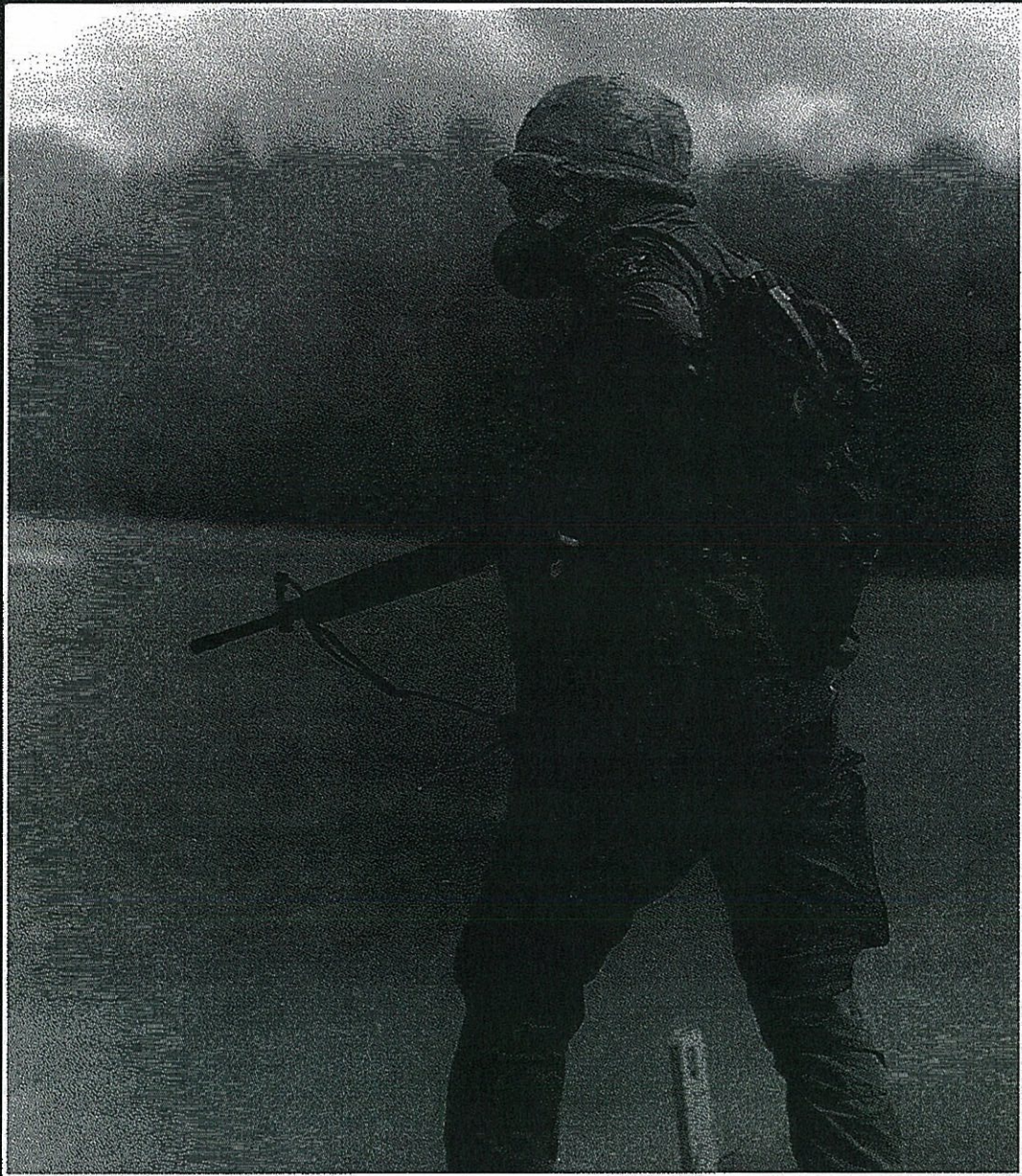




National
Defence

Défense
nationale

Thunderbird



Canada

Number 2, 1994

The Thunderbird



Number 2, 1994

COVER

Training for Thunderbird Challenge – MP endures a gas attack on the combat rifle range at Thunderbird Challenge.

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Editor's Note:

With regards to the article in the last issue on "CFSIS Celebrates Branch Silver Anniversary", we regret not indicating the hard work of Capt Ron Lander of the Advanced MP Training Company as author of the article. Thanks, Ron.

EDITORIAL POLICY

The Thunderbird Journal, the official journal of the Security Branch, is published quarterly and is an authorized DND periodical in accordance with CFAO 57-14.

The aim of the Thunderbird Journal is to provide a focal point for Branch activities, to provide a forum for the exchange of ideas, and to foster professionalism and esprit de corps.

Items suitable for publication in the Thunderbird Journal will vary in terms of topics and format but can include both items of Branch wide interest as well as more informal reports of local events. Articles may be submitted direct or through the normal chain of command subject to the approval of appropriate commanders as applicable.

Letters to the Editor, questions or editorial comment will be welcome, however, the Editorial Board reserves the right to reject articles considered unsuitable for publication.

The views expressed in any material published in this magazine are those of the authors and not necessarily of the DND or any element thereof.

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LETTER FROM THE EDITOR IN CHIEF

BY COMMANDER J. C. MACQUARRIE

This issue of the Thunderbird Journal demonstrates the diverse support services provided by the Security Branch. From World War II and the Alaska Highway to the present day in the Former Yugoslav Republic, we see how military police have served and continue to serve their commanders' missions. Varied expertise is called for in the execution of our duties as may be seen by the two articles about interviews and witness statement analysis. Indeed, such technical expertise is well-balanced by the resurgent demands of combat skills required to participate in PEACEKEEPER CHALLENGE.

All this is a source of justifiable pride in our Branch. Lest we rest on our laurels, Col A.R. Wells, our DG Secur has also set forth the challenge of the 21st century - that of providing cost-effective security and police services in times of diminishing fiscal resources.

In the meantime, we on the staff of the Thunderbird Journal are striving to provide you with a forum for professional edification as well as keeping you informed of developments and items of interest as they impact on the Security Branch. As I have mentioned before, we are now forging on with the revitalized Journal and to this end we are publishing articles which have been received last year. Inasmuch as the Journal will be published quarterly, we solicit your input. Here is your chance to become published! We especially welcome articles which will enhance the professional development of our military police, such as those produced by WO Steve Murray-Ford.

In closing, we look forward to keeping you informed in these challenging times. Remember, there are two ways to view a half-empty glass - try to look at the half-full version. SECURITAS!



NOTES FROM THE BRANCH ADVISOR

INTO THE 21ST CENTURY

Forecasting into the future and long range planning attracts psychics and seers and tests the insight of planning staffs. While the former attempt to predict the significant events which will capture world attention, the latter are frequently trapped into focusing upon the "status quo" and are often accused of preparing for the past. When I was asked to prepare an article for this issue of *Thunderbird*, which would provide insight into the 21st Century, I knew that my chances of stumbling upon that significant occurrence that would be the basis of shaping defence policy, and hence identify Security Branch prospects, were about the same as my odds for winning a lottery. Accordingly, I adopted the practise of staff planners, providing an analysis of current factors which are likely to impact upon the Canadian Forces, and hence the future prospects of the Branch.

Since the inception of the military police components of the Canadian Armed Forces in 1940, and continuing after the creation of the Security Branch in 1968, tactical doctrine has focused upon the provision of police support under general warfare conditions. We, as a Branch, were fortunate in having both a peacetime and a wartime role, and our involvement in UN peacekeeping operations continues to be an interesting challenge. Throughout the period, management practices were and continue to be based on a highly centralized concept focusing upon leadership and command and control systems which are designed for crisis management. The attitude towards resource management was that it was a matter of supply best left to the Logistics Branch. The breakdown of the Warsaw Pact and demands for peace dividends in the funds allocated to defence, and growing concern for the growing national debt and ongoing deficit have given rise to demands for prudence in the management of Government resources. The situation is now so critical that there is real public concern about the manner in which politicians allocate public funds. Furthermore, management gurus are now advocating that there must be a significant change in the way we conduct business, a real "paradigm shift" or change in the manner in which resources are managed. Tidying up present practices or reducing a percentage of the resources allocated will no longer meet the requirement. As we head into the 21st Century then, it is evident that the "good old ways" and practices of the "good old days" will not suffice, and will not survive. What then are the Branch's prospects, and what are the prime factors which merit attention.

The magnitude of the national debt, the growing annual deficits and Government initiatives to deal with fiscal problems will have a profound effect upon the size, mission and roles of the Canadian Forces, and the manner in which Government will conduct business. Currently, efforts are being made to consolidate training for Federal enforcement agencies. Within some circles there is also discussion about the "Concept of Best Practices - the agency who does it best do it all". Credit for training at civil educational and vocational institutions is also becoming a reality. The degree to which training and enforcement activities will be integrated and centralized is a matter of speculation at this juncture; however, the matter cannot be ignored. While the full implications for the Branch are not defined, it is clear that we must continue to participate in interdepartmental initiatives at senior management levels, we must all strive to improve the quality of service we provide and we must be prepared to be pragmatic and seek novel solutions in our management practices and the way in which we conduct our affairs. We must also be prepared to be flexible as to the scope of operations we can afford. Also, the degree to which we conduct our own training may be significantly narrowed or broadened depending upon the cost effective measures which are instituted.

As the Branch is a support service, the missions and roles of the army, navy and air force components of the Canadian Forces is the primary basis which dictates the security and military police support requirements, and hence the future of the Branch. If a general warfare capability sufficient to deploy overseas as a balanced combat capable force is maintained, then the operational integrity of SAMP units can be expected to survive the next defence policy review. If there is a significant reduction in infra-structure and the combat capability of the forces is severely limited, then the effects upon the Branch are self-evident, as the Branch does not stand alone. Those activities which are in support of the Department are incidental and dependent upon the well being of the combat forces.

Security policies, guidelines and standards have a very real impact upon fiscal resources. As funds become limited, the demands upon threat/risk analysis and the practice of accepting risk in our security posture will become very real. Those members of the Branch involved in security operations will become more preoccupied with assessing options in advising our commanders and responsible executives.

The key elements of Defence Policy which define the roles of the CF will have the most impact upon shaping the Branch of the future. Currently these elements are centered on national sovereignty, aid and assistance to civil authority, contributing to the defence of North America (NORAD), contributing to collective defence (NATO) and participation in UN operations. Except for our participation in NATO, any review of defence policy, barring a threat of general war, is unlikely to result in significant change to these roles. What is likely to change is the fiscal resources allocated to defence and the resultant determination of what priority will be assigned to these roles and the levels of combat capability can be maintained. The overall impact will depend not only upon the resources allocated, but also upon prudence in managing the resources available. Likewise the future of the Security Branch will rest upon the prudent management of those resources available and concentration in our professional development on those aspects which are an essential service in a military environment. The resources allocated to the base infrastructure are likely to be severely reduced in that military force existing in the 21st Century.

I may well be accused of adopting a pessimistic view of the 21st Century. I can assure all that that is not my intent. I do believe though that the 21st Century will be exceptionally challenging. To be successful, a realistic approach by the professional policepersons and officers at all levels will be absolutely necessary because, in the final analysis, the Branch fortunes will rest upon the quality of our management practices and the service we provide.



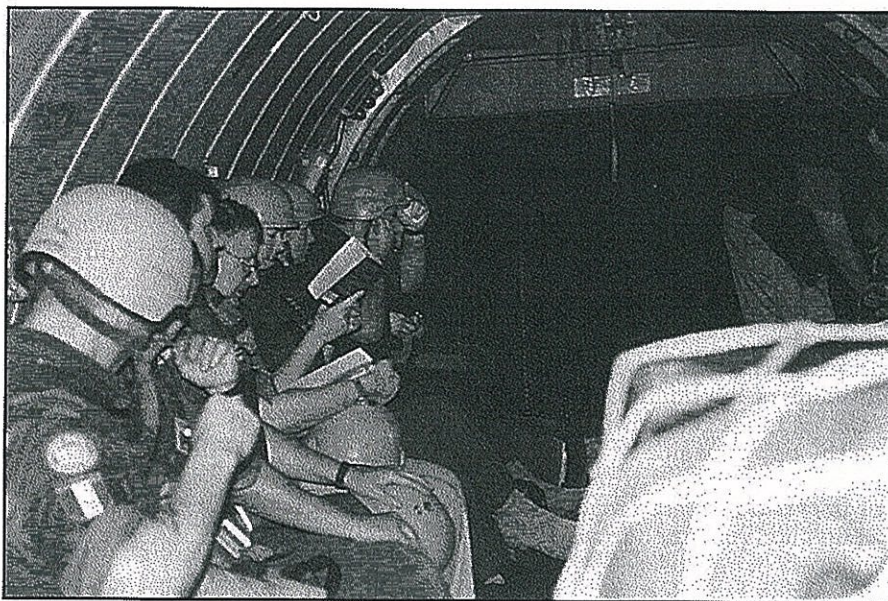
OP JUSTICE

Warrant Officer S. Murray-Ford on behalf of the team members of Op Justice

In June 1993, the Canadian Forces responding to a request from the United Nations deployed a team to the former Republic of Yugoslavia (FRY) with the mandate to conduct enquiries relating to allegations of war crimes in the Sarajevo area, the mission being referred to as Op Justice. The war crimes investigation team was comprised of three officers from the Judge Advocate General's branch, and four members of the Security Branch. The legal officers, LCol K.S. Carter (Team Leader) from Ottawa, Maj L. Boutin posted in Montreal, and Maj A. Vanveen from Edmonton were tasked with providing legal analysis and guidance to the team. The military police members, WO S. Murray-Ford (SIUHQ, now NIS), PO2 J. Ross (NIS), Sgt J.L. Lamothe (SIUS Ottawa), and MCpl T. McComb (NDHQ, now SIU Det Ottawa) were employed on conducting the investigations. The team leader reported to the UN Commission of experts representative, W. Fenrick (Cdr in the JAG Branch seconded to the UN).

After completion of pre-screening (medical, dental etc), the team had several meetings in Ottawa to plan strategy as well as ironing out administrative and logistical problems. Once this was completed the team attended a number of presentations and briefings from various NDHQ directorates dealing with CF/UN activities in FRY. It became apparent that conducting investigations in an active war zone would be a challenge that few had faced before.

On 19 June 1993, the team deployed from Ottawa to FRY. Travelling commercial air from Mirabel to Frankfurt, then to



The team flies into Sarajevo.

Zagreb, the team and supplies arrived on the afternoon of 20 June 1993. The next several days were spent in organizing kit and supplies, gathering background information on the local situation in Sarajevo. If there was any doubt in anyone's mind before, it was quickly dispelled when the team was briefed on the hostilities taking place in Sarajevo. It was emphasized by the UN staff that all travel in the city would take place only in armoured vehicles, in daylight, and that protective equipment (helmets and body armour) were mandatory at all times outside of protected buildings. With continual sniping and artillery firing, these were stressed as critical requirements. Thanks to RCMP HQ in Ottawa, all team members had been additionally loaned Kevlar body armour to augment the CF flak vests. Due to the lack of fresh water and scarcity of food, bottled water and field rations were added to the kit to be taken. UN Kevlar helmets were obtained from the Canadian contingent in Daruvar, and the team was ready for deployment to the scene.

Team members (and other UN members) were flown out of Zagreb to Sarajevo on 24 June 1993 on a Russian Antonov aircraft. The plane took a route South along the Adriatic coast before turning Eastward to Sarajevo. The one and a half hour flight concluded with a rapid descent to Sarajevo airport. The term airport is applied loosely, since the Sarajevo airport (the proud home base for "Maybe airlines") had sustained severe battle damage, being bullet and shell riddled, and surrounded by sandbags, trenches and razor wire. As previously instructed, passengers rapidly departed the aircraft and made a direct line into the airport. The first impression of Sarajevo was depressing: damaged and destroyed buildings, rubble and stench of burning garbage.

After unloading the team kit and supplies, the members were transported to the Holiday Inn by Egyptian Battalion APCs. The ride into Sarajevo revealed more damage than was previously imagined. Burned out vehicles littered



the road, crippled tanks bore testament to the savage fighting, roads were blocked by crude tank traps, while burned and damaged buildings were seen everywhere.

The Holiday Inn was a shock to the arriving team. One entire side of the building (facing the confrontation line) had been almost totally destroyed by gun, artillery, mortar and rocket attacks. The staff advised that this side of the building was not safe, and that guests were housed on the opposite side of the building. The front lobby (in the line of fire) had not fared much better, as no glass remained intact the windows being covered with plastic bearing UNHCR decals. The front of the lobby was covered in broken glass and garbage. Since there was no electricity, all the kit had to be carried up several flights of stairs and stowed. Signs in the hotel warned guests not to leave anything laying around (theft and black marketeering being rampant), and stressed that guests should not open the curtains in their rooms or stand near open windows due to sniper activity. Hotel staff advised that electricity would be available once the generator was started (usually 4-6 hours a day), and that water (cold only) was expected to be delivered later that day. During the team's stay in Sarajevo, water would be flowing for 3-5 hours a day, usually at night.

The team was split into two smaller teams, LCol Carter leading PO2 Ross and MCpl McComb in a detailed and complex investigation into allegations of rapes, while Maj Boutin with WO Murray-Ford and Sgt Lamothe investigated a mortar attack on a soccer game. Maj Vanveen was detailed to conduct a study relating to the battle for Sarajevo.

With these tasks, the teams were briefed by local UN commanders and experts regarding the local situation. Contact was made with the UN MP Company, UN Civilian Police (UNCIVPOL), Civil Affairs, and the UN Military Observers (UNMO's). Valuable assistance (and the best coffee in Sarajevo) was provided by the Canadian contingent members. The team also met their interpreters, and had an introductory meeting with the Bosnian State Commission on War Crimes. The Commission provided a great deal of data and files to the team, and acted in a liaison capacity with local officials.

Conducting an investigation under active war conditions presented unique difficulties to the team. With the confrontation line running through the city, it required the team to pass various checkpoints to go through the line

on a daily basis. Interviews took place in hospitals and damaged buildings with no electricity, sometimes quite close to the front line. With a civil administration in a state of disarray, meeting the appropriate officials was a challenge. Tracking down records and documents is an almost impossible task, compounded by language and custom barriers. If not for the sterling work of the interpreters, this could have been an insurmountable barrier.

The rape investigation team met with local hospital officials, and interviewed several victims. In addition, over one hundred reports of rape were translated and obtained by the team. All the information received was then transferred to a computer database for ease of handling. Working without telephones, and having to conduct all photocopying etc at UNPROFOR Sector Sarajevo HQ



"Sniper Alley", Sarajevo.



complicated the task immensely. The translators and team members worked many hours overtime completing this preliminary investigation. It was obvious to the rape investigators that any attempt to resolve the number of investigations would prove impossible, given the number of staff, and the sheer volume of material. Witnesses in Sarajevo were therefore interviewed, while the remaining allegations were documented and recorded for possible further enquiries.

The investigation into the mortar attack dealt with the firing of two mortar rounds into a locally organized soccer game. Working again with hospital staff, and local police/military authorities, the team conducted enquiries regarding this occurrence. Several survivors of the attack (13 dead and 133 wounded) were interviewed, while various reports were collected from sources within Sarajevo. Lack of mobility played a significant role in both investigations, hampering the investigators ability to speak to witnesses. On the weekend on 4/5 July 1993 for example, travel was impossible as 3,300 shells fell on the city within a 24 hour period.

Shelling and sniping in Sarajevo is a continual activity. Although no-one became complacent, the team members gradually got used to the sound of small arms and artillery fire. Several shots fell near the hotel, and the sniping (ongoing) was at times being fired very close. During the team's deployment in Sarajevo, a number of persons were killed by artillery/ sniper fire, and many more were injured.

The Holiday Inn provides a degree of safety, since it houses the world's press in Sarajevo.

In addition, the professionalism of the Egyptian Battalion APC commander (Capt Walid) contributed in no small way to the security of the team members. His local knowledge, combined with a commitment to the safety of the team ensured that no members were ever in direct danger. During the stay in Sarajevo, the team was honoured with dinner at the Egyptian Battalion Officers mess, followed by coffee and tea with the Battalion Commander.

News from Canada was sparse, as were Canadians in Sarajevo since the city is manned by UN Battalions from Egypt, France and the Ukraine. In an effort to maintain a Canadian perspective, a Canada Day celebration was organized involving beer (not obtained locally) augmented by Canadian ration packs. This celebration was held in the room of two MPs, which was quickly (though not very originally) dubbed "the Thunderbird Lounge".

With water scarce (and only cold), bathing and shaving became a test of will. Doing laundry in the bathtub became the evening's entertainment usually done to the accompaniment of what was referred to as the "Sarajevo serenade", which to those familiar with classical music is similar to the 1812 overture without the music! Unfortunately the shortage of water has made it a valuable commodity with black marketeers charging \$9 US per bottle, therefore turning it over to hotel staff was not considered wise. What little was left of the rations was given to the Egyptian APC crew for distribution to the children who constantly beg from the UN for any food they can get.

After thirteen days in situ, the team deployed back to Zagreb. First and foremost on most agendas was a hot shower, followed by dinner and a walk outside. Kit was returned and stored, reports compiled and submitted, and plans for a return home were made. It was determined that all the room on the bus to Daruvar was taken, and the Swedish Transport NCO apologized, but if the Canadians had to go and return kit (the Kevlar helmets), unfortunately they would have to go by helicopter. This offer was quickly taken up by PO2 Ross and Sgt Lamothe. It was later learned that Sgt Lamothe had the opportunity to take "the stick" for a while, and became the closest the team had to a pilot.

Finally, on 9 July 1993, the team travelled home, and went back to their families and jobs.

Discussions about what was learned and seen on the trip were many and varied. Several conclusions were reached, and passed to the team leader for consideration. It was felt by the team members, that although an active war zone presents a number of unique challenges to the investigators, an effective investigation can be conducted. Additionally, there was universal agreement that those employed on these duties should have several attributes. Professional expertise is essential, a desire to be involved in this type of work is absolutely necessary, while a sense of humour and the ability to work with others as a team is mandatory. The team members agreed that a military team was most suitable for this type of work. This was based on various requirements, including basic military knowledge (the





From left to right; Maj Luc Boutin, Maj Andy Vanveen, Sgt Jean-Luc Lamothe, LCol Kim Carter, MCpl Tammy McComb, PO2 Jocelyn Ross, Cdr Bill Fenrick, WO Steve Murray-Ford, Mrs Molina.

difference between small arms/mortars/artillery for example), the ability to interact with military personnel (many from other countries), and the military structure of command and control. Probably the most compelling argument put forth for the employment of the military in these investigations was

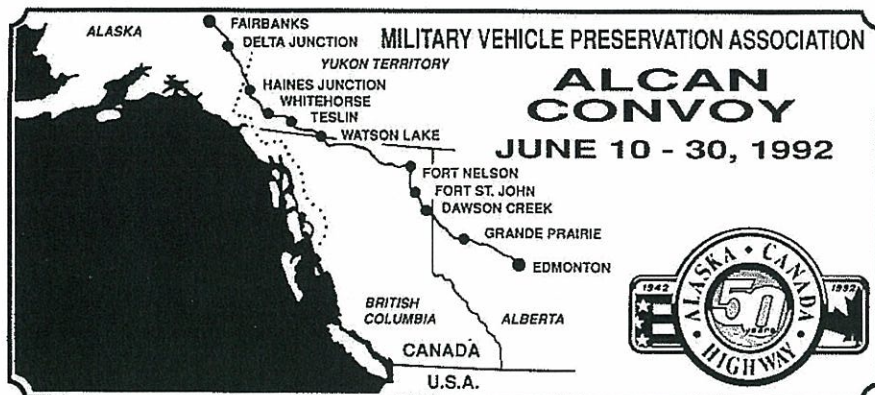
also the hardest to enunciate – that being the military cohesion or esprit that binds military people together to complete a task in the face of adversity.

Altogether, Op Justice was an “experience”. It was a professional and personal challenge that comes along once in a lifetime.

Valuable lessons were learned, obstacles were overcome, and unique solutions were developed to deal with unexpected problems. While wars are tragic, it is heartening to know that the CF (both Legal and Security Branches) can operate effectively together in that type of environment.



LFWA Represented in Alaska Highway Anniversary Convoy



By Capt J.D. Humen

The Alaska Highway and the events surrounding its construction represent one of the more interesting chapters in Canadian military history. In response to the Japanese assaults of the Aleutian Islands, Canadian and American military planners perceived the requirement to construct a secure interior overland route to bring troops and supplies to counter the threat to North America which the Japanese assaults represented. Better for Canadians and Americans to build the road rather than have the Japanese do it for us, was the common expression. In eleven months, engineers and other support elements forged miles of road through some of the roughest and most desolate portions of northern British Columbia, the Yukon and Alaska. 1992 represents the 50th anniversary of the Highway's construction and one of the most noteworthy Canadian-American achievements of the Second World War.

As part of the anniversary celebrations the Military Vehicle Preservation Association (MVPA), whose membership in over thirty countries worldwide is dedicated

to the restoration of vintage military vehicles, organized a convoy to drive the entire length of the Highway. Participants came from several countries including the United States, Germany, Finland and the United Kingdom in a wide array of antique military vehicles, some of which were of the type used in the Highway's construction. For most soldiers the prospects of spending three weeks in an MLVW

travelling over seven thousand kilometres is not inviting. Try it in a 1942 Studebaker truck or on a 1942 Harley Davidson motorcycle!

The convoy began its journey on June 10, from Edmonton. In support were two Military Police patrols comprised of Capt J. Humen, LFWA HQ MP Operations Officer, Sergeant A. Venables, LFWA HQ ADP Security NCO, Corporal M. Albrecht, 15 Service Battalion Military Police Platoon and Corporal Dennis Eberle, 16 Service Battalion Military Police Platoon. MP support had been requested by Colonel J. Fitzgerald, the Honorary Colonel of 15 Service Battalion and one of the convoy's chief organizers. Military police were tasked to perform traffic control duties, such as the establishment of halts and the movement of the convoy through urban areas. While this may not appear to be a daunting task, the escorting MP's skills were quickly put to the test



Sgt Andy Venables indicates "LEFT TURN" and you do it.



as the convoy of over 50 vehicles with differing speed capabilities and drivers inexperienced in convoy driving set out.

Although progress was not the speediest, averaging 60-70 kilometres per hour both MP patrols settled in to enjoy the incredible scenery.

On the second day, the convoy reached Pouce Coupe, a small hamlet, on the British Columbia side of the British Columbia – Alberta border. Pouce Coupe was extremely important in the construction of the Alaska Highway in that the town contained the last liquor store along the route. Soldiers would line-up sometimes for six hours to get their last bottle before months of work on the Highway. We made Fort St John by evening and were greeted by an extremely large crowd.

On day three we set out for Fort Nelson. As we steadily drove north, the days were getting longer and longer. Already nightfall was about 11pm and dawn came by

about 4am. Arrival in Fort St John came late and we had time, largely to eat and set up the tents. The next day we set out for Liard Hotsprings and Muncho Lake. The drive was short and we made our destination for the day by around 4pm following a short stop at the Hotsprings. Muncho Lake is an extremely beautiful spot about 979 miles north of Edmonton.

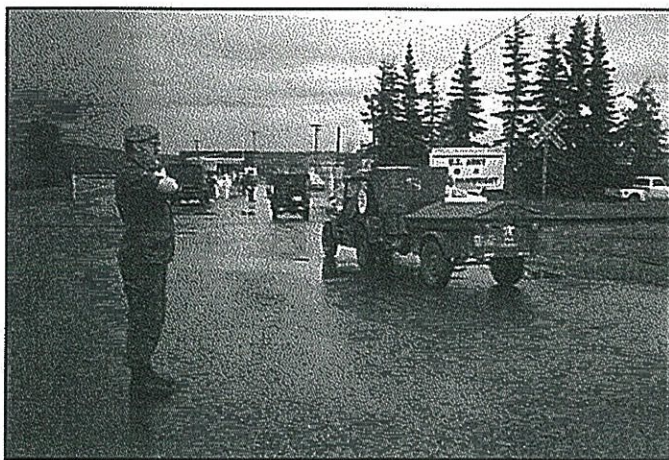
On day five we crossed the British Columbia – Yukon border and stayed the night in Watson Lake. Six days after we left Edmonton, the convoy rolled into Whitehorse for a much needed two day stop. Many of the vintage vehicles required repair.

The convoy departed Whitehorse on day eight and headed north for the Alaska border. Despite almost losing one packet due to the packet leader turning south instead of north, the convoy halted for the evening about 100 kilometres short of the border. The following day found the convoy finally crossing into Alaska and reaching the official

end of the Alaska Highway at Delta Junction, Alaska. All convoy participants were quartered at nearby Fort Greely, the US Army Cold Regions Training Centre. We were invited to join in the celebration of the 50th anniversary of the Fort's establishment as an Army installation. Events included a parade, fair, and military displays.

On day 11 the convoy reached the Fairbanks and Fort Wainwright Headquarters of the 6th Infantry Division (Light). Total distance from Edmonton was 3033 kilometres. The two days which were spent in Fairbanks coincided with the two longest days of the year, which did not require any additional lighting. No darkness occurs as the sun is above the horizon throughout the 24 hour day. On the 22 of June the convoy began its trek south.

The return trip provided for much of the same, incredible scenery, long hours of driving and relaxing evenings around the camp fire. The convoy escort ended as we left the convoy in Dawson Creek on 28 June and returned to Edmonton.



Destination reached. MP Cpl Denis Eberle directs the convoy into Ft Wainwright at Fairbanks Alaska. Virginia is a whole continent away down the road.



The convoy's escorts through B.C., Yukon and Alaska. Left to right: Cpl Denis Eberle, Pte Marty Albrecht, Insp Gary House (RCMP), Capt Jim Humen, and Sgt Andy Venables.



MILITARY POLICE FUND FOR BLIND CHILDREN

In 1991, the Committee of the Military Police Fund for Blind Children explored the possibility of Canadian Forces members being able to make a monthly pay assignment to the fund. The Chairman of the Fund was pleased to announce in May 92, that permission had been granted by the Director of Pay Services, NDHQ.

All MP elements were advised accordingly.

To make donations to the Military Fund for Blind Children, see your local pay office. The pay allotment code is PO72. Personnel utilizing the pay allotment system will have their contributions credited yearly on their T4 income

tax slips. All military police personnel are encouraged to participate in the pay allotment program. In addition, canvassing other service personnel to participate during your local fund raising initiatives is considered an excellent method of obtaining funds to assist blind children.



Shown above is Col A.R. Wells, DG Secur, making the first pay allotment to the Military Police Fund for Blind Children. SECURITAS.



Military Police – 25 May 93

Camp Polom Croatia

The Canadian Battalion 1, Military Police Section, located in Camp Polom, Croatia, is made up of 13 MP/RP. The large number of personnel is attributed to expanded security duties at the Main Gate, in addition to police duties. The camp is located about five kilometres outside the town of Daruvar, in the part of former Yugoslavia, now called Croatia.

The MP section is responsible to the Commanding Officer, 2 PPCLI, for all incidents involving Canadian personnel. A platoon of the United Nations Military Police is located in Daruvar, under the command of Capt Thobo-Carlsen. They are responsible for any incident

involving UN personnel. As they are short staffed, we trade off, helping each other by responding to and reporting on incidents in our Sector.

CANBAT 1 MP Section came together in Winnipeg, in January 1993, when ten reserve MP's and three regular force MP's arrived to augment the 2 PPCLI MP Section. Training began and continued for three months ending with the 2 PPCLI Battle Group departing for Fort Ord California and one final exercise. All personnel were required to qualify on all crew served weapons, personal weapons, NBCD, combat first aid, combat stress and physical fitness.

Of the original 16 members, 12 we selected to proceed on Operation Harmony. Personnel selected were:

NCO/IC: Sgt F. Stubbart,
2 PPCLI MP;
2/IC: MCpl H. Nesbitt,
1 MP PI;
Ptlmn: MCpl J. Wasnick,
17 Svc Bn;
Cpl A. Brown, 33 Svc Bn;
LS P. Chartrand, 2
PPCLI MP;
Cpl P. Fisher, 15 Svc Bn;
Cpl S. Foster, 14 Svc Bn;
Cpl P. Hill; 1 MP PI;
Cpl D. Hueston, 33 Svc Bn;
Cpl H. Tull,
Seaforth Highlanders
(RP);
Cpl D. Summers,
Seaforth Highlanders
(RP);
Pte D. Blake,
CFB Chilliwack.



2 PPCLI MP/RP SECTION, OP HARMONY 93;
Rear row L – R: Sgt Stubbart, LS Chartrand, Cpl Hill, Cpl Summers, Cpl Hueston, Cpl Tull, Pte Blake, MCpl Nesbitt. Front row L – R: Cpl Fisher, Cpl Woodhead, Cpl Foster, Cpl Brown, MCpl Wasnick.



Front; Sgt Stubbart (driving), Cpl Fisher.
Rear; Cpl Summers (RP), Cpl Brown.
Conducting line tour in UNPA – Croatia.



TOP HONOR FOR QL3 GRADUATE

Lieutenant Colonel Challender, CFB Borden Base Operations Officer, presents Private Virginia Hall, Military Police Section with the 1991 Oliver Memorial Trophy. The Oliver Trophy was donated to the Canadian Provost Corps School by the late Capt N. Pete (C PRO C) to commemorate Lt Peter Oliver, No 2 Provost Company, who was killed in action at Dieppe, France, on 19 Aug 1942. It is awarded annually to the outstanding Military Police 811 QL3 graduate at CFSIS, CFB Borden.



TOP COPS TRAIN FOR THUNDERBIRD CHALLENGE

Winnipeg: The Cold War is over, but the world is still a very dangerous place. Today Air Command units are deployed world-wide flying daily missions into Africa and a decidedly hostile Balkans. Wherever they are, protection of Air Command assets is the job of Air Command's Security and Military Police (SAMP) personnel.

Air Command SAMP personnel have begun the task of preparing themselves for this increased emphasis on deployed air operations in sometimes not so friendly places. Conceptually, SAMP within Air Command is being realigned into readily deployable units to complement the Air Force's ability to be here today and half a world away tomorrow. On the training



Canadian for Peacekeeper Challenge: Team Capt Sgt Schatz, Team Trainer WO Newcombe, Pte Kimball, Cpl Porter, Pte Smith, Capt Cheng, Pte Wright, 2Lt Delaney, Cpl Flowers, Pte Luttrell, Cpl McDow.



front, emphasis is being shifted to the skills needed to deploy to and secure an airfield. As part of this shift in training, the Commander of Air Command has created a command wide competition designed to test the readiness of our security forces and fine tune the skills and tactics needed to meet future challenges. This annual competition is Thunderbird Challenge.

Thunderbird Challenge is designed as a multi-event competition which measures the physical fitness, teamwork and shooting skills of Air Command SAMP personnel. Each wing fields a four person team to compete in Thunderbird Challenge, which was held 14-20 August 1993 at 16 Wing. The top three teams in each competition event are recognized. The competition consists of three events:

Fitness competition. The objective is to measure upper and lower body strength, agility, balance, and running endurance to negotiate obstacles that could be encountered in a hostile or wartime environment.

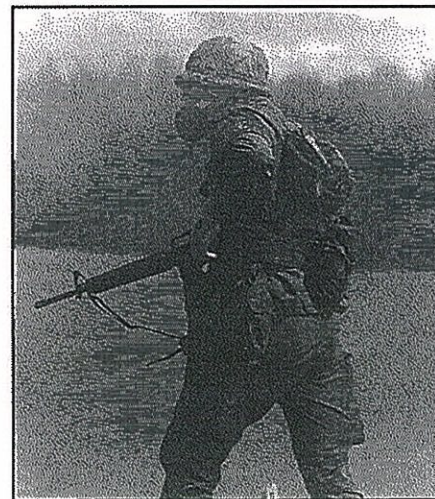
Rifle competition. The objective is to measure physical endurance and marksmanship as the team moves from firing point to firing point in full combat gear. At each point, targets are exposed to the teams right, front and left for limited periods of time and at various distances of 75 to 400 yards.

Handgun competition. This competition requires an equal amount of speed and accuracy. Teams fire the 9mm pistol at a series of plates and silhouette targets, often having to avoid hitting "friendlies" while the clock is ticking away.



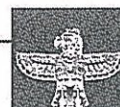
Assistant Gunner Pte Wright checks the results of Gunner Pte Kimball's firing with the M-60 at Peacekeeper Challenge.

From the competing teams, 10-12 individuals are invited to enter the Command training phase and compete for assignment to the Command team. The team will then enter an intense training period in preparation for the United States Air Force annual worldwide security police combat skills competition, Peacekeeper Challenge, in late September at Kirtland Air Force Base, Albuquerque, New Mexico. For the first time, members of the CF will join with security forces from the United States Air Force, Britain's Royal Air Force, and the Royal Australian Air Force to test their skills in a week long event that pits the top cops against each other in seven strenuous events – Physical Fitness (both individual and team), Combat Rifle, Handgun, Machine Gun, Grenade Launcher and Tactics competitions.



MP endures a gas attack on the combat rifle range at Thunderbird Challenge.

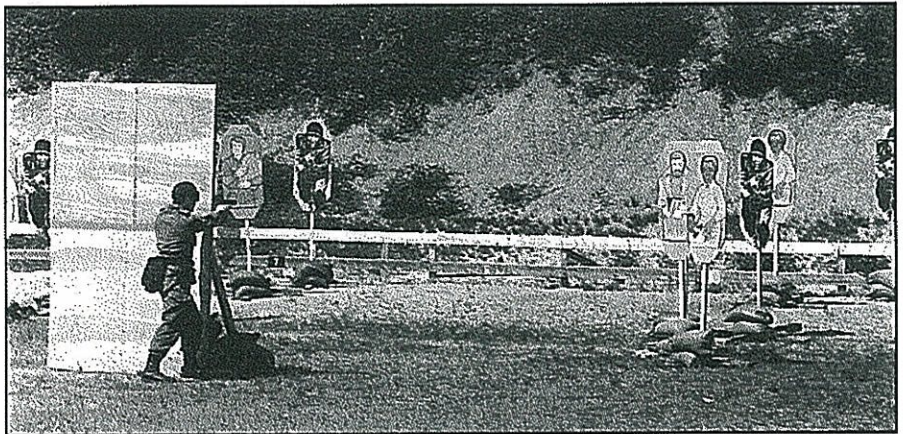
Competition week is intense and challenging as the best of the best from the USAF, RAF, RAAF, and CF vie for top honours while fostering



closer ties between allies and exposing all personnel to different philosophies on security support to operations.

The world is changing rapidly and we have to be prepared for our role as "protectors of the fleet". Both Thunderbird and Peacekeeper Challenge will assist us immensely. Results will be published in a future issue.

*Submitted by: LCol Eastwood,
SO Secur 2, AIRCOMHQ*



Cpl Flowers goes through the Thunderbird Challenge pistol range, trying not to hit the good guys.

IMPROVING INTERVIEWING SKILLS

WARRANT OFFICER S. MURRAY-FORD

The ultimate objective of any interview is to obtain information. In order to be successful, the effective interviewer must practice interviewing skills, and have a detailed understanding of human nature. It has been shown that attention to the finer points of interviewing can have beneficial results for investigators.

In a 1987 study by R. Fisher, R. Geiselman and D. Raymond, police interviewing techniques and methods were reviewed with an aim to suggesting improvements. Their research involved examination of tape recorded interviews by members of the Robbery Division of the Metro-Dade Florida Police Department. The interviews studies were conducted by eight different investigators, and involved not only varied crimes but also a diverse range of witnesses.

From this study a number of critical observations and recommendations were made. The research paper produced as a result of the study makes it clear that Fisher, Geiselman and Raymond's observations have a universal application within the police profession. What follows is a review of the research as well as my own suggestions for improving interviewing skills.

Interview location: Interviews may be conducted in various locations. Those conducted in surroundings familiar to the witness will obviously have a calming effect, while unfamiliar surroundings may make the witness more uncomfortable and consequently less forthcoming. No matter where the interview is conducted, it is important for the investigator to ensure the witness is comfortable and relaxed. If conducted in the witness' home,

the investigator should obey basic courtesies and show appropriate respect for the environment.

Interviewer's attitude/appearance: The interviewer must at all times appear both professional and impartial. A professional appearance and demeanour invites confidence. This does not suggest that the interviewer should seem distant or aloof, but project an air of confidence in his work. A successful interviewer will pay attention to both personal grooming and the impression he is making on the witness, with an aim to maximizing the impact of both. While there may be times when it is in the interviewer's interests to comment on or react to the witness (ie: sympathy, disbelief etc), one must strive to project an air of impartiality at all times. This has the dual effects of ensuring that the witness does not tell you what they think you want to hear, and assures them that since you are



not taking sides, your reporting will be fair and unbiased.

Interviewing skills: Good interviewing skills are essential to a successful interview. The interviewer must have the ability to elicit information from the subject by employing various listening and questioning techniques. The interviewer must project both verbally and non-verbally to the subject in order to increase the flow of information. This can be as simple as using basic interviewing methods such as paraphrasing ie: "So you mean to say that ...", prompting ie: "uh-huh...", "I see...", "could you tell me more about that?" etc. The interviewer must guard against unnecessary interruptions, but these types of verbal responses can indicate in a non-intrusive way to the interviewee that the information still has our attention and interest. An understanding of, and ability to read body language is essential to the effective interviewer. By observing and correctly interpreting non-verbal responses in conjunction with proper listening skills, the interviewer can determine the truth, emotional impact etc of a question, answer or comment. By the same token, knowing how to show proper body language can be beneficial to the collection of valid information. This can be something as simple as a slight nod of the head to signify understanding/agreement or more complex body language displays. These body language displays can subtly inform the interviewee of messages the interviewer wishes to transmit, and encourage him to provide more detailed information.

Interviewer methods: Research into memory retrieval has conclusively shown that utilizing cognitive interviewing methods can obtain 20-30% more information than those using the more traditional

questioning techniques. The techniques used in the cognitive interview are described as follows:

- a. **mental reconstruction:** factual information comes from memory, and memory is certainly not perfect. One method of encouraging witness memory retrieval is to have the witness reconstruct the scene in his mind. This includes not only the physical description/layout etc, but also his emotions and feelings at the time of the occurrence. Some practitioners of the cognitive technique will encourage the witness to close his eyes, concentrate and reconstruct the scene, talking about his emotions and observations as they come to mind. Although this may produce a rather disjointed recollection, the increase in gathered information can certainly be worth the effort;
- b. **rephrasing of questions:** the comment or answer "I don't remember" by the interviewee is a problem for the interviewer. It is normally an indication that the interviewer is not going to obtain that particular piece of information from the witness. The phrase "I don't remember" should not automatically be taken at face value. It may be true that the witness does not recall the information requested, however it may also be that the way the information was requested does not trigger the witness' memory of that information. As an example, an interviewee may respond "I don't know" when asked if the subject was wearing jewellery, but if the question is re-phrased "Can you describe the subject's shirt", it is possible that the interviewee may recall information regarding a necklace etc as a result of accessing the information in a different fashion. When confronted with an area that the witness indicates

he cannot remember, the interviewer should consider alternate phrasing of that question to promote information retrieval; and

- c. **lack of concentration:** the retrieval of memory requires considerable effort, which can increase depending on such factors as time etc. The effective interviewer will attempt to optimize interviewee concentration to improve retrieval. This can be accomplished (as mentioned earlier), by providing a physically and emotionally non-threatening, comfortable environment. There should be no external distractions, or if this is not possible, those distractions should be minimized. The witness should be encouraged to take as much time as necessary to retrieve the information without being rushed. Finally, the interviewer should construct the interview in a fashion that is compatible with the witness' mental imaging of the incident. What this means is that any questions posed by the interviewer should follow the witness' train of thought. For example, if the witness is talking about a vehicle at the scene of a crime, it is unproductive to move to a question relating to the colour of the suspect's eyes. This type of questioning forces the witness to change the focus of memory retrieval from what he is thinking about to something you have directed him to.

The final area of effective interviewing that can be addressed is probably the most difficult one for experienced interviewers to overcome and change. This is simply the reduction of interviewing errors. While most of us like to think of ourselves as effective interviewers, there are some things that we can do to improve these skills. Unfortunately, the adage "old habits die hard" is true, and it takes a conscious effort to reduce our errors, as they have



become so deeply ingrained in our methods. These are described (along with appropriate remedies) as follows:

- a. **interrupting the witness:** most of us have come to realize that the use of open ended questions can greatly increase the flow of information from our witness. Typically this open ended question is introduced at the start of the interview when the interviewer "sets the scene" by using a question such as "I am investigating a theft at your place of work today. What can you tell me about this issue?". This type of open ended question is extremely effective in getting the subject to talk. The most common error we as police interviewers make however, (and we are all guilty of it) is to interrupt the witness with clarifying questions prior to the completion of the witness' narrative. The study referred to above found that in a typical interview, witnesses were interrupted on average 7.5 seconds after having been given the open ended "starter question". What this does is requires the witness to access different areas of memory to retrieve the desired information, thereby losing their train of thought. The effective interviewer will note any discrepancies, missing pieces, incomplete descriptions etc, and save them for the end of the interview. If we interrupt our witness more than once in the process of the narrative answer, a psychological conditioning will invariably take place in the witness' mind. You are the professional, and the witness will believe that since you are asking questions, this must be the format of the interview, and that he should keep his answers brief in anticipation of the next question. Since there is less of a mental challenge, witnesses with this "mind set" will give shorter, briefer, and more superficial responses, consequently there is an incomplete passing of information;
- b. **reliance on question/answer format:** as described above, this format has a dampening effect on the gathering of information. The merit to a question and answer format is that it permits the interviewer to extract relevant information and keep the witness "on track". Use of this format does however, tend to concentrate the subject's responses strictly to the question asked. For example, a question regarding the subject's height will elicit information tied strictly to that data, and no other. Interviewer's should restrict the use of question/ answer format interviewing techniques for the very last portion of the interview (after the witness' narrative version) strictly for the use of clarification. The use of a checklist can be helpful to the interviewer to ensure all points are covered; however, it would be extremely unproductive to conduct the interview "from the clipboard";
- c. **questioning sequence:** inappropriate sequencing of questions tends to detract from the gathering of information. As previously discussed, moving from one topic to another will cause the witness to search memory areas other than that being concentrated on to gather the relevant information. Asking questions in a set order (ie: from a checklist) may not be compatible with the witness' recollection. Although we are trained to obtain certain basic information (height, age, build etc), it is far more suitable to allow the witness to bring this information out himself (by allowing him to access his memory uninterrupted), and save any questions relating to missed information for the clarifying period at the end of the interview;
- d. **non-neutral phrasing:** this quite simply is a habit that some (not all) investigators have, in which questions are phrased in a negative fashion. For example "Then I guess you wouldn't know if...?". This suggests to your witness that he is not really expected to recall the information, and consequently makes little or no effort to do so. Additionally, interviewers must make every effort to ensure their questions do not suggest the answers. It is more productive to ask the question, "Please describe the clothing" rather than asking "Was he wearing a blue jacket?";
- e. **inappropriate language:** interviewers must use a vocabulary that is similar in its complexity to that of the witness. An effective interviewer would not ask a witness if he "saw the individual in question effect egress via the redoubt", but instead would ask if he "ran over the hill";
- f. **inappropriate questioning style:** the witness must be given time after his response to pause for a moment to think, less rather being faced immediately with another question or comment from the interviewer. Giving the witness this time to think can often lead to follow up comments which may have value to the interviewer. Additionally, this fits in with one of the basic premises of successful interviewing, allowing the subject to feel relaxed and comfortable. It is difficult for the witness to feel this way if faced with a non-stop barrage of questions;
- g. **failure to follow up on leads:** some witnesses may offer both objective and subjective comments. It is important for the interviewer to recognize and follow up on these clues. If for example, a witness was to describe a person as about 5'10" tall that would be an objective observation. If however the



witness said the man looked like a truck driver (subjective) the interviewer would be wise to follow up on this lead and determine why the witness described the person in this manner. This can yield great amounts of information if the interviewer is alert to it;

h. failure to emphasize sensory information: people receive information from all five senses. Many interviewers fail to follow up on information received other than visually. Successful interviewers will take advantage of the knowledge that different people use different senses for storing and recalling information. Rephrasing a question to ask the person "What did it smell like?", "Can you describe the taste?" etc may assist the witness in providing more detailed information; and

i. failure to listen to what is actually said: the successful interviewer will be alert to everything said by the witness. Subtle verbal clues may be given, and if we are not paying strict attention, it is easy to miss these clues. The person who says "I guess that's about it" at the conclusion of the interview is not actually stating that there definitely is no more information, just that he "guesses" there is no more. Statement analysis (dissecting written or verbal statements to determine the truth) is a skill that investigators can learn. The basic premise of statement analysis is to ask yourself the questions "What did this person actually say?", and "Did they answer the question?". Consider the witness who, when asked who he suspected of a particular crime, responds with "Well, it could have been

anyone". Analysis will tell us that although it appears at first glance that our question was answered, in reality it was not. Remember, we asked the question "Who?", and received the response "anyone". We, as investigators know that "anyone" could have done it, that is not what was asked. We must sharpen and utilize our listening skills in order to fully appreciate what is said.

While the points discussed above are certainly not inclusive, they do provide a basic framework for the interviewer to improve on basic skills. Utilization of these methods can help to gain more information from a witness, and lead to a more productive investigation. We, as investigators must continually review and improve our interviewing skills, striving at all times to achieve excellence.

IN MEMORIAM

Warrant Officer (Ret) Ronald E. Plasky, CD, passed away August 27, 1992 at the Calgary General Hospital after a brief illness. He was born October 7, 1935 at International Falls, Minnesota. In 1954 Ron enlisted with the 1st Battalion, Princess Patricia's Canadian Light Infantry. In 1958, transferred to the Canadian Provost Corps and served with the Corps and later the Security Branch until his retirement in 1981. He served in Germany, Cyprus, Vancouver, Calgary, Toronto, Goose Bay and Edmonton. His last posting was as Section Commander, Special Investigation Unit Section Calgary. After retiring, Ron formed the Double 'R' Construction Company and was employed by ATCO Industries of Calgary as a Field Supervisor. Ron is survived by his wife Ione and son Randy.

