



The British Columbia

Forest Service

Newsletter

Vol. 3, No. 11

A newsletter for Ministry of Forests' employees

December 1993

A holiday message from the Minister of Forests

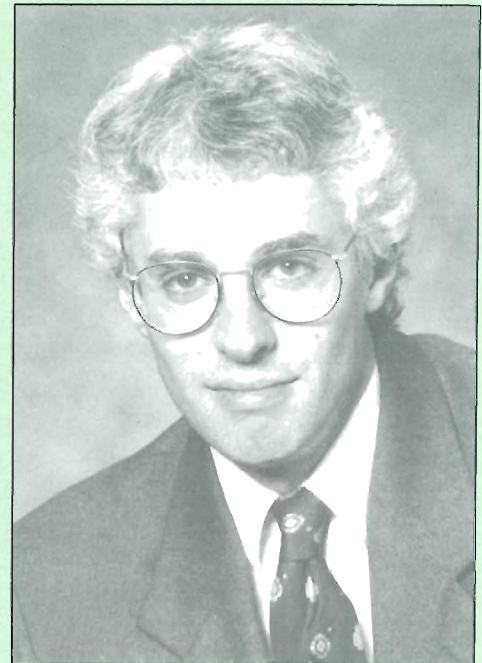
As we approach the holiday season, it's a time of reflection and appreciation for the many things we have enjoyed during the year.

As Forests Minister for the past few months, I have come to appreciate the dedication and creativity that you bring to the Forest Service.

My sincere thanks to all of you for your tremendous efforts.

I would like to extend to each of you and your loved ones, my warm wishes for the very best of the season.

Merry Christmas and a Happy New Year!
Andrew Petter, Minister



Don Wright is our new ADM for policy and planning

A new policy and planning division has been created to direct the integrated resources, corporate policy and planning, and economics and trade branches.

Don Wright was appointed assistant deputy minister, policy and planning, on September 28, 1993. Prior to joining the Forest Service, Wright was a strategic policy advisor with the intergovernmental relations branch of the Office of the Premier. He spent most of the last year on secondment to the Ministry of Finance working on a range of issues including cost-sharing of native land claims and revenue forecasting.

Why was the policy and planning division established?

"Setting up the policy and planning division reflected a notion that, because of all the big changes coming our way with respect to how we manage the provincial forests – things like the timber supply review process, CORE and other land use processes, treaties with First Nations, and the protected areas strategy – we are going to have to do a major rethink of forest policy in the province in a pretty comprehensive way.

I understand that the people who made the decision to have

a separate policy and planning division thought that we needed a focal point for that rethinking. I see my mandate as trying to provide the basis for that."

What do you see as your immediate tasks ?

"When I first arrived, one of the things facing me was the Forest Practices Code. I've spent a lot of time during my first two months getting the discussion paper in place and seeing to it that the decision-makers settled some of the outstanding issues. I see that as being a significant ongoing presence in my work.

My next major priority will be the Forest Sector Strategy, which is the beginning of a comprehensive re-look at provincial forest policy. This will have a significant impact on how we are going to balance all the competing demands on the provincial forests, how we're going to respond to the Timber Supply Review process, how we're going to stabilize employment in the forests, and how we're going to provide more stability for communities that are strongly reliant on the forest industry for their base.

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Please distribute to all employees at their work stations

ADM - continued from page 1.

The process is getting to the point where the committee – which is made up of senior representatives from industry, labour, and government – is putting significant issues on the table. That will require the ministry to have a well thought out and coherent response to those issues. I see myself as playing a major role in that dialogue.

I also want to find out as much as possible about various components of the Forest Service. What I have already undertaken to do is to ask various sections to put on seminars about what they do and what the potentials are for doing things better. I would like to do that throughout the whole ministry. I come here, quite frankly, with a lot to learn, I'm not going to hide that from anybody."

What do you want to accomplish in the long term?

"I'm still on a pretty steep learning curve about the complexities of the Forest Service so I don't have any strong feelings about what is working particularly well or poorly at this point. I do think that, because the world has changed in so many ways, new responses are going to be needed.

The forest industry is the driving force behind the B.C. economy and I firmly believe it will continue to be. I'd like to see us as having made changes that ensure that the forest industry will continue to be healthy and contribute significantly to the wealth of this province.

I'd like to see a thriving forest industry but I don't want to see that come at the expense of a good set of environmental practices, or without making appropriate allowance for the other non-timber values that our forests represent. British Columbia society should be able to benefit from all those other values in the forest that we increasingly share.

It isn't going to be easy but I think there are solutions."

How do you go about resolving those competing interests?

"Before I came here, I knew that the demands on this ministry were quite extraordinary. Having experienced the sort of pressures that everyone in the Forest Service faces has quickly given me a high degree of empathy. Because there are such great public expectations and, at this point in time, such a high degree of conflict in unsettled issues that we are all facing, I now understand that in a real sense.

I'm not so naive to believe that we are going to please everybody all the time. But my strong belief is that there is a fairly strong segment of the public that is in the middle on a lot of these issues. We should be able to find the policy regime that allows us to get to the middle ground. The public wants the environment protected, it wants to see significant portions of the land protected and have recreational opportunities. But people also want to have good employment opportunities and a strong economic base. They want their government to be

able to have the revenue to provide social services, health and education."

What kind of processes do you see as working towards that middle ground?

"The Forest Sector Strategy Committee is one process that is going to find areas of agreement between the government and industry as to how we need to do things differently to achieve a balance between the competing values that are coming out of the forest. That's one process but there are others.

One of the things that has struck me in my short time here is the really amazing amount of very good work being done in different areas. I'm still coming upon processes and projects that seem to be just what the doctor ordered, but few people outside the ministry know they're under way. I think my job will not be so much doing a lot of new work as seeing that all of the good work being done gets brought together so that the whole will be greater than the sum of the parts."

Is your job going to take you out to the regions?

"I don't think I can do my job properly unless I get out to the regions. At this point I don't have a regional presence in terms of having a mini-economics and trade section in all of the district offices or anything like that, but I've got to get out into what I would call 'the real world.' Otherwise you wind up concocting elaborate and appealing policies that are not going to work in the field.

One of the things I find so intriguing about this area is that it seems to promise that rare combination of intellectual challenge with substantive real-world implications. They seem to mesh in forest issues more than I have experienced elsewhere in government policy work.

Sometimes the intellectual exercise is fairly low-level – you know what has to be done, it's just a question of finding the way to do it. But in this area there are so many complexities involved that just deciding what you need to do is not a trivial exercise. I find that exciting."

Employment equity section initiates equity review

The employment equity section of the human resources branch has started a formal Employment Systems Review (ESR) as part of the ministry's 1993/94 Employment Equity Action Plan.

An ESR is an important part of every employment equity strategy. It is a structured review of the ministry's written and unwritten policies, procedures and practices related to human resources and the organizational culture. The ESR will identify barriers to employment and advancement opportunities for all employees and provide a strategy to eliminate these barriers.

If you would like more information or are interested in getting involved, call the employment equity section at 387-3231. Watch the Forest Service Newsletter and BBEENEWS for updates.

Forest Service leads in suggestion awards program

The B.C. Forest Service is an excellent source of money-saving suggestions. At least that's what the figures for 1993 tell us.

As of November 19 of this year, 84 suggestions have been submitted resulting in 18 awards with a total value of \$28,184. The savings resulting from implementation of these suggestions are estimated at \$1,583,680.

While the Forest Service generates only slightly more employee suggestions than other government ministries, awards average twice as much and resulting savings are nearly three times higher than those in government as a whole. So far this year, Forest Service suggestions have accounted for more than 40 per cent of all savings through the program. Keep up the good work!

On Thursday November 18, **Henry Benskin**, director, silviculture branch, presented **Norah Thornton**, receptionist/records management clerk, with a certificate of appreciation and a cheque for \$200 for creating a records management form as an alternative procedure to contracting out shredding of records authorized for destruction.

Thornton's suggestion has now been implemented as an official Forest Service form and old records can now be shredded on site by Forest Service staff.

Doreen Zelisney, scaling specialist clerk, Smithers forest district, recently collected a cheque for \$400 for her suggestion



Norah Thornton, receptionist/records management clerk, silviculture branch, received a cheque for \$200 for her suggestion.

to switch from a monthly to a daily computer report on timber samples so that errors can be detected and corrected prior to billing. This improves customer service and avoids additional paperwork and adjustments on accrued interest.

Nelson takes Forest Service hockey tournament

For the third straight year, the Nelson Firehawks have won the provincial Forest Service hockey championship. Eight teams took to the ice during the November 19–21 tournament, but in the end, Nelson was once again the leader with a 4–1 victory over Invermere in the final game. No doubt wearing the Victoria team's sweaters was instrumental in their performance.

The five other teams in the tourney were: Alexis Creek, Kamloops, Prince George, Cranbrook and Lillooet. Nelson Goaltender **Jeff Leahy** was voted MVP. Prince George was voted most sportsmanlike team.

Many thanks to: **Rick Logan**, **Matt Lamb-Yorski**, and the drafting staff for preparing the artwork and logos for the tourney; **Bev Brennan**, **Rick Logan**, **Kathleen McGuinness** and **Glenna Tomlins**, for tending bar at the rink and selling hats, shirts and raffle tickets; the Kootenay Lake District Social Club – **Collen Crow**, **Tom Scheitel** and **Dianne Graham**, for tending bar at the banquet; the organizing committee – **Cal Hauk**, **Ken Gorsline**, **Val Ciapponi**, **Larry Price** and **Jeff Leahy**; and, of course, those wild and crazy fans.

A volunteer host city for next year's tournament is being sought, if only to prevent Nelson from not only hosting but winning for a fourth year.



The championship Nelson Firehawks. Back row: Vern Quaroni, Bernie Peschke, Greg Schacher, Cal Hauk, Bill Kestell, Ken Gorsline, Jiro Hamaguchi, Jeff Leahy, Ross Tozer, Val Ciapponi and Len Eddy.

Front row: Larry Price (Jared Quaroni, Steve Price, Kevin Gorsline, Brenda Melanson - future draft picks), Kevin Melanson and Doug McMullin. Not in picture: Lorne Audia.

Long service award winners pack Government House

November 2, 1993, was Forest Service night for the annual Long Service Government Awards at Government House in Victoria. This year 48 staff members received 25-year awards from Forest Minister **Andrew Petter**. Seventeen present and former staff members picked up their 35-year awards from Premier **Mike Harcourt**.

On hand to receive 35-year awards: **Tom Almond**, timber harvesting branch; **Walter Bratton**, Prince George forest region; **Norm Brook**, Port Alberni forest district; **Ian Corral**, technical and administrative services; **Barrie Custance**, Sunshine Coast forest district (retired); **Ron Edward**, Kamloops forest district; **Wayne Fleming**, Salmon Arm forest district; **John Gray**, Fort St. John forest district; **Bill Hall**, Fort St James forest district (retired); **Chris Heamon**, research branch; **Gord Nichols**, Boundary forest district; **John Reid**, Fort St. James forest district; **John Revel**, Prince George forest region; **Bob Stapleton**, Cariboo forest region; **Tom Walker**, Duncan forest district (retired); **Marv Wilkinson**, Prince George forest region; and **Jake Wlasuk**, Vernon forest district.

Regrets from 35-year award winner **Harry Coates**, Prince George forest region, who was unable to attend.

The 25-year recipients were: **David Beattie**, Kamloops forest region; **Ken Belik**, Vernon forest district; **Larry Bone**, Vancouver forest region; **John Bradley**, Williams Lake forest district; **Robin Brown**, silviculture branch; **Don Carpenter**, Prince George forest district; **Wes Cheston**, operations division; **Bob Childs**, Kalum forest district; **Kurt Froehlich**, Chilliwack forest district; **Hal Giles**, Cariboo forest region;



Derm Gorsuch, Invermere forest district; **Brian Guilliford**, Golden forest district; **Tom Harbicht**, timber harvesting branch; **Ron Hindson**, Kamloops forest district; **Earl Holt**, Kalum forest district; **Mike Horkoff**, Nelson forest region; **Steve Hough**, Prince George forest district; **Barry Jenkins**, Cariboo forest region; **Gary Jupp**, Salmon Arm forest district; **Chon Kim**, inventory branch; **George Kinoshita**, Cariboo forest region; **Tom Lacey**, Merritt forest district; **Paul Larsen**, Campbell River forest district; **Ansgar Lenser**, Kalum forest district; **Pete Martiniuk**, Revelstoke forest district;

Hisao Matsuo, Vancouver forest region; **Rick Matzele**, Vancouver forest region; **Rick Miller**, timber harvesting branch; **Don Min**, Vancouver forest region; **Reinhard Müller**, Duncan forest district; **Jim Munn**, Mid Coast forest district; **Jim Nansou**, inventory branch; **George Neagele**, Dawson Creek forest district; **Ron Osland**, Cariboo forest region; **Ken Pendergast**, Prince George forest district; **Karen Pettigrew**, Sunshine Coast forest district; **Les Pilcher**, research branch; **John Sedlack**, Nelson forest region; **Cliff Slack**, Port McNeill forest district; **Herb Steele**, Cariboo forest region; **Ron Stephen**, Vanderhoof forest district; **Ken Totten**, Vancouver forest region; **Cliff Valentin**, Queen Charlotte Islands forest district; **Marilynn Vallance**, research branch; **Phil Van Mol**, Kamloops forest region; **Jack Vandenberg**, Cranbrook forest district; **Alec Wallach**, Cariboo forest region; and **Al Wheeler**, Vancouver forest region.



Norm Brook, Port Alberni forest district (upper right), and Ian Corral, technical and administrative services (above), both received 35-year awards presented by Premier Mike Harcourt.

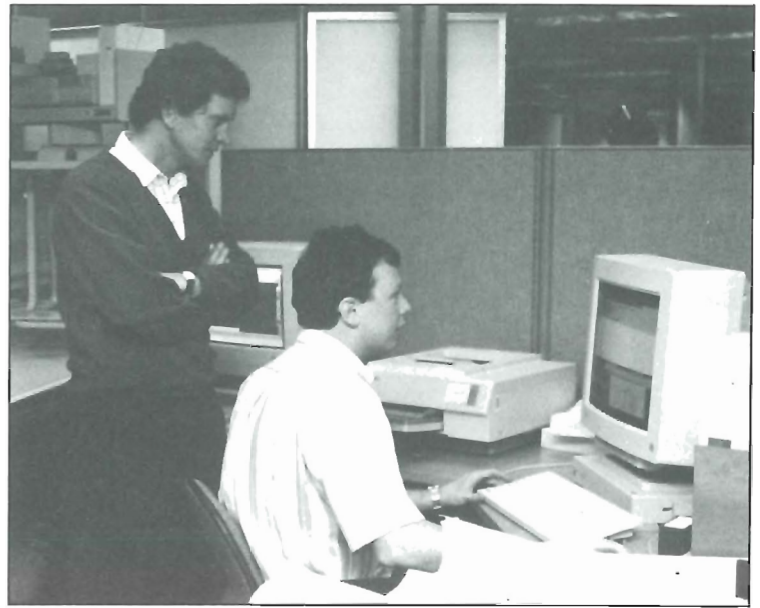
Our best wishes to all of you!

Relocated inventory branch hosts open house

Inventory branch and information and privacy section staff had a chance to show off their new office space on November 25, 1993 by holding an open house. The event attracted more than 100 people.



Tracey Collins, research officer, information and privacy section, is ready to answer hard questions.



Gary Johansen (seated), remote sensing technician, and Will Smith, growth and yield coordinator, check out the 30-metre resolution display.

Fire suppression training video wins gold in Chicago

A Unit Crew training video from protection branch was a gold medal winner at this year's Chicago International Film Festival in the training category. The video is part of a training package developed over the past year by Fire Crews Superintendent **Gary Hartwig** and the Unit Crews from Telqua, Riske Creek and Princeton. The package will be used in the basic fire suppression training for Unit Crew recruits.

The goal of the process was to develop materials to meet the specific needs of the trainee firefighter. "We have a tremendous number of courses in our suppression training series," Hartwig says. "We found that, while those contain a lot of information and still provide the majority of the written support material, the courses are very broad. We sometimes ended up with a course that had a little bit for everyone but, in that 8-hour slide show, probably only a small portion was what that particular person really needed to know in order to do their job."

"So we went through all those slides and written materials and pared them down to focus on the firefighter and what they needed to know in the field. The whole project took us just over a year, including developing the printed materials."

Hartwig stresses that this was truly a cooperative effort with Unit Crews playing an important role in selecting the material to be used and developing the presentations that make up the training package. A module on wilderness survival was written by Unit Crew members who had specific expertise in that area.

A lucky break for the project came with the actual video production. "We were very fortunate," Hartwig says. "We had finished all our shots in the camp on the actual training and our

crew was dispatched to a fire. We got in on the ground with fire bosses who were ready, willing and able to help us out in any way they could to make sure the footage was there. They appreciated the need for the training as well."

In the past, the standard training approach has been to use narrated slide presentations. Current video and computer technology has a number of advantages. "We found that we were able to package more information into a shorter time frame by using video," Hartwig says. "Our training standard requires two weeks of classroom and field exercises. Before, we were running about 50/50 between classroom and field training. This technology has enabled us to spend more like 70 per cent of our time in the field – in fire suppression that is where you really build your skills and where critical learning takes place. It has really helped improve the quality of our training."

The video portion of the training package was produced in partnership with Pastiche Productions of Victoria. Pastiche has a license agreement with the Forest Service that permits it to market the package outside of British Columbia. Copies have already been sold to the Yukon government and U.S. sales look promising.

The entire package includes: a video and the same material on interactive laser disks; a trainee manual of support materials with bar code access to the laser disks; and a trainers' guide that sets out the objectives of the classroom and field exercises. The package is now being made available in all regions and districts.

Provincial timber supply review is on track

The Forest Service is delivering on its commitment to conduct a province-wide Timber Supply Review.

Section 7 of the *Forest Act* sets out the provisions whereby the province's chief forester establishes the Allowable Annual Cut (AAC) for specific Timber Supply Areas (TSAs). Under the Act, each TSA is required to be reviewed on a regular basis.

In 1990, an internal review of the timber supply analysis process found that, in the previous eight years, only 13 of 36 TSAs had been reviewed and new AACs established. The review also identified a number of significant problems with the analyses – including the fact that many basic assumptions were outdated and the process of gathering and compiling information varied from one TSA to another. An intensive three-year program was initiated in 1992 to complete new reviews of all TSAs by the year 1995.

A TSA is essentially a forest unit (sometimes called a timbershed) upon which one or several communities might depend. Disruption in the harvest from one part of the TSA would not automatically cause these communities loss as long as wood was still available from elsewhere within the TSA. However, an overall reduction in the AAC for the TSA would have some impact on these communities.

Timber supply projections are intended to look far into the future as well as revealing short term implications of current

harvesting levels and practices. Conducting a review at the TSA level is no small feat. Massive amounts of data are involved and the process relies extensively on computer modelling.

Darrel Errico, timber supply planning section manager, resource planning branch, says that one of the success stories for the project has been the analytical techniques that have been developed. "Up to this point," Errico says, "Modelling for big areas such as TSAs has always been difficult because of the amount of data and the number of assumptions involving such a large area. Also, our field practices have changed dramatically in the past ten years to recognize other resources – old growth, water quality, visual quality, etc. This meant that we had to incorporate even more data and assumptions and come up with techniques that would give us meaningful results."

One of the analytical tools that figures prominently in the Timber Supply Review process is *Sensitivity Analysis*. Sensitivity analysis allows for alternate harvesting projections over the short and long term based on uncertainty in such assumptions as regenerated yields and available old growth. If, for example, it turns out that existing assumptions about regenerated stand yields are overly optimistic, the long term sustainable yield could be affected significantly. Short term yields, on the other hand, were found to be highly sensitive to uncertainty about the availability of existing old growth.

Another departure from past reviews is the extent to which non-timber values such as winter wildlife habitat are being included in the modelling process. For example, by looking at different rates of green-up, it has been possible to measure specific impacts on winter habitat in some cases.

The reviews that have been completed so far suggest that a significant decline in harvesting over the next three decades will be needed to reach a sustained yield level. This has resulted in some concern from the forest industry. However, the process has withstood a number of technical challenges.

Conducting the individual TSA reviews is only the first step in the overall review process. As the reviews are completed, the economics and trade branch is compiling socio-economic analyses to examine the impacts of different harvest levels. The final stage of the Timber Supply Review will be a public discussion process. This will be the focal point for the public feedback process that the chief forester will rely on in determining the AAC.

1994 Coastal Silviculture Committee winter meeting

The 1994 Coastal Silviculture Committee winter meeting will be held February 9 & 10, 1994 at the Island Hall Beach Resort in Parksville. The theme of this year's meeting is *What Is A Forest?* Plenary sessions will include:

- Are plantations forests?;
- Regeneration;
- Updates*; and,
- Silvicultural systems.

*Everyone in operational forestry has tried something different at times, in an effort to get the job done better. Time has been set aside during the 'Updates' plenary session for individuals to share their successes with their peers. Don't be bashful – this is your chance to show off. Please contact **Mel Scott**, Vancouver forest region, at 660-7579 to arrange a time (approximately 5 – 10 minutes) for your topic.

For more information, please contact **Nancy Cashman**, InterFor, Sechelt operations division, at 885-3287 or **Steven Hunt**, silviculture branch, at 387-8916. A detailed registration package will be distributed in December.

Rare Asian bears get international attention

Sabah, a Malaysian state on the island of Borneo is home of the world's second rarest bear. The sun bear is the only tropical forest bear. It inhabits the lowland rain forest in parts of Southeast Asia. Next to the giant panda, of which approximately 1000 remain, the sun bear is the most endangered bear.

After hearing of the plight of the sun bear at the International Association of Bear Biologists in 1989 and again in 1993, **Dr. Bruce McLellan**, a wildlife habitat biologist presently working in the Revelstoke forest district and long time bear researcher, decided to do something about the lack of knowledge about this rare creature. When **Chris Servheen**, the chairman of the International Union for the Conservation of Nature's (IUCN) bear specialist group, invited McLellan to travel with him to Borneo to explore the task of establishing a sun bear research program, McLellan jumped at the opportunity.

Almost nothing is known about the sun bear. McLellan says no one has ever really studied them and they have never been tracked using radio-telemetry. Even the indigenous people in Sabah don't seem to know too much about them. Of the large mammals in Southeast Asia, they are by far the least known.

What is known is that the sun bear is a small, dark, short-haired bear with long claws. Somewhat similar in appearance to the North American black bear, it is more closely related the black bear or the grizzly than the spectacled bears of South America or the panda.

One important finding from the trip is that it would be best for a Malaysian grad student to do most of the field work. That individual would not only learn about the sun bear, but would also be more likely to focus their career on conservation efforts in their country.

McLellan says that recruiting a willing student may prove difficult – in this region there are many attractive opportunities for someone with a university education.

Another aspect of the visit was to look at study sites and research facilities. Sabah has a number of good facilities, however, one is quite exceptional. The Danum Valley Field Station is run jointly by a Malaysian forest company, the Sabah Foundation and the Royal Society of Great Britain. It boasts a grid of trails established for forestry and wildlife research that could be used for radio-tracking. The field station is located at the edge of a 428 square kilometre primary forest research reserve and a secondary forest which has both traditional and 'low impact' timber harvesting.

Once a student has been found, the next step will be to secure permits for the research. This could easily take a year and, according to McLellan, can be more complex than the logistics of the study itself.

Another challenge, of course, is funding. The project is modest by international standards. It will not involve either aerial support or a large number of sample bears. McLellan has offered to supply some

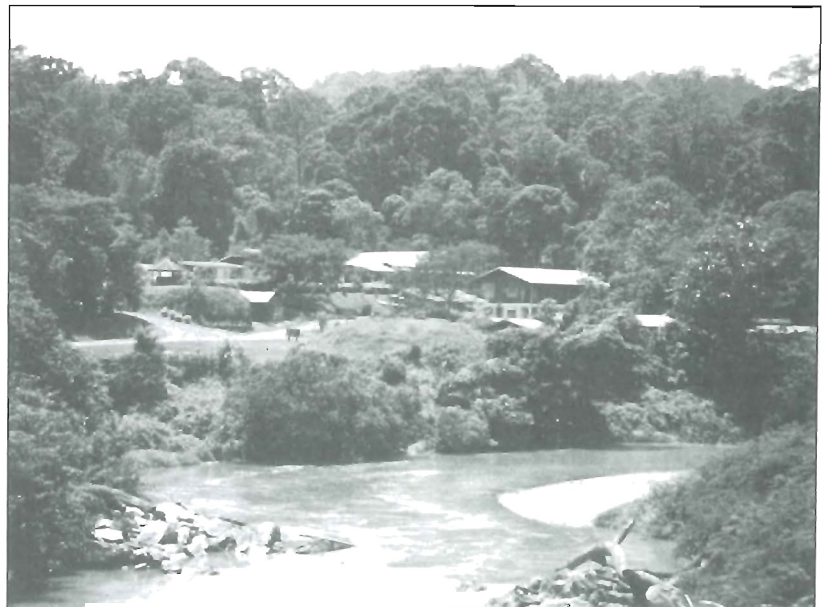
of the radio-telemetry equipment which he owns. The overall goal of the research will be to study the animals' basic ecology and investigate potential impacts of various forms of timber management.

The hope is that a few bears, preferably females, can be trapped, radio-collared and then monitored as they go about their lives in the rain forest. Females are preferred for research because in other bear species they have smaller ranges, carry collars better, and, most importantly, provide reproductive information.

"From an academic point of view, understanding sun bear reproduction is fascinating," McLellan says. "We don't know how these animals operate. Bears did most of their evolving in a northern climate. It is during winter hibernation that mothers give birth to very small and immature cubs. What do female sun bears do in the tropics? Do they hibernate to give birth? If not, what do they do with their one-pound hairless and blind new-born cubs for a month or so until the cubs can get around on their own?"

McLellan adds, "At this point we're not even sure what the bears eat. In the primary forest, a lot of the food supply is in the forest canopy so that's where most of the animals live; not just birds, squirrels and insects but large mammals like the orang-utan and other primates. These bears have a lot of competition so they are likely to be forced into a fairly narrow environmental niche for a bear. For example, there are dozens of species in the jungle that eat fruits, many others eat carrion, and there are lots of herbivores too. But the sun bear may be the only animal in the jungle that is strong enough to climb a tree and break it apart with its teeth to get at insects and honey. We saw signs of this type of activity in several locations."

If all goes as planned, McLellan's next trip to the area will be in about eighteen months when he will help with the first captures and to set up the radio monitoring program.

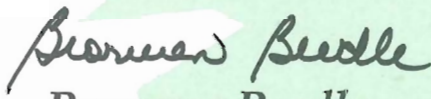


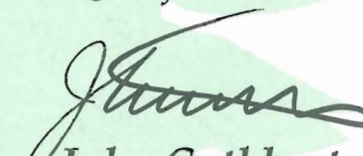
The Danum Valley Field Station on the island of Borneo will be the base for the sun bear research project.

Wishing you all the best for a Merry Christmas and a Happy New Year!

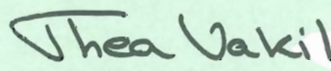

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John Cuthbert
Chief Forester


Wes Cheston
Assistant Deputy Minister,
Operations


Thea Vakil
Assistant Deputy Minister,
Management Services


Don Wright
Assistant Deputy Minister,
Policy and Planning

Welcome to the Forest Service!

David Lawson, formerly of the Ontario Ministry of Natural Resources, has been appointed district manager in Fort St. John. Lawson comes to the Forest Service with over 25 years' experience in technical and management positions. His most recent position was as area supervisor for the English River area in Ontario.

Susan Stephen has been persuaded to join the policy and planning division. Stephen spent six years with the Ministry of Finance and Corporate Relations as the treasury board analyst for a number of resource ministries. Recently she has been working with the Cabinet Planning Secretariat on land use issues where her duties included providing policy and strategic advice for the government representatives at the CORE regional planning tables as well as assisting with a number of inter-ministry policy initiatives.

The B.C. Forest Service Newsletter is published on the second Monday of every month by the B.C. Forest Service, public affairs branch, at 595 Pandora Avenue, Victoria, British Columbia.

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Contributions are welcome. Please send your comments, suggestions and contributions to:

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The deadline for contributions to the next issue of the *Forest Service Newsletter* is December 31, 1993.

