



Deputy Ministers Holiday Season Message Season's Greetings

It has been a busy year. I want to take a moment to reflect on this year and wish you and your family a wonderful holiday season.

Together, we have accomplished so much. In the face of significant challenges, high expectations, and multiple priorities we have made solid progress moving forward the agenda of our ministry. Here are just some of our achievements:

- First Nations reconciliation work
- Forestry Enhancement Program approval
- BC Wildfire Service transition
- Conclusion of a difficult wildfire season
- The announcement of the Rural Dividend
- The BC Timber Sales Effectiveness review, delivering on our goals
- Site C Permitting
- Preparing for implementation of the *Water Sustainability Act*
- Work with the forest industry on the Forest Sector Competitiveness Strategy
- Finalizing the Great Bear Rainforest ecosystem based management agreements
- Progress on the Natural Resource Permitting Project initiative
- Front Counter BC expansion
- Processing land, water and forests authorizations in Regional Operations

- Our response to serious drought conditions
- Environmental remediation of Britannia Mine
- Completion of North Pacific Coast Marine Plans
- *ORV Act*
- Transition to Time and Leave
- Development of Climate Action Plans

This list is by no means exhaustive, I just wanted to name a few...I know the danger in doing that, is to accidentally leave a lot of important things out, but I want to say that I value the contributions that ALL of you make, whether your specific project is mentioned or not. The primary work of our agency, managing our land, stewardship of our resources and authorizing sustainable development is fundamental to how we serve British Columbians.

I am constantly amazed at the difference we are making and inspired by the quantity and quality of work I see around me. I want to take this opportunity to thank you and to say how much I enjoy working with everyone in our Ministry.

As the holidays approach, my hope is that you are able to take a break, relax and spend time with your family and friends. From me to you, I wish you the best this Christmas season.

-Tim Sheldan, Deputy Minister

Advisory Group Vision:

"True to our proud histories, informing ministry staff through balanced and timely communication"

The Dirt Facebook

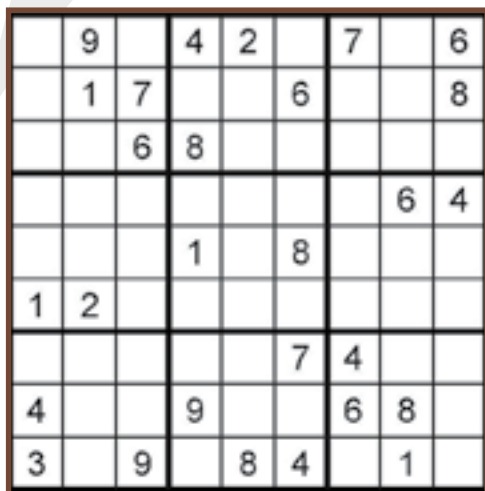


To join "The Dirt" facebook page, simply go to the link below and ask to join the group. <https://www.facebook.com/groups/flnrnews/>

Issues of "The Dirt" will be posted online quarterly. The newsletter and facebook group are for all employees and former employees of the Ministry of Forests, Lands and Natural Resource Operations and is intended to provide up-to-date information on the organization.

Add your story to The Dirt facebook account. "Participating in social media means contributing content or comment. When doing so, we trust you to be professional, personable, and relevant." –Social media guidelines.

Sudoku - do you play?



Solution

The Dirt Contents, December 2015

Click on a # to jump to page

IN THIS ISSUE

Deputy's Christmas Message	1
The Dirt Facebook	2
Dams	3-4
Drought	7-8
Water Sustainability Act	9-10
GIS Community of Practice	10
BCTS - FTELP	11-12
Ergonomics	14
Become Cartoonist for The Dirt	5

RECOGNITION

Tree Amigos	5
Fundraiser	6
PJJ Hemphill Award	13-14
Photo Contest Winners	18-19

AROUND THE MINISTRY (check out Facebook)

Dan LeClerc Hockey	- 15
HQ Curling Funspiel	- 16
NRS Provincial Bonspiel	- 16

Retirees Receive The Dirt!

If you are a former employee and want to keep up with the latest Dirt, please contact Richard Dominy and he will add you to the retiree's email distribution list. Provide email, home phone and home mailing address. You can contact Richard directly at: Richard.Dominy@gov.bc.ca.

Dams with Expired “Best Before Dates”

Submitted by: Bruce O’Neill, P.Eng., Project Director – Provincial Dam Interests



The **Britannia Mine** was once the largest copper mine in the Commonwealth and operated for 70 years from 1904 to 1974. Located on the east coast of Howe Sound, approximately 10km south of Squamish, it was not connected to the provincial electrical grid until the late 1950’s. Prior to that, they generated their own electricity to run the mine, the concentrator and the towns. It was simple, the more electricity they could produce, the more copper they could produce.

Over the years, the mine built 6 major dams (9+m high), and about 20 other smaller dams; primarily to generate power, but also to supply water. My hat’s off to the builders of these dams; especially where the only access was with pack train or narrow gauge railway. One of the dams was swept away in 1916 during the Jane Basin Slide, second only to the Frank Slide on the list of deadliest landslides in Canadian history.

The “best before dates” for the remaining dams



have expired. Essentially they have been non-functional and not maintained since 1974. They need serious maintenance and upgrading to current dam safety standards or decommissioning. The province assumed ownership of the dams in 2003 as part of a large land swap deal that allowed the province to begin cleanup of the contaminated water flowing out of the mine. Incredible progress has been made on that front



since 2003, to the point where salmon have returned to the lower reaches of what was essentially a biologically sterile creek.

Back to the dams; in 1989 two of the highest risk dams were partially breached by the minesite owner, and some of you might know of the 200 year flood event that was “accidentally

triggered” when a 7m wide section of the dam gave way! In 1992, another of the related dams (on Furry Creek) was much more successfully partially removed by a local developer.

This past summer the two 1989 dams (**Park Lane & Utopia**) were fully breached; all the concrete was removed from the former creek channel, the remaining risks associated with a possible dam failure were eliminated and a natural flow regime has been restored.

Continued page 4...

Dams with Expired “Best Before Dates” continued...

Utopia (15m high and 70m long) was one of the dams that was built before they had a road to that site. All of the materials were carried to site with pack animals. It is no wonder that some of the concrete looked more like soil cement (and had similar strengths and durability).

Tunnel Dam is located next door to the old Mt. Sheer townsite, and one of the main entrances to the mine. Nothing remains of the town anymore other than a derelict swimming pool and a copper launder (a way to remove copper from the seepage out of the mine.) Tunnel Dam is a 10m high mass rubble concrete dam, is badly undermined on either end and the reservoir was filled until very recently with sediment. The dam was at risk of failing

during a moderate earthquake or during a major flood. This summer a 4m wide, 9m high notch was cut in the dam releasing the water and some of the sediment stored behind the dam. Similar to what happened at Elwha and other dams that were removed recently in the USA, the sediment behind the dam was allowed to flow downstream. The idea was that the sediment would be released gradually, but a major storm came along, overwhelmed the diversion berm, and the release occurred with hours instead of over days, not as planned as the turbidity certainly spiked for a couple of days beyond all reasonable limits, but it worked out as most of the sediment was swept out into the Sound with no apparent damage to any of the fish. [Did I mention temporarily losing a trailer mounted generator into the river? Oops out of space, that is another story I guess.]

There are more dams to remove next summer. It's lots of fun to take them down, but we were often reminded of the hard working men and women that built them; a much more labour intensive process especially when they didn't have any of the heavy equipment; weeks if not months of their labour removed in a matter of hours in some cases.



Old Mt. Sheer townsite

Tree Amigos pulp the competition in Penticton Triathlon

Submitted by: Greg O'Neill, PhD, RPF, Kalamalka Forestry Centre

Three members of Tree Improvement Branch at the Kalamalka Forestry Centre in Vernon joined forces to compete in the Penticton Challenge Triathlon on August 30, 2015. Their team, Tree Amigos, finished 14th of 108 teams in the half distance relay division.



From left, Greg O'Neill – Climate Change Adaptation Scientist (swim); Ward Strong - Research Entomologist (cycle); and Stephen Joyce – Seed Production Manager (run).

Become an Advisory Group “Cartoonist” member for *The Dirt*!

The Advisory Group represents the overall balance of interests from across the ministry and members are selected on the basis of the following:

- Interest in the newsletter;
- Passion for enhanced communication across the ministry;
- Ability to provide a corporate perspective;
- Ability to objectively look at story content ideas and story plans, and provide guidance as appropriate;
- Ability to recognize good story ideas;
- Able to commit approximately four (4) to six (6) hours per quartley edition;
- Editorial or communications experience would be helpful, but not considered as mandatory;
- In this case—create cartoon from articles submitted; and
- Ability to have Fun!!

If you are interested in joining *The Dirt* newsletter Advisory Group as a cartoonist and participant contact:

FLNRNews@gov.bc.ca

Used Clothing Drive Raises Money for (Unmet Needs Committee)

Submitted by: Bonnie Johnston, Client Service Assistant, FrontCounter BC

Castlegar BC, October 6, 2015: Friends of Rock Creek hosted an eco-friendly fundraiser that supported both our local and global community. What made this event unique is that, unlike traditional fundraising, the Used Clothing Drive fundraiser did NOT involve asking anyone for money! The public was simply asked to donate things they no longer wanted or needed. It was a great opportunity to de-clutter closets and cupboards, as well as an environmentally conscious way to dispose of unwanted goods, diverting textile waste and household goods from our landfills.

Currently the average person discards 70lbs of clothing a year into landfills, and 95 percent of that clothing CAN be recycled. By donating to the Friends of Rock Creek Used Clothing Drive we helped them raise money to support victims of the Rock Creek Fire (Unmet Needs Committee). Items were sent to a company that provided a monetary donation for every pound of goods

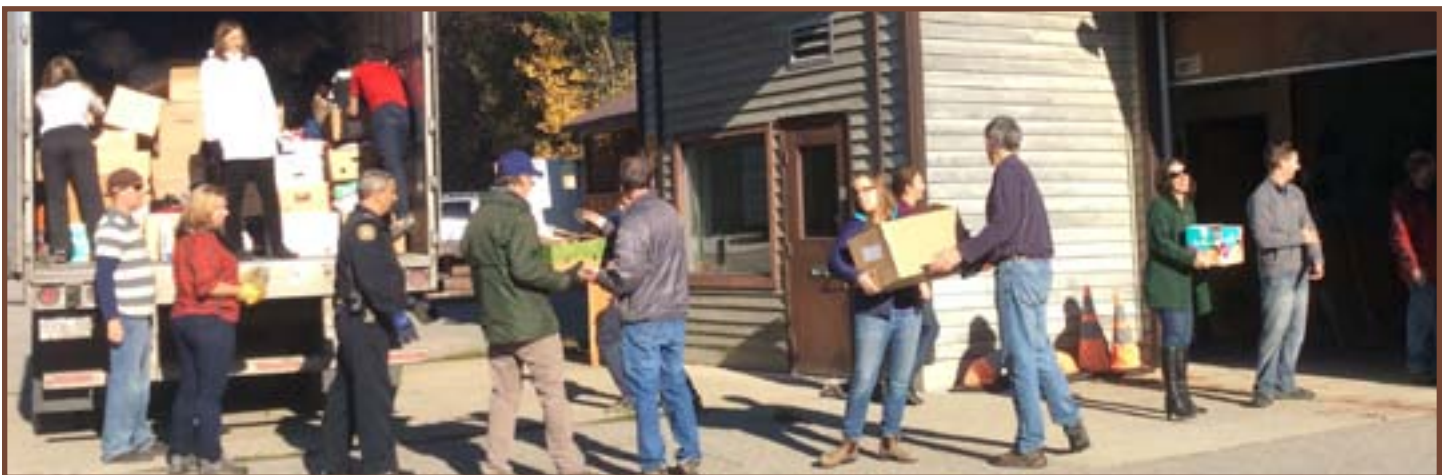


collected and the goal was to collect 18,000 lbs of used clothing and household items. Donations were accepted until November 9, 2015, and were dropped off at the Selkirk Natural Resource District Office. This was a guilt-free fundraiser that everyone

felt good about supporting; knowing that the used goods and textiles were getting a second life, either through recycling, or through reuse by those most in need in our community and around the world.

We collected 27,491 pounds of used clothing and household stuff and have raised \$4,398.56 for the Unmet Needs Committee!!!!

This was a very exciting program for us to undertake and I could not be more proud of all the staff who helped make this happen. It really highlights what this community stands for when day after day the donations kept rolling in. I am still getting phone calls about what a great fundraiser this was, and how the community appreciated us for initiating this drive.



2015 Drought and the Coldwater River *Fish Protection Act* Order

Submitted by: Kim DeRose, Water Stewardship Officer, Cascades Natural Resource District

The summer of 2015 will go down in the record books as being one of the hottest and driest in the Thompson Okanagan Region of British Columbia. The Coldwater River near Merritt was especially affected, impacting both the agricultural and fishery sectors.

On May 15, 2015, the Nicola watershed (of which the Coldwater River is the major tributary) was designated as drought level 2 (minimum 10% voluntary reduction), followed by drought level 3 (minimum additional 20% voluntary reduction) on July 9th. As the hot and dry weather continued, drought level 4 (maximum voluntary reduction requested) was declared on July 21st.

The current *Water Act* is based on a First in Time First in Right (FITFIR) principle, meaning the oldest water licensee on a particular stream has right to use the water before anyone with more junior rights, regardless of the purpose use. With this in mind, there were four drought response options for consideration on the Coldwater River: (1) Enact the FITFIR methodology of the *Water Act*. Upon closer review of the licensing on the Coldwater River (and its tributaries) it was determined most of the senior licensees were irrigators and most of the junior licensees were domestic/waterworks purpose. Therefore, in order to see significant improvement in the stream, all of the domestic/waterworks licensees and some of the irrigators would have to be shut off. (2) Enact the 'Fish Clause' on a water licence. Some water licences have a clause that allows a Regional Water Manager to restrict a licensee's diversion in order to maintain a minimum flow. Every water licence file on the Coldwater River watershed was examined for this clause; however, it was few and far between. (3) Enact Section 9 (Temporary reduction may be ordered in cases of drought) of the *Fish Protection Act* (FPA). Section 9 of the FPA applies if the minister considers that, because of drought, the flow of water in a stream is likely to become so low that the survival of a population of fish in the stream may be or may become threatened. The key difference in using the FPA is the minister may make temporary orders regulating the diversion, rate of diversion, time of diversion, storage, time of

storage and use of water REGARDLESS of precedence (priority) under the *Water Act*. In considering how the Coldwater River (and tributary streams) is licenced, irrigation demand makes up the majority of the water use. (4) Do a rain dance (i.e.: do nothing).

On July 31, 2015, as a result of the level 4 designation, ongoing licensee/government communication efforts, conducting in-stream flow measurements, calculating environmental flow needs from aquatic ecologists/biologists, completing live/dead fish counts by First Nations, initiating helicopter flights, working on agricultural impact analyses (by Ministry of Agriculture) and coordinating several meetings with local First Nations, the Minister of Forests, Lands and Natural Resource Operations (Steve Thomson) signed a *Fish Protection Act* (FPA) S.9 cease diversion Order for all Coldwater River watershed irrigation water licensees (except in cases where back-up storage had been provided). In an effort to balance the water needs for fish and hay producers, the initial FPA Order required irrigators to reduce their hours of irrigation to between 1800 to 0600 hrs. The Order would apply until such a time the flows were too low to allow any irrigation diversions or sufficient precipitation occurred to provide adequate water for the fish. This was only the 2nd time the FPA had been used in British Columbia.

As a result of the drought and the associated FPA Section 9 Orders (an additional Order was implemented later in the season), the Coldwater River watershed irrigation licensees were shut down for 24 partial days and 13 full days. Despite the irrigation reductions, the hay producers were still able to grow three cuts of hay, although the normal tonnage/acre was reduced.

As part of our continuous improvement process, several 'drought debriefs' were held, including an evening session with the irrigators who were shut-down. These sessions provided important information to consider when building a drought response plan for future years.

Continued page 8...

Drought continued...

The Thompson Okanagan Drought Response Team worked tirelessly, to minimize the impacts on the agriculture sector while aiming to provide critical flow thresholds for fish. Further, in the drafting of the FPA S.9 Order, staff from the Ministry of Environment and FLNR offices in Victoria were involved in drafting briefing notes for the minister as well as coordinating with the Government Communications and Public Engagement Branch of our organization. The level of coordination between offices, regions and Victoria was truly impressive.



July 27, 2015
Coldwater River
upstream of Merritt

August 13, 2015 – Coldwater
River near Merritt, BC (during
the full irrigation shutdown)



Water Sustainability Act

Submitted by: Madeline Maley, Executive Director Regional Operations, Thompson Okanagan Region

The links provided may only be available to ministry staff

In 2009, the provincial government embarked upon a process to modernize its water legislation. After more than four years of public engagement and policy development, Bill 18, the *Water Sustainability Act* (WSA) received Royal Assent on May 29, 2014. The current *Water Act* will remain in force until the WSA is brought into effect in 2016.

The WSA marks a significant shift in water management in BC. Implementing the WSA entails significant policy, regulatory and operational change as well as notable organizational transition, especially for the Ministry of Forests, Lands and Natural Resource Operations (FLNR) and the Ministry of Environment (MoE). The scope of the WSA means there will be implications for many water users (existing and new) and adjustments for provincial agencies.

For FLNR, the WSA means the adjudication of groundwater licenses for the first time—both existing (transition) non-domestic wells and new wells. Our current estimate is ~18000 transition wells and between 400 and 600 number wells annually. To manage this new workload we recruited 88 staff—most of whom are already on board.

You may be interested to know that during the WSA Recruiting phase we had over 98,500 views on our postings, and over 2300 applications. During the selection phase we have so far adjudicated over 700 written tests and held in excess of 250 interviews. In addition to several competitions that have been happening in offices throughout the province, FLNR has been conducting five large, provincially coordinated competitions to hire 52 groundwater staff in positions such as Regional Hydrogeologists, First Nations Advisors, Water Stewardship Officers and Technicians, and Senior Water Officers. As we had almost 1000 applications for these 5 competitions alone, they required some innovation in interview processes, in order to be efficient yet give the candidates a positive experience. Examples include concurrent double interview panels and virtual interviews. We have had some great teams with representation from around the province working through those recruiting processes from start to finish.

Onboarding of our new water staff have begun—be sure to say hello to your new co-workers! You and they may find this resource helpful: our [Water Resources At-A-Glance](#) guide provides links to several on-line water resources, all in one place. Give it a try; as you might discover something new. You can also check—out our intranet page —[WSA Implementation](#). As well as bringing staff on board we have been working on developing learning to support all Water Program staff as we implement the WSA—we have identified [14 Priority Learning Modules](#) required for implementation of the WSA.

Most of the 14 modules will be offered virtually, with some happening in person. The Fundamentals of the WSA is currently being delivered in person and virtually, as in June we trained approximately 20 FLNR/MoE staff to deliver this workshop throughout the province to all water staff. You will find the [names of those able to offer workshops to you here](#).

We expect the next available modules to be The Fundamentals of Law, Hydrology Essentials, and Hydrogeology Essentials, all planned for delivery in January in a virtual format. As the curriculum gets developed, and the dates for the delivery get confirmed, we'll be sure to include that information here. In fact, within the next week on this site you will see the plans for the format, dates and target audiences of all 14 WSA Priority Learning Modules.

As part of the learning delivery and the launch of the Regulations, we are holding an in-person WSA Learning Lab on February 4 and 5, 2016, in Richmond.

The objectives of the WSA Learning Lab are to have our participants, that is, new and existing water staff, discover more about the WSA Regulations and the Water Application and Allocation Process as well as bring together the water staff to learn and work together in building the water community. In addition, some participants will also attend the more advanced WSA for Decision Makers module. The WSA Learning Lab will lay the foundation for understanding the people and the resources that can help us as we progress through applying our new regulations.

Continued page 10...

WSA continued...

In this way, the learning, and great service to the public, can continue beyond the WSA Learning Lab. Over the next couple of weeks we will refine the agenda, continue to develop the modules intended for the WSA Learning Lab, and build the invitation list. We expect to begin sending out invitations to water staff by mid-December pending Deputy Minister approval of the WSA Learning Lab. In the meantime, mark your calendars—and stay tuned!

If you have any questions about WSA Hiring or Learning, please ask your supervisor, or email WSAHiring@gov.bc.ca. You can also send any suggestions for information we should be including in future updates to this same email address.

GIS Community of Practice

Submitted by: Chris Ens, Geospatial Services Team Lead, Thompson Okanagan Region



On November 3 and 4, 2015, the Geographic Information System (GIS) Community of Practice met face to face for the first time since February 2012. In attendance were 145 GIS practitioners from across the province representing more than 10 government agencies (both within and outside of FLNR).

The primary purpose of our meeting was to connect GIS practitioners, to have staff share their expertise, and to build a culture of sharing and learning from one another. GIS, being a technology based field, faces continual changes and advancements. Over the past few years we have seen the application of GIS become broader and broader as web access to data and maps and mobile devices have brought our services into the mainstream. With such advancements it is now, more than ever, important for GIS staff to lean on each other for expertise and advice as it is not possible for any single person to maintain such a broad knowledge base.

With this purpose in mind, we planned our agenda around having the majority of our time to be community of practice members presenting on their projects or their area of expertise. We had three ways for people to contribute to this:

- Map gallery: 17 contributed to the map gallery, which lined our meeting room wall.
- 20 minute presentations: 33 presentations were grouped into one hour sessions, which were offered in parallel sessions in two different rooms giving attendees a choice of what to see.
- Lightning talks: Quick (5 minute) talks where slides are auto-advanced every 15 seconds.

Additionally, participants were given the opportunity to participate in two 90 minute training sessions focused on mobile GIS technology and a web-map challenge where participants were given 90 minutes to develop a publishable web-map starting with the same source data.

Highlights of the event include:

- More than a third of the attendees contributed to sharing their work or expertise.
- Having 19 individuals and teams recognized by their peers at an appreciation awards ceremony during our dinner on the first day.
- The many connections made between GIS community members.
- Leaving the meeting inspired to implement new ideas and already hearing of people applying what they learned.

We look forward to carrying the momentum built by this event forward as we continue our regular web-conference calls to share our work and expertise and engagement of one-another through our Yammer group.

The BCTS Forest Technologist Entry Level Program (FTELP)

Submitted by: Jesse Blewett, Coordinator of Business Excellence, BC Timber Sales

Murmurs about the BCTS Forest Technologist Entry Level Program (FTELP) have been surfacing in FLNR offices throughout the province. Set to launch June of 2016, the FTELP is a practical, hands-on training and mentorship program for six lucky recent graduates of forest technology diploma programs. Each cohort of FTELP participants will spend two years in Mackenzie BC gaining experience and training in all areas of forest technology, before moving into a vacancy in northern BC. The FTELP will have yearly intakes of six participants every June. FTELP will also provide opportunities for current BCTS employees to gain supervisory experience as program mentors. Becoming an FTELP mentor enables employees to surpass the 'supervisory experience dilemma' (needing experience employees cannot get in their current jobs to move up) and apply for higher level jobs down the road. For every six participants there will be two mentors rotated into the program to teach their area of forest technology.

Since starting as the coordinator of this project in mid-July, I've had a lot of questions about how FTELP applicants will be recruited. So I thought I would use this as an opportunity to tell readers about the recent FTELP recruitment events. Approximately 110 students will graduate from an ABCFP accredited forest technology diploma program next May. All of these schools (Selkirk College, VIU, CNC and BCIT) are full and many have waitlists at the moment (great news for our future workforce). In the past few months, I have spent time interacting with most of these students and their instructors.



September 23rd was the Forestry Week Open House at BCIT in Burnaby, BC. Forestry organizations, associations, councils, government, equipment providers and private consultants gathered to give students a multi-organizational taste of the forest industry in BC. The better half of my day was spent spreading the word about the FTELP, answering well-crafted student questions and chatting with the passionate staff of BCIT. For students in the initial weeks of their diploma, this open house was their first introduction to the variety of groups that they may work with one day.

Over the course of months since forestry week, I have spent time exchanging communications and meeting with many of the enthusiastic instructors of accredited schools in BC. Their response to FTELP was overwhelmingly positive; "it's about time someone took on something like this" was a sentiment frequently shared. In November, I spent time at each accredited school and held an FTELP information session for students. It was a fantastic opportunity to both sell soon-to-be graduates on the FTELP and talk about what BCTS is and

Continued page 12...

FTELP continued...

why we're great to work for. Attendance at these information sessions was fantastic—in some classrooms students were doubled up at tables and standing in the aisles. Students asked thoughtful questions after each presentation and many took the time to chat with me later on in the day expressing eagerness about the opportunity placed in front of them. In between trips to schools, I held FTELP 101 sessions with BCTS staff in offices throughout the province. As a new employee of BCTS I found staff to be welcoming, engaged and very helpful in discussing the finer details of the FTELP. Thanks to those who took the time to learn about the FTELP and contribute to this dialogue!

Hopefully this article has sparked your interest and left you wondering what's next for the FTELP? Between December 14, 2015, and January 18, 2016, we are accepting applications for FTELP participants. If you know someone who you think would be a great fit for this program (e.g. a former summer student), please pass on the posting to them. For those interested in mentoring, expressions of interest for positions will be out in February. Finally, if you want to be involved in the FTELP, but don't want to be a mentor, there's an opportunity to help develop the training modules; we will be holding 'Curriculum Development Workshops' in early 2016 and e-asking for assistance with this. If anyone wants more information about FTELP, please give me a shout at Jessica.Blewett@gov.bc.ca.

Submit an Article to *The Dirt* and receive a Notebook



Retirees Receive *The Dirt*!

If you are a former employee and want to keep up with the latest Dirt, please contact Richard Dominy and he will add you to the retiree's email distribution list. Provide email, home phone and home mailing address.

You can contact Richard directly at: Richard.Dominy@gov.bc.ca. Don't forget our [Facebook](#) page!

2015 PJJ Hemphill Award for Excellence in Engineering

Submitted by: Brian Chow, Chief Engineer, Engineering Branch

The PJJ Hemphill Award for Excellence in Engineering is presented annually to a ministry employee who has achieved a level of excellence in delivering engineering program (roads and bridges) initiatives and activities. This award is named in honour of Pete Hemphill, who as a former Director of the “original” Ministry of Forests Engineering

Branch was a leader and innovator that exemplified excellence in engineering. The achievements of the recipient of this distinguished award must have demonstrated tangible contributions to ministry engineering initiatives and activities.

This year, the selection committee, consisting of engineering peers within the ministry Engineering Program, evaluated the 5 submitted nominees - Howard deBeck, Bridge Engineer, Northern Engineering Group; Gino Fournier, Engineering Group Leader, Coast Engineering Group; Gary McClelland, former Bridge Engineer, Kamloops Forest Region; Dave Hamilton, Forest Technologist, BCTS Strait of Georgia; and Barry Markin, Engineering Officer, Okanagan Shuswap District.

The submissions speak to the high quality of these individuals who work within the ministry’s engineering (roads and bridges) program. The committee had difficulty in evaluating the submissions, as there were several worthy of the award. The intense deliberations did result in identifying a recipient and the committee is extremely pleased to announce the 2015 recipient



PJJ Hemphill Award presented to 2015 recipient Gary McClelland (left), former ministry Bridge Engineer, by Gerry McDougall, Regional Executive Director, Thompson Okanagan, December 3, 2015.

of the PJJ Hemphill Award for Excellence in Engineering, is Gary McClelland. Gary is a professional engineer and worked in the Southern Interior Forest Region as a ministry bridge engineer. The nomination submission highlighted the significant contributions and impacts to engineering practice, not only in the ministry,

but in the forest sector, arising from Gary’s work with bridge structures. Gary is well known for sharing his knowledge, improving upon engineering practice and fostering excellence in others. Gary pioneered and led development of technical designs for standardized bridge types and various bridge components that have been implemented by the ministry and are utilized throughout the industry.

In the words of a couple of the supporters for the nomination:

“He has demonstrated exceptional leadership, with dedication to innovating and improving the designs of forestry bridges. What makes his contribution to forest engineering stand out is the passion in which he shares his knowledge: working tirelessly to help develop and improve standards so that other professionals can take advantage of the innovations he helped develop. He has also shown himself to be an excellent mentor to junior engineers; ensuring his extensive knowledge is not lost after his retirement. Even after retirement, Gary continues to volunteer his time in the pursuit of improving the standards for forestry bridges.”

Continued page 14...

PJJ Hemphill Award continued...

“Gary’s legacy will be long-lasting. His work has improved the safety of forestry roads and bridges for industry users and the public. He demonstrated the value professional engineers provide the forest industry and society by developing practical and economical solutions for secondary road bridges, while at the same time keeping protection of the public and the environment paramount. Gary’s career can be characterized as an example of sustainable engineering: his solutions are innovative and functional without being wasteful. Many of the standards he helped develop are now used around the world.”

Although Gary retired from ministry employ in 2010, the committee noted that Gary continues to contribute and influence activities through continuing mentoring and contract work with the ministry. It was because of significant contributions to engineering practice and far reaching impact to the ministry throughout his government career and ongoing support in his “retirement”, demonstrating engineering excellence, innovation and leadership, that the committee selected Gary as this year’s recipient.

Congratulations Gary McClelland as the recipient of the PJJ Hemphill Award for 2015!!

Ergonomics and your well-being

Submitted by: Elisabeth Deom, Senior Policy Advisor, Land Tenures Branch

There are many aspects to ergonomics but like many other fields, awareness and prevention are critical aspects of the program. Simply put, ergonomics is “Fitting the Job or the work station to the worker”. The [MyHR website](#) contains a lot of good information on workstation setup. Consequently, this article is focusing on prevention and what you can do to optimize your physical well-being.

Preventing strain injuries in an office environment means taking frequent breaks to move around, alternating tasks throughout the day and doing stretches and exercises at your workstation. It is recommended to take micro-breaks from typing on the keyboard every 30 minutes and to get out of your chair at least every hour. How many of us do this?

It is also important to stretch periodically especially when working extensively at a computer. There are a lot of stretching exercises you can do at or near your work station. Check the [MyHR website](#) for suggestions. Spending long periods of time staring at the computer can strain your eye muscles and eye relaxation and eye refocus throughout the day is critical. Computer applications are now available to remind you to take breaks. A colleague ergonomic assessor mentioned to me that a number of these free computer downloads were approved by government. Please consider installing one of these applications to help remind you to take breaks and relax your eyes frequently:

<http://www.techrepublic.com/blog/five-apps/five-free-apps-to-help-remind-you-to-take-a-break/>

Finally, I would also like to remind you that it is not just a good workplace practice; we should pay attention to our home setup as well and develop similar prevention habits to optimize our physical health.

Have a Story idea?

Send *The Dirt* Advisory Group your ideas!

Don’t forget about the Facebook page
<https://www.facebook.com/groups/flnrnews/>



13th Annual Dan LeClerc Memorial FLNR Provincial Hockey Tournament February 20-21, 2016 North Thompson Sportsplex Clearwater BC

Submitted by: Jessica Gunn, behalf of the Tournament Organizing Committee

Due to the overwhelming success of the event over the past years, we are continuing with the CO ED Hockey Tournament to attract as many participants from all over the province into the weekend festivities. This year the tournament is being hosted in Clearwater.

This is a preliminary notice only; additional details will follow including registration sheets, transportation and accommodation details etc.

In the meantime, the ice has been booked and our enthusiastic organizing committee has begun planning in earnest. We are hoping to be bringing back curling, so if you like to stand on the ice more so than skate on it we have some fun for you too.

This is a great event and our emphasis will be on FUN and camaraderie, both on and off the ice.

At this point, to assist us with planning, we would appreciate hearing from any and all teams that may be interested in participating.

Individuals or partial teams are also encouraged to contact us—we may be able to hook you up with others who are in need of Hockey Players.

Entry fee is \$750.00 per team, 3 games guaranteed; registration deadline is February 1, 2016.

We have booked ice time and developed a tournament draw designed for the first 8 teams paid and registered. I have had a number of inquiries and potential for new teams this year so excited to have new faces and familiar faces attend this year's event! If you have any questions please don't hesitate to contact Jessica Gunn at Jessica.Gunn@gov.bc.ca or 250 587-6765

Payment for registration should be made via cheque or money order and payable to:
Jessica Gunn— so I can go on a holiday!! Kidding—proceeds will support Clearwater District Minor Hockey.

Something new this year, but has happened in the past there will be a curling bonspiel happening at the same time. Sandy Mackenzie is organizing the bonspiel and hoping to see some new faces out at the rink (yeah I don't know curling). Sandy can be contacted at Sandy.Mackenzie@gov.bc.ca or 250 587-6753.

It would also be appreciated if you would forward or pass on this invitation to other possible interested staff within your offices (or other offices) as well as posting this invitation on your Message Boards.

We hope to hear from you soon and see you in February 2016!



FLNR HQ 48th Curling Funspiel

Submitted by: Stephen Simonds, Information Management Branch

The annual FLNR Headquarters curling funspiel is scheduled to take place on Saturday, February 13, 2016, from 3:30pm through to 9:30pm. For those who have not previously participated in this event it is an opportunity for HQ staff to get together to socialize, have some fun and, as an aside, attempt to do some curling.

CURLING EXPERIENCE IS NOT A PREREQUISITE FOR PARTICIPATING!!! The emphasis is always on FUN!

This year's event will mark the 48th year in which the headquarters funspiel will be held. It will take place in a new venue this year: Archie Browning Curling Rink, 1151 Esquimalt Road, Esquimalt.

The cost for participating will be \$35.00 per person and that includes the curling, a wonderful dinner, and great prizes!

There is a limit to the number of teams that can be accommodated so register early to avoid disappointment. If you are interested in either putting together a team or joining a team, please reply to Stephen Simonds or Ed Sabadash of Information Branch or Charlie Klasen of Timber Pricing Branch as soon as possible. We require payment **no later than JANUARY 28th**. If you have a team, please include the names in your reply. If you want to participate, but need a team to play on please either include the name of team(s) you would wish to join or indicate that placement on any available team would be okay.

The theme for this year's event will be "Valentine's Day". Use your imagination and dazzle your competitors with your "uniforms"! Bring your date to a fabulous buffet provided by 1550 Pub Style Restaurant.

Note: The receipt of fees is required to confirm your place and draw order in the event.

Contacts:

Stephen Simonds, Information Management Branch 250 356-8276 (Jutland)

Ed Sabadash, Information Management Branch 250 387-1257 (Jutland)

Charlie Klasen, Timber Pricing Branch 250 387-8377 (Downtown)

Don't forget about the NRS Curling Bonspiel, which is scheduled for March 4, 5 and 6th in Williams Lake. More information will be coming in January 2016.

The Dirt Photographers!

Time to get out and snap some photos! *The Dirt* Advisory Group increasingly requires good quality digital photos for the quarterly newsletter. We acknowledge that there are skilled photographers among ministry staff and would like to showcase your photos in each quarterly edition.

Categories

Photos can consist of:

- Workplace images – individuals or groups / teams in office and field settings; health, wellness and social activities;
- Community involvement;
- Wildlife; or
- Scenic.

Submission Details

- Deadline for submissions is changed with each edition and will be noted on the previous edition.
- Images can be submitted to: FLNRNews@gov.bc.ca
- The contest is open to all ministry employees and retirees.
- Interested staff can make submissions to as many editions (season/category) as they want, but there is a limit of five images per category.
- We are looking for recent photos, please limit your entries to shots taken within the past 2 years.

View and Select your Prize!!

(embroidery: *The Dirt* - Newsletter Advisory Group)

Prizes

Don't forget to try your hand at writing a limerick or poem. Send *The Dirt* Advisory Group your ideas!

Prizes and Judging

- There will be an overall 'Best' image in each category;
- Judging will be done by the Advisory Group;
- Images will be judged on composition, clarity, exposure, creativity, relevance to the ministry and category fit;
- The winner of the 'Best' image in each category will be sent a prize for their photo;
- Individuals can win only one prize; and
- All winners will be announced with their photo in the edition of the newsletter.

Technical Specifications/Requirements

The following specifications and requirements have been established to ensure that images can be used in a variety of applications.

1. All images must have relevance to the ministry and be submitted in digital format.
2. All images must be in full colour or black and white.
3. Photo dimensions (image size) should be at 300 dots per inch (DPI) and preferably in a jpg format and sent to FLNRNews@gov.bc.ca
4. Images can be digitally enhanced (i.e., colour / exposure adjusted composite photos are okay), but not digitally altered (i.e. NO "Photo-Shop" images must portray subjects and / or material in photo as they were captured).
5. When submitting images, some descriptive information should also be included – category of image and location.
6. All images submitted, whether or not selected as a winning image, may be published in future issues of the newsletter.

For further information, contact:

FLNRNews@gov.bc.ca

DEADLINE IS March 18, 2016.

September Edition Photo Contest Winners!

Wildlife Category - West Fraser Timber Park Quesnel

Photographer - Steve Dodge, retiree



Photographers, please contact the [Advisory Group](#) to claim your prize or contact [Sonia Donison](#) directly.

Have a photo for the next “Photo Contest?”
Review the contest guidelines and send your photo’s to
the [*FS News*](#) Advisory Group!

Scenic Category - the parking lot at the Fort St James Office

Photographer - Margaret Stewart, Resource and Contract Administrator,
Front Counter BC



Photographers, please contact the [Advisory Group](#) to claim your prize or contact [Sonia Donison](#) directly.

Have a photo for the next “Photo Contest?”
Review the contest guidelines and send your photo’s
to the [FS News](#) Advisory Group!



HAPPY **HOLIDAYS** FROM *THE DIRT*!



*At this
most joyous time
of year, it is only appropriate that we
take time from our busy schedules to reflect on our
lives and count the many blessings we enjoy living in
British Columbia. On behalf of The Dirt newsletter Advisory Group we would
like to wish you and your families a very Merry Christmas and a safe, happy
holiday season!*

All the best to you and yours in 2016!

*Richard Dominy
Sonia Donison
Kimm Magill-Hofmann
Josh Pressey
Alexandra Ryland
Kimberly Scott
Karlie Shaughnessy*

The Dirt is a quarterly newsletter for all employees and former employees.

Sonia Donison is providing management and coordination support for the newsletter. Questions or comments about the newsletter should be directed to Sonia at 250-356-9638 or via [email](#).
Call for Stories/Ideas

The success of the newsletter depends upon the active engagement of staff throughout the organization. One way for people to support the newsletter is to share your ideas, news, stories, successes, experiences with revitalization and learning, celebrations and photos for use in future editions of the newsletter. People are asked to check with Sonia at 250-356-9638 or via [email](#) about their idea or ideas before writing a story. Stories are to be submitted no later than 2 weeks prior to each quarterly edition—deadline for articles is
March 18, 2016



SUBMISSION GUIDELINES