

20 April 2019

Commons Committee,

I am a recently retired member of the Canadian Armed Forces with over 40 years of service. I was medically released 3B following injuries sustained during my service in Afghanistan. I am a Statutory Hire and on the PIMs system.

A key point of discrimination for CAF members applying for Federal Government Positions is the proviso on Essential Elements of the position requiring an example that demonstrates "Recent Experience" in the stated essential element. Recent experience is defined as within the last five years.

A member of the CAF rarely remains in any one location or position longer than 2 to 3 years, and while we may have specific experiences that directly match or exceed the requirements, in many cases they are older than the 5-year limit stated in "Recent Experience". As the nature of our employment within the CAF typically prevents a member from meeting this requirement, I request that a waiver be awarded to a member of the CAF that applies for a Federal Government Position, who has the experience required for the position but may be filtered out due to the 5-year limitation.

I was able to successfully achieve the initial stages for consideration for an EX-01 position, but only after appealing the 5-year limitation on my experience. A waiver would permit application for positions without having to appeal the 5-year limitation during each application.

LCol (Ret'd) Charles Jansen