



The British Columbia

Forest Service

Newsletter

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A Newsletter for Ministry of Forests' employees

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Forest Renewal BC plan unfolds

When it was announced last April, the Forest Renewal Plan was widely received as a milestone in the history of B.C. forestry.

The plan calls for the expenditure of \$2 billion over five years to boost reforestation and silviculture, clean up environmental damage from past logging practices, and increase the number of jobs and revenue derived from the forest harvest. All of the money is to be raised through an increase in royalty rates and stumpage fees.

Eight months later, enthusiasm has waned little, if at all. But for Forest Service employees already facing unprecedented change in the industry, the ministry and their jobs, the plan introduced yet another element of uncertainty.

Forest Service ADM Operations Janna Kumi and Forest Renewal BC (FRBC) Chair Roger Stanyer are well aware of the questions circulating among Forest Service staff. And they don't hesitate to admit that they have yet to find all of the answers.

"I'm convinced my staff know the Forest Renewal Plan is a terrific opportunity and it's critical to our ministry to make it work," Kumi said during an interview in late November. "The question is how do we make it work."

Forest Renewal BC was established as the lead agency under the plan. It comprises representatives of government, industry, labor, communities, First Nations and environmentalists.

Stanyer describes FRBC as a financial coordination agency. Through FRBC, any of the partner groups can apply for project funding. "Once a project has been identified, we

will work with the Forest Service for joint approval," said Stanyer.

In addition to helping evaluate and coordinate project proposals, the Forest Service will play a strategic planning role, by, for example, setting broad silviculture goals which can then be applied on a site-specific basis. The Forest Service will also conduct monitoring and compliance activities to ensure standards are met.

Two sets of criteria will be used in the evaluation of proposals: the goals of the Forest Renewal Plan and strategic plans developed by the Forest Service under its existing mandate.

Kumi describes the relationship between the Forest Service and FRBC as a strategic partnership.

"We're out there and we know the commu
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*I*t's December, and by the time this issue makes it to your desk, you're probably having a hard time staying focused on work. So much to be done; so little time. Travel arrangements, last minute gifts, dinner menus and a myriad of other details just seem so much more pressing.

For this issue of the Forest Service Newsletter, we surveyed regional offices to find out how you mark the festive season. It was an inspiring experience: the spirit of Christmas is not only alive and well, it's thriving. From an office concert to fundraisers for the less fortunate, imagination and goodwill are everywhere. Read about it on pages 4 and 5.

From everyone at the public affairs branch, and on behalf of all our colleagues at headquarters, have a happy holiday.

Forest Renewal BC, continued from page 1

nities, industry and landbase. FRBC can't deliver using just industry. Industry does not have the capabilities or the data to do



Janna Kumi and Roger Stanyer

large strategic planning," she said. "Also, the Forest Service has a mandate to ensure compliance with the the *Forest Act* and the *Forest Practices Code*."

"Most of that planning will happen at the district level," she added. Once approved, projects will be delivered by Forest Service personnel, industry or independent contractors.

Although several projects have been funded under Forest Renewal, the plan and FRBC are still in their infancy. An FRBC office is scheduled to open in Williams Lake in late December. Others will follow in each forest region. In addition, a staff of about 30 will work in the headquarters office.

Despite the uncertainty, both Kumi and Stanyer emphasize that the Forest Renewal Plan offers unprecedented opportunity.

Under the terms of a project proposal, district offices will likely acquire new FTEs to help plan, administer and deliver the project. Stanyer noted that more money will be available for research.

And Kumi believes that FRBC presents the Forest Service with the opportunity to rebuild constructive working relationships with

industry "within the new realities of sustainable forestry."

"Keep in mind what the program is designed to do: invest in our forest, our landbase and our communities," she said. "Keep those goals in mind. They'll be very vivid in coming years as the projects are implemented."

The Forest Renewal Plan also gives B.C. the tools and resources to become a model of sustainable forestry.

"I know of no other program in the world like the Forest Renewal Plan," says Kumi.

"On hearing about it, people are awed that B.C. has the will to pull it together."

Canada-wide recruitment drive planned

With the Forest Renewal Plan coming at the same time as the Forest Practices Code and a ministry reorganization, Janna Kumi acknowledges that Forest Service staff are justified in feeling the pressure of increasing workloads.

The situation is complicated by industry recruiting experienced staff from ministry offices, because of additional demands of the Code.

"In some of our districts, we have a considerable number of vacancies — some due to people leaving, others due to reorganization," said Kumi.

However, help is on the way. Kumi said the Forest Service and the Ministry of Environment, Lands and Parks are about to conduct a Canada-wide search for candidates qualified to fill positions created by the Code and the Forest Renewal Plan.

Inventory design process proceeds

Dr. A.Y. Omule, who is on secondment to the ASEAN Institute of Forest Management (AIFM) as a forest inventory specialist, recently returned to Victoria on a five-week assignment with the resources inventory branch.

He did a preliminary sampling designs review of the new vegetation inventory, which consists of two phases: phase I estimates and phase II ground samples.

The phase I estimates will be determined in much the same way it is now being done in today's inventories: through air photo interpretation. However, land will be stratified and classified based on vegetative cover and not solely on timber characteristics.

Once completed, these estimates may then be adjusted according to results of the phase II (ground) samples. The phase II samples, located independently and without bias, will provide the information necessary to audit, confirm or adjust inventories as required. The phase II samples must be independent of the phase I estimates.

According to Omule's report, the inventory design process, being done by the vegetation inventory working group of the Resources Inventory Committee, is progressing well.

AIFM is a CIDA project of which the Forest Service is the Canadian executing agency. For further details of the new inventory, please contact Dave Gilbert, director, resources inventory branch.

— Submitted by Kathi Mitchell, Canadian project administrator, AIFM

Kamloops fire crew receives Good Samaritan Award

It was an average summer for a Kamloops forest district initial attack crew — at least in terms of forest fires. What the crew didn't anticipate was saving a life on the road, and eventually winning a B.C. Ambulance award for their heroics.

On July 10, while travelling to their second forest fire of the day, crew members heard Fire Boss Fred Nakashima, who was a few kilometres ahead of them, radio for an ambulance.

Minutes later, they arrived at the scene of a head-on collision.

One vehicle was upside-down and a seriously injured passenger lay unconscious in a truck.

They immediately got to work. Rod Allen and Steve Crowe directed traffic and kept people away from the overturned vehicle, which was leaking gas. Meanwhile, Hugh Murdoch climbed into the truck to tend to a 12-year-old boy — unconscious and barely breathing in the front seat.

"It was a grim situation," says Murdoch, an industrial first aid attendant. "He was in deep shock and bleeding from the mouth, and his breathing was shallow and ineffective."

Murdoch assisted the boy's breathing, blowing into his mouth and nose until the ambulance arrived some 30 minutes later. "There were lots of onlookers who were willing to help, but no one knew first aid," he says.

When the paramedics took over, Murdoch tended to the boy's stepmother and brother, who were suffering from shock and minor injuries.

Allen drove the ambulance so that both paramedics could work on the boy. "I had driven heavy vehicles before, but I'd never driven an ambulance," he says. "It was an



From left to right: Regional B.C. Ambulance Superintendent Laurie Harder, award winners Rod Allen and Hugh Murdoch, and Kamloops District Manager Bob Miller

experience, knowing that the person in the back was in desperate need of help." He could hear the boy struggling to breathe. "I just floored it on the straight stretches, and took it as fast as I safely could on the curves." Even so, it was a long 35 kilometres

to the hospital in Ashcroft. Murdoch and Crowe picked Allen up at the hospital and then carried on to the forest fire, just outside Ashcroft. Checking in on the way back, they learned that the boy had already been moved to Royal Inland Hospital in Kamloops. Murdoch kept in touch with the family in the days and weeks after the accident to stay abreast of how the boy was doing. His injuries included a massive concussion with bruising and swelling of the brain, and a broken leg. He was moved to B.C.'s Children's Hospital, and then to Sunnyhill Rehabilitation Hospital. In October, Murdoch and Allen received the B.C. Ambulance Good Samaritan Award for the care they provided.

Minister optimistic following European tour

British Columbia's reputation in Europe is recovering, Forests Minister Andrew Petter reported following his 10-day, four-country European tour.

During much of 1994, B.C. made headlines both in Europe and North America as foreign environmental groups took aim at perceived failures in the province's forest practices. But during Petter's September tour, he noticed a pronounced shift in opinion. "People who were once critics are now supporters," he said.

The change, he said, is due to two factors:

the introduction of several sweeping initiatives to improve B.C. forestry practices and a proactive communications program to convey accurate information to European audiences.

When Premier Mike Harcourt visited Europe earlier this year, he promised substantial improvements to forestry in B.C. Any skepticism diminished when Petter was able to list recent achievements, such as the Forest Practices Code, Forest Renewal B.C., and CORE land use plans.

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Regions celebrate Christmas with frolics and goodwill

What do crocodiles and Christmas have in common? More than you might think, at least in the *Cariboo* forest region. As their contribution to Christmas fundraising efforts, the silviculture section donned crocodile suits and filled their crock-pots for a delicious croc'o'luck lunch.

Bake sales, a Mexican fajita day, and a barbeque with managers on burger duty have been among this year's efforts to raise money for the region's social fund, which helps to cover the cost of the Christmas dinner-dance. The section that brings in the most cash wins the Coveted Cookie Award, a giant laminated cookie on a pole.

It's only one of a variety of Christmas activities underway in Forest Service offices throughout B.C. Dinner-dances,

children's parties featuring the jolly man in red, and food hampers for the needy abound in the regional offices as the festive season approaches. But each region also does something different in keeping with the spirit, either for fun or charity — or both.

Kamloops

In Kamloops an office orchestra with a dazzling repertoire of 12 carols brings musical Christmas cheer to a potluck lunch just before the holiday begins. This year's ensemble will consist of three guitars, flute, clarinet, trumpet, keyboard, two harmonicas and conductor (dressed in tails and white gloves), says **Peter Rennie**, landscape forester,

guitarist and harmonica-player.

In preparation for the gala event the orchestra rehearses every Wednesday lunch hour from mid-November on. "We'll never be the Benny Goodman big band," Rennie says, "but we're hoping to get a little bigger and better every year."

Christmas concerts in Kamloops. From left to right: Rick Tucker, trumpet; Barb Zimonick, clarinet; Mark Faliszewski, singer; Rita Eremko, piano, Fraser Russell, conductor; and guitar players Dave Calder, Stu Hepburn and Peter Rennie.



Prince George

In the Prince George regional office, it's a gift exchange with a twist. On the last work day before the holiday, participants bring in gifts, beautifully or unusually wrapped, regardless of the contents. Everyone is assigned a number to determine the order in which they may choose a gift from the pile. Participants are also allowed to choose from someone who had already made their selection.

Things heat up as the most desirable-looking gifts get chosen (or stolen) over and over. The gifts are opened at the end, and the contents are often less enticing than the wrapping. (The gift most in demand two years ago was a jar of moose droppings.)

Nelson

When Kootenay Forest Products shut down in 1983, the

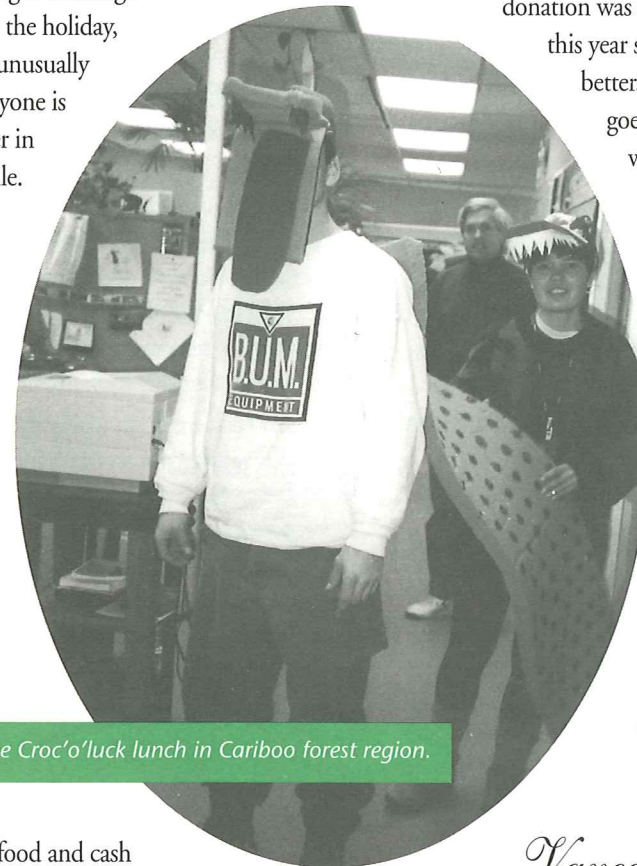
Nelson forest region started a Christmas food and cash drive for the Salvation Army Christmas hampers. "There is still a strong need out there for our help," says **Marj Bailey**, senior word processing operator, who remains involved 12 years later.

The drive lasts for about a month, and between individual donations of canned food and cash, and occasional donations of a surplus from the coffee fund, the office's total contribution is usually about \$500. "It's something we feel good about," Bailey says.

Prince Rupert

Fund-raising takes a novel turn in the Prince Rupert region, where since 1987 the regional office has gone head-to-head with the Kalum, Kispiox, and Morice districts to see who can raise the most money for Timmy's Telethon.

Each office holds an auction of items provided by the staff — everything ranging from used skis to hand-crafted pelican windmills. Last year's total donation was \$7,000, and this year should be even better. The money goes to children with special needs throughout B.C.



Preparations for the Croc'o'luck lunch in Cariboo forest region.

Vancouver

In its first season in Nanaimo, the Vancouver forest region is doing something new for Christmas. Rather than having a party for employees' children, staff decided to focus its goodwill on a single needy family recommended by the Ministry of Social Services.

Bake sales, 50/50 draws and raffles are raising money to provide the single mom and five children with Christmas dinner (a turkey with all the trimmings) and stockings containing useful items. As well, each section is responsible for giving one family member a gift.

"Because of the move, the social committee was late in forming," says **Siobhan Morgan**, acting records management systems coordinator. "We were pressed for time, and we had no money. But the response to this has just been astonishing."

UBC grants SIBC program diploma status

A mid-career upgrade for foresters offered by the Silviculture Institute of British Columbia (SIBC) now comes with strings attached — in the form of a diploma.

Since its establishment in 1985, SIBC has been offering professional foresters a post-graduate level program specializing in silviculture practice. Students completing the professional module program will now be granted a University of British Columbia diploma in forestry (advanced silviculture).

"The diploma provides formal recognition for both the students who work hard to complete the program and the UBC forestry faculty who have contributed to it," says SIBC Executive Director **Candace Laird**.

Open to foresters registered with the Association of B.C. Professional Foresters and with a minimum of five years work experience in forest management, the program consists of six two-week modules spread over three years. It is aimed at developing and refining students' ability to make sound silvicultural prescriptions.

Modules cover basic silvicultural principles, regeneration, forest and stand development, silvicultural planning and practices, and forest analysis. The last module requires students to prepare a comprehensive silviculture prescription.

Although diploma status has just been granted to the program, some 125 students now enrolled and at various phases of the program will receive a diploma on completion.

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Petter optimistic, continued from page 3

"Being able to go back just eight months after the Premier and tick off the things he said would be done gave us credibility and firmed up support from those who are re-evaluating their position," he recalled.

Forestry in B.C. has also suffered from popular misconceptions among Europeans, such as the belief that old growth forests are being harvested solely for pulp and that the Forest Practices Code would not affect existing licence holders.

However, a program to invite foreign foresters and journalists to come and examine our forest practices first-hand is also having an impact.

"People who had been here were our best advocates," Petter noted. Despite the early success, he cautioned that the province cannot afford to relax its efforts to ensure that both the European public and its governments receive accurate information.

The challenge is compounded by what Petter called "an unfortunate symmetry

between environmental arguments and economic self-interest."

"It disturbed me to see the lack of self-examination and the degree of self-interest that underlies some of their environmental claims," Petter noted. "For example, Germany has serious problems with blow down and acid rain, but they don't get anywhere near the profile that offshore issues get."

One of the most telling events occurred at an international conference sponsored by the German publishing industry. A professional forester from Germany took the floor to criticize the country's forest practices. When he finished, a member of the German government berated him for airing his concerns at an international venue, saying it could damage Germany's image and economic interests.

"Far from being upset, the forester was very contrite, and he sat down and withdrew his argument," Petter marvelled.

Economic self-interest is turning respective forest practices into an international public relations contest with potentially huge stakes.

"People talk openly about B.C.'s economic threat," he said. "And environmental standards are becoming more and more important in the way our products are viewed." In this environment, vulnerabilities — factual or perceived — can be readily exploited.

Petter said if B.C. is to protect its position in the world market, it must continue to counteract foreign lobbies — particularly in the context of United Nations Commission on Sustainable Development efforts to establish international standards for forestry.

"We must ensure that standards are established that are rigorous and fair, and don't single out countries with old growth forest or temperate rainforest."

In the battle for global public opinion, B.C. could learn a lot from Sweden, the forestry darling of environmental lobbyists.

"The Swedes are excellent at marketing what they're doing in the forest," Petter said.

"B.C. has to get better at that. We have a much stronger case to make than Sweden, and the potential we have to be an example to the world is much better than a country like Sweden."

And, he said, we now have the tools. Petter sees British Columbia today being at the same crossroads the Swedes encountered half a century ago, when they "made some tough decisions of necessity."

In B.C., the vastness of the resource and the frontier mentality it perpetuated delayed the need to face the same ultimatum.

"As British Columbians we have to decide whether or not we're going to set aside our differences and work together.

"For the first time we have the real prospect of producing if not consensus, then cooperation. The instruments are there, but whether or not the political will is there — on behalf of future governments and those whose self-interest has been to maintain the conflict — I'm not confident enough yet to say."

MAKING MOVIES



Brian Ross of Thirdwave Communications videotapes entomologist **Bob Hodgkinson** of the Prince George regional office for a Forest Service program on spruce beetle management in the Mackenzie forest district. The program, which features district and regional staff, is designed for a general audience and will be made available to schools, libraries, community television channels and others in the region. For more information, contact the Mackenzie district at 997-2200.

Photo by Jeff Elder.

NEW HEAD OF MANAGEMENT SERVICES:

Maximum integrity with minimum bureaucracy

Like his colleagues on the ministry executive, Management Services ADM **Harry Powell** knows the Forest Service is facing unprecedented challenges.

It's a burden that is evenly distributed throughout the ministry; no one escapes the adjustments required by the reorganization or the workload of implementing the ministry's highest priority, the Forest Practices Code.

But as the new person in charge of management services, Powell is responsible for the systems that enable the Forest Service to function. It's up to him to keep the machine running smoothly. Characterizing his day-to-day approach to his job is his appreciation of the importance of preserving staff morale and commitment.

"I came here from the position of director, human resources," he says. "As such, I tend to bring with me the biases that I've developed during my career, and they are a strong belief in the power of people to make a difference and the value of people as an organization's most important resource."

Among his immediate priorities is to resolve the uncertainty — and, he acknowledges, the anxiety — associated with the reorganization.

"Now that the plans have been approved by executive, we have implementation issues to deal with," he says. "I want to ensure staff experience the minimum disruption."

This desire reflects executive's strategic priority to develop and maintain a "healthy" Forest Service organization, and it's up to Powell to deliver.

"The health of an organization," he says, "can be measured in a number of ways, but the most important is the extent to which all

staff are living up to our guiding principles." "Maintaining a healthy organization is no easy task and I certainly don't have all the answers," he admits. But with the input and



Harry Powell

assistance from staff throughout the Forest Service, Powell is filling in the missing pieces.

As prime examples, he notes the work of the Professional Credentials Task Force and the Employment Equity Steering Committee. Both are exploring ways to find balance in the provision of career opportunities for all staff by identifying and removing systemic barriers.

Powell has a favorite saying to describe his vision of how things ought to work: Maximum integrity with minimum bureaucracy.

"That means keeping things simple, providing clear direction, and exploiting efficiencies when you find them. Pursuit and achievement of this goal is a measure of our

value-added. Management services adds value and contributes to the achievement of the ministry's mandate when we are concise about what is required, clear on why it needs to be done, and competent in the assistance we provide on how to get it done."

Consequently, Powell has arranged meetings with each of the divisions so that the management services management team can discuss with their peers the management services implications of the reorganization from both the service provider and client user perspectives to determine "where things might fall between the cracks and to identify where future efficiencies may be found."

Powell, a long time believer and advocate of labor peace, is excited about the recently-announced partnership initiative.

"True progress, meaningful change and lasting results," he professes, "are predicated on the way we choose to conduct business."

Therefore, as co-chair of the ministry partnership committee, Powell is looking forward to the involvement of all staff, not only in improving service to the public, but also in finding new ways of working together to ensure the long-term health of the Forest Service.

Powell joined the Forest Service in 1980 after several years working in human resources at Canada Post. He was appointed director of human resources in 1989.

In his spare time, he enjoys cycling trips with his family and has an insatiable palette for fine wine, good jazz and baseball. And more recently (when he accompanied **Phil Taudin-Chabot** and **Don Wright** for a game as part of the Community Service Fund participation prizes), he discovered more than a passing fancy for snooker.

Britons touch B.C.'s forests

A Touch Your Forests kiosk has been installed in BC House in London, England, enabling Britons to reach out and touch our forests without leaving home.

Installed by **Kelly Loch**, RPF, silviculture branch, the kiosk will remain in England for about six months, and will be featured at a number of locations and events. The tree-shaped kiosk contains information on current forestry issues in B.C., including a section called "voices on the clearcut."

The system was developed by the Forest Service to provide forestry information through an interactive medium. Users access information through the touchscreen computer in the Touch Your Forests (TYF) kiosk, and can spend from five minutes to two hours exploring forestry in B.C. Main topic areas include an overview of B.C.



Kelly Loch demonstrates the Touch Your Forests kiosk at London House.

forestry, forest issues, reforestation, and voices on the clearcut. Over 45,000 people have used TYF displays to date.

During its stay in London, the display is scheduled for a trade show conference aimed at promoting activities such as home

improvement. Through a section on forest markets, the TYF display will demonstrate the link between the supply of B.C. forest products and international demand for them.

The TYF display is also being sought for other locations, including schools, colleges and universities.

Future plans for the system include a CD ROM version for either Macintosh or PC environments. The updated version, to be completed in early 1995, will contain information on the Forest Practices Code, an update on Clayoquot Sound, a photo image bank and a "tree book."

The installation in England was supported by BC House staff, **Steve Hunt** and **Deb Tarry** of the silviculture branch, **Frank Varga** of BC Systems Corp, and **Robin Dunn**.

For further information, contact the Touch Your Forests project manager, silviculture branch, phone 387-1191 or fax 387-1467.

— Submitted by *Kelly Loch, RPF, silviculture branch*

Diploma status, continued from page 5

Nola Daintith, acting silvicultural systems research forester, Cariboo forest region, has completed four modules and found them to be extremely useful.

"The program provides a well-rounded view of silviculture in B.C.," she says, noting that SIBC makes a real effort to bring in instructors who are very knowledgeable. Daintith strongly recommends the program

to anyone whose forestry work involves silviculture.

The professional module program is supported by funding from the silviculture branch.

For more information, contact **Candace Laird**, RPF, executive director, SIBC, phone 224-7800, fax 822-3106, or e-mail (internet) claird@unixg.ubc.ca

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