



Forest Service News

Volume 1, Number 1

June 1, 1991

Welcome to the first issue of the *Forest Service News*. Our organization has undergone a number of changes during the past few months: there are some new faces, and changes have been made to the organization and responsibility of executive and branch management.

In this update, which will come to you every two weeks, we hope to keep you on top of changes, by reporting on the many programs, new personnel, policies and procedures, as well as other branch, region and district events.

If you have news to report, please fax the information to **Ben Pires** at 387-8485.

As you know, our new deputy minister is **Bob Plecas**. He has been in the B.C. public service for 18 years, and has served as a senior policy analyst, chief government contract negotiator, and deputy minister for six ministries.

He was a member of the B.C. Round Table on the Environment and Economy, and holds a masters degree in Canadian Government from the University of Victoria, where he is a part-time lecturer in the public administration graduate program.

Commenting on the recent ministry reorganization, Plecas said the ministry's strength lies in its high level of technical expertise in specialized areas, the high quality and dedicated field staff in the organization, and the great strength in both operational divisions.

However, he noted that there is a perceived weakness in the lack of a policy focus at a time when policy issues are of great importance. He cited such issues as:

- Memorandum of Understanding;
- land use;
- the Forest Resources Commission issues such as tenures; and,
- international competitiveness.

"Therefore, there was a need for a high-level, focused policy shop headed by a senior, experienced resource economist," the deputy minister said.

The reorganization includes the establishment of a new **Forest Resources Policy Division**, with a fourth assistant deputy minister, **Lorne Sivertson**, joining the executive on a one-year secondment from the Ministry of Development, Trade and Tourism.

The new division has four branches:

- strategic planning and analysis (formerly policy and planning branch) — director to be announced;
- land use policy — **Denis O'Gorman**, director;
- economics and valuation — **Hartley Lewis**, director; and,
- industry development — **Michael Whybrow**, acting director.

Kathy Mayoh will replace **Colin Smith** as assistant deputy minister of **Management Services Division**, when she returns from maternity leave. In the meantime, her position is being filled by **Robin Ciceri** on secondment.

Several branches have been added to the **Forestry Division** to increase the emphasis on integrated resource management issues and non-timber values. This is how it looks:

- integrated resource management — **Ray Addison**, a/director (includes: yield analysis, resource planning, issues management);
- range — **Tom Lester**, a/director;
- recreation — **Tom Hall**, a/director;
- inventory — **Dave Gilbert**, director;
- forest science research — **Ted Baker**, director;
- silviculture — **Peter Ackhurst**,

director (includes forest health).

Operations Division now has, besides the six regional managers:

- two branches — valuation administration — **Jack Blickert**, director; and, timber harvesting — **Bob Harding**, a/director, which report to executive director, timber administration — **Julius Juhasz**;
- protection — **Jim Dunlop**, director;
- an operations director — (TBA).

Forest Renewal Plan

During the first phase of staffing for the Forest Renewal Plan, 188 new FTEs will enable a number of Forest Service staff to make lateral transfers to other parts of the province. Most of the jobs will be in silviculture, with inventory and forest science research programs taking up the balance.

"It is important to fill these positions as quickly as possible," says **Peter Ackhurst**, silviculture branch director, "so our planned activities can proceed on schedule."

A total of 379 FTEs have been created under the Forest Renewal Plan for 1991/92 and government funding for silviculture for 1991/92 has increased to \$291.4 million. A regional breakdown of the Silviculture Program budget and FTE allocations will be provided soon.

Cathy Leahy, personnel officer, is coordinating the hiring for the Forest Renewal Plan. "Where it is feasible we will try to get Forest Service people in," she said. "We will also bring in some new blood from campus recruitments, and where lateral transfers are not possible, jobs will be posted for provincial competition."

Contact your regional personnel officer for more information.

Human resources

Training and development

Improvements to training and development in the Forest Service are now beginning following a task force report commissioned last year by the operations division management team, which indicated a need for change.

"It's not unusual for an organization to not have a good training plan, but it is a particularly difficult issue for an organization of our size and diversity," said **Fred Baxter**, Kamloops regional manager. Baxter chairs the steering committee which is now implementing the recommendations it made to the executive.

The committee believes that staff will appreciate the new plan, because it should provide natural rewards and opportunities for participants.

"We must have executive support — and we do," Baxter said. "Deputy Minister **Bob Plecas** has expressed a special interest in training and he suggests that an organization should spend three-to-five per cent of its salary dollars on training."

The committee will try to:

- keep the process simple and decentralize as much as possible (via training and advisory committees);
- tie training and development to Forest Service strategic objectives;
- see that a major part of the training plan flows from the performance management system;
- clearly identify the training component of the budget, including a monitoring process and management responsibility to make it work (accountability at each cost centre); and,
- ensure that employees understand the training system so they can provide their input and support.

The steering committee will be working on the development of a career planning process, and the first Forest Service self-guided *Career Planning Handbook* will soon be available for staff who want to work through it. Contact **Bob Leblanc**, human resource development manager, at 387-4500.

Equity issues

□ On May 10, all employees received a letter which introduced an **Employment Equity Initiative** for the Forest Service.

The goal of employment equity is to ensure that there is fair and equal access to employment opportunities for everyone and that no qualified person is denied opportunities for reasons unrelated to ability, such as gender or racial origin.

A more diversified group of people will be encouraged to compete for jobs. Candidate selection will continue to be based on *merit*.

A steering committee will be established to assist in developing the employment equity program.

Contact **Charlene Levis**, employment equity officer, 387-8764, or by Profs (MFORO1) **EEQUITY**.

□ To reflect the unique needs of each region/division, **Women's Programs** representatives throughout the Forest Service will be working, with the support of their regional and divisional management teams, to prepare region and division action plans.

This will help in realizing the objectives of the overall action plan.

Contact your local representative to express your concerns or make suggestions.

□ Since the B.C. government's new pay equity policy was announced, the Forest Service has been represented in ongoing meetings and discussions by **Tom Walker**, manager, Duncan forest district, with the support of **Mike Jeffery**, manager, organization, classification and compensation.

Please contact **Mike** with any questions you may have, at 387-8781.

Safety

A new *Accident Prevention Manual* should be distributed during National Occupational Health and Safety Week (June 16-22) to all Forest Service offices and work sites under our Workers Compensation Board jurisdiction, says **Jim Stobie**, manager, occupational health and accident prevention.

Contact **Jim Stobie** at 387-8753 for more information.

Information systems

Staff are having no trouble warming up to the new document production 'environment' which uses *PC Windows* and *Word for Windows*, says **Phil Bulled**, production and system support services manager.

"*Windows* provides you with the bubblegum to link everything together," Bulled said. "And so far, everyone really seems to enjoy it."

Both the Duncan forest district and Vancouver forest region are on line, and the branch is being kept busy trying to install the new hardware and software in one district office per region, with regional offices to follow.

Two years from now, all offices should be fully converted.

For more information contact **Phil Bulled** at 387-8406.

Tech and Admin

Administration

□ A revision of the Forest Service's policy manual is under way, with each branch rewriting its own section, says **Marilyn Siefert**, office services supervisor. *Procedures* will be published separately, which should improve the policy manual.

□ **Pete Young**, manager, equipment and asset management, is retiring after 35 years. The party will be held June 21. Contact **Janet McIntyre**, fleet coordinator, at 387-3494.

Electronics

The radio interference committee has the go-ahead from executive for a pilot project to try and reduce radio interference between forest districts. It will be tested in the Horsefly forest district, subject to their approval.

For safety reasons, the Forest Service has a "man-check" system in place that requires isolated workers in the field to make radio contact at least four times per day, and aircraft operators must check in every half hour.

Contact **Dave Wegelin**, acting manager, electronics, at 387-6644.

Forest Science Research

"Our Living Legacy", a symposium on biodiversity, held at the British Columbia Royal Museum, was attended by more than 500 people concerned about the problems in forest management in B.C.

The March symposium was organized by the Forest Service, the Ministry of Environment and other government and industry agencies.

A follow-up workshop "Managing Forest Land for the Maintenance of Biodiversity" is planned for the fall. Contact **Jim Pojar**, forest sciences officer, at 847-7430 or **Rick Page**, wildlife habitat analyst, at 387-6710.

Page explains that:

- *biological diversity* is the natural variety of life in an area;
- conserving it is a major environmental issue that has entered mainstream society;
- our task now, is to identify all of the species and ecosystems which are at risk; and,
- address our research accordingly.

Forest Renewal

☐ Public concerns about clear-cut harvesting have generated a strong demand from foresters for information on alternatives.

A new silvicultural systems research program to address this issue began in 1990 with field trials in all six forest regions. Contact **Dale Draper**, manager, forest establishment research, 387-3226.

☐ There is a growing interest in diversifying tree species used for reforestation.

Seed collections are now underway along the Pacific Coast to launch new studies into seed origin, tree gene resource management and planting stock improvement. Contact **John Russell** or **Jack Woods**, research scientists, at 749-6811.

☐ Western larch is a highly productive, attractive conifer that grows in B.C.'s southern interior. But it does not produce many seeds to be used in reforestation.

Research is underway in cooperation with the U.S. Forest Service in Idaho, which faces similar challenges. Contact **Barry Jaquish**, research scientist, at 549-5577.

☐ Sitka spruce planting on the B.C. coast has been severely restricted by leader weevil damage, and some interior spruce plantations are also showing symptoms. But research started several years ago is now bearing fruit — indicating that some trees may naturally be more resistant to the weevils. Contact **Gyula Kiss**, research scientist, at 549-5577 or **Cheng Ying**, research scientist, at 387-3976.

Hard copy

☐ If you would like a copy of a literature review about using sheep as a vegetation management tool to produce operational guidelines for use on forest land, contact **Brian Wikeem**, range scientist, at 376-1331, or **Craig Sutherland**, range scientist, at 398-4389.

☐ Guidelines for free-to-grow stocking standards are now available. Contact **George Krumlik**, technical advisor, forestry interpretations, at 387-3040.

☐ The Integrated Wildlife Intensive Forestry Research Program (IWIFR) has produced a *Deer and Elk Habitat Management Handbook for southern B.C.*, with guidelines for forest management. Contact **Brian Nyberg**, manager, wildlife habitat research, at 387-3144.

☐ A number of reports about microclimate and soil climate in relation to seedling growth and survival have been produced. Contact **Dave Spittlehouse**, climatologist, at 387-3453.

☐ A handbook for the recognition and management of unstable terrain has been jointly produced with the Ministry of Environment and the United States Department of Agriculture Forest Service. It will be available for distribution June 15. Contact **Steve Chatwin**, manager, fish/forestry watershed assessment, at 387-5887.

☐ A computer program called *TIPSY* (Table Interpolation Program for Stand

Yields) will be distributed, that provides yield information for treatment levels not addressed in the tables.

☐ A field guide insert showing estimated site index for coastal Douglas-fir by biogeoclimatic site series is now in publication. Contact **Jim Goudie**, biometrician, at 387-6535.

Audit services

Audit services is putting more emphasis on 'value for money' in its audits.

"This means assessing whether resources allocated are being managed with due regard for economy efficiency and effectiveness.

"Another important aspect is to ensure that management is held accountable," said **Ian Birch**, director.

The branch's overall objective is to assure management that programs and activities are adequately managed and controlled, and point out areas that require attention.

This is done through evaluations where many factors are assessed.

Improved management, operational and financial control are achieved in part through the implementation of recommendations contained in audit reports, which are only distributed internally.

Audit service's activities are distinct from the technical audits done by branch and regional program staff, and those performed by the Auditor General's office.

News in brief

Interested in following up on the most recent news? Refer to the news releases listed below.

- ☐ amendments to *Range Act* - No. 62;
- ☐ public input sought on Local Resource Use Plan for Brooks Peninsula - No. 61;
- ☐ Nahmint watershed review report released - No. 60;
- ☐ Forest Practices Code discussion paper - No. 59;
- ☐ Native Forestry Task Force interim report released - 58.

Integrated resources

□ New acting branch director **Ray Addison** says that the two major organizational changes to the branch include:

- separating timber supply analysis from resource planning to allow more focused attention in that area, with **Darrell Errico** as the manager of a new yield analysis section; and,
- a new issues management section to deal with resource issues as they come up, with **Mike Brownlee**, acting manager.

"Many of the resource issues which occur in forest districts may require a provincial response," Addison said, "so it is essential that we have that level of response capability, and be able to provide districts with advice."

Staff and contractors with a variety of backgrounds, from hydrology to law to old-growth, will combine their expertise in this new section.

□ Old-growth update: short-term land deferrals were announced recently for the Old-Growth Strategy Project.

About 80 Old-Growth Strategy participants attended the last meeting, held in Vancouver, May 10-11.

Some of the old-growth working teams will stay on to develop the final old-growth strategy. The draft strategy is expected to be completed and available for distribution soon.

For more information contact **Warren Mitchell**, old-growth project manager, at 356-9837.

□ *Wilderness for the '90s*, a new video produced by the Forest Service, has a shelf-life that goes beyond the public meetings for which it was produced, says **Terje Vold**, wilderness management forester. Some staff have already seen it. But copies are now being sent to all regional and district offices for those who have not. For more information contact **Terje Vold** at 387-8482.

□ A joint Forest Service/Ministry of Environment manual, *Procedures for Environmental Monitoring in Range and Wildlife Habitat Management*, has been sent out to all regional and district offices with range programs, as well as appropriate Ministry of Environment offices. It complements *Ecosystems in the Field*.

"This is a major step toward integrated resource management," said **Dave Campbell**, range officer, who has worked on the manual for three years.

"We have a responsibility to monitor not only the trees, but the shrubs, grasses and forbes as well."

For more information contact **Dave Campbell** at 387-5566.

Public affairs

A 30-minute video to accompany the publication *All Things Considered - Forest Management in British Columbia*, will soon be distributed throughout the Forest Service.

Jim Challenger, manager, visual communication, said the new video addresses five major forest management issues: old growth, harvesting, reforestation, environmental values, and recreation.

Many other Forest Service videos are used during training sessions, at public meetings and in B.C. schools.

"Most of them are short, and we recommend that all staff take a few minutes to watch them," he said.

For a list of available videos or more information, contact **Jim Challenger** at 387-5255.

Timber harvesting

In February, two reports were submitted to Forests Minister **Claude Richmond**. The review of the Small Business Forest Enterprise Program and Woodlot Program was conducted by **David W. Gillespie**, and the review of bid proposal sales was conducted by a 14-member Forest Service and industry committee headed by Assistant Deputy Minister **Wes Cheston**. The two reports contained a total of 32 recommendations. The public was given until April 30 to comment on the recommendations.

The minister has reviewed the public's comments and suggestions, and has decided to implement virtually all of the recommendations.

One of the main thrusts is to expand the supply of timber to small sawmills. This will improve the supply of rough lumber and cants to remanufacturers.

The Forest Service will soon be designing and advertising timber sales to facilitate this direction and further details of the action to be taken by the Forest Service to implement the recommendations are forthcoming.

Protection

□ When large fires break out the amount of paperwork that must be processed by a district or fire camp can increase significantly. This fire season, three new, two-person, FAST teams (fire administration support teams) will be on standby to assist with timekeeping, accounts payable/receivable, payroll and contract administration.

□ The branch is also working to improve reciprocal border agreements to provide better initial attack capability and streamline the exchange of firefighting resources between B.C. and other provincial and international jurisdictions.

Financial services

Newsletter

Dollars and Sense, the branch newsletter, is back in circulation following a five-month 'hiatus' brought on by Treasury Board Directive 4/91.

After three years as editor, **Dale Philpott**, management analyst, handed over the red pen to **Ren L'Ecuyer**, financial analyst.

Anyone who has news to spread throughout the financial community, can send it his way.

Here's how: Profs (DOLLARS); phone 387-6756; or, house mail.

In passing

A Forest Service pioneer and former assistant chief forester, **Geh Ternan**, died April 28 at age 90. He was among the first forestry graduates at the University of British Columbia in 1924, and then joined the newly formed Forest Service in Prince George. In 1946, after two years as assistant chief forester, he joined the private sector.