



Forest Service News — No.9

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Human resources

A two-day orientation training course now available to Forest Service staff is getting good reviews from people who have already participated.

The new orientation course is for all employees, but right now, priority is being given to newly-hired staff, says **Bob LeBlanc**, manager, human resources development.

"We cover a fair amount in two days," he said. "But its still the job of the supervisor to orient the employee on the job."

About 30 of the courses are scheduled to be held throughout the province by the end of March.

Dodie Hammond, research and status clerk, timber harvesting branch, attended the course recently in Victoria.

"I have been with the Forest Service 15 years," she said. Even so, she found everything in the course was interesting and heading in the right direction.

"I came away from it with a feeling that it is nice to be working with such intelligent people. I have great respect for them," she said.

She also found the role playing, to re-enact a district office meeting, stimulating.

"You can't beat spontaneity," she said. "And it was not *just* fun — it was learning. I came away feeling that I'd like to be a fly on the wall of a district office."

Ed Tanas, resource assistant, silviculture, North Coast district, also found the role-playing exercise useful and fun.

"The discussion was good, it was well thought out, and I got to mingle with other new people," he said.

A Management Development Program is also being offered by the branch, with 30 workshops to address nine topics by the end of this fiscal year.

A calendar has been mailed out which includes information about the program as well as the application procedures to follow.

If you are interested in any of these courses, talk to the training contact person in your branch, district or region.

Bear/human safety

In B.C. there are dozens of confrontations between people and bears each year, says **Ralph Archibald**, operations manager, integrated resources branch. He is a member of interministry group responding to concerns for the safety of staff working in "bear country."

"We see a need to train staff on how to avoid confrontation with bears — for the benefit of both the bears and themselves," Archibald said.

Archibald and other staff took the lead in organizing a workshop to discuss the concerns and design a bear safety program: **Jim Challenger**, manager, visual communications, public affairs branch; **Vivian Banci**, fur/carnivore specialist, wildlife branch, Ministry of Environment, Lands and Parks; and, **Jerry Hunter**, field operations supervisor, harvesting, Kamloops forest district.

As a result, a request for proposals, to produce a training video and accompanying literature, is being prepared.

"There are many people whom we believe will be able to use this information, including industrial workers and any ministry staff who

work in the forests," Archibald said.

"Encounters from bears vary from just getting a bad scare, to being charged, or in other cases, mauled. In the last 10 years eight people in the province have been killed. So there is a risk.

"Also, hundreds of bears have been killed during these encounters. So we want to give out the best information available on how to avoid confrontations."

For more information, contact **Ralph Archibald** at 356-5956.

Doing lunch

Recreation branch staff have come up with a way to make those winter lunch hours more exciting. They have slide shows.

You won't see Uncle Joe's long-lost cousin anywhere on these carousels. So far, they have:

- explored the Tatshenshini and Kitlope with **Terje Vold**, wilderness forester;
- had a wild Pacific adventure with **Ted Murray**, recreation analysis specialist;
- seen the trails and huts of Europe with contractor **Jim Rutter**;
- weaved along U.S. canyonlands with contractor **Kreg Sky**; and,
- gone around the world with **Kamil Apt**, senior landscape forester.

Vold says "there's nothing officious about the slide shows, and it's a nice way to get to know people and what they're up to."

His advice to other staff who may like to give the idea a try, is to simply book a boardroom and then pass the word around. Of course, inviting recreation branch staff is mandatory, he says.

Staff honored

On November 28 a ceremony to honor government employees with long service awards was held at Government House in Victoria. Fifty-five Forest Service staff received awards this year: 20 for 35 years of service; and, 35 for 25 years of service.

At the ceremony, 25-year-award winner **Jim Dunlop**, director, protection branch, spoke on behalf of the employees.

It was a first, and probably a one-time event for three brothers, all in the Forest Service, all in the same job to receive their 25-year long service awards together at the ceremony.

They are: **Keith Blom**, operations manager, harvesting, Lillooet forest district; **Ken Blom**, operations manager, operations, Squamish forest district; and, **Tom Blom**, operations manager, forestry, Cranbrook forest district.

The 35-year recipients are:

Harold Bell, Duncan; **Emile Bouchard**, Williams Lake; **Victor Doerksen**, Chilliwack; **Glen Erickson**, Chilliwack; **Lawrence Espenant**, Prince George; **Richard Giske**, Victoria; **Frederick Wayne Hendy**, Williams Lake; **William Holloway**, Duncan; **Arthur Krane**, Cranbrook; **Kenneth Magee**, Prince George; **Ian McGraw**, Vancouver; **Lloyd Milburn**, Victoria; **Arnold Odiorne**, Prince George; **Robert Reader**, Victoria; **Lawrence Russell**, Burns Lake; **Cameron Smith**, Merritt; **Albert Telford**, Nelson; **Frank Vican**, Squamish; **Basil Watson**, Langley; and **William Woodward**, Nelson.

The other 25-year recipients are:

John Armitage, Atlin; **Dennis Asher**, Quesnel; **James Ettinger**, Sechelt; **Charles Fennell**, Vernon; **Harry Finlayson**, Burnaby; **Hugh Freeman**, Williams Lake; **William Fullerton**, Parksville; **Bruce Gerhart**, Campbell River; **Cecil Gibbons**, 100 Mile House; **Donald Hendren**, Invermere; **Rosemarie Hooper**, Victoria; **James Kirby**, Vancouver; **Richard Knotts**, Vancouver; **Joseph Leduc**,

Kamloops; **Walter Lindenblatt**, Prince Rupert; **Mohammad Mirza**, Victoria; **Allen Moody**, Vancouver; **Helmut Mueller**, Victoria; **Kenneth Nelson**, Aldergrove; **Ewald Neumann**, Hope; **Jack Reeder**, Nelson; **Richard Reimer**, Penticton; **Robert Richards**, Prince George; **Willi Sieck**, Prince George; **Wolfgang Sinnemann**, Kamloops; **Ian Smith**, Kamloops; **Herbert Spence**, Salmon Arm; **Donald Thomson**, Victoria; **John Vikstrom**, Nanaimo; **Ben Zuber**, Grand Forks; and, **Michael Beston**, Campbell River.

In memoriam

Eric Paul Buss, aged 40, died November 27, 1991, when an avalanche struck six members of the Smithers Volunteer Mountain Rescue Squad while they were on a training exercise on Hudson Bay Mountain near Smithers.

He was the regional recreation officer for the Prince Rupert forest region, since July 1989.

Eric held a Bachelor of Environmental Science degree from the University of Waterloo and received a Master of Science degree in Forestry in 1980 from the University of Toronto.

He was highly respected as a professional in the field of recreation and held in high esteem by those who worked for and with him in the Forest Service and B.C. Lands. He is missed at work and in the community.

Eric is survived by his wife Elizabeth and son Alexander Peter. Donations can be made to the Alexander Buss Education Memorial Fund, c/o Royal Bank of Canada, P.O. Box 580, Smithers, B.C., V0J 2N0.

Dr. Stephen Ross, died November 29, 1991. He was a senior research scientist and project leader, seed supply research, forest science research branch, and held an appointment as adjunct professor in the Forests Biology Program at the University of Victoria.

He had a distinguished, international, 20-year career in forestry research, authoring more

than 100 scientific publications. For eight years he was associate editor for the *Canadian Journal of Forest Research*.

His special interest was tree physiology research. His pioneering work on the role of plant growth hormones in flowering, and development of the container seed orchard concept, have been widely recognized. In 1965 he received a Bachelor of Science (High Honours) degree from Humboldt State College, and held Masters and Doctorate degrees from the University of Washington.

Stephen is survived by his wife, Elaine, and his three children, Geoffrey, Tracy and Ian.

Staff update

John Mallett was appointed operations director, a new position in the operations division.

After earning a forestry diploma at BCIT, Mallett became assistant ranger at Cultus Lake. From there he went to Campbell River and then Dawson Creek where he worked for several years before accepting a secondment to coordinate the Forest Tenure Administration System.

Sucha More is the new audit project manager, audit services branch. He has worked in the Auditor General's office and, most recently, with Price Waterhouse in Vancouver.

Silviculture branch

Jerry Carlson was recently appointed manager of the forest health program. He was formerly the manager of operations, Phero Tech Inc., Richmond.

Colene Wood, widely known in the Forest Service for her enthusiasm for silviculture training, was recently appointed manager of the training and extension program. She was formerly the surveys coordinator.

"These people are the champions of the forest health and silviculture programs in the province," says **Peter Ackhurst**, director, silviculture branch, "and they provide additional depth and breadth to the silviculture program."

Native forestry

After a year of holding public meetings and generating new discussion on native forestry in B.C., the Native Forestry Task Force released its final report "Native Forestry in British Columbia: A New Approach." It contains 20 recommendations on how to increase the participation of aboriginal people in the forest sector.

"We developed the recommendations so that they can provide benefits to First Nations now, while land claims are negotiated," said **Harold Derickson**, who chaired the task force. He says the recommendations are workable and strike a reasonable balance between the interests of native and non-native communities.

Peter Levy, task-force member and manager, native affairs for the Ministry of Forests, said that meetings, attended by native people, industry and government representatives, helped identify the areas of concern, and needs in communities and formed the basis of the recommendations.

"A review process is being set up within the Forest Service to develop a response to the report," Levy said, and he anticipates that response will be ready by February.

The six-member task force came up with a wide range of recommendations in their report.

In short, they recommend:

- settlement of aboriginal land claims;
- 'priority allocations' of available allowable annual cut to First Nations forestry ventures, and a new tenure;
- negotiating Cooperative Forest Management Agreements within traditional territories;
- native forestry courses in curricula at UBC and the University of Northern B.C. as well as a support program in natural resources;
- a second native technical school and priority funding for the Nicola Valley Institute of Technology;

- forestry and natural science curricula in native primary and secondary schools;
- forestry training and job creation programs for native people with the forest industry and federal government;
- a native silviculture program and start-up funding to employ technicians or professional foresters;
- native forestry extension workers in forest district offices;
- more emphasis on native participation in all areas of forest protection;
- creating a Native Forestry Capital Pool;
- increase direct, full-time native employment in government and industry;
- joint ventures between industry and First Nations;
- native participation in integrated resource management and planning;
- identifying and protecting First Nations' archaeological sites and ancient burial grounds; and,
- establishing a First Nations Forestry Council.

Aboriginal people, the forest industry and the public are invited to comment on the report by February 28, 1992.

For more information, call **Larry Gilbert**, manager, native programs, at 356-0544.

Ministry vs. ministry

I was telling people around the office about Ministry vs. ministry. If none of us knew about the rule, probably lots of other people don't either.

Terry Whitney, documentation analyst, information systems branch.

The Ministry of Forests follows a style guide published by the Canadian Press and used by Canada's national news service.

A simple rule to follow in this case, is to lower-case ministry when it stands by itself, except of course if it starts a sentence.

If you refer to a specific ministry by its proper name, like the Ministry of Forests, Ministry of Finance, etc., then use capitals.

Touch your forests

The touchscreen computer being developed by silviculture branch to provide public access to silviculture information, now called "Touch Your Forests", is progressing quickly.

Public input is an important focus of this FRDA II pilot project (formerly known as PASIS), and some interesting findings were made by facilitators working with 227 students from urban high schools and colleges, and 342 non-forestry trained staff from Forestry Canada and the Forest Service:

- 75 per cent of the high school/college group wanted more information about forestry practices;
- less than two per cent of this same group could correctly define commercial thinning, shelterwood system and selection logging;
- school libraries and places where people naturally congregate (e.g. malls, visitor centres, etc.) were preferred venues for an information system like "Touch Your Forests"; and,
- 76 per cent of the staff polled, knew what a touchscreen was.

Based on public input, four main topic areas were outlined for the pilot phase:

- overview of B.C. forestry;
- voices on the clearcut;
- reforestation; and,
- forest issues (hot areas in B.C.).

Development of the touchscreen prototype should be completed by March 1992. A preliminary version will be reviewed in January by participating students and staff.

The multimedia capabilities of the interactive prototype, provide exciting opportunities to experience video, audio, text and animation as part of the "silviculture experience" away from the forest.

For more information, contact:

- **Mike Blackstock**, project manager, 387-8914;
- **Kelly Hutton**, public silviculture information forester, 356-6214;
- **Steve Hunt**, project assistant, 387-8916.

Coming events

Prince George Region Bonspiel:

It's that time of year to start thinking about the 27th Annual 'Spiel being held in Vanderhoof, January 24 - 26. The entry fee is \$100 per rink, which includes a minimum of three games and a Saturday night banquet/dance.

Rinks are limited, so enter by January 10 by calling **Bob Clark**, **Mike Pritchard**, or **Mike Cleaver** at 567-6363.

Coastal Silviculture Committee 1992 Winter Workshop:

This year's winter workshop is being held February 4 - 6 in Parksville, and will focus on the role of silviculture in terms of multiple resource use and total chance planning.

The agenda includes such interesting topics as "The Mo' Beta Blues" and "Dances with Wolves." Registration is limited to 175 and the deadline is January 10.

For more information, contact: **Kathy Banky** at 335-1248.

Conflict resolution

One of the interesting courses being offered at The Banff Centre for Management, as it celebrates its 20th Anniversary of Resource and Environment Management Programs in 1992, is "Conflict Resolution: An Alternative Approach", March 1 - 6, 1992.

According to **John Hall**, district manager, Chilliwack forest district, who has taken several conflict resolution courses, this course exceeds them all.

Topics addressed in the course include:

- the anatomy of conflict;
- public consultation and where it fits in dispute resolution;
- alternative means of dispute resolution;
- policy dialogues and roundtables;

- multi-party negotiation simulation;
- developing negotiation skills;
- conducting and closing negotiations; and,
- how are negotiation processes being institutionalized within the federal hearing process?

The seminar is designed expressly for the person whose responsibilities encompass or are affected by public concern and intervention. It will be of particular interest to individuals who are responsible for project management, project review, environmental planning, engineering, or are involved in public affairs or community development, both in industry and government. The seminar fee of \$1,950 includes tuition, materials, meals and accommodation.

For information, contact: **Patrick Jackman**, program coordinator, The Banff Centre for Management, Box 1020, Banff, Alberta, T0L 0C0; (403) 762-6422 (FAX); (403) 762-6133.

Freedom of information

You may have heard through the grapevine that legislation has been proposed that deals with Freedom of Information and Protection of Privacy.

The proposed legislation is expected to be a high priority of the new government, and, when implemented, will affect all Forest Service staff.

In a nutshell, the proposed legislation would ensure the right of the public to access information in government records, and would protect the right of individuals to have their personal information in government records shielded from unauthorized collection, use and disclosure.

The Forest Service is one of the few ministries which currently has a policy regarding access to ministry information. The proposed legislation is expected to provide more access to information than the current policy allows.

More information will be provided by strategic planning branch as the details unfold, so stay tuned.

Visual green-up

How green must an area be after it is logged to satisfy the human eye? And how much time would be needed between harvests to ensure an acceptable visual quality?

These are the kinds of questions being asked in a new study on visually effective green-up (VEG) being coordinated by recreation branch, that will give us key information to assess green-up in a wide range of management situations.

Green-up refers to the re-establishment of vegetation after logging. There are many different types of green-up: hydrologic; forage; silviculture (free to grow); and now, visually effective green-up.

"Green-up is an important consideration in the visual quality of forested areas," says **Kamil Apt**, senior landscape forester.

"The concept of visual green-up has been around since forest landscape management principles were first set out, but so far, it has remained a concept."

Visual green-up is more a measure of human perceptions than underlying biological processes, Apt says. Until now, we haven't had standards for measuring the visual effectiveness of green-up after logging. The VEG study was initiated to correlate people's perceptions of visually effective green-up to different site and stand conditions, such as slope, forest cover, etc.

The study is funded through the Silviculture Systems Working Group of the Forest Renewal Plan.

Logging practices are changing in B.C. as the public demands greater consideration of non-industrial values such as visual quality. As part of the study, public meetings will take place in 12 B.C. communities this winter so that staff can get feedback to help develop standards to measure visually effective green-up.

For more information, contact: **Kamil Apt** at 387-8481.