



THE GENTLEMAN IN BATTLEDRESS

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IN recent months there has been a constantly growing demand on the part of the civilian population to assist the Army in its need for men. Coupled with this has been a nation-wide demand for information which would enable civilians to assist in recruiting. This booklet is designed to satisfy these two demands.

Paper No. 1 is the text of an address made by Lt.-Col. James Mess, Director of Recruiting (Civilian), at the conclusion of a trip across Canada, conducting civilian recruiting meetings in every military district. This address sums up the entire situation as it existed at that time, and makes very evident the necessity of supporting "The Gentleman in Battledress."

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ADDRESS BY LT.-COL. JAMES MESS, (Civilian)
Director of Recruiting

at St. John, N.B., 28th November, 1941

I feel it is almost an impertinence to come to St. John in an effort to further stimulate recruiting, in view of your past achievements. It is only "the great need for men", that justifies my presence here today.

It is still more impertinent to come to you as one supposed to know something about recruiting particularly after the efforts you have put forth and the results you have obtained in the past few months. I only hope that my own experience of the last two months will prove of sufficient help to make you forgive this intrusion. May I, for a few moments, take you through those early days in Ottawa without too much trespass on your time.

When I was called to Ottawa and invited to assist the Army in its need for men no one was more surprised than myself. I had hoped that they had another type of job for me. I want to say, however, that I cannot imagine any work of which I could be more proud, namely that of assisting the Army in its call for men.

I spent the first few days collecting facts and figures and heaven knows they were considerable. Also at the same time I was able to attend a conference of the District Recruiting Officers who had been called from one end of Canada to the other to discuss mutual problems, furnish ideas and receive further instructions. I was helped very much during that conference. At the same time, I had access to monthly reports from District Officers Commanding of each District. These reports dealing with recruiting over the past few months. I also read many letters from civilians and from presidents of Civilian Recruiting Committees who frankly outlined their thoughts and gave suggestions of interest to our further activities.

I was so bewildered that I disappeared for two or three days. Tried to decide what were the fundamentals and how I should tackle the work to come. I realized that there was nothing new under the sun and that such fundamentals must be well known to everybody.

Primarily I figured we were out to support the fellow in the Army—the private soldier. As you came in the door today you saw those fine looking men in battledress and I now take the opportunity to ask one of those soldiers to come before you, and remain

during my remarks. Keep him in your mind not only for this morning but for the months to come. (Would fusilier H. B. Mercereau from the St. John Fusiliers please come forward). Ladies and gentlemen this is fusilier Mercereau, "The Gentleman in Battledress", in whose support we are here today. Don't let us make any mistakes. It is not our Brigadier, or his staff, or Officers Commanding the various regiments in your District for which I ask your support. It is this gentleman right here and it is on his account that I am so proud of the job I am doing today.

I felt a great relief when I realized the prime fundamental of my job was to support this fellow and with that intention I started off from one end of Canada to the other to find out what our problems were and how to get further support from all our civilian population in Canada.

I would like to talk to you intimately without making any effort at an address. I am here today to sum up after everyone else has spoken and if my words are disjointed, please forgive me.

I started out on this tour through the country visiting every District, though only at the locality of the District Headquarters. Through the District Officers Commanding and staff, conferences were held. Some civilians and Chairmen of the Civilian Committees were brought in for further discussion. Much help was given and I came away with a very firm idea of the great task facing us. After such conferences we set down to work our further progress.

Two main factors were impressed firmly on me—first—that civilians in all walks of life and regardless of religious or political creeds were offering their further help in support of the Army's need for men. Second—there was a "but" to that offer. These civilians had coupled with it a demand for more information on the Army, its activities, and its requirements. We discussed again and again the best methods of furnishing this information. We either had to take the Army to the civilian or the civilian to the Army. The latter policy was agreed on—hence our meeting today.

District Officers Commanding very kindly agreed to act as hosts for meetings to which delegates from all parts of Canada could be invited. I have attended eleven of such meetings starting in Victoria, then Calgary, Regina, Winnipeg, Woodstock, Toronto, Kingston, St. Jerome, Quebec, Charlottetown, Halifax, and today St. John. I wish I had the power to indicate to you the co-operation we have received at these meetings and the interest in the Army effort that was shown right across the country.

To these meetings came representatives from all walks of life. Perhaps a Legion representative from Dawson city, a Padre from Prince Albert, heads of I.O.D.E. and other organizations, weekly

newspaper editors, a cross section of the peoples of Canada. Meeting together in a common objective the unselfishness of which I know has no equal.

These meetings were to give with all frankness possible, an opportunity to learn more of the Army, be in close touch with it, meet the Officers of the District with the opportunity to question them and receive where possible answers to various problems pertaining to recruiting and Army life. If particular questions are not answered today notes will be made and the answers sent you at the earliest possible moment.

If after this meeting is over you feel there is a better method of presenting the Army's problems to the public, kindly let us know.

This "Gentleman in Battledress", the fellow we are supporting, in my mind represents the Army today and when you listen to the various talks, witness our demonstrations, and read your booklets, then perhaps you will, as I did, secure some idea of the enormity of our task and the enormity of the accomplishment of the Army, especially when you think of its small pre-war establishment of approximately four thousand permanent force.

At the beginning of the war I was one of those well-known armchair critics and being an old soldier was a still more perfect example. I exercised my prerogative to the full. We must retain our right to criticize but the example we have before us of this "Gentleman in Battledress" is an excellent indication of the Army's accomplishment.

In making further plans I then concluded that our work of the future could be more effective if divided into two parts. First, the efforts we use in the securing of recruits, the propaganda, advertising, personal selection, meetings, radio, etc. And in the second place—what for want of a better name I call detrimental to recruiting or the obstacles which should be removed—if possible—simultaneously with our recruiting efforts.

The Brigadier mentioned what I call "the old turn downs", the fellows who originally tried to get in the Army when the War started and who today say "I was turned down once they now can come and get me". Many of these early volunteers were turned down—very curtly and with much discourtesy. The only explanation perhaps for this is that the demand on that original 4000 staff in the early days of war activities with heavy burden of work was sufficient reason—at least in part—for that discourtesy. I make a plea to those who were turned away that they apply again and not to give this experience as a reason, or may I say an excuse.

Another detrimental—one that has caused more letters to Headquarters than any other—can be summed up as follows:

"Why can't we have more Army units spread throughout the country for recruiting purposes." "Why can't we go back to the old days when the Officer Commanding of a regiment could walk down the street and say, "Come on Jim," or "Come on Joe," as the case may be, "Come to my unit, serve with me. "We'll all be together."

If you have not already made up your minds that this old method is no longer practicable, I feel sure that at the end of the day you will realize that the present intensive training, expensive equipment, and need for expert training staff makes impossible the formation of new units with their limited scope of training, lack of concentration and thinning out of equipment. We have to forego the old recruiting benefits for the training necessary to modern warfare.

Then we have the plea "Canada can't need men when perhaps training centres are full, depots may be crowded, and some of those in training kept long beyond the allotted training period.". Has it ever occurred to us that perhaps ships were not available, at the time we had trained reinforcements or that our Army in Britain was calling for such reinforcements.

Then we come to the question of pay. That old \$1.30 a day which seems to stick in everyone's mind. It is not a difficult matter for me to show that the experienced carpenter earning \$1 an hour is little ahead of an N.C.O. army tradesman at the month's end, when you take the carpenter civilian pay and subtract his income tax, Defence tax, unemployment insurance, Union dues and many other collections borne by the men in civilian life which do not affect our lads in the Army. The difference is in the neighbourhood of \$10 per month.

I would like to point out that there is a mistaken idea that the Army is responsible for pensions, etc. The Army is only responsible for the Pay and Allowances of a soldier while he is in service. The Department of Pensions and National Health cares for him after his discharge. The Army is often blamed for what the civilian calls the unfair decisions of the Department of Pensions and National Health. Please remember that this Department serves two very large taskmasters—one the soldier, the other the taxpayer. We can only go so far in favouring the soldier at the expense of the taxpayer.

Another matter which has been before you for some time is the Rejection Badge. Something for the fellow to show who wanted to go overseas but for one reason or another was rejected. These are now approved, design passed, are being manufactured and should be available for distribution very shortly.

A similar badge but of different design will also be available for those discharged from the Active Forces. You will realize the

problem of distribution is a large one and takes some time to get under way.

Then there is the question of Battledress. How often I have heard the complaint that, "How can one expect to recruit for the Army in Battledress, with the attractive uniforms of the Air Force and the Navy in competition". I ask you, ladies and gentlemen, to take the first opportunity of speaking to a soldier who has come back from overseas and who has worn the battledress, and he will tell you it is one of the finest uniforms in the world. One that is comfortable to wear and most efficient. Don't let anyone convince you to the contrary. The battledress is a fine uniform for a fighting soldier.

I could go on almost indefinitely giving you more of the detriments but perhaps there will be a chance later in the evening, when questions are asked.

May I turn now for a moment to the fundamentals that have forever to be kept before us in our recruiting efforts. There is nothing new under the sun. Undoubtedly many of you will say, "I knew of these before." That is quite true. You undoubtedly did, but have you kept them clear and in the forefront.

Undoubtedly first on the list comes the seriousness of our situation. I feel very humble following our Brigadier's excellent expression on the seriousness of the situation, and without going into details which I know will be so ably handled by Lt.-Col. Kennedy this evening, I would like to make a few remarks and quote a few figures which are the essence of what I keep in front of me when tempted to too much optimism.

You perhaps remember that Mr. Churchill, some time ago, indicated that Germany could hold Russia in her present position for an indefinite period and still attack any other part of the world. Then, and it is only my personal interpretation, I do not believe it possible for Russia to recover herself in a period of less than three or four years—with all assistance possible—and re-occupy a position similar to the one she held six months ago. And again—I have no confirmation of these figures—I suggest to you that Germany has probably 250 divisions mobilized at the present moment and with the help of her allies could muster 400. It is a question whether Britain could muster 150.

The next fundamental—Is it going to be a long war or a short war? How many times we hear that problem discussed. How many times do we interview prospective recruits who say, "Why should I join the Army? Leave my good job and be looking for another again by Christmas?" A certain prominent American predicted some months ago that the war would be over by Christmas. How frequently have you heard similar comments from some of our

public officials speaking across the country along these lines. I see no good that they can do other than cater to personal publicity. Today we are inclined to laugh at short war statements and say the speaker is foolish—and—we do nothing about it. We should condemn at every opportunity talk of this nature. The speaker himself would back down or the prospective recruit stay quiet when you say, "Are you satisfied that Canada and Britain should prepare for a short war?"

The Army needs men. That is another fundamental. Your Army and my Army. The Army such as this "Gentleman in Battledress" is part of. There are many across the country who believe that voluntary enlistment is not the proper method of securing recruits for the Active Army. For those who hold those views sincerely we can have nothing but respect and regard, but for those who profess such views purely to be obstructionist, we can have absolutely no regard. Those of military age who use the public utterances of these two groups as an excuse for non-enlistment have only their own conscience to contend with. It is your Army. It is my Army. The policy has been laid down. You are not asking for men; I am not asking for men; the Government is not asking for men; it is the Army that is asking for men. Please, ladies and gentlemen, don't forget this fact. I am sure you will find no embarrassment or need at any time to apologize for getting behind and supporting the "Gentlemen in Battledress".

The next fundamental is to go all out and sell this "Gentleman in Battledress". Sell him to every man, woman, and child in Canada. Think of all the pride we have in our Army and we have a fine Army; a well-trained Army. Let us sell that spirit.

Another fundamental I point out is frankness. Don't let us err in the future as we may have erred in the past. I am sure you will agree after you leave here today that the Army has been more than frank. Let us help to assist that frankness and let us make sure that everyone we come in contact with knows that the Army has nothing to hide and everything to be proud of.

To a great extent in the past few months, we have fought a defensive campaign instead of an offensive one. I suggest for our next fundamental that we start on an offensive campaign and make it as offensive as possible. We do not have to take excuses or accept any arguments from anyone in our call for men.

And the last one I mention, though there are many more, is that of repetition. Our Brigadier when he issues an order knows that those within scope of that order have received their instructions and will carry them out. When we civilians are dealing with civilians today we may need to repeat our order, our instructions, or our suggestions every minute of the hour; every hour of the day, every day of the year.

You will naturally ask, "What do I do? What can I do?" I can only tell you now in general terms what we expect from you. More details can be discussed later this evening.

Primarily, ladies and gentlemen, my message to you is—undo the past.

We travel round the country and say, "Why doesn't that fellow join? Hasn't he got the spirit of sacrifice? Does he not know wherein his duty lies? Has he not the right point of view?" And we blame him instead of blaming ourselves. It is not his fault, ladies and gentlemen, it is ours. You and I have preached peace to him for 25 years and expect to teach him war in 25 months. Our big task is to undo the past and teach him war.

Then you can help to stifle destructive criticism and encourage constructive criticism. You can investigate, complain, and report and assist with many other services. But first remember. The Army needs men—it is the "Gentleman in Battledress" we are supporting—and let us if we can for the first time in Canada put a meaning on the letter "V". Splash it far and wide—make it a double "V" and call it "Volunteer for Victory".

Organization of the Canadian Active Army

1.—The Canadian Active Army is founded upon the Canadian Militia whose history runs far back into Colonial days.

2.—Upon the conclusion of the Great War, the Militia was organized on a basis of eleven Divisions and certain other units. This organization persisted until 1936.

3.—In the latter year, a great reorganization was carried out, based on a plan developed by Lieut.-General McNaughton when he was Chief of the General Staff. It had become obvious that the Militia was top heavy in infantry and seriously deficient in supporting arms such as artillery and engineers.

4.—In the process of reorganization, some thirty infantry battalions and several regiments of cavalry were converted into units of other arms, or were amalgamated or disbanded. Many new artillery and engineer units were created and other important changes were made.

5.—The basis of the whole plan was to provide a force which could form two Army Corps, each of three Divisions, plus one independent cavalry Division, and plus troops to man the garrisons on our coasts.

6.—This, then, was the Militia with which we started the War. To train it and to administer it we had a tiny Permanent Force of just over 4,000 all ranks.

PRE-WAR PLANS

7.—The pre-war plans of the General Staff envisaged immediate mobilization of a Corps of two divisions, as well as the coastal garrisons. The units to form this Corps were selected from the Militia with the utmost care so as to cover the country from coast to coast, giving equal representation to every part.

8.—This plan, the fruit of years of careful work at National Defence Headquarters, went into force on the 1st day of September, 1939, with the approval of the Cabinet. The long-prepared "mobilization" telegrams went out on the evening of that day, and the selected units of the Militia at once began to mobilize as the Canadian Active Service Force, since more appropriately named The Canadian Active Army.

9.—So much for the genesis of the Canadian Active Army. The base on which it was built was unfortunately all too small. The Militia had an establishment of about 90,000, but it had been starved financially for a generation and actually, including the Permanent Force, we had only about 50,000 men in the Militia who had received some partial measure of training.

EARLY LACKS

10.—Moreover, the newly forming Active Army had little to work on but its indomitable spirit. There was not even enough uniform to clothe it properly. Of modern armament and equipment

—of tanks, guns, transport—there were literally none, except for obsolete or obsolescent Great War stocks, and a few items painfully accumulated from scanty funds for training.

11.—Moreover, the day was past when an Army could be raised from the citizens by the relatively simple process of teaching men to march and ride and shoot.

12.—The principles of war are invariable, but the methods change with the times, for war is neither an art nor a science. It is a social upheaval and partakes of the nature of its age; and ours is an age of machinery.

13.—Hence this is a war of machines and to tend the vast accumulation of complicated machinery needs a degree of skilled training and specialized aptitudes unheard of in the armies of the past.

14.—Thus, while we had available plenty of willing and eager officers and men, they had to be taught;—first as individuals in many trades and along many specialized lines, and then as units and formations.

EARLY PROBLEMS

15.—And in addition to the immediate needs of the Field Army we had to develop means of training reinforcements and of providing officers, means of manning and expanding our coast defences, means of housing and clothing and feeding and caring for the thousands who rallied to the call. And last, and most difficult, we had to initiate, in collaboration with other departments of the Government, the provision of the arms and ammunition, the instruments and vehicles, and all the multiplied and complex "Tools of War".

16.—These were the problems which had to be met and solved urgently by the Headquarters Staffs. Only those who have worked at them know how hard they were. For the body grew so fast that the thin skin of the trained Militia which held it together was stretched until it was ready to burst at every seam.

17.—Since those early days then, the Canadian Army has taken shape and grown to substantial size. It is a living body constantly being changed, reorganized, improved, and added to in the light of experience.

18.—And now it stands in the forefront of the defence of Britain a powerful, trained, striking force, backed in Canada by a great organization for recruiting, training, maintenance and defence.

THE CANADIAN CORPS

19.—Abroad, we have the Canadian Corps commanded by Lieut.-General A. G. L. McNaughton, now comprising three infantry divisions, an Army Tank Brigade, and a host of Ancillary units called Corps and Army Troops.

20.—At home we have an Armoured Division, one day to go overseas. We have a fourth infantry division, and are well advanced in raising another; we have coastal garrisons steadily being augmented as new weapons are produced; and we have a great chain of training centres for the production of reinforcements and tradesmen.

21.—First, let us examine briefly the organization of the Army overseas. The basis of organization is the Division. The Division is a self-contained formation of all arms with supporting Services. It can operate as a single entity or it can be broken into independent Brigade Groups.

22.—The backbone of the Division is the infantry. Some have imagined that infantry is an obsolete arm. Our enemies, however, do not think so. They have raised more than two hundred infantry divisions, and without this mighty force their Air Force and their famous "Panzer" divisions could not by themselves have compassed the destruction of France, Holland, Belgium, Greece, and other nations who have fallen victims to Germany in the past 18 months. The lessons of this War make it clear that we must have infantry and plenty of it.

23.—Supporting our infantry is a powerful divisional artillery with field guns, anti-tank guns, and anti-aircraft guns. This gives our Division punch in the attack and protection in the defence.

SUPPLY AND COMMUNICATIONS

24.—Then we have the Divisional Engineers; three Field Companies and a Field Park Company in each Division. The Field Companies assist in the construction of roads and bridges and field defences and are ready to demolish any of them in case of need. Indeed the Engineers are ready to turn their hands to anything and they can fight as well if they must. The Field Park Company holds and issues Engineer equipment to the Division as required. Our Engineers do not depend on their unaided hands. They are equipped with powerful machine tools of various sorts.

25.—Next there is a Divisional Signals. This unit handles all the intercommunications down to the Headquarters of units. It uses a great deal of wireless equipment, and it is able to lay and maintain lines for telegraphy and telephony. Its ranks are filled with skilled tradesmen and specialists—operators, electricians, fitters, mechanics, drivers, and so on.

26.—It will be realized that a Division consumes a great deal of supplies. There are 17,000 to feed; there are well over 2,000 vehicles to be fueled; in battle there is a mass of many kinds of ammunition to be hauled to the guns.

27.—For this work, there is the Army Service Corps—three great units in all in every Division—one for supplies, one for gasoline, oil and grease; and one for ammunition. They are ready and equipped to maintain the flow of all these commodities to all the scattered units of the Division under every condition of weather, ground, and movement. It is a heavy task and should they fail the Division would soon perish.

28.—A word should be added as to the Medical Services. Every unit has a Medical officer and the Division has three Field Ambulance units. Each Field Ambulance is able to form two advanced dressing stations and one main dressing station for the care of the wounded and sick. Not only does the Medical Service care for the wounded;—it works ceaselessly to prevent disease, the scourge of armies in every age.

REPAIRS AND WORKSHOPS

29.—Finally we have the Ordnance repair services with its "Light Aid Detachments" and workshops. The workshops essentially are well equipped garages which can repair anything from a Ford sedan to a 30-ton tank or a field gun. Again we must fill the ranks of these units with skilled artificers and tradesmen; fitters, welders, blacksmiths, and many others.

30.—And besides all these, we have in every Division a Postal unit, a Provost Company, a Field Hygiene Section, Dental detachments, Salvage unit, a Mobile Bath, and other services to care for the needs of 17,000 men.

CORPS TROOPS

31.—So much for each of our Divisions. Three of them at present make the Corps. Behind them and with them are a host of Corps and Army Troops numbering at least half the strength of the Divisions themselves.

32.—These Corps Troops are units which are of such a nature that it is more economical and efficient to centralize them directly under Corps control. They are of many kinds. Field, Medium, Light Anti-Aircraft and Anti-Tank Artillery, and medium machine gun battalions augment the striking and defensive power of the Divisions. Engineer battalions, road construction companies, tunnelling companies swell the ranks of the Engineers. Troop Carrying Companies of the R.C.A.S.C. provide transport for the infantry soldier, increasing his mobility and range of operations from 15 to 100 or 150 miles per day. More supply services, more Ordnance repair facilities, more Medical units all add to the numbers.

33.—Finally, there is the powerful Army Tank Brigade with its "Churchill Tanks". It is the equal, if not the superior, of any comparable formation anywhere in the world. It will form the van of our attack when the Corps goes into action.

BASE UNITS

34.—Behind the Corps overseas is a great organization of Base Units—Holding units with a quota of reinforcements for every unit and arm in the Corps; a large training school with several wings including a wing where soldiers qualify for commissioned rank; general hospitals, workshops, pay offices, printing and stationery office, and many other services.

35.—And a very brief word must be said for the Forestry Corps whose labours in exploiting the forests of Great Britain are invaluable in supplying timber and economizing vital shipping.

36.—All told our Army overseas is now more than 100,000 strong, and it is steadily growing. In due course it will be immeasurably strengthened by the despatch of the 5th (Armoured) Division, containing two powerful armoured brigades and a supporting group of artillery, infantry, and other arms.

37.—And in London, in close consultation and proximity to the War Office, is Canadian Military Headquarters, serving as a link between National Defence Headquarters and the Army overseas.

38.—Turning now to the Army at home no more need be said respecting the 4th and 6th Divisions. They are, or will be, the counterparts of those abroad.

39.—For the purpose of administration and command, Canada is divided into eleven Military Districts, and on our East and West Coasts two Commands known as the Atlantic and Pacific Commands respectively under General Officers Commanding-in-Chief, who are charged with all matters concerning the defence of their Coastal Areas. To the eleven Military Districts are delegated the responsibilities for administering the troops within those areas, the raising of new units required from time to time, and the training of units and reinforcements.

40.—Coastal Defences are provided by a large number of Fortresses and defended ports, and by Field Formations (Divisions and Brigades) strategically located in our Eastern and Western Areas and in other parts of the country. Coastal Defences include not only Coastal Artillery but also Anti-Aircraft Artillery, Searchlight Batteries, Signal, Engineer, and Maintenance Units, as well as a considerable number of Infantry Battalions, which provide a ceaseless vigil along our extended shores.

TRAINING AND REINFORCEMENT

41.—And finally, a word should be added regarding the system of training which has been evolved to produce reinforcements. The system is founded on a great chain of training centres across Canada. These are of two types—Basic and Advanced.

42.—At the Basic Training Centre the man is taught the fundamentals of the military art. He learns to be a soldier. Too much emphasis cannot be laid on the importance of this training. Unless it is thorough we will not have an army. We will have merely a collection of individuals.

43.—From the Basic centre the soldier goes to an Advanced Training Centre and there he learns the work of his own arm—Artillery, Engineers, Signals, or whatever it may be. And when this training is complete he graduates to a holding company and in due course he goes overseas to a Holding Unit, where he stays continuing to train, until his arm or unit needs him.

44.—Thus, from almost negligible military resources in the beginning, in the two years which have been vouchsafed to us, has been built a vast complex organization comprising several hundred thousand men, with Field Forces taking their place in the Armies of the Empire, and with a strong and still growing organization at home for the defence of Canada and the maintenance of our Armies abroad.

Medical Services

ROYAL CANADIAN ARMY MEDICAL CORPS

One of the most important branches of the Army in war is the medical service.

In Canada with only eleven millions of people, the civilian demands of the sick and needy are very great and require, even in peace time, the attention of thousands of physicians and nurses, but this is far from being a complete picture of medical requirements. One has to be able to visualize the progress of medical science to obtain some insight into what is really required. New drugs and new methods of treatment are constantly being discovered. Medical equipment and supplies are forever changing and being improved. Our hundreds of hospitals widely scattered in a vast Dominion must always be in a position to provide the best medical attention possible.

The Royal Canadian Army Medical Corps is the main part of the medical profession's contribution to the cause for which we are all fighting. The needs of this branch of service in the time of war are great. It is not sufficient that Nursing Sisters and physicians alone be taken on the strength, but that individuals of various qualifications augment the staff so that the Corps can operate efficiently as one Unit.

The Royal Canadian Army Medical Corps must meet the necessary demands of the armed forces and at the same time not embarrass civilian requirements. One cannot help but feel proud in the realization that there has been no break in the continuity in the shift from a peace to a war time basis, though this has entailed considerable effort.

It is to-day true that the services do supply every need, and are in a position to give to their comrades in arms all the facilities of the most up-to-date medical and surgical treatment available.

The necessities of a country at war are great. The increased hazard of illness attendant upon troop concentrations, accidents and change of method of living may be readily appreciated. In this respect it is very gratifying to know that there has been no serious outbreak of communicable diseases.

Let us briefly review the duties of the Royal Canadian Army Medical Corps. Of primary importance is the careful examination of all recruits volunteering for service, the prevention of illness by ensuring healthy and sanitary modes of living, the care of the sick and wounded and the evacuation of casualties.

One can readily understand the magnitude of the task. Many specialists in all ranks of life are required. Many recruits are trained and in due course become skilled along practical lines which will be to their benefit in the post-war future. While personnel are generally trained to look after sick and wounded and perform the varied duties in the Corps, many are also required to serve as X-ray technicians, laboratory technicians, clerks, masseurs, druggists and so forth. New recruits are made familiar with their work on enlistment and every opportunity is given them to increase their knowledge and to serve in the line of work for which they are best suited.

RECRUIT MEETS M.O. EARLY

The medical officer is one of the first persons the recruit meets, as before the man can be taken into the army he receives his medical examination. Also, from time to time after, he contacts the medical officer regarding sickness or injury, or for routine examinations, inoculation and vaccination.

To carry out the initial examination, medical boards consisting of three medical officers are located in the various recruiting centres. These are composed of medical officers of the Active Force, but under stress of work or in outlying places some of these may be civilian Doctors if and when required. The examination determines the recruit's original category. A record of this and all subsequent illnesses or injuries is carefully filed for future reference. These records form great assistance in the proper treatment of any condition which may arise. They are also to the man's advantage in any future considerations such as pensions, etc. X-rays of the chest are taken on enlistment and discharge.

CATEGORIES EXPLAINED

Men placed in categories "A" to "C" inclusive may be taken on the strength as being fit for military duty, although the services of category "C" men are only utilized in Canada. Category "D" is a category which is utilized when a soldier is already a member of the Forces and becomes temporarily unfit. Category "E" is a category which does not permit acceptance in the army, or if already in the army and so categorized, necessitates his discharge. When a man is categorized "E" he is supplied with a certificate of rejection or discharge.

Boards consist of well qualified Doctors and by the careful taking of histories and examination provide a just estimate of the recruit's condition for service.

The regulations concerning categories for acceptance in the service or rejection are based on past experiences and the opinions of well qualified specialists. Full instructions are supplied to all medical officers.

The physical standards are under constant review, depending on present experience, and every opportunity for a thorough physical examination is granted where there is any doubt as to their category.

CAUSES FOR REJECTION

Some of the common causes for rejection are hernia, defective vision, high blood pressure, stomach ulcers, discharging ears and varicose veins. It is difficult for many men who are rejected to understand why they are not allowed an opportunity to serve. It must be realized that physical disabilities which exist in civilian life, yet which do not prevent an individual from daily civilian employment, are often exaggerated by routine army life or strain. For example, individuals suffering from duodenal ulcer but who are comparatively well and able to carry on in peace time, often suffer recurrence when subjected to army living. This has been found especially true in ulcer cases. It is not due to army diet, which is very adequate and supplies all the requirements needed to keep a soldier well and strong. As a matter of fact recruits slightly under-

weight on enlistment almost invariably gain seven to ten pounds within the first few months.

As stated, re-examinations are made from time to time and also if the members of the forces parade sick, again when troops are moved from one District to another, or overseas, re-examination is performed, and if a new category is indicated the man goes before a medical board.

R.C.A.M.C. REQUIREMENTS

The army requires men for medical service as well as for the other branches, as may be readily understood. The constant increase of troops consequent on mobilization of more and more units, makes expansion essential in the medical services. Approximately 15% of the registered physicians of Canada are serving as medical officers in the Defence Forces, but many more are needed. Re-inforcements for overseas and the mobilization of new medical units demand more and more men. At the present time in Canada the number of military hospitals has increased almost tenfold. Specialists are naturally required to attend to the requisite duties and to direct and train newly recruited personnel. Many of these hospitals and medical units are complete within themselves and can supply every demand. Operations are being performed daily in well equipped operating rooms by capable surgeons. Convalescent treatment, carefully prepared diets, physiotherapy and the many aids are carried out efficiently. Notable advances directly attributable to the present war have been made. Facilities are provided for the most careful investigation of obscure complaints and it is believed, that as conditions now obtain, the R.C.A.M.C. presents a service which can and will ever be of vital importance to the well being of the armed forces and for the effective prosecution of the war.

The equipment, surgical and otherwise, of the medical service is the best procurable.

Wherever possible Canadians are attended by Canadians.

If a person is desirous of offering service in the present struggle and of serving in any particular branch, opportunities present themselves. Should one desire to join the R.C.A.M.C. all that is necessary is to go to a recruiting centre and make such statement and every information may be obtained. If a Doctor, or one not so qualified is seeking particular information for arriving at decision, he should contact the District Medical Officer of the military headquarters of the District in which he resides.

Pay and Allowances

1.—In considering the question of pay of a soldier whilst serving his country in the Active Force, there are several factors which should be taken into consideration apart from the matter of the actual daily rate of pay.

2.—On enlistment the basic rate of pay for a Private is \$1.30 for every day of the week and for every day of the year, but he does not necessarily have to remain on this rate of \$1.30 a day during the whole of his service. Depending on his ambitions and progress made in military efficiency he may well expect advancement by promotion, when his daily rate of pay is increased accordingly.

3.—For instance, on first promotion to Lance-Corporal or Lance-Bombardier his pay is raised to \$1.50 per day. The next promotion to Corporal or Bombardier calls for an increase to \$1.70 per day, on promotion to Sergeant to \$2.20 per day, and so on until the rank of Warrant Officer, Class I, is attained, for which rank \$4.20 per day is paid.

4.—It should also be taken into consideration that in addition to the actual daily rate of pay, a soldier is provided with accommodation or quarters, also rations, and when necessary medical attendance and dental treatment free.

5.—If at any time it is not possible to supply him with Government quarters and rations, and he is obliged to provide his own board and lodging, an allowance of \$1.00 per day is paid for this purpose in addition to his ordinary rate of pay.

6.—It will thus be seen that an unmarried Private, who is not a tradesman, receives the equivalent of at least \$2.30 per diem plus clothing, medical and dental treatment.

TRADESMEN'S PAY

1.—There are approximately 175 different kinds of tradesmen and tradesmen's assistants and helpers utilized in the Army, such as Artificers, Mechanics, Blacksmiths, Clerks, Cooks, Butchers, etc.; in fact nearly every kind of trade which applies to civilian life is applied to the Army.

2.—A tradesman in civilian life, on entering the Army, after he has completed his initial military training and has demonstrated his ability at his trade by a trade test, has an excellent opportunity of being employed at his trade according to the requirements and needs of the Service. He may then receive tradesmen's rates of pay according to his trade classification, which for a tradesman Group "A" is 75 cents per day, Group "B" .50 cents per day, and Group "C" .25 cents per day higher than the rates of ordinary pay of rank already quoted.

DEPENDENTS' ALLOWANCE

1.—Another very important fact to be borne in mind is that, in addition to the ordinary daily rates or tradesmen's rates to which a soldier may be entitled, provision is made for his dependents. For

instance, the wife of a married soldier below the rank of Warrant Officer Class 1 may receive an allowance of \$35.00 per month, known as dependents' allowance.

Should there be a dependent child or children \$12.00 per month is allowed for each of the first two children, \$9.00 for the third youngest and \$6.00 per month for the fourth youngest child, in the case of boys up to 16 years and girls up to 17 years of age, but no allowance may be claimed for any children in excess of four.

When such a dependent child is making satisfactory progress in a course of instruction approved by the Dependents' Allowance Board, or if a High School student has good prospect of completing junior matriculation before reaching his or her nineteenth birthday, an allowance may be paid until such a dependent child reaches his or her nineteenth birthday.

The allowance may also be paid to such a dependent child of any age, who is unable owing to physical or mental infirmity to provide for his or her own maintenance.

2.—Should he be the sole or partial support of his widowed mother or foster-mother or mother or foster-mother whose husband has deserted her, or mother or foster-mother if separated from her husband by reason of divorce, court order or written agreement, or mother or foster-mother whose husband is alive but totally incapacitated from earning a living, or father or foster-father whose wife is dead and who is totally incapacitated from earning a living, or brother up to the age of sixteen years and sister to the age of seventeen years who were prior to enlistment of the soldier bona-fide members of his household and he is their sole support, an allowance of \$20.00 per month may be claimed, also for a divorced wife if the soldier is under a legal obligation to contribute to her support.

3.—In order to qualify for this allowance the soldier must contribute not less than 15 days' pay of his rank (or he may contribute up to 20 days' pay of rank) in the form of an assignment, which is paid to the dependent so entitled at the end of each month together with dependents' allowance.

4.—Furthermore, should a married soldier be the sole or partial support of a widowed mother or any of the relatives mentioned at paragraph 2, he may in addition to his wife claim an allowance of \$20.00 per month for such widowed mother, etc., or if he has a wife and one eligible dependent child, he may similarly claim for his widowed mother, etc., but if there are two or more eligible children a claim for a mother, etc., is not admissible. When the claim for a widowed mother, etc., is admitted in these circumstances the soldier must assign a further 5 days' pay assigned to his wife.

DISCHARGE

1.—When a soldier is discharged from the Army certain provisions are made to permit of his re-establishing himself in civilian life.

2.—In the first place he is given a civilian clothing allowance of \$35.00 if he has completed six months' continuous service. If he has completed less than six months' continuous service he is granted \$17.00 during summer months and \$27.00 during the winter months.

3.—Providing he has completed 183 day's continuous service and is honourably discharged, he is given a grant of 30 days' ordinary pay of rank (not tradesmen's rates), and if married and he

has a dependent on whose account dependents' allowance is being paid at date of his discharge, one month's dependents' allowance is granted in addition. This is known as a Rehabilitation Grant and is for the purpose of tiding him over until he is able to find suitable employment.

AFTER DISCHARGE

1.—Recently an order has been brought into force to provide financial assistance to an ex-soldier discharged subsequent to 1st July, 1941, in the following circumstances:—

- (a) While taking a suitable vocational training course designed to fit the discharged person for employment or to improve his employment status.
- (b) While engaged in agriculture or other enterprise and awaiting returns therefrom.
- (c) While receiving remedial treatment from the Department of Pensions and National Health for non-pensionable disability, designed to recondition the man for work.
- (d) While pursuing a University course interrupted or forestalled by the war, or while pursuing post-graduate course interrupted or forestalled by the war.
- (e) While awaiting opportunity of employment.

2.—The rates payable under this Order are \$13.00 per week for a person with dependents and \$9.00 per week for a single man.

3.—Payments may be made for a maximum of 52 weeks within the first 18 months after discharge if the man was on Active Service for a year or more, but if the man's service was less than a year, the benefits may be paid for a number of weeks equal to his service time, except that the limitation period does not necessarily apply to interrupted or forestalled University education and post-graduate work; the limitation there is a period equal to the period of service or the completion of the course, but a grant will not be continued beyond the period of service for completion of a course unless its continuance is in the public interest.

4.—In addition, provision is made where, after discharge, a person has been in insurable employment for 15 weeks within any period of 12 months after discharge, his military service subsequent to 1st July, 1941, will be counted as insured employment under the Unemployment Insurance Act. In any period of unemployment prior to completion of 15 weeks, he will have the protection of the out-of-work benefits under this Order. This provision places the ex-soldier, until re-established, on a parity with the civilian worker under the Unemployment Insurance Act. Contributions required of the employee under the Unemployment Insurance Act are, under this provision, made by the Dominion Government.

5.—The grant under this Order is not payable for any period for which a Rehabilitation Grant is paid or more than 18 months after date of discharge, exclusive of the month covered by the Rehabilitation Grant.

PENSION

A soldier of the Military Forces of Canada who, whilst serving on Active Service, suffers a disability, or the dependent of any such soldier who dies may, under certain conditions, be eligible for a pension as provided in the Pension Act.

Training

TRAINING THE MODERN SOLDIER

1.—Modern warfare as everyone is now aware through reading the press and listening to radio news broadcasts is a fast-moving and complicated business. It involves the movement and maintenance of a vast amount of mechanical equipment including not only tanks and vehicles but also guns of sizes varying from the rifle up to artillery of large calibre, firing a shell several miles. Add to this the fact that this work must usually take place under trying conditions, frequently cut off from neighbouring friendly troops and with supply lines in rear insecure and it will be obvious that the present day soldier must be a highly trained fighting man as well as skilled in the various trades required to keep this equipment in action. The driver who through lack of knowledge causes his vehicle to break down at a critical moment, not only endangers his own life but also that of all others who depend upon him for transport; these others must provide the vehicle with protection. Hence, a combination of mechanical skill and fighting ability properly teamed is our need.

2.—The training programme now in force in Canada has been designed to prepare our soldiers to compete with these conditions. There is no doubt that the Canadian under equal conditions is more than a match for the German. Canadian soldiers have full opportunity to train and to exceed the standard of the German soldier. A description of the training programme as applied to a recruit when he joins the Army until he is a fully trained part of the Army team will clearly show this.

TRAINING OF THE INDIVIDUAL SOLDIER

3.—The Depot

The training of a recruit for the Canadian Active Force lasts for a period of approximately 18 weeks from the time of his enlistment at a recruiting station until he finishes his training at an Advanced Training Centre, when he is ready to join the unit or branch of the service which he has selected.

4.—His training is divided into three phases: (I) Depot, (II) Basic and (III) Advanced Training. The first phase begins when he enlists at a recruiting station. The recruit is documented and sent before a medical board of at least three officers for a thorough medical examination. He is X-rayed, and receives a dental examination before he is accepted as medically fit. The medical board gives him a medical category based on its findings and signs his documents to this effect.

5.—Under oath, he is attested. This is a solemn bond of service to his King and Country, a ceremony conducted usually by the adjutant of the Depot. The recruit is given a regimental number and conducted to the Quartermaster Stores where he is given a complete outfit of military clothing and personal necessities. From the stores building, he is conducted to a barrack room where he is assigned a bed by the corporal in charge of the room.

6.—His period of training at the depot might extend from one day to two weeks depending on the length of time necessary to make up the next draft to a Basic Training Centre. During this period, he learns to care for his person according to army standards. He receives physical training and learns a few movements of elementary drill.

7.—Basic Training Centre

Twice a month recruits are collected together into what is called a draft and conducted by an officer and non-commissioned officers to a Basic Training Centre, usually in the same Military District. There are 28 Basic Training Centres in Canada capable of training 20,000 men at one time.

8.—Here the draft is broken up and the recruits assigned to platoons of one of the training companies. Each platoon consists of approximately 40 men and is commanded by a junior officer. He is assisted by a platoon sergeant and two non-commissioned officers—a corporal, and a lance/corporal.

9.—An average day's training starts at 6.30 a.m. when reveille is sounded. The recruit rises, makes his bed, shaves, cleans his equipment before breakfast at 7.15 a.m. He parades with the rest of the platoon at 8.15 a.m. and receives training throughout the morning until 11.45 a.m. when the platoon is "dismissed" for the noon-hour. It might be pointed out that there are four 45 minute periods in the morning with five minute breaks between periods. Lunch, or dinner as it is called in the Army, is served at 12.15. The afternoon's training consists of three 45 minute periods, starting at 1.30 p.m. This is followed by 45 minutes of physical training until 4.45 p.m. when the day's training is completed.

10.—Supper is served at 5.15 p.m. and the rest of the evening may be spent either at the camp entertainment centre, the canteen, or in visiting the amusement centres of the town or city where the Training Centre is located. Late passes are issued until midnight three times each week besides three week-end passes within the two-month period.

11.—During his two month's training at a Basic Training Centre, a recruit receives instruction in 15 subjects, namely: Drill, Physical Training, First Aid, Marching, Rifle, Anti-Tank Rifle, Light Machine Gun, Pistol, Bayonet, Respirator Drill, Anti-Aircraft Defence, Fieldcraft, Map Reading and Fundamental Training.

12.—Advanced Training Centre

At the conclusion of two months' Basic Training, the recruit is sent with a draft to the Advanced Training Centre of the unit or branch of the Service which he has chosen to follow. There are 25 Advanced Training Centres in Canada, capable of training 25,700 soldiers at one time.

13.—If, for example, he had chosen infantry, his training would progress in all of the subjects taught in the Basic Training Centre which applied to this branch of the Service. These subjects include rifle training, bayonet fighting, advanced light machine gun handling, and range practice. In addition he is taught how to use special infantry weapons of attack and defence—the mortar, hand and rifle

grenade, "Tommy" gun, digging weapon pits and the placing of wire entanglements. His physical training progresses to the peak where he can march 20 miles daily without physical discomfort.

14.—According to the recruit's choice, he might receive advanced training in Engineering, Artillery, Armoured Corps, Signals, Medical, Dental, Army Service Corps, Ordnance and other specialized services.

15.—At the conclusion of two months' advanced training, the recruit must be proficient in his work or he is held back for further instruction before posting to his unit.

16.—Training of Tradesmen

We have seen the process of developing the individual fighting soldier from the time he enlists until he is ready to join his unit. Combined with his fighting skill must be the skill of other soldiers who will keep all the mechanical transport and weapons in fighting trim; these are the tradesmen. They are obviously dependent on one another; without the former the latter are not needed and without the latter the former cannot function.

17.—The Trades

The names by which the trades are known in the Army differ in many cases from the civilian terms, but speaking generally, the army requires tradesmen who are competent in Metal Working Trades, such as Fitters, Sheet Metal Workers, Welders, Instrument Mechanics, etc.; Electrical Trades, such as Electricians, Ignition Experts, Radio Mechanics, etc.; Automotive Trades, such as Motor Mechanics, Driver Mechanics, etc.; Building Trades, such as Masons, Carpenters, Concretors, etc. A complete list of the Trades is attached.

18.—Selection of Tradesmen

Since a tradesman, like all other soldiers, must be able to protect himself and, in some instances, join his comrades in the battle, he passes through a Basic Training Centre. During this time, either as a result of his civil occupation or his natural aptitude and desires for such work, a soldier is selected for training as a tradesman. From the end of his basic training until he joins his unit, his training is devoted to the trade selected or for which he is most suited.

19.—Trades Training

From a Basic Training Centre, the future tradesman is sent to one of 60 technical schools throughout the country, which are conducted by the various provinces. Here he spends from two to three months learning the fundamentals of his trade. He is instructed by efficient experts and prepared not only for further army training, but also for a job after the war is over. A large proportion of the graduates from these schools go direct to training centres or units and practice their trade. Others, in the highly skilled trade brackets, proceed to the Army Trade School, Hamilton, for further training. Here modern facilities exist for instructing 2,000 prospective tradesmen at a time. This phase of training lasts from six weeks to four months depending upon the trade; the work is an extension of that at the technical schools and is designed to complete the general trade training.

20.—Unit Training

On completion of training at the Advanced Training Centre, a soldier, including the tradesman, is ready to take his place in a unit and learn how to combine his ability with that of his comrades. If he is a reinforcement for an overseas unit, he proceeds to England to a Holding Unit and then to his own unit with which he will serve. If his unit is in Canada, he will join it direct from the Training Centre.

21.—Within the unit, the soldier's instruction is continued by unit officers and N.C.Os., many of whom have been through the same Training Centres he has. Here he is in a position, by his knowledge, ability and character, to gain promotion. During this period, too, officers and N.C.Os. are sent on various courses dealing with weapons, physical training, mechanical transport, etc., to improve their capabilities as unit instructors.

22.—Training in a unit consists first of a small number learning to combine their efforts; this is known as section training. Then the size of the various parts are increased until each in succession is capable of smooth functioning by itself and in combination with other sub-units and units. These phases of "collective" training consist of the platoon of infantry, troop of artillery, section of engineers, etc., on up through company and battery training to unit and larger formation training such as brigade and divisional work. In each of these phases, exercises and manoeuvres are carried out by the sub-unit, unit, etc., under conditions approximating as closely as possible those of actual warfare. The troops learn how to look after themselves in the field and to move quickly and surely from one area to another and then into action.

23.—When collective training has been completed, our individual soldier has not only learned how to take care of himself and help his comrades but his unit and division are ready to prove that they are really equal to, if not better than, the Canadian Corps of the last Great War, a formation whose sting the Hun well remembers.

THE CANADIAN ARMY OFFICER

24.—A recruit now has every opportunity for advancement, not only to the ranks of N.C.O. and W.O., but also to those of an officer. Candidates for commissions are, with some exceptions, selected from the ranks. These exceptions include graduates of recognized universities in Engineering, Applied Science, Medicine and Dentistry, as well as Chartered Accountants, and those having special civil qualifications which fit them for specialized appointments.

25.—In every unit there is a selection board, consisting of the Officer Commanding and three other senior officers, to whom are submitted by any officer of the unit the names of men who have shown qualities of leadership and marked ability in their work. The Board, when satisfied that a soldier is suitable as a candidate for a commission, will place his name on the unit selected list.

26.—The soldier is then interviewed by his Formation Commander or District Officer Commanding, who records his recommendations.

27.—When vacancies for the Officers' Training Centres are allotted to Districts or Formations, these vacancies are re-allotted to units for candidates already approved. The District Officer Commanding or Formation Commander then forwards his recommenda-

tions to National Defence Headquarters for final approval, and authority to despatch the candidates selected to an Officers' Training Centre.

28.—The period of service in the ranks necessary before a soldier may be recommended for a commission is, in the case of Active Force units, 4 months, and in Training Centres, 3½ months.

29.—Unless the candidate be among the exceptions who are not required to do service in the ranks, he proceeds to the Officers' Training Centre at Brockville, Ontario, or Gordon Head, British Columbia, as a cadet; those exempted service in the ranks attend as Second/Lieutenants.

30.—At the Officers' Training Centre, all candidates except those of the Ordnance, Pay, Dental and Postal Corps, who attend for only the first four weeks, undergo a course for 12 weeks. This course is arranged as follows:—

- 4 weeks—common to all arms
- 6 weeks—special to the arm
- 2 weeks—elementary tactics for all arms

When the candidate has successfully completed his course at the Officers' Training Centre he is granted his Commission as a Second/Lieutenant in the Active Force and proceeds to an Advanced Training Centre of his Arm. Officers of the Pay, Provost and Postal Corps complete their qualification by attachment to a working detachment.

31. At the Advanced Training Centre, the Second/Lieutenant receives advanced training in his Arm for periods varying in length according to the arm concerned, as follows:—

Armoured Corps.....	10 weeks
Artillery (Mobile).....	8 weeks
Artillery (Coast & Anti-Aircraft)...	8 weeks plus a course in Mobile Artillery
Engineers.....	12 weeks
Signals.....	18 weeks
Infantry.....	4 weeks
Machine Gun.....	8 weeks
Army Service Corps.....	10 weeks
Ordnance.....	6 weeks

On successful completion of this course, the Second/Lieutenant has now qualified for the rank of Lieutenant and is either returned to his unit, or, if a reinforcement officer, is available to proceed overseas.

32.—If the reinforcement officer is not required in an overseas draft at once, he remains at the Advanced Training Centre as an Instructor until he is needed overseas. In the case of the Infantry Officer, however, he is sent to a Basic Training Centre for two months to gain experience as an Instructor, and then returned to the Advanced Infantry Training Centre as an Instructor, until he is placed on draft for overseas.

33.—Further, when the officer has completed his qualifications, he may be selected to attend specialist courses or unit instructors' courses, in such subjects as platoon weapons, driving and maintenance of vehicles, physical training, chemical warfare, etc.

A COMPARISON WITH 1914-18

34.—From the foregoing outline, it will be seen that the Canadian Army Training Programme is designed to equip our soldiers with full knowledge and ability to do their job. Due to its nature and the many items of mechanical equipment with which he must be thoroughly familiar, the present day recruit receives a standard of training that will not only fit him to drive our modern Army to victory, but will also assist him after the war in regaining his place in a peaceful world; even those who have not become tradesmen will have learned a great deal about mechanical equipment and will have been developed physically and mentally so as to be capable of adapting themselves to new conditions.

35.—Those who remember the last war will recall a rather indifferent training programme which could not be compared in any way to that of today. The 1914-18 soldier was recruited directly into a unit. There his training was limited to marching, weapon training and other items of an elementary nature corresponding somewhat to the present basic training. He was then usually drafted from his unit at home to a new unit overseas. He had to learn little if anything about fast movement and the maintenance of mechanical transport; fighting conditions were such that once the soldier had mastered his rifle or other weapon with which his unit was armed, he was sent into the fight. There was little attempt made to provide the special training such as is given today in our Advanced Training Centres and continued to a greater degree within the unit.

CONCLUSION

36.—Never before in the history of Canada has such a thorough and practical training programme been evolved to prepare a man for carrying out his duty. The recruit of today can join the Army with the full and sure knowledge that when he goes into action he will have been well prepared and more than capable of winning the fight.

LIST OF TRADES

Ammunition Examiners	Despatch Riders
Armament Artificer Fitters	Dispensers
Armament Artificer Instruments	Draughtsmen
Armament Artificer Wireless	Driver Mechanics
Armourers	Driver Operators
Artificers R.C.A.	Edgermen
Blacksmiths	Electricians
Bricklayers	Electrician—Sig.
Boilermakers	Engine Artificers
Butchers	Engine Hand I.C.
Carpenters	Equipment Repairers
Checks	Fitters
Clerks	Fitters M.V.
Coach & Spray Painters	Fitters (Sig.)
Coach Trimmers	Foremen (All Kinds)
Computers—Trig.	Instrument Mechanics
Concretors	Instrument Mechanics (Sig.)
Cooks	Lab. Assistants
Coppersmiths	Linemen Sigs.

Litho Draughtsmen	Pioneers
Litho Machine Minders	Plumbers
Litho Provers	Precision Grinders
Log Canfers	Radiographers
Machinists	Riveters
Masons	Saddlers & Harness Makers
Masseurs	Sanitary Assistants
Mechanists	Sawfilers
Mill Construction Crew	Sawyers
Millwrights	Shoemakers
Miners	Stokers
Miners Mech. or Drillers	Storemen Dept.
Motor Assemblers	Storemen Technical
Motor Mechanics	Surveyors
Moulders	Tailors
Nursing Orderlies	Textile Refitters
Nursing Orderlies Mental	Tinsmiths & Whitesmiths
Operating Room Assts.	Toolmakers
Operators Keyboard	Turners
Operator Sig.	Vulcanizers
Operator (Eng. Equipment)	Wardmasters
Orderlies (Spec. Trt.)	Watermen
Painters	Welders
Panel Beaters	Wheelers
Pattern Makers	Wireless Mechanics
Photographers	

Arms and Services

The Canadian Army is divided into "arms" and "services". The "arms" are those branches of the force which carry out the tactical plans of the commander. They include the Artillery, the Engineers, the Signallers, the Armoured Corps and the Infantry, both Rifle and Machine Gun. The "services" support the arms and look after the needs of the men who do the fighting, both as human beings who require food, clothing and medical care and as fighting men who require arms and ammunition, and whose vehicles must be kept in first class working order, so that they may not be handicapped in their task of engaging and destroying the enemy.

The man in one of the services, such as the Royal Canadian Army Service Corps, or the Royal Canadian Ordnance Corps, although he is not usually a direct combatant, must be a fully trained soldier in every respect, for his duties may often require him to be in the most advanced areas, and, in modern mobile warfare, he may be called upon to defend himself at any time, even in areas comparatively far to the rear.

ARTILLERY

The Artillery provides long-range, accurate fire-power to assist the other arms in breaking down the resistance of the enemy. It can develop an overwhelming bombardment and engage targets by day or by night. Artillery is now completely mechanized, thus possessing mobility and speed. Besides field and medium guns, the Royal Canadian Artillery uses Anti-Tank and Anti-Aircraft guns as defence against these modern implements of war. Artillery calls for a spirit of team play among its members for each gun can operate most effectively only when every member of the gun-crew knows his job perfectly and carries it out regardless of difficulties or danger.

ENGINEERS

Although each unit is responsible for the construction of its own defences, the Royal Canadian Engineers assist them with advice and materials. They also undertake the larger, more technical constructions, such as bridges, and are responsible for the laying of mine-fields and for demolitions. The Engineers need men used to all types of construction work and specialists such as miners, drillers and powder-men.

SIGNALS

The Royal Canadian Corps of Signals is responsible for all communications, except postal. It works with radio and line, which term includes telephone, telegraphs and teletype. The Signal Corps offers a recruit a variety of life, for he may be posted to units anywhere within his corps or division. He must be trustworthy and accurate as he will be called upon to handle messages of the utmost secrecy and importance.

ARMoured CORPS

The Armoured Corps provides the "punch" in modern war. Its vehicles combine fire-power, mobility, and protection for their crews. The Canadian Armoured Corps is equipped with fighting tanks and with armoured cars for reconnaissance work. The Armoured Corps requires men of a high type as skilled drivers, mechanics and radio-operators who are sturdy enough to withstand the hardships of long trips over irregular country.

INFANTRY

The Infantry is the arm which, in the end, wins battles. It is the only arm which can come to close grips with the enemy. Tanks can take positions but only infantry can hold them. Besides the rifle, modern infantry is equipped with light and heavy machine guns, trench mortars, and other weapons. Although the infantry fights afoot, it may be transported to battle areas in trucks by the Service Corps, and in Armoured Divisions it is completely motorized so that it can maintain a pace equal to that of the armoured fighting vehicles.

ARMY SERVICE CORPS

The Royal Canadian Army Service Corps is responsible for the supply of food, gasoline, motor oils and greases, and for the transport of material of all sorts, for transporting infantry and engineers in its troop carrying companies, and for driving ambulances to evacuate the wounded. It requires storemen and issuers in its supply depots and drivers and mechanics of all sorts to look after its vehicles. Service Corps drivers may drive vehicles ranging from motorcycles to ten-ton trucks.

ARMY MEDICAL CORPS

The Royal Canadian Army Medical Corps cares for the sick and wounded and looks after the health of the Army as a whole. The Units of the Corps comprise Field Hygiene sections, who are concerned with the purity of water supplies and other sanitation work, Casualty Clearing Stations, Field Ambulances and Hospitals which may be as large as to contain 1200 beds. The Corps offers an opportunity for first aid and X-ray or other scientific training and may appeal to men who, although they do not feel fitted for a combatant role, may render equally valuable service in a medical unit.

THE ORDNANCE CORPS

The repair of all equipment other than Service Corps vehicles (which are maintained by the Service Corps itself) is the province of the Royal Canadian Ordnance Corps. This equipment includes armament (artillery pieces, etc.), armoured fighting vehicles, wheeled vehicles (trucks, motor-cars and motorcycles) and various other equipment such as searchlights, signals equipment, etc. The Corps requires many types of mechanics, electricians, fitters and other artificers, and offers to the recruit an excellent training in all these trades. Men with mechanical experience or aptitude for mechanical work are very valuable to this Corps.

OTHER SERVICES

Various other Corps are included in the Army, which although usually not so large in numbers, are equally essential to the Army and to its members. Such are the Canadian Dental Corps, the Canadian Forestry Corps, which needs men from the lumbering and sawmill trades, the Corps of Military Staff Clerks, the Canadian Postal Corps, the Royal Canadian Army Pay Corps and the Canadian Provost Corps.

A modern army is a society in itself and its functions are so many and so varied that every man who is physically fit can find a place within it where his particular talents can be used to best advantage.

Educational Services

When a young man joins our armed forces today he does not necessarily cut himself adrift from the educational opportunities that were available to him in civil life. A large number of our service men whose studies might have been interrupted, and a correspondingly large number who, for one reason or another, did not have an opportunity to complete their formal school education, are taking advantage of the free correspondence courses and classes organized by the Canadian Legion Educational Services.

These courses and classes range from Elementary Reading and Writing — for men who have had very little school education — on through the upper level of the elementary school, and conclude with a comprehensive high school programme. A large number of technical and vocational courses are offered side by side with the purely academic courses.

CO-OPERATION OF EDUCATIONISTS

With a few exceptions, these courses were used by the Correspondence Branches of such Provincial Departments of Education as were offering correspondence instruction prior to the outbreak of hostilities. Permission to use them for the benefit of our service men was freely given by these Departments of Education and they have been specially edited for adult use. Other courses were prepared by experts as the necessity arose and all were evaluated by a special sub-committee of the Canada and Newfoundland Education Association to ensure that they maintained provincial standards throughout Canada. Today the educational services offered to our forces are thoroughly integrated with the school systems of Canada, and the certificates issued by the Canadian Legion Educational Services on the successful completion of the courses are recognized by the Department of Education in each province as well as in Newfoundland.

Service men register for these courses on the form which is supplied after consultation with the Unit Education Officer or with one of the field workers of the Canadian Legion Educational Services. The completed form is then forwarded to Ottawa after having been approved by the Officer Commanding or by an officer appointed by him. The student then receives his first booklet, together with supplies and instructions. He is now ready to proceed with his studies.

WORK IS CONTINUOUS

No matter where the student may be located or transferred in Canada, he can continue his work with his correspondence instructor until his course is completed or until he is drafted overseas. On his transfer overseas, he takes his booklets with him, and is absorbed by Canadian Legion Educational Services Overseas, shortly after his arrival. He is assigned a new instructor and continues his studies with as little interruption as possible.

Wherever our troops are concentrated Canadian Legion Library Services are available wherein our men will find reference books to help them in their studies, technical books to assist them further

to develop their trade or professional skill and all sorts of well-chosen books designed to assist them to prepare for better positions on their return to civil life. With all these educational services available there is no reason why men should fear having their education interrupted on joining our forces.

Furthermore, after the recruit has completed his first period of intensive training and has adjusted himself to military life and routine, he will find courses available which will fill immediate and hitherto unsuspected needs in his new life. There are courses which make him a better soldier and extend the scope of his educational attainments as well as make it easier to find a job on his return to civil life.

POST-DISCHARGE OPPORTUNITIES

Nor is this all that is being offered our service men in the way of education. A Privy Council Order, entitled "The Post-Discharge Re-Establishment Order," which came into effect on October 1st, 1941, provides for the payment of grants-in-aid to assist service men to continue high school and university courses which were interrupted, or were forestalled by the war, provided that such courses be commenced within fifteen months after discharge.

To sum up, the following benefits have been provided for our forces in the field of education:

- (1) Correspondence courses and library service of a consistently high standard covering the main elementary school subjects.
- (2) Courses and library service of the same high standard covering high school requirements.
- (3) Library service of a vocational character and technical courses which also carry high school credit.
- (4) Having prepared himself by study during his war service, the discharged or demobilized man is allowed a period of fifteen months in which to complete commercial and technical courses or the matriculation requirements of the university of his choice.
- (5) He is also offered grants-in-aid to assist him to complete his high school and university course.

**NO MAN NEED SUFFER EDUCATIONALLY AS A RESULT
OF HIS HAVING SERVED HIS COUNTRY!**

Canadian Chaplains' Service (A)

The organization and administration of the Canadian Chaplain Service (Army) is vested in the Adjutant-General of the Department of National Defence. The Service is in two sections:

- (a) Protestant section, including all denominations except Roman Catholic;
- (b) Roman Catholic section.

Over each section is a Principal Chaplain responsible for the spiritual welfare of the troops, and for advising the Adjutant-General on all ecclesiastical matters concerning his section.

Appointments to the Service are made on the recommendation of the Principal Chaplains. No clergyman is appointed without the approval and recommendation of the branch of the Church to which he belongs. He must bear the credentials of his own Communion, and he must have served in the Active Ministry of that branch of the Church for at least three years. Chaplains for overseas service must be between the ages of 30 and 50 years; and every applicant is required, before appointment, to be passed by a medical board as medically fit for general military service.

All through the Canadian Army it is recognized that the work of the chaplain is of the utmost importance. When he is appointed and posted to the formation which he is to serve, he will find a cordial welcome from both officers and men. For the sake of convenience in carrying out his duties, he is given the rank of Honorary Captain, which entitles him to the precedence and other privileges of the corresponding rank for combatant officers. The chaplain, however, mingles freely with all ranks. He is the friend and comrade of all, and encourages all ranks to address him as "padre" or "chaplain" rather than by his title or rank.

The duties of a chaplain are primarily and essentially to seek the spiritual and moral welfare of the men of the formation to which he is posted. The methods he adopts vary according to existing conditions; and must, at all times, conform to the requirements of the military authorities.

A chaplain who carries out his duties well is often regarded as one of the most valuable men in his unit. It is the life that he lives as well as the creed that he professes that will count most in the Service.

When the unit or formation to which a chaplain is attached moves into a place of danger or difficulty, his true value is put to the test; and, at such times, a cheerful padre, who has won a place in the hearts of the men and who is willing and ready to share their dangers and trials, is a great asset to any unit.

The Canadian Chaplains' Service is permeated throughout by a remarkable spirit of unity and comradeship. Clergy of the various Communions join to work together in the best interests of all concerned; and, while no man is expected to relinquish his own convictions, yet, all learn to appreciate the contribution which each makes in his own way. Artificial differences are forgotten both by

chaplains and the men to whom they minister, and the great positive realities of the religious life are emphasized. Needless to say, men of the finest gifts and qualifications are required for this work, and the fact that every applicant for a chaplaincy must be, in a sense, guaranteed by his own Communion, helps to keep the standard high. Certainly any religious institution which wishes to have an influence with the men of this country after the War is over, must be willing to give of its best during the difficult days of training and the dangerous times of action. The chaplain may well consider also that the period of his life given to the men of the Forces in time of War will be well invested and the returns to himself in the way of enlarged experience and deeper understanding will be very great.

If we assume that the average clergyman is in his particular calling because the dominating purpose of his life is to provide for the spiritual needs of his fellows, then the minister of religion who enters the Chaplains' Service is given the finest opportunity that any man could wish. For, in the Canadian Armed Forces, today, there is being concentrated the flower of this country's youth. Here is a cross-section of the nation's young manhood from town and village, city and country-side, from every type of home in the community, and from almost every form of occupation in which Canadians engage. No clergyman could ask for a more representative parish, or one which presented a greater challenge.

In this struggle in which we are engaged spiritual values are involved and our civilization is at stake. This is recognized by every thinking man. Christian leaders of every branch of the church, have placed themselves heart and soul, unreservedly and loyally, behind the national effort and beside our National Leaders, so that the enemy may be overthrown and peace assured to suffering humanity. The chaplains realize this; and their one aim is to help to build up a strong army—strong in the Lord and the power of His Might.

Canadian Chaplains' Service (B)

The present war has witnessed a growing appreciation of the value of a chaplain in a unit, and of the important role that he can play not only from the point of view of spiritual ministrations, but also in keeping up the morale of the men and in promoting their general efficiency. Invariably Commanding Officers have welcomed the appointment of chaplains to their respective units, and often when the strength of the unit was not sufficient to warrant the attachment of a chaplain made insistent and repeated requests for one.

It was with good reason, therefore, that at the very outset of the war, the Department of National Defence established the Chaplain Service and placed it under the direction of two Principal Chaplains, Bishop Wells of Cariboo in charge of the Protestant section, and Bishop Nelligan of Pembroke in charge of the Roman Catholic section. These began immediately to recruit the necessary number of chaplains for the three branches of the service, keeping in view always, apart from youth and physical fitness, certain special qualifications such as zeal, tact, and experience in the organization and direction of men. With the generous co-operation of the heads of churches they were able to select from among the hundreds

of applicants a corps of chaplains that reflects credit not only on the Chaplain Service, but on the whole church in Canada. The original numbers have been continually increased to keep pace with the rapid expansion of the Canadian Armed Forces, until today upwards of four hundred full-time chaplains, both overseas and in Canada, cater to the spiritual wants of the men, while a large number of the local clergy are employed on a part-time basis to look after smaller units in different parts of Canada.

The work of the Chaplain is primarily spiritual, and hence he holds regular services on Sundays and other days of the week, officiates at marriages, burials, etc., and is always available to the men when they are in need of spiritual ministrations. He takes advantage of every opportunity to preach short, clear, terse sermons to them, sometimes making use of the imagery of warfare to explain the truths of religion and to exhort them to greater fervour and devotion. He insists in season and out of season on the necessity of observing the precepts of Christian morality, and denounces vice wherever it raises its ugly head. In a word he strives at all times to make the sailor, soldier or airman not only a loyal and courageous man, but also a good man.

The Chaplain does not confine his work, however, to spiritual things, but is always seeking an opportunity to be of service in promoting educational programmes, in providing wholesome entertainment for the men and indirecting their energies into channels of competitive sport, where different units vie with one another in tests of speed, strength and endurance. He is sometimes the camp librarian, sometimes the educational officer, sometimes even the director of sport, but always the good friend and counsellor to whom both officers and men can go with their troubles and their differences.

Parents, wives and other relatives may rest assured, therefore, that the spiritual welfare of the man who left home and kindred to fight for things that are more precious than life is not being neglected. They may look forward with confidence to a time when, after his work is done, he will return to them, broader and nobler and more spiritual, as a result of his frequent contacts with kindly and zealous chaplains during the period devoted to the service of his country.

Auxiliary Services

These services, authorized by the late Minister of National Defence, the Honourable Norman McL. Rogers, shortly after Canada's Declaration of War, ensure that the amenities essential to the comfort and general welfare of Canada's Naval, Land and Air Forces are provided.

The purpose generally is to be responsible for the morale and welfare of the troops in all matters not already provided by existing regulations—and also to take part in arrangements for the rehabilitation of the men, following discharge from service.

The plan adopted has enabled the Department to utilize to best advantage the generous offers of assistance intended to benefit Canada's enlisted men, which poured in from all parts of the country.

In a general way, the facilities provided embrace sports (indoor and out), entertainment, the provision of comforts, education, the operation of institutes (reading and writing rooms and libraries), concert parties, cinemas, hospitality, personal services, family welfare, and every useful form of physical and mental recreation.

To provide the proper co-ordination, a new Directorate of the Department of National Defence was set up in the A.G. Branch, to serve the Naval, Army and Air Forces.

In regard to the set-up at National Defence Headquarters there is a Director, an Assistant Director, a representative from the Naval Service, a representative from the Air Force, and the necessary office staff, consisting of four enlisted clerks and four stenographers.

In the field in Canada there is an Auxiliary Services Officer in each Naval Command, each Air Training Command, and in Military Districts 1, 7, 10, 12 and 13. In Districts 2, 3, 4, 5, 6 and 11 there are two Officers to supervise Army concentrations—a total of 25 Auxiliary Services Officers in all three Services.

The Naval Officers, who are stationed at the Atlantic and Pacific Coasts, are for men of the Merchant Marine as well as Naval personnel.

These 25 Officers supervise recreation, entertainment and general welfare, in more than 350 Service concentrations in Canada.

Auxiliary Services in the United Kingdom are under the direction of an Assistant Director of Auxiliary Services, who has with him at Canadian Military Headquarters one assisting Officer.

Under him are Auxiliary Services Officers attached to the various formations to supervise the work. These officers are assigned—one each—to the 1st, 2nd and 3rd Divisions, Holding Units, Corps Troops and R.C.A.F. personnel, a total of eight.

Associated with the A.D.A.S. in London are the Overseas Headquarters Representatives of the 4 National Voluntary Organizations—Y.M.C.A., Knights of Columbus, Salvation Army, and Canadian Legion, who work in close co-operation with the Officers.

There is also an Auxiliary Services Officer in Newfoundland and one at Jamaica, B.W.I.

Operating under the Auxiliary Services Officers are the Organization Supervisors—who are supplied by the four Voluntary Organizations—and the numbers from each are kept as nearly equal as possible.

In Canada, these Supervisors are given quarters and rations by the Units they service, but are paid and clothed by the Organizations they represent, and it is under these conditions that they receive their training before being selected for overseas service.

When assigned for service out of Canada, they remain civilians until they embark, and from the date of embarkation to the date of disembarkation on their return to Canada, they come under the Department of National Defence for pay, rations, quarters and medical treatment. They are, however, not entitled to dependents' allowances nor are they exempt from Canadian Income Tax. They wear officers' uniforms without rank or unit badges but wear instead the badge and insignia of the organization they represent. There are at present 116 of these chaps overseas, operating under the Auxiliary Services Officers and it is unnecessary for me to mention now the very excellent work they are doing towards maintaining morale by way of recreation, entertainment and the distribution of comforts to the men, in these days of static warfare.

One of the greatest services being rendered is that of the Educational Services, because in addition to giving the men something to interest them, it is also assisting to prepare them for the time when they will return to civil life.

Over 41,000 men in Canada and the United Kingdom are taking advantage of this service and the scholastic range of their studies runs from elementary education to preparation for University degrees and thousands are taking Vocational Training Courses with a view to learning a trade to which they can turn their hands after their discharge from Service.

Another important phase of this educational service is the classes which are conducted to assist the men to fit themselves for advancement in the Fighting Services.

For instance, a class was established for the benefit of a group of Air Force men who had, by reason of lack of education, been unable to qualify for their pilot's examinations. Of this group of 26, eleven have now qualified and the others are brushing up on the subjects in which they have weakness and it is felt that in a short time nearly all will be accepted.

Courses in Navigation have been prepared for Naval personnel, to assist them in promotion and it has been decided to arrange a similar course in Air Navigation for men of the Air Force.

In one Army Centre, a sort of streamlined course in trigonometry assisted a number of artillerymen in their Service training.

Voluntary Civilian Committees have been organized in every District in the Dominion, to co-ordinate the local effort in co-operation with and under the direction of the District Auxiliary Services Officer.

Sixty-four Hostess Houses operate just outside the larger concentrations.

Furniture to the value of over half a million dollars has been donated by one group of citizens to augment the regular scale of issue to Messes in Camps and Barracks.

In the United Kingdom, the Canadian Legion Educational Services operate 140 classes, with an enrolment of over 6,000 soldier students. 88 educational libraries have been established and over 55,000 books are in circulation.

In Canada, over 30,000 soldier students are registered and the service is available in most camps and stations in the Dominion. One hundred and eighty libraries serve the enlisted men in Canada and the library at Camp Borden contains over 5,000 books. Over 200,000 books and magazines are distributed weekly to troops in Canada, in addition to over 50,000 books borrowed from camp libraries. The scope of subjects taught by Legion Educational Services ranges from Elementary English and Arithmetic to Naval and Air Navigation.

One single Organization in Canada sends each month for free distribution to Canadian troops serving in the United Kingdom, 1,000,000 cigarettes, one ton of tea, one ton of coffee, 100,000 razor blades, 10,000 pounds of biscuits and 12,000 chocolate bars in addition to other comforts.

Nearly 600 moving picture shows are shown every week in camps and barracks in Canada.

The Knights of Columbus have contributed over \$20,000 to supply instruments to unit orchestras overseas. There are now between sixty and seventy such organizations, composed of enlisted personnel, in addition to unit concert parties, etc. In addition, the Canadian Legion have maintained a continuous supply of professional concert parties to all formations and many hospitals.

Radio broadcasts between soldiers overseas and their relatives and friends in Canada are a weekly feature of the work of the Canadian Legion.

Over 28,000,000 letters were written last year by the troops overseas to their relatives in Canada.

Several of the camps in Canada are equipped with splendid outdoor swimming pools, and during a ten day period, over 11,000 swimmers used the pool at Camp Borden. One of the Voluntary Organizations provided a swimming instructor and over 3,200 men were given swimming instruction.

Sports equipment for baseball, football, hockey, badminton, basketball, boxing and other sports, are supplied by all four Voluntary Organizations.

Hostels have been established in proximity to all Camps and Training Centres where recreation, meals and over-night accommodation can be obtained.

Clubs have been established for the use of men of the Royal Canadian Navy and the Merchant Marine when ashore and the various units of both fleets are serviced and supplied with comforts and reading material for use when at sea.

In the United Kingdom, leave centres for the use of Canadian personnel have been provided by all four of the Voluntary Organizations.

The money which provides these services is obtained by public subscription. Expenditures are supervised by a civilian Control Board for projects administered by the four National Voluntary

Organizations under the direction of the Director of Auxiliary Services, of the Adjutant-General's Department.

The profits accruing from the operation of canteens or projects run by the Voluntary Organizations serving the troops are turned over to a Trust Fund, to be used for the assistance of indigent ex-service men and their dependents after the war.

Representatives of the Navy, Army and Air Force are on the staff of the Directorate to serve their respective Branches of the Service.

Need for Men

The Army's need for men is a very present fact, not to be hidden by the waiting role which it is at present forced to play.

This is a time of preparation, for when the crisis comes and we must play our part, it is not *then* that the call for men must be met but it is *then* that fully trained men must be ready to go into action. The trained soldier is worth many times his number in an untrained mob and it is *now* that we want the men to train.

Already signs of impending activity can be seen — signs which should spur on our activities — Spitzbergen — reports and rumours of daring raids on the continent of Europe. The problem of recruiting has yet to be relieved by a background of vivid action; it is a very real problem as at any time we may be faced with the crisis which we know must come. Who are we to criticize any seeming hesitation to engage the enemy unless we are putting all *our* weight in the balance?

Germany possesses a vast Army organized and run under a system which, on paper, is ideal for the purpose of waging war. In practice, its inherent qualities of crushing the spirit of the individual to turn him into a mass-produced soldier loses the flame of endeavour which can carry a man through the hardships and stress of war.

NO TIME FOR COMPLACENCY

This is no time to be complacent that we are at least "putting up a show" under the voluntary system. Let us preserve the voluntary system all we can, for it is far better that we preserve the spirit which Germany crushes out of the individual. But the voluntary system must yet "produce the goods" and only if it does can we expect to be able to face the highly organized and, now, experienced German Army.

Under the voluntary system, as we wish it to be, every man must decide candidly for himself just where he best fits into the war effort — he should consider where he would feel himself of most service were he regimented by a Fascist Government and set in his place. Each man, in fact, must apply compulsory service to himself. He should not let any inaction of others affect his resolve; rather should he realize that his action will influence them to follow his example. He will feel sure that this war will not be won without every man and woman in Canada ultimately being employed to maximum advantage.

What are the needs of the Army for men? Taking into account reinforcement reserves which must be set up and maintained and also men required to fill vacancies in Units now mobilized, we at present need approximately 25,000 men. These needs are spread over all Arms and Services and include many men who are skilled in a trade or who have sufficient aptitude to learn a trade.

150,000 A YEAR?

Of the future — who knows? Only estimates can be made — estimates in which so many factors have to be weighed in the balance — but a call for 150,000 men every year might be faced.

These men are to be 150,000 trained soldiers — expert gunners, engineers, signallers, tank drivers and fighters, riflemen, machine gunners — men trained to drive reserves of food and ammunition under any conditions to preserve the fighting power of troops in the line.

Such are the men whose slogans shall be — "They shall not pass" — "The message must go through", — "Ammunition must not fail."

In every 150,000, 50,000 tradesmen, as we call them, will be needed — men who must service the many intricate instruments which go with the modern Army — men who must repair fighting vehicles on the field of battle so that they may function again. Beyond the armoured front of the Army lives another army of tradesmen — armourers, blacksmiths, drivers, mechanics, equipment repairers, etc. It is here that one of the most difficult problems has to be faced for the Army is not the only body seeking such men. Industry also has a great need of them and we now recognize that we must train our own.

A vast organization has been set up to do this. The raw material is the young, intelligent, but inexperienced, recruit. He will pass through a Basic Training Centre, then through a Technical school and perhaps subsequently the Army Trade School, finally to pass through an Advanced Training Centre in the Arm which he chooses, to enable him to learn how to apply the trade he has acquired to the needs of that particular Arm in the field.

PLAN SEVEN MONTHS AHEAD

Once again this takes time. Each such recruit must spend two months in the Basic Training Centre, possibly three to six months in actual trade training and a further two months in the Advanced Training Centre. So we must recruit a man at least seven months before he is needed, possibly ten or even twelve months.

What crisis may not arise within the next seven months? Our Canadian Corps may be once again the spearpoint of attack — in Russia? — in France? — Italy? — or Norway? — or even in Germany itself! Is this not enough to make us realize why our efforts must be exerted as far as possible now to obtain the men?

150,000 men a year means about 500 men every day, five days a week. It means more than that. One out of every five men who have applied for enlistment have not measured up to the physical standard needed for Active service. To get 500 men a day for the Army, over 600 must volunteer for service.

There are many, I know, who are puzzled by the seeming ever changing needs of an Army which has yet to go into action. We ask for 32,000 men. We get them. Then we ask for more. We get them. But still we aren't satisfied, and we still have yet to fight! Why is this?

TRAINING ELIMINATES UNFIT

It may surprise you to realize what intense activity is going on in the Army today. The stress of war is not always in battle only.

Our forces are undergoing intense training to steel them for the fierce fighting in which they know, soon, they will play a leading part. This training is no mere pastime—it is working under conditions as near to those of active service as can be manufactured. It's all rather a "kill or cure" business. The strong wax on it—but it is cruelty designed to ferret out all who might fall by the wayside before the real test comes. Confidentially it can be said that each month sees 2,000 men discharged from the Army, 2,000 who must be replaced immediately.

Nor is the organization by any means deemed perfect. Under the close observation of the General Staff the manoeuvres conducted in the United Kingdom disclose a weakness here or there. This formation should have more artillery—the mobility of another is insufficient—more transport, which means more Army Service Corps. More guns mean more Ordnance Corps—each need met gives rise to another—each increase in one Arm increases need for others to restore the balanced Force. So many more Batteries—so many more Ammunition Companies, Supply Columns—Ordnance Workshops—Field Ambulances and, for them all, more reserves of reinforcements.

Can you be surprised then that here a 1,000, here 2,000, another 500, another 1,000 men are needed?

The Army is not fighting—but every day, week or month before this test comes is a period of activity almost as intense as the real thing.

And this, once again, demonstrates the need for trained men. How *can* an untrained, or partially trained, man be placed in a Force whose every effort is strained to achieve lightning mobility without loss of efficiency?

Let me leave two main thoughts with you—We *want* the man from 7 to 12 months *before* we *need* him—Every man must apply compulsory service to himself and fit himself, coldly and calculatingly where he can best serve. Above all make it clear that this is more than a fight to aid Britain, more than a crusade against Nazism—it is a fight for our own existence and the way of life we follow. It must be fought. If it is not fought now in Europe with the combined strength of the British Empire, Russia and U.S.A. it will be fought *here*. This is no empty warning—it is a real menace—and do we wish to leave the Nazi hordes to smash through Europe and pay the inevitable price of fighting for existence among the blasted and smouldering ruins of Canada?

Ordnance

The Canadian Army of today is a fully mechanized force in the modern military sense. That is, every arm and service is motorized, and armoured fighting vehicles are its powerful hitting weapon. The dragoons and hussars of yesterday are the iron-cavalry to today, fighting aboard tanks, armoured cars and infantry carriers. The infantry travels to distant battle sites by troop-carrying truck-convoys—the artillery goes into action behind powerful gun-tractors—the engineers, the army service corps, the medicals—all are moved by motor transport. The result is a vast array of armoured warcars and of machines to transport, equip and supply the fighting men. It is a new army based on wheels, gasoline and monkey-wrenches—and as a bogged-down army faced an immediate debacle in any type of warfare, it is imperative to our future success on the new battlefield that this great armada of vehicles be kept well greased and smoothly operating.

That is the job of the Ordnance Corps. It is up to the Ordnance Corps, first, to equip the new Canadian Army with its modern weapons and machines, and then to keep that army rolling.

Nothing will so surely founder our post-Dunkirk army of machines as the failure of the maintenance organization—the failure of the Ordnance Corps to supply the skilled soldier-tradesmen who will keep the approximately 18,000 fighting and transport vehicles of the Canadian Corps in good order—and the thousands of additional vehicles required by the Army-in-training in Canada. We can defeat ourselves by such a deficiency far more easily than the enemy will ever defeat us.

In the complex and immense organization of our Army, that responsibility to provide a continuous stream of men to grease our vehicular force—is on the shoulders of the Ordnance Corps.

In older wars, the Ordnance Corps supplied the army with clothing and equipment, barrack, camp and battle-line stores, cooking utensils, signal stores, and kept the arms and equipment in good repair. The Ordnance also provided the army with its transport vehicles. But war of machines and mechanical engineers has given this last job an importance which was not even dreamed of as late as 1918. For the entire force is not only now placed on wheels by the Ordnance Corps, but some services must retain its mobility for it under all stresses and setbacks of action.

Just as speed is a secret of the success of the new tactics, so will the efficiency of the Ordnance Corps be a secret of the success of the mechanized Canadian Army in the battles of decision. And that means men—and more men—to maintain the army in the field. Incidentally, they will be men who will know a great satisfaction; the soldier-tradesman of the modern Ordnance Corps is one of the Army's indispensables.

It has been said, and the statement is unchallenged, that Canada can create a mechanized army more easily than any other nation with the possible exception of the United States. The inspiration for that assertion comes from our Canadian love of gadgets, of tinkering in backyard garages and basement work-shops, from the fact that nearly every Canadian youth can drive a car and do running

engine repairs, and from the existence of our large rural population which can supply tractor- and tank-mechanics ready-made, or at least with a splendid background from which to make armoured troopers. We are a perfect recruiting ground for mechanized troops because, generally, Canadians have no instinctive aversion to things mechanical to overcome.

In other words, Canada could have had no excuses had she failed to build a modern mechanized army after the Fall of France when the fateful campaign proved that the tank, and the tactical speed of motorized land-forces, would dominate the battlefields of the war.

We have already created that new type of army. And Canada will have no excuses if we let it down, if we fail to keep it rolling by not providing it with the men to man the field repair-lorries and base work-shops.

We are now in urgent—and perhaps we should say, desperate—need of those skilled, sure-handed men who built this Canada of ours, of those clever artisans and honest mechanics who were the heart and soul of our new country as it emerged from the wilderness. They must now be the stalwart backbone of the army that must defend the work of their forefather's hands—the Dominion of Canada.

There can be no delusions about where duty lies, and no illusions about the peril to Canada herself. Canada's front-line is on the embattled frontier that lies between the gangster nation and those peoples who fight for their freedom and the ideals they have fostered through peace and war, prosperity and famine, and which they are determined to hold inviolate though it costs them their personal and national lives. Geographical frontiers no longer matter; our fight is where the enemy is.

If we are to have self-respect as individuals and as a people, we can only rise to the emergency of the most grim threat we have ever faced, or ever thought to face, with everything we have and are. We have the weapons and machines, or are getting them in a steadily increasing stream, but we can only survive if we respond with men—the kind of self-reliant, high-hearted men who created this magnificent country in the years of pioneering—the kind of unawed, resolute men who fought Canada to a new, proud place amongst the nations in the last war—the kind of fighting men who warred with the German through four bitter years and who finished the last conflict convinced that, man to man, they could out-last and out-fight the Germans on any battlefield when the odds were anything like equal.

We will do it again. The Canadian Corps of 1941-42 has all the fighting spirit of its famous predecessor of 1918. There were seldom troops in any martial age so impatient for action, and so irked by their job of guarding Britain's "white cliffs", critically important as that job is and can be. But we will not do it unless the men come forward to keep our new fighting machine reinforced and powerful. We will not do it if we neglect to equip it with the soldier-tradesmen of the Ordnance Corps who must keep it mobile and ready to strike at any hour. We will not do it if we fail to provide a steady stream of new mechanics for the army-in-training, for it is here in Canada where the future battles of the Canadian Corps are being decided now.

The tremendous difference between the old army and the new mechanized fighting machine is almost impossible of adequate assessing by the average Canadian. Comparisons are often odious and statistics boring it is true, but there is no better way of impressing

the immensity of the change between the 1918 and 1941-42 armies, and the reasons for the imperative and continuous need for skilled and semi-skilled men for the Ordnance Corps. We offer a few of both comparisons and statistics, largely taken from a recent speech by the Master-General of the Ordnance, Mr. Victor Sifton.

The new type of warfare and the new army-on-wheels required to fight it successfully has made an enormous change in the cost of a land-arm. The expense of feeding, clothing, housing, and paying our troops is only 15% greater than in the last war, but we are now spending \$5 for every dollar we then spent on armament and transport.

In 1918 the Canadian infantry division had 4,400 horses and 153 motor vehicles. Their annual cost of upkeep was two million dollars. Today the infantry division has no horses, no wagons, but has 3,500 motor vehicles of 160 different types. The annual cost of upkeep has increased six times—twelve million dollars.

That there has been complete adoption by Canada of the machines-for-men principle in war is proved by the increase in firepower as well as in numbers of vehicles. Today's infantry division has many more field guns, double the number of machine-guns and automatic rifles, new and better mortars and anti-tanks rifles, anti-tank and anti-aircraft guns which were not used in 1918. The annual cost of equipping the modern division with these weapons and of maintaining them in action is twenty-eight million dollars—an increase of twenty-three millions over 1918.

An Armoured Division, is, of course, still more expensive. To equip and maintain an armoured division with both fighting vehicles and weapons will cost Canada one hundred and fifty-five millions a year. There is no fighting formation of 1918 with which it can be compared, but it is revealing to note that the cost of the entire Canadian Corps in France for the 1916-17 fiscal year was one hundred and forty-three millions—or twelve millions less than the annual cost of a single armoured division.

Such statistics clearly disclose the scientific nature of the new Canadian Army, and they also should illustrate why there is such a demand for a host of tradesmen and specialists.

That understanding is surely further enhanced by the realization that 25% of modern infantry must be mechanics and that 4,100 out of the 17,000 men in a division must be skilled in one of 53 trades.

The very speed of the new army tells how lack of mechanics could swiftly paralyse such a force. That new mobility also requires comparisons to help illustrate it. The 1914-18 division was doing well to cover 20 miles a day. The foot soldier then moved at the rate of 2½ miles per hour, but today's infantry division travels on wheels at a minimum speed of 10 miles per hour, and, if it must, can move much faster, is sure to arrive fresh and strong and can stretch the daily range to 100 or more miles.

The increased power which motorization of all transport, plus armoured fighting vehicles, have given to the new-type army is clear in the Battle of France. In May and June, 1940, the German panzer divisions, with the aid of the air-arm sliced through the allied armies in eighteen days, out-flanked the Maginot Line, defeated France and left the British Isles exposed to the most grim menace in Britain's history. The difference between the ten German panzer

divisions and our massed-infantry armies was in mechanization, not in men. In other words, our new Canadian mechanized army is our first guarantee for success.

The power of the mechanized army is also revealed in this:

One armoured division develops 394,237 horse power which is as much as the electrical power used in the city of Toronto. In a word—the 12,000 soldiers in an armoured division have at their disposal and under their control as much mechanical power as used in terms of electrical energy by all the citizens of Toronto.

In the last war, 12,000 soldiers had at their disposal in army equipment, 3,300 horse power which is about the equivalent to the electrical power used in Gananoque or Lindsay. One armoured division plus one infantry division develops more horse power than all the electrical energy used in the province of Manitoba.

This speed and power is surely revealing of the importance of the maintenance organization behind the mechanized fighting arms. The work of the Ordnance Corps in today's army is also of such new interest that a brief outline of the history of the Service may be in order.

In England, in the year 1299, a "Keeper of the King's Wardrobe" was named. His assistants were known as "Ordnance Officers"—whose duty it was to see that the varied armed followers of the old feudal barons were equipped according to certain laws or 'Ordnances'—hence the name which later was shortened to Ordnance.

In 1414, an appointment was made to take charge of the King's armouries and this man was known as "Master of Ordnance". Up until 1716, the Engineers and Artillery were under his charge. In 1834, armourer sergeants, who formerly enlisted regimentally, were enlisted in Ordnance and so commenced our Armourer Section.

In Canada, meanwhile, the Imperial Army administered Ordnance until about 1870. But a statement issued in 1828 showed nine stores Depots in Canada belonging to the Provincial Governments. In 1855, the British Government withdrew the greater part of the regular army for service in the Crimea and transferred to Canada certain lands, on the understanding that an efficient Canadian Force of 7,000 or 8,000 men be raised, equipped and maintained and the Canadian Government, at this time authorized a Stores Department and appointed a Director of Stores to this Branch of the Civil Service in 1856. Canada at that time consisted of Quebec and Ontario.

About 1870, British Troops were finally withdrawn except for garrisons at Halifax and Esquimalt and Stores buildings and stores were handed over to the Canadian Authorities. In 1855, the Stores Department had to equip a militia force for the Riel Rebellion. Finally, after the Boer War, in the reorganization of our defence system, on the 23rd day of October 1903, the formation of the "Ordnance Stores Corps" was provided and the service came under the militia and the appointment of a Director-General of Ordnance. In 1905-06, Canada assumed complete control of her defences and this brought into prominence, the technical side of the Corps. In 1907, the name of the Corps was changed to "Canadian Ordnance Corps" and for its very creditable services in the Great War, the Corps was given the title of "Royal Canadian Ordnance Corps" in 1919, by the late King George the Fifth.

A soldier, upon enlistment into the Canadian Army, is issued with a complete kit of clothing, equipment, necessities, obtained by his regimental quartermaster from Ordnance and which are manufactured in Canada from Canadian materials, as far as possible, by firms under contract to the government. Boots are provided, made to a special size, if necessary, for while, in training, a soldier must be toughened to stand up to route marches of 20-25 miles duration, even though our army is mechanized. It is not sufficient that a man can use a rifle—he must be able to stand a tough, hard fight, and the tougher a Canadian soldier is, the more likely he will survive the rigours of a modern campaign.

Our soldiers today receive the best of care, proved by the thousands of friends and relatives who have flocked to the different camps this past summer and who have inspected minutely the man's quarters, carefully planned—modern sanitary arrangements—spotless kitchens—medically planned diet sheets, laid out a week in advance—the best of medical and dental care—recreation huts and movie shows provided by the Auxiliary Services.

