



## COMMISSIONAIRES

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### Special Interest Articles:

- > Job Opportunity
- > Notes from our DirOps
- > Revised Web Site

### REMINDERS:

#### Manitoba Post Audits

#### *While on the Job*

*Do not forget to*

CARRY

*your Mb. Security  
Guard Licence!!*



### Full Time Employment Opportunity

We anticipate an opportunity in the near future that will require us to augment our training delivery team. Therefore, applications are being accepted to establish an eligibility listing for an **Instructor** position at our training academy, 83 Sherbrook St. This list will be valid for a period of six months and will be used to fill training team vacancies arising during that period. Under the direction of the Manager, Training and Development, the successful candidate will be responsible for the classroom presentation of security and related training in support of Division and Client requirements. The successful candidate must be willing to travel and conduct training at remote northern sites at times. He or she may be required to provide "in the field" mentoring to newly trained security guards. Some evening and weekend work away from home may be required. The successful candidate will be required to undergo a 90 day probationary period and an hourly rate of 13.50 before employment is confirmed. Duty hours are normally 0800 to 1600, Mon to Fri.

Experience in the development and presentation of military or civilian classroom and On Job Training is an asset as is experience with the Instructional Systems Design process.

**Interested persons should forward their resume and cover letter to the HR Manager, Peter Paterson at 207-83 Sherbrook R3C 2B2 no later than February 13, 2009.** Peter can be reached at 942-5993 Ext. 3224. Questions may also be directed to Len Baspaly at 942-5993 Ext 3249.

### From the Dir Ops: Please READ this!

Happy New Year everyone. At our 7 Jan 09, DO meeting there were a number of points discussed by your Division office staff that I think you might find useful to know.

#### **Marketing Coordinator**

Unfortunately for us, Erin Garner's last day of work was 16 Jan 09 as she and her husband are departing for BC's "sunshine" and new employment opportunities. We are very sorry to see her go but have started the process to identify a replacement.

#### **Attitudes and Perceptions Project**

Many of you were interviewed by Cmre George Osicki during late 2008 as part of a project we initiated in an attempt to identify your attitudes and perceptions regarding the Corps and your employment circumstances. The interviews are complete and George has passed in his final report. We will review it, consider the issues raised and identify actions that might help to resolve them. You will be kept advised.

## COMMISSIONAIRES

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**We're on the  
WEB!!**

See us at:

[www.commissionaires.  
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**Don't Forget To  
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out your**

**Revised WebSite**

**With**

**Employment  
opportunity details**

**And more!!!!**



### **Special Capabilities**

Do you have a unique or special capability? Despite our best efforts to identify special talents, some of you may have escaped our clutches with those talents remaining known only to you and your family. Bilingual capability (in any language but primarily French), prior military service (what occupation?), classroom or other practical instructional abilities or experience are all things we want to know about. You can send us an email to [admin@commissionaires.mb.ca](mailto:admin@commissionaires.mb.ca), or simply drop by to let us know and we will make sure it gets into our database and your personnel file. Who knows, at some point it could mean a new opportunity for you!

### **Dress**

I have to admit that I have been dragging my feet on this. At the client's request, a small number of sites were given permission to do go "tieless" and I have now been approached by others at a couple additional sites to do the same with them. I have been dragging my feet on this decision because (you have to know this) I want our members to not only be better than our competition but to also LOOK better.

I am sure each of you have examples of competitors, or a very few of our own, that really have not done anyone any favours by the manner in which they wear the uniform. I believe the way we wear our uniforms speaks volumes about the respect we have for ourselves and our peers. Dress and deportment is the first thing our clients and the public observe. Like it or not, it creates a first and often lasting impression of "what we are". I am reluctant to do anything that might be perceived as "relaxing" dress regulations and therefore send an unintended message that how our uniforms are worn is unimportant.

However, I am also a realist. Dress regulations must be reasonable; they must take into consideration our climate, work environment and the clients' wishes. They need to help leadership and management meet our goals to be seen as professionals and a security provider of choice for our clients. They must not discriminate between members or sites. Above all, to be worthwhile, dress regs must be.....enforceable.

Your Division office staff transitioned to non-uniformed dress for normal daily dress in an effort to soften our image, help the public understand we are not a government or para-military organization (even though we have strong ties to the CF, RCMP and allied militaries) and present a less official appearance to clients coming into the Division office. Many of your office staff retained uniforms for those occasions they attend the classroom or are otherwise required to wear uniform. Whenever they do, we insist their dress serve as examples to be emulated. We have instituted a requirement that Div office staff will be in 'Blazer Order" of dress if presenting awards or otherwise officiating at special events where our members present themselves in uniform. Additionally, I have also directed that when our business managers are conducting formal client visits they will wear "Blazer order". This was effective immediately.

All this to say, we are re-evaluating dress regulations. At the client's request, some work sites received permission to go "tieless". Even where authorized Cmres are still required to wear ties to and from the work site as well as to have them available for those occasions when more formal appearance may be required. As the dress regulations take shape you will be kept up to speed on what we decide. I know "dress" is important to many of you. I assure you it is important to me also and I trust we will have your support in our attempts to ensure you can continue to take pride in your uniforms.

**That's it for now, folks.** I trust you are seeing some improvement in the flow of information to you. I want it to continue to improve. One way to help with that is to take interest in your Commissionaires' Committee and contact Cmre George Osicki to volunteer your services in helping him make all of us more aware of what is happening with our Corps.....Through adversity.....