regarded as one of Canada's most eloquent publicists, had chosen as his subject, "Back Home - a Look at Canada Today."

Alternately light-hearted and intense, jocular and serious, Fisher, with a reputation for being one of Canada's most gifted speakers kept a large audience spellbound for more than an hour. He covered such diverse subjects as wine making, the RCMP, the Crown, and "Newfie" jokes, weaving them all together with the thread of Canadianism.

"Canadians may be myopic, small-thinking and tight-fisted, and their country may be an almost ungovernable juxtaposition of regions, but somehow we've managed to survive 105 years," he said. And, if the mood of the audience was any indication, the country is not about to collapse.

The first Canadian Club was established in June, 1873, in Hamilton, Ont. There are now more than 50 clubs across Canada with more than 30,000 members. The Black Forest Club, which boasts a membership of 300, is the first to be formed outside the country. The other Canadian Forces' outlet opened at CFB Gagetown in Oct., 1971.

The Black Forest club will meet once a month, alternately in Lahr and Baden-Söllingen. Next guest speaker scheduled is George Bain, columnist and chief of the Ottawa bureau of the Toronto Globe and Mail.

## St. Croix withdrawn from duty

Rear-Admiral R.H. Leir, Commander Maritime Forces Pacific, announced today that HMCS St. Croix will be removed from active service on December 19.

St. Croix is an Esquimalt-based destroyer-escort at present employed in the Fourth Canadian Training Squadron.

The change in the ship's status is due to the current manpower and fiscal restraints. Three Halifax-based ships were similarly placed in a non-operational category last July.

The ship's company will be reassigned to duties in other ships and units. Some will join HMCS Restigouche in Halifax and sail her around to Esquimalt in June or July to become a part of the Second Canadian Destroyer Squadron.

While St. Croix will not be in an operational status after Dec. 19, she will be manned and maintained to a level which would permit short-notice reactivation should the requirement arise.

## A new concept

# New NDHQ building designed to promote efficiency

OTTAWA — When the personnel of National Defence Headquarters move into their new home across the Rideau Canal, everything will be new, everything will be different, and they will find that everything has been designed for improved efficiency. But it is going to take some getting used to.

Probably the biggest innovation in the new building — that relatively new concept of adapting the work station to the function, rather than fitting the function into an existing work area which resists change.

In the past the biggest barrier to the efficient grouping of people and functions, and the optimum use of space has been walls. Space in the old traditional headquarters has always been cut up by partitions so that any change in ac-

commodation meant that an organization had to fit itself into predetermined cubicles, or tear down the walls and put up new ones. This process was slow and costly and seldom used available space as efficiently as possible.

In the new headquarters, walls and cubicles and offices will be kept to an absolute minimum, and will be used where security is an absolute necessity or where noisy operations can be confined so that they do not interfere with other people at work. This minimal use of walls will leave tens of thousands of square feet of open space for office landscaping.

**MORE ECONOMICAL**  
Office landscaping has been adopted for the new headquarters because in the long run it is cheaper, more flexible to change, more economical in its use of space, and because it increases

communications and provides far more pleasant working conditions for the people involved.

Office landscaping starts with people and their functions. It is not simply a matter of pouring them all into a "bull pen" to sort themselves out. It is a well researched plan which investigates the functional needs of each individual in each unit of an organization, along with his inter-relationships with other units and agencies of the organization and his requirements for communications and facilities.

All these needs of the individual and the organization are carefully plotted to decide the optimum space and positioning of each function. The beauty of the system is that it provides the flexibility for change if practice proves that the space relationships or the space utilization of

various agencies could be improved.

**WORK FLOW STUDY**

One specialist in office landscaping says that "to do it properly demands an extensive work-flow study", and this was done for DND by the experts from the Bureau of Management Consulting, Department of Supply and Services. For more than a year they studied the specific work flow of all the units of the headquarters, and their requirements for communications with, and proximity to, other units of NDHQ. They studied the requirements of individuals for space, furniture and special facilities. And they and NDHQ staffs evaluated the need for each unit to be housed in the main headquarters. On the basis of their research, floor plans were prepared indicating every single individual and

the furniture, storage and equipment he would require. This extremely complex planning is basic to true office landscaping.

Almost concurrent with this process, was the separation of individuals, functions or agencies by means of curved and straight screens modular units of furniture, and plant material, all of which were plotted to scale of floor plans. These create privacy and help to channel traffic flow through the landscaped area.

The furnishings, too, are all designed to introduce a harmonious blend of color into the area.

**COLOR CODING**  
But how do you find a particular individual in a large open area where there are no office numbers to provide guidance?

This was but one of many problems facing the Bureau of

Management Consulting. The answer to this particular problem will be provided by color-coding.

It works like this. When a visitor comes to the entrance of the new building and asks to see someone in a particular directorate or section he will be told the color to look for and the floor on which this color will be found. He will then proceed to the designated floor where he will see a color chart breaking down the color into different shades. The Chief of Personnel branch, for instance, could be assigned the color blue, then the various directorates within that branch would be given different shades of the color ranging from sky blue to navy blue. If a directorate is large, then it will be broken down into sections and each of these sections will have a modification on the blue shade (Continued on page 8)



**AIR VICE-MARSHAL H.T. Bromet presenting a 407 crest to Wing Commander F.C. Archer (RAF) on June 26, 1943. Wing Commander Archer was Commanding Officer of 407 from Nov. 19, 1942 until Sept. 27, 1943.**

## 407 Tech Ramblings

Hear Ye! Hear Ye! This year's 407 Sqn all ranks Christmas party will kick off in the Rec Centre at 21:00 hours on Friday, December 8. Several innovations will be introduced and will include the elimination of the almost endless queue for food by having the turkey dinner served continuously from 21:00 to 01:00 hours. Also, a floor show featuring professional entertainer Charlie Boyer, of Ed Sullivan and Merv Griffith show fame, will be a new attraction with shows at 22:00 and 24:00 hours. Three cash door prizes of \$30, \$20 and \$10 will replace the single door prize and there will be dancing to the melodious strains of The Tidesmen from 21:30 to 02:30 hours. Free bus service and a well stocked bar will be

available. Admission will be by advance tickets sales only - no, repeat no, tickets will be sold at the door. Cost will be \$3 per couple for All Ranks Fund members and \$6 per couple for non-members and guests. See any of the following soonest for your ducats: Capt. Chura, Capt. Alford, WO McMullen, Sgt. Lahaie, Sgt. Martin, Cpl. Erickson, Cpl. Lavigne or Cpl Antle.

### TORP TOPCIS

The hunters have all returned safely from their soggy sojourn in the boonies and it is our pleasure to report that they were the bearers of much venison provided by the evasive wee deer. We knew you wouldn't let the team down, Paul.

We have another potential departure from the shop in the

person of Tom Moar who has received word from the banks of the Rideau that has been tentatively selected for remuster to Topographical Surveyor. Stand by for further reports on this matter.

Things have been humming around the shop for the past month in preparation for the annual A.M.I.T. visit and now that the inspection is over, we wait with baited breath for the results. Hopefully, they will be better than last year's.

Not wishing to suffer through a repeat of last year's rush, your scribe has had his vouture winterized early this time and is happy to report that he has not yet needed his snow tires. Knock on wood.

The shop Volleyball team has so far competed in two events of the Wednesday afternoon league and has six wins out of ten games played.

Have you ever wondered what the weather in Viet Nam is like at this time of year?

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## Demon History

**PART IX**  
12 Mar 43 - 28 Apr 43  
The serialization of LAC Hopkins' log continues:  
**SYNOPSIS**

By the 11th of March, 1943, the Hudsons had flown their last sortie with 407 squadron. Conversion to the Wellingtons continued through March at Skitten in North of Scotland (it was six miles from Wick). In three weeks of conversion operations 407 reported little else but the weather. By the end of March conversion was finished and the squadron returned south to RAF Chinenor in "Sunny Devon". By April Fool's Day 407 was officially launched on its new career as an ASW unit. They joined Coastal Command against the "U" boats in the Bay of Biscay.

Mar 12 - At 9:30 this morning my first "V" went on ops with P/O Ropey Jenner at the stick; he roamed over the coast of Norway, with sea markers but didn't see anything but water!! He got back at 1645.

Mar 20 - We got our first MK XII, with search light, in the belly - the idea is to blind the

crews of the sub when it's surfaced, I guess it does a good job too as they're over 17 million candle power bright. We're doing patrols every day, but it's sure dead compared to what we're used to. Mar 31 - At 1315 the main party left Skitten for Chinenor, N Devon. It took us about 36 hours and we arrived there at 1:30 on the morning of April 2nd. It's a very large 'drome, and a rumor has started already that we may go to Gib.

Apr 21 - This was our first real official Ops trip and we did pretty good. F/L Pickard took "S" and dropped his 6 dcs on a sub and it's thought to be a kill. On the way back he saw another, but could only straff it, this one shot back, but no hits. All this took place in the Bay.

Apr 28 - At 2000 hours "P" & "S" went out with F/O Jus Austin in "P" and FS Ferguson in Sugar, but found nothing. Ferguson came back on one engine, and was coming in, but Flying Control wouldn't turn on the flare path and told him to make another

circuit. He started to but didn't come back. It's thought the other engine "cut". This was at 4 a.m. and at 5 a.m. W/C Archer went to look for him but all he found was a large patch of oil and wreckage. F/L Flemington's body was washed up on the beach at Ilfracombe, none of the others were found. They were P/O Wheeler - his last trip to complete his tour, P/O Cornwall and Sgt. Summers, and F L Mickey Low. This is our first loss in Wimpys. Everyone is blaming Flying Control, but nothing we can do.

### HISTORIAN'S NOTES

LAC Hopkins is quite correct; although 407 rejoined Coastal Command on April 1st, the first operational trip was not sent out until the night of April 19-20.

The official history of the Squadron makes no reference to flying control's not turning on the lights and ordering the aircraft to make another circuit. See April 28th.

The death of J.P. Wheeler brought to an end a flying career noteworthy even among 407. In one incident (a flight across the Atlantic from Bermuda to the U.K.) his hair actually turned white overnight. The incident is fully recorded in the Squadron's WWII scrapbook.

## DEMON DOINS

If you have heard the rumble of Wrights lately, you'll know 407 is still here. The last two weeks have seen many hours logged on some varied tasks a little out of the ordinary.

The activity started with the visit of Lt. Cmdr. Cliff Crowe, Captain of the Rainbow. Commander Crowe came up to talk to the 407 crews participating in Subex 72. His ship, Rainbow, was going to be the object of attention for the following two weeks and he wanted to make sure that we were all speaking the same language. At the same time, negotiations were in progress to exchange observers. Our observer was going to sail with the Rainbow and Commander Crowe's representative would fly with our crews. After prolonged and intensive talks we traded Captain Pete Hill of Crew 1 fame for sonarman Cpl. Elmer Jones. I leave any drawing of conclusions to the reader... As a hint, Pete was the Mk 1 Bomber who cannonballed a certain Colonel in the pool at Barber's Point during Rimpac. I do not know what Elmer's indiscretion was; however, when it came to dropping charges on the Rainbow, Elmer was in there with the best of them. When asked why he enjoyed dropping charges all Elmer would do is smile, and smile...

Operations began in earnest on Monday 13 November, and continued for two weeks. During that time each crew practiced all the varied skills required of an ASW crew. While this was in progress, Crew 4 was called away for a search out of Yellowknife.

As Subex 72 drew to a close with some of the best weather and sea states we have seen, old man winter arrived and blew up a good storm. The Southeast really started to blow when Crew 3 was called into a search near Annette Island on Friday. Apparently, a light twin-engine aircraft went down on a VFR flight plan from Anchorage to Annette. When Crew 3 arrived Friday morning they faced 60 mph winds, severe turbulence and very high sea states. Major Gustafson, 407 Ops Officer, was along for the trip and he said it was the worst weather he has experienced on this coast.

Crew 1, scheduled to continue the search on Saturday was unable to complete the mission, after receiving a bird strike while airborne. At the time of writing, Crew 6 is scheduled to continue searching on Sunday.

As the apple approaches maturity, cork like cells form across the stem, cutting off nutrients which prepares the apple to drop.

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## Obituaries

### NEIL M. TAYLOR CFB technician, local resident

Funeral services for Neil McLaren Taylor, 39, of Powerhouse Road, Courtenay, were held Friday, 2:30 p.m., at St. John's Anglican Church in Courtenay.

Padre R.J. Ritchie, of CFB Comox, and Rev. Eric Scott, pastor of St. John's, officiated at the services.

Mr. Taylor, a traffic technician for the Department of National Defence, was born in Hay Township, Ont., and had been stationed in this area since 1969. His death occurred at the base hospital, CFB Comox on Nov. 21, following a short illness.

Surviving Mr. Taylor are his widow, Gladys; a son, Kevin, and a daughter, Candy, both at home; his parents, Mr. and Mrs. Orville Taylor, of Exeter, Ont.; three brothers - Orville, Brockville, Ont.; James, of Harriston, Ont.; and Robert, Hensall, Ont.; and two sisters, Evelyn Wright, Staffa, Ont., and Mae Buston, Cormotheny, Ont.

services were M/Cpl. James, Sgt. Doig, and Cpls. Nadeau, Potter, Duval, McDougal, Thibodeau and Ringette. Honorary pallbearers were William Huddleston, Evan Williams, Ronald Williams, Patrick Murphy and James Crouch.

Interment was at Evergreen Memorial Cemetery, Edmonton, Alta., with Sutton's Funeral Directors in charge of local arrangements.

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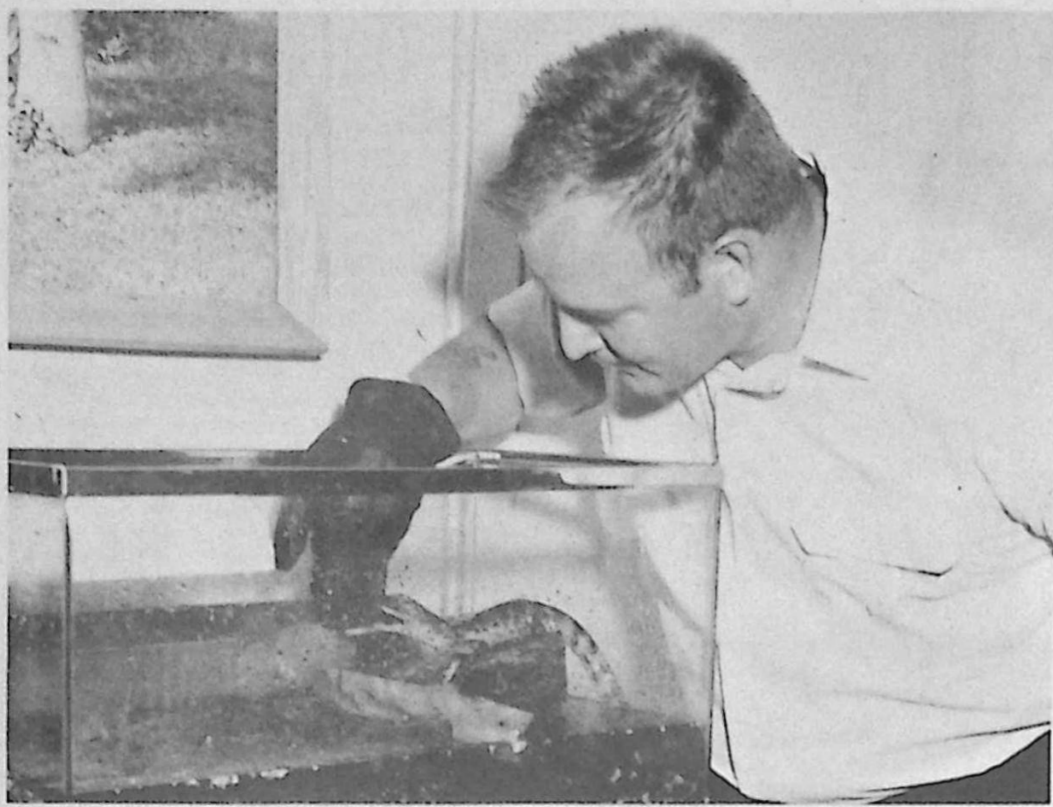
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MASTER CORPORAL J.E.J. DEAN feeds Pedro, one of the two pet alligators of the cafeteria of the 22nd NORAD region's underground defence complex in North Bay. MCpl Dean, who is a cook in the cafeteria, daily feeds 200 personnel who work in the complex. He says Pedro and Pancho are the only two "freeloaders" in the site, but he never argues the point! Pedro and Pancho spend their time in a heated aquarium in a corner of the cafeteria. The 'gators are not the most northerly of their species but they can claim to be the deepest as the NORAD defence complex is built some 600 feet under the precambrian shield.

## Voodoo Nuts, Bolts and Volts

**BY PAUL KLEM**  
The big news last week was the annual visit of the Aircraft Maintenance Inspection Team or better known as AMIT. We thought we had a pretty good operation going, but wouldn't you know it during the week they were here, anything that could possibly go wrong — did! They went through the shops like a white tornado. All in the interest of improvement of course.

The second bit of news is the proposed introduction of the new controlled tool kits. The team that's selling the idea, an RAF Sqn Leader and a CAF WO, had sample tool kits in No. 3 Hangar last week, giving lectures and trying to convince anyone that would listen, on the merits of the new idea. I'll keep my views on the subject to myself since I wouldn't want anyone to say I am biased one way or the other. Some people think it's a good idea, others insist that they have to be shown. The way I understand the program is that there will be a stockroom of various kits for different trades. When an

aircraft becomes un-serviceable, the crew chief will draw a tool kit against that account, making out a CF349 listing of the serial number of the kit in use. When the job is finished all the tools must be accounted for and returned before the aircraft can be declared as "serviceable". This procedure will ensure that no tools are left in the aircraft to cause trouble or foreign object damage.

There are also numerous aspects of this tool kit control that are too involved to be discussed in this short column, but basically it's supposed to improve operations, efficiency and, of course, cut costs.

On the manpower side, we welcome Sgt Ray Jenkins, AF Tech, from CFB Chatham, now working with No. 1 Snag Crew. Cpl "Monty" Montgomery AF Tech, from 440 Sqn Detachment, Yellowknife, is now employed in GSE. MCpl Eddie Charnaski AF Tech from CFB Portage, is helping out in the Brake and Wheel Shop. Pte Gerry White, RS Tech, from CFSOAE Borden is now in

NAVCOM Lab.

Our heartiest congratulations go out to WO Barney Lewis of our Voodoo Repair Section and Cpl. Jim Madden, Servicing, on their recent promotions.

No story is good without a happy ending. I heard this second hand so I can't verify it's authenticity. A WO known as "Chev", while visiting a friend, after a very trying day during one of our happy exercises declared that he was hungry as a dog. His buddy offered to fix him up a couple eggs (not green ones). "A couple," said Chev, "I could eat at least 45." It just so happened that there were four full cartons in the fridge. The eggs were prepared in various ways to be more palatable, and "Chev" proceeded to gobble them up. In a little while he came out with a very feeble statement. "I can't believe I ate the whole thing!" I don't know if the Alka Seltzer was handy or not.

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**BLUE SPRUCE CONSTRUCTION**  
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## Nighthawks Nest

Maj. Jenks had a considerable edge on Jon Pew on their practice scramble. The edge, our roving reporter found out, was the edge of the canopy as it closed down on Jon's helmet. Anyway Jon now has a real war story to tell.

Last week we had the usual 0545 AM callout for a local exercise and a normal day's flying. I wonder how successful a call out would be at 1400 hrs. or 2000 hrs. Must the enemy always be so predictable!

Two young officers namely Maj. Sos and Capt. Wagar have been randomly selected out of the vast piles of computer cards and may be vacationing in the warmth and sunshine — specifically Viet Nam. Oh, by the way, Merry Christmas. From the number of inoculations involved they may both die before they even get there. If further "volunteers" are required that may be too bad for all Franco-Phones or

CFLS graduates since Viet Nam's second language is French. Cheer up, only 28 per cent will be posted!

Wednesday night was the time of mass confusion followed by myriads of telephone calls, all because the station and PMQ siren blew and two voodoos immediately took off. There are several things that pop into mind and not one of them was a short circuit in the siren and a normal night flying program. Several people began a recall and one thought came to mind. All that was needed next was a PA announcement to the effect ... "You are all probably asking why I called you here ..." to complete the evening.

Cudgel Punch was enjoyed last Sat. at the Sugar Shack, with few exceptions. Those who stayed late were in for a real treat. A couple of hardened male liberationists no longer content to be regarded as sexual objects proceeded to

free themselves ... from this image. Apparently a "Streakers" club is being formed. All those wishing to join must be aware of a compulsory initiation. Send all enquiries and applications to 409 Sqn. Box FIGMO. Rumor of the Week: Marv Guile is the next "Viet Nam Candidate."

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# Changes at the apex

BY AIR COMMODORE D.M. WITT (Ret'd)

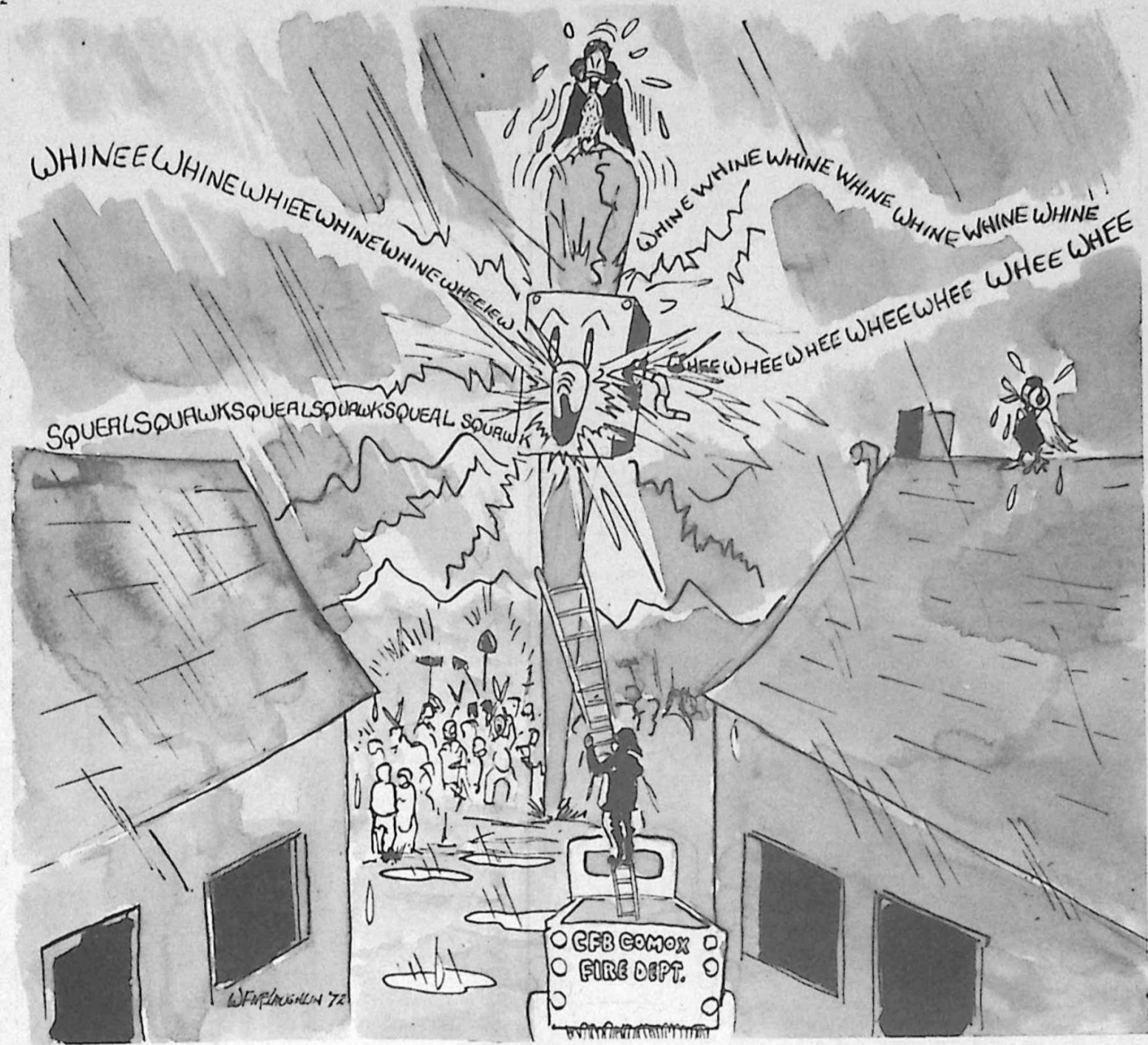
The new organization of the Department of National Defence has occasioned much comment from serving and retired military personnel alike. It is clearly a major reorganization. Formal lines of authority and responsibility have been shifted markedly, and, in every case, from the Chief of Defence Staff directly to the Deputy Minister. Moreover, the CDS himself has now been formally placed under the DM, although his position is included with and immediately below the DM's second place position to the Minister within a single box depicting the apex of the organizational pyramid. This box originally displayed the Minister's position alone, with the DM and the CDS each in separate boxes at an equal level side-by-side immediately below the apex. The unusual display of these three positions, one above the other, within a single box at the organizational apex, is intended, in all likelihood, to improve the visual image of the relative importance of the CDS's position compared to that of the several Assistant Deputy Ministers who are also immediately subordinate to the Deputy Minister, and, at the same time, while revealing a superior to subordinate relationship in authority from the Minister to the DM and, in turn, from the DM to the CDS, to imply a partnership in responsibility being shared by these three positions representing respectively the political, civil service and military influences.

The relative effect of these influences is, of course, the nub of the problem underlying the organizational changes at the apex of the Departmental structure that have taken place over the last eight years. In a sense, there has been a struggle for effective power at the top, although the plays have been perhaps too subtle to warrant describing as a struggle, since, to a large extent, with some obvious exceptions, they have not been apparent to outsiders, nor, it must be admitted, always to insiders. The basic issues have been rarely understood, even by the principals involved, let alone by others, since they have been obscured by references to a need to achieve greater efficiency, to reduce overhead, to remove blurred lines of responsibility and authority, and the like. While these worthy goals are no doubt important in the minds of the architects of these changes, the real issue, whether they realize it or not, is the relative effective influence at the apex of the organization of the Minister, the civil service and the military.

This power struggle, if one can indeed call it that, is not base or improper, or even to be decried, as often is the case with the power struggles commonly experienced at the apex of most large organizations, but reflects the quite proper attempts by a succession of Ministers of National Defence, from Paul Hellyer to Donald Macdonald (Edgar Benson hardly had time to know what it was all about) to gain effective control of the Department. In each case, the Minister found that his position at the apex of the Departmental structure demanded virtual day-to-day involvement in decision-making, not just at the higher policy level that would seem appropriate, but increasingly in the area normally considered the domain of executive management rather than broad governing direction. These managerial skills are not necessarily a concomitant to the achievement of high elective office, and even if they were, Parliamentary duties do not allow time for their proper exercise. In consequence, each Minister has cast about for means to develop Departmental policy that can be subject to his approval and for means to ensure that managerial decisions within the Department conform with and effectively achieve the aims of that policy.

It would be tedious to go into the various means proposed over the years to improve the situation. Certainly very few were cognizant of the real problem of Ministerial control that existed, and fewer seemed aware of the difference between policy guidance decision-making and operating policy decision-making, and the relation between these two different areas of high-level direction on the one hand, and implementation management on the other. Be that as it may, some proposals would have increased the military influence and authority, others the civil service influence and authority, without being clear what effect one or the other would have on the effective exercise of Ministerial control at the apex of the Department. I believe I am correct in stating that the recent Management Review Group's proposals, which were adopted by the last Minister for implementation, are mute on this point, although, in an effort to integrate the Department into a single military and civilian entity the MRG plumped for increased civil service control and management of the Department.

Increased civil service control can, to some extent, be equated with increased Ministerial control of policy. The top levels of the civil service are familiar to a greater degree than their military counterparts with government policy and aspirations, and with their wider experience on the Ottawa scene obtained in many various departments, can be expected to be more attuned to their political masters' wishes and political problems. On the other hand, they lack the qualification to give military advice to the Minister, and to assess the nature and structure of forces and weapons systems necessary to give effect to government objectives. What you gain on the one hand, you may lose on the other.



ALERT SIGNAL NO. 3 Continuous for more than 30 minutes, short circuit. Plug ears and bite lip!

# Observations BY PROMETHEUS

## ON IDENTIFICATION

A recent item in an NDHQ news release indicates that NDHQ is considering using color codes to designate various branches and directorates within the new NDHQ building in Ottawa. How very novel! Of course the idea isn't new or unique to the Armed Forces. Hospitals across the country have used similar techniques for many years; just follow the colored bands in the tile floors and you will be led to the various specialty areas you seek. But what is of real interest is the discovery by the Armed Forces in the efficiency of using different colors to distinguish special functions. My goodness, how far could this be carried?

How efficient it is to be able to distinguish the various denominations of Canadian currency simply by recognizing the color differences on bills. How efficient it is to be able to recognize protagonists in sport by their different colored uniforms. How efficient it is to readily distinguish between soldiers, sailors and airmen in the forces of our allies, and in the forces of all foreign countries with which we come in contact, simply by identifying specialties with time honored "colors" and the traditions they inspire. Someone will put forward this revolutionary idea for the Canadian Armed Forces someday and will win honor and advancement for his cleverness, and the hangers-on who support him will win advancement also.

## ON SERVICE POLICIES

I had an interesting conversation the other day with a Royal Air Force Major (Whoops, I mean Squadron Leader) and he

digressed on promotion. He felt that up to the rank of major an officer can still be "his own man". If he wants promotion beyond Major then he must be prepared to become increasingly "naive" (his term) and be prepared to keep his mouth shut and never "rock the boat". In short, he must become a politician in the military arena. He learns to take political positions on all issues, to tread the middle ground and increasingly be cautious of making decisions — for fear of making an unpopular or "unpolitical" decision; that is, one which does not reflect the current popular position of one's superiors.

The completely honest individual, perhaps hard working (we all are ...) and clever, tends to get shunted into a corner because he is a disturber of the status quo; he makes decisions and voices his thought-out opinions, and this is often unpopular with superiors. He is a non-political figure in a military-political world.

The story is told of a senior General in Whitehall just at the outbreak of World War II who was quickly retired for his chronic inefficiency. When they redecorated his office, on lifting the rug to replace it, they found under one remote corner a slew of files which had been missing for months and even years. It seems that when a weighty problem found its way into the General's office for decision, this politically-minded incompetent couldn't bring himself to face the "nitty-gritty" and so "PA'd" the file in his own unique fashion. The problem was removed (out of sight, out of mind) and therefore time would take care of the problem in time dishonored fashion. But such procedures don't work in wartime.

## ON PAY AND CAREERS

One of the great tragedies of the explanations which accompanied the latest pay increase concern the unfortunate use of certain terms and a very poor choice of words. To refer to pilots and navigators as marketable or non-marketable commodities is a sad departure from the traditional spirit which always was attached to these much respected professions. It is an insult to the most highly skilled and demanding profession existent in the Armed Forces.

The Personnel Newsletter of October states, "We have accepted that pilots are paid a higher rate of qualification or skill pay because they pilot high performance aircraft — a skill that the outside economy recognizes by relatively high salaries. It can be argued that the same rationale does not apply to navigators since they do not receive comparable pay to pilots in civilian life."

This statement is nonsense. Although the use of navigators by civilian airlines has been reduced in the past few years, those airlines which do use navigators start them at higher salaries than embryo pilots and they maintain this advantage until the pilots eventually overtake them when they get greater experience.

The newsletter goes on, "For this year there is no change except that because the participation in flying duties by navigators has reduced considerably, as opposed to their work in other areas, the differential has been reduced under the averaging principle outlined for pilots."

Tell that to navigators on operational squadrons!

# Boswell picks a poem

## THE FABULISTS

When all the world would keep a matter hid,  
Since Truth is seldom friend to any crowd,  
Men write in fable as old Aesop did,  
Jesting at that which none will name aloud.  
And this they needs must do, or it will fall  
Unless they please they are not heard at all.

When desperate Folly daily laboreth  
To work confusion upon all we have,  
When diligent Sloth demandeth Freedom's death,  
And banded Fear commandeth Honour's grave -  
Even in that certain hour before the fall,  
Unless men please they are not heard at all.

What man hears aught except the groaning guns?  
What man hears aught save what each instant brings  
When each man's life all imaged life outruns,  
What man shall pleasure in imaginings?  
So it has fallen, as it was bound to fall,  
We are not, nor we were not, heard at all.

Rudyard Kipling

## IS THAT SO?

No matter what I told her,  
Was it grave or was it gay,  
She looked so interested,  
And she smiled in such a way,  
That I thought how very charming  
'T would be to have her go  
Just listening on forever  
With her "Is THAT So?"

And her "IS That so?"

But as the months sped onward,  
I found her pretty head  
Held thought as few within it  
As the words so often said,  
And when I told I loved her,  
And begged my fate to know,  
She was quite too aggravating  
With her "Is That SO?"

Aristine Anderson

# Things I like to live with

## An Essay by JOAN FORDHAM

A table scatter'd and clutter'd with books,  
So much gold to delve into. Will it be a poem that takes me on a stately Spanish galleon dipping through the Isthmus? Or a day in 15th century England to stop in a pie shop smelling of spice and meat? The lady to my Knight, dismounting my steed in a rustle of silks and velvet, hearing the vendors singing their wares, buying a posy of lavender to ward off the evils of the foul-smelling streets of old London.

Will I spend a day on the Isle of Innes Bay with nothing but the smell of long ago peat fires and the soft voices of the Irish dead, whispers mingling with the sound of waves teasing the rocks below. Even the sea birds are silent and hushed. Forever wondering and wanting to know how it all started.

I transport myself from there to lie in a circle of more mysterious stones. How can they be? Did they come there by Man? I'm clothed in a gown of soft white linen, a girdle of gold about my waist, the crown of my head wreathed with the blossoms of May. A fair maiden, the hand-maiden of my Priest and Lord, Merlin.

Shall I stretch my beautiful satin black body against the silken blue of the sheet, admiring the poses of silver-tipped toes and long tapering fingers, soft and warm? I know he'll do his best to come my way.

Now I will don my high collar'd blouse, put on my good heather-tweed skirt, high button boots; address myself to Mr. Russell, pad and pencil in hand ready to record the gentle words of thought that a man gave to his fellow men.

I will meet with my love, Bill. The large, cumbersome clogs on my feet will make no sound as I tread carefully down the cobblestone stairs pulling my shawl tighter around my head and shoulders. One hand holding my breath to my pounding heart, the other grasping the cold, slippery wall, my eyes burning and blinded by fog. The wonderful hoarse and rasping whisper, "That you, Nancy Gel?"

Huckleberry Finn will take me along the banks of the great Mississippi. Our poles and the bent pins are floating around the skirts of the

Great Lady. Look — a paddle wheeler goes by. I'm dancing — tossing my skirts and ribboned ringlets — flirting with the most ruthless gambler in all of the South. Huck will hold my hand. I'm his companion in the caves. We run and shout, stamp our feet, sing and laugh, call "coo-eee." Stand still and listen. All sound comes back to your ears. The quietest "hello" can be your friend.

"A time has come," the walrus said, "to speak of many things."  
A garden I will grow of sweet smelling flowers. Rosemary for remembrance. Sweet Ophelia, you are not forgotten.

With my tinker friends, gypsies, tramps, I'll roam the by-ways of the world. Wander down a Dorset lane, indolent by the heavy scent of honeysuckle and the briar flowers, springy heather underfoot. A fat and happy mongrel snapping and sniffing in the hedgerow.

My name is Nell Gwynne. The handsome face of a King looks on me, tells me I'm more fair than the sweet golden orbs I sell. The bed

# The Outside World

OTTAWA (CFP) — Statistics, statistics, and more statistics — about any topic under the sun — are published during the year by Statistics Canada.

Perhaps read with the greatest interest are those dealing with unemployment. Newspapers and public officials provide their comments, and we all wonder which direction the Canadian economy is going. Jobs and the lack of them, are of vital concern to everyone.

A member of the armed forces, as he comes close to retirement, probably for the first time in his life becomes really interested. Sometimes there is a good deal of confusion. Experts talking about participation rates, seasonal adjustments, and trends deduced by a tiny percentage drop in the monthly rate. No wonder some people are confused, and maybe even a little frightened.

But don't let statistics rattle you. Remember the old saw about a statistician being some guy who can draw a straight line from an unwarranted assumption to a foregone conclusion.

Let's try to put these statistics in perspective from the point of view of a serviceman approaching retirement. For example:

-Unemployment statistics reflect an average for either the entire country or large regions in Canada. Local trends can, and will, fluctuate widely; 5 percent over-all for the province of Ontario but as high as 25 percent in Cornwall, because of special circumstances.

-Broadly speaking, there are three elements in the work force which affect unemployment statistics. They are the young worker who is entering the work force for the first time, the well established worker, and finally the older worker. The worker past 24 who is well established is the last affected by an economic down-turn. Seasonal factors are important with the young, and the older worker has trouble finding suitable entry.

-Know your competition. The serviceman approaching retirement is not in competition with the young. He has skills and experience that are unique to the labor market. He is, however, an older worker, and in order to establish himself might have to swallow a bit of his pride to gain entry to a satisfactory civilian career. This problem has very little to do with unemployment statistics.

In summary, the serviceman approaching retirement should not worry that much about the unemployment statistics. They are, of course, a useful guide. In good times and bad, the secret of success is still careful preparation and hard work.

Servicemen approaching retirement are invited to participate in the Civilian Employment Assistance Program as outlined in CFAO 56-20. See your Base Personnel Selection Officer or Base Personnel Education Officer for further details.

(Contributed to the Canadian Forces Press by Major W.F. Anderson, Directorate of Personnel Support Operations).

# Don't be a sorehead

OTTAWA — (CFP) — A man hired by a construction company was asked to fill out the details of an accident that put him in hospital after less than an hour on the job.

His job simply was to carry a load of excess bricks from the top of a two-storey house to the ground. This is his meticulous report:

"Thinking I could save time, I rigged up a beam with a pulley at the top of the house, and a rope leading to the ground. I tied an empty barrel on one end of the rope, pulled it to the top of the house, and then fastened the other end of the rope to a tree.

"Going up to the top of the house, I filled the barrel with bricks. Then I went back down and unfastened the rope to let the barrel down. Unfortunately, the barrel of bricks was now heavier than I, and before I knew what was happening, the barrel jerked me up in the air. I hung on to the rope, and halfway up I met the barrel coming down, receiving a severe blow on the left shoulder.

"I then continued on up to the top, banging my head on the beam and jamming my fingers in the pulley. When the barrel hit the ground, the bottom burst, spilling the bricks. As I was now heavier than the barrel, I started down at high speed. Halfway down I met the empty barrel coming up, receiving severe lacerations to my shins.

"When I hit the ground I landed on the bricks, receiving several cuts and contusions from the sharp edges of the bricks.

"At this point I must have become confused, as I let go of the rope. The barrel came down, striking me on the head, and I woke up in the hospital.

"I respectfully request sick leave."

Give feminine fashions time enough and they will starve all the moths to death.  
Anonymous

is richly canopied. We've lustily loved.

The heat is unbearable. My thin cotton dress sticks clammy to my body. The air is too heavy to breathe. I drag myself out wearily to sit on the rickety fire escape of the tenement building. I feel the life of a great city pulsating around me. The noise of the street below is muffled by the blanket of dense atmosphere.

I will be master of my tin legs that once again I will know the freedom of flying among the clouds.

All this and more is on my table. Iodized salt, pure white pepper, Toby by Charrington's, ash tray over-flowing, to it. Christmas cards to be sent to friends around the world — each year getting fewer. Charcoal pencils, a sketch pad, half a bar of nutty chocolate, tube of lanolin, Q-Tips, used for everything but shopping. A dirty tea and coffee stained table, much loved, holding the beauty and mystery that has to be, on its cluttered surface and uneven legs.

# TOTEM TIMES

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TSgt. ALBERT W. WILFORD recently received an award of \$25 from Capt. Eugene S. Chaney, Det 5, 42SMMSQ Commander in recognition for a suggestion submitted by him and Sgt. Roy Kirker, local Canadian Forces Armament Technician. The suggestion recommended the use of firing mechanism mounting bolts that were threaded further up the shank than those previously used, thereby allowing for proper torquing of the firing mechanism without the unthreaded portion of the shank gouging out the threads of the unit plate nuts. Sgt. Kirker (not shown), presently on retirement leave, shared in the award.

## CWL news

A PMQ Christmas hamper door-to-door pickup will take place Thursday, December 7 between the hours of 6 and 8 p.m. Let's help make this a merry Christmas for those less fortunate than ourselves by giving generously of non-perishable foods such as tinned vegetables and fruits and meats, cake mixes, packaged fruits, nuts and staples. All foods collected from the PMQs will be distributed by the Salvation Army to the needy of the Comox Valley. Keep December 7 in mind when you shop and you can help our community.

With a generous donation from Mrs. D. Payne, we have purchased a memorial wreath bearing a plaque in her name in memory of all the war dead. This wreath is placed in front of the centre altar in our chapel.

A special Christmas party for the residents of the Glacier View Home will be held on Monday, December 18. Everyone is welcome to come and join in the gala fun evening.

There is a desperate need for warm adults' and children's clothing in at least six Outposts along the Labrador coast. CFB Goose Bay has requested our help. A truck manned by the Chapel (RC and Prot) Young People will go through the PMQ area on Saturday morning, Dec. 2, to pick up donations. If you are not home leave a box by the door. Let's make this a good Christmas for Labrador!

This past Sunday evening the Parish Council and the CWL sponsored a wine and cheese party for the adults of the Parish. The main purpose of the social evening was to give the members of the Parish an opportunity to meet each other. It also enabled them to say "thank-you" and "good-bye" to our hard working couple Ken and Verna Driscoll, who have been posted to St. John, New Brunswick.

The evening was a huge success and the large turnout enjoyed the enticing selection of wines and cheeses prepared by the CWL. Many thanks to the ladies who donated so much of their time and effort to organize the delightful evening.

## Chapel Chimes

**PROTESTANT CHAPEL**  
Rev. R.J. Ritchie  
Chaplain  
Sunday 3 Dec.  
0930 hours - Divine Worship - Please note change of time for this Sunday only.  
Sunday School - 3 Dec.  
1100 hours in the Chapel - Rehearsal for Christmas Pageant.  
Sunday 10 Dec.  
1100 hours - Divine Worship  
1400 hours - Sunday School Pageant and White Gift Presentations (wrapped or packaged foods)

**RC CHAPEL**  
Father Joseph A. Borg  
Chaplain

**MASSES**  
Saturday 7 p.m. Sunday Vigil Mass (Folk Mass); Sunday 0930 and 1100 hours; Tuesday 7 p.m. in private homes; Friday 10 a.m. in the Chapel. On other days Father Borg will celebrate Mass on request.

**SACRAMENT OF PENANCE**  
After Mass on Saturday at 7 p.m. and before Masses.

**SLOW DOWN AND LIVE**  
The above title is often used as a safe driving slogan. It is also a good watchword for the Advent-Christmas season.

Slow down: shopping, presents, family celebrations, parties, holiday plans, trips, rush, rush, rush. With all the goings on from mid-November to mid-January, few people have time to think

of the religious meaning of the season or to savor its spiritual impact.

Secular society is moving more swiftly, and leaves us less time than ever for meditation on the spiritual.

Let Advent and Christmas this year be a time to slow down and to think about meaning - what God means, what he is doing for us; to rethink the spirit of Advent and Christmas as it should be.

And live! This is a time to live the full Christian message, to be filled with joy of this holy season. It is a time to live our faith.

Advent is a short period of joyful preparation for the coming of the Lord. It is a time of prayer, of meditation, of quiet renewal.

During Advent, the entire Church prays and works to become more holy, more prepared for the Lord's coming. God's people in Canada, the church in each diocese and parish and other communities of faith each family, should be joining in holy expectation, crying out with hope: "Come, Lord Jesus."

A new year of grace, another year in God's service has begun. But for this to take place this year, each community has to prepare: to think about the way we celebrate (or ignore) Advent, to go more deeply into its meaning, to examine its practices and customs.

## Parents and growing up

BY NOLA WELLS

In the Fifties Dr. Benjamin Spock guided us to bringing up baby, until the end of baby's formative years. Many people take the honors away from Spock in the Seventies. Most of us with young children, read these manuals from time to time. Being a parent sometimes feels strange, confusing, even frightening. When one loves, one feels responsible towards the loved one. How can it work any other way? But often we are not adequately able to supply what the loved one seems to need at the time. Who is to blame... the child whose need is to dominate, or the parent whose development as a parent hasn't reached the stage where it all is together? This seems to be quite a question in these days of great social change, when children need all the good parenting they can get.

Surely parenting is an art. Some of us believe that we are naturally born with the ability to parent. If this is so, then certainly it is developed through our formative and later years by our touching with our own parents. Transactional Analysis teaches us that the parent, is an ego state of our personality. It is the part of our personality that we borrowed from our own parents. Some of our feelings about morals, money, religion or politics may be exactly the same as our parents. The way in which we lecture someone when we are scolding them will probably reflect one of our parents' voices when we were between four and eight years old. Whenever you shake a finger at someone you are being parental. Even now, you might be noticing your own child copying your own parental behavior and that can be a scary experience in itself.

Developing to meet the needs of our own children can sometimes be a difficult task. When we want to discipline them, but something makes us take a completely different course. Maybe it means that

our parents did that same kind of discipline to us. Maybe we still remember a hurtful feeling in connection to it all. If so, we hesitate to do the same thing to our own children. And of course the problem at hand can then become something we cannot handle and often it can be caused by something way back in the past. Often the discipline so connected to being a parent can turn into permissiveness and we rarely understand the reasons why. Often too, the reverse can occur, where harsh and even cruel discipline can be dishd out, due to some link to our own child-parent relationship.

Some manuals say that the art of parenting cannot be complete unless we have the feel of childhood itself. Unless we make contact with the child within ourselves, how can we truthfully understand what our own children are going through? If the Parent is an ego state of our personality, then therefore so is the Child. If the Parent teaches us discipline and morality, the Child teaches us love, enjoyment and tenderness.

But here again we can run into difficulty. If our own child is a direct carry-over from our own childhoods, particularly from three to six years of age, then hopefully they were good and fruitful formative years. For if they weren't, we can have difficulty in getting right into our own children's experiences. They say that our Child loves affection, hot fudge sundaes, a walk on the sandy beach in bare feet or lying in bed reading the Sunday comics, on a cold morning. This part of us likes to be cared for and loved and yet can give honest fresh love in return. That is if it has been adequately developed through our own formative years. So many of us, due to the War, didn't have tremendously successful formative years. This is being proven very strongly today, when we deal with the problems of the children of these former War Babies.

The third part of the ego state of our personalities is the Adult. It is the part that always knows what is going on. It is unemotional and given enough information it can come up with a reasonable solution to any particular problem at hand, if it is plugged in and turned on. Our Adult gets work accomplished, makes decisions and often gives our Child and Parent a terrible time. Some of us purposely close the door to our Adult when our Child desires to play. And who can say that isn't good once in a while?

To parent our own children as adequately as we know it must be done, surely we should be aware of the three stages to our own personalities. For if we are aware, then we can perhaps understand it all better. And if we can understand it all better, then maybe we will help develop these same three stages in our own children. The future way of life facing them will draw heavily on these three parts of their personality and I, for one, desire them to really live life fully instead of just surviving.

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ALSO ON DISPLAY - THE NEW VOLKSWAGEN SAFARI CAMPER  
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## CHRISTMAS LAYAWAYS BICYCLES

- Sidewalk Bikes... \$39.95
- Boys and Girls Mustangs ..... \$49.95
- 3 Speed Bicycles ..... \$69.95
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ALL ASSEMBLED. ALL CARRY OUR 1 YEAR FRAME AND SIX MONTH PARTS AND LABOUR WARRANTY.  
Charges and Budget Terms Available

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Owned and Operated by an Ex LAC  
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Charges and Budget Terms Available

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### Cards and Decorations

- CARDS 50 to a box. Reg. 2.50. Special ..... 1.49
- CARDS 25 to a box. Reg. 2.50. Special ..... 98¢
- CARDS 14 to a box. Reg. 1.98. Special ..... 98¢
- HOLLY WREATHS 11 inch. Reg. 1.29. Special ..... 69¢
- PRINTING SETS Stamp your own cards. Reg. 1.29. Special ..... 69¢
- GARLAND TINSEL Ass't. colors. Reg. 2.49. Special ..... 98¢
- TINSEL TIE CORD 64 feet to a roll. Reg. 1.00. Special ..... 69¢

### TOYS

- BUILDING BRICKS Brico, Reg. 4.00. Special ..... 2.00
- THUMBELINA Throws kisses. Reg. 5.98. Special ..... 3.98

- Talking View Master Look and listen. Reg. 18.95. Special ..... 12.95
- GAMES An assorted selection ..... 1/2 PRICE
- AUTO. PAINT BY NO. Paint two pics. Reg. 3.75. Special ..... 2.49

- Hats Boys and Girls All ages 1/3 Off
- Scarves Mix or Match Boys or Girls 1/3 Off
- Mitts & Gloves Good assortment Excellent gifts 1/3 Off

### CATALOGUE SPECIALS

- 88¢ Puzzles
- 88¢ Tool Set
- 88¢ Crib Board
- 88¢ Duck
- 88¢ Racing Helmet
- 88¢ Truck
- 88¢ Color Book Pkt.
- 88¢ Wallet
- 88¢ Squeek Toy
- 88¢ Puzzle Truck
- 88¢ Games
- 88¢ Honey Doll
- 88¢ Checkers
- 88¢ Baton
- 88¢ Dishes

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### DATSUN 1600 WAGON

At Datsun we build solid, reliable automobiles that meet every Canadian safety and pollution control requirement. But, because it's still nice to drive something you can love, a little too, we made a choice of Datsun models... sedans, a fastback, a wagon, a pickup and even a GT sports car. Datsun is all the car (and all the cars) you really need.

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"We Service What We Sell"  
TWO LOCATIONS TO SERVE YOU  
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**BREAKING THE TIE** that binds — after 31½ years of service MWO Norm "Slim" MacLeod of 407 Squadron Repair is studying locksmithing prior to his retirement. Major Carl Smith promised "Slim" the lock combination for a retirement gift on December 20. 407 Photo

**BY CONSUMER CONTACT**

Toys are tokens of love. It is fitting that they should be chosen with care. But children change and toys change and parents are often faced with confusing and glittering choices. Common sense in buying toys is important but the following general guides should be kept in mind at this toy-buying time.

A toy should be suitable for the age and ability of a child. Every child is an individual. A parent must take into account the mental and physical ability of a child when selecting a toy. Toys that are too complicated for the child's stage of growth may be disappointing. Parents should keep toys for older children away from infants. Some toys for older children, such as chemistry sets and wood-etching sets, need parental supervision when first used by the child.

Durability and ruggedness are important. Some children are destructive. Some toys are going to be chewed or dropped or banged about. They should be made to take punishment. For some others, washability is important.

Toys should tickle a child's fancy. Toys are often a part of a world of make believe. Colorful and simple things will sometimes open up a delightful world of play and fantasy.

**Toy talk**

The design of toys should be appealing. Children learn about colors from toys. They also learn how things fit together. Attractive colors and good design will give children some appreciation of artistic harmony.

Toys should function properly. Children expect functional toys to work. When a toy is supposed to make a noise, to move on wheels or fit together in some way, a child will be frustrated if it doesn't. Careful shopping for toys is sensible. Prices of toys often vary from store to store. By

checking on prices, it is often possible to save money. The child won't care but the parents should.

Quantity is not a substitute for quality. Children should not be overloaded with toys. It is better to buy carefully a few selected toys of high quality (not necessarily expensive) than a large hit or miss collection.

Above all, toys should be safe. A toy which can maim a child is a disaster. Again, common sense is vital. Sometimes the dangerous qualities of toys are hard for a

parent to detect. To deal with this problem, the government has issued regulations prohibiting the sale of toys which have excessively dangerous features. For example, any toy which might contain any poisonous substance is banned. The regulations also provide for other rigorous safety standards and warning labels for other toys.

**BUY A NEW HOME**  
THREE BEDROOM — ¾ BASEMENT

FULL PRICE... **\$22,500** DOWN PAYMENT... **\$2,250**  
Wall to Wall Carpet — Fireplace  
Phone 334-2471

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Real Estate Mortgages Notary Public  
(Opposite Court House)

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FURNITURE & APPLIANCES

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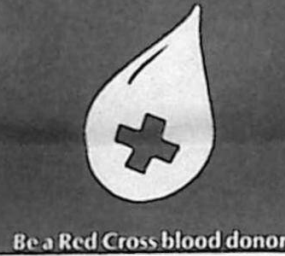
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**P. LEO ANDERTON & CO. LTD.**  
526 Cliffe Ave. Courtenay, B.C. Phone 338-5321

**Clothing needed**

Warm clothing for children and adults is needed for six isolated outposts along the Labrador coast. Children's clothing for infants through to 13-year-olds is most urgently required — winter boots, coats and blankets. A truck manned by Chapel Young People will canvass PMQs Saturday at 0900 hrs to pick up donations. If you won't be home, you may leave a box at the door.

Help somebody back to life!



Be a Red Cross blood donor

**COMOX BUILDERS CENTRE**  
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invites you to Vancouver to have a relaxing and fun-filled Christmas Shopping Spree.

To make your shopping easier we are pleased to be able to offer you comfortable rooms with colour T.V. — conveniently located to the downtown department stores and shopping area.

We realize nobody can complete their shopping in one day, so we are pleased to offer you two night accommodation whether it be single, double or twin during the month of December... along with two breakfasts and dinners of your choice.

This all inclusive Christmas package amounts to only \$35.00.

We invite you to take advantage of the Christmas special and hope to make your Christmas shopping a little more enjoyable and wishing you have happy holidays and we are looking forward to serving you in this Holiday Season.

SAY MERRY CHRISTMAS

**with FLOWERS**

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DAY OR NIGHT

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Consult Your Friendly Flower Girls  
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SMORGASBORD RETURNING BY POPULAR DEMAND ON SUNDAY, 3rd DECEMBER, 5-8 P.M.

Dining Room Open Mon. to Sat., 5-8 p.m.  
All catering done by Doris Milot or Esther Tuesher

CABARET FRI. & SAT. BAND: ST. VITAS

**Aisles of Christmas Givings**

YARDLEY GIFT SETS TO DELIGHT **HER**

**FLORAL BEAUTY DUET**  
Cream Lotion for Hands & Body and Perfumed Soap. Available in these fresh-cut flower fragrances: Red Roses, Springflowers, Lotus and Lavender. \$2.75 each Suggested retail price.

**FLORAL SCENTED LUXURIES**  
Perfumed Soap, Perfumed Talc and Cologne. Available in Springflowers, Lotus, Red Roses and April Violets. \$6.25 each Suggested retail price. English \$5.75 each Suggested retail price.

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Cologne Mist and Perfumed Soap. Available in Lavender, Springflowers, Lotus, Red Roses, and April Violets. \$3.85 each Suggested retail price.

GIFT SETS TO SATISFY **HIM**

**TRAVEL TWOSOME**  
After Shave Lotion and 1 Tablet of Soap for men. Available in Original and Black Label. \$2.75 each Suggested retail price.

**THE JUNIOR EXECUTIVE**  
After Shave Lotion, After Shave Talc, Shaving Cream and 1 Tablet of Soap for Men. Available in the classic fragrance of Original. \$6.75 each Suggested retail price.

**SHAVE & SHOWER TWOSOME**  
After Shave Lotion and Soap on a Rope. Available in Black Label for Men-on-the-Move! \$4.75 each Suggested retail price.

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YOUR **Rexall** STORE  
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Now located in the Port Augusta Motel  
Land Development Specialists

**COMOX EXCLUSIVE**  
Excellent quality home located on a large lot, right in the heart of things. Unexcelled view of the mountains and Comox Bay. Well stocked with fruit, nut and decorative trees, berry plants. The home has a large living-dining room with fireplace and beautiful wood panelling. Modern kitchen. Three bedrooms and ½ basement. Large garage and workshop. Exceptionally well priced at \$26,600.

**COMOX ACREAGE MLS**  
Fully treed ¾ acre lots, fronting on paved highway. All percolation and availability of water proven. Full price \$2,800 with terms available.

**COMOX COMMERCIAL LOT**  
1.86 acre corner lot, ideally situated for a service station. Excellent cross roads location. Full price \$12,000.

**ACREAGE**  
3 acres of beautifully treed property just north of Courtenay with potential for a beautiful view. We have five still available. Full Price \$6,500.

**KENTWOOD ROAD MLS**  
Large 4 bedroom home on five acres of partly cleared land on Kentwood Road. The home has a very large living room and kitchen, plus a completely insulated and heated cabinet-making shop, a barn with hay storage suitable for two horses, two car garage or machinery shed and other outbuildings. Located on a paved road with water system. Stove and fridge are included in the price of \$26,000.

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**ANNIVERSARY**

**GIFT SALE**

**CONTINUES THROUGH SATURDAY, DEC. 2nd**

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 Closed on Mondays  
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 KYE BAY R. R. 1, COMOX  
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 New fully equipped large 2-bedroom family units  
 Daily, Weekly and Monthly Rates  
 Owners: BETTE & DOUG HANDEL

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 - IT'S WHERE  
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 • Skis and Accessories  
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 Danish Modern Teak Furniture  
 Braun Mixer and Appliances on Special  
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 BY AIRPORT GATE  
 Open 9 a.m. - 10 p.m.  
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 FREE DELIVERY

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 In Swamp, Woods,  
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**ANDYMEAD ENTERPRISES**  
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 "Your Friendly Clothier"  
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 Sales - Estimates  
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**WINE-ART CENTRE**  
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**OFFICERS' MESS  
 ENTERTAINMENT  
 DECEMBER**  
 Friday Dec. 1st - TGIF  
 Saturday 2nd - Pre Grey Cup Party. 2100-0100 hrs. Dress in  
 team colors. \$4.00 per couple.  
 Sunday 3rd - Flopjack Breakfast. 8:30. Grey Cup Day. Free  
 Hot Dogs and Pecans.  
 Wednesday 6th - O.W.C. Smorgasbord.  
 Friday 8th - TGIF  
 Saturday 9th - Xmas Bingo  
 Sunday 10th - Brunch. Candlelight Dinner 1800-2000 hrs.  
 Res. Please. BATCO Xmas Party.


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 We Service What  
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**COURTENAY BAKERY**  
 FANCY CAKES  
 BREADS - BUNS - PASTRIES  
 "IN THE HEART OF THE VAST  
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 behind Medical Centre  
 at 215 Church St.  
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 \* CERAMICS \* POTTERY  
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**JR. RANKS CLUB  
 DECEMBER**  
 1st - TGIF - Pool  
 2nd - Grey Cup Dance. "Gypsy". M. \$1.00. N.M. \$2.50  
 3rd - Grey Cup Dance. "Gypsy". Last dance until New  
 Years  
 5th - The Landlord  
 6th - Bingo  
 8th - TGIF. Shuffleboard  
 12th - Pretty Maid  
 13th - Bingo

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 "PETS ARE OUR ONLY  
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 PAINT AND FLOOR COVERINGS  
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 For Beautiful Interiors  
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 UPPER ISLAND DAIRY SUPPLIES LTD.  
 DIRECT DRIVE  
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 FULL LINE OF  
 SEWAGE, WATER  
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 Consult us about your Water Systems and Pumps  
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Deadline for next issue is  
**Mon., Dec. 11**

**COMOX EXCHANGE**  
 "There May Be Money In Your Mattress"  
 COME IN AND BROWSE  
 WE SELL ON CONSIGNMENT  
 ALL HOUSEHOLD FURNISHINGS  
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 RUG and CARPET CLEANING  
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 Airport Limousine  
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 Last turn right Comox-Powell  
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 Water access, 2 blocks from  
 finest salmon fishing on  
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 CONCRETE PADS, CAR-  
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 HARDWARE, PAINT  
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 Courtenay's Only Factory  
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**EMPRESS PAINT  
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 Buy Direct and save up to  
 50 Per Cent  
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 Phone  
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 Day or  
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 FLOWERS FOR  
 EVERY  
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 See Mary and Bunny for personal service

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 DIAMONDS - Guaranteed No. 1 quality. Select yours from an  
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 FAMILY RINGS - Individually styled for Mom, Dad, or Grand-  
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 BIRTHSTONE RINGS - For every month also Signet, Lodge, Armed  
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 Come in and see our latest shipment of Jewel Boxes, Dresser Sets,  
 Leather Goods, Clocks, Cultured Pearls, Cameo, Necklace Sets and  
 Earrings.  
 Your selection gift wrapped at no extra cost.  
 All Merchandise is Guaranteed  
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 24 HOUR SERVICE  
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**SIMPSON'S SEWING  
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 A wide variety of Sewing Machines at a wide range of  
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 NEW CARS - USED CARS  
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 TIRES - BRAKES - WHEEL ALIGNMENT  
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 ALL SEASONS SPORT SHOP  
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 OUR TIRES GO AROUND WITH THE NICEST PEOPLE  
 971 CUMBERLAND ROAD  
 COURTENAY, B.C. WAYNE ANDERSON

# Classifieds

"The Whole Thing" - Co-Val Choristers and the Comox District Concert Band combine in a pop concert, Civic Theatre, November 30, December 1, at 8 p.m.

Inglis Superb Washer and Dryer. Reg. \$599.00. Special \$539.95  
**COURTENAY ELECTRIC & SOUND CENTRE**  
 477-5th St. 334-4214

Panasonic Stereo AM-FM Cassette recorder. Reg. \$399.95. Special \$299.95  
**COURTENAY ELECTRIC & SOUND CENTRE**  
 477-5th St. 334-4214

FOR SALE: 126' waterfront lot at Eagle's Nest. \$11,000. 1959 Metropolitan, parts available. \$250. 15' deep V Sangster with 50 Merc plus auxiliary motor and trailer. \$1,500. 339 2986

## Samson

(Continued from page 1)  
 message traffic will be automatically routed to the correct destination. The automatic relays also will store low priority traffic, or messages received when circuits are busy, and release them into outgoing circuits in the proper precedence, as they become available.  
 Estimated cost of SAMSON is approximately \$52,000,000, which includes an initial training program on the new equipment and the purchase of a representative set of all new terminal and line equipment for training purposes. The training equipment will be installed at the Canadian Forces' school of communications and electronic engineering at Kingston, Ont.  
 Submissions have been requested from industry, who have received "letters of interest" on the project, as well as information on system definition and procurement conditions.  
 Contract negotiations are expected to begin in January among the several contractors expected to be involved. First stages of the system are expected to be in operation by 1976.  
 The new SAMSON system will be implemented through a joint office of the defence and supply and services departments. Project manager is Colonel J.P. Whitehead of Ottawa and Edmonton. His deputy is R.A. Green of the department of supply and services.

**PILON TOOL RENTALS HAS MOVED**  
 to  
**830 CLIFFE AVE.**  
 (across from Dairy Queen)  
 Refilllers  
 Lawn mowers  
 Aerators  
 Chain saws  
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 Skill Saws  
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 Electric Jack Hammers  
 Phone 334-2174 301fn

**POSITION AVAILABLE:** Applications are invited for the position of Editor of a renowned fortnightly newspaper. A rudimentary knowledge of English would be an asset. All benefits. Working conditions deplorable. An equal opportunity employer. Replies strictly confidential. Box 57, Totem Times.

**LOST:** Girl's purple alpaca sweater at the rink or Vanier. 339 4517

## New NDHQ building

(Continued from page 1)  
 such as a blue plaid or blue check.  
 As the visitor progresses from the proper color to the proper shade to the proper modification he will see plexiglass charts, either mounted on the wall or hanging from the ceiling, giving him further color-coded instructions. Finally, the visitor will find the man he is looking for. He will be found behind a certain color of screen sitting on a certain color of chair.  
**SOUND CONTROL**  
 Another important factor in the process of planning a landscaped office area is the control of noise, or sound. In the DND building this sound-control process has taken several forms. The ceilings are composed of special glass fibre tiles which absorb sound and prevent it from bouncing back to floor level. The floors are covered with wall-to-wall carpeting. The windows will be covered with porous drapes which, although admitting light, will have a sound-deadening affect. Where necessary, pillars and even walls are covered with carpet material to help suppress noise, and the specially-designed furniture will have no large sound-reflecting surfaces.

FOR ANYTHING ELECTRICAL YOUR BEST BUY IN THE VALLEY  
**COURTENAY ELECTRIC & SOUND CENTRE**  
 LIGHT UP WITH LAMPS AND LAMP FIXTURES  
 477-5th St. 334-4214 477-5th St. 334-4214

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**STORM WINDOWS**  
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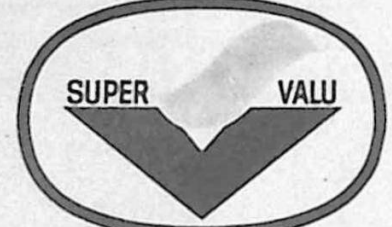
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