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Silver shovel marks planting milestone

On December 10, 1993, Dawson Creek forest district Manager **Bob Brash** presented **Lynn Dent-Wilson**, field operations supervisor, silviculture, with a chrome-plated planting shovel to recognize her direct involvement with the planting of 25 million seedlings in northeastern B.C. over the last eight years.

Brash said he was pleased to see Dent-Wilson reach the 25-million mark both in terms of her career accomplishment and for what it means to the Prince George forest region.

This is the first 'silver jubilee' award for the region. While pleased with her accomplishment, Dent-Wilson says that the golden shovel for 50 million trees may have to wait for some other recipient than herself.

Photo courtesy of **Dave McCall**.



Planting contractor convicted for dumping seedlings

In the first conviction of its kind in British Columbia, a tree-planting company has been fined \$15,000 in Provincial Court for dumping seedlings. Golden Spruce Tree Planters Ltd. pleaded guilty to fraud and mischief charges in Grand Forks in January 1993. The charges arose after thousands of seedlings were discovered in Boundary Creek, just east of Midway.

In May 1992, a local resident discovered seedlings in and along the creek. News of the find eventually reached Boundary forest district staff. **Bob Ellis**, resource assistant, silviculture, visited the site. "I drove out to a bridge where I thought anyone who was going to dump seedlings would be likely to go," Ellis explains. "Right away, I knew we had a major tree dump. We found seedlings along both sides of the creek and hung up in the branches."

Ellis returned to the site with a crew and recovered 4,600 seedlings strewn along a three-kilometre section of the creek. Some of the seedlings recovered were still in bundles from the nursery. Most of the seedlings were entangled in a beaver dam. Ellis estimated that an equal number of seedlings had probably washed down into the Kettle River and across the U.S. border.

Working closely with a local RCMP constable who took an interest in the case, Ellis was able to trace the seedlings by their seedlot numbers and request keys to a contractor who had

recently been planting in the area. Ellis's expertise proved valuable to both the RCMP and Crown Counsel in demonstrating how the contractor had defrauded the government and that he was solely responsible for dumping the seedlings. While criminal charges were being pursued, district staff also negotiated with the contractor and withheld \$6,000 from the contract holdback to cover the cost of the unplanted seedlings. The Crown and the RCMP have commended Ellis for his work on the investigation and his help in the successful prosecution.

Ellis feels that it is important to pursue contractors who are not fulfilling their obligations. "People in the Forest Service are often reluctant to follow through on situations like this because very few cases have been successfully prosecuted in the past," he says. "I think that this case will offer encouragement to people who feel frustrated when they know there is a problem." Ellis also hopes that members of the public will be encouraged to report situations that might indicate a problem with planting contractors.

In issuing the fines, Judge **Donald Sperry** said he wanted to send "a serious message," to other contractors. Sperry added that, in the future, dishonest contractors can expect fines to increase "as much as ten fold."

Please distribute to all employees at their work stations

Duncan forest district staff receive accolades

Vancouver forest region Manager **Ken Ingram** and Duncan forest district Manager **Ron Reeves** recently presented awards to the following staff from the Duncan district: **Murray Stech**, resource officer, timber – 15-year Accident-free Safety Certificate and pin; **Gerry Boyd**, draftsperson, **Bob McGregor**, service technician, and **Ken McIlffaterick**, scaling supervisor – 20-year Accident-free Safety Certificate and pin.

Reinhard Müller, resource officer, silviculture, received a 25-year Accident-free Safety Certificate and pin as well as an Award for Meritorious Service and Silver Badge for 25 years service to the B.C. Forest Service.

Barb Sorenson, silviculture clerk, was recognized for her suggestion award.

Interface Response Team member **Joe Thorne** was honoured for saving the life of a Duncan woman, **Rose Gray**, when he successfully administered CPR last summer. Thorne's family and Cowichan Tribal Council Elder **Norman Joe** witnessed the presentation along with proud co-workers.

The Duncan staff were also presented with the BC Ambulance Service Good Samaritan Award for their assistance in extracting survivors from an October 31, 1991 aircraft crash. The award was accompanied by a letter commending the staff's unselfish and humanitarian assistance during the medical emergency. **Pat Hayes**, resource officer, protection, accepted the award on behalf of all those involved.

*Contributed by **Ron Reeves**, district manager,
Duncan forest district.*



*Duncan Interface Response Team member **Joe Thorne** was honoured for saving the life of a Duncan woman. Shown here during 1993 National Forest Week activities, Thorne is always ready to help out in his community.*

Privacy commissioner's order sends a message to ministries

In his first order issued since the *Freedom of Information and Protection of Privacy Act* (the Act) was proclaimed on October 4, 1993, Information and Privacy Commissioner **David Flaherty** has ordered the release of a severance directive and pay grid. The directive and pay grid, developed in 1989 and not released to the public since then, are used to assist the government to establish a negotiating position on severance settlements with excluded (non-union) employees.

The Ministry of Finance and Corporate Relations based its decision to deny access to the pay grid and directive on Section 17 of the Act. That section provides discretionary power to refuse to disclose information where disclosure could be expected to harm the financial or economic interests of a public body or government.

The commissioner upheld the decision to deny access to certain records in the requester's severance file. He said releasing those records would result in harm to the government by revealing the negotiating strategy of the Public Service Employee Relations Commission (PSERC) in its dealings with the applicant.

In issuing the order, the commissioner has sent a strong signal to all ministries and other public bodies who come before him to argue that information should be withheld under the Act. The message is that detailed and convincing

arguments must be developed to show that specific harm could reasonably be expected to result if the information is disclosed.

The commissioner said that the ministry, which had the burden of proof, asserted its case but did not prove it. He said he regretted that the ministry did not offer specific financial information concerning the dollar costs of severances of non-union employees in arguing that the grid and directive should be withheld. The commissioner noted in his order that the directive and grid do not determine the actual offer of a settlement in a particular case, but only minimums and maximums that do not require special approval by a committee established under the directive.

The ministry has 30 days to comply with the order. Both the ministry and the applicant have the option of requesting a judicial review of the commissioner's order to determine whether the process followed by the commissioner was proper.

Under the Act, individuals who are denied access to requested documents can request that the Office of the Information and Privacy Commissioner review the public body's decision. If the matter is not successfully resolved through investigation, negotiations and mediation, the commissioner is required to conduct an inquiry and make an order.

*Contributed by **Doug Kelk**, program analyst,
information and privacy section.*

Councils study growth and yield issues

Timber harvesting in British Columbia's forests is in a transition state – from reliance on large stocks of mature old-growth forests to increasing use of second growth. Our success in managing this transition will depend on accurate growth and yield projections, coupled with improved forest inventory practices.

The Interior and Coastal Forest Productivity Councils were established in 1986 to provide the province's chief forester with timely and cost-effective methods for collecting and interpreting data on second growth forests. Their mandate is to improve our ability to predict the growth, yield and quality of B.C.'s forests under any management regime. They also advise the chief forester on funding levels for growth and yield research.

The councils are made up of technical experts and policy makers from government, industry and academia. They meet three times a year to share information, review work in progress, and initiate new projects. These projects usually arise from issues that council members find themselves dealing with on a day-to-day basis.

When the councils decide to act on a particular issue, they work with a Technical Advisory Committee (TAC) to develop an action plan. The TAC has the same make-up as the councils. It provides any technical support needed to carry out the councils' initiatives and helps the councils develop terms of reference for working subcommittees.

In addition to TAC members, TAC subcommittees can also include Forest Service personnel, academics and people working in the forest industry. When a subcommittee has completed its work, it reports to the TAC and ultimately to the councils.

Once the councils have adopted a report (a process which may take months and several re-writes), they present their recommendations to the chief forester, who will then oversee the process of translating the findings and recommendations into ministry policy.

This structure of councils, committees and subcommittees creates its own set of logistical challenges. **Barry Wilson**, coordinator of the Forest Productivity Councils, describes himself as "the baling wire that holds it all together." A major part of Wilson's job is to maintain liaison between the councils themselves, the Technical Advisory Committee and TAC subcommittees.

According to Wilson, the decision to fund the coordination of the councils through the Forest Service was largely driven by the changes in the industry that called for a pooling of resources and expertise. "With the changes in *Forest Act* in 1987," Wilson says, "there was a larger impetus on companies to absorb more of the costs of commercial forest development and reforestation. That reduced the amount companies were able to spend on research. There were limited funds for growth and yield research but it was recognized that there was a serious need for it."

In the past year, several major projects have been completed. These include standardizing procedures for validation of growth and yield models and revising the

standards for establishment and remeasurement of permanent sample plots.

Growth modelling – using a set of mathematical equations to predict real-world outcomes – is a complex process. No single model meets the requirements of every situation and, in some cases, different models have provided conflicting results. In an effort to resolve this issue, the Forest Productivity Councils struck a subcommittee to review the current literature and practice of model validation, and suggest a set of minimum standards for validating growth and yield models.

Permanent Sample Plots (PSPs) can be used to validate projections and provide connected data on forest growth over time. However, because of the differences in measuring standards that have evolved since the first sample plots were established in the early 1920s, compiling information on PSPs has been difficult. The *New Minimum Standards for the Establishment and Remeasurement of Permanent Sample Plots in B.C. (1993)* will standardize the collection and recording of data so that it can be widely shared. Access to the information will be through a data base of forest productivity measures for the productive forest lands of British Columbia.

The data base is one of the councils' long term projects. It will include information on plots by site index, species, silvicultural treatments, biogeoclimatic zone, etc. Users will be able to access the data base to obtain summary data on PSPs that meet their search criteria and then go to whoever has the detailed data and get it directly from them. The data input for existing PSPs is expected to be complete by the end of the current fiscal year.

Another application for the data base will be ranking PSPs to set funding levels for continued sampling and to help develop an annual provincial sampling plan. Ranking of PSPs will ensure that measures will be taken to protect statistically important sample plots.

For more information, contact **Barry Wilson**, coordinator, Forest Productivity Councils of B.C., inventory branch, phone: 387-0970.

Retirement

It's official! **Mel Monteith** has announced his retirement.

Mel started with the Forest Service as a suppression crewman in 1947. In 1952 he became an assistant ranger Wells Gray Park in what was then the Kamloops/Cariboo forest region. After that, he worked in Kamloops, 100 Mile House, Williams Lake, Likely, Horsefly, Blue River, Birch Island and Alexis Creek before becoming Clearwater's district manager in 1979.

A retirement dinner and dance to honour Mel and Enid will be held at the Blackpool Hall in Clearwater on March 19. For tickets contact **Steve Roberts** or **Joy Collins** at 587-6700.

The Employment Equity Action Plan: a blueprint for change

Employment Equity is a plan to achieve equality in the workplace. It means providing fair and equitable employment, training and advancement opportunities for current and future employees. The Forest Service is recognized as a leader in equity issues across government and is committed to achieving employment equity.

Employment equity reinforces the principle of merit and ensures that individuals are hired and promoted based on their knowledge, skills and ability to do the job. The Employment Equity Action Plan is the blueprint for achieving that goal. It includes:

- reviewing the ministry's policies, procedures, practices, corporate culture and facilities to identify and eliminate barriers to employment and advancement;
- improving the representation of designated group members in the Forest Service through short-term initiatives such as outreach recruiting, training and developmental opportunities;
- creating an understanding of workforce diversity issues and a work environment that is supportive of the diverse needs of employees;
- measuring the progress towards the achievement of employment equity goals and objectives.

This year, initiatives that promote equity have included:

Valuing diversity

Two-day *Valuing Diversity* sessions sponsored by the Kamloops and Prince Rupert regions provided managers with an opportunity to increase their awareness of workforce diversity issues.

New fitness standards

The revised physical fitness standard developed by protection branch for fire fighters is based on ability to do the actual job. The test simulates tasks that would be essential during a fire situation.

Competency-based hiring

The human resources branch has actively promoted hiring based on knowledge, skills and abilities.

Professional credentials review

A ministry task force is reviewing the reliance on professional credentials in hiring and promotion. (See BBEENEWS for more information.)

Flexible working arrangements

An increasing number of job sharing opportunities and flexible work options are in place throughout the ministry to help individuals balance their work and personal needs.

Bridging opportunities

Bridging positions for individuals who are ready to change career directions have been established in a number of regions. These were advertised on a competitive basis.

All of these successes are the result of the efforts of managers and supervisors who have implemented or supported employment equity initiatives, and committed individuals who have participated in these programs.

Field trainee is ready for a career change

Meena Khela has worked for the Forest Service for four years. She spent three years as a receptionist with the Fort Nelson forest district office typing reports and letters for field staff. Khela had always wanted to work in the field herself but wasn't sure what to expect when she was accepted for a trainee position as a resource assistant. As it turned out Khela excelled in all aspects of her job and has begun taking courses that will lead her to a forest technician diploma and eventual work in forest protection. In August 1993, Khela gave the following report on her experience as a field trainee.

"I started my position in January 1993 and worked one month each in timber, silviculture and protection. In timber, I learned all about logging, landing, water bar inspections, harvesting, final cutblock reports, marking out boundaries, compassing, mapping and so much more."

"There were times when I went out with 'the guys' when it was -35C and had to wade through snow that was hip deep for an hour to get to a landing we were supposed to inspect. I thought I was going to die! I was so tired. But I persevered and it didn't take long before I was keeping up to them."

"In silviculture I administered a site preparation contract and learned not

only how to set up a contract properly but how to deal with contractors as well."

"When I first started to do my site preparation inspections, I was expecting to see perfectly aligned rows just like a garden. Instead, I saw all this ground with slash piles and huge windrows all over it. I thought they were doing a terrible job! I told my co-worker what I thought and he explained that this is how it is done. That was quite an eye-opener for me."

"I learned about micro sites and how to tell what kind of ground is best for planting in. I went out in the field with different staff to see how they interacted with their contractors and developed my own style by learning from them. I also learned a bit about history records and traversing."

"After my first three-month stint was over, I decided that I wanted to change my career from the clerical field to the technical. This had been such an incredible experience for me. As I never graduated from high school, I had to go back to school and get my diploma – which I have successfully done."

"I have also enrolled in night school, taking Math 11, and correspondence to take Biology 11 as they are prerequisites for the forest technician program. I was hoping to get into school this September, although I might have to wait until next year, but I am definitely going."

Providing a work and family balance is essential to equity

One of the most often-cited reasons for the work force looking like it does is that the traditional nine-to-five job has evolved to reflect the needs of a two-parent family with only one parent working outside the home. In 1955, roughly 70 per cent of families in Canada were made up of a husband who worked full-time outside the home, and a wife who worked as a full-time homemaker with one or more children.

Today, only seven per cent of Canadian households fit the once typical pattern. More than 40 per cent of the workforce is now female. More than half of mothers of pre-school children work outside the home. Forty per cent of full-time workers have a spouse who also works full-time.

Job sharing is one way to reduce work and family conflicts that are natural when a 1990s labour force tries to follow a 1950s work model. Job sharing promotes equity by helping individuals balance their work and family responsibilities without having to entirely abandon one or the other.

In 1991, **Leslie Kohorst** was facing hard decisions about her career. She wanted more time for her family but did not want to abandon her profession. Job sharing seemed like an ideal solution. At what she describes as "a very stressful time in my life," Kohorst set about developing a job sharing proposal.

Kohorst's idea to share her job in the Cranbrook forest district's small business program met with more than a few questions. Everyone wanted to know how her work would get done and how she would communicate with her partner and provide continuity for clients. Kohorst had to show that sharing her job would benefit the Forest Service and that it would not translate into extra work for her supervisor and co-workers.

The proposal was eventually accepted and the next task was to recruit a partner. Rather than rush that process, Kohorst's duties were reorganized to accommodate her working a reduced schedule, which lasted for six months.

JoEllen Floer had been out of the labour force for several years raising a family. Her previous work in the forest industry was simply not compatible with being a parent of small children. Floer saw job sharing as a viable way of re-entering the labour force and, at the same time, a way to further her career. Floer is presently working her way towards an RPF designation and expects to return to a full-time schedule once that is complete.

Kohorst and Floer had worked together previously and were at comparable skill levels. Sharing one job, they divided the client load. Since only one vehicle was assigned to their position, they also divided the work week with a mid-week overlap. Both were always available for urgent phone calls.

Kohorst and Floer feel that their personal productivity improved with job sharing. They were able to schedule appointments on their days off and, with their supervisors' approval, would trade work days when necessary. Most importantly, both felt that they could give their full energy to their work.

Floer does not think that client service suffered as a result of splitting the position. "In this type of work, people take holidays and flex days. You spend a lot of time in the field and clients are used to that," she says.

District Manager **Russ Greenfield** is very positive about the outcome of the arrangement, saying, "I was sceptical at first but it has worked out well. Most of my initial apprehensions were unfounded."

Kohorst stresses that job sharing is not for everyone and not every job is as readily divisible as her own. She also says that it is important that people carefully think out the implications of working half-time and living on a half-time salary. Her advice to those who want to job share is, "Don't be dissuaded, there is always a way."

Outreach hiring draws the best

In 1991, the Task Force on Native Forestry recommended that the Forest Service take action to build links with First Nations. When the Aboriginal Forestry Advisor positions (see *Forest Service Newsletter*, September 1993) were posted, the ministry wanted to make sure that qualified Aboriginal people would be encouraged to apply.

Working in cooperation with the corporate policy and planning branch, employment equity section staff sent the posting and job description to friendship centres, band offices and resource development offices. The posting was also circulated to fishery commissions and forestry associations.

The objective was to ensure that information about these opportunities was made known to the First Nations community in British Columbia. It was also important to reach out to people who might not normally see themselves as having job opportunities in the public service.

As a result of this initiative, an impressive number of Aboriginal candidates applied for these jobs and filled more than half of the available positions.

Do you want to get involved?

The employment equity section of human resources branch provides consultation and information on initiatives that support employment equity. Let us know about your successes and your experiences!

The employment equity section is also building a ministry-wide network of employment equity representatives to advocate for employment equity and act as resource people for Forest Service staff.

There are now designated employment equity representatives in each regional and district office and all branches in Victoria.

For the name of your rep, contact your management team or the employment equity section at 387-3231.

A day in the life of a resource assistant

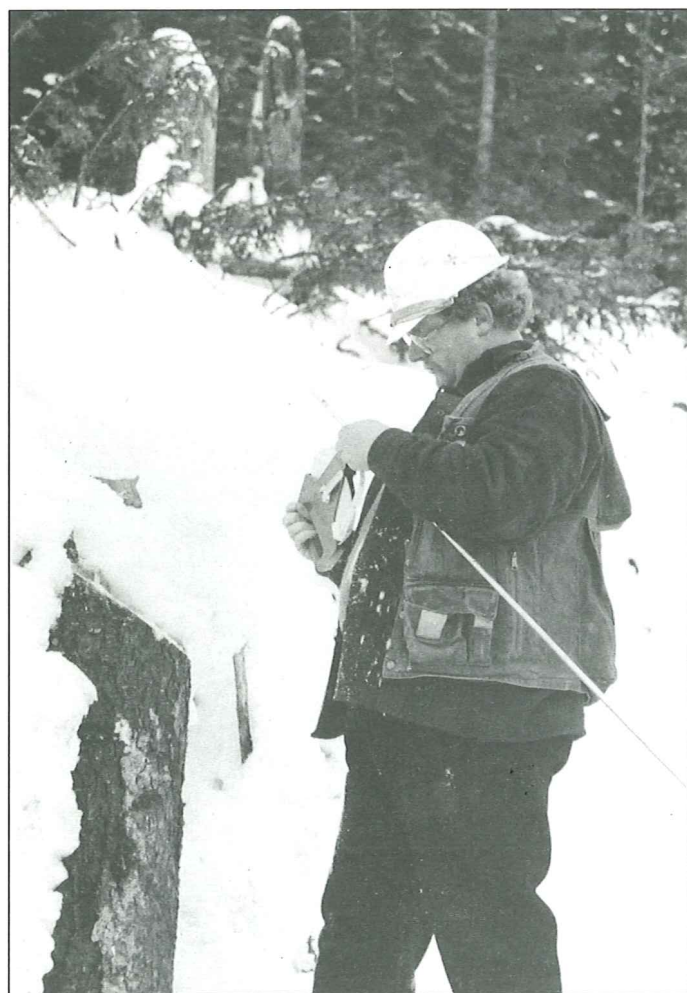
*Jeff Elder wanted to find out how a resource assistant spends a typical day in the field. He joined **Brent Luck** in the Robson Valley forest district.*

It's a sunny late January day and Brent Luck is bouncing along the Morkill Road in his pickup, one hand on the wheel and the other balancing the radio mike and gearshift. I'm along for the ride to learn something about logging, inspections, and what it's like to be an RA.

We talk, interrupted every minute or so by the radio. Brent calls in our position every kilometre – a necessity when you are sharing a winding, single-lane road with loaded logging trucks. Every so often we stop at a pullout to let a truck pass, and the driver waves a thank you.

Today Brent is doing initial inspections on some of the eight cut blocks he's responsible for in the area. But the days are unpredictable. "You never know what a day is going to bring when you get out here. You come out to do a block but they may be having a problem on another block that they want me to come and look at," he says.

Getting to the work sites means up to two hours driving



*Robson Valley forest district Resource Assistant **Brent Luck** measures the downhill side of a stump. Leaving behind more than the necessary bottom part of the tree will cost the licensee money.*

each way. Brent sometimes spends the night in the bush at a trailer the district set up this winter. Next week he'll be staying overnight for sure, because Ziedler Forest Industries Ltd., the licensee in the area, will be opening up some new cut blocks.

The blocks in the Morkill and Forget-Me-Not river drainages range from 15 to 30 hectares – smaller than average in the region due to the steep terrain and sensitive soil types. Wildlife and aesthetic concerns also come into play. In some areas, islands of trees are left standing. In others, stands of deciduous trees or young conifers provide wildlife habitat and conserve the area's spectacular scenery.

As we near the first cut block I ask Brent if it's awkward being a 'forest cop', especially living in a small centre like McBride where loggers and Forest Service personnel live and work together. In spite of this, and the fact that he has to testify in court on trespass cases, Brent doesn't feel awkward doing his job. He goes on to describe his approach to enforcement and working with contractors and representatives of the licensee. "If you went in with a heavy hand you wouldn't get any respect. If you work with them they try to do a more conscientious job. I've had no problems, although they do think the penalties are too stiff!"

We stop just below an active logging site. Spruce boughs are scattered on the snow and pushed into neat piles beside the road. Everywhere there's the Christmas tree smell of freshly cut trees.

Wearing an orange hardhat and vest, I follow Brent up a steep road and wonder how a 50-foot truck can possibly negotiate its way down to the main road. Brent points out the blue and orange marks painted on trees showing the boundaries of the 15 hectare cut block the crew is working on. As we approach the landing, the loaderman, driving a giant machine with crab-like pincers, puts one last log on a waiting truck. As the truck edges slowly down the hill for the long trip to a mill in McBride, Brent eyes the load to make sure it is properly secured and conforms to regional standards for height, width and length.

The buckerman's chainsaw roars as he cuts logs to length. He steps aside as the skidder comes careening out of the bush dragging three freshly-felled trees, chained wheels spinning as it bounds over a hump onto the landing. The cables attached to the trees are released and the skidder backs over them at full speed, snapping most of the limbs in the process, saving time for the buckerman.

The skidder heads off into the bush for another load while Brent chats with the crew, asking them how things are going.

One of the things he has to check today are stump heights. Leaving behind more than the necessary bottom part of the tree will cost the licensee money. But the fallers are working in five feet of snow, making it difficult to cut the tree at the maximum of .3 metres. Brent clears away some of the snow from the downhill side of a stump and measures – this one is over by .2 metres.

The faller crosses the landing on snowshoes, carrying a chainsaw and a small gas can. On his belt hangs an axe and

other tools of the trade. Brent and the faller chat easily, about the weather, the snow and the overheight stump.

The faller says the licensee needs to hire snow shovelers to clear around the trees. Brent has made his point, and noted progress on the block.

Later, during a stop for lunch at the district's trailer, Brent updates his maps with coloured pens and fills out forms. One day of inspections, he says, usually results in one-half to three-quarters of a day of administrative work back at the office.

The third and last cut block we look at in the afternoon is a steep one. The loggers are using a skyline yarding system – the logs are dragged up the side of a mountain from a suspended cable (something like a ski lift) instead of being dragged through the woods by a wheeled vehicle.

Again Brent checks stump heights. They look good. A few minutes later the licensee's logging supervisor approaches. He wants Brent to look at another site, where roadbuilding crews

had to change the planned route of a skid trail, to make sure sufficient measures are being taken to protect a creek and sensitive soils.

We follow the supervisor to the site and then walk up the trail to where the harvesting was done. All seems well, and Brent tells him so, offering praise for the care the company is taking in protecting environmental values.

Brent and I say goodbye to the logging supervisor and head out, the day just about over. On the radio, I hear a familiar voice, and I realize it belongs to the man we just left, talking to one of his crew.

"We had a look down near that creekbed. It looks fine. Keep up the good work."

*Contributed by Jeff Elder, communications officer,
Prince George forest region.*

Mackenzie hosts annual Prince George forest region bonspiel

The 29th annual Prince George Forest Region Bonspiel was held January 21–23, 1994 at the Mackenzie Curling Club. Fourteen teams participated in the three-day event that drew rinks from Fort St. James, Vanderhoof, Prince George and Mackenzie.

The Four Skinners rink from Mackenzie took the 'A' event with **Lyle Bontheaux** at skip, **Bryan Norkus** at third, second **Joe Long**, and **Brian Bissett** at lead. The Skinners' win was especially impressive considering the pressure they were under competing against Prince George forest district Manager **Ken Pendergast**'s team skipped by **Anita Pendergast** with **Del Blackstock** at second and **Cathy Westlake** throwing lead.

The Irwin rink from Prince George (**Terry Irwin**, **Gary Zsombor**, **Carl Erikson** and **Dick Nakatsu**) swept their way to victory in the 'B' event. Second place went to **Andy Pakrastins**, **Dean Chartier**, **Jeff Nesbitt** and **Jill Nesbitt** of Mackenzie.

The 'C' event draw went to **Duke Sample**, **Jackie Hipwell**, **Les Husband** and **Sandy Gann** of Prince George. **Terry Corley**, **Dave O'Connor**, **Nathan Stairs** and **David Starr** from Fort St. James placed second.

Last year's 'A' event winner **Norm Avison** and his rink from Vanderhoof claimed the 'D' event. He had help from **Brian Frenkel**, **Peet Vahi** and **Bill Laforge**. A Mackenzie rink skipped by **Darcy Bojarski** and filled out by **Darrin Halloran**, **Shelly Bojarski** and **Amber Olson** came second.

Two Fort St James rinks traded shots in the feature game on Friday night for the 'Travel Trophy,' which is awarded to the team that travels farthest to attend the bonspiel. It was no surprise that the **Pete Valk**'s management rink (**Mike Macdonald**, **Ray Shultz** and **Jeff Kotowski**) prevailed over **Terry Corley**'s auxiliaries.

The Silvacoal Gang from Prince George (**Ross Noble**, **Rene Owen**, **Gord Owen** and

Barb Hurd) won the Best Costume award for their realistic tree-planting outfits. The Silvicoal Gang was also in line for the Skunk award until the Twisted Sisters rink from Mackenzie took a 16–1 thrashing in the final round-robin game.

Thanks go out to all the people who helped make the bonspiel a success: **Andy Pakrastins**, **Brian Norkus**, **Jason Caswell**, **Shelly Bojarski**, **Darla Dickson**, **Dave Hargreaves**, **Rod DeBoice**, **Joe Long** and **John Cruickshank**.

*Article and photo contributed by Dean Chartier,
Mackenzie forest district.*



The Four Skinners rink from Mackenzie: (left to right) Bryan Norkus, Lyle Bontheaux, Joe Long and Brian Bissett.

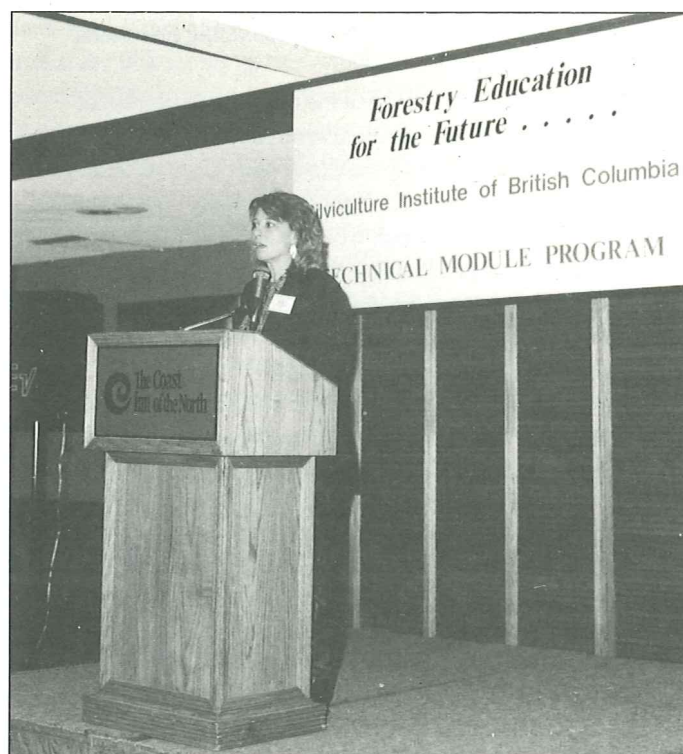
SIBC launches new continuing education program

After extensive consultation and planning, the Silviculture Institute of British Columbia (SIBC) launched its Technical Module Program in November 1993. The program was developed for forest technologists and forest technicians working in silviculture. It consists of six one-week modules delivered over a three-year period. The goal is to improve students' knowledge and level of practice of silviculture. On completion of the program in early 1997, participants will be better equipped to do their jobs in the increasingly complex and dynamic field of forest management. Students completing all six modules will receive a certificate from SIBC.

This is an advanced program. Eligible candidates must either have a forestry-related university degree or a college diploma in technical forestry plus five years' field experience, or ten years' experience in silviculture if they do not have a university degree or college diploma. The Technical Module Program complements the Professional Module Program for Registered Professional Foresters that has been in existence since 1985.

The first Module 1 session – *Biological and Ecological Principles* – was held November 14–19, 1993 at the Enterprise Development Centre in Prince George with a full class of 25 students attending. The introductory session provided students with a common foundation for learning in future modules. Topics included silvics, biogeoclimatic ecosystem classification, forest soils, tree growth and physiology, and stand structure and dynamics.

Half the students were from the Forest Service and the rest represented a mix of industry and the consulting sector. Forest Service employees present were: **Stuart Abels**, Lakes forest district; **Doug Baker**, Mid-coast forest district; **Bill Dobbs**, Boundary forest district; **Helen Farrer**, Williams Lake forest district; **Greg Folks**, Kispiox forest district; **Ron Godlonton**, Horsefly forest district; **Gayle Hesse**, Vanderhoof forest



The Silviculture Institute of British Columbia's Technical Module Program for forest technicians and technologists kicked off at a luncheon on November 14, 1993. Colene Wood, manager, training and extension, silviculture branch gave a congratulatory speech. Photo courtesy of Candace Laird, SIBC.

district; **Stan Jones**, Vanderhoof forest district; **Doug Porter**, Chilcotin forest district; **Jim Slade**, Vernon forest district; **Rick Stock**, 100 Mile House forest district; and, **Doug Walker**, Port Alberni forest district. All the students were very keen and bright and had considerable forestry experience beyond the minimum requirements for enrolment. The students' enthusiasm and the quality and quantity of questions they asked impressed the instructors.

The next module – *Silvicultural Tools and Techniques: Stand Establishment* – will be held February 28–March 4, 1994 in Prince George.

SIBC Executive Director **Candace Laird** says that this course could not have been developed without the financial assistance of the British Columbia Forest Service, silviculture branch, and the Canadian Forest Service (through FRDA II). Laird adds, "Together with the Professional Module Program, this new training will have a significant and positive impact on silvicultural practices in British Columbia. We wish the first class well as they progress through the six modules and we look forward to starting a new group of students this fall."

For more information, and application packages, please contact Candace Laird, RPF, executive director, SIBC, Room 270-2357 Main Mall, Vancouver, BC V6T 1Z4, phone: 224-7800, fax: 822-3106.

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Contributions are welcome. Please send your comments, suggestions and contributions to: **Paul Lackhoff**, editor, (phone: 953-3142, E-Mail: PTLACKHO) at public affairs branch, or **Gordon Williams** (phone/fax: 380-9959).

The deadline for contributions to the next issue of the Forest Service Newsletter is February 28, 1994.

