



THE B.C. FOREST SERVICE

No. 36

A newsletter for employees of the Ministry of Forests



Minister's message

I want to convey my warmest wishes to each of you and your families, for the holiday season and the coming New Year.

I would also like to take this opportunity to thank each of you for your efforts, commitment and enthusiasm during 1989, in meeting the many challenges we face in managing our forest and range resources.

Never before has there been such intense interest in resource management.

I look forward to working with you, throughout 1990.

Claude Richmond
Minister

Time to pick the winner

Here they are. The semi-finalists in the Forest Service slogan challenge.

Now it's up to you to choose your favorite of the 10 following slogans, so we can announce the winner in the next issue.

BCFS Managing the Future Today
Caring for the Forest
Forests for the Future
Forests for all Uses
Sustainable Forestry with Resourceful People
Managing Our Forest Legacy
Managing Your Forest Resources
Forests for Everyone
Managing the Public Forests for Today and the Future
BCFS Managing Tomorrow's Resources Today

To cast a vote, please send the slogan of your choice by computer mail or house mail to: Slogan Challenge, Public Affairs Branch, Ben Pires.

The deadline is January 15, 1990.

Seasons greetings



Forests Minister Claude Richmond and his staff.

Left to right: **Mark Robertson**, executive assistant since February 1989, aids the minister with his Government House Leader duties and Forests portfolio; **Caroline Slydell**, receptionist since April 1985, is now secretary to the ministerial assistant; **Forests Minister Claude Richmond**; **Bert Willing**, minister's secretary since April 1989, is familiar with the challenges of working with a large ministry; **Bob Fullerton** has been the minister's assistant for almost four years. When the minister is away Bob holds down the fort, and builds a close relationship with others in the ministry who are needed to give key advice; and (absent from photo) **Sharon Cormier**, receptionist, is the newest member of the minister's staff.

New deputy minister

Philip Halkett, deputy minister, Ministry of Finance and Corporate Relations, will be our deputy minister starting on January 1.

In his 16 years of public service, Halkett has held a variety of positions with the B.C. and Saskatchewan governments.

He spent two years as an analyst with

the Budget Bureau, two years as a research officer for the Energy Secretariat, and two years as the director of resource development in Saskatchewan.

He joined the B.C. government in 1979 as a senior Treasury Board analyst. In 1980, he became assistant deputy secretary, natural resources and economic development, and in 1982 he took on the position of director, taxation and inter-governmental relations, until becoming assistant deputy minister, revenue division, in 1985.

In 1986 he was named deputy minister, and well as secretary to the Treasury Board in 1987.

Halkett was born and educated in Nanaimo, then earned a B.A. (honours) degree in economics from the University of B.C.

He has been a sessional lecturer for the University of Victoria and the University of Regina, and spent several weeks this summer as a visiting professor at Jiao Tung University in Shanghai, China.



Phil Halkett

Ceremony tops off years of service

Thirty-six Forest Service employees were honored at the annual long service award ceremony on November 29 at Government House in Victoria.

Employees with 35 years of continuous service were: **Dick Doerksen**, Abbotsford; **Thomas Harvie**, Revelstoke; **Edward Wakefield Hewitt**, Quesnel; **Neil Marshall**, Duncan; **Juanita Moody**, Victoria; **Leo Schulte**, Prince George; **Herbert Thompson**, Kaslo; **Walter Thomson**, Kamloops; and, **Leslie Younghusband**, Golden.

Receiving 25-year long service awards, were: **Leslie Anderson**, Chilliwack; **Lloyd Anderson**, Maple Ridge; **Robert Barnard**, Clearwater; **Kenneth Braithwaite**, Nelson; **Muriel Dakers**, Campbell River; **Ted England**, Sidney; **Peter Gannon**, Nanaimo; **John Garlinge**, Williams Lake; **Garry Graham**, Qualicum Beach; **Frances Grant**, Powell River; **Brian Hall**, Victoria; **Sylvia Hellekson**, Nelson; **Michael Hudock**, Nelson; **Gordon Keir**, Grand Forks; **John King**, South Slokan; **Gilbert Kirke**, Salmon Arm; **Richard McDiarmid**, Hazelton; **Leverne Merkel**, Prince George; **David Morris**, Burnaby; **Gary Munro**, Surrey; **Kenneth Ohlhausen**, Cranbrook; **Tore Pettersen**, Prince George; **Kenneth Rolls**, Port Alberni; **Patricia Routh**, Victoria; **Arthur Shaw**, Salmon Arm; **Joseph Ujfalusi**, Victoria; and, **Howard Willis**, Prince George.

Retirements

Dick Doerksen, district manager, Chilliwack forest district, will be retiring on January 17.

District staff will host a party for Dick and his wife Sharon on January 13 at the Rainbow Country Inn.

For ticket information, or to make contributions, please call **Nan Vye** or **Holly Meagher** at 794-3361.

Gerry Dodd will also retire, at the end of January. A large party is being planned for February 3, in Terrace.

If you would like to attend, contact: **Marilyn Pearson** at 638-3290 for ticket information.

Ackhurst named CIF president

Peter Ackhurst, director, silviculture branch, was named president of the Canadian Institute of Forestry (CIF) on October 19 at the institute's annual meeting in Kananaskis, Alberta.

The CIF is the most widely represented voice of professional forestry in Canada, with 22 sections across the country.

In the next year, renewing the Forest Resources Development Agreement (FRDA) will be one of the main issues that the CIF will work on at the national level.

"It's absolutely critical that we get the new FRDA agreements negotiated right now," Ackhurst said. "FRDA 1 agreements in all provinces will have expired on March 31, 1990."

Another CIF priority, is to contribute to discussions and produce a report on

sustainable development, as it pertains to forestry in Canada.

"It's very important for us to bring forestry awareness to our national leaders in Ottawa," Ackhurst said. "The CIF has been a big promoter of forestry on the national scene."

"A newly established federal department of forestry has a mandate to ensure that Canada's forests are managed on a sustainable development basis."

"The federal government is now concerned, and they realize that a massive number of people depend on the forests for jobs, recreation, and protection of the environment."

"To begin, a national forest inventory must be established. The provinces have the information, so it's just a matter of getting together to decide on a format."

Commission chairman appointed

Deputy Education Minister **Alexander "Sandy" Peel**, was named chairman of the B.C. Forest Resources Commission on October 11.

He replaces **Don Munroe**, former Labor

Relations Board chairman, who stepped down as commission chairman late in August, but remains a commission member.

Peel is one of B.C.'s most experienced career civil servants.

In 1974 he joined the provincial government as deputy minister, Ministry of Economic Development. He has also served as acting deputy minister, Ministry of Mines and Petroleum Resources, and deputy minister, Ministry of Tourism.

He became deputy minister, Ministry of Education, in 1987.

Two new commission members will soon be appointed, to represent tourism and recreation, and forest and cattle range resources.

The commission was recently assigned the task of conducting a comprehensive review of the values of B.C.'s forests.

Gold medal given

Karel Klinka, senior research scientist, Vancouver forest region, was awarded one of three B.C. Science and Engineering gold medals for 1989.

Klinka won the medal in the applied sciences category for his development of a classification system of B.C.'s forests, which has been used by foresters for the last 15 years.

— submitted by: **Fred Nusldorfer**
Vancouver region

Staff take on new positions

Rudy Marchildon was appointed senior internal auditor, audit services branch, on November 1.

A chartered accountant, Rudy previously held positions with Peat Marwick Thorne in Victoria, and the Office of the Auditor General of B.C.

Charles von Hahn is the new planting program specialist, silviculture branch, as of October 23. He was previously the resource officer, silviculture, Vanderhoof forest district.

Charles has an excellent background in silviculture, including practical experience in both coastal and interior regeneration systems.

Bruce Seiffert is now manager, resource planning section, integrated resources branch.

He was formerly the tree farm licence forester, timber harvesting branch, since 1988.

Bruce was the regional planning officer, Prince Rupert forest region, from 1979 to 1988.

Interview

Richmond looks around and ahead

Forests Minister Claude Richmond believes that British Columbians will ultimately decide how they want their forests managed.

As Forest Service employees, our work is guided by public demands, and how the forests minister hears them.

In this interview, Richmond indicates what he is hearing, and where he sees us heading over the next few years:

FS: As an elected official, have you always taken an interest in forestry?

Richmond: Yes, it's always been important to me. Most of us are touched by what goes on in our forests, especially in rural areas where we come face to face with it on a daily basis.

It is the number one industry in my own constituency of Kamloops, and it's the number one industry in the province.

Not only have I been keenly aware in my own area. For eight years now I've taken part in cabinet discussions concerning every aspect of B.C.'s forests, and I'm a member of the planning and priorities committee which plans the direction of government.

FS: How has this helped you in your role as forests minister?

Richmond: It has helped me tremendously, because I'm not starting from zero in this ministry, as some people might think. I have a lot to learn, but I'm a long way from starting from zero.

FS: Is it an interesting and challenging time to be forests minister?

Richmond: Yes. Right now we are going through a period of tremendous transformation. There will be more changes in B.C.'s forest industry in the next few years than at any other time in history.

We don't live or operate in a vacuum. External factors, such as countervail, free-trade agreements, the value of the Canadian dollar vis a vis the U.S. dollar or Japanese yen, all bring pressures to bear on the forest industry.

Closer to home, we face the issues of clearcutting, the allowable annual cut, and finding the best ways to provide tenure.

We also have to find ways to deal with the unpredictable pressures of nature, such as bug kills.

On top of this, there are now tremendous environmental concerns — and not just from small groups — everyone is concerned about the environment.

It's not going to be easy. Adjustments will have to be made by everyone. And we don't have a lot of time to make decisions. The world is changing fast, and changes are less predictable.

For example, if California or Japan makes a decision to recycle paper, or ban the use of cedar shingles, it has a direct effect on B.C.'s forest industry.

We must be world traders to survive in the long run. We don't have a choice. With such a small internal market, we must have an open economy, and keep informed of what's going on in the world.

Diversification and adding value to our wood is very important. We have to spread ourselves out. There's a real niche being created for the small entrepreneur to make specialty products for specialty markets. It's labor-intensive, which is good for job creation.

These changes can be excellent for some people and less beneficial for others. So we will have to make sure we look after those who get hurt, by finding them another niche.

FS: You have been characterized as an aggressive minister with a balanced approach to forestry/environmental issues. Do you have any plans?

Richmond: Yes. To find the sensible middle ground that keeps the environment intact, and the forest industry healthy.

Both are delicate, and it doesn't take many wrong decisions to greatly affect either of them.

We have to find that balance — and that compromise. It is a compromise, between not fouling our own nests and ruining this beautiful place, and not injuring the industry that generates money and jobs.

People have to remember that you can't protect the environment if you don't have a healthy economy. If you look around the world, you see that any country which doesn't have a healthy economy,

doesn't worry about the environment. They can't afford to. Number one, they don't have the money to do it, and number two, their main concern is putting food on the table.

Eastern Europe is a good example. I was in Prague, Czechoslovakia, where the trees are all dead and the buildings are crumbling from the sulphur emitted by factories.

In the Third World they don't have the industry, and still the environment is way down on the list of priorities.

“We can't ever forget that the environment and the economy are so closely linked, and that we must find a way to keep them both healthy.”

I say this because so many people lose sight of the fact that we pay tremendous attention to the environment — because we can afford to.

Some companies are ploughing millions and millions of dollars into cleaning up the environment, and they are happy to do it. But they can only do it as long as the economy is healthy.

We can't ever forget that the environment and the economy are so closely linked, and that we must find a way to keep them both healthy.

People ask, “How are you going to do that?”

As I've said, the people of B.C. will ultimately decide how we strike this balance. It's really as simple as that, although it's complicated to get to that point. Democracy is never uncomplicated, it's never easy, and it's never cheap.

The first thing I have to do as a minister of the Crown is be a good listener, and make sure I'm hearing the right things. That's how we'll find that middle ground.

Staff are "a real joy" for Powell

In May, Harry Powell became director, human resources branch, following two-and-a-half years as assistant director.

Anyone who's met Harry, has probably discovered the warmth and sincerity that he brings to his work. For those who haven't met the new director, we introduce him through the following interview. **FS: Does your new position involve just a shift in gear, or a whole new branch of responsibility and challenge?**

Powell: As assistant director I provided the director with advice and helped develop strategy. The buck stopped there. So now there's more decision-making and a big shift in responsibility and challenge. Having been assistant director, however, does make it easier for me.

FS: Do you find it hard to be less involved in the branch's day-to-day operations.

Powell: Yes, but that's natural, I guess. Moving into the director's role, my attention and energy must be directed more toward where we are going and less on where we are today. You have to look, strategically, farther down the road. It requires a disciplined approach to stay away from the day-to-day issues and projects you left behind. You have to accept other peoples' styles and keep in mind that there are different ways of achieving the same objective — you have to support staff in implementing their ideas.

FS: What are you looking forward to, most?

Powell: The thing I'm interested in most, to help line managers get on with what they are about, is not achievable in the short run.

The challenge for me and the staff will be to manage perceptions through our performance so we are clearly valued as part of the solution — not part of the problem.

Part of my vision is to enable line managers to be more involved in human resources management decisions that affect their operation, such as having greater participation in the classification process.

I also want to question the toms of policy and regulations that guide us. For instance: What approval authorities can be delegated to line managers to make them more autonomous to help cut through bureaucracy and to simplify procedures.

We have opportunities to serve our clients in new and exciting ways. Armed with the new *Public Service Act*, we are not as bound by precedent and procedures as under the old act. We can test the act's limits creatively. We can, for instance, develop more relevant ways to assess candidates' merit besides the traditional selection interview.

Our branch also hopes to publish a client services manual. It will communicate to all staff, the help we provide and how, with a little preparation, our clients can productively maximize the limited time they have to interact with us when they need our services.

It is also an exciting time for me to be advisor to the Women's Secretariat. As a male, I'm conscious of the need to ease myself out of this role, because I think a high-profile, successful female role model is important for women in the Forest Service. At the same time, I find it gratifying to work with women in our organization to establish processes that help employees take charge of their careers.

FS: Does the variety of positions held by Forest Service employees present any particularly



interesting or challenging management issues?

Powell: We have, in the Forest Service, as interesting and diverse a group of employees, as you'll find in any organization.

We are the largest employer of professional foresters; we have a large portion of excluded staff; and a large contingent of B.C. Government Employees' Union members. There are numerous diverse issues to deal with. For example, a large issue we will be working on, stems from the fact that we are an organization of relatively young employees. This leads to challenge of dealing with career blockages and plateauing.

FS: What have you found to be especially unique

about human resources in the Forest Service?

Powell: I think of our employees as a real joy. What's unique is that we are an organization of individuals concerned about the forest resource and how it is managed. It's nice to work with people who care strongly about what they are doing.

Personally, I would rather do what I do here than anywhere else.

FS: Since you joined the Forest Service in 1980, how has human resources management changed?

Powell: The major thing that's changed, across all organizations, is that we've come to the realization that human resources can't be ignored. In a proactive way, organizations, and particularly our own, are striving to find flexible and creative ways to manage human resources for the mutual benefit of the organization and the employees.

FS: Do you have a specific management philosophy or method of working with people that has proved especially useful?

Powell: I sum it up this way: openness, honesty and trust. Also, I believe that people respect meaningful feedback. It's one of the things that has been most helpful to me.

Inherently, everyone is trying to do a good job, but we don't always create the environments that facilitate communication and employment growth.

I enjoy helping people capture the spirit of their ideas so that concepts can be turned into realities. Many times we expect we won't be encouraged to pursue an idea. But in my experience, rarely do people say no to a good idea that moves us toward a stated objective. I am a great believer in the potential of people to make a difference. One of the reasons I like the job I'm in, is that I get to assist staff in achieving what they want to accomplish.

PCs, minis — what's your pleasure?

Like a pair of shoes, computer hardware and software is . . . kind of personal. Not everyone likes the same style or has the same fit.

If you can imagine trying to find one line of shoes that would make most of us in the Forest Service happy, then you have an idea what the steering committee of the Document Production Plan has been doing for the last three months.

They are now in the process of evaluating and selecting computer products that will create the best environments in which we can produce our documents over the next five years.

"Some of the products we use now will go the way of the dinosaur, and others will be able to live a little longer and co-exist in a new environment," said Dave Ranson, project manager.

"Document production is not just word processing," Ranson said. "It also includes printing techniques, communications networks, graphics, data and images, and, perhaps, voice and full-motion video in the future."

"It is a monumental job to evaluate the available technology and select products that will work well for the Forest Service, because there is no one 'champion.' We've got over 3,000 employees, so we have 3,000 champions."

To narrow down the document production needs of Forest Service staff, the committee held 15 group interviews in district, region and headquarters locations, with about 150 participants.

They also received 75 responses to a questionnaire asking employees about their current document production activities.

"We now have a six-page prioritized list of document production requirements; from things we can't do without, to those which are considered optional," Ranson said.

Three main "environments" are now being considered: PCs with a communications board; PCs linked together on a Local Area Network (LAN); and, local mini computers which allow a mix of "dumb" terminals and PCs.

Other members of the project's steering committee are: John Ellis, Randy Prokop, Peter Spearman, Ray Addison, Kathleen Niven, Ralph Kopperson, Gary Gurnsey, Carol Venus, Larry Smith, Glenys Rutledge, Gail Lesowski, Al Gorely, Bob Murray, Rob MacDougall, Rosemarie Hooper, Dave Gilbert, and Randy MacDonald.

Other participants include: Mark Ismay, Guy Mousseau, Cheryl Edwards, and Leslie Richard.

If you want more information, contact: Dave Ranson, information systems branch, at 387-8406.

New director sees 'value-added' future

If you really want to be in touch with what's happening in the forest industry and the market that drives it, you have to be in constant touch with it.

That's why **Roger Ennis**, director, industry development branch, spends much of his time living out of a suitcase. In his job, mobility brings success.

Travelling around B.C. he has seen first hand, an unprecedented movement toward adding value to wood products.

Ennis says he couldn't have joined the Forest Service at a better time, because his branch is spearheading the movement to get more value out of the forest resource.

"This is the start of a whole new direction for the Forest Service," he said.

Ennis wants a higher profile for the industry development branch, to make industry and investors more aware of the secondary wood manufacturing opportunities in B.C.

To do this, it is important for the Forest Service to have "eyes and ears" in the world marketplace, he says.

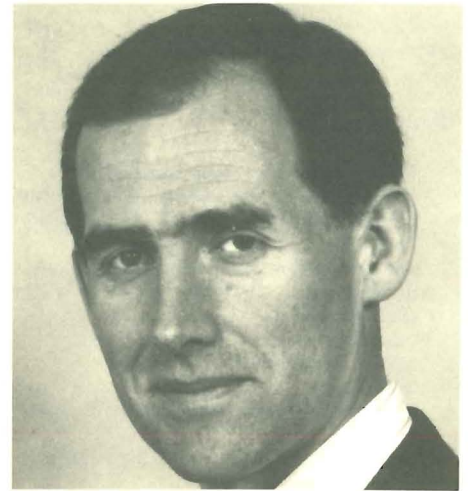
"It is, however, important for us to clearly recognize that industry development and marketing is also part of the mandate of other provincial ministries. We work in close cooperation with them, so we can be in a position to provide input into programs such as the Cooperative Overseas Market Development Program, administered by the B.C. Trade Development Corporation," Ennis said.

"We are developing a very positive working relationship with the ministries of Regional and Economic Development and International Business and Immigration.

"Right now, we are mainly concerned with getting the most out of the forest resource, by producing more than just commodity products.

"We already have a diversified forest industry, but we want to go a step further in the evolutionary process of adding value — from sorting out different grades of wood, to making window blanks, to making the whole window," Ennis said.

"Already, several companies are leading



the way in making secondary manufacturing a priority, such as MacMillan Bloedel, Gorman Brothers, and Mill and Timber. We are encouraging others to get involved.

"However, there must be a market for their products and an attractive return on their investment.

"We want to have the expertise within this branch to work with B.C. companies and new investors in the province, and find ways to help them fit into a value-added industry.

"By encouraging secondary manufacturing, we hope to help smooth out the humps and hollows in this cyclical industry. We have been in a strong business cycle for six or seven years, but when things fall, the resource industries fall hard."

B.C.'s commercial forest products have traditionally been dimension lumber, plywood, pulp and paper.

"Today, we are seeing higher value products in all sectors of the industry," Ennis said.

For example, a Quesnel company recently signed an agreement to supply a Japanese metal-frame housing manufacturer with short wood lengths cut to exacting specifications. As a result of the contract, the company made significant investments in equipment to produce more value-added products.

"It was a marketing and production breakthrough. By meeting their obligations under this agreement, the company establishes a good reputation, for itself, and for B.C.

"In addition to establishing a reputation for being able to deliver, B.C. also has to show the world that its forest products come from well-managed forests.

"This is a big issue right now, and it is part of this branch's job to show consumers, particularly offshore, that B.C. has a forest management system which is second to none.

"The Forest Service must support industry marketing efforts," Ennis said.

Christmas trees are big business

To most of us, a Christmas tree is a Christmas tree. By the time we thaw it out, get it to stand, and spruce it up with our cherished decorations, we are convinced that we picked the best tree on the lot.

However, Christmas tree growers in North America are a bit fussier. They have to be. Growing Christmas trees is big business.

"Right now, the whole industry is in transition," said **Andy Oetter**, resource assistant, timber, Invermere forest district. "The trend is toward higher priced, better-quality, sheared trees. That's the way North America is going right now."

Plantation trees are more readily cultured to look uniform, so they are threatening natural stand trees in the market. Yet natural stand trees have an edge because they are more resilient when shipped to warmer or colder climates.

Most of B.C.'s Christmas trees are harvested from natural stands in the Rocky Mountain Trench, in the Invermere and Cranbrook forest districts.

The two districts look after 116 Crown Christmas tree permits on 16 600 hectares, with an allowable annual cut of 248,700 trees.

However, the majority of trees harvested, 220,866 in 1988, were harvested from private land, owned by two main growers in the Trench.

To compete with the uniform plantation trees, B.C. growers are putting extra work into the latest technique known as 'shearing', to make their trees more valuable.

"Growers can get as much as four times the price for a tree that has been sheared, so the cost of extra training and labour is worthwhile," Oetter said.

Stump culture, the mainstay in the industry, also helps improve the quality of trees. In this practice, whorls of limbs are left on a stump to grow into new trees. The stump can remain alive for 40 or 50 years, supporting new growth that benefits from the stump's larger root structure, which provides more water and nutrients.

The Forest Service looks after *Crown land Christmas tree permits* — a tenure somewhat like a woodlot. Inspections are done yearly to ensure that required improvements, like pruning and shearing, are being done.

"We also provide information and advice to both permit holders and companies, and we help out wherever we can," Oetter said. "The Forest Service also issues *free-use permits*, that allow individuals to cut their own Christmas tree.

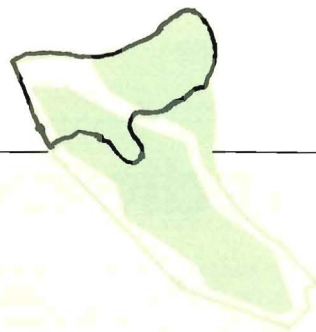
"In Invermere, a lot of people cut their own trees, so we give them a permit, a map, and a copy of the guidelines," Oetter said.

"But it's up to them to find one that isn't a 'Charlie Brown' tree."

District

Profile

Port McNeill



Prepared by: Bob Brash

Facts

District size: 1.8 million hectares;
Annual timber harvest: 6 million cubic metres (eight per cent of the provincial harvest);
Other resource values: fishing, tourism, kayaking, aquaculture, mining, and prime wildlife/fish habitats;
Stumpage revenue: \$25 million annually;
Direct employment: 2,800 people;
FTEs: 62;
Licensees: five tree farm licences, 10 forest licences;
Harvesting methods: everything from helicopters to handloggers;
Small Business Forest Enterprise Program: over 600 000 cubic metres harvested yearly (one of largest SBFEPs in the province);
Silviculture Program: 11 000 hectares surveyed annually, 1 200 hectares of site preparation, brushing and weeding on 2 800 hectares, planting of 1 500 hectares, \$3.3 million spent in 1989/90.

Practically every working day in the Port McNeill district, someone is out on a plane, helicopter or boat, because we look after some very remote areas.

Two boats are used: the *Western Hemlock* a 42-foot launch; and a 24-foot runabout.

The district typically has a high staff turnover, mainly because we produce such top-notch individuals, that other Forest Service offices keep stealing them. We are constantly in a training mode.

We will require a great deal of staff training and support to get our new geographic information system operational. It will have a significant impact on the way we can plan and analyze forest management activities, and in the way we present our plans to the public.

Resource Concerns

This area is finally being discovered for its inherent recreational and tourism values. Main attractions include killer whales at Robson Bight, the Blackfish Archipelago, and the west coast. Sport fishing is great and gets more popular every year. Kayakers love the local waters.

With this increased use, comes increasing concern and conflict. Resource decisions today require input from all branches in the office, other resource agencies, and the public.

The People

Bill Millward, district manager, has been in the district for nine years. He likes the variety of tenures and large timber volume, which make Port McNeill a district that you can "really sink your teeth into."

In less than a year after moving to Port McNeill, Bill knew one third of the people. He says these contacts are helpful, because he can spend less time

on public relations, and more time on forest management.

He also likes the climate. . . and the sports fishing.

"The outdoor types get the most out of working here," Bill said.

Bill Pearson, operations manager, timber harvesting, says he feels so much a part of the district that he has webbed feet. It's his third stint there since 1962, when he joined a cruising crew. He likes to keep his hand in the protection picture, working as an 'O' team boss and with fire information support teams.

A newcomer to the district, **Sharon McDonald**, field operations supervisor, found that moving from Williams Lake to Port McNeill was like the difference between black and white. It's a good change, Sharon says, and there are just as many things to do.

She and her husband are always out exploring new things such as lighthouses, fishing boats and fish hatcheries, and she's become involved with the local Junior Forest Wardens as well.

Ted Robinson, silviculture technician, arrived from Prince George five months ago, but he had to leave his wife behind. She was pregnant with their first child and the necessary medical facilities were not available in Port McNeill. He found a big difference between Prince George and Port McNeill. He used to drive everywhere, and now he flies everywhere. And instead of wearing snowshoes this time of year, he's in rain gear.

Media conference speakers high-calibre

Satisfying the rising public demand for information about complex forest management issues is not an easy job — for forest managers, or the media.

This topic was addressed by **Jack Biickert**, assistant chief forester, at a Centre for Investigative Journalism conference recently held in Prince George.

"It was a real compliment for the Forest Service to be invited to participate in this conference with such high-calibre panelists," Biickert said. Delegates included 60 newspaper, radio and television reporters from northern B.C. and as far south as Salmon Arm.

Only two other non-media speakers attended the conference: **Peter Ewert**, executive/regional Crown counsel; and, **Tom Williams**, manager, community relations, Fletcher Challenge Canada.

Journalists who participated in discussions, included: **Nicholas Hills**, editor-in-chief, The Vancouver Sun; **George Garrett**, BCTV and CKNW; and, **Fred Jackson**, senior editor, CBC radio news, B.C.

Ken Bernsohn, author of *Cutting up the North*, was the conference moderator.

Biickert was asked to speak about 'Biting the

Hand that Feeds' — How do journalists report on a resource industry, when it is a community's biggest employer?

He explained that today's highly visible forest management issues are only "black and white" on the surface.

"In fact, providing for the needs of all forest users is not that simple," Biickert said. "It is rarely a question of should we log it or leave it."

"Today, any activity in B.C.'s forests, especially timber harvesting, is measured against a much wider set of criteria than was considered adequate even a few years ago."

"We used to look at economics, employment and community stability, aesthetics, wildlife, fisheries and water quality. Now, we are being asked to consider these, plus tourism, wilderness preservation, endangered species, and even global implications, such as the 'greenhouse effect.'"

"Managing natural resources is now a process with social dimensions as well as technical ones. The public at large and organized non-forest user groups are very real players in this process."

Given these complexities, how can the technocrat communicate with the media, and how can the

media relate these issues to the public?

"Several things get in the way, such as the medium itself," Biickert said. "The mass media cannot serve as a substitute for government speaking directly to the public."

"Secondly, resource managers have to learn to speak to people, and to know when and how to approach the media."

"Thirdly, reporters can not always do justice to complex environmental issues due to deadlines, finances and staff turnover."

In spite of these impediments to communication, Biickert told conference delegates, that for the most part, they try to do a good job, but often, a balanced perspective is not given. Significant new Forest Service initiatives, or the good news, gets little media coverage.

- To improve communication, Biickert suggested the possibility of:
- an annual meeting between the media and Forest Service executive members;
- holding regional workshops, open to the media; and,
- field trips to bring the media out of their environment and into ours.

Khutzeymateen grizzlies studied

Grizzly bears have an almost mythical place in North American folktales, and even movies. It seems that everyone has a 'biggest bear' story.

But in the Khutzeymateen Valley, near Prince Rupert, biologists are conducting a three-year study to gather facts — not fiction, on the potential impacts of timber harvesting on the Khutzeymateen grizzly bears and their habitat.

Fieldwork for this cooperative project between the Ministry of Environment and the Forest Service began last spring.

The grizzly bear study is part of the larger three-year Khutzeymateen Project to provide the information needed to develop a plan for future use of the watershed. It includes forestry, ecosystem/terrain, fish habitat, archeological, and economic assessments.

The Khutzeymateen received heightened media attention this summer, but has been the focus of a major resource allocation conflict since the early 1970s.

The Khutzeymateen Valley controversy has been centered around two major

resource values: grizzly bears and timber.

The valley is the core of a grizzly bear kill-free area established by the Ministry of Environment in 1984 to ensure the future viability of the north coastal grizzly population.

It also has significant timber values.

In 1984, an inter-agency planning team concluded there would be 1.25 million cubic metres of timber for conventional harvesting, plus 250 000 to 500 000 cubic metres of timber accessible by helicopter.

In 1988, the ministers of forests and environment announced that a 1986 recommendation in favor of logging, from the Wilderness Advisory Committee, would be reconsidered if the current three-year study indicates that impacts on grizzlies would be unacceptable.

Brian Nyberg, manager, wildlife habitat research, research branch, is a member of the grizzly study's research committee.

"The committee is responsible for ensuring that the research design and the subsequent field and office work is as

good as we can make it," Nyberg said.

"We also have an external review committee of bear experts from outside government, who will be advising us on the research design throughout the study."

The Khutzeymateen grizzly bears are tucked into their winter dens now, but two more field seasons are planned.

This year, four male and four female grizzlies were radio-collared. In total, 17 grizzly bears and 18 black bears were captured, weighed and recorded.

"Two of the males and one of the females dropped their collars. The other two males, Bert and BJ, have only been seen periodically because they have much larger home ranges than the females and cubs," Nyberg said.

"When we trap again next spring, we will try to place collars on at least 10 bears."

The adult females are most important to the study for determining long-term reproduction.

Compared to black bears, grizzlies have a low reproduction rate, are more sensitive to disturbances from people and industry, and require more food.

The Khutzeymateen Valley is in the North Coast forest district, which provided a lifeline for researchers this field season.

Gary Adolph, district manager, said his staff helped support the study by ferrying fuel to the head of Khutzeymateen Inlet in their 'Yellow Banana' landing craft, filling weekly food orders and doing repairs.

For more information on the Khutzeymateen Valley Grizzly Bear study, contact Brian Nyberg at 387-3144.

Kids do their forestry homework

Future decision-makers from South Park School in Victoria went right to the source to get information about B.C.'s forests, from industry, environmental groups, and government.

The grade six and seven students listened to a panel discussion, which included viewpoints from: Jack Biickert, director, integrated resources branch; David Haggard, IWA Canada; Vicky Husband, Sierra Club of Canada; and,

Janna Kunni, of MacMillan Bloedel.

"The panel provided a good role model for the students," said their teacher, Sylvia Scott. "The class was impressed by the way the panel members discussed opposing viewpoints calmly and politely.

"It is really important for them to realize that, by becoming informed and by giving input, they can influence elected officials who make policies which affect their world," Scott said.

Research branch celebrates 60 years

Vivian Rees smiles easily, surrounded by the four research branch directors with whom she has worked, at the branch's 60th anniversary celebration, held September 2, at the Cowichan Lake Research Station.

Vivian has seen directors come and go as the branch's director's secretary. She's never quite sure what they'll be like, but so far they have all been really great to work with, she said.

Left: Jim Dangerfield, Keith Illingworth, Vivian Rees, Ralph Schmidt, and incumbent, Ted Baker.

— submitted by: Marg Nicholls, executive



Newsletters for the '90s

Regional and technical newsletters produced by Forest Service staff are helpful in getting out the kinds of information which the *B.C. Forest Service* newsletter can't include due to limited space.

In the New Year, guidelines will be made available to staff who already produce, or are thinking about producing, a regional or technical newsletter within the Forest Service.

For more information, contact: **Ben Pires**, public affairs branch, at 387-5255.

During 1990, the newsletter will include more of the information that was suggested by employees in the October survey.

Here's what you can expect to read more about in upcoming issues:

- specific ministry job/education programs and general career enhancement;
- news items about current issues, ministry/community relations and new technology;
- features on the environment and recreation, and science; and,
- guest columns, management's response to your questions, and 'on the street' comments from staff.

Most of those responding, were already satisfied with the present content and format of the newsletter.

Thank you for all of your comments and articles sent in during 1989, which have helped to broaden our understanding of each other.

Retreat opens new doors

Human resources branch staff closed their doors on November 16 to participate in a branch retreat.

The retreat was phase one in a long-term plan to redirect and streamline the branch's energy into serving the Forest Service.

The next day, staff reopened their doors with a new sense of purpose, community, and ideas to be shaped during the next few months.

— submitted by: **Auburn Cowman** correspondent

'Tis the curling season

The Vancouver Region Curling Bonspiel, last held in 1982, came back to life on November 4 as a result of renewed interest from the Port Alberni, Port McNeill and Campbell River forest districts.

The winners were: 'A' Event - **Cliff Slack, Kathy Slack, Ellis Merry, Michael Merry**, Port McNeill; 'B' Event - **Greg Cawston, Rick Brand, Mary Haggerty, Paulo Bauto**, Port Alberni; 'C' Event - **Glenn Barker, Ron Sorensen, Leafa Sorensen, Allan Cross**, Port Alberni.

The 'Forestry Frolic Award' went to **Richard Heard, Bruce Clayton, Sandy McRuer and Patti Dance**, of Port Alberni.

Add three names to the EC committee

Ian Howes' name was not included in the list of employee communications committee members in our last issue. Ian is operations manager, harvesting, in the Merritt forest district.

Two new members have also been added to the committee: **Mel Dunleavy**, field operations supervisor, Quesnel forest district and, **Nan Vye**, office services clerk, Chilliwack forest district.

Winter camping starts this month

When winter comes to the forest, how do the trees keep warm?

Children have questions for every season, which is one of the reasons for the winter camping program at the Evans Lake Forestry Centre, 14 kilometres north

of Squamish. Camps will be held this year on December 27-30 and January 2-5 for children nine to 13 years old.

For more information, call the B.C. Forestry Association at 688-6684, in Vancouver.

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Submissions are encouraged. Please send your comments, suggestions and contributions to **Ben J. Pires**, Manager, Publications and Writing Services, Public Affairs Branch, Ministry of Forests, 1450 Government St. Victoria V8W 3E7.

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