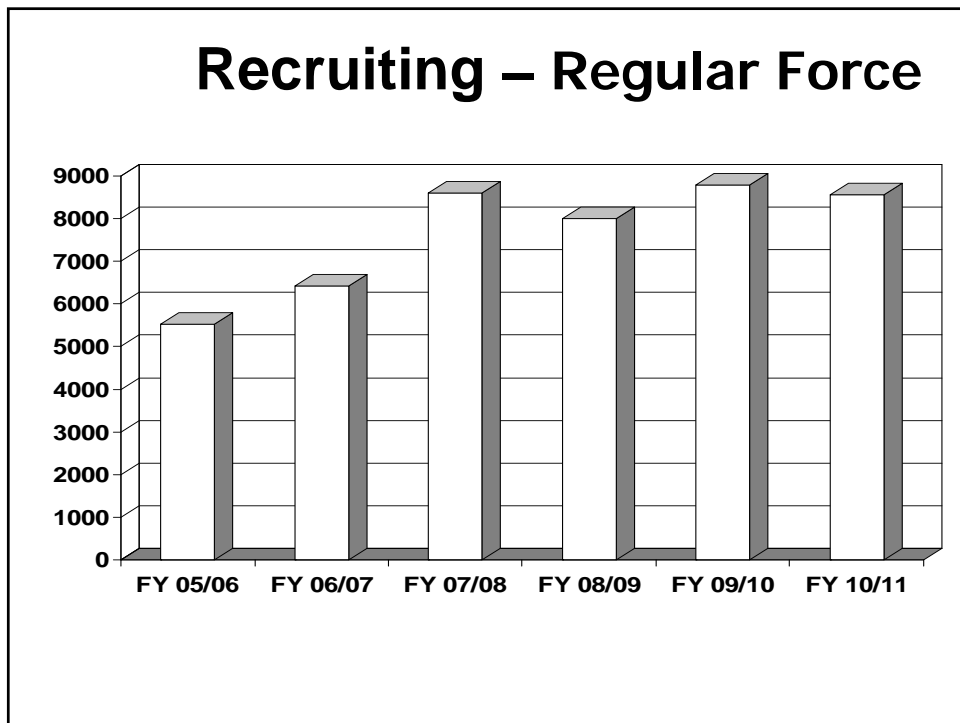


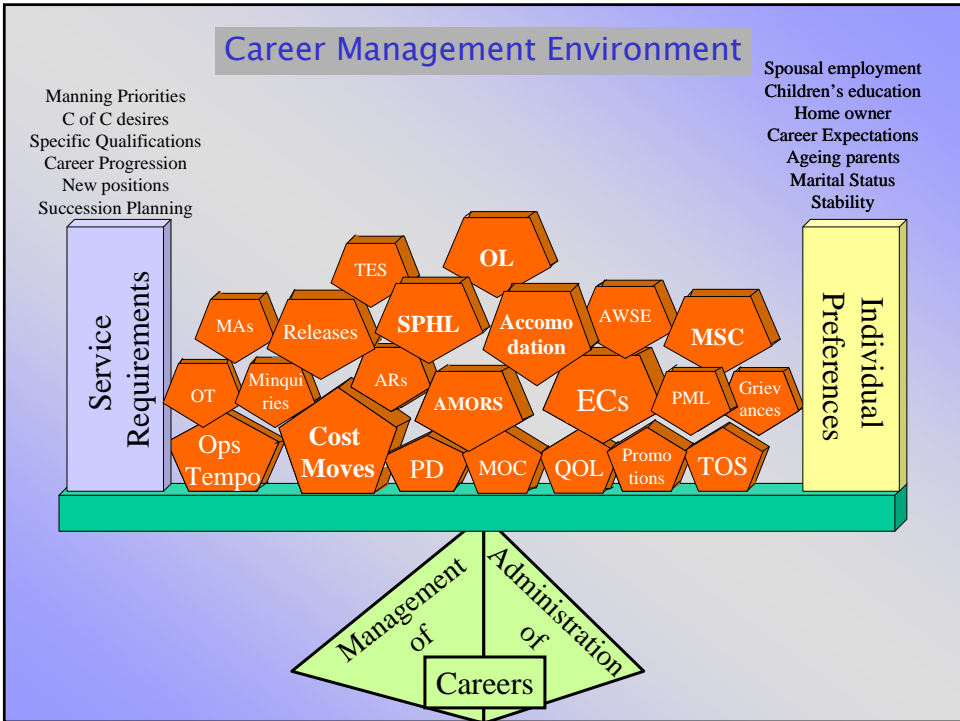
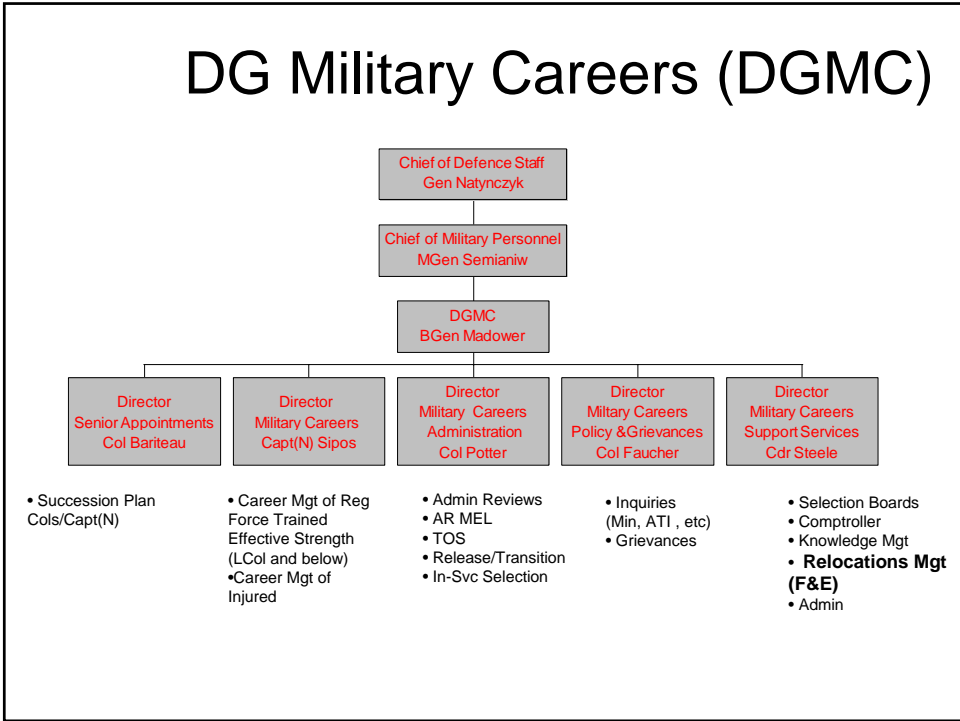


## Canadian Forces

- Structure
- Recruitment
- Flexible COS Dates
- Domestic HGRS Contract
- Performance Measurement
- International HGRS Contract
- Interdepartmental Committee
- Way Ahead



# DG Military Careers (DGMC)



## Definitions (Types of Cost Moves)

- **Mandatory Moves:**
  - As a rule, should be funded
  - International
  - National:
    - Recruits
    - BTL
    - IPR/Release
    - Staff College and ATL
    - Med/Compassionate
    - Senior Appointments
- **Succession Planning Moves**
  - Required to operate & fulfill mandate of CF units
  - Promotions, employment for 1 to 6 priorities, career progression
  - QOL moves
- **Incremental Moves – Other L1s**
  - Moves req and funded by third parties under VCDS authority
  - FY 08/09 total is 900 moves (Army Rebalance, CAS, Op Palladium, JTF, etc)

## Historical Number of Cost Moves

DGMIC HISTORICAL NUMBER OF COST MOVES						
FY	Type of Move	Mandatory & Succession Planning			Total Increase from Previous FY	
		Mandatory	Succession Planning	Total	Number of Moves	Cumulative % Incr
05/06	National	612	4,848	5,460		
	International	837		837		
	BTL	3,700		3,700		
	IPR/Release	800		800		
	<b>Total</b>	<b>5,949</b>	<b>4,848</b>	<b>10,797</b>		
06/07	National	644	5,345	5,989	529	
	International	871		871	34	
	BTL	4,439		4,439	739	
	IPR/Release	900		900	100	
	<b>Total</b>	<b>6,854</b>	<b>5,345</b>	<b>12,199</b>	<b>1,402</b>	<b>13.0%</b>
07/08	National	578	5,344	5,922	-67	
	International	853		853	-18	
	BTL	4,415		4,415	-24	
	IPR/Release	1,000		1,000	100	
	<b>Total</b>	<b>6,846</b>	<b>5,344</b>	<b>12,190</b>	<b>-9</b>	<b>12.9%</b>
08/09 (Forecast)	National	505	5,254	5,759	-163	
	International	810		810	-43	
	BTL	4,845		4,845	430	
	IPR/Release	1,500		1,500	500	
	<b>Total</b>	<b>7,660</b>	<b>5,254</b>	<b>12,914</b>	<b>724</b>	<b>19.6%</b>

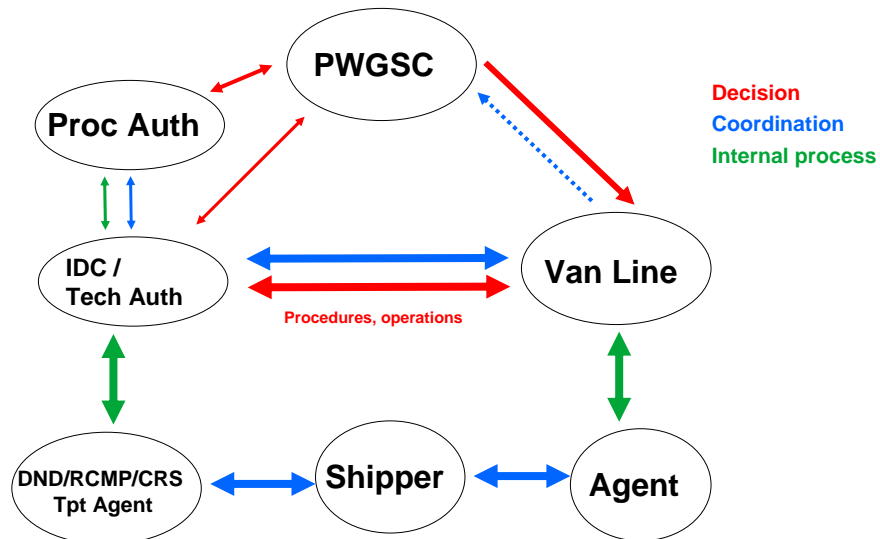
  

Type of Move	Net % Change (FY 05/06 - FY 08/09)
National	
Mandatory	-17.5%
Succession Planning	8.4%
International	-3.2%
BTL	30.9%
IPR/Release	87.5%

# Required Number of Cost Moves

DGMC FORECASTED NUMBER OF COST MOVES <sup>Note 1</sup>					
FY	Type of Moves	Mandatory	Succession Planning	Force Expansion	Total
09/10	National	572	5,500		6,072
	International	899			899
	BTL	4,845		2,315	7,160
	IPR/Release	1,200			1,200
	<b>Total</b>	<b>7,516</b>	<b>5,500</b>	<b>2,315</b>	<b>15,331</b>
10/11	National	572	5,500		6,072
	International	899			899
	BTL	4,845		2,315	7,160
	IPR/Release	1,300			1,300
	<b>Total</b>	<b>7,616</b>	<b>5,500</b>	<b>2,315</b>	<b>15,431</b>
11/12	National	572	5,500		6,072
	International	899			899
	BTL	4,845		1,155	6,000
	IPR/Release	1,400			1,400
	<b>Total</b>	<b>7,716</b>	<b>5,500</b>	<b>1,155</b>	<b>14,371</b>
12/13	National	572	5,500		6,072
	International	899			899
	BTL	4,845		1,155	6,000
	IPR/Release	1,500			1,500
	<b>Total</b>	<b>7,816</b>	<b>5,500</b>	<b>1,155</b>	<b>14,471</b>

# Gov of Canada Processes



## Interdepartmental Committee

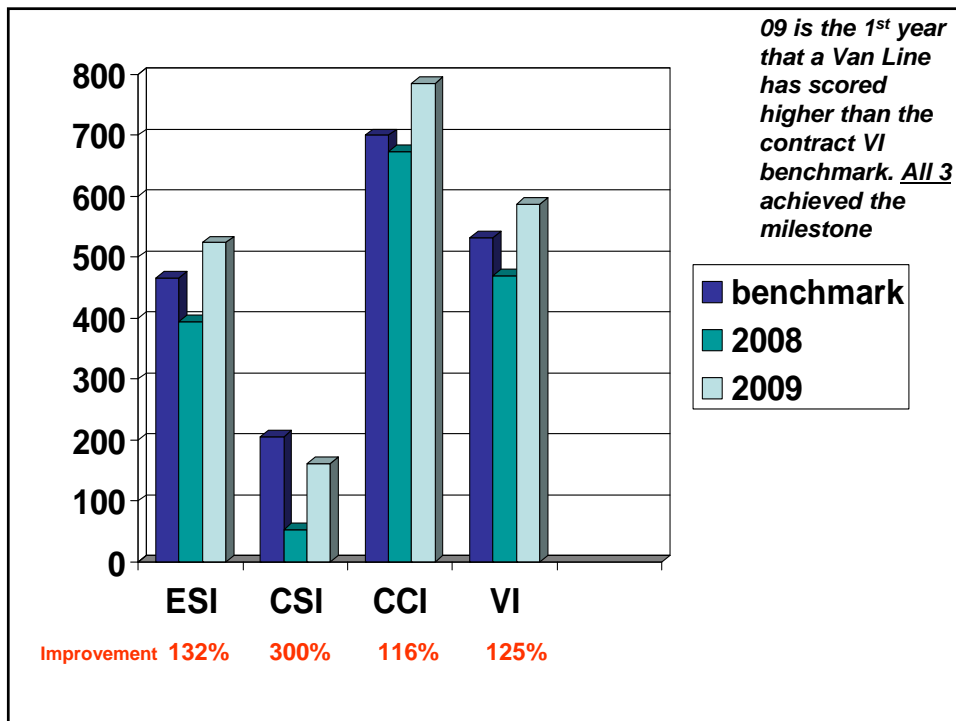
- Composition
- Mandate
- Role and responsibilities
- Interface
- Discussions

## Interdepartmental Committee

- IDC membership includes DND, RCMP, CRS and the contracting authority (PWGSC)
- Aim: policy-making organization governing moves of federal government employees
- Majority of moves conducted by DND
- Committee chaired by DND (DMCSS)
- Normally meet monthly and at least twice annually with Contractors

## Value Index – Performance Measurement

- The purpose : to reward “absolute” superior performance of service providers;
  - Average Benchmark
- Components of the VI = ESI\*CSI\*CCI
  - GESS – Employee Satisfaction Index 40%
  - CSSS – Claim Satisfaction Index 15%
  - QCI - Contractor Compliance Index 45%
- Published twice a year
  - Fall: 1 Apr to 31 Aug – Report 1 Nov
  - Spring: 1 Sep to 31 Mar – Report 1 June
- Business distribution impact



## Domestic Contract (includes USA)

HGRS Contract – effective 1 April 2006

Period of Contract – 4 years ( till 31 Mar 10)  
- 3 one year options

Share of business resulting from the Fall 09 Value Index:

<u>Contractors</u>	<u>% Business</u>
Atlas	43.0%
SIRVA	27.1%
United	29.9%

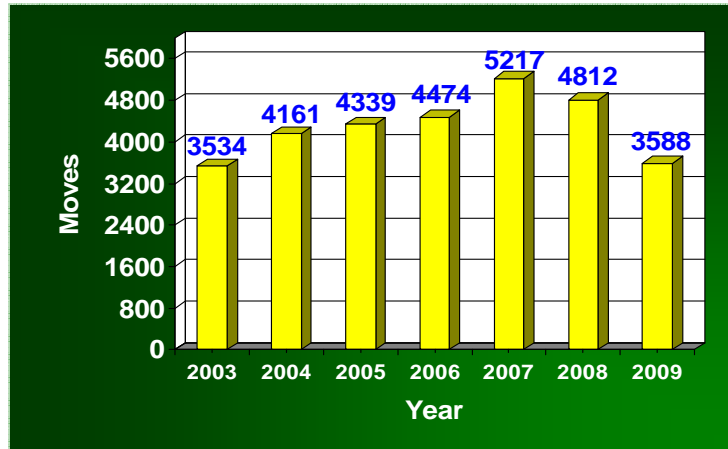
IDC Re-procurement Working Group met last week to initiate process

## IDC Discussions

- Contract
- Communication
- Challenges
- Unsanitary shipment
- Warehouse Fire Inspections
  
- FOCUS



## APS Peak Period 21 June – 21 July



## International Contract

HGRS Contract – effective 1 November 2006

Period of Contract – 3 years ( till 31 Oct 09)

- 3 one year options

Share of business resulting from the RFP:

<u>Contractor</u>	<u>Business</u>
SIRVA	100%

## Major Changes to Int'l Contract

- Reduced Transit Time Guide (30 to 20)
- All-inclusive rate Origin and Destination service per pound – rate in Canadian dollars
- Intra/local moves Europe (NATO-France)
- Foreign currency protection

## Tonnage Loaded

1 - 31 JUL 2006

31,269,620

1 - 31 JUL 2007

35,001,755

1 - 31 JUL 2008

35,696,384

1 - 31 JUL 2009

33,645,138

## Service Shortfall Summary 1 April – 31 October

SF	<u>2007</u>	<u>2008</u>	<u>2009</u>
Total - with others	916	580	251
D1 - Acknowledge	65	12	16
D10 - Packing	192	150	47
D17 - Inventory	164	40	19
D24 (a) - DDR	37	29	32
D29 – Set-up Dest.	52	45	17
D34 (Scale Ticket)	16	13	4

## Liquidated Damage 1 April – 31 October

LD	<u>2007</u>	<u>2008</u>	<u>2009</u>
L1 – Late Pick-up	72	51	18
L7 – Late Del SIT	14	6	4
<b>L3 - Scaling</b>	<b>124</b>	<b>170</b>	<b>77</b>
<b>L5 - Reweigh</b>	<b>23</b>	<b>23</b>	<b>25</b>
L6 (a) Late Del	145	158	59
L6 (b) Late Del O/F	43	48	25

## Customer feedback

**... very impressed with the crews ...  
treat our items as though it were their  
own ... pleasant, hard working, and  
professional ... you are fortunate to  
have such staff ...**

**... stamina, kindness, and sacrifice ...  
made our move memorable ... all with  
huge smiles ... I don't know how they  
do it, but it is appreciated ...**

## Way Ahead

- Force Expansion Plan - Growth of CF to 68,000 (67,400 today)
- Sustained high levels of Recruiting
- Requirement to Relocate CF Personnel – 4 R's
- Cost move Budget
- Peak Posting Period

## Way ahead (cont'd)

- Fuel tanks
- Inventories and condition reports
- Bonded versus Sufferance warehouse
- Revision of Pre-Move booklet
- Re-procurement initiation
- Contract administered as written





## Questions



Our newest troop and freight hauler....

