



# Forest Service

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A newsletter for Ministry of Forests' employees

January 1993

## Miller previews issues of '93

Dan Miller was officially reinstated as Minister of Forests on December 16 after a three-month suspension over a technical conflict of interest ruling.

"I'm delighted to be back," Miller said in a recent interview. "I really feel at home in this portfolio."

He noted that the Ministry ran for three months with absolutely no difficulty. "That is a tribute to Mr. Charbonneau and the men and women of the Forest Service."

Miller is now in the process of reviewing Ministry business and preparing for the next sitting of the Legislature, due to reconvene in March.

"There are no end of issues, both large and small, to catch up on, so this is going to be a pretty busy month. Another important task is presenting our budget to the Treasury Board for approval.

"It's going to be tough times—we are still faced with a very large deficit. On the industry side though, I think it will be a reasonably good year for lumber producers. Prices are up and this may open up timber that was economically inaccessible in the past," Miller said.

When asked what directions the Forest Service and forest management would be taking over this year the Minister pointed immediately to two prominent issues.

"One is going to continue to be land use, particularly with the Commission of Resources and Environment (CORE) reporting towards the middle of the year on the areas that have been referred to it—Vancouver Island, which is the most difficult, and the Slocan and the Cariboo areas. There are some very difficult decisions to be made here.

"And this decision-making will be exacerbated by the other prominent issue which is the continued reduction in the allowable annual cut. This reduction is having a pretty tough impact on communities and the forest industry."

Miller thought the major challenges for the Forest Service over the next year would also be in the area of land use and in building public confidence.

"We have made some significant changes over the last year and I think we've also moved to allay some of the public concern about our ability to manage the land effectively. CORE has been a big help but other things that we have done, such as our reaction to the violation of the fish/forestry guidelines, was a move in the right direction.

"There is also potential for changes to the *Foresters Act* in the spring of this year that will create additional responsibilities for registered professional foresters and I think this will be well received.

"So, we have made a good start in regaining public confidence but this is something we have to keep hard at. In some ways, I think things will get worse before they get better. I am always conscious that the men and women who work for the service are out there on the front lines and need a lot of support and I have tried to give that. It will require a lot of dedication and hard work from all of us but I do think we are making progress."



## PHSP review—Up to the challenge!

A province-wide review of all pre-harvest silvicultural prescriptions (PHSPs) was announced during the first week of January and work on the internal audit is now under way in all forest districts.

The review was prompted by the disclosure last fall that some cutblocks in the Arrow forest district may have been harvested without meeting the necessary requirements of the *Forested Act* and *Silviculture Regulation*.

**Wes Cheston**, assistant deputy minister of operations, anticipated that some errors in the administration of PHSPs would be found by the internal audit. He emphasized, however, that "the purpose of the review is not to find errors but to determine the current state of our PHSP approval processes after five years of implementation."

PHSPs are the forest tenure holders' detailed harvesting and restocking plans. They must be subjected to public scrutiny and approved at the district level before cutting permits are issued.

Forest companies have been legally required to carry out

basic silviculture since October 1, 1987, when legislation transferring more of the responsibility for reforestation from the Forest Service to the forest tenure holders was introduced. The *Silviculture Regulation* came into effect in April, 1988, detailing the content of PHSPs. In April, 1989, the advertising of PHSPs for public input became law.

The problems that surfaced in the Arrow district may have stemmed from these retroactive changes in requirements for PHSPs and flaws in the administrative system used to process them.

"We are certainly not treating this review as a witch hunt," says **Robin Brown**, regeneration programs manager, silviculture branch. "It's important to find out where we stand with PHSP approval processes. When that is done, we will be in a position to determine if our administrative processes are suitable and if changes to the regulation are needed."

If you have questions about the PHSP review process in your district contact **Robin Brown** at 387-8900, or **Mike Pelchat**, silviculture audit specialist, silviculture branch at 356-5219.

Please distribute to all employees at their work stations

# Mammoth project in high gear

**Peter Eligh** has no trouble in mustering superlatives when talking about the magnitude of the project he is co-ordinating.

"No project has ever reached this deeply into every corner of the operations and forestry divisions of the Forest Service," he said.

Until now, the application of guidelines and procedures has been inconsistent. The Forest Practices Code will ensure that the application of standards is made in each and every case and will assist in realizing the Forest Service's goal of 'enhanced stewardship.'

When completed, the code is proposed to encompass a single body of regulations, rules, and field practices, and also provide the empowering legislation. It will be designed to ensure that forest practices are consistent across the province but will allow for regional ecological conditions. Procedures for appeals and auditing are proposed to be part of the code.

In January 1992, Forest Minister **Dan Miller** gave the Forest Resources Commission, headed by **Sandy Peel**, the mandate to create a framework for the code. The commission's report, based on extensive public consultation, was released in September 1992. This was the starting point for work now being co-ordinated by a 13-member interministry steering committee, chaired by Chief Forester **John Cuthbert**.

Committee members from the Forest Service include: **Wes Cheston**, assistant deputy minister, operations; **Julius Juhasz**, executive director, operations; **Jack Biickert**, valuation branch director; **Henry Benskin**, silviculture branch director; **Ray**

**Addison**, integrated resources branch director; **Ray Ostby**, 100 Mile House district manager; and **Terry Peter**, operations staff manager, Nelson forest region.

Representatives from Environment, Lands and Parks include: **Don Kasianchuk**, executive director, water management division; **Rick Morley**, fish and wildlife manager, Nelson region; and **Jim Walker**, assistant deputy minister of fisheries, wildlife and integrated management.

Energy, Mines and Petroleum Resources is represented by **Bou van Oort**, manager of reservoir engineering.

**Bill Bourgeois** represents CORE on the steering committee.

Eligh acts as secretary to the committee and heads a secretariat which marshals the skills and resources needed to accomplish the project's goals.

Six sub-committees have been formed with mandates to examine the technical aspects of forest practices, legislation and enforcement, environmental and economic impacts, communications, training and education, and operational implementation.

"At present, there are about 135 people from both the Forest Service and Environment, Lands and Parks who have a substantial portion of their work committed to this project," says Eligh.

Regular bulletins updating the code's development are being issued by the public affairs branch.

For further information on the project contact the Forest Practices Code Steering Committee Secretariat at 356-9837.

## National strategy is "solid framework"

A visually appealing, highly readable document has arrived in many Forest Service in-baskets throughout the province recently.

Titled *Sustainable Forests—A Canadian Commitment*, and produced under the

direction of the Canadian Council of Forest Ministers (CCFM), it reflects a meeting of minds of all who have an interest in Canada's forests.

The document evolved through an extensive process of public consultation and review and represents a broad new direction for forest management in the country. It provides a national strategy to guide the policies and actions of Canada's forest community over the next five years.

The strategy was endorsed as the "Canada Forest Accord" in March 1992 by federal, provincial, and territorial government forest ministers and 15 forest sector organizations. This serves as a commitment to develop action plans and to encourage others in Canada's forest community to do the same.

"It is a good solid framework for the Forest Service to work with," says Chief Forester **John Cuthbert**.

The overall goal of the new strategy is to: "maintain and enhance the long-term health of our forest ecosystems, for the benefit of all living things both nationally and globally, while providing environmental, economic,

social and cultural opportunities for the benefit of present and future generations." To fulfill this goal nine strategic objectives are pledged.

The CCFM will act as a trustee on behalf of the Canadian forest community and the public and will review the progress in attaining these objectives at its annual meetings. Additionally, two formal public reviews—one at the half-way point and one in five years—will be carried out by an independent third party. The results of these reviews will be published.

**Alison Nicholson**, manager of research extension, research branch, is the Forest Service contact person and advocate for the national forest sector strategy. "We will be using these national strategic objectives as a frame-work for our upcoming 10-year forest and range analyses," says Nicholson. "The strategy will help us see where we are and where we need to go."

For more information about the national forest sector strategy contact **Alison Nicholson** at 387-6712.

### News in brief

#### Recent news releases

- Report recommends new uses for wood waste from small sawmills – #118
- Timber sale boosts production for Nanaimo company – #119
- Minister denies transfer of harvesting rights from Westshore Terminal Ltd. to Evans Forest Products – #120
- Range forage fee to increase January 1 – #121
- Forest licences awarded to two interior firms – #122

# Cuthbert, Gilbert to meeting in Malaysia

On February 6, Chief Forester **John Cuthbert** and Inventory Branch director **Dave Gilbert** will be travelling to Kuala Lumpur, Malaysia, as Canadian members of the Association of South East Asian Nations (ASEAN) Institute of Forest Management (AIFM) project steering committee.

The institute, which was established in 1986 with assistance from the Canadian International Development Agency (CIDA), is being developed as a centre of excellence in tropical rainforest management to assist ASEAN member countries improve their forest management practices.

Last summer, CIDA chose the B.C. Forest Service to be the Canadian executing agency for the second phase of the institute's development.

Cuthbert is the AIFM's Canadian project supervisor and Gilbert chairs the committee that oversees Forest

Service interests relating to secondment policy and technical content. Former silviculture branch director **Peter Ackhurst** is the Canadian project manager in Kuala Lumpur. Together they will form the Canadian team at the meeting along with CIDA representatives.

Chairing the project steering committee meeting will be the director-general from the Malaysian Forest Service. Other members of the steering committee include delegates from all ASEAN member countries—Malaysia, Philippines, Singapore, Brunei Darussalam, Thailand, and Indonesia.

The committee is meeting in February to review and approve the project's five-year operating plans and to discuss the roles, responsibilities, and relationships of all the countries involved.

**Edward Fong**, remote sensing co-ordinator with inventory branch, was

recently seconded for an initial 18-month term as the project's information systems specialist. Fong left for Malaysia on January 7.

"He is there to co-ordinate the acquisition and implementation of new information systems and to provide hands-on training for institute staff in geographic information systems and remote sensing techniques," says inventory branch's **Kathi Mitchell**, who is the AIFM's Canadian project administrator. Mitchell recently spent three weeks in Kuala Lumpur setting up the project's administration system and preparing the procurement management and program execution plans.

Other personnel involved, or soon to be involved, include **Mary Mathers**, a co-op student who is assisting Peter Ackhurst in Malaysia with various duties until August; and the ministry library's **Susanne Barker**, who will be relocating in April or May for a six-month posting as librarian.

Other secondment opportunities will be posted on the Forest Service's electronic bulletin board BB AIFM, and through internal memorandums.

For further information about ASEAN Institute of Forest Management project contact **Kathi Mitchell** at 356-0705, or **Raoul Wiart**, manager, technical audit and planning, inventory branch, at 387-5436.

## The spirit of giving at the protection branch

After a quick two-week fund-raising campaign and an exceptional display of generosity from 34 of 40 protection branch employees, \$4,800 was donated to the Provincial Employees Community Services Fund in 1992, a 10 per cent increase in donations from last year.

The average gift was a remarkable \$142 with an 85 per cent participation rate that earned protection branch employees "Gold Plaque" status for the second year in a row. Last year protection was one of two headquarters branches to achieve this designation which is based on a 75 per cent participation rate and an average gift of one day's pay, or \$80.

To add some fun to the campaign,

staff members donated prizes for a November 13 draw. Fourteen lucky contributors were awarded such items as:

- a half-hour of introductory flight training;
- brown bag lunches for a week; and,
- the branch-famous chocolate cheesecake brownies

**Veronica Barlee**, manager, training, co-ordinated the campaign with assistance from **Jennifer Bingham**, who canvassed support staff.

Ministry-wide statistics on the Provincial Employees Community Services fund-raising campaign for 1992 will be available at the end of January.

## Coming Event

- **National Forest Week** •  
May 2-8, 1993

This year's theme is 'Our Common Ground.'

Advertising packages have been sent to all regional managers, district managers, and branch directors.

Please contact either **Doug Adderley** at 387-5255 or **Shannon Holms** at 387-8546, in the public affairs branch, by February 19, 1993 with your advertising needs.

Let's make this campaign as successful as last year!

# When Harry met John . . .

Harry Coates met John Revel in 1964 but both of their careers in forestry go back a lot further than that. Between the two of them they have 64 years of experience in northern interior forests. Harry and John both retire this spring.

Harry came to Prince George in 1957, from Great Ayton, England, and began work with the Forest Service as a timber cruiser. Timber cruising, the job of measuring and determining the volume of a given stand of trees, has never been easy work. And in those days poor access, primitive radio communication and inexperienced staff made the job even more difficult.

Many of the people Harry worked with were kids right out of high school. "They'd be hired one day, the next day they'd be outfitted with a sleeping bag and then they'd be out in the bush. They'd have no training or anything. It was amazing they didn't get lost!"

"Some of these cruisers would be flown out to a lake where the timber sale was. They might be out there for a month. We had radios, but they were very temperamental. You had to pack in batteries and string an antenna, which had to be fairly high up to be effective. Quite often supplies would be dropped in—one of my tasks that first summer was repacking parachutes!"

In the fall of '57, Harry became a forest technician at Aleza Lake, a research forest east of Prince George established in 1924. His early work there included a study of scarification (preparing harvested areas for planting).

"They were trying to enhance natural regeneration because in those days there was no sort of site preparation at all. There was a lot of strip logging then, where they would just go in and lay out sales four chains wide, take that strip and leave the next strip. The thought was that they would leave sufficient seed trees to provide regeneration on the cut strips.

"But generally what they found was that with the amount of slash left over it wasn't always successful. So we were looking at other methods.

"After we had developed the basic guidelines for assessing scarification it was taken over by the Ministry and implemented on quite a large scale."

Harry was also involved in planting trials throughout the region. "In the late summer and early fall of 1958 I had to go up to Dawson Creek to measure some of the plantations up there. It was basically a gravel road all the way, a six- or seven-hour trip. In those days I had a Landrover, which was not adapted to the North American climate. It had no insulation and as soon as the weather got cold you'd have trouble starting it!"

In the fall of 1963, the Aleza Lake Research Station was closed because of a shift in research priorities. "There was snow on the ground when they went out to burn the buildings down. It was particularly sad because only a couple of years before plans had been drawn up for a new camp. To say we no longer needed it was really a shame."

Harry did hang on to all the permanent plot data, hoping that one day it would again be put to use. After the closing of Aleza Lake, he returned to the district office in Prince George and continued work on scarification and other research projects.

He met John Revel in the spring of 1964, and worked with him for about four years, travelling throughout the Prince George region looking at problems and developing research programs.

When they weren't in the field Harry and John shared a windowless office.

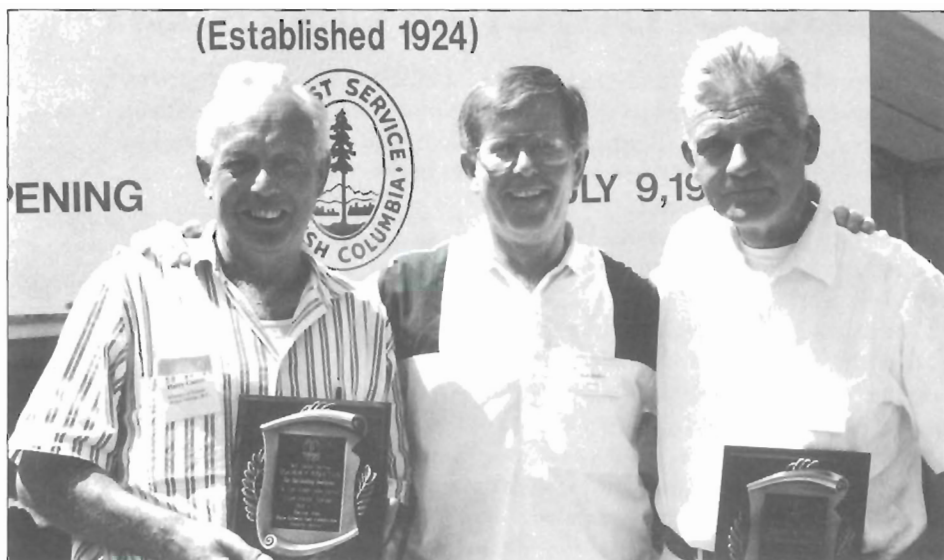
Harry grimaces as he remembers having to do a lot of John's typing on a massive old manual machine salvaged from the Aleza Lake camp.

"My ability with a typewriter wasn't all that hot, and John would always want at least four copies of everything. He'd usually throw away two copies then do his corrections on one copy and give it back to me!"

John Revel's continuous employment with the Forest Service began in January 1961, but he had worked in the bush for almost 10 years before that. In between his forestry studies at UBC he worked in the summer for the Forest Service.

"In '57 I went to Blue River as assistant ranger. For a short time I was promoted to acting ranger because my ranger, Art Hill, was ill. His wife took one of their kids and went with him to Kamloops for two weeks and left me with their baby. We had a Red Cross outpost hospital there, so I used to go with the baby every night and have it checked before I put it to bed."

After graduating in forestry, John worked for the Forest Service research division. He was instrumental in pioneering the use of cold storage for seedlings. Later, John did a total assessment of all the old plantations on Vancouver Island, and wrote the



Harry Coates (left), research technologist, Prince George forest region, and John Revel (right), special projects forester, Prince George forest region, received awards for their work in re-opening the Aleza Lake Research Forest, July 9, 1992. The two are shown here with Ted Baker, director, research branch.

## A statistical 'snapshot' of the Forest Service

Statistics, like pictures, are worth a thousand words. They can also provoke a thousand words.

The following statistical snapshot of the Forest Service was created using the October 1992 Ministry quarterly reports\* prepared by the Government Personal Services Division.

|                                                      |            |
|------------------------------------------------------|------------|
| Number of Forest Service (FS) employees              | 4,513      |
| Average bi-weekly salary of all FS employees         | \$1,447.69 |
| Government average                                   | \$1,402.58 |
| Number of 'regular' FS employees                     | 3,656      |
| Average bi-weekly salary of 'regular' FS employees   | \$1,534.38 |
| Government average                                   | \$1,468.21 |
| Number of 'auxiliary' FS employees                   | 857        |
| Average bi-weekly salary of 'auxiliary' FS employees | \$1,077.90 |
| Government average                                   | \$1,118.45 |
| FS employees as percentage of government employees   | 11.62      |
| Rank of FS as government employer                    | 4          |
| Number of FS employees in bargaining units           | 4,036      |
| Number of BCGEU members                              | 3,252      |
| Number of PEA members                                | 784        |
| Percentage of FS employees in bargaining units       | 89.43      |
| Government average                                   | 87.04      |
| FS employees 'excluded' from bargaining units        | 477        |
| 'Excluded' FS employees in management positions      | 379        |
| As percentage of all FS employees                    | 8.40       |
| Government average                                   | 9.57       |

|                                                        |            |
|--------------------------------------------------------|------------|
| Number of female FS employees                          | 1,564      |
| Percentage of female employees in FS                   | 34.66      |
| Government average                                     | 56.33      |
| Number of male FS employees                            | 2,949      |
| Percentage of male employees in FS                     | 65.34      |
| Government average                                     | 43.67      |
| Average bi-weekly salary of FS female employees        | \$1,207.52 |
| Government average                                     | \$1,274.61 |
| Average bi-weekly salary of FS male employees          | \$1,575.07 |
| Government average                                     | \$1,567.68 |
| FS female salaries as percentage of FS male salaries   | 76.66      |
| Government average                                     | 81.31      |
| Number of FS male management employees (levels 1-5)    | 205        |
| As percentage of all FS management                     | 54.38      |
| Government average                                     | 46.69      |
| Number of FS male management employees (levels 6-12)   | 99         |
| As percentage of all FS management                     | 26.26      |
| Government average                                     | 20.93      |
| Number of FS female management employees (levels 1-5)  | 69         |
| As percentage of all FS management                     | 18.3       |
| Government average                                     | 28.14      |
| Number of FS female management employees (levels 6-12) | 4          |
| As percentage of all FS management                     | 1.06       |
| Government average                                     | 4.24       |

\* Based on October 24, 1992 payroll data for *Government Public Service Act* employees. Government averages represent 27 ministries and government service groups.

management and working plan for the Sayward Forest.

When John was asked to organize some direct seeding work in B.C.'s northern interior he jumped at the chance, and moved to Prince George with his wife Shae in the spring of 1964.

He describes his early memories of working with Harry Coates. "Harry and I only worked formally together for four years, but we worked together informally and still do to this day. I met him when I was up doing this direct seeding, and I liked him instantly."

John is sometimes credited with introducing clearcutting into northern B.C. "I think my experience on the coast and my writings and recommendations for this region had a significant effect on going into clearcut burning and planting. Until about 1968 there was no clearcutting. There were diameter limit sales, which was highgrading—they

took what they wanted and left the rest. There was also alternate strip cutting.

"Until 1971 all the planting was done on old forest fires, because there was no artificial regeneration of logging—it was all natural regeneration. I can't take all of the credit for the introduction of clearcutting, because they tried this alternate cutting and it all blew down in the wind storms of 1964. I was just in that group that said let's start using the forest instead of wasting it."

Both men list a number of accomplishments of which they are most proud. For John, establishing the Red Rock Nursery in 1967 and drawing up the management and working plan for the Sayward Forest were high points. His annual forestry talks with elementary school children continue to be a source of pride.

Harry Coates names several projects he worked on with John as highlights

in his career, including their work on summer planting and a seed maturity project. He also remembers a very successful pine provenance trial in 1973-74, in which three or four of the top 10 plantations in the province were his.

Harry and John also shared another accomplishment last summer. The Aleza Lake Research Forest was officially re-opened last July, something which wouldn't have happened without Harry's diligence and John's support of the project.

A joint retirement party for Harry Coates and John Revel will be held Saturday, March 20, in Prince George. For more details contact **Wendy Ellis** at the Prince George regional office, telephone 565-6102.

*submitted by Jeff Elder, communications officer, Prince George forest region*

# Continuing Studies—time to hit the books!

Now that the festive meal is just a memory and the last drop of champagne has been drained, it's time to hit the books again!

The B.C. Forestry Continuing Studies Network has several upcoming courses and workshops that may be of interest to you.

## Engineering topics are highlighted

Road construction, maintenance, and deactivation are hot training topics this season.

An intensive three-day forest road deactivation course has been organized for forestry technicians and foresters at locations throughout the province from January to May. Careful planning is highlighted to promote development of environmentally sound road networks.

## Integrated vegetation management: options and applications

This symposium has been postponed from February 9-10 to November. Watch the newsletter for the new date.



## Biodiversity and forest management

Workshops on biodiversity and forest management are being organized in the Kamloops, Nelson, and Vancouver forest regions. These workshops outline the principles and concepts of biodiversity and provide forums to discuss the implications for forest management practices.

## Building bridges for First Nations forestry

This one-day seminar introduces forestry specialists to issues surrounding First Nations forestry in the province. Examples of successful First Nations forestry initiatives are highlighted. The first session will be held in Vancouver on February 17. Repeat sessions later this spring are being organized in Kamloops, Smithers, and Prince George.

Contact the local delivery centre of the B.C. Forestry Continuing Studies Network for further information on these activities:

- **Tom Rankin** (Cariboo College) at 371-5540
- **April Anderson** (Selkirk College) at 365-7292
- **Tom Molfenter** (Malaspina College) at 741-2597
- **Laura Poulk** (University of Northern British Columbia) at 565-5980

# Women's Advisory Committee AGM held

The Women's Programs fifth annual general meeting, held in Victoria on December 3 and 4, was attended by 22 Forest Service staff representing the branches, regions, and the Women's Advisory Committee.

The objectives of this year's meeting were to:

- share information through discussion and updates from the representatives;
- develop the Action Plan for 1993/94; and,
- gain knowledge and develop skills necessary to be effective in the role as Women's Advisory Committee member.

Guests included **Philip Halkett**, deputy minister, **Thea Vakil**, assistant deputy minister, management services division, **Wes Cheston**, assistant deputy minister, operations division, and **Roger Stanyer**, special advisor to the deputy minister.

The deputy reinforced the government's and the ministry's commitment to fair employment principles and provisions with respect to women.

Thea Vakil commented on the challenges of balancing work and family and spoke of her commitment to equity in the workplace. She stressed that in order to achieve goals, we must be willing to make choices, live with the consequences of our choices and work hard. She acknowledged the difficulties of organizing priorities around family and work and encouraged the Women's Programs representatives to seek changes that would make it easier to balance work and family.

Women's Programs representatives agreed that priorities for the upcoming year would include:

- continuing presentations to managers and staff to increase understanding and awareness of gender equity issues;

- seeking executive approval for an alternative work options policy;
- assisting the Ministry of Women's Equality and technical and administrative services staff to identify communities where day care facilities are required;
- lobbying for the revision of the professional development policy so that the ministry will pay tuition costs for development or training courses in advance; and,
- establishing a mechanism to provide employees with an informal avenue to discuss harassment/discrimination issues.

If you would like more information or have comments about these or other Women's Programs initiatives, please contact **Blanche Congdon**, Women's Advisor, at 387-8756 or EMail BCONGDON.

# I resolve . . . ?

You may not have noticed it. You may not care . . . but the ancient custom of making New Year's resolutions is almost non-existent, dead, deceased.

At least that is what an informal survey of Forest Service employees has shown.

In times gone by, people used the opportunity of the New Year to think about how they lived during the past year and look forward to the next 12 months. Slates were wiped clean of bad habits and resolutions were made to create new regimes; new leaves were turned. Superstition held that wishes were more potent at this time of year and this offered greater hope of success.

Even in recent times (at least within the living memory of a baby-boomer) people would speak openly of resolutions during the first two weeks of the year. Lists, or an emphatic statement or two, were seen magnetted to fridge doors, tacked on bulletin boards (the pre-electronic ones), or covering ashtrays. These reminders were usually concerned with diets, exercise, and smoking, and seldom contained anything truly spiritual or enlightened. But then this was the era of the "me generation" and talk of selfish self-improvement was the norm.

In the '90s it seems more and more people are not even admitting to making resolutions. The subject has become touchy. A new taboo seems to have been born just as resolutions have been aborted.

Our informal survey showed that when asked the simple question, "Have you made any New Year's resolutions," normally amiable, rational, and courteous people became nervous, guarded, and downright crotchety!

People would snap "I didn't make any this year," or the equally face-saving, "I don't believe in them," when it is known they have a long history of resolution making.

But then a pattern begins to emerge . . . these are the same people who have traditionally abandoned a three-month health club membership by the third week of January. These are the same people

who are annually transformed into the curmudgeonly, soon-to-be-endangered species *Nicotinous abstemious* (better known as the weedless snapping turtle).

Yes, these are the same people who miserably battle their consciences for two or three weeks while attempting to live up to newly proclaimed life goals, but then adopt a more cavalier, Popeye-like attitude ("I yam what I yam") when they inevitably discard their resolutions as unrealistic.

While our informal survey didn't meet with much success in 'outing' the

'Why battle your conscience,' they say. 'Why open yourself up to the failure and the stress of achieving impossible goals,' they say. Don't make any resolutions to begin with and our self-esteem will remain intact!"

It is possible that we simply have no time for quaint customs these days—as one brutal respondent snapped, "Stop wasting our time, we have work to do!"

Or was that the cry of *Nicotinous abstemious* we heard?



The following resolutions won our vote of approval (sorry, no prizes) for originality—they seemed more positive and went beyond the usual 'quit eating, drinking, smoking, or living' routine.

"To see the bottom of my 'in basket.' Someone said that's easy, just turn it upside down!"

*Sylvia Pang, communications manager, protection branch*

"To spend more time in the field and cut down on the paper shuffle that is removing us farther and farther from the practice of forestry."

*Cameron Leitch, resource officer, Invermere forest district*

"To get more sleep."

*Jeff Elder, communications officer, Prince George forest region*  
(His wife gave birth to twin boys in November.)

"To be 'leaner and meaner'."

*Bert Willing, administrative assistant, Minister's office*

"To drink 1993 beers. That's about five and a half beers a day. I think I can. I think I can. I shtink ah sham, eeha. Only 1961 beers to go!"

*Henry Woensdregt, resource assistant, Kamloops forest district*

"To ride my Harley-Davidson longer and harder."

*Name withheld by request, training and extension manager, silviculture branch*

resolution makers, it did yield some interesting theories as to why the quaint resolution-making custom has fallen on hard times in the '90s.

"Perhaps it is no longer politically correct," theorized one wag.

"Maybe people are so 'cocooned' these days they don't even realize they have bad habits to break," observed another.

And our favorite and perhaps most creative theory: "It's like a SWAT team of self-esteem police have descended and flushed the whole process down the tubes."

## ROOTS



On November 25, 1992, Mel Monteith, Clearwater's district manager, was one of four government employees to receive a 40-year long service award. The photo at left, from the Forest Service collection held at B.C. Provincial Archives, shows Monteith on October 10, 1956 at the Green Timbers "Ranger School."

Monteith joined the Forest Service in 1952 and became a ranger in 1959. He served at various locations including Blue River, 100 Mile House, Alexis Creek, and finally Clearwater-Birch Island.

In reviewing his career, Monteith thought that one of the biggest changes was the reorganization of 1979. "This totally altered the style of the Forest Service," he said. "Rangers were eliminated and 'district managers' took their place. Only a few rangers were chosen to be district managers and I was one of the lucky ones."

(B.C. Archives Photo FS11872/1-3)

## Malleson stresses health promotion

Gloria Malleson, an occupational health nurse, was a very popular lady January 9, when about 102 concerned headquarters staff paid her a visit.

In fact, they waited in line, some for 20 minutes or more!

Had a sudden epidemic swept through headquarters? Not exactly.

The occasion was an extremely successful blood pressure clinic, which had Malleson pulsing along all day.

"A lot of people weren't able to get in because of the line-ups but I saw as many people as I possible could. That meant no coffee or lunch breaks. I spent an average of five minutes with each person and it was a really good opportunity for me to meet employees and for them to get to know about my services," says Malleson, who works for the government employees health service.

Malleson has been nursing for 18 years, with regular monthly visits to Forest Service headquarters over the last five.

Headquarters employees have discussed a variety of health-related issues with her during this time.

"People are obviously interested in monitoring their blood pressure and I do

some immunizations, usually tetanus boosters. Staff with stress-related problems generally just want to talk, to vent their feelings. And sometimes people simply don't want to go to their doctors, so they will bounce their symptoms off me. Very often I will suggest that they see their doctor anyway, just to be on the safe side.

"I would like to be busier than I am," she says. "Many new employees are not always aware of my services."

But this isn't to say that Malleson, who obviously enjoys her work, is hoping more people will become ill!

"We like to stress health promotion," she explains. "Our purpose is wellness and prevention. I would like us to do a breast self-examination clinic for female employees in the future, and because of the success of the recent blood pressure clinic, another is being planned for the first Tuesday in February."

Gloria Malleson is available to see headquarters staff in the first-aid room on the main floor of 1450 Government Street the first Tuesday morning of every month. Times of additional clinics will be posted.

## Oops! Too many Tearoes

In the December newsletter we reported that Jim Tearoe of Victoria had received a 25-year long service award at a November 25 Government House ceremony. Not!

The award winner was actually Jim's cousin J. (Paul) Tearoe of Kamloops.

Our apologies to you both!

## Morrison retires

After 38 years of dedicated service, Ian Morrison has announced his intention to retire effective January 31.

Morrison began his career in 100 Mile House in 1955 as a dispatcher, and over the years has worked in Lumby, Clinton, Merritt, Penticton, and Kamloops.

During the earlier part of his career Morrison worked in positions such as forestry assistant, cruiser and assistant ranger.

In 1971, Morrison became the air supervisor in the Kamloops forest district and in 1975 he was promoted to air co-ordinator. In 1977, Morrison transferred to protection branch as air support manager and subsequently to his current position as manager of aviation management.

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