



Forest Service News

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Taking care of business

During a two-day meeting in Kamloops, senior staff developed an action plan to sharpen B.C.'s competitive edge in the international marketplace and cut some red tape out of Forest Service and industry operations.

Forests Minister **Claude Richmond** said much was accomplished at the meeting.

"Together, we came up with a 10-point action plan which will be implemented this fall," he said. "We need to focus our efforts on the immediate issues that face us."

One of the priorities is to look at the impact of the forest sector on the stability of communities.

"We need to develop a framework for making decisions, which are partly economic and partly land use," said **Bob Friesen**, director, strategic planning. "There's a fair amount of pressure for us to reach an understanding of what the future shape of the forest industry looks like — and we have a social responsibility to look at what the implications are for the 'Lillooets' and 'Port Alberni.'"

"B.C. has many communities whose economy depends on forestry," said **Denis O'Gorman**, director, land-use policy. "Accordingly, we are supporting or sponsoring research on harvesting, forest and regeneration systems and new products. We have long-term and short-term issues. In the long run we need both sustained wood supply and competitive products. In the short run we are facing complex market access issues. There are attempts to foster a wood products boycott. We are responding by explaining our forest

practices, translating our documents, participating in trade shows and conducting escorted tours. Our work on a forest practices code and active forest research will be of major assistance."

To cut down on paperwork and set standards, industry will be invited to use a system (EDI) which allows their computers to talk directly to the ministry's. **Robin Ciceri**, assistant deputy minister, management services, says that about 70 per cent of all business information comes from other computers and has to be re-entered.

"EDI has the potential to cut down a tremendous amount of paperwork and improve business practices," Ciceri said. "The ministry is piloting a program now with Canfor, which gives us the opportunity to be at the forefront of this technology."

If you would like to follow up on the action plan, it is outlined in news release No. 92.

Reforestation

Several years of planning and 20 years of tree-breeding research culminated in the opening of the state-of-the-art Bowser seed orchard on July 5.

Chief Forester **John Cuthbert** was there to officially open the new facility on Vancouver Island.

He explained that the 1,000 seedlings growing on the 40-hectare site were the result of many seed selections, and that a great number of "grandparents" were represented.

"We have actually increased genetic diversity, because we are providing opportunities for trees to meet and mate that they wouldn't have in nature," Cuthbert said.

The superior-quality Douglas-fir

seeds produced at the orchard will be used to reforest coastal areas. In 1996 2,000 more seedlings will be planted, and the 1998 seed harvest is expected to reach 110 kilograms, which equals about 5.6 million seedlings.

It took 18 months to choose the Bowser site, in consultation with the public.

Joy Parkinson, seed orchard products officer, said it is actually a fairly poor growing site — but that's what they wanted.

"When trees are growing well, they don't produce a lot of seeds," Parkinson said. "So you have to stress them a little bit." The orchard's sandy soil and the area's low rainfall provide the conditions needed for controlling seed growth.

Forest Practices Code

Creating better access to the implementation and critical review of B.C.'s varied forest practices will be done through discussion with the public about the development of a forest practices code. A discussion paper recently published invites the public to respond to questions about how such a code could be developed, if it is needed, how it could work, and to what land it should apply.

Get in touch

If you want the word to get around about coming events in your district, region, or branch, contact the *Forest Service News*, c/o **Ben Pires**, FAX 387-8485.

The deadline for the next issue, coming out after a short summer break, is August 15.

Strategic planning

The recommendations in the Forest Resources Commission's report, "The Future of Our Forests" have potentially far-reaching implications for virtually every facet of the ministry's work.

So, members of two review teams are now asking Forest Service staff to contribute their viewpoints and knowledge to an internal review of the report.

"Staff can contact any review team member they feel comfortable with," said **Tom Niemann**, who chairs the FRC review steering group. "We want to get good interactive discussions going within the ministry."

The committees will make presentations to the Executive in September that reflect the views of all staff, thereby allowing the ministry to give government the best possible advice regarding the FRC recommendations.

Headquarters committee:

- **Graham Archdekin**, policy officer, SBFEP, timber harvesting
- **Jack Biickert**, director, valuation
- **Daryl Brown**, manager, land use policy
- **Lois Dellert**, manager, forest productivity and decision support, research
- **Jim Dunlop**, director, protection
- **Darrell Errico**, manager, timber supply analysis, integrated resources
- **Tom Hall**, a/director, recreation
- **Nick Krischanowski**, executive coordinator, management services
- **Jim Langridge**, a/manager, timber tenures, timber harvesting
- **Tom Lester**, a/director, range
- **Tom Niemann**, a/manager, policy development and legislation, strategic planning
- **Bruce Sieffert**, manager, resource planning, integrated resources
- **Imre Spandli**, manager, inventory
- **Evelyn Hamilton**, research ecologist, research
- **Laura Stringer**, director, public affairs

- **Colene Wood**, a/manager, training and continuing education, silviculture
- **Mike Whybrow**, a/director, industry development
- **Mike Wyeth**, silviculturist

Operations division:

- **Barry Mountain**, district manager, Sunshine Coast
- **Bruce McKerricher**, small business forester, Campbell River
- **Dave Peterson**, planning officer, Cariboo
- **Doug Konkin**, operations manager, Invermere
- **Ken Belik**, district manager, Vernon
- **Andy Gubbins**, resource officer, Port McNeill
- **Mike Carlson**, regional manager, Cariboo
- **Terry Peter**, regional staff manager, operations, Nelson
- **LeVerne Merkel**, regional timber officer, Prince George
- **Bill Jensen**, field operations supervisor, Prince George district
- **Jane Perry**, stand tending forester, Cariboo
- **Russ Haas**, resource officer, timber, Penticton
- **Will Stadey**, finance and administration manager, Lakes
- **Mike Geisler**, operations manager, Kispiox
- **Barb Pryce**, resource officer, planning, Penticton

Silviculture

A computer-in-a-kiosk may become the future vehicle for taking silviculture to the streets, if a FRDA II pilot project is successful.

The idea behind the project is to go out and share information with the public, using the latest in touch-screen computer technology.

"This system is not going to be passive," said **Mike Blackstock**, silviculture information specialist. "We want it to become a trusted source of information for the public — developed by the public. That will be the challenge, and our role is to facilitate that process," he said.

There will be a voting, public

volunteer on the project's steering committee, with other members coming from the Forest Service, Forestry Canada, the B.C. Forestry Association and the B.C. Systems Corporation.

The committee begins meeting in August, when they will start to evaluate a demo system. If the project goes well, it will receive \$2 million over four years.

For more information contact **Mike Blackstock** at 387-8914.

Deputy's office

Recent staff changes in the deputy minister's office include the secondment of **Shelley Sullivan** to the position of executive coordinator. She has transferred over from inventory branch where she spent the last four years managing client support. One of her key responsibilities in the new position will be Service Quality B.C. Shelley can be contacted at 387-1285.

Also new to the office is **Lyla Smith**, who replaces **Blanche Congdon** as executive assistant. Lyla has several years of experience in government, most recently with the Ministry of Advanced Education, Training and Technology.

Blanche is the new Women's Programs Coordinator with human resources branch.

Merritt forest district

It is only mid-summer and the Merritt district's forestry information centre (in the Merritt Tourist Information Centre) has had 43,000 visitors since it opened on May 15.

Aside from new displays to address various aspects of forest management, there is an expanded interpretive trail which is getting a lot of use, says **Tom Lacey**, resource officer, protection.

"We are getting a lot of bus tours now, and the trail is like a natural classroom," he said. "There is always something we would like to change. It's important to update displays to answer the questions people are asking. But the big secret is to have someone there to talk to."

Timber harvesting

Reaching the public and getting them involved in the tree farm licence planning process is a challenge. But timber harvesting branch staff say they will strive to get more people involved — at an earlier stage — so their concerns are reflected in management and working plans.

One of the first steps in this process is to improve communication. So, before attending recent open houses for TFLs 44 and 46 on Vancouver Island, several district, region and branch staff took part in a training session to learn how to communicate better — with the public, and the media.

"The training absolutely helped," said **Jim Langridge**, TFL forester. "We learned the importance of cutting the jargon and giving a clear response to questions," he said.

Reg Brick, tree farm licence officer, who attended open houses in Tofino and Victoria, said the training sensitized him to the need for building bridges between himself and the people who walk in the door. "You have to try not to keep your hat on too tight and be more open to other peoples' ideas," Brick said.

The branch held a debriefing for staff following the open houses, and came up with several recommendations to better achieve their goals. They would like to:

- reach a broader public;
- improve displays so they clearly explain what management and working plans are, and how they fit into the TFL planning process;
- provide companies with better direction; and,
- see more commitment from companies in addressing the key issues.

A lot of articulate comments were received at the recent open houses, Brick says. And at least two groups are finalizing in-depth reviews of both plans. Their comments will be in shortly. Given the interest in these TFLs by the public, the chief forester has been asked to extend the deadline for receiving comments on the plans. A decision is expected soon.

"When all of the completed questionnaires have been received, we will submit them to an independent consultant for analysis," Brick said. "The results of the analysis will then be sent to the licensees, who will revise their plans in accordance with the ministry's recommendations."

Valuing/managing diversity

People usually hire people like themselves. This is a fact that the ministry is trying to change through educating staff to be more aware of employment equity issues and the value of hiring people who represent various community populations.

"I think the key is education and awareness — getting people to understand the issues," said **Charlene Levis**, employment equity officer. "A lot of people don't understand the barriers to employment for people in the social minority." These include: women, aboriginal peoples, visible minorities, people with accents, and physically and mentally disabled people.

To increase awareness, more than 50 staff attended a seminar on valuing and managing diversity given in May by **Neil McDonald**, one of Canada's leading experts on the topic.

"We wanted to get someone from each area who would be comfortable answering questions from other employees," Levis said.

Helen Metcalfe, resource officer, silviculture, Invermere district, said that after the seminar, staff were really interested in what was said.

"A lot of people wanted to know if this meant an overall threat to their job," Metcalfe said. "But, it wasn't anyone telling us what government is going to do. It was just to give us some idea of what works."

John Nooski, financial services assistant, Prince George district, also attended the seminar, and was surprised at how much information was given about Native people, and especially the history behind the creation of the barriers they face.

Nooski says he would like to hear more about employment equity issues in the ministry, and found the seminar an "eye opener."

At the seminar staff learned that:

- In 2.5 generations, Canada's population will be 45 per cent aboriginal and immigrant, and 55 per cent Caucasian.
- In Canada, the gatekeepers to the resources are Able-bodied White Anglo-Saxon Protestant Males.

For those who did not attend the McDonald seminar, a summary of the highlights will soon be available from human resources. If you want more detailed information you can order an easy-to-use reference book on employment equity issues, *Managing Diversity*, by **Neil McDonald**. Contact: **Charlene Levis** at 387-8764.

New pubs

Two publications from the Old Growth Strategy Project are now out — and they are hot. *Principles and Practices of New Forestry*, (Land Management Report 71) by **Doug Hopwood**, is not only in great demand from region and district offices, it is popular in the Pacific Northwest, where the ecologically oriented approach to forestry was developed.

"This report provides people in the districts, and in industry, with background information on the principles and practices of new forestry, and its possible application in B.C.," said **Andy MacKinnon**, manager, forest ecology research, and Old Growth Strategy participant.

"We are really pleased with the report. It is timely and was deliberately written simply, but without sacrificing detail. I think we managed to walk that fine line."

The other publication sponsored by the strategy, *A Bibliography on Old-Growth Forests in British Columbia*, (Land Management Report 72) will probably have to go into a second printing too.

Compiled from a worldwide literature search, the fully annotated bibliography also features an index at the back, which lists all references relating to a certain topic, such as nitrogen cycling.

For more information, contact **Andy MacKinnon** at 387-0046.

Information systems

Newsletter

Every three months, this branch puts out the *ISB Connector* — a newsletter full of articles about the ministry's computer information systems. It even carries a HELP column, which is like a *Dear Abby* for computer-related concerns.

Copies are distributed to branch and district managers of finance and administration; regional staff managers and systems officers; and the two provincial warehouses.

Anyone with interesting news, or a question about our information systems, is encouraged to submit an article or send a letter to the editor. For more information contact Editor **Terry Whitney**, at 387-0285, or by Profs (twhitney).

Coming events

- **SISCO** (Southern Interior Silviculture Committee) 1991 Summer Workshop, August 20-21 in Cranbrook, "Integrating Silviculture Practices with Non-timber Values." Contact: **Dale Gardiner**, 426-3391.
- Retirement: **Clint Nelson**, district manager, Mackenzie forest district.

Steaks will be on the barbeque August 10 at Tudyah Lake to celebrate Clint's 36 years with the Forest Service. There will also be a shuttle service from Mackenzie, a fishing derby, sing-alongs and a pancake breakfast.

Contact **Linda Morris** or **Bob Thrienen** at 997-2200 by July 26.

- Summer Forest Tours in the northern interior: **Houston** - Chamber of Commerce, 845-7640; **Fort St. James** - Cindy Wotherspoon, 996-8241; **Fraser Lake** - Tom Turner, 699-6235; **Valemount** - Dave McPherson, 566-4421; **Prince George** - Visitors' Bureau, 562-3700; **Chetwynd** - Rodger Dechamplain, 788-2231; **Mackenzie** - Leone McCracken, 997-3075; **Fort St. John** - Alison

Brookes/Shelbi December, 785-8906.

- **Delgamuukw and the Aboriginal Land Question**: Conference to be held September 10 and 11 at the Victoria Conference Centre. For details and registration forms, contact: School of Public Administration, University of Victoria, 721-8074.
- **Forest Nursery Association of B.C. 11th Annual Meeting**, September 23-26, Coast Inn of the North, Prince George. Registration contact: **Susan Thorpe**, 962-3532.
- **Port McNeill forest district reunion** — October 12-14. Contact: **Janice Carter**, 956-4416, Profs (jcarter).

Air safety

The Forest Service is the largest user of casually-hired aircraft in B.C. Each year staff fly nearly 40,000 hours over some of the roughest terrain on the continent.

"Although we are a heavy aviation resource user, we have been able to keep our accident/incident frequency below the national level through a proactive safety program," said **Ian Morrison**, aviation management.

"We are always looking for safety messages to send to staff," he said.

One of the messages that pilots should be particularly aware of is that using and maintaining their ELTs (emergency location transmitter) could save their lives — not to mention, the lives of their passengers, or search crews who will look for them in the event of an accident.

A recent article published by the *Canadian Aircraft Operator*, quotes a pilot flying over Stuart Lake: "I make sure before takeoff that my ELT is not armed (not turned on)," he said.

Why would any pilot deliberately turn off their ELT? Apparently the devices can give off false alarms which can be embarrassing, because they can lead to remarks about the quality of the pilot's landings.

"It's really quite a simple safety feature that's available and its silly not to use it," said **Dave Langridge**, air operations technician.

One of his concerns is that this kind of attitude can spill over into other areas. He says that the minor inconveniences in maintaining ELTs and other safety equipment far outweigh the consequences.

Womens programs

The 1991/92 Women's Programs action plan will better reflect the needs of staff in districts and regions, because their local representatives have become more involved in developing the plan, says **Rhonda Hunter**, regional staff manager, Kamloops forest region, and Women's Program Advisor.

"They've got good ideas and viewpoints," Hunter said. The plans are more personal and a little closer to the regions and districts — so it will be a more meaningful process."

The action plan received excellent support from the executive and has three main objectives:

- increase understanding of gender-equity issues;
- strengthen Women's Programs; and,
- create training and development opportunities.

"We want to get input from everyone as we integrate Women's Programs with the ministry's business plans," Hunter said. Broader participation, from both men and women, will make it work even better.

Language

If you are never sure whether to write "human being", "people" or "individuals" instead of the old catch all "man", then you will appreciate the upcoming publication of a gender-neutral style guide and policy being developed by an interministry committee.

Sandra Guadagni, committee member, says the interim copy of the guide should be coming out in August, and copies will be distributed in conjunction with training.

"The thing I like about it," says **Charlene Levis**, employment equity officer, "is that it will help us achieve our goals — because part of our success depends on changing attitudes."