



Forest Service News — No. 6

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For employees

New post

Lois Dellert was appointed (acting) assistant chief forester October 15.

She will continue part-time in her position as a manager in the research program during a phase-in period.

The new position was created to assist the chief forester and the forestry division in the development of policy, plans and programs.

Urban jobs

A closer look at jobs in Greater Vancouver has revealed that one in five people employed in the area owes their job to the forest industry.

This was the key finding in a report titled, *The Forest Industry's Role in Vancouver's Economy: A Study of the Economic Impact of B.C.'s Forest Industry on the People of Metropolitan Vancouver*, which was co-sponsored by the Vancouver Board of Trade and the B.C. Forest Alliance.

"Until now, information about the impact of the forest industry in metropolitan Vancouver has been largely guesswork or wishful thinking," said Alliance Chairman **Jack Munro**.

Another key finding in the study, is that without the forest industry, the province and local municipal governments would lose \$1.4 billion in tax revenues.

"We suspected that the forest industry played a major economic role in Greater Vancouver, but we were a little surprised the industry was this strong here," said Board of Trade Managing Director **Darcy Rezac**.

The report, based on 1989 figures, looked at many factors, including capital investment, transportation, export shipments, direct industry activity in Greater Vancouver and the local impact of industry activity elsewhere in B.C.

For further information, or a copy of the report, contact **Kathy Groenewald**, B.C. Forest Alliance media relations director, at 685-7507.

Applied science

Wastewater. How do you get rid of it without hurting the environment?

It's a common problem that B.C. municipalities have to deal with sooner or later. Now, they have an interesting example to consider: In Vernon, the city council joined hands with the Forest Service's Kalamalka Research Station to turn an environmental liability into an asset.

In the 1970s, the city decided to stop dumping wastewater into Okanagan Lake, and instead, use it to irrigate nearby grasslands.

"The land-based system has been successful in keeping wastewater out of the lake, and has generated a strong sense of community pride and a reputation for Vernon as an environmentally aware community," said **Michael Carlson**, research scientist, Kalamalka Research Station.

But work at the research station and seed orchard suggested that poplar trees, which are "nutrient pigs," would eat up more of the nutrient-rich wastewater than the grasslands; cost less; improve percolation and reduce surface runoff; and, provide longer irrigation seasons.

"With a little coaxing, the Vernon City Council was convinced to invest

in a one-hectare plantation on the research station property," he said.

The survival and vigor of the trees grown on the plantation generated considerable public and scientific interest.

In 1988, a 17-hectare plantation was planted near Vernon to:

- gain experience in the establishment and maintenance of a spray-irrigated tree plantation; and,
- to study whether or not the hybrid poplars are more efficient for using and renovating treated wastewater than conventional pasture.

The University of British Columbia has undertaken a long-term water, soil, and plant monitoring project on the plantation, and Carlson has established a growth and yield project as well.

"Most of these plantations are in the eastern and southern United States," Carlson said. "This is the only place in Western Canada doing it — providing information and a model for other communities."

Just a reminder

The *Forest Service News* is meant for employees — but some of you aren't getting it.

So if you pass out the newsletter in your office, could you please make sure that each person gets a copy placed on their desk.

If you have comments, questions, or submissions to make to the *Forest Service News*, please contact **Ben Pires**, at public affairs branch, by phone: 387-4592; FAX: 387-8485; or PROFS: BPIRES.

Welcome

Forest resources policy division

Bruce Duncan joined the division in September on a two-year secondment from the Ministry of Finance and Corporate Relations, and will work with various branches on a number of priority projects.

Penny Holt has filled the position of executive secretary to Assistant Deputy Minister Lorne Sivertson and can be reached at 356-5377. **Christine Estes**, operations assistant, can be reached at 356-6879.

Inventory branch

Rick Brand has been seconded from the Port Alberni forest district office, as acting project planner for the branch.

With his extensive region and district experience, his initial priorities will be to co-ordinate the development of Project Management Plans for all regions, and review and develop the Five-Year Strategic Plan for the Inventory Program. He can be reached at 387-1814.

Human resources branch

Lorraine Ross is the new human resources development officer, serving headquarters and the regions, as required. She can be reached at 387-4501.

Timber harvesting

Sometime in November, you can look for a new brochure titled, *'What FTAS Means to You . . .'*, that explains the latest components of the FTAS "suite."

FTAS is the acronym for the Forest Tenure Administration System, which has been developed in stages over the past few years and should be fully implemented by March 1992, says **John Mallett**, FTAS project manager.

Three parts of the FTAS are already online and in use: **timber mark registry**; **small business planning**; and, **recreation project and site survey**. In late November, **range management** will be added; in December, **timber tenures**; and, by next March, **work management**.

If you are a resource clerk, FTAS will make your job easier, quicker and more interesting. You will do less "running around."

If you are a resource officer or technician, timber tenures will be directly available to you, so when a client calls, you simply call up the online file to view key information.

If you are a supervisor or manager, work management will give you a handle on the district workload, and all components will enable you to see how your district fits into the total picture.

Copies of the brochure to explain other benefits will soon be in the mail.

For other information you can contact **John Mallett** at 387-6782.

'Deputy' bulletin

A number of Forest Service staff have accessed the new electronic bulletin board to get the latest information posted. In summary:

- **On strategic planning presentations** — "I would appreciate your feedback on this approach — from the managers who are making the presentations and the staff who are receiving the information."
- **MOU** — Along with Forest Resources Policy Division staff, the deputy attended meetings in Ottawa for continued discussions on the Memorandum of Understanding with the U.S.; he held a meeting with all branch directors; and, a conference call was made to all regional managers to brief them on the outcome.
- **Meeting staff** — following a series of meetings with all branch staff in Victoria, the deputy begins sessions in the regions and districts.

The human touch

Silviculture branch is using a new approach to develop a touchscreen computer system that will help satisfy the public's growing appetite for information about silviculture and forest management in B.C.

The pilot project, funded under FRDA II, has come a long way, says **Mike Blackstock**, silviculture information specialist.

"In the past, information systems were technical and scientific in nature," Blackstock said. "This Public Access Information System (PASIS) is being developed by the public for the public."

Facilitators have been hired to get input and ideas from two main groups:

- urban high school and college students; and,
- non-forestry-trained employees of the Forest Service and Forestry Canada.

All together, 600 persons will be canvassed, including staff from several forest districts and some branches.

Based on the information gathered, a prototype system will be developed and reviewed by the two groups. It should be ready by early 1992.

The PASIS pilot project is directed by a steering committee with a diverse membership:

- **Mike Blackstock**, project manager;
- **Pat Fogarty**, public representative (volunteer);
- **Gail Wallin**, B.C. Forestry Association;
- **Lorraine Blashill**, Forestry Canada;
- **Jim Challenger**, public affairs branch;
- **Linda Barnes**, information systems branch; and,
- **Robin Dunn**, B.C. Online.

For more information on PASIS, contact any member of the steering committee; **Steve Hunt**, project assistant (387-8916); or, **Kelly Hutton**, public silviculture information forester (387-1191).

Human resources

Mental health

In the past, when Forest Service staff were involved in traumatic "critical incidents", professional psychologists were brought in to help them deal with their grief and personal trauma — a process known as "critical incident stress debriefing."

Now, the Forest Service is taking a firmer step toward developing this important support for staff. A recently formed committee is in the process of designing a critical incident stress management program which includes:

- the selection of candidates as peer debriefers;
- ways of ensuring confidentiality;
- training arrangements;
- developing a response system;
- arranging payment for participants;
- securing availability of mental health professionals; and,
- a budget provision system.

"Mental health professionals have unanimously advocated the use of trained peers as the most expeditious resource to assist in the debriefing process," says **Jim Stobie**, manager, occupational health and accident prevention section, human resources branch.

"Peer debriefers provide a special service. Critical incident stress victims get immediate assistance from co-workers whom they trust and respect," he said.

"Time frames are also crucial for implementing interventions and debriefing," says committee member **John Tigchelaar**.

"Especially in small communities, there is a real impact on people, and if it's not dealt with quickly and effectively, the effects can become far worse."

How do you know when you have experienced a critical incident?

A critical incident is any situation faced by our staff that causes them and others (such as spouses) to experience unusually strong emotional reactions which have the potential to interfere with

their ability to function, either at the time, or later.

Examples include natural disasters, threats to a worker's safety, mass-casualty incidents, prolonged events, media interest in the event, serious injury, and suicides.

How do you know when you have been affected by a critical incident?

Everyone involved in a critical incident is affected by it, more or less.

"A lot depends on the severity of the incident," says Tigchelaar. "But the individual's personal experience and present situation can also play a role."

Often, the people who say they don't need it, need it the most."

But it is normal to experience several different physical, emotional and cognitive reactions, such as flashbacks, restlessness, problems with sleeping, concentration, eating and sex, sadness, depression, lethargy, disorientation, anxiety, anger, guilt, and estrangement.

The future:

Pre-incident stress education is the most important part of the process, according to **Jeffrey Mitchell**, University of Maryland, who specializes in crisis intervention and critical incident stress debriefings.

"The more information people have on stress and its effects, the better they can recognize stress and seek help when they become overwhelmed."

He also states that administrators must acknowledge the need to support their most valued resource — their personnel.

Tigchelaar is confident that staff will be hearing much more about the new critical incident stress management program.

Three members of the committee are already signed up to participate in basic, advanced and peer support techniques courses being given by Mitchell next month in Edmonton.

The committee members are:

- **Bob Perchie**, personnel/safety officer, Nelson forest region;
- **John Tigchelaar**, protection officer, Prince George forest region;
- **Gil Kirke**, operations manager, Salmon Arm forest district;
- **Liz Robitaille**, manager, finance

and administration, Squamish forest district;

- **Nancy Davis**, labour relations specialist, human resources branch; and,
- **Jim Stobie**, manager, occupational health and accident prevention section, human resources branch.

For more information contact **Jim Stobie** at 387-8753.

Endangered species

With the federal and provincial wildlife acts both in the works and due for release, discussion was really lively at the public symposium on B.C.'s threatened and endangered species held recently in Vancouver.

At the conference, **Rick Page**, wildlife ecologist, forest science research branch, spoke about legislative change for endangered species.

The first conference, held 10 years ago, helped get four species protected under threatened and endangered species legislation:

- burrowing owl;
- white pelican;
- Vancouver Island marmot; and,
- sea otter.

The purpose of this year's symposium was to focus public and institutional attention on the status of threatened and endangered species.

"There were a lot of calls for stronger environmental legislation — specifically, a forest practices act which would be a legislative standard," Page said. "There was a push for legislation that would be strongly regulatory as opposed to guidelines."

Page said it is likely that the federal act will be hotly debated on several points, including its proposed \$200,000 (maximum) penalty for threatening an endangered species — which some say is not enough.

The symposium also focussed on community action.

For more information, contact **Rick Page** at 387-6710.

Taking Notes

We would like to introduce a new section in the newsletter that will allow staff to share the valuable notes they take at various meetings and workshops that others could not attend.

Please keep this section in mind if you are scheduled to attend a seminar or meeting that may be of interest to the rest of us.

To start off, **Wendy Stewart**, public information officer, public affairs branch, thought that people might be interested in the points made at an after-work session sponsored by the Institute of Public Administration.

The topic was the 'Public Sector Manager in the Year 2000,' and the speakers were:

- **Isabel Kelly**, deputy minister, Government Management Services; and,
- **Forests' Deputy Minister Bob Plecas**.

Kelly talked about what people should be doing today to be good managers tomorrow. She identified what she considers to be the ideal characteristics of a manager:

- an MPA student;
 - enthusiastic, determined, proactive, communicative, persistent, hard working, analytical, and fun loving; and,
 - a risk taker, facilitator, and quick study.
- You also need to:
- have high energy;
 - believe in what you do and in the public service, believe in the power of your career and current priorities;
 - motivate people, but remember, fear only works in the short term;
 - make it a team effort;
 - be open, honest, share your ideas;
 - worry least about who is going to get the credit — it's important NOT to need the credit — be able to give away your ideas;
 - share information throughout the organization;
 - be a *part* of change — it's best to lead it;

- laugh at yourself;
- follow through and provide support for your own staff; make returning your own staff's phone calls a top priority — second only to the minister; and,
- be strategic in your approach. **Bob Plecas** also pointed out that:
- there's nothing you can't accomplish if you're not afraid of who gets the credit;
- hierarchies are flattening out, putting less distance between people;
- you need "sizzle" — increased competition for fewer resources means you have to have an idea, know how to sell it and get out there and sell;
- you have to be a change agent and manage for change;
- you have to be far more sensitive about clients and their needs; and,
- remember that people want far more say in the policy side of government.

Other notes available:

- Empowered Work Teams — **Bruce Young**, manager, team effectiveness, B.C. Hydro and Power Authority (1991 winner: IPAC National Award for Innovative Management). Recorded by **Joan McCorry**, operations assistant, 356-9502.
- Native Land Claims — a presentation to provincial civil servants by **Tony Sheridan**, assistant deputy minister, Ministry of Native Affairs. Recorded by **Wendy Stewart**, public information officer, 387-8489.

Staff driving record

The 1990-91 report on preventable vehicle accidents shows that Forest Service staff are to be congratulated for remembering to buckle up their seatbelts.

But, a significant rise in accidents, where operators have 'lost control', indicates that some staff need to brush up on defensive driving.

The number of accidents where vehicles have hit fixed objects is also high (32.1 per cent of all reported

accidents for 1990-91), compared to other government ministries.

If you have questions about driver training, contact a regional personnel safety officer, or **Jim Stobie**, manager, occupational health and accident prevention, at 387-8753.

Forestry education

'Creating a Forestry Education and Communication Strategy for B.C.' is the title and goal of a workshop for invited participants being held November 6-8 at the Coast Plaza Inn in Vancouver. Other workshop objectives:

- update participants on the progress on seven strategic objectives that were set at an inaugural workshop in June 1990;
 - foster communication amongst the many agencies and organizations involved in forestry education and communication in B.C.;
 - review the proposed terms of reference and membership for the B.C. Forestry Continued Studies Council; and,
 - review developments in forestry education and communication in other jurisdictions, and education in general, to develop strategic objectives for the future.
- Guest speakers include:
- **George Ewonus**, director, College Board (Canada);
 - **Susan Barker**, librarian, B.C. Forest Service;
 - **Dan Niven**, Advantage Computers;
 - **Betty Mitchell**, Knowledge Network;
 - **Perry Brown**, Oregon State University;
 - **Sandy Peel**, Forest Resources Commission chair;
 - **John Broadhead**, Earthlife Canada Foundation; and,
 - **Julia Gardner**, consultant.

The workshop is jointly sponsored by the Forest Service and Forestry Canada through FRDA II.

For more information, contact Network Director **Cindy Pearce**, at 822-5874.